

# Calumet County

## 2025 WORKFORCE PROFILE



## State Narrative for County Profiles

Wisconsin's labor market experienced a strong year in 2024. Employment reached record levels, inflation appeared on the wane, and interest rates are accommodating a largely reconstructed supply chain. In addition, real wages turned positive, and consumer spending was robust.

The primary challenge still facing the future economic construct is the labor quantity challenge and its broader economic impacts.

### Wisconsin Jobs

The 2024 employment picture was favorable for Wisconsin, reaching new records in December at 3,076,500. The state's low unemployment rates were also noteworthy registering 3.0% or below the entire year. Although setting new records is always a good sign, new highs in employment would be expected through new expansionary economic periods.

Total non-farm employment also reached new highs, climbing through the year to peak in August at a seasonally adjusted basis of 3,048,000 and consolidating high levels through the remainder of the year, ending in December at 3,042,100. That marks a 1.6% increase over the pre-pandemic highs set in December 2019.

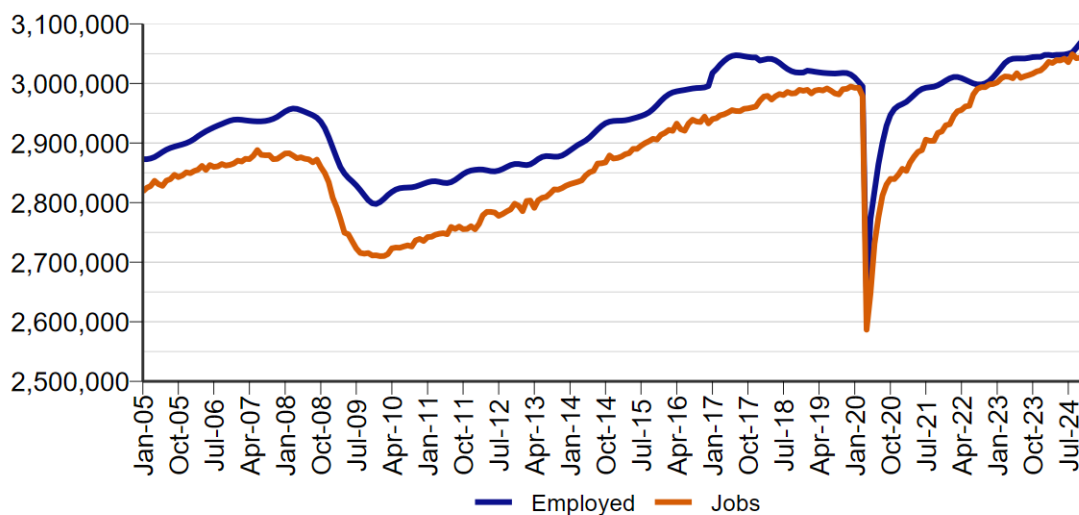


Figure 1: Wisconsin employment and jobs.

## Economy

Wisconsin Gross Domestic Product (WGDP) reached new highs in nominal and real dollar terms in 2024<sup>1</sup>, at \$456 billion or \$357 billion in real 2017 dollars. After a slower recovery coming out of the COVID-19 recession, Wisconsin's GDP growth rate has mimicked that of the country.

