

September 2025
Lightcast Report



Job Posting Analytics

Lightcast Q3 2025 Data Set

September 2025

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



Michigan

Parameters

Select Timeframe: Sep 2025 - Sep 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

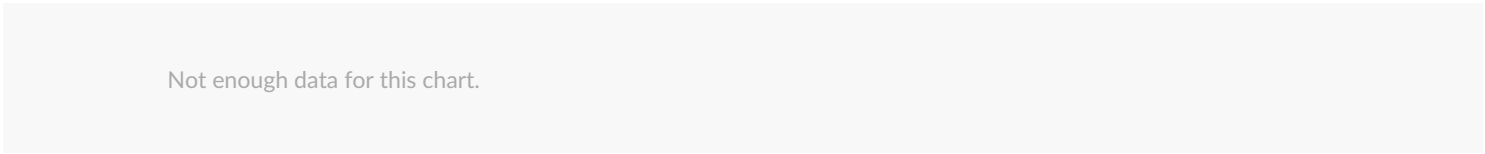
Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary



Advertised Salary Trend

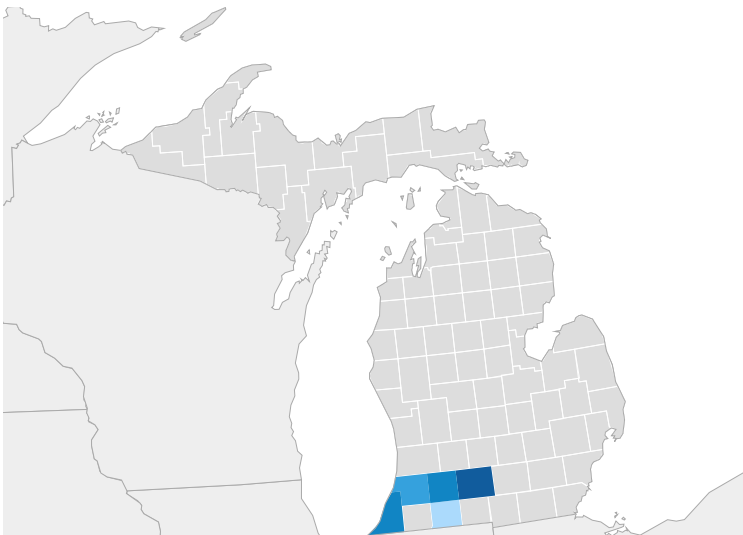
▼ 21.9% Apr 2025 – Sep 2025
\$18.75 Median



13 Job Postings



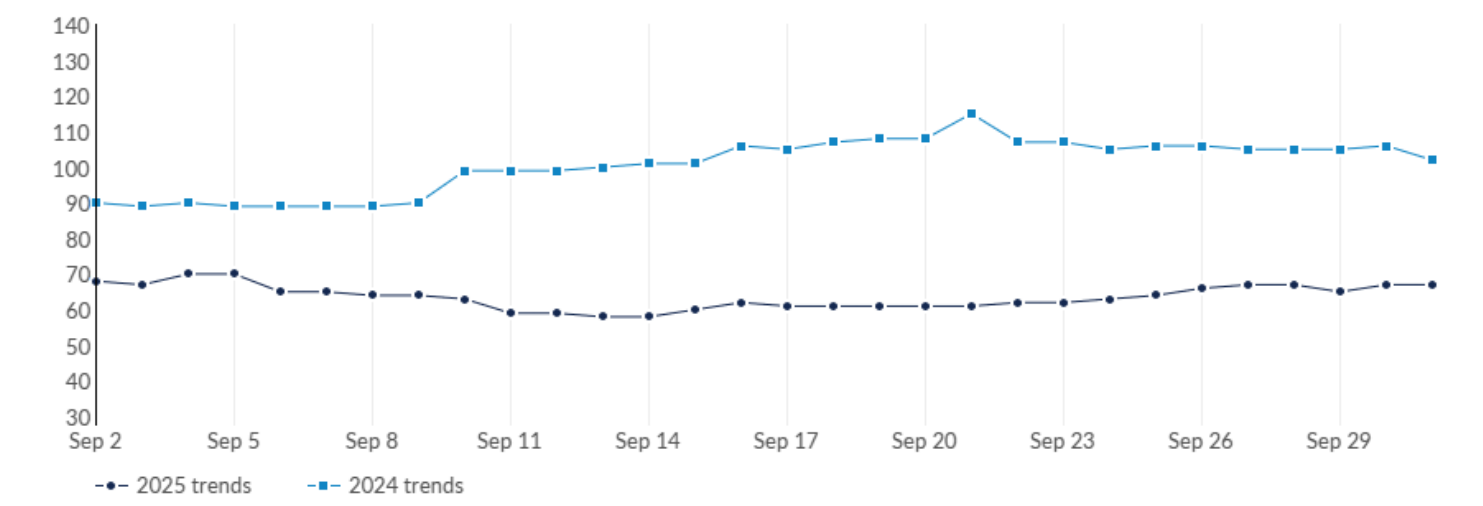
Job Postings Regional Breakdown



County	Unique Postings (Sep 2025)
Calhoun County, MI	55
Berrien County, MI	15
Kalamazoo County, MI	14
Van Buren County, MI	13
St. Joseph County, MI	3

Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
September 2, 2025	68	90	-24.4%
September 3, 2025	67	89	-24.7%
September 4, 2025	70	90	-22.2%
September 5, 2025	70	89	-21.3%
September 6, 2025	65	89	-27.0%
September 7, 2025	65	89	-27.0%
September 8, 2025	64	89	-28.1%
September 9, 2025	64	90	-28.9%
September 10, 2025	63	99	-36.4%
September 11, 2025	59	99	-40.4%
September 12, 2025	59	99	-40.4%
September 13, 2025	58	100	-42.0%
September 14, 2025	58	101	-42.6%
September 15, 2025	60	101	-40.6%
September 16, 2025	62	106	-41.5%
September 17, 2025	61	105	-41.9%
September 18, 2025	61	107	-43.0%
September 19, 2025	61	108	-43.5%

September 20, 2025	61	108	-43.5%
September 21, 2025	61	115	-47.0%
September 22, 2025	62	107	-42.1%
September 23, 2025	62	107	-42.1%
September 24, 2025	63	105	-40.0%
September 25, 2025	64	106	-39.6%
September 26, 2025	66	106	-37.7%
September 27, 2025	67	105	-36.2%
September 28, 2025	67	105	-36.2%
September 29, 2025	65	105	-38.1%
September 30, 2025	67	106	-36.8%
October 1, 2025	67	102	-34.3%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	36	36%
High school or GED	33	33%
Associate's degree	36	36%
Bachelor's degree	10	10%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	33	0	33%
Associate's degree	26	10	26%
Bachelor's degree	5	5	5%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	74	74%
0 - 1 Years	19	19%
2 - 3 Years	7	7%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	275 / 49	6 : 1 	n/a
Bronson Healthcare	55 / 28	2 : 1 	24 days
Meijer	35 / 12	3 : 1 	41 days
Corewell Health	44 / 11	4 : 1 	30 days

Top Cities Posting

City	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	267 / 44	6 : 1 	n/a
Kalamazoo, MI	23 / 12	2 : 1 	18 days
Paw Paw, MI	19 / 8	2 : 1 	49 days
Battle Creek, MI	12 / 7	2 : 1 	24 days
Saint Joseph, MI	28 / 7	4 : 1 	30 days
South Haven, MI	8 / 5	2 : 1 	23 days
Albion, MI	6 / 4	2 : 1 	n/a
Niles, MI	16 / 4	4 : 1 	28 days
Stevensville, MI	4 / 2	2 : 1 	n/a
Sturgis, MI	6 / 2	3 : 1 	41 days

Top Posted Occupations

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	133 / 34	4 : 1 	32 days
Registered Nurses	165 / 31	5 : 1 	18 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	33 / 15	2 : 1 	24 days
Cashiers	35 / 12	3 : 1 	41 days
Nursing Assistants	37 / 6	6 : 1 	n/a
Cooks, Restaurant	6 / 2	3 : 1 	28 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	133 / 34	4 : 1 	32 days
Registered Nurses	165 / 31	5 : 1 	18 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	33 / 15	2 : 1 	24 days
Cashiers	35 / 12	3 : 1 	41 days
Nursing Assistants	37 / 6	6 : 1 	n/a
Cooks, Restaurant	6 / 2	3 : 1 	28 days

Top Posted Occupations

Occupation	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Medical Assistant	133 / 34	4 : 1 	32 days
Registered Nurse	165 / 31	5 : 1 	18 days
Janitor / Cleaner	33 / 15	2 : 1 	24 days
Cashier	35 / 12	3 : 1 	41 days
Nursing Assistant	37 / 6	6 : 1 	n/a
Cook	6 / 2	3 : 1 	28 days

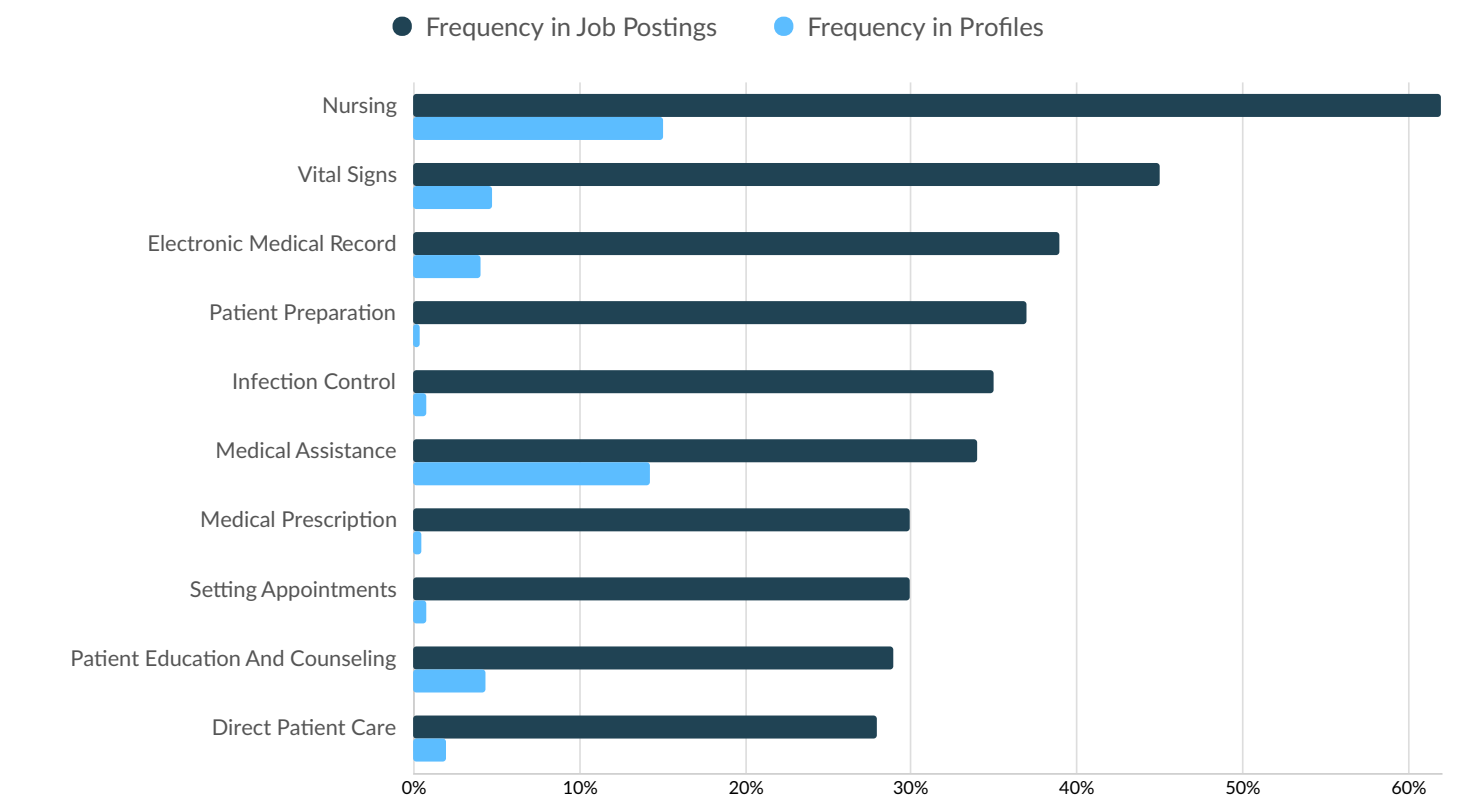
Top Posted Job Titles

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	145 / 26	6 : 1 	18 days
Requisition Sales Associates	133 / 25	5 : 1 	n/a
Environmental Services Technicians	33 / 15	2 : 1 	24 days
Cashiers	35 / 12	3 : 1 	41 days
Medical Assistants	24 / 8	3 : 1 	n/a
Family Medicine Medical Assistants	13 / 7	2 : 1 	32 days
Medical Surgical Registered Nurses	20 / 5	4 : 1 	30 days
Cooks	6 / 2	3 : 1 	28 days

Top Industries

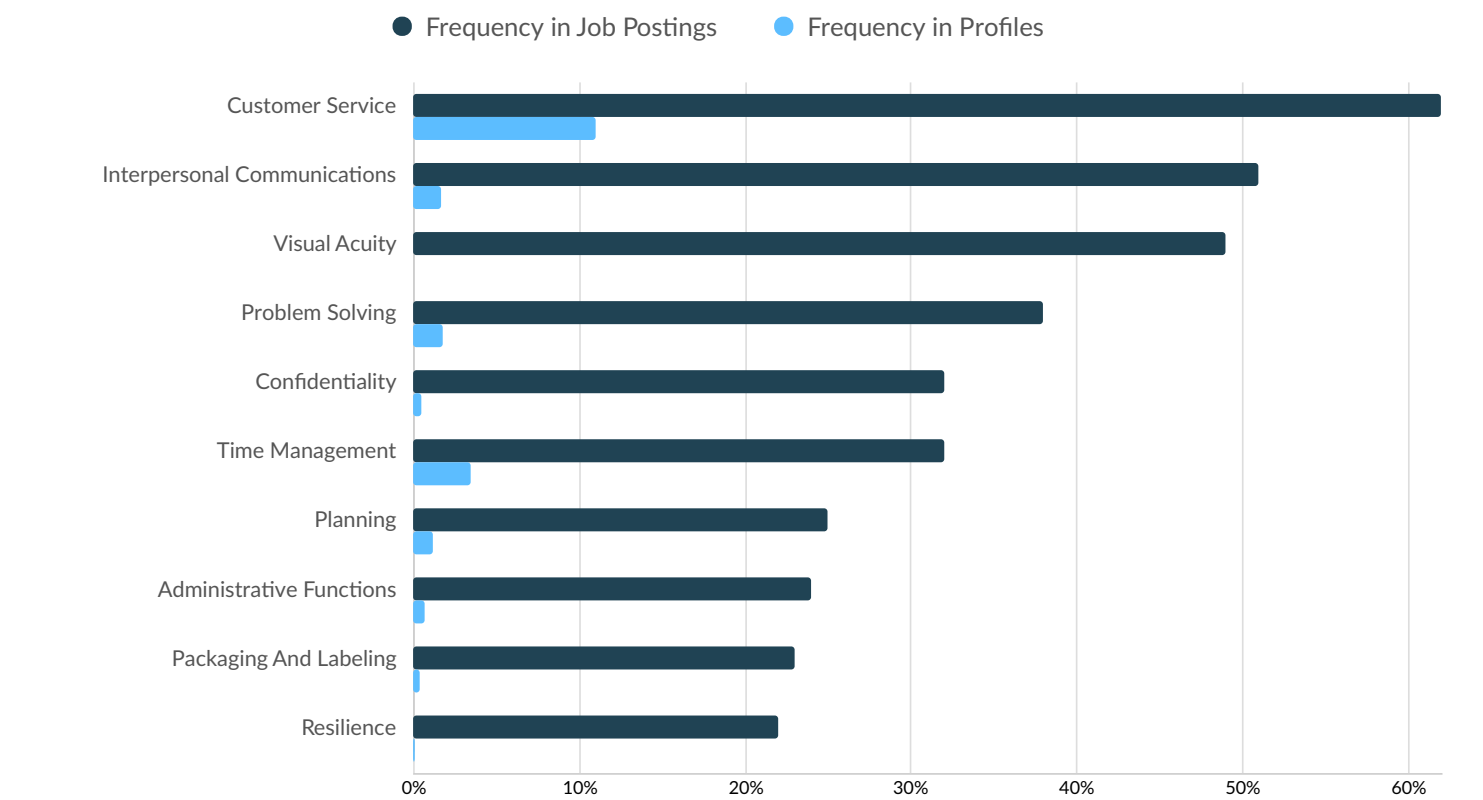
	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	374 / 88	4 : 1 	24 days
Department Stores	35 / 12	3 : 1 	41 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	62	62%	116	15%	+20.1%	Rapidly Growing
Vital Signs	45	45%	37	5%	+17.2%	Growing
Electronic Medical Record	39	39%	31	4%	+12.1%	Growing
Patient Preparation	37	37%	3	0%	+15.8%	Growing
Infection Control	35	35%	6	1%	+17.1%	Growing
Medical Assistance	34	34%	110	14%	+11.9%	Growing
Medical Prescription	30	30%	4	1%	+8.5%	Growing
Setting Appointments	30	30%	6	1%	+10.9%	Growing
Patient Education And Counseling	29	29%	34	4%	+11.6%	Growing
Direct Patient Care	28	28%	15	2%	+16.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	62	62%	85	11%	+5.2%	Stable
Interpersonal Communications	51	51%	13	2%	+12.5%	Growing
Visual Acuity	49	49%	0	0%	+18.9%	Growing
Problem Solving	38	38%	14	2%	+11.3%	Growing
Confidentiality	32	32%	4	1%	0.0%	
Time Management	32	32%	27	4%	+14.5%	Growing
Planning	25	25%	9	1%	+10.9%	Growing
Administrative Functions	24	24%	5	1%	+13.6%	Growing
Packaging And Labeling	23	23%	3	0%	+14.8%	Growing
Resilience	22	22%	1	0%	+12.7%	Growing

Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	59
American Red Cross (ARC) Certification	54
Registered Nurse (RN)	40
Certified Medical Assistant (CMA)	31
Basic Cardiac Life Support	27
Licensed Practical Nurse (LPN)	21
Advanced Cardiovascular Life Support (ACLS) Certification	16
Valid Driver's License	13
Certified Clinical Medical Assistant (CCMA)	13
Registered Medical Assistant (RMA)	10

Appendix A

Top Posting Sources

Website	Postings on Website (Sep 2025)
myworkdayjobs.com	47
peopleanswers.com	47
indeed.com	27
diversityjobs.com	16
simplyhired.com	2
dejobs.org	1
retirementjobs.com	1

Appendix B

Sample Postings

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

2nd shift Cashier	
Link to Live Job Posting: meijer.wd5.myworkdayjobs.com	
Location: [Unknown City], MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
Return to selected search result 2nd shift Cashier Apply locations Stevensville, MI time type Part time posted on Posted Yesterday time left to apply End Date: October 31, 2025 (29 days left to apply) job requisition id R000612515 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be Doing: Utilize technology to complete activities and tasks. You create 'WOW' moments that have a positive and lasting impact on our customers. Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases. Use good eye contact and body language, displaying a friendly and outgoing attitude. Be prepared to handle customer questions adequately and appropriately. Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Desire to work with customers. Previous retail or customer experience preferred but not required. Good verbal communication skills. Detail oriented and organized. Friendly outgoing attitude. Ability to operate cashier register system.	

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

2nd shift Cashier	
Link to Live Job Posting: www.indeed.com	
Location: Stevensville, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
2nd shift Cashier Meijer parental leave United States, Michigan, Stevensville Sep 30, 2025 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be Doing: Utilize technology to complete activities and tasks.You create 'WOW' moments that have a positive and lasting impact on our customers.Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases.Use good eye contact and body language, displaying a friendly and outgoing attitude.Be prepared to handle customer questions adequately and appropriately.Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older.Strong listening and communications skills, face-to-face and virtually.Willingness to learn or existing familiarity with job-specific technology.Problem-solving competence and eagerness to troubleshoot when necessary.Desire to work with customers.Previous retail or customer experience preferred but not required.Good verbal communication skills.Detail oriented and organized.Friendly outgoing attitude.Ability to operate cashier register system.	

Medical Assistant - Requisition #317538	
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

Medical Assistant - Albion - Requisition #180582	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Albion, MI	O*NET: 31-9092.00
Company: Oaklawn Hospital	Job Title: Requisition Sales Associates

MEDICAL ASSISTANT - ALBION

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. Albion, 302 N. Monroe St., Albion, MI 49224

Medical Assistant Family Medicine Blue Star: Full Time 80 HRS./PP	
Link to Live Job Posting: www.indeed.com	
Location: South Haven, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Family Medicine Medical Assistants
Medical Assistant Family Medicine Blue Star: Full Time 80 HRS./ PP Medical Assistant Family Medicine Blue Star: Full Time 80 HRS./PP locationsBronson South Haventime typeFull timeposted onPosted 2 Days Agojob requisition id JOB45037 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 ourcommunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBSH Bronson South Haven Title Medical Assistant Family Medicine Blue Star: Full Time 80 HRS./PP Working under provider's direction provides general nursing functions for the practice. Records vital signs, immunizations, provides initial patient assessment, obtains concise patient history, and provides various clinical information and support to providers. Processes and posts information to patient's chart, educates patients and families regarding medications, treatments and care, and referrals. Employees providing direct patient care must demonstratepetencies specific to the population served. High school diploma or general education degree (GED) required MUST MEET ONE OF THE FOLLOWING Successfulpletion of an accredited medical assistant program CMA/CCMA/RMA certifiedMeet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire Note: Vocational Coordinator to determine eligibility requirements for CMA or RMA within 6 months. BLS certification is required within 90 days of hire/transfer. Knowledge of clinical skills as required with Medical Assistant Certification/Registration. Effective problem-solving and prioritization skills. Must possess excellent interpersonal skills and process information in a confidential manner. Must be able tomunicate clearly and effectively with patients, doctors and other staff. Ability to maintain patient confidentiality. Ability to work independently and function as an integral team member with other healthcare professionals. Must have personalputer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization'sputerized systems. Must have excellent verbal andmunication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a team environment. Must maintain the highest level of confidentiality. Work which produces high levels of mental/visual fatigue. e.g	

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

External Candidates Only:

Up to \$1,500.00 Retention BonusExternal Candidates Only, \$1,500.00 Scheduled Weekly Hours40 Cost Center7796 Bronson Family Medicine - Blue Star Highway (BLH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

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

Job Posting Analytics

Lightcast Q3 2025 Data Set

September 2025
Branch, Calhoun, Kalamazoo,
and St. Joseph Counties



Michigan

Parameters

Select Timeframe: Sep 2025 - Sep 2025

Occupations:

Results should include

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

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

Regions:

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

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

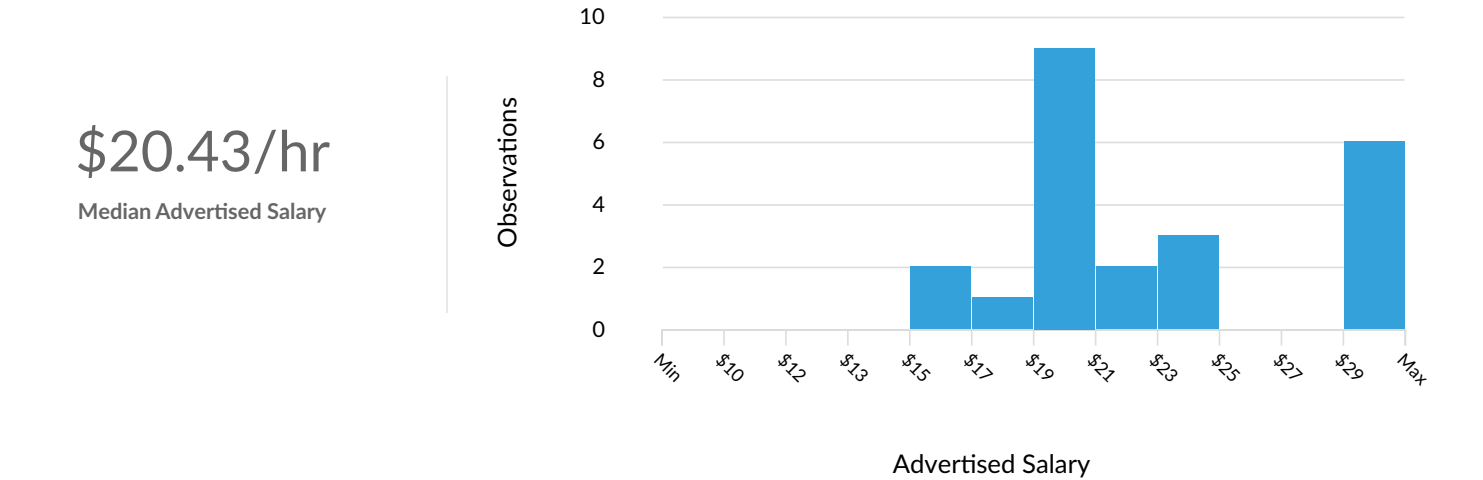
Posting Type: Active Postings

Job Postings Overview



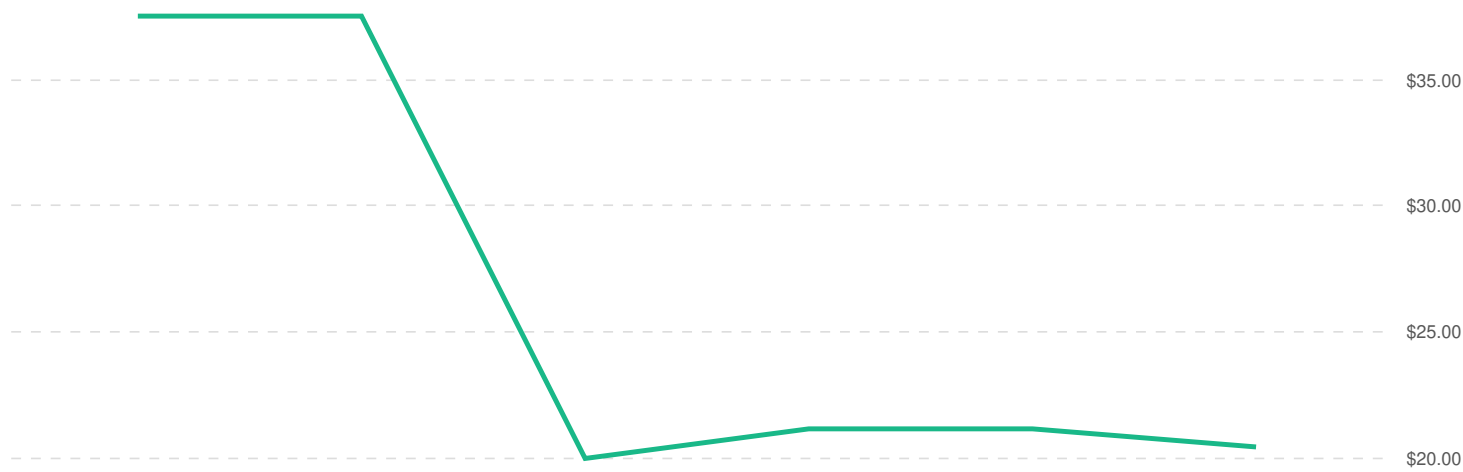
Advertised Salary

There are 23 advertised salary observations (7% of the 337 matching postings).



Advertised Salary Trend

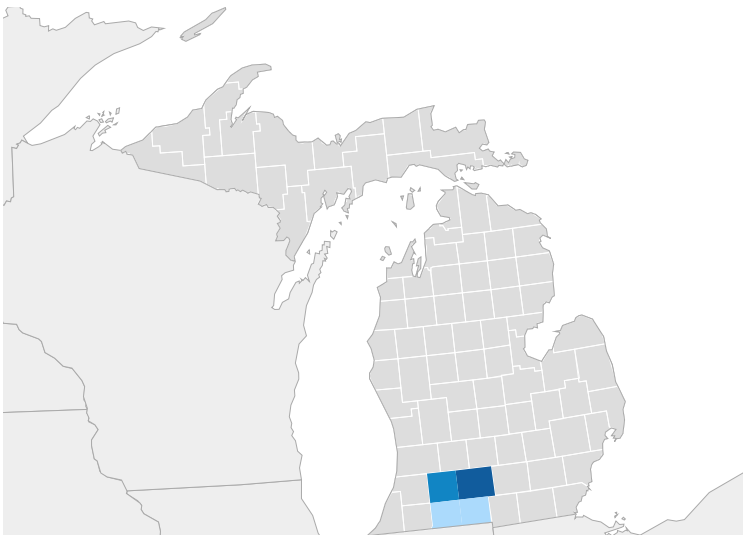
▼45.6% Apr 2025 – Sep 2025
\$24.00 Median



88 Job Postings



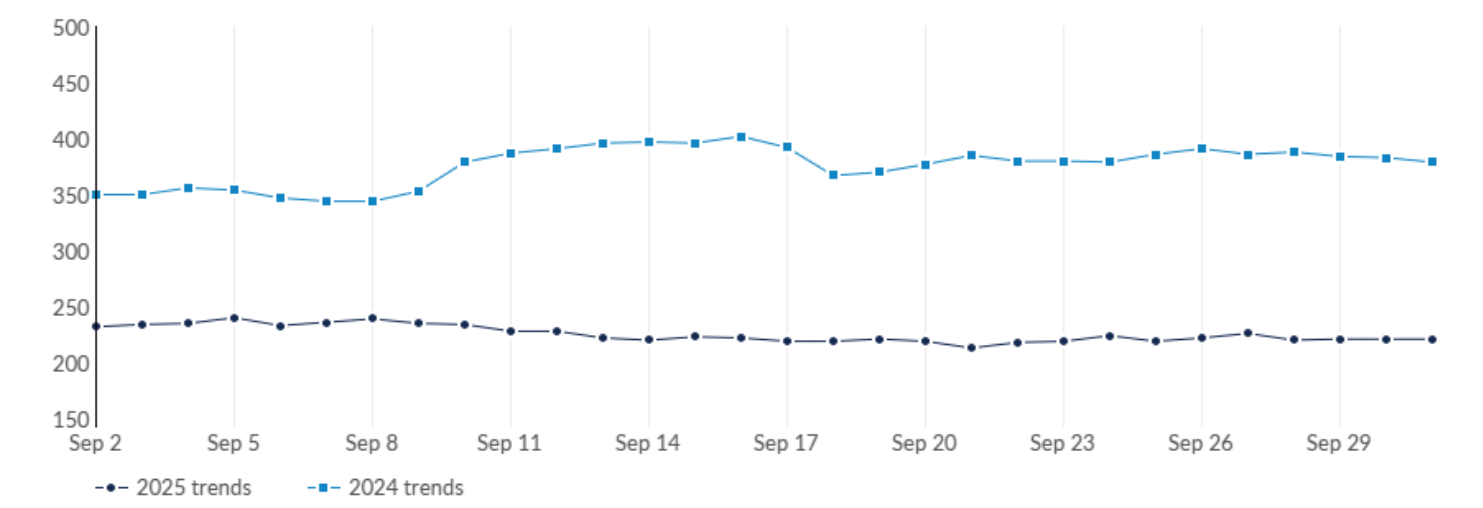
Job Postings Regional Breakdown



County	Unique Postings (Sep 2025)
Calhoun County, MI	219
Kalamazoo County, MI	110
St. Joseph County, MI	5
Branch County, MI	3

Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
September 2, 2025	232	350	-33.7%
September 3, 2025	234	350	-33.1%
September 4, 2025	235	356	-34.0%
September 5, 2025	240	354	-32.2%
September 6, 2025	233	347	-32.9%
September 7, 2025	236	344	-31.4%
September 8, 2025	239	344	-30.5%
September 9, 2025	235	353	-33.4%
September 10, 2025	234	379	-38.3%
September 11, 2025	228	387	-41.1%
September 12, 2025	228	391	-41.7%
September 13, 2025	222	396	-43.9%
September 14, 2025	220	397	-44.6%
September 15, 2025	223	396	-43.7%
September 16, 2025	222	402	-44.8%
September 17, 2025	219	392	-44.1%
September 18, 2025	219	367	-40.3%
September 19, 2025	221	370	-40.3%

September 20, 2025	219	377	-41.9%
September 21, 2025	213	385	-44.7%
September 22, 2025	218	380	-42.6%
September 23, 2025	219	380	-42.4%
September 24, 2025	224	379	-40.9%
September 25, 2025	219	386	-43.3%
September 26, 2025	222	391	-43.2%
September 27, 2025	226	386	-41.5%
September 28, 2025	220	388	-43.3%
September 29, 2025	221	384	-42.4%
September 30, 2025	221	383	-42.3%
October 1, 2025	221	379	-41.7%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	111	33%
High school or GED	95	28%
Associate's degree	143	42%
Bachelor's degree	62	18%
Master's degree	32	9%
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	95	0	28%
Associate's degree	92	51	27%
Bachelor's degree	33	28	10%
Master's degree	6	24	2%
Ph.D. or professional degree	0	4	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	246	73%
0 - 1 Years	36	11%
2 - 3 Years	42	12%
4 - 6 Years	8	2%
7 - 9 Years	3	1%
10+ Years	2	1%

Top Companies Posting

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	814 / 164	5 : 1 	23 days
Bronson Healthcare	150 / 120	1 : 1 	28 days
Meijer	59 / 21	3 : 1 	22 days
Stryker	25 / 13	2 : 1 	33 days
Walmart	16 / 12	1 : 1 	17 days
Border Foods	7 / 4	2 : 1 	18 days
Zoetis	11 / 3	4 : 1 	n/a

Top Cities Posting

City	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	783 / 148	5 : 1 	17 days
Kalamazoo, MI	129 / 92	1 : 1 	24 days
Battle Creek, MI	84 / 62	1 : 1 	38 days
Portage, MI	39 / 15	3 : 1 	20 days
Albion, MI	9 / 6	2 : 1 	n/a
Coldwater, MI	7 / 3	2 : 1 	n/a
Tekonsha, MI	10 / 3	3 : 1 	54 days
Three Rivers, MI	11 / 3	4 : 1 	18 days
Sturgis, MI	6 / 2	3 : 1 	41 days
Comstock Township, MI	1 / 1	1 : 1 	44 days

Top Posted Occupations

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	389 / 93	4 : 1 	26 days
Medical Assistants	236 / 80	3 : 1 	32 days
Health Technologists and Technicians, All Other	169 / 60	3 : 1 	45 days
Medical and Health Services Managers	90 / 35	3 : 1 	25 days
Cashiers	55 / 24	2 : 1 	38 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	39 / 12	3 : 1 	24 days
Nursing Assistants	53 / 11	5 : 1 	19 days
Fast Food and Counter Workers	17 / 9	2 : 1 	18 days
Licensed Practical and Licensed Vocational Nurses	22 / 7	3 : 1 	n/a
Food Service Managers	12 / 6	2 : 1 	18 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	387 / 92	4 : 1 	26 days
Medical Assistants	236 / 80	3 : 1 	32 days
Patient Representatives	159 / 55	3 : 1 	45 days
Medical and Health Services Managers	90 / 35	3 : 1 	25 days
Cashiers	55 / 24	2 : 1 	38 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	39 / 12	3 : 1 	24 days
Nursing Assistants	53 / 11	5 : 1 	19 days
Fast Food and Counter Workers	17 / 9	2 : 1 	18 days
Licensed Practical and Licensed Vocational Nurses	22 / 7	3 : 1 	n/a
Food Service Managers	12 / 6	2 : 1 	18 days
Neurodiagnostic Technologists	4 / 3	1 : 1 	22 days
Health Technologists and Technicians, All Other	6 / 2	3 : 1 	n/a
Clinical Nurse Specialists	2 / 1	2 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	387 / 92	4 : 1 	26 days
Medical Assistant	236 / 80	3 : 1 	32 days
Registrar / Patient Service Representative	159 / 55	3 : 1 	45 days
Cashier	55 / 24	2 : 1 	38 days
Healthcare Administrator	46 / 23	2 : 1 	25 days
Office / Administrative Assistant	39 / 12	3 : 1 	24 days
Nursing Assistant	52 / 10	5 : 1 	19 days
Fast Food / Counter Worker	17 / 9	2 : 1 	18 days
Licensed Practical / Vocational Nurse	22 / 7	3 : 1 	n/a
Restaurant / Food Service Manager	12 / 6	2 : 1 	18 days

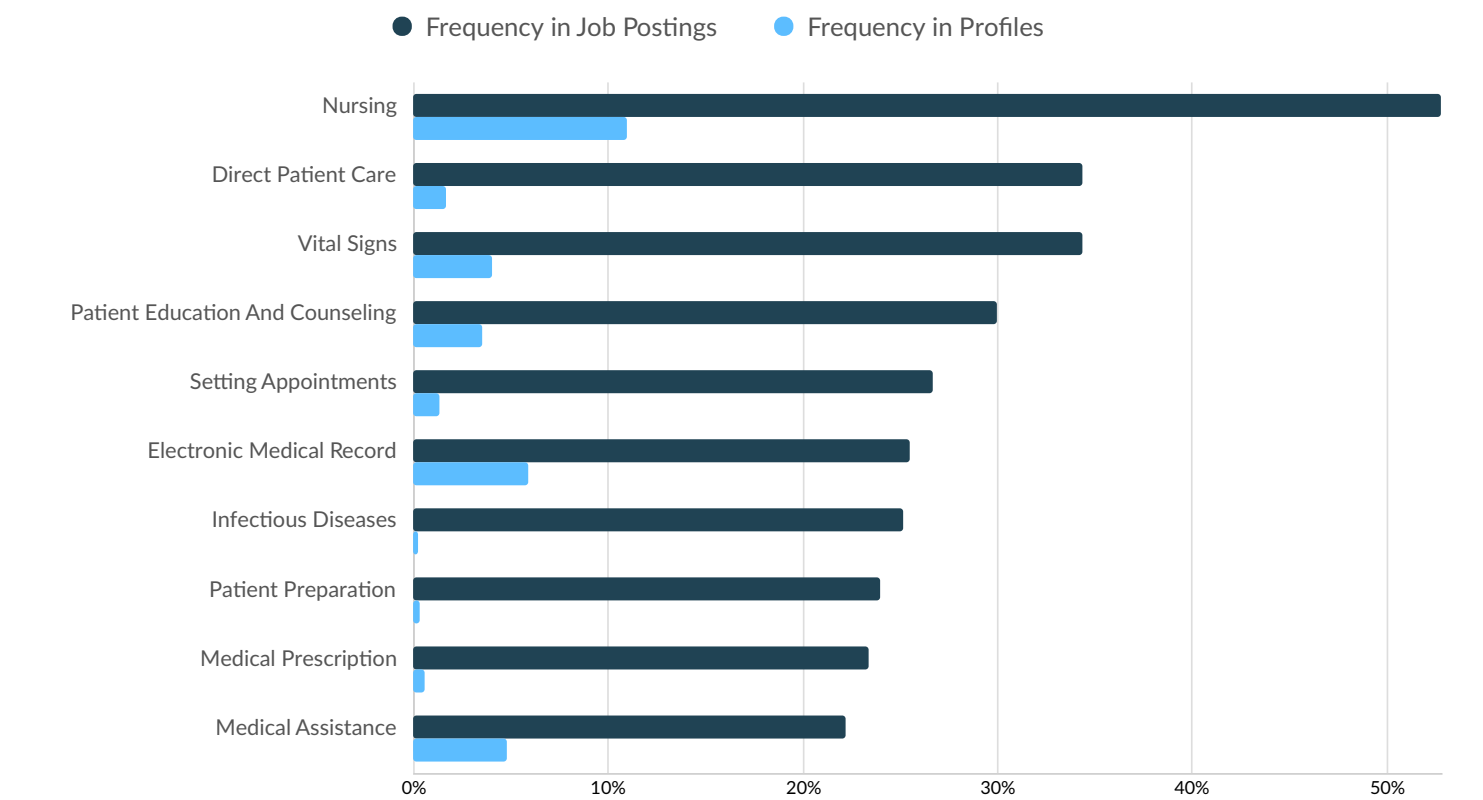
Top Posted Job Titles

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	142 / 25	6 : 1 	18 days
Requisition Sales Associates	133 / 25	5 : 1 	n/a
Department Assistants	64 / 19	3 : 1 	23 days
Emergency Services Registered Nurses	76 / 13	6 : 1 	n/a
Pre-Registration Representatives	55 / 12	5 : 1 	17 days
Patient Representatives	11 / 9	1 : 1 	45 days
Primary Care Medical Assistants	32 / 8	4 : 1 	40 days
Cashiers	28 / 8	4 : 1 	41 days
Primary Care Registered Nurses	28 / 6	5 : 1 	n/a
Licensed Practical Nurses	21 / 6	4 : 1 	n/a

Top Industries

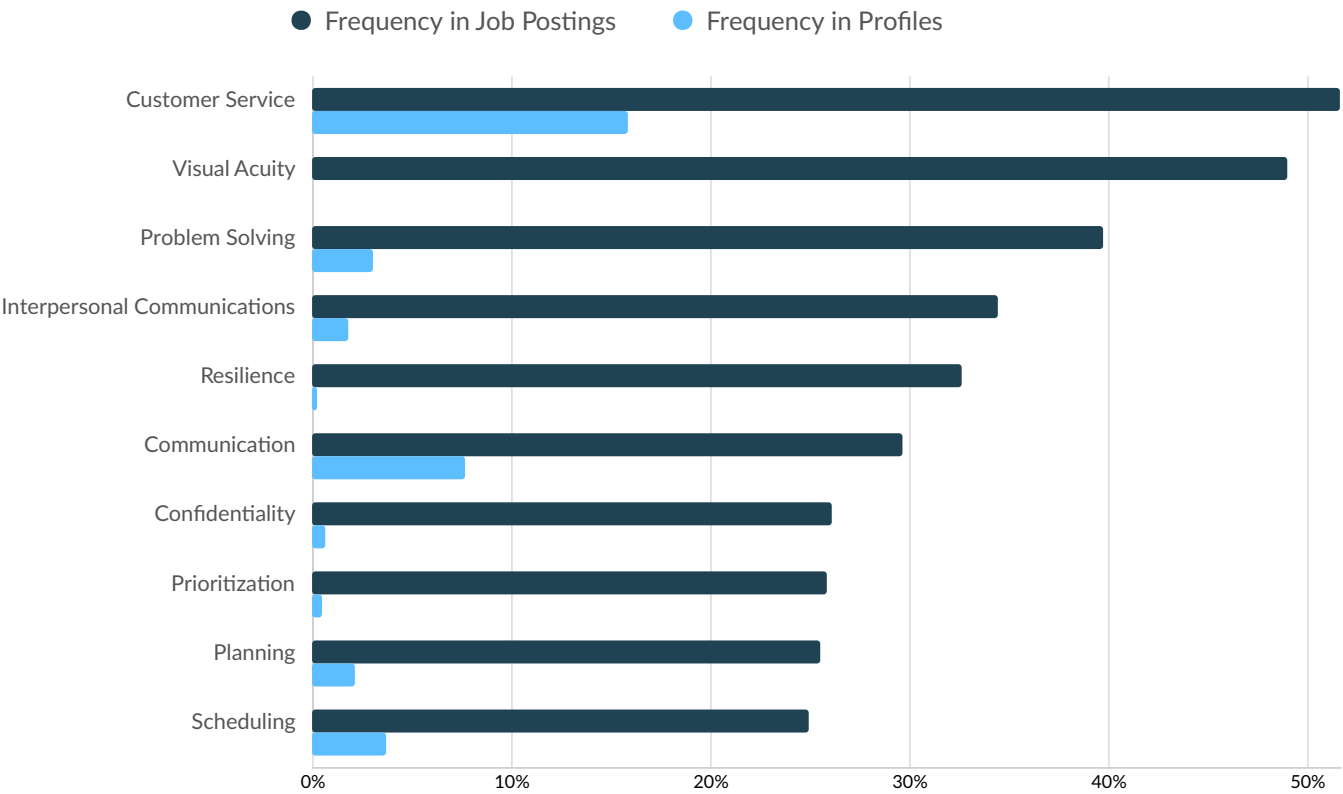
	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	964 / 284	3 : 1 	28 days
Department Stores	59 / 21	3 : 1 	22 days
Surgical and Medical Instrument Manufacturing	25 / 13	2 : 1 	33 days
All Other General Merchandise Retailers	16 / 12	1 : 1 	17 days
Limited-Service Restaurants	7 / 4	2 : 1 	18 days
Pharmaceutical Preparation Manufacturing	11 / 3	4 : 1 	n/a