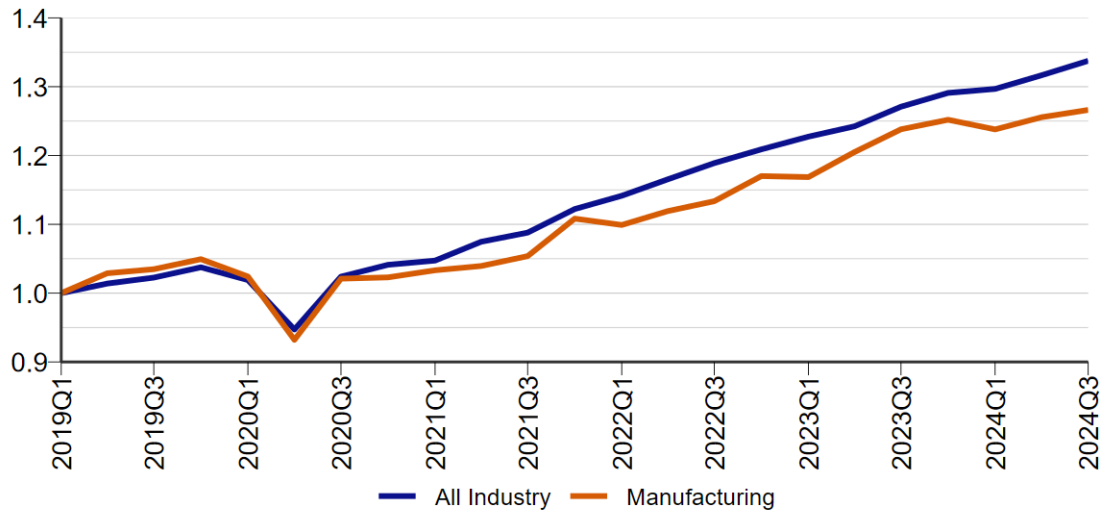


Figure 2: GDP growth index (2019Q1 = 100).

Many industry sectors were vibrant. Construction industry jobs hit new records, surpassing 140,000. Healthcare jobs also set new highs at 324,200. The leisure and hospitality sector recovered almost all the nearly 50% loss of jobs experienced during the COVID-19 recession, finishing with 285,200 jobs. Manufacturing jobs rose above 2023 levels to 481,200, but have not yet returned to pre-Covid19 levels.

Wisconsin ranks first in the number of manufacturing jobs per government job and second in manufacturing jobs share of total jobs. However, state-level manufacturing output was relatively weak against overall economic output. Two of the state's primary manufacturing industries, fabricated metal and machinery manufacturing, lost jobs through 2024. Fabricated metal manufacturing jobs peaked in July 2019, before the COVID-19 recession at 79,400 jobs, and ended 2024 with 74,300. Machinery manufacturing peaked in early 2023 with 68,800 jobs and finished 2024 with 67,200.

<sup>1</sup>Third quarter 2024 is latest data available.

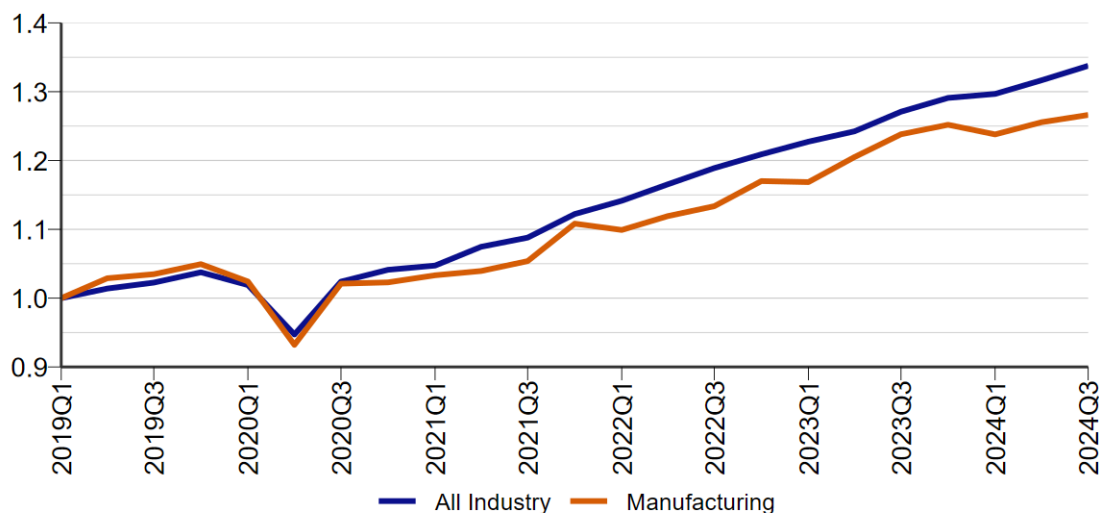


Figure 3: Wisconsin all industry v manufacturing growth (2019Q1 = 100).