Top Specialized Skills



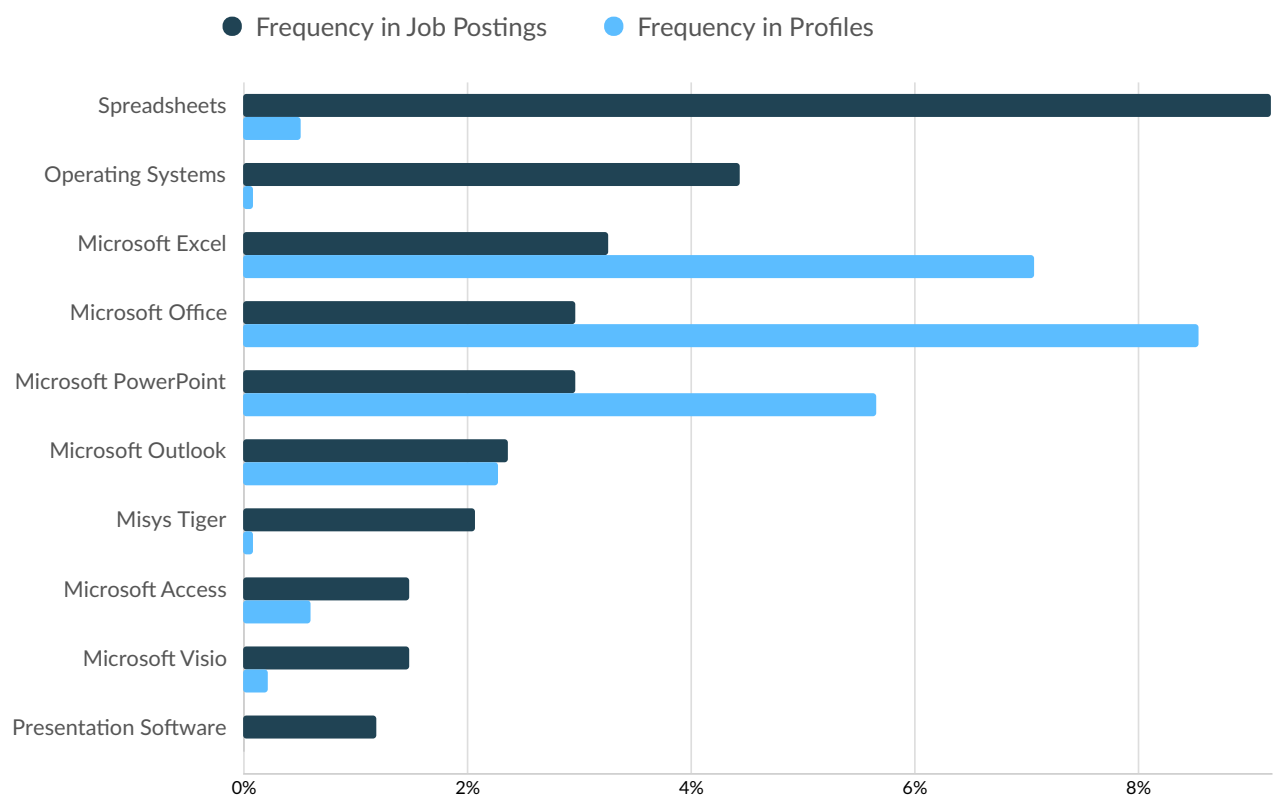
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	178	53%	255	11%	+20.1%	Rapidly Growing
Direct Patient Care	116	34%	40	2%	+16.6%	Growing
Vital Signs	116	34%	95	4%	+17.2%	Growing
Patient Education And Counseling	101	30%	82	4%	+11.6%	Growing
Setting Appointments	90	27%	31	1%	+10.9%	Growing
Electronic Medical Record	86	26%	138	6%	+12.1%	Growing
Infectious Diseases	85	25%	6	0%	+9.2%	Growing
Patient Preparation	81	24%	7	0%	+15.8%	Growing
Medical Prescription	79	23%	13	1%	+8.5%	Growing
Medical Assistance	75	22%	112	5%	+11.9%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	174	52%	370	16%	+5.2%	Stable
Visual Acuity	165	49%	0	0%	+18.9%	Growing
Problem Solving	134	40%	71	3%	+11.3%	Growing
Interpersonal Communications	116	34%	43	2%	+12.5%	Growing
Resilience	110	33%	5	0%	+12.7%	Growing
Communication	100	30%	179	8%	+3.6%	Lagging
Confidentiality	88	26%	16	1%	0.0%	
Prioritization	87	26%	11	0%	+20.5%	Rapidly Growing
Planning	86	26%	50	2%	+10.9%	Growing
Scheduling	84	25%	87	4%	+16.4%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	31	9%	12	1%	+22.2%	Rapidly Growing
Operating Systems	15	4%	2	0%	+22.6%	Rapidly Growing
Microsoft Excel	11	3%	165	7%	+17.7%	Growing
Microsoft Office	10	3%	199	9%	+18.5%	Growing
Microsoft PowerPoint	10	3%	132	6%	+26.1%	Rapidly Growing
Microsoft Outlook	8	2%	53	2%	+25.0%	Rapidly Growing
Misys Tiger	7	2%	2	0%	+66.7%	Rapidly Growing
Microsoft Access	5	1%	14	1%	+3.9%	Lagging
Microsoft Visio	5	1%	5	0%	+7.7%	Stable
Presentation Software	4	1%	0	0%	+21.0%	Rapidly Growing

Top Qualifications

Postings with Qualification	
Basic Life Support (BLS) Certification	159
Registered Nurse (RN)	119
American Red Cross (ARC) Certification	111
Certified Medical Assistant (CMA)	71
Licensed Practical Nurse (LPN)	51
Basic Cardiac Life Support	50
Advanced Cardiovascular Life Support (ACLS) Certification	49
Pediatric Advanced Life Support (PALS)	34
Registered Medical Assistant (RMA)	32
Valid Driver's License	32

Appendix A

Top Posting Sources

Website	Postings on Website (Sep 2025)
peopleanswers.com	150
myworkdayjobs.com	137
indeed.com	52
diversityjobs.com	14
dejobs.org	11
icims.com	9
retirementjobs.com	4
careercircle.com	3
kalamazoorecruiter.com	3
stryker.com	3
disabledperson.com	2
healthjobsnationwide.com	2
ncbiotech.org	2
eastlansingrecruiter.com	1
gr8jobs.net	1
portagerecruiter.com	1
themuse.com	1
wyomingrecruiter.com	1

Appendix B

Sample Postings

Food Clerks — Meijer in Portage, MI (Sep 2025 - Active)

Grocery Food Clerk	
Link to Live Job Posting: www.indeed.com	
Location: Portage, MI	O*NET: 35-3023.00
Company: Meijer	Job Title: Food Clerks
Return to selected search result Grocery Food Clerk Apply locations Shaver Road - Portage, MI time type Part time posted on Posted Yesterday job requisition id R000614813 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! Responsible for delivering remarkable customer service by providing customers with exceptional product knowledge, efficient service and a friendly attitude; will be exposed to a variety of retail tasks related to product, customer service and merchandising. Join a community. Build a career. We are searching for a new member of the Meijer family! When you join us as a Food Clerk, you will provide customers with exceptional product knowledge, efficient service, and a friendly attitude. You will play a vital role in keeping our store running smoothly and having a positive impact on the community we serve. Sound good to you? Join us! What will you be doing? Build rapport with customers. Display a friendly and outgoing attitude through good eye contact and body language. Respond to customer questions in an effective manner. Stock product and maintain product displays according to merchandising standards. Utilize technology to complete activities and tasks. Follow safety and sanitation procedures to ensure quality service and products for our customers. This position is applicable to the following departments: Meat, Seafood, Bakery, Deli, Grocery. What skills will you use? You are detail-oriented and organized. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Process-driven with ability to follow procedures in an organized and efficient way. Ability to stay calm while working in a fast-paced environment. Desire to work with customers on a consistent basis. Ability to lift, carry, push, pull, bend, and twist while handling product. Ability to stand for long periods of time. Meijer starts with me. It's not just a brand name, it's a family name. Founded by Hendrik and Gezina Meijer and their children in 1934, Meijer treats our Team Members like they're a part of our family. We want to see them happy, growing, and successful. That's why our Team Members say, "Meijer starts with me." Sound like the place for you? Join us. Who are we a good fit for? We love working with talented people but more than that, we look for team members who thrive in a collaborative environment and want to help us build on our family culture. Meijer is a great place for you if you want a job that's more than a paycheck and a career that plays an important role in your community.	

Checkout Operators — Walmart in Portage, MI (Sep 2025 - Active)

Checkout Team Associate	
Link to Live Job Posting: dejobs.org	
Location: Portage, MI	O*NET: 41-2011.00
Company: Walmart	Job Title: Checkout Operators

Hourly Wage:

- \$14•\$27 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:
- Mid-Shift, Closing
- Location
- Walmart Supercenter #5280
- 8350 SHAVER

RD, PORTAGE, MI, 49024, US

Job Overview Front End Checkout associates run our registers. They smile, greet and thank customers, ring up items, process payments, and keep a positive attitude. Always ready to help with customer questions and needs, this role may require standing for long periods of time.

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 (https://one.walmart.com/content/usone/en/_us/me/health/smartguide.html)

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.

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.

Freezer/Cooler Stockers — Walmart in Battle Creek, MI (Sep 2025 - Active)

Freezer, Cooler and Deli Stocker Associate	
Link to Live Job Posting: dejobs.org	
Location: Battle Creek, MI	O*NET: 35-3023.00
Company: Walmart	Job Title: Freezer/Cooler Stockers
- Position Summary... - Why do people love shopping for fresh food at Sam's Club? Our members tell us one of the biggest reasons is our hard-working and happy-to-help fresh food associates. Join our freezer, cooler, and deli team and you won't just keep shelves stocked, you'll play an important role in the operations and sanitary conditions of our freezers and coolers that keep our product ready for our members. When you're working in the deli department, you'll be on the front-lines of customer service—your smile can make the difference between a good shopping experience and a great one. Be a part of a team that offers customers more of what they love, for less. You will sweep us off our feet if: - You have a passion for and experience with stocking and customer service - You keep member satisfaction as your top priority - You're a solution seeker and innovator who tackles obstacles head-on - You're comfortable with change and quickly adapt to different work scenarios - You're a curious and creative thinker, driving change through out-of-box thinking You will make an impact by: - Ensuring high-quality products are taken care of and available for our members - Ensuring shelves are clean, maintaining temperature control, verifying expiration dates, and disposing of lesser-quality food products. - Packing ready-to-sell products in proper containers and stock displays - Maintaining a clean, sanitized, and member-ready area The freezer, cooler, and deli stocker role is a great way to start a fulfilling career at Sam's Club. Apply now! The above information has been designed to indicate the general nature and level of work performed in the role. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job. The full job description can be made available as part of the hiring process. - What you'll do... - Maintains safety of Facility by following all safety standards, procedures, and guidelines including conducting safety sweeps; following proper forklift spotting procedures; following proper procedures for handling and disposing of hazardous materials; following Company steel standard guidelines; and correcting/reporting unsafe situations to Management. Maintains the Sales Floor and merchandise presentation in the Freezer/Cooler/Deli area in accordance with Company policies and procedures by properly handling claims and returns; zoning the area; receiving and stocking merchandise; setting up, cleaning, and organizing product displays; removing damaged goods; signing and pricing merchandise appropriately; completing required audits, paperwork, logs, and other required documentation; and securing fragile and high-shrink merchandise. Provides Member service by acknowledging the Member and identifying their needs; locating merchandise and assisting with purchasing decisions; providing Deli products to Members; resolving issues and concerns; and promoting the Company's products and services. Follows Company policies and procedures related to Freezer/Cooler area by complying with food handling policies; operating, repairing, and sanitizing equipment; following Cold Chain procedures when stocking merchandise; cleaning freezer /cooler/deli area (for example, windows, mirrors, display cases and coolers); monitoring freezer/cooler fans, drains and doors for proper operation; and reporting issues to Management. 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	

include PTO, sick leave, and company paid life insurance.

- Paid time off benefits
- include PTO, parental leave, family care leave, bereavement, jury duty, and voting.

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

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

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

Walmart at <https://bit.ly/3iOOB1J>. The hourly wage range for this position is \$16.00 to \$23.00

- The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation in the form of premiums may be paid in amounts ranging from \$0.35 per hour to \$3.00 per hour in specific circumstances. Premiums may be based on schedule, facility, season, or specific work performed. Multiple premiums may apply if applicable criteria are met.
- Minimum Qualifications...
- _Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications._ I acknowledge that the position for which I am applying requires me to successfully complete all job required trainings and assessments within a prescribed time period if I receive the position. Must be 18 years of age or older
- Preferred Qualifications...
- _Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications._
- Primary Location...
- 12737 6 Mile Rd, Battle Creek, MI 49014-8368, United States of AmericaWalmart, 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.

Emergency Department Patient Representative- Battle Creek, Full Time, 1st Shift/12hr Days	
Link to Live Job Posting: www.indeed.com	
Location: Battle Creek, MI	O*NET: 29-2099.08
Company: Bronson Healthcare	Job Title: Emergency Department Registered Nurses

CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title Emergency Department Patient Representative- Battle Creek, Full Time, 1st Shift/12hr Days 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 apply 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 incomplete 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 demonstrate competencies 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, and computer skills within a Windows environment. Experience with multiple computer applications/operating systems, and office machines. Knowledge of HIPAA and confidentiality requirements, insurance payer regulations and requirements, and patient rights. Knowledge of revenue cycle components 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 semi complex 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 maintain composure 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 personal computer 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/or completes required patient forms. Collects and enter payments, follows required balancing procedures. Analyzes, interprets and enters physician orders. Scans and indexes forms. Schedules and communicates 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. Accurately completes assigned work queues. Identify financial counseling needs. Maintains confidentiality in verbal, written and electronic communication. 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 12 Hour Day Shift Time Type Full time Scheduled Weekly Hours 36 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.

Frontline Cashiers – Walmart in Battle Creek, MI (Sep 2025 - Active)

Member Frontline Cashier	
Link to Live Job Posting: dejobs.org	
Location: Battle Creek, MI	O*NET: 41-2011.00
Company: Walmart	Job Title: Frontline Cashiers
• Position Summary... • Want to make a lot of people's day? Our Member Frontline Cashier Associates are the heart of our front end. You play a major role in how our members feel in the club and when they leave. You might be the first, last, and sometimes only associate that our members interact with. That's why it's so important to smile, greet, and thank each and every one. We are looking for friendly faces to run registers and support our members through the self-checkout experience! The pace can be really fast, especially in the evenings, on weekends, and during a holiday season. There are times when you have to juggle several tasks in a short amount of time while helping members: scanning items, processing payments, and maintaining a clean area—you get the idea! It's hard work, but our cashiers find it rewarding, especially since they're a part of a large team with a common goal: happy, satisfied members. You will sweep us off our feet if: • You thrive in fast-paced environments • You're a multi-tasker at heart • You keep member satisfaction as your top priority • You can stand for long periods of time while assisting members quickly and accurately • You're a problem solver who tackles obstacles head-on to ensure each task is completed with excellence You will make an impact by: • Maintaining a positive attitude by smiling, greeting and thanking members • Providing exceptional customer service to members across the club as needed, answering any questions they may have • Maintaining a clean, neat, and member-ready area The member frontline cashier is a great way to start a fulfilling career at Sam's Club. Apply now! The above information has been designed to indicate the general nature and level of work performed in the role. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job. The full job description can be made available as part of the hiring process. • What you'll do... • Maintains safety of facility according to company policies and procedures by conducting safety sweeps; following forklift spotting procedures; following procedures for handling and disposing of hazardous materials; following company steel standard guidelines; and correcting and reporting unsafe situations to facility management. Provides member service by acknowledging the member and identifying members needs; assisting members with purchasing decisions; locating merchandise; resolving member issues and concerns; promoting the company's products and services; providing guidance and support to members regarding member self-service technology; processing member purchases; assisting members with payments according to company policies and procedures for different membership and payment types; assisting members with transactions utilizing registers or self-checkout area; zoning the area; and arranging and organizing merchandise. Complies with company policies, procedures, and standards of ethics and integrity by implementing related action plans; using the Open Door Policy; and applying these in executing business processes and practices. Completes work assignments and priorities by using policies, data, and resources; collaborating with managers, co-workers, customers, and other business partners; identifying priorities, deadlines, and expectations; carrying out tasks; communicating progress and information; determining and recommending ways to address improvement opportunities; and adapting to and learning from change, difficulties, and feedback. At Sam's Club, we offer competitive pay as well as performance-based bonus awards and other great benefits for a happier mind, body, and wallet! • Health benefits • include medical, vision and dental coverage • Financial benefits	

• Financial benefits

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

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

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

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

Walmart at <https://bit.ly/3iOOB1J>. The hourly wage range for this position is \$16.00 to \$23.00

- The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation in the form of premiums may be paid in amounts ranging from \$0.35 per hour to \$3.00 per hour in specific circumstances. Premiums may be based on schedule, facility, season, or specific work performed. Multiple premiums may apply if applicable criteria are met.
- Minimum Qualifications...
- _Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications._
- Preferred Qualifications...
- _Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications._
Customer Service, Retail experience including operating front end equipment (for example, cash register), Working with mobile retail applications
- Primary Location...
- 12737 6 Mile Rd, Battle Creek, MI 49014-8368, United States of AmericaWalmart, 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.

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 Q3 2025 Data Set

September 2025
Branch County



Michigan

Parameters

Select Timeframe: Sep 2025 - Sep 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

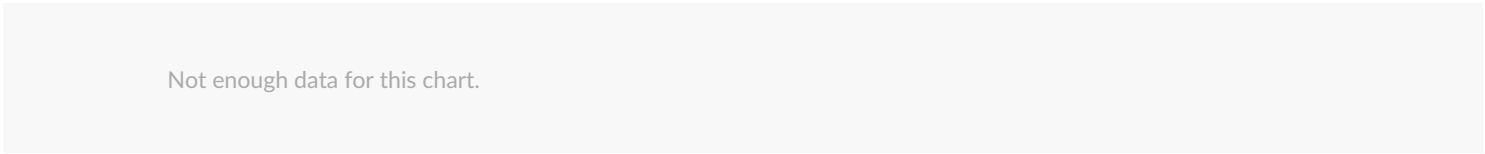
Keyword Search:

Posting Type: Active Postings

Job Postings Overview

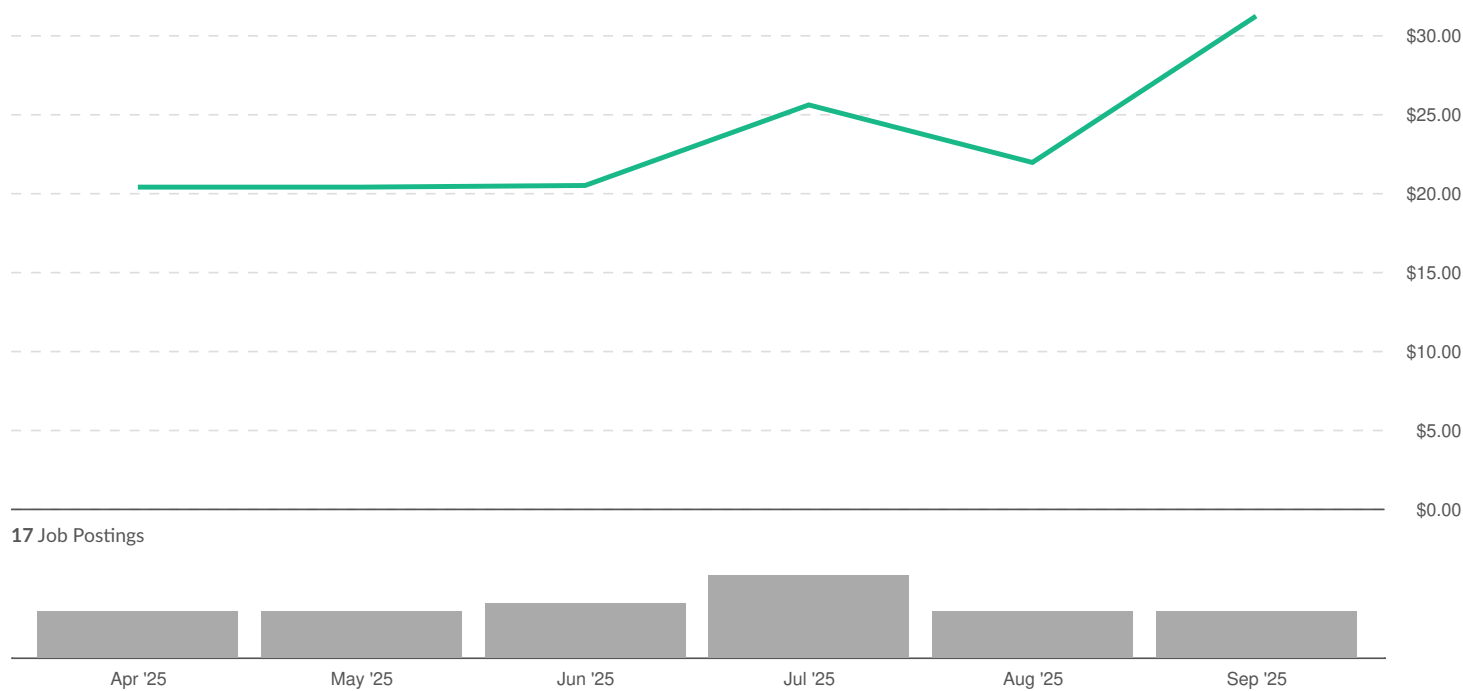


Advertised Salary

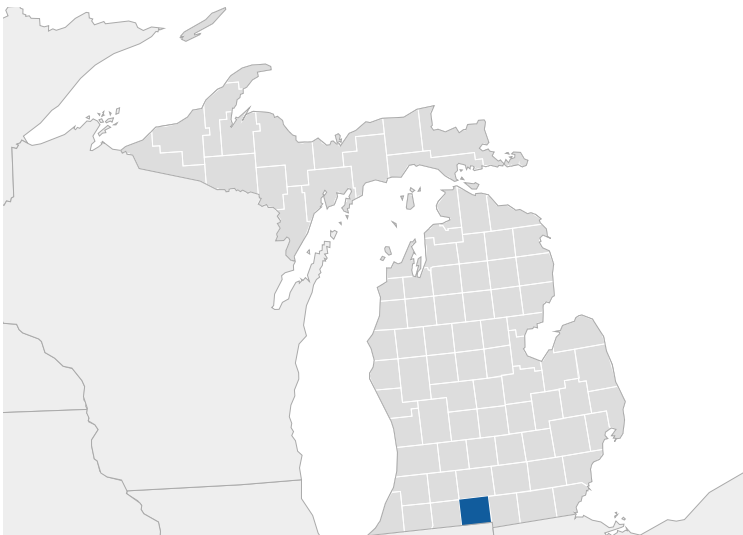


Advertised Salary Trend

▲ 52.7% Apr 2025 – Sep 2025
\$25.54 Median

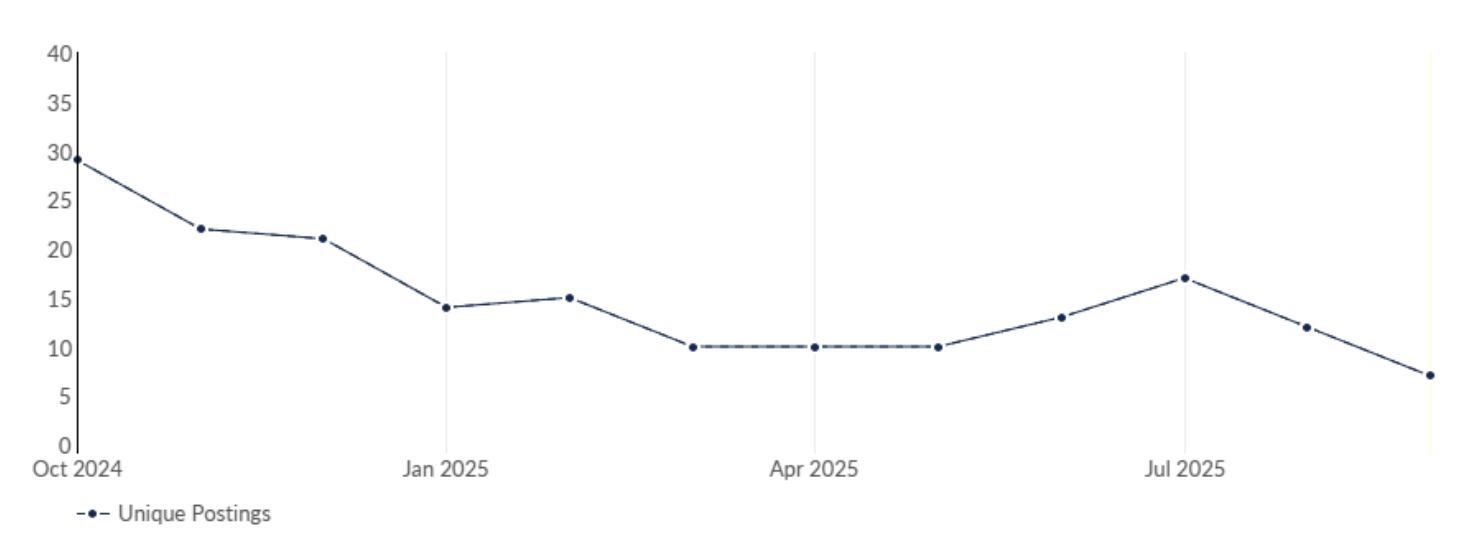


Job Postings Regional Breakdown



County	Unique Postings (Sep 2025)
Branch County, MI	7

Unique Postings Trend



Month	Unique Postings	Posting Intensity
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	10	2 : 1
Feb 2025	15	2 : 1
Jan 2025	14	3 : 1
Dec 2024	21	3 : 1
Nov 2024	22	3 : 1
Oct 2024	29	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	5	71%
High school or GED	1	14%
Associate's degree	1	14%
Bachelor's degree	0	0%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	1	0	14%
Associate's degree	1	0	14%
Bachelor's degree	0	0	0%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	2	29%
0 - 1 Years	4	57%
2 - 3 Years	1	14%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Walmart	18 / 3	6 : 1 	n/a
Bob Evans Restaurants	4 / 2	2 : 1 	n/a
Clemens Food Group	2 / 2	1 : 1 	n/a

Top Cities Posting

City	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Coldwater, MI	24 / 7	3 : 1 	n/a

Top Posted Occupations

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
General and Operations Managers	3 / 2	2 : 1 	n/a
Food Service Managers	2 / 2	1 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	16 / 2	8 : 1 	n/a
Fast Food and Counter Workers	3 / 1	3 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
General and Operations Managers	3 / 2	2 : 1 	n/a
Food Service Managers	2 / 2	1 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	16 / 2	8 : 1 	n/a
Fast Food and Counter Workers	3 / 1	3 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Restaurant / Food Service Manager	2 / 2	1 : 1 	n/a
Retail Store Manager / Supervisor	16 / 2	8 : 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

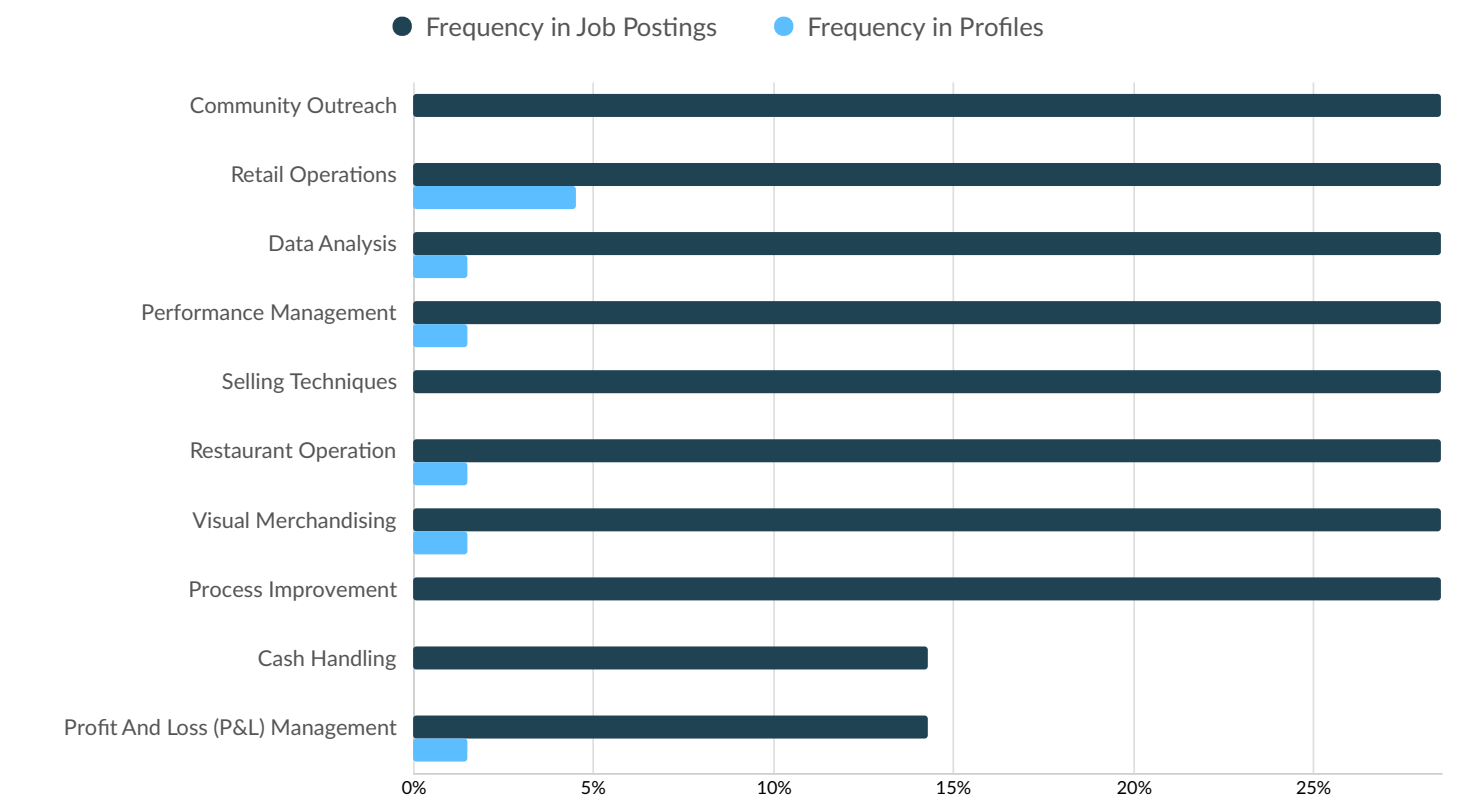
Top Posted Job Titles

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Floor Supervisors	1 / 1	1 : 1 	n/a
Key Supervisors	1 / 1	1 : 1 	n/a
Operations Management Trainees	12 / 1	12 : 1 	n/a
Complex Managers	4 / 1	4 : 1 	n/a
Operations Coaches	2 / 1	2 : 1 	n/a
Assistant Site Managers	1 / 1	1 : 1 	n/a

Top Industries

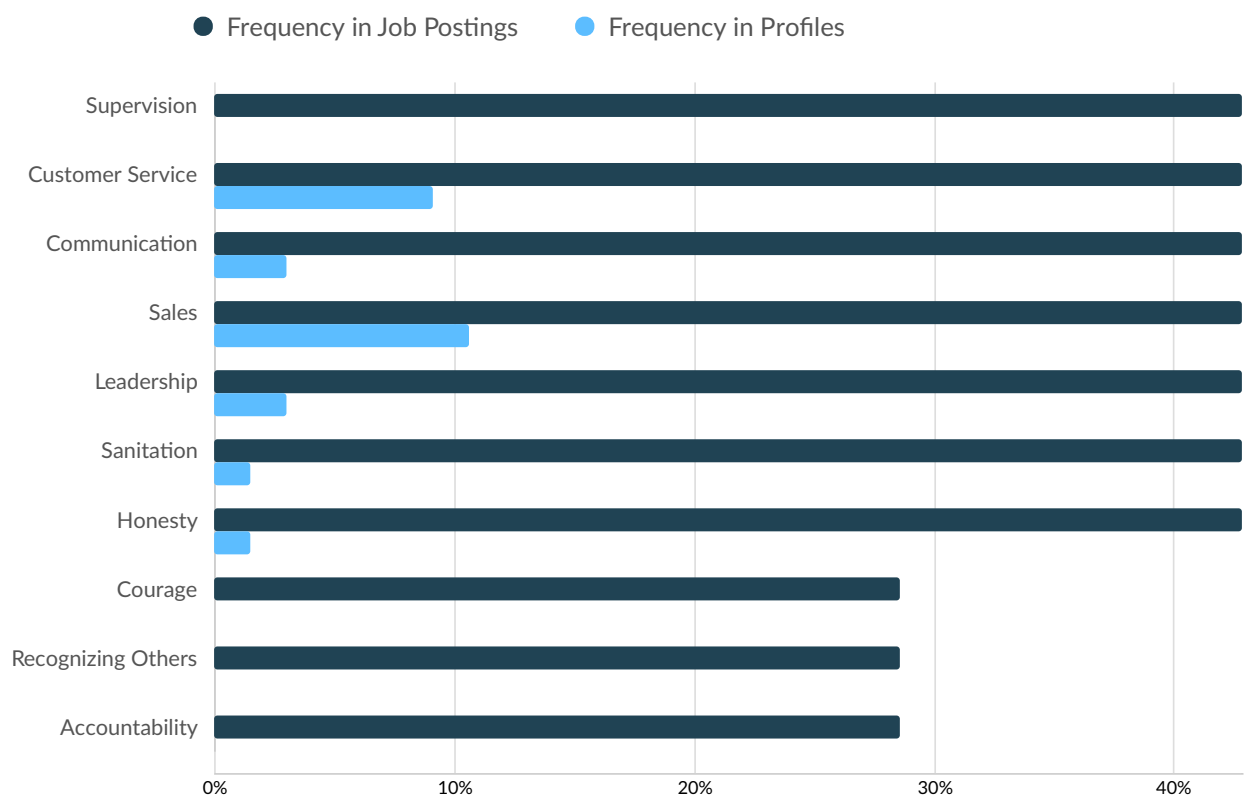
	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
All Other General Merchandise Retailers	18 / 3	6 : 1 	n/a
Animal (except Poultry) Slaughtering	2 / 2	1 : 1 	n/a
Full-Service Restaurants	4 / 2	2 : 1 	n/a

Top Specialized Skills



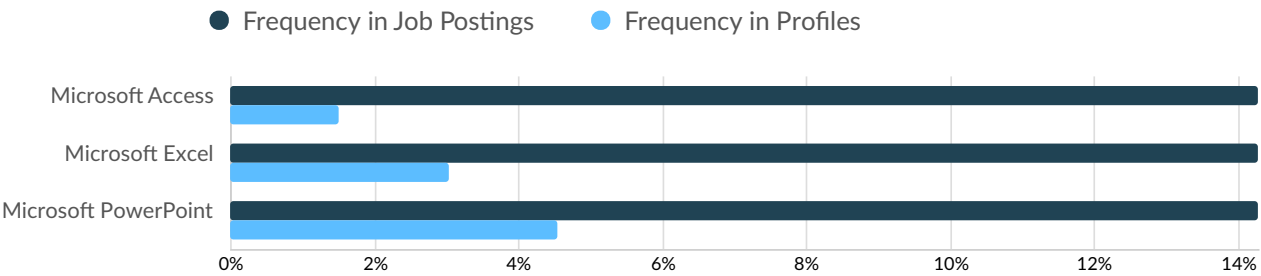
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Community Outreach	2	29%	0	0%	+24.6%	Rapidly Growing
Retail Operations	2	29%	3	5%	+11.0%	Growing
Data Analysis	2	29%	1	2%	+25.8%	Rapidly Growing
Performance Management	2	29%	1	2%	+20.3%	Rapidly Growing
Selling Techniques	2	29%	0	0%	-1.2%	Lagging
Restaurant Operation	2	29%	1	2%	+28.0%	Rapidly Growing
Visual Merchandising	2	29%	1	2%	+12.9%	Growing
Process Improvement	2	29%	0	0%	+27.0%	Rapidly Growing
Cash Handling	1	14%	0	0%	+8.9%	Growing
Profit And Loss (P&L) Management	1	14%	1	2%	+18.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Supervision	3	43%	0	0%	+2.3%	Lagging
Customer Service	3	43%	6	9%	+5.2%	Stable
Communication	3	43%	2	3%	+3.6%	Lagging
Sales	3	43%	7	11%	+7.8%	Stable
Leadership	3	43%	2	3%	+8.5%	Stable
Sanitation	3	43%	1	2%	+9.5%	Growing
Honesty	3	43%	1	2%	+9.9%	Growing
Courage	2	29%	0	0%	+7.4%	Stable
Recognizing Others	2	29%	0	0%	0.0%	
Accountability	2	29%	0	0%	+18.7%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Access	1	14%	1	2%	+3.9%	Lagging
Microsoft Excel	1	14%	2	3%	+17.7%	Growing
Microsoft PowerPoint	1	14%	3	5%	+26.1%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Bachelor Of Science In Business	2

Appendix A

Top Posting Sources

Website	Postings on Website (Sep 2025)
indeed.com	5
careercircle.com	2
ultipro.com	2
walmart.com	2
dejobs.org	1

Appendix B

Sample Postings

Complex Managers — Walmart in Coldwater, MI (Sep 2025 - Active)

(USA) GM Coach (Non-Complex) - WM	
Link to Live Job Posting: careers.walmart.com	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Walmart	Job Title: Complex Managers
(USA) GM Coach (Non-Complex) • WM 3.4 3.4 out of 5 stars 800 East Chicago Street, Coldwater, MI 49036 \$65,000 • \$80,000 a year Walmart 277,485 reviews \$65,000 • \$80,000 a year 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 effectively Models 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 experience Drives 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 area Provides 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 potential Coordinates 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 learning Provides supervision and development opportunities for associates by hiring and training mentoring assigning duties providing recognition andpromoting a belonging mindset in the workplace Ensures 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 practices Respect 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 performx000B Respect the Individual Works collaboratively builds strong and trusting relationships communicates with impact energy and positivity to motivate and influencex000B Respect the Individual Attracts and retains the best talent empowers and develops talent and recognizes others contributions and accomplishments Act with Integrity: Maintains and promotes the highest standards of integrity ethics and compliance models the Walmart values to support and foster our culture holds oneself and others accountable supports Walmarts goal of becoming a regenerative company by making a positive impact for associates customers members and the world around useg creating a sense of belonging eliminating waste participating in local giving Act with	

Integrity:

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

Excellence:

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

Excellence:

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

Walmart. The annual salary range for this position is \$65,000.00

- 80,000.

00 Plus Differential to meet legislative requirements, where applicable. Additional compensation includes annual or quarterly performance bonuses. Additional compensation for certain positions may also include: Regional Pay Zone (RPZ) (based on location) Complex Structure (based on external factors that create challenges) 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.

Key Supervisors — Bob Evans Restaurants in Coldwater, MI (Sep 2025 - Active)

Key Supervisor	
Link to Live Job Posting: www.indeed.com	
Location: Coldwater, MI	O*NET: 11-9051.00
Company: Bob Evans Restaurants	Job Title: Key Supervisors
Key Supervisor 3.4 3.4 out of 5 stars 361 North Willowbrook Road, Coldwater, MI 49036 Up to \$22 an hour - Full-time Bob Evans Restaurants 5,219 reviews Up to \$22 an hour - Full-time Up to \$22 per hour depending on experience and geographic location / local market demand Early Close / No late nights Great Work Life Balance Career Growth Opportunities Excellent Benefits including 401(k) with Employer Match Our Purpose: We pride ourselves on serving high quality farm fresh food at Bob Evans! We are AMERICAS FARM FRESH! We work hard, pay attention to details (perfect plates, perfect bags), and provide our guests with the best, all-around family dining experience. We have immense pride in our culture and roots to our communities. Working at Bob Evans is about being part of something big we have a passion for taking care of each other and our guests while serving farm-fresh food at a great value. Our Founder, Bob Evans, was all about growing good...join us at Bob Evans and be an integral part of Where Good Grows. Key Supervisor Responsibilities: The position of Key Supervisor is a fast-paced role that supports the daily operations and staff of the restaurant, including the execution of all Company policies, procedures, programs, and systems. This role contributes to the success of the restaurant by building sales, hitting goals, as well as driving restaurant profitability. Provides daily working supervision of team members during opening and closing shifts to ensure Company standards are maintained and continually improved Models professional behavior while creating a warm, friendly, and hospitable atmosphere that encourages team members to perform at their BEST Maximizing the financial success of the restaurant through productive and guest focused shifts Opens and/or closes the restaurant in accordance with Company policies and procedures Provide supervision support during shift not necessarily related to opening or closing the restaurant Effectively handles guests complaints resulting in highly satisfied guests All other duties as assigned Bob Evans Restaurants, LLC is EEO compliant and participates in E-Verify Why Choose Us: Competitive Compensation Health and Welfare Benefits 401(k) with Company Match Flexible Scheduling Opportunity for development and career growth Knowledge: Excellent communication skills Strong interpersonal skills and conflict resolution abilities Strong planning and organization skills Dedication to providing exceptional guest service Excellent computer skills Strong analytical/problem solving skills Exceptional team building capability Basic business math and accounting skills Basic personal computer literacy Ability to manage multiple projects Ability to be a role model in employee appearance and presentation Available to work a variety of shifts and weekends Education/Experience: High School diploma or equivalent Prior experience in a leadership role is required. A minimum of 1-2 years of prior experience in a family,	

fast-food, or casual dining restaurant is strongly preferred College and/or culinary schooling preferred

Physical Requirements:

The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The physical demands described here are representative of those that must be regularly met by an employee to successfully perform the essential functions of this job. This list is not designed to contain a comprehensive listing of activities and the employer reserves the right to change or assign other duties to this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job. While performing the duties of this job you will regularly be required to: Stand for entire shift and walk for long periods of time without rest or sitting down Push, lift, carry and transfer up to 50 pounds Reach with hands Use hands to finger, handle, or feel objects, tools, or controls Bend and stoop Can taste and smell Verbally communicate with others Use close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus Have ability to freely access all areas of restaurant including selling floor(s), stock area, and register area We continue to update our safety and sanitation procedures to follow the current CDC, local, and state guidelines. Our goal is to provide a safe environment for both our employees and guests.

Brand:

Bob Evans Restaurants Address:

361 North Willowbrook Rd Coldwater, MI - 49036

Property Description:

02035 -

Coldwater Property Number:

02035

Assistant Sanitation Site Manager	
Link to Live Job Posting: recruiting.ultipro.com	
Location: Coldwater, MI	O*NET: 11-9051.00
Company: Clemens Food Group	Job Title: Assistant Site Managers
About Us: Clemens Food Group is a leading pork producer committed to providing quality products to our customers. We pride ourselves on maintaining the highest standards of food safety and sanitation in our state-of-the-art facilities. Position Summary: The Assistant Site Sanitation Manager will oversee the sanitation program at our Coldwater, MI facility, ensuring a safe and clean environment for food production. This role involves managing sanitation processes, leading the sanitation team, and ensuring compliance with all safety and health regulations. This position is 3rd shift. 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 Coaches – Walmart in Coldwater, MI (Sep 2025 - Active)

Coach/Ops Manager Trainee	
Link to Live Job Posting: www.indeed.com	
Location: Coldwater, MI	O*NET: 11-1021.00
Company: Walmart	Job Title: Operations Coaches
Coach/Ops Manager Trainee 3.4 3.4 out of 5 stars 800 East Chicago Street, Coldwater, MI 49036 From \$65,000 a year - Full-time Walmart 277,198 reviews From \$65,000 a year - Full-time A coach supports their team leads by making sure their team goals align to the goals of the store. They communicate with team leads about their team's performance and plans on how to improve the store's performance. They support the store associates by providing them with long-term career progression and future-focused business planning. Your local Coldwater, MI Walmart Supercenter is hiring a Coach/Ops Manager Trainee! Pay: \$65,000/year Responsibilities: Motivates team to meet goals and perform at high standards Encourages collaboration and teamwork amongst associates Reinforces what teamwork should look like and that team leads executes the vision Creates and communicates merchandise plans Understands and plans to improve the P&L Exhibits a total store mindset Guides associates who need improvement and provides honest feedback Spends time listening to associates and acts on their ideas, questions or concerns Evaluates talent, identifies career paths for associates and staffs the team appropriately Minimum Qualifications: 2 years of college; OR 1 year retail experience and 1 year supervisory experience; OR 2 years general work experience and 1 year supervisory experience. For facilities that sell only ammunition and have state specific requirements, may require a current state issued Certificate of Eligibility. For facilities that sell firearms, requires successful completion of a firearms-specific Criminal Background Check (CBC) and Firearms Authorized Training. Get hired and get Walmart+ free! Enjoy free shipping, free grocery delivery, great member prices on prescriptions and gas, early access to online entertainment events, free Paramount+ streaming, and more! Just another plus to joining the Walmart team. Walmart Supercenter #1593 800 E Chicago St, Coldwater, MI 49036 Walmart Store, Inc. is an Equal Opportunity Employer - By Choice. Job Type: Full-time Pay: From \$65,000.00 per year Work Location: In person	

Floor Supervisors — Clemens Food Group in Coldwater, MI (Aug 2025 - Active)

Operations Supervisor - Cut Floor 1st shift	
Link to Live Job Posting: recruiting.ultipro.com	
Location: Coldwater, MI	O*NET: 11-1021.00
Company: Clemens Food Group	Job Title: Floor Supervisors
Excellent written/verbal communication/presentation skills Strong interpersonal skills. Ability to function at a high level within a team environment Ability to work independently and with individuals from multiple disciplines and with varying levels of experience Ability to excel in a fast-paced environment where change and growth are part of the culture Strong MS Excel, Word, and PowerPoint skills (proficiency in MS Access a plus) Strong problem solving skills and attention to detail 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.	