While the durable goods manufacturing sector saw declines, non-durable goods manufacturing in Wisconsin has made headway. Jobs in the non-durables industries have increased since the pre-Covid high of 198,600 in July of 2019, to 201,000 in December 2024. Most of that has occurred in the food processing industry.

### Labor Quantity Challenges

Employers continue to express challenges finding workers. This situation is being felt in all industries and most occupations – locally, regionally, and globally. Even China is experiencing population and workforce declines. Industries that are showing steady job growth, such as construction and healthcare, are limited by the number of workers available for positions.

As noted in studies dating back to 2000, there are not sufficient numbers of young workers to fill the jobs being vacated by the generation of baby boomers and the increased demand for workers associated with economic growth. The number of workers entering the labor market is essentially the same as the boomers exiting. A growing economy necessitates an increasing labor force or at least a more productive one. Wisconsin's labor force growth has remained close to zero.

The new high in Wisconsin's labor force reached in December 2024 of 3,170,300 is only 0.63% above the previous high in July 2017 and only 0.83% above the peak before that in June of 2009. That amounts to an annual average labor force growth rate of 0.08% per year, or about zero over 15 years.



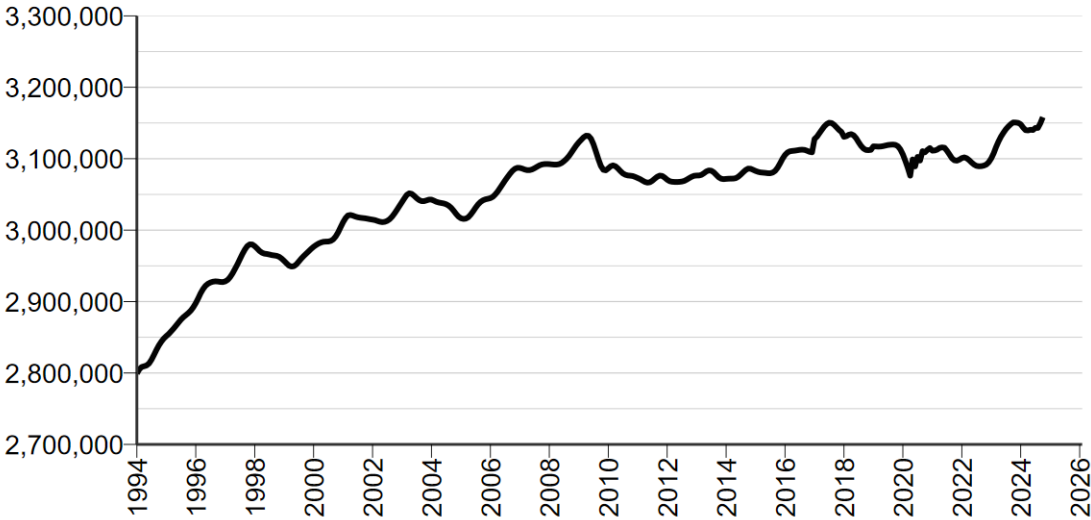


Figure 4: Wisconsin labor force.

This shift has long been anticipated and is well documented. The front edge of the baby boomers turned 63 years old in 2009. By 2024, the back edge of the boomers (those born in 1964) were 60 years old. And while the labor force participation rates of workers 65 and older has increased since the 1990s, the remaining tenure of the boomers is short.