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 Q3 2025 Data Set

September 2025
Calhoun County



Michigan

Parameters

Select Timeframe: Sep 2025 - Sep 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

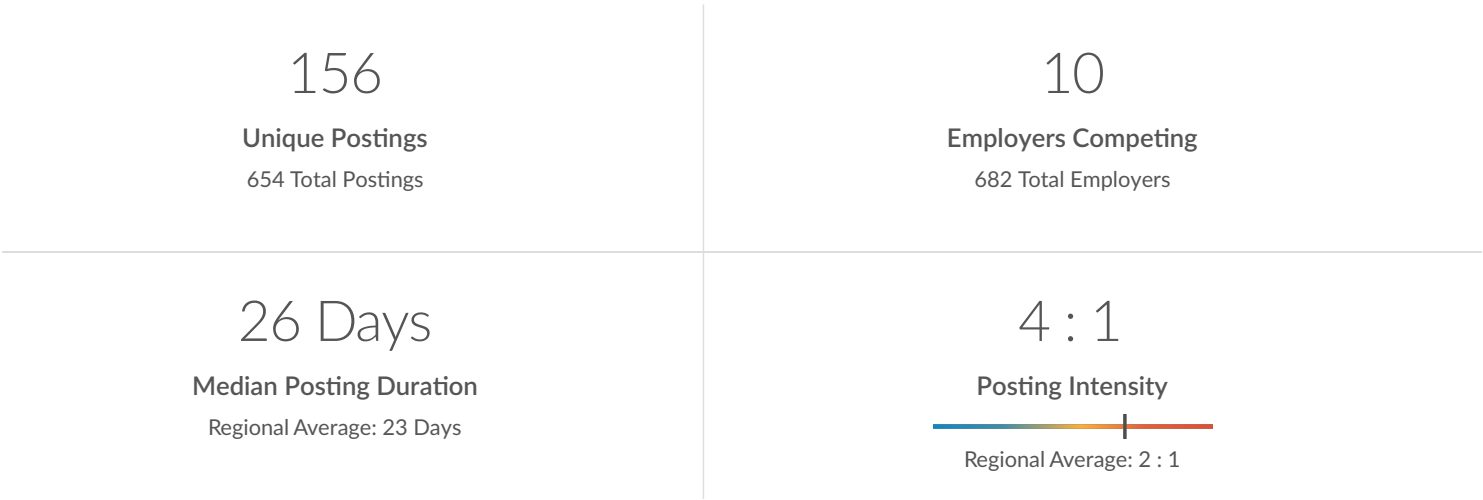
Education Level: Any

Job Type: Include Internships

Keyword Search:

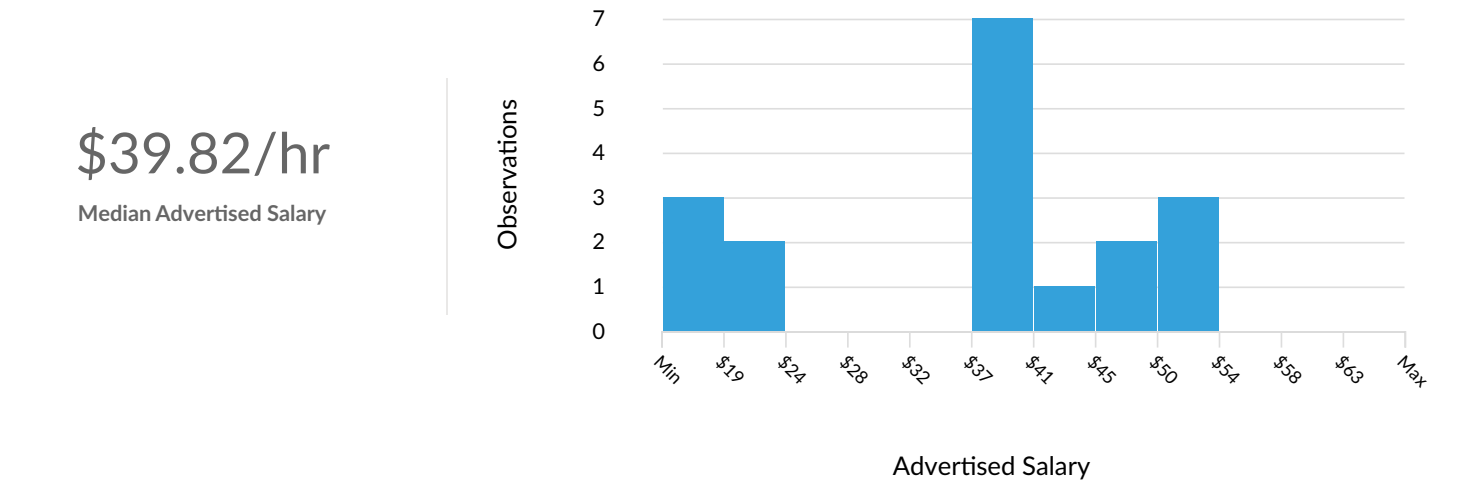
Posting Type: Active Postings

Job Postings Overview



Advertised Salary

There are 18 advertised salary observations (12% of the 156 matching postings).

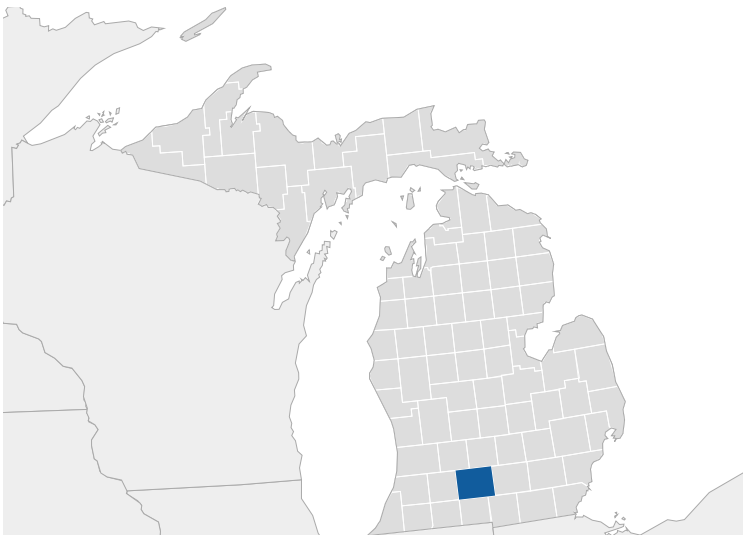


Advertised Salary Trend

▲ 5.9% Apr 2025 - Sep 2025
\$39.82 Median

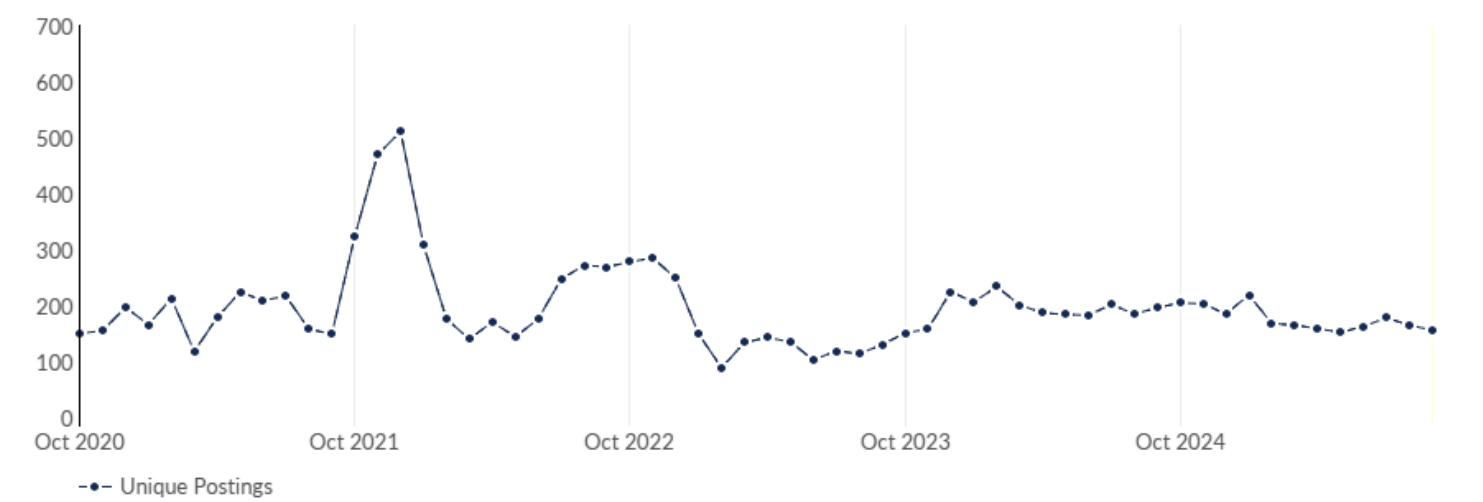


Job Postings Regional Breakdown



County	Unique Postings (Sep 2025)
Calhoun County, MI	156

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Sep 2025	156	4 : 1
Aug 2025	165	5 : 1
Jul 2025	178	4 : 1
Jun 2025	163	4 : 1
May 2025	152	4 : 1
Apr 2025	159	4 : 1
Mar 2025	165	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	206	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	249	2 : 1
Nov 2022	285	2 : 1
Oct 2022	278	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	511	2 : 1
Nov 2021	470	2 : 1
Oct 2021	324	2 : 1
Sep 2021	149	2 : 1
Aug 2021	158	2 : 1
Jul 2021	217	2 : 1

2021		
Month	Score	Ratio
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	197	2 : 1
Nov 2020	155	2 : 1
Oct 2020	150	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	64	41%
High school or GED	25	16%
Associate's degree	60	38%
Bachelor's degree	28	18%
Master's degree	1	1%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	25	0	16%
Associate's degree	54	6	35%
Bachelor's degree	12	16	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	116	74%
0 - 1 Years	33	21%
2 - 3 Years	7	4%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	543 / 100	5 : 1 	n/a
Bronson Healthcare	30 / 26	1 : 1 	26 days
Elara Caring	18 / 7	3 : 1 	24 days
Hogan	15 / 6	3 : 1 	n/a
Select Medical	15 / 5	3 : 1 	n/a
Dollar General	8 / 4	2 : 1 	n/a
Taco Bell	15 / 3	5 : 1 	n/a
Border Foods	4 / 2	2 : 1 	n/a
Subway	4 / 2	2 : 1 	n/a
Clean Team	2 / 1	2 : 1 	n/a

Top Cities Posting

City	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	541 / 97	6 : 1 	n/a
Battle Creek, MI	103 / 53	2 : 1 	26 days
Albion, MI	10 / 6	2 : 1 	n/a

Top Posted Occupations

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	389 / 81	5 : 1 	31 days
Medical Assistants	192 / 46	4 : 1 	22 days
Food Service Managers	24 / 8	3 : 1 	43 days
First-Line Supervisors of Retail Sales Workers	11 / 7	2 : 1 	26 days
Heavy and Tractor-Trailer Truck Drivers	15 / 6	3 : 1 	n/a
Home Health and Personal Care Aides	18 / 4	5 : 1 	21 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5 / 4	1 : 1 	24 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	389 / 81	5 : 1 	31 days
Medical Assistants	192 / 46	4 : 1 	22 days
Food Service Managers	24 / 8	3 : 1 	43 days
First-Line Supervisors of Retail Sales Workers	11 / 7	2 : 1 	26 days
Heavy and Tractor-Trailer Truck Drivers	15 / 6	3 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5 / 4	1 : 1 	24 days
Home Health Aides	16 / 3	5 : 1 	21 days
Personal Care Aides	2 / 1	2 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	389 / 81	5 : 1 	31 days
Medical Assistant	192 / 46	4 : 1 	22 days
Restaurant / Food Service Manager	24 / 8	3 : 1 	43 days
Retail Store Manager / Supervisor	11 / 7	2 : 1 	26 days
Tractor-Trailer Truck Driver	15 / 6	3 : 1 	n/a
Janitor / Cleaner	5 / 4	1 : 1 	24 days
Home Health Aide	16 / 3	5 : 1 	21 days
Caregiver / Personal Care Aide	2 / 1	2 : 1 	n/a

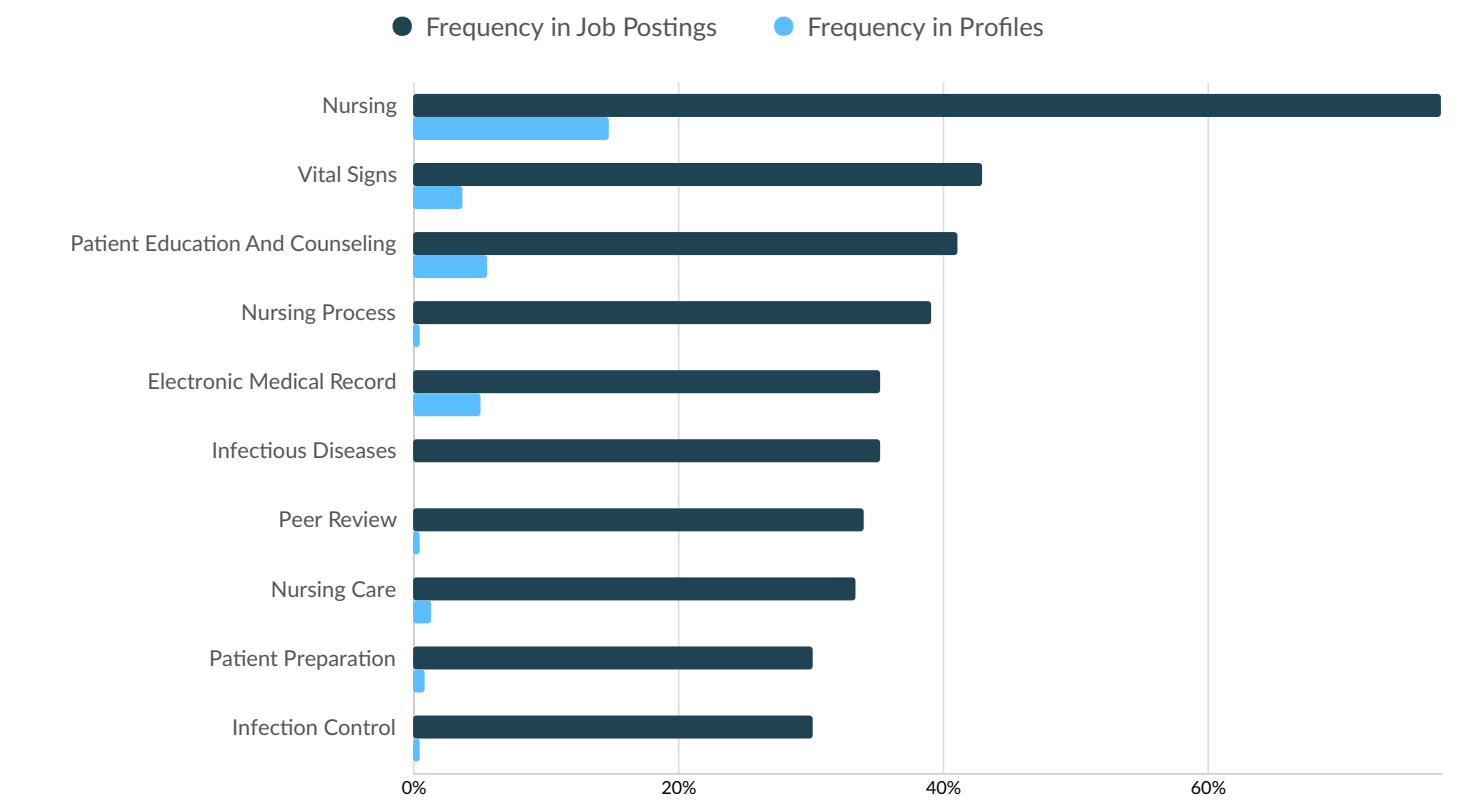
Top Posted Job Titles

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	139 / 23	6 : 1 	n/a
Requisition Sales Associates	96 / 19	5 : 1 	n/a
Emergency Services Registered Nurses	76 / 13	6 : 1 	n/a
Primary Care Medical Assistants	29 / 6	5 : 1 	n/a
Registered Nurses Cat	28 / 5	6 : 1 	50 days
Day Surgery Registered Nurses	28 / 4	7 : 1 	n/a
Store Managers	8 / 4	2 : 1 	n/a
CDL-A Truck Drivers	8 / 4	2 : 1 	n/a
Long Term Acute Care Registered Nurses	12 / 3	4 : 1 	n/a
Personal/Family Assistants	14 / 3	5 : 1 	n/a

Top Industries

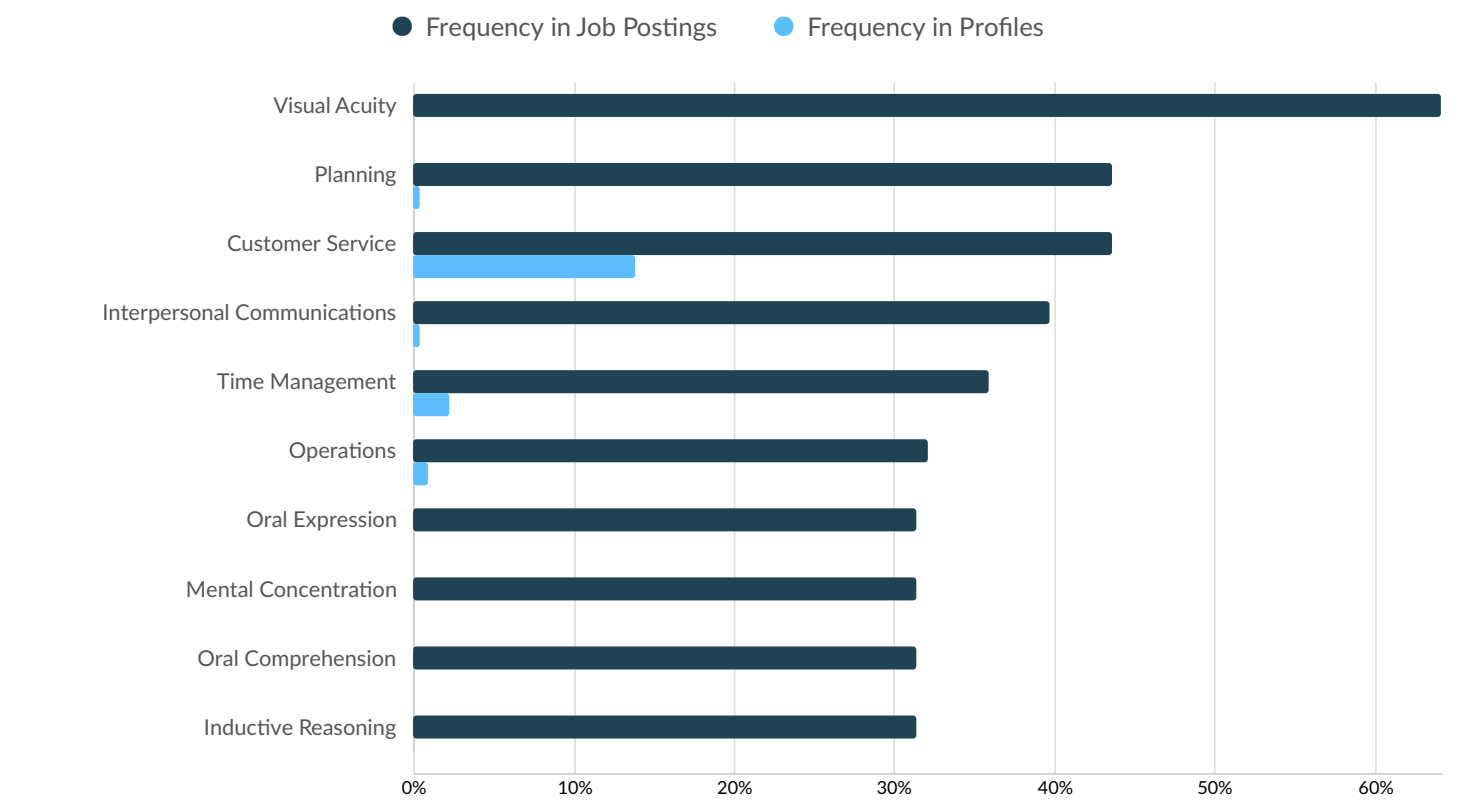
	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	588 / 131	4 : 1 	26 days
Home Health Care Services	18 / 7	3 : 1 	24 days
Limited-Service Restaurants	23 / 7	3 : 1 	n/a
Motorcycle, ATV, and All Other Motor Vehicle Dealers	15 / 6	3 : 1 	n/a
All Other General Merchandise Retailers	8 / 4	2 : 1 	n/a
Janitorial Services	2 / 1	2 : 1 	n/a

Top Specialized Skills



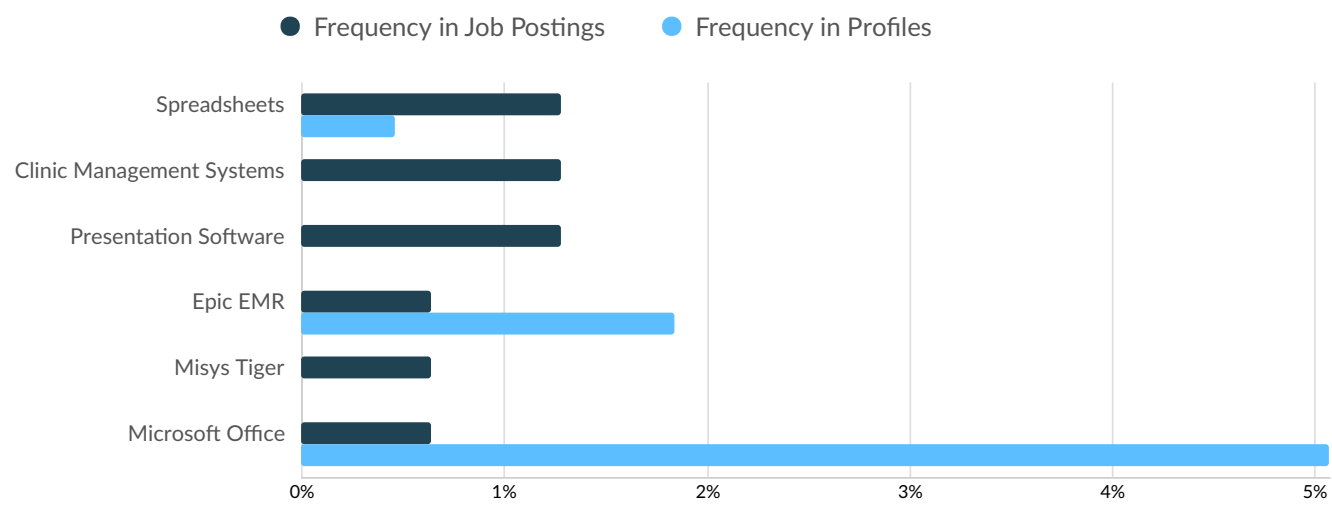
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	121	78%	32	15%	+20.1%	Rapidly Growing
Vital Signs	67	43%	8	4%	+17.2%	Growing
Patient Education And Counseling	64	41%	12	6%	+11.6%	Growing
Nursing Process	61	39%	1	0%	+24.2%	Rapidly Growing
Electronic Medical Record	55	35%	11	5%	+12.1%	Growing
Infectious Diseases	55	35%	0	0%	+9.2%	Growing
Peer Review	53	34%	1	0%	+18.4%	Growing
Nursing Care	52	33%	3	1%	+19.1%	Growing
Patient Preparation	47	30%	2	1%	+15.8%	Growing
Infection Control	47	30%	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	100	64%	0	0%	+18.9%	Growing
Planning	68	44%	1	0%	+10.9%	Growing
Customer Service	68	44%	30	14%	+5.2%	Stable
Interpersonal Communications	62	40%	1	0%	+12.5%	Growing
Time Management	56	36%	5	2%	+14.5%	Growing
Operations	50	32%	2	1%	+8.1%	Stable
Oral Expression	49	31%	0	0%	0.0%	
Mental Concentration	49	31%	0	0%	+12.7%	Growing
Oral Comprehension	49	31%	0	0%	0.0%	
Inductive Reasoning	49	31%	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
Spreadsheets	2	1%	1	0%	+22.2%	Rapidly Growing
Clinic Management Systems	2	1%	0	0%	+9.6%	Growing
Presentation Software	2	1%	0	0%	+21.0%	Rapidly Growing
Epic EMR	1	1%	4	2%	+16.4%	Growing
Misys Tiger	1	1%	0	0%	+66.7%	Rapidly Growing
Microsoft Office	1	1%	11	5%	+18.5%	Growing

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	112
American Red Cross (ARC) Certification	95
Registered Nurse (RN)	82
Certified Medical Assistant (CMA)	45
Basic Cardiac Life Support	41
Advanced Cardiovascular Life Support (ACLS) Certification	40
Licensed Practical Nurse (LPN)	39
Pediatric Advanced Life Support (PALS)	23
Trauma Nurse Core Course (TNCC)	21
Valid Driver's License	19

Appendix A

Top Posting Sources

Website	Postings on Website (Sep 2025)
peopleanswers.com	95
myworkdayjobs.com	26
indeed.com	12
dejobs.org	9
gr8jobs.net	6
craigslist.org	4
kentwoodrecruiter.com	4
kalamazoorecruiter.com	3
careerarc.com	2
dollargeneral.com	2
applicantpro.com	1
fortwaynerecruiter.com	1
grandrapidsrecruiter.com	1
healthcareers.com	1
livoniarecruiter.com	1
novirecruiter.com	1
portagerecruiter.com	1
taylorrecruiter.com	1
wyomingrecruiter.com	1

Appendix B

Sample Postings

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

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

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

CDL-A Truck Drivers - Home Daily & No Touch Freight

Link to Live Job Posting: battlecreek.craigslist.org

Location: Battle Creek, MI

O*NET: 53-3032.00

Company: Hogan

Job Title: CDL-A Truck Drivers

un

CDL-A Truck Drivers

- Home Daily & No Touch Freight (Battle Creek, MI) Hogan Transports compensation: \$0.67
- 0.70 CPM; Based on Experience employment type: Dedicated CDL-A Truck Drivers
- Home Daily
- Earn \$1,570
- 1,630 Weekly!

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 Online Orientation Job Details:

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! Speak to a Dedicated Recruiter today: 866-776-1141 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 recruiter today for more details!

Principals only. Recruiters, please don't contact this job poster.

post id:

7885029571

Medical Assistant - Requisition #317538	
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 Nurse Full-time Emergency Services 7pm-7:30am - Requisition #867142	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Emergency Services Registered Nurses

REGISTERED NURSE FULL-TIME EMERGENCY SERVICES 7PM-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 Collaborates with own team and other disciplines in the provision of care. Documents patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress.

Essential Functions:

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

Minimum Qualifications:

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

Knowledge, Skills & Abilities:

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

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

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

Working Conditions:

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

Physical Requirements:

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

Registered Nurse Full-time 12pm-12:30am Emergency Services - Requisition #352133	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Emergency Services Registered Nurses
REGISTERED NURSE FULL-TIME 12PM-12 30AM EMERGENCY SERVICES Job Summary: Provides professional nursing care for the comfort and well-being of patients using critical thinking and independent judgment, and all phases of nursing process including assessment, diagnosis, planning, implementation and evaluation. Responsible for the direction and supervision of the nursing patient care team Collaborates with own team and other disciplines in the provision of care. Documents patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress. Essential Functions: Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives.Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient.Provides and directs nursing care and evaluates outcomes. Uses technology appropriately including safety standards and measures; follows infection prevention standards.Uses evidence based tools, established policies, procedures and standards of care and practiceEducates patients and family members and documents accordingly.Reports actual or potential occurrences according to Oaklawn Hospital procedures.Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development.Participates in unit based performance improvement activities, staff meetings, supports change.Behaves in accordance with: Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets.Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision. Minimum Qualifications: Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association, ACLS and PALS certification. TNCC certification within one year. Knowledge, Skills & Abilities: Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention • able to concentrate for protracted periods; time sharing • able to shift back and forth successfully between two or more activities; manual dexterity • to manage IV tubing, syringes, and other equipment; information ordering skills • patterns of numbers, pictures, words and mathematical operations including medication calculation. Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Effectively	

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

Working Conditions:

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

Physical Requirements:

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

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 Q3 2025 Data Set

September 2025
Kalamazoo County



Michigan

Parameters

Select Timeframe: Sep 2025 - Sep 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

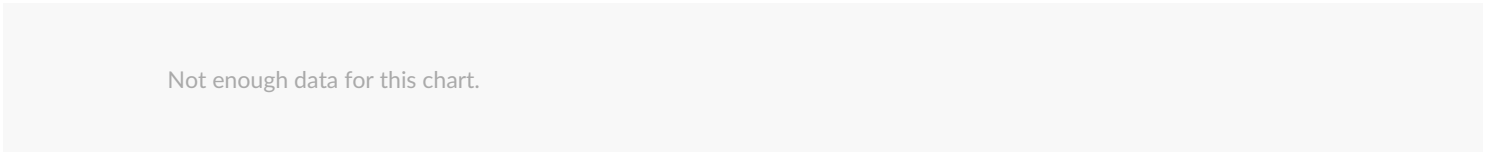
Keyword Search:

Posting Type: Active Postings

Job Postings Overview

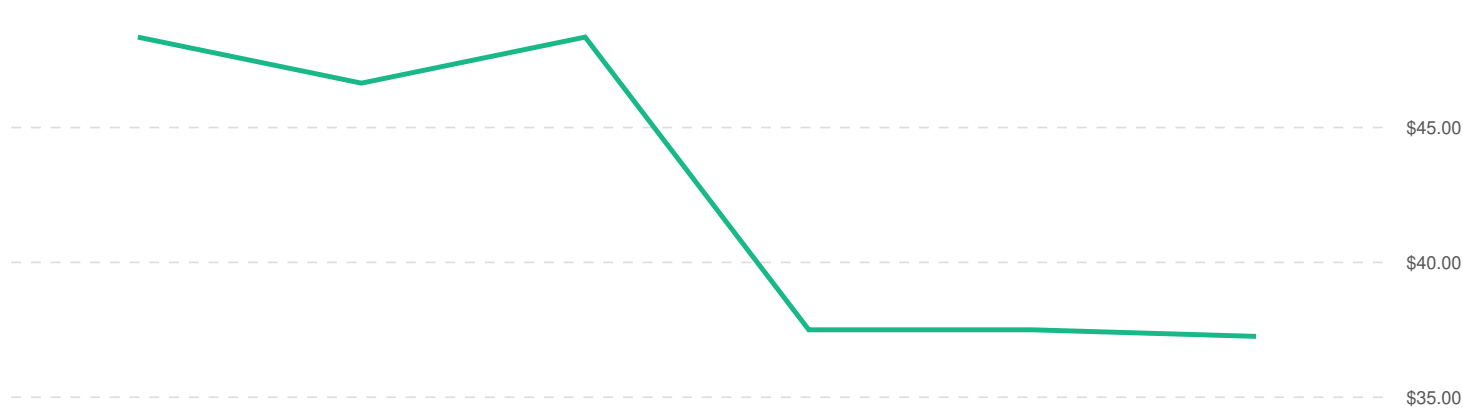


Advertised Salary



Advertised Salary Trend

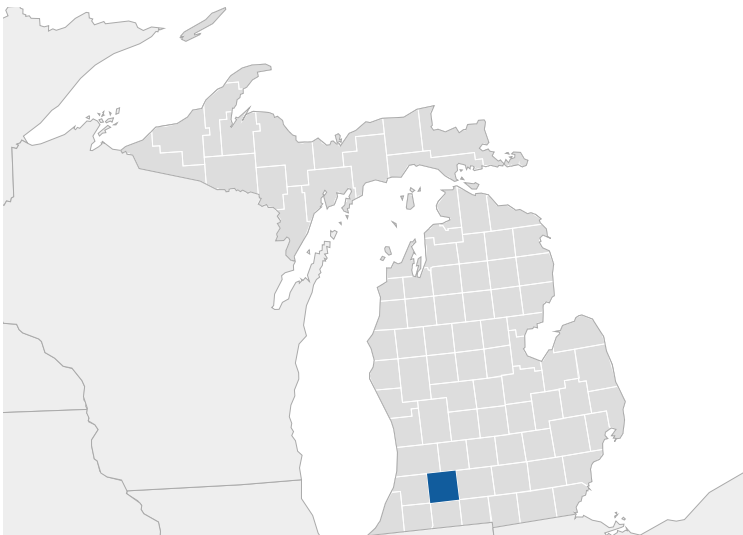
▼ 22.9% Apr 2025 – Sep 2025
\$48.86 Median



59 Job Postings



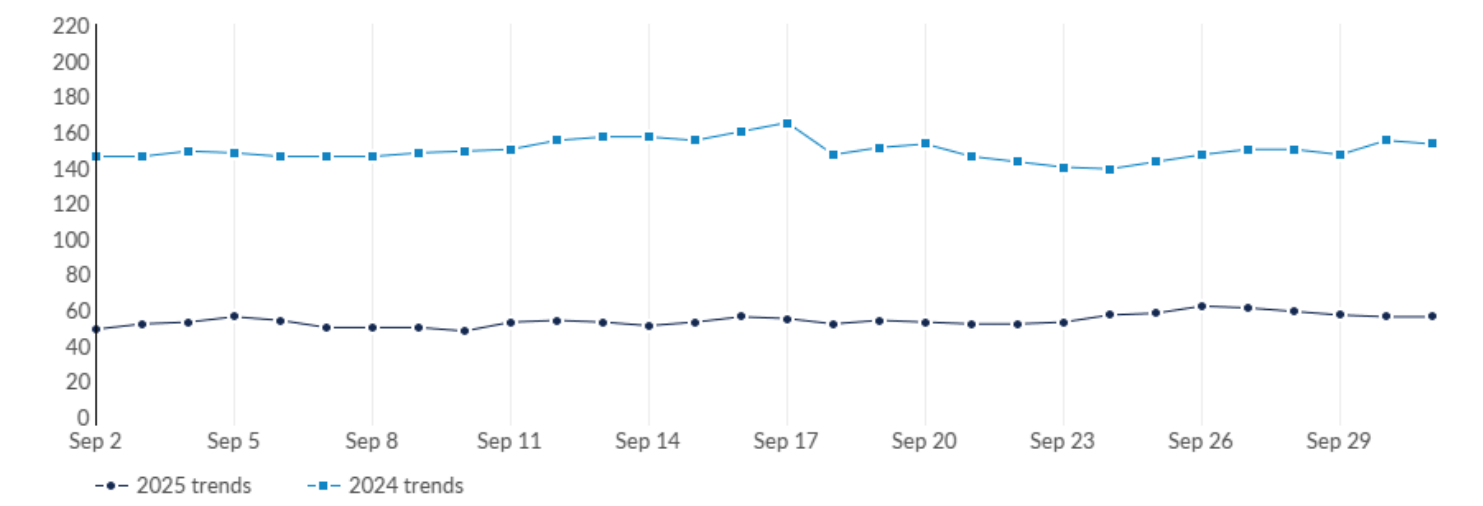
Job Postings Regional Breakdown



County	Unique Postings (Sep 2025)
Kalamazoo County, MI	96

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
September 2, 2025	49	146	-66.4%
September 3, 2025	52	146	-64.4%
September 4, 2025	53	149	-64.4%
September 5, 2025	56	148	-62.2%
September 6, 2025	54	146	-63.0%
September 7, 2025	50	146	-65.8%
September 8, 2025	50	146	-65.8%
September 9, 2025	50	148	-66.2%
September 10, 2025	48	149	-67.8%
September 11, 2025	53	150	-64.7%
September 12, 2025	54	155	-65.2%
September 13, 2025	53	157	-66.2%
September 14, 2025	51	157	-67.5%
September 15, 2025	53	155	-65.8%
September 16, 2025	56	160	-65.0%
September 17, 2025	55	165	-66.7%
September 18, 2025	52	147	-64.6%
September 19, 2025	54	151	-64.2%

September 20, 2025	53	153	-65.4%
September 21, 2025	52	146	-64.4%
September 22, 2025	52	143	-63.6%
September 23, 2025	53	140	-62.1%
September 24, 2025	57	139	-59.0%
September 25, 2025	58	143	-59.4%
September 26, 2025	62	147	-57.8%
September 27, 2025	61	150	-59.3%
September 28, 2025	59	150	-60.7%
September 29, 2025	57	147	-61.2%
September 30, 2025	56	155	-63.9%
October 1, 2025	56	153	-63.4%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	4	4%
High school or GED	47	49%
Associate's degree	51	53%
Bachelor's degree	35	36%
Master's degree	20	21%
Ph.D. or professional degree	4	4%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	47	0	49%
Associate's degree	22	29	23%
Bachelor's degree	16	18	17%
Master's degree	6	12	6%
Ph.D. or professional degree	1	3	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	60	63%
0 - 1 Years	4	4%
2 - 3 Years	20	21%
4 - 6 Years	5	5%
7 - 9 Years	5	5%
10+ Years	2	2%

Top Companies Posting

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Bronson Healthcare	79 / 62	1 : 1 	25 days
Stryker	47 / 22	2 : 1 	23 days
Western Michigan University	37 / 7	5 : 1 	n/a
Kalamazoo County Government	5 / 3	2 : 1 	n/a
Zoetis	6 / 2	3 : 1 	37 days

Top Cities Posting

City	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	148 / 85	2 : 1 	26 days
Portage, MI	26 / 11	2 : 1 	23 days

Top Posted Occupations

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	47 / 35	1 : 1 	39 days
Registered Nurses	34 / 25	1 : 1 	20 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	40 / 10	4 : 1 	25 days
Managers, All Other	21 / 8	3 : 1 	37 days
Health Technologists and Technicians, All Other	11 / 8	1 : 1 	22 days
Computer Occupations, All Other	10 / 5	2 : 1 	23 days
Software Developers	10 / 4	3 : 1 	22 days
Nursing Assistants	1 / 1	1 : 1 	19 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	47 / 35	1 : 1 	39 days
Registered Nurses	32 / 24	1 : 1 	20 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	40 / 10	4 : 1 	25 days
Managers, All Other	10 / 4	3 : 1 	n/a
Software Developers	10 / 4	3 : 1 	22 days
Patient Representatives	6 / 4	2 : 1 	n/a
Neurodiagnostic Technologists	4 / 3	1 : 1 	22 days
Regulatory Affairs Managers	6 / 2	3 : 1 	37 days
Compliance Managers	5 / 2	3 : 1 	n/a
Document Management Specialists	4 / 2	2 : 1 	23 days
Computer Systems Engineers/Architects	5 / 2	3 : 1 	n/a
Information Security Engineers	1 / 1	1 : 1 	n/a
Clinical Nurse Specialists	2 / 1	2 : 1 	n/a
Health Technologists and Technicians, All Other	1 / 1	1 : 1 	n/a
Nursing Assistants	1 / 1	1 : 1 	19 days

Top Posted Occupations

Occupation	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Medical Assistant	47 / 35	1 : 1 	39 days
Registered Nurse	32 / 24	1 : 1 	20 days
Office / Administrative Assistant	40 / 10	4 : 1 	25 days
Registrar / Patient Service Representative	6 / 4	2 : 1 	n/a
Software Developer / Engineer	10 / 4	3 : 1 	22 days
Program Manager	7 / 3	2 : 1 	n/a
Neurodiagnostic Technician / Technologist	4 / 3	1 : 1 	22 days
Compliance Manager	5 / 2	3 : 1 	n/a
Computer Systems Engineer / Architect	5 / 2	3 : 1 	n/a
Document Control / Management Specialist	4 / 2	2 : 1 	23 days

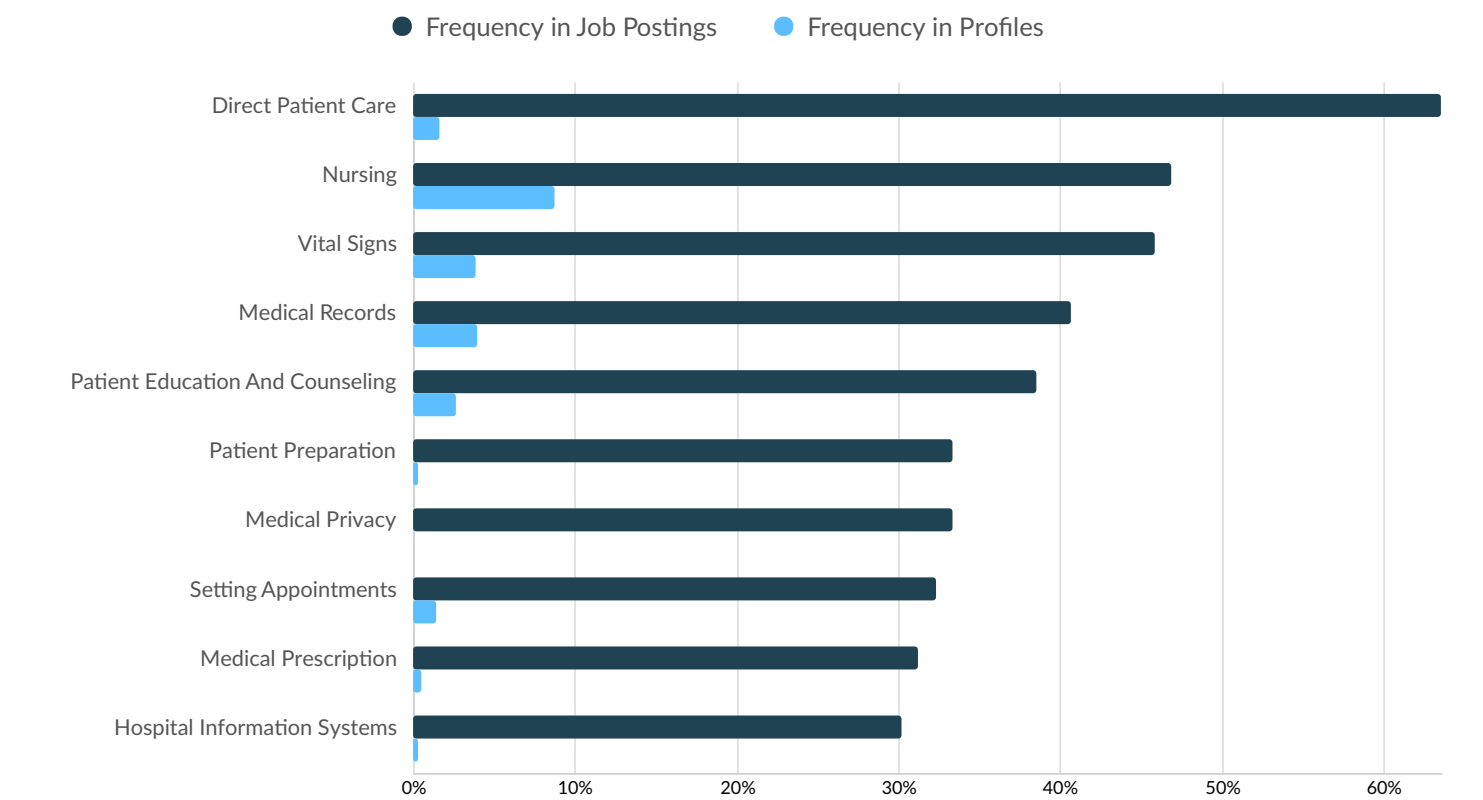
Top Posted Job Titles

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Administrative Assistants	36 / 7	5 : 1 	n/a
Medical Assistants	10 / 4	3 : 1 	n/a
Family Medicine Primary Care Nurses	4 / 4	1 : 1 	30 days
Neurodiagnostic Technologists	4 / 3	1 : 1 	22 days
Practice Support Assistants	3 / 3	1 : 1 	25 days
Family Medicine Medical Assistants	5 / 3	2 : 1 	15 days
Registered Nurses	5 / 3	2 : 1 	18 days
Nurses	3 / 2	2 : 1 	n/a
Primary Care Medical Assistants	3 / 2	2 : 1 	40 days
Surgery Registered Nurses	2 / 2	1 : 1 	36 days