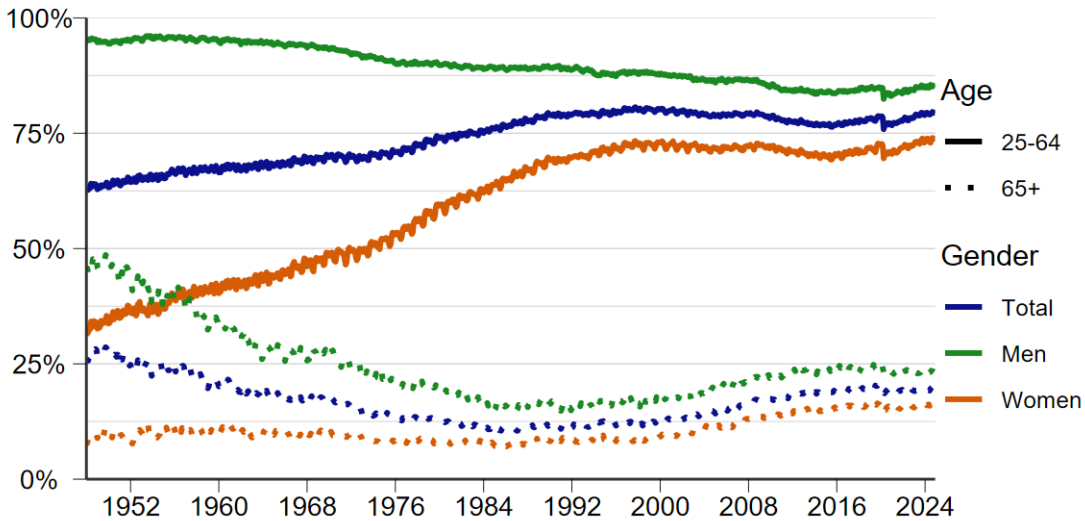


Figure 5: US labor force participation rate.

Below is a graph of Wisconsin's population and labor force projected out to 2040 based on the latest information from the Wisconsin Department of Administration Demographic Services. On a decennial basis, Wisconsin's population has already peaked. This suggests that the workforce will not experience substantial growth moving forward.

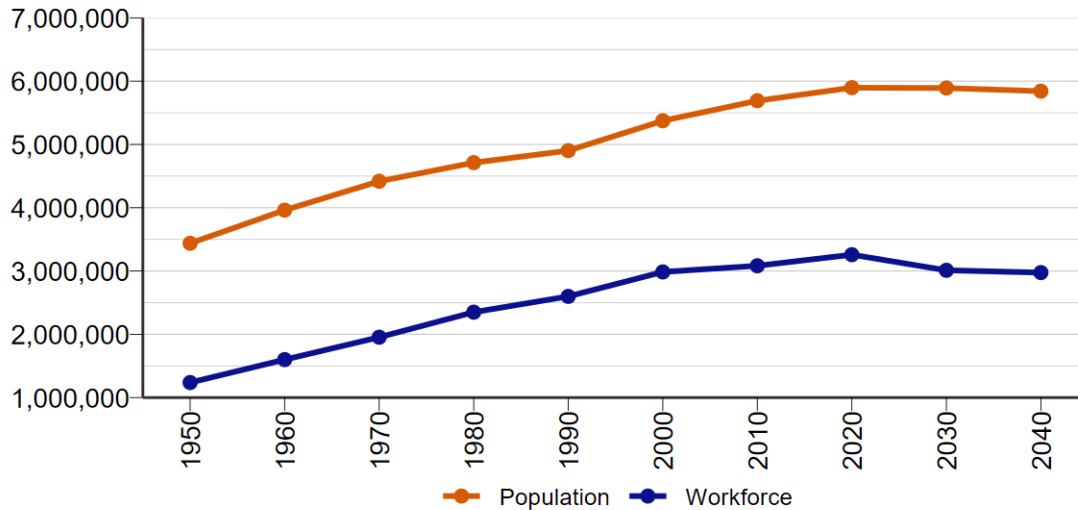


Figure 6: Wisconsin population and workforce projections.

While the overall situation has been realized for some time, the actual quantity of the shortfall has been undetermined until now. Staff at the Wisconsin Department of Workforce Development's Office of Economic Advisors estimate that by 2031, the state could face a labor shortage exceeding 241,000 workers. (See Labor Supply Projections for Wisconsin 2020 – 2040, Winters, Kaur, and Otis, [Labor Supply Projections for Wisconsin](#)).

## New Construct

Human resource constraints affect the entire economic construct. As one of the three primary components of economic inputs – along with natural resources and capital – a compromise in the abundance of labor permeates the economy. Having never encountered a labor constraint before, it needs to be noted – old models and old policies do not apply.

Moreover, the