Top Industries

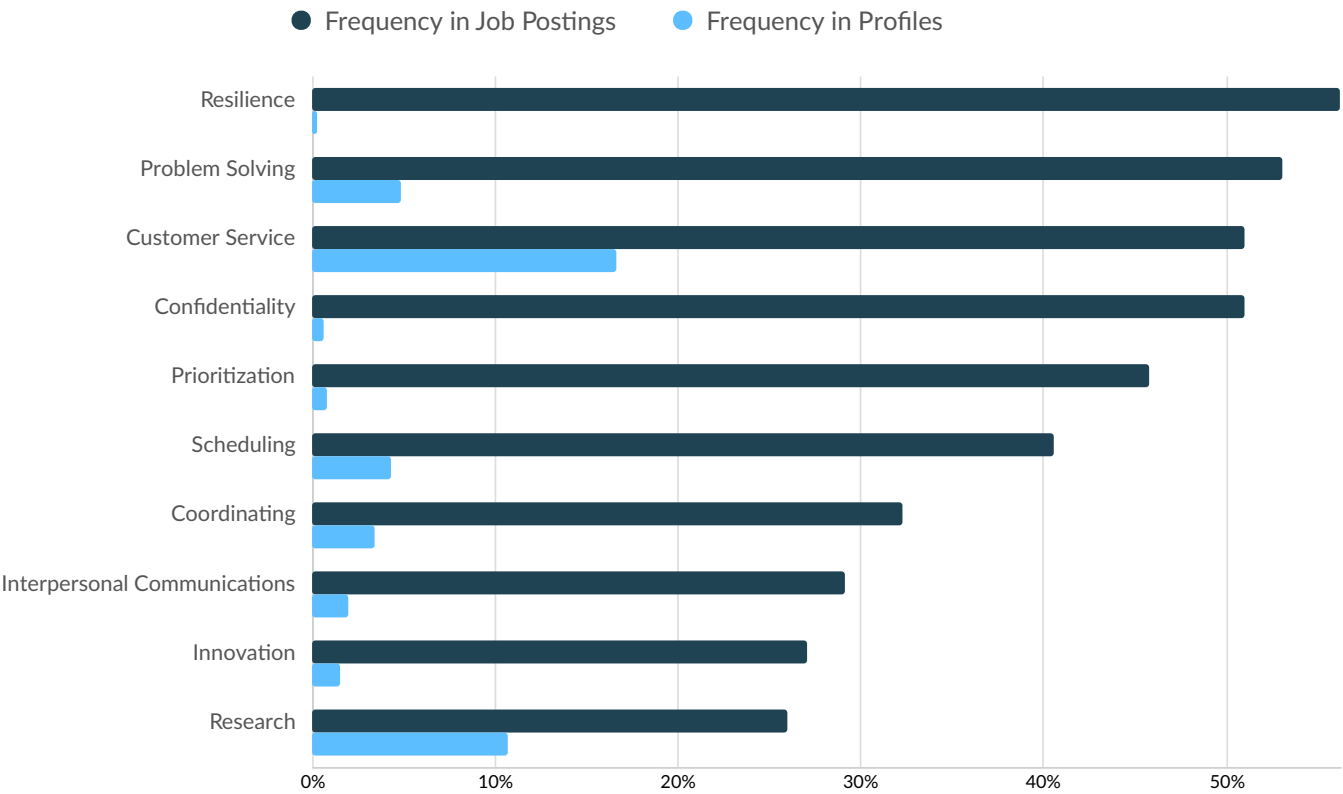
	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	79 / 62	1 : 1 	25 days
Surgical and Medical Instrument Manufacturing	47 / 22	2 : 1 	23 days
Colleges, Universities, and Professional Schools	37 / 7	5 : 1 	n/a
Other General Government Support	5 / 3	2 : 1 	n/a
Pharmaceutical Preparation Manufacturing	6 / 2	3 : 1 	37 days

Top Specialized Skills



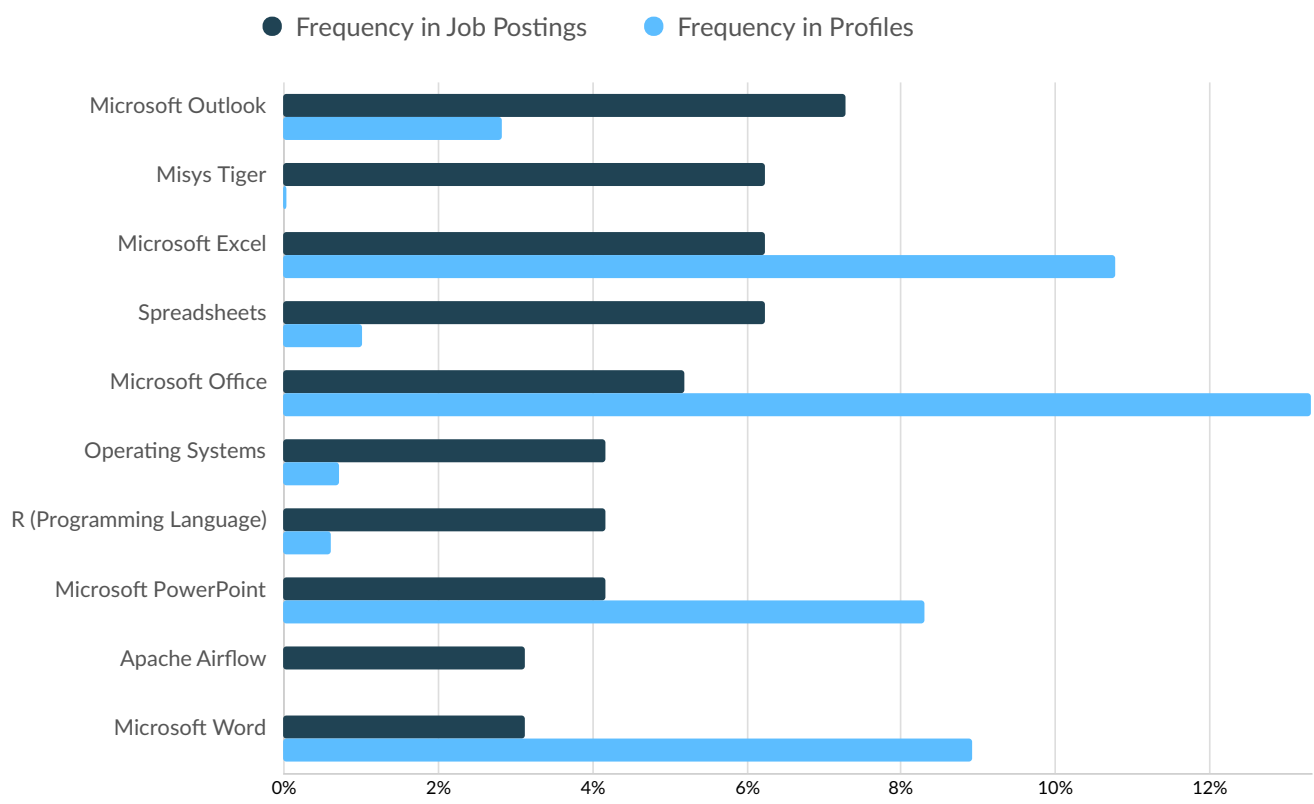
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Direct Patient Care	61	64%	32	2%	+16.6%	Growing
Nursing	45	47%	169	9%	+20.1%	Rapidly Growing
Vital Signs	44	46%	75	4%	+17.2%	Growing
Medical Records	39	41%	76	4%	+12.5%	Growing
Patient Education And Counseling	37	39%	51	3%	+11.6%	Growing
Patient Preparation	32	33%	6	0%	+15.8%	Growing
Medical Privacy	32	33%	0	0%	+16.6%	Growing
Setting Appointments	31	32%	27	1%	+10.9%	Growing
Medical Prescription	30	31%	9	0%	+8.5%	Growing
Hospital Information Systems	29	30%	6	0%	+11.8%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Resilience	54	56%	6	0%	+12.7%	Growing
Problem Solving	51	53%	95	5%	+11.3%	Growing
Customer Service	49	51%	323	17%	+5.2%	Stable
Confidentiality	49	51%	13	1%	0.0%	
Prioritization	44	46%	15	1%	+20.5%	Rapidly Growing
Scheduling	39	41%	83	4%	+16.4%	Growing
Coordinating	31	32%	67	3%	+14.7%	Growing
Interpersonal Communications	28	29%	39	2%	+12.5%	Growing
Innovation	26	27%	30	2%	+25.8%	Rapidly Growing
Research	25	26%	208	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	7	7%	55	3%	+25.0%	Rapidly Growing
Misys Tiger	6	6%	1	0%	+66.7%	Rapidly Growing
Microsoft Excel	6	6%	209	11%	+17.7%	Growing
Spreadsheets	6	6%	20	1%	+22.2%	Rapidly Growing
Microsoft Office	5	5%	258	13%	+18.5%	Growing
Operating Systems	4	4%	14	1%	+22.6%	Rapidly Growing
R (Programming Language)	4	4%	12	1%	+20.3%	Rapidly Growing
Microsoft PowerPoint	4	4%	161	8%	+26.1%	Rapidly Growing
Apache Airflow	3	3%	0	0%	+11.3%	Growing
Microsoft Word	3	3%	173	9%	+7.2%	Stable

Top Qualifications

Postings with Qualification	
Registered Medical Assistant (RMA)	27
Certified Medical Assistant (CMA)	27
Registered Nurse (RN)	25
Basic Life Support (BLS) Certification	25
Certified Clinical Medical Assistant (CCMA)	25
Advanced Life Support	10
Advanced Cardiovascular Life Support (ACLS) Certification	7
Valid Driver's License	6
Pediatric Advanced Life Support (PALS)	6
Trauma Nurse Core Course (TNCC)	5

Appendix A

Top Posting Sources

Website	Postings on Website (Sep 2025)
myworkdayjobs.com	66
indeed.com	29
icims.com	11
dejobs.org	8
stryker.com	8
wmujobs.org	7
scholarshipdb.net	4
disabledperson.com	2
diversityjobs.com	2
dice.com	1
healthjobsnationwide.com	1
hercjobs.org	1
retirementjobs.com	1

Appendix B

Sample Postings

Principal Systems Engineers — Stryker in Portage, MI (Sep 2025 - Active)

Principal Custom Test Systems Engineer- ME (ONSITE)	
Link to Live Job Posting: dejobs.org	
Location: Portage, MI	O*NET: 15-1299.08
Company: Stryker	Job Title: Principal Systems Engineers

As a •Principal Test Systems Engineer•you will act as a primary point of contact for the design, development, fabrication, and implementation of electro-mechanical test systems to aid in the development and verification testing of new medical devices. You will be responsible for establishing system level strategies for the development of new custom test equipment, coordinating closely across functional areas to ensure alignment, helping to set direction and engineering standards for the group, and helping to develop the skills and knowledge base of other engineers. You will work as part of a team and partner closely with Test Engineers and Technicians in support of New Product Development (NPD) for Research and Development (R D) at Stryker, Instruments Division. •What You will Do•+ Leading the collection of VOC from key stakeholders + Preparing timeline and cost estimations for projects + Coordinating with and directing external suppliers or vendors to ensure successful completion of projects + Providing input into the selection of test equipment and methodologies + Developing and fabricating prototype to evaluate new concepts + Providing input on the vision, scope, and specifications for future test systems + Supports all phases of test system development lifecycle including requirements, design, implementation, debug, verification and validation. + May coordinate the activities of 1 or more temporary employees + May develop reports on key metrics such as on-time delivery and efficiency detailing any delays in the testing schedule. •What You Need•

Required Qualifications:

+ A Bachelor's degree in Mechanical Engineering or related field. + 8+ years of relevant experience building test systems in a test lab. + CAD (ProE, SolidsWorks, AutoCAD) proficiency. + Mechanical/electrical problem-solving skills.

Preferred Qualifications:

+ 6 years of relevant experience with a Masters/PhD, preferred. + Basic understanding of testing, testing equipment, good laboratory practices, and department metrics. + Experience with root cause failure analysis, design input/output traceability, user need collection, and risk analysis. + Strong interpersonal communication and collaboration skills. + Comfortable and confident speaking in front of medium to large groups of people. + Test Lab/ Test System experience. + Ability to bring tasks through to completion with minimal supervision.

Health benefits include:

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

Financial benefits include:

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

Stryker Corporation is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, ethnicity, color, religion, sex, gender identity, sexual orientation, national origin, disability, or protected veteran status. Stryker is an EO employer - M/F/Veteran/Disability.

Principal Engineers — Stryker in Portage, MI (Sep 2025 - Active)

Principal Escalations Engineer

Link to Live Job Posting: dejobs.org

Location: Portage, MI

O*NET: 15-1252.00

Company: Stryker

Job Title: Principal Engineers

- It's Time to Join Stryker!
- At Stryker we are dedicated to improving lives, with a passion for researching and developing new medical device products.

As an engineer at Stryker, you will be proud of the work that you will be doing, using cutting-edge technologies to make healthcare better. Here, you will work in a supportive culture with other incredibly talented and intelligent people, creating industry-leading medical technology products. You will also have growth opportunities as we have a culture that supports your personal and professional development. Need another reason to apply? Check out these 8 reasons to join Stryker's engineering team:

- <https://www.strykercareersblog.com/post/8-reasons-to-join-strykers-engineering-team>

- .

- What You Will Do
 - + Lead efforts to resolve customer service outages in an expedited manner and minimize the disruptions experienced by the clinical staff
 - + Record relevant data regarding a production issue, provide problem summary to non-subject matter experts + Analyze problems and implement code changes or scripts to provide temporary mitigation to minimize disruption if a permanent fix is not immediately available
 - + Collaborate with the Quality Assurance department to communicate production related problems and coordinate the associated validation prior to customer deployment; incorporating new tests into the standard validation workflows + Investigate and solve customer infrastructure problems (e.

g. wired/wireless network, virtualization resources, authentication/security, etc.) that may be indirectly causing production problems, conduct functional and performance characterization to extract evidence of root cause + Identify database underperformance issues and implement changes to resolve, make data changes to rectify incorrect input information + Work with the Engage development teams to improve quality and support of production issues + Tackle engineering tasks that may not be assigned to other engineering teams due to resource issues, including product development, integration testing, performance profiling, etc.

- What You Need
- Required Qualifications
 - + Bachelor's degree in computer science or related field, plus 8+ years of development experience.

+ Demonstrated ability to review existing code base and refactor, if necessary, exposure to Java, Ruby and other OOP. + Proficiency with Linux (Red Hat or derivative distro), exposure to system administration, shell scripting, network configurations, server virtualization and cloud deployments. + Experience with networking protocols including the ability to analyze network traffic and reverse engineer protocols. + Knowledge of databases, (Microsoft SQL Server preferred), experience reviewing logs, pinpointing performance issues and manipulating data in the CLI. + Familiarity with SCM, code review processes, Agile/Kanban development methodologies. + Familiarity with Jenkins or similar build and test automation tools.

- Preferred Qualifications
 - + Proven track record of understanding customer needs and delivering solutions, patient and flexible in meeting customer requirements.

+ Excellent analytical, verbal, and written communication skills. + Deep technical analysis and troubleshooting skills. + Results driven, hands on approach to product support in a collaborative environment with a customer driven focus. + Resourceful and able to solve complex problems through adapting technology and a thorough understanding of product architecture. + Proactive in the face of ambiguous or conflicting data, driven to continue problem investigation to tease out root cause. + Independent self-starter; able to complete projects on time with minimal guidance. + Leverage Kubernetes expertise to support escalated customer issues, ensuring high availability and reliability of containerized applications. \$129,600 -286,500 salary plus bonus eligible + benefits. Individual pay is based on skills, experience, and other relevant factors.

Health benefits include:

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

Financial benefits include:

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

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Registered Nurse (RN) - Childrens Float (CVIP) - Bronson Methodist Hospital - Full-time 12N	
Link to Live Job Posting: www.indeed.com	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Hospital Registered Nurses
Registered Nurse (RN) - Children's Float (CVIP) - Bronson Methodist Hospital - Full-time 12N Registered Nurse (RN) - Children's Float (CVIP) - Bronson Methodist Hospital - Full-time 12N locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 2 Days Agojob requisition id JOB45066 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) - Children's Float (CVIP) - Bronson Methodist Hospital - Full-time 12N Manages the care delivery for patients in the hospital throughout the length of stay to achieve quality oues and timely discharge. Employees providing direct patient care must demonstratepetencies 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 with 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 years, the nurse has not met this requirement, employment will be terminated. BLSpetency required bypletion of core orientation Critical care or Advanced Life Support is required for RN Nurse nurses - 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. - Activities and treatments must be recorded in an accurate manner and technical information and instructions must bemunicated to patients, families, and all members of the care delivery team. 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	

nursing history and age appropriate physical/emotional needs/strengths for assigned patients o Reviews vital signs to assess condition of patient and detect deviations from normal.

- The registered nurse analyzes the assessment data to determine patient problems or issues o Uses the assessment data to identify patient problems o Confirms problems with patient and family when appropriate o Documents the expected outcomes and plan of care related to the problems through use of the clinical pathway and outcome teaching record
- The registered nurse 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)

Shift 12 Hour Night Shift Time Type Full time Scheduled Weekly Hours 36 Cost Center 6790 Womens/Childrens Vlp (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.

Practice Support Assistant Bronson Pediatrics Stadium Drive: Full Time 80 HRS./PP	
Link to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Practice Support Assistants
Practice Support Assistant Bronson Pediatrics Stadium Drive: Full Time 80 HRS./ PP Practice Support Assistant Bronson Pediatrics Stadium Drive: Full Time 80 HRS./PP locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 2 Days Agojob requisition id JOB44888 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 Title Practice Support Assistant Bronson Pediatrics Stadium Drive: Full Time 80 HRS./PP The Practice Support Assistant performs various duties including answering phones, greeting patients, scheduling, patient check-in, preparing and retrieving files, and directing telephone calls. Employees providing direct patient care must demonstratetencies specific to the population served. High school diploma or general education degree (GED) and 3-6 months of related experience required.Previous experience working with medical insurance highly preferred. Must have keyboarding andputer skills, the ability to file accurately, possess professionalmunication and excellent customer service skills and be able to perform other light clerical duties as assignedPreviousputer experience including hospital-based programs (i.e., Medic/Misys/Tiger or other practice management system) preferredProficient in ability to organize, alphabetize, and file and prioritize multiple tasksMust have excellent math skills and be able to use basic office equipmentAbility to maintain confidentiality of sensitive medical informationMust have excellent verbal andmunication skillsAbility to maintain positive customer serviceAbility to establish effective working relations with office staff and employees in a team environmentMust maintain the highest level of confidentiality Work which produces very high levels of mental/visual fatigue, e.g. CRT work between 70 and 90 percent of the time, and work involving extremely close tolerances and considerable hand/eye coordination for sustained periods of time. The job produces some physical demands. Typical of jobs that include regular walking, standing, stooping, bending, sitting, and some lifting of light weight objectsRegisters patients/customers and confirms patient/guarantor demographic and insurance information.Completes all required fields in practice management systemDetermines patient co-payments (utilizing electronic insurance verification system) and collects payments on amounts due (current and past).Enter charges/payments into MISYS/Tiger system (or other practice management system).Prepares encounter form(s) for charge entry for services rendered using the correct ICD-9 and CPT codes as they relate to Codescan.Schedules and coordinates patient appointments, tests, and referrals according to office/provider preferences and the needs of patients.Answers telephones, takes messages, routes callers, and provides/relays information in a manner consistent with service standards.Maintains patient medical records according to current required standards.Obtains patient authorization for transfer of any/all private health information.Maintains patient confidentiality of data and information.Performs basic office duties such as sorting/distributing mail, copying, filing, faxing, ordering supplies, andpleting forms, as needed.Performs basicposition of letters and reports. Formats, types and proofreads standard correspondence, reports, and other documents.Maintains a clean unit environment/work area andmunicates any	

equipment malfunction/problem to appropriate personnel. Maintains accountability for special projects as assigned. Performs such individual assignments as management may direct. Establishes and maintains effective working relationships within the organization. Engages in continuous study to maintain the competence, knowledge, and skills necessary for the satisfactory performance of all assigned responsibilities. Completes required training and education, including department specific requirements. Ensures that required documentation for activities within areas of responsibility is performed in an accurate and timely manner. Ensures that patients, their families, visitors, customers, and employees are treated with kindness and respect. Demonstrates teamwork and integrity in all work related activities. Demonstrates knowledge of hospital safety and infection control policies and procedures, maintaining a safe and clean environment. Maintain provider schedules, including meetings, appointments, cancellations, re-schedules, add-on appointments, etc. Physician daily schedules. Run reports from MISYS/Tiger system (e.g., charge summary, missing ticket, etc.). Prepare deposit, completing daily deposit verification form, and verifying accuracy of deposit. Performs other duties as may be assigned by the physician or practice manager/office supervisor. Maintains unsupervised access to the unit medication room(s) for stocking and/or retrieving supplies.

Practice Centralized Services:

Additional duties may include; department focuses on demographic and insurance entry for all clinical patients, reviews accounts for missing and inaccurate information and communicates with office staff at each location to ensure accurate registration for patients who are new to Bronson, who have not been seen in over a year, have an account that raises a flag, has inactive insurance or is marked as an auto/workersp
ShiftFirst Shift Time TypeFull time Sign-On Bonus

External Candidates Only:

Up to \$1,500.00 Retention BonusExternal Candidates Only, \$1,500.00 Scheduled Weekly Hours40 Cost Center8404 Bronson Pediatrics - Stadium Dr. (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. About Us Bronson Healthcare is 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.

Medical Assistant Bronson Pulmonary Specialist: Full Time 80 Hrs./PP	
Link to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Cardiopulmonary Specialists
Medical Assistant Bronson Pulmonary Specialist: Full Time 80 Hrs./ PP Medical Assistant Bronson Pulmonary Specialist: Full Time 80 Hrs./PP locationsBHG Skyrise Business Centertime typeFull timeposted onPosted 2 Days Agojob requisition id JOB45076 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 ourcommunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBHG Skyrise Business Center Title Medical Assistant Bronson Pulmonary Specialist: Full Time 80 Hrs./PP Working under provider's direction provides general nursing functions for the practice. Records vital signs, immunizations, provides initial patient assessment, obtains concise patient history, and provides various clinical information and support to providers. Processes and posts information to patient's chart, educates patients and families regarding medications, treatments and care, and referrals. Employees providing direct patient care must demonstratepetencies specific to the population served. High school diploma or general education degree (GED) required MUST MEET ONE OF THE FOLLOWING Successfulpletion of an accredited medical assistant program CMA/CCMA/RMA certifiedMeet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire Note: Vocational Coordinator to determine eligibility requirements for CMA or RMA within 6 months. BLS certification is required within 90 days of hire/transfer. Knowledge of clinical skills as required with Medical Assistant Certification/Registration. Effective problem-solving and prioritization skills. Must possess excellent interpersonal skills and process information in a confidential manner. Must be able tocommunicate clearly and effectively with patients, doctors and other staff. Ability to maintain patient confidentiality. Ability to work independently and function as an integral team member with other healthcare professionals. Must have personalputer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization'sputerized systems. Must have excellent verbal andmunication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a team environment. Must maintain the highest level of confidentiality. Work which produces high levels of mental/visual fatigue. e.g	

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

External Candidates Only:

Up to \$1,500.00 Retention BonusExternal Candidates Only, \$1,500.00 Scheduled Weekly Hours40 Cost Center8175 Bronson Pulmonary Specialists (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

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

Job Posting Analytics

Lightcast Q3 2025 Data Set

September 2025
St. Joseph County



Michigan

Parameters

Select Timeframe: Sep 2025 - Sep 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

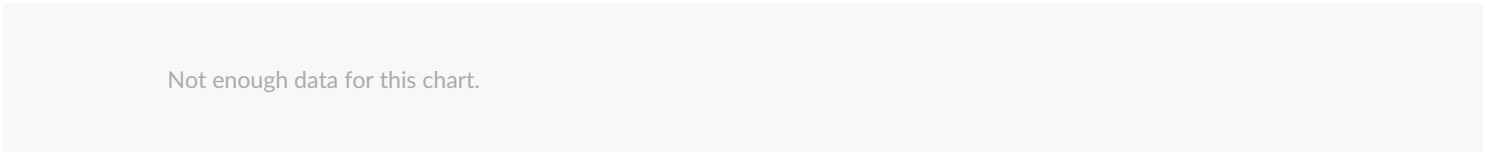
Keyword Search:

Posting Type: Active Postings

Job Postings Overview

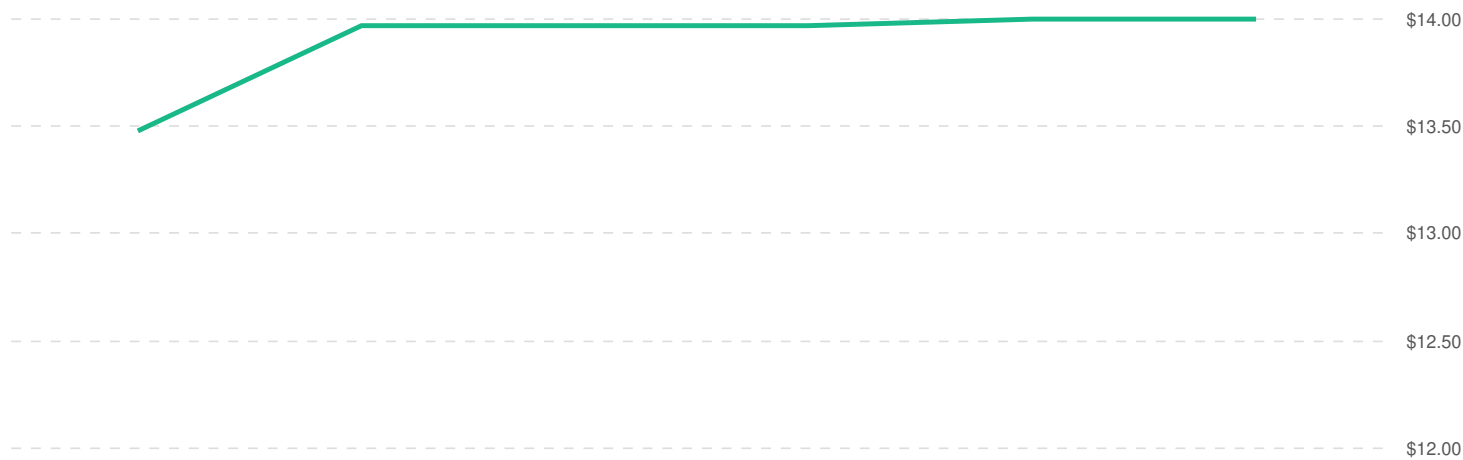


Advertised Salary



Advertised Salary Trend

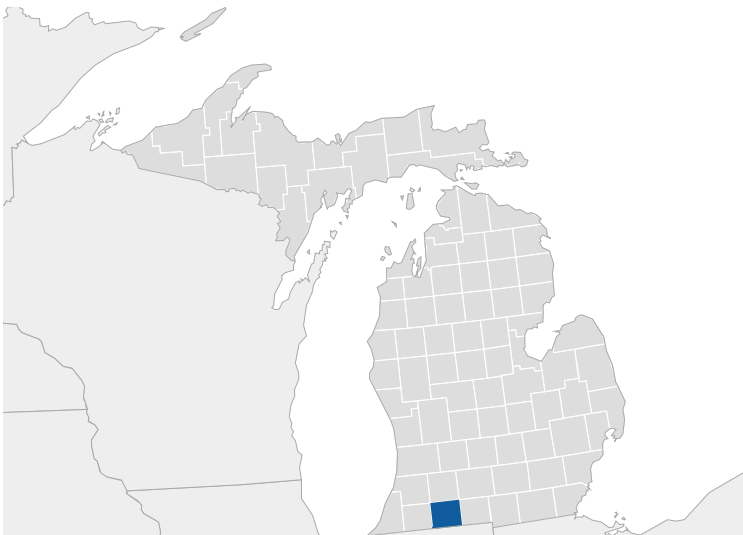
▲ 3.9% Apr 2025 - Sep 2025
\$13.97 Median



13 Job Postings

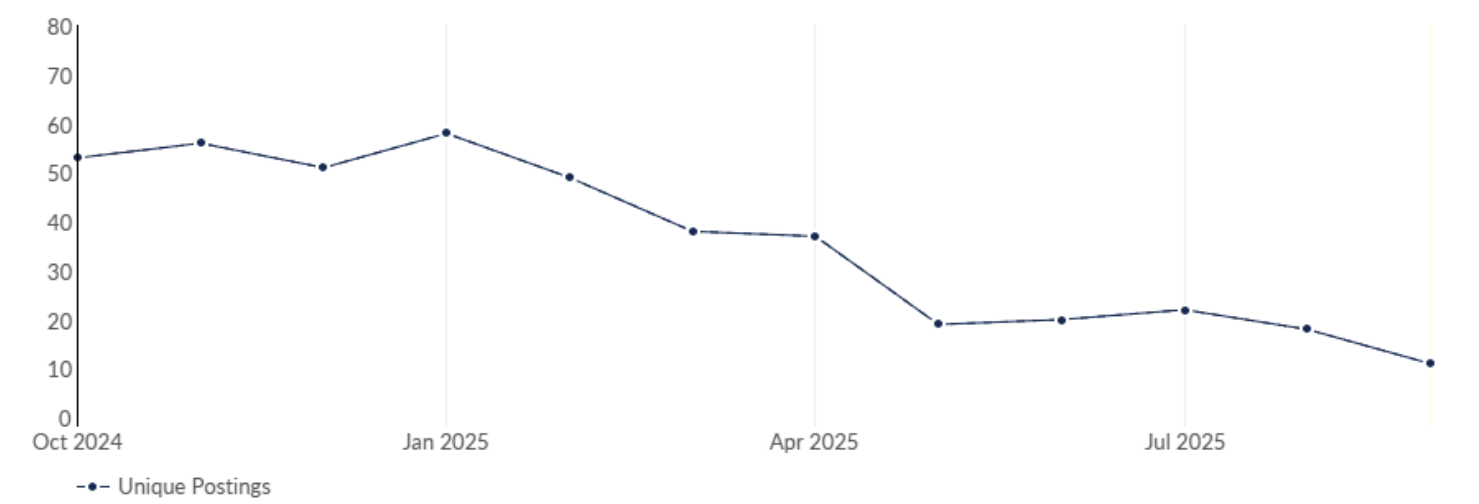


Job Postings Regional Breakdown



County	Unique Postings (Sep 2025)
St. Joseph County, MI	11

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Sep 2025	11	3 : 1
Aug 2025	18	3 : 1
Jul 2025	22	3 : 1
Jun 2025	20	2 : 1
May 2025	19	3 : 1
Apr 2025	37	3 : 1
Mar 2025	38	3 : 1
Feb 2025	49	4 : 1
Jan 2025	58	4 : 1
Dec 2024	51	4 : 1
Nov 2024	56	3 : 1
Oct 2024	53	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	10	91%
High school or GED	0	0%
Associate's degree	0	0%
Bachelor's degree	1	9%
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	0	0	0%
Associate's degree	0	0	0%
Bachelor's degree	1	0	9%
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	10	91%
0 - 1 Years	0	0%
2 - 3 Years	0	0%
4 - 6 Years	1	9%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Meijer	24 / 7	3 : 1	18 days
Birch Meadows Senior Care	4 / 2	2 : 1	n/a
Arby's	5 / 2	3 : 1	n/a

Top Cities Posting

City	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Three Rivers, MI	27 / 9	3 : 1	18 days
Sturgis, MI	6 / 2	3 : 1	41 days

Top Posted Occupations

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Cashiers	13 / 3	4 : 1	41 days
Food Service Managers	5 / 2	3 : 1	n/a
Home Health and Personal Care Aides	4 / 2	2 : 1	n/a
Fast Food and Counter Workers	4 / 2	2 : 1	18 days
Retail Salespersons	7 / 2	4 : 1	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Cashiers	13 / 3	4 : 1 	41 days
Food Service Managers	5 / 2	3 : 1 	n/a
Personal Care Aides	4 / 2	2 : 1 	n/a
Fast Food and Counter Workers	4 / 2	2 : 1 	18 days
Retail Salespersons	7 / 2	4 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Cashier	13 / 3	4 : 1 	41 days
Caregiver / Personal Care Aide	4 / 2	2 : 1 	n/a
Fast Food / Counter Worker	4 / 2	2 : 1 	18 days
Restaurant / Food Service Manager	5 / 2	3 : 1 	n/a
Retail Sales Associate	7 / 2	4 : 1 	n/a

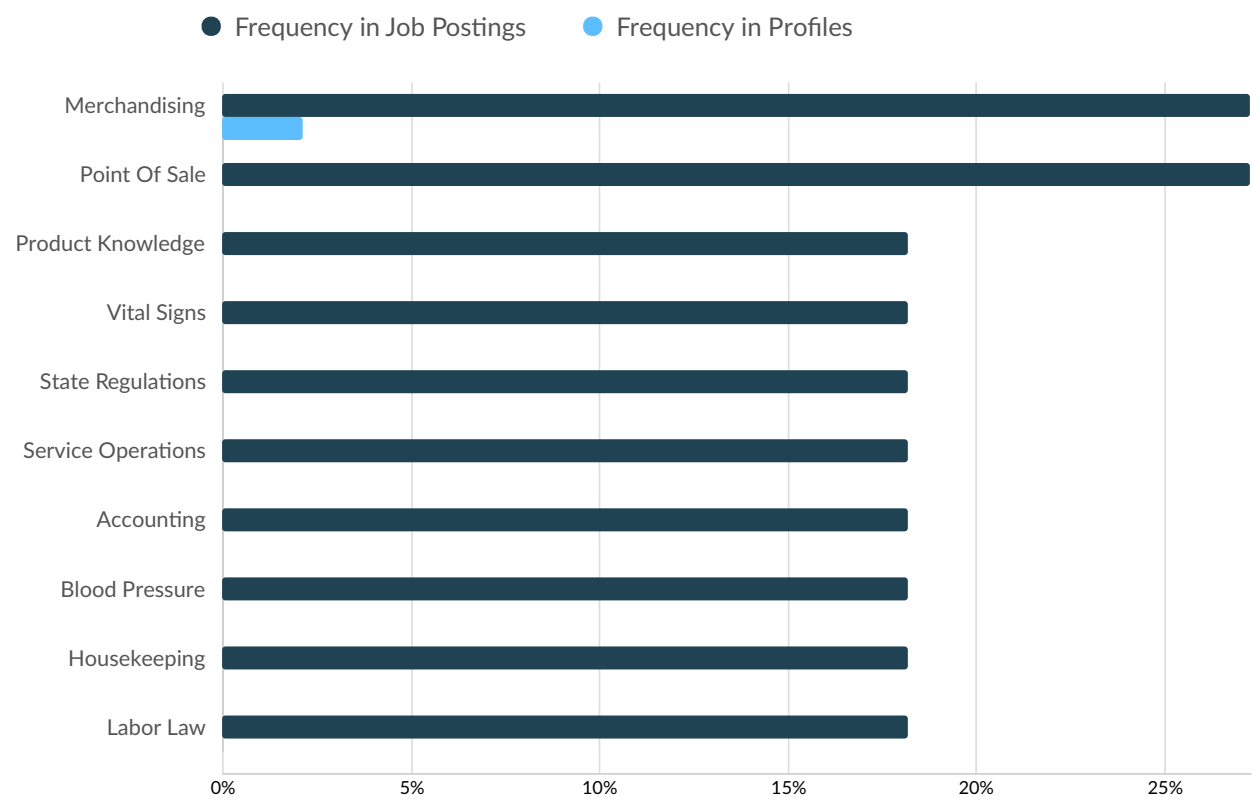
Top Posted Job Titles

	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Cashiers	13 / 3	4 : 1 	41 days
Caregivers	4 / 2	2 : 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 Directors	3 / 1	3 : 1 	n/a
Food Clerks	1 / 1	1 : 1 	18 days
Shift Managers	1 / 1	1 : 1 	n/a

Top Industries

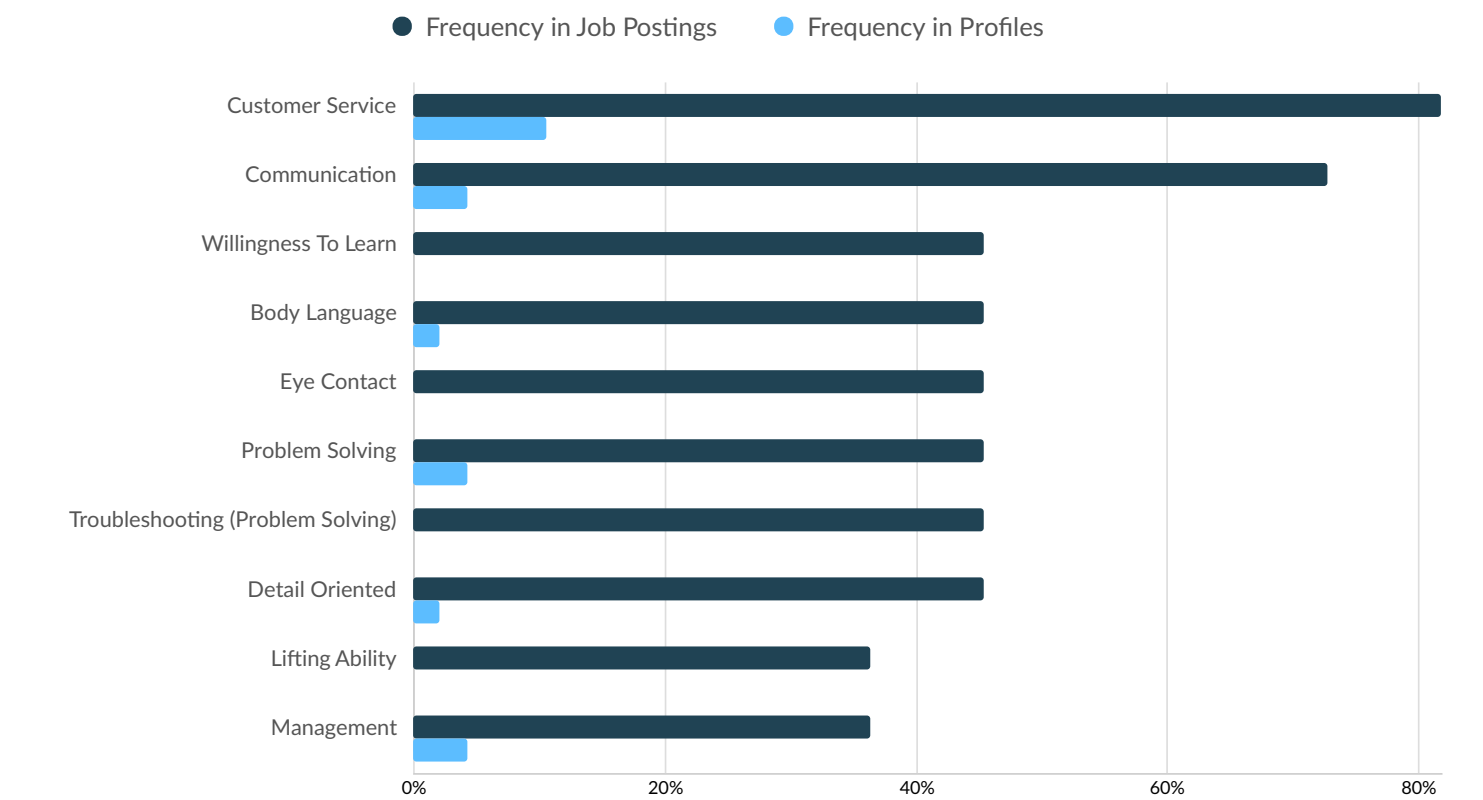
	Total/Unique (Sep 2025)	Posting Intensity	Median Posting Duration
Department Stores	24 / 7	3 : 1 	18 days
Limited-Service Restaurants	5 / 2	3 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	3	27%	1	2%	+15.0%	Growing
Point Of Sale	3	27%	0	0%	+13.3%	Growing
Product Knowledge	2	18%	0	0%	+17.6%	Growing
Vital Signs	2	18%	0	0%	+17.2%	Growing
State Regulations	2	18%	0	0%	0.0%	
Service Operations	2	18%	0	0%	0.0%	
Accounting	2	18%	0	0%	+24.0%	Rapidly Growing
Blood Pressure	2	18%	0	0%	+9.5%	Growing
Housekeeping	2	18%	0	0%	+13.3%	Growing
Labor Law	2	18%	0	0%	+8.9%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	9	82%	5	11%	+5.2%	Stable
Communication	8	73%	2	4%	+3.6%	Lagging
Willingness To Learn	5	45%	0	0%	+12.0%	Growing
Body Language	5	45%	1	2%	+21.9%	Rapidly Growing
Eye Contact	5	45%	0	0%	+7.2%	Stable
Problem Solving	5	45%	2	4%	+11.3%	Growing
Troubleshooting (Problem Solving)	5	45%	0	0%	+19.0%	Growing
Detail Oriented	5	45%	1	2%	+7.1%	Stable
Lifting Ability	4	36%	0	0%	+10.6%	Growing
Management	4	36%	2	4%	+5.3%	Stable

Top Software Skills

There is not enough data to display this section.

Top Qualifications

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

Appendix A

Top Posting Sources

Website	Postings on Website (Sep 2025)
indeed.com	7
diversityjobs.com	6
myworkdayjobs.com	6
arbys.com	2
dejobs.org	1

Appendix B

Sample Postings

Caregivers — Birch Meadows Senior Care in Three Rivers, MI (Sep 2025 - Active)

Caregiver - 3rd Shift - Full-Time 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 - 3rd Shift - Full-Time at Birch Meadows AFC Birch Meadows Senior Care 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.

Frozen Food/Dairy Clerks — Meijer in Three Rivers, MI (Sep 2025 - Active)

Dairy Frozen Food Clerk	
Link to Live Job Posting: www.indeed.com	
Location: Three Rivers, MI	O*NET: 35-3023.00
Company: Meijer	Job Title: Frozen Food/Dairy Clerks
Return to selected search result Dairy Frozen Food Clerk Apply locations Three Rivers, MI time type Part time posted on Posted Today job requisition id R000612493 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! Responsible for delivering remarkable customer service by providing customers with exceptional product knowledge, efficient service and a friendly attitude; will be exposed to a variety of retail tasks related to product, customer service and merchandising. Join a community. Build a career. We are searching for a new member of the Meijer family! When you join us as a Food Clerk, you will provide customers with exceptional product knowledge, efficient service, and a friendly attitude. You will play a vital role in keeping our store running smoothly and having a positive impact on the community we serve. Sound good to you? Join us! What will you be doing? Build rapport with customers. Display a friendly and outgoing attitude through good eye contact and body language. Respond to customer questions in an effective manner. Stock product and maintain product displays according to merchandising standards. Utilize technology to complete activities and tasks. Follow safety and sanitation procedures to ensure quality service and products for our customers. This position is applicable to the following departments: Meat, Seafood, Bakery, Deli, Grocery. What skills will you use? You are detail-oriented and organized. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Process-driven with ability to follow procedures in an organized and efficient way. Ability to stay calm while working in a fast-paced environment. Desire to work with customers on a consistent basis. Ability to lift, carry, push, pull, bend, and twist while handling product. Ability to stand for long periods of time. Meijer starts with me. It's not just a brand name, it's a family name. Founded by Hendrik and Gezina Meijer and their children in 1934, Meijer treats our Team Members like they're a part of our family. We want to see them happy, growing, and successful. That's why our Team Members say, "Meijer starts with me." Sound like the place for you? Join us. Who are we a good fit for? We love working with talented people but more than that, we look for team members who thrive in a collaborative environment and want to help us build on our family culture. Meijer is a great place for you if you want a job that's more than a paycheck and a career that plays an important role in your community.	

Day Time Bagger	
Link to Live Job Posting: meijer.wd5.myworkdayjobs.com	
Location: Three Rivers, MI	O*NET: 41-2031.00
Company: Meijer	Job Title: Baggers
Return to selected search result Day Time Bagger Apply locations Three Rivers, MI time type Part time posted on Posted Today job requisition id R000604556 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.	

Cashiers — Meijer in Sturgis, MI (Sep 2025 - Oct 2025)

Cashier - Available until Midnight

Link to Live Job Posting: Posting is no longer active

Location: Sturgis, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers

Return to selected search result Cashier - Available until Midnight Apply locations Sturgis, MI time type Part time posted on Posted Today job requisition id

R000610779

As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be

Doing:

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

Food Clerks — Meijer in Three Rivers, MI (Aug 2025 - Sep 2025)

Produce Food Clerk	
Link to Live Job Posting: Posting is no longer active	
Location: Three Rivers, MI	O*NET: 35-3023.00
Company: Meijer	Job Title: Food Clerks
Return to selected search result Produce Food Clerk Apply locations Three Rivers, MI time type Part time posted on Posted Today job requisition id R000604088 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! Responsible for delivering remarkable customer service by providing customers with exceptional product knowledge, efficient service and a friendly attitude; will be exposed to a variety of retail tasks related to product, customer service and merchandising. Join a community. Build a career. We are searching for a new member of the Meijer family! When you join us as a Food Clerk, you will provide customers with exceptional product knowledge, efficient service, and a friendly attitude. You will play a vital role in keeping our store running smoothly and having a positive impact on the community we serve. Sound good to you? Join us! What will you be doing? Build rapport with customers. Display a friendly and outgoing attitude through good eye contact and body language. Respond to customer questions in an effective manner. Stock product and maintain product displays according to merchandising standards. Utilize technology to complete activities and tasks. Follow safety and sanitation procedures to ensure quality service and products for our customers. This position is applicable to the following departments: Meat, Seafood, Bakery, Deli, Grocery. What skills will you use? You are detail-oriented and organized. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Process-driven with ability to follow procedures in an organized and efficient way. Ability to stay calm while working in a fast-paced environment. Desire to work with customers on a consistent basis. Ability to lift, carry, push, pull, bend, and twist while handling product. Ability to stand for long periods of time. Meijer starts with me. It's not just a brand name, it's a family name. Founded by Hendrik and Gezina Meijer and their children in 1934, Meijer treats our Team Members like they're a part of our family. We want to see them happy, growing, and successful. That's why our Team Members say, "Meijer starts with me." Sound like the place for you? Join us. Who are we a good fit for? We love working with talented people but more than that, we look for team members who thrive in a collaborative environment and want to help us build on our family culture. Meijer is a great place for you if you want a job that's more than a paycheck and a career that plays an important role in your community.	

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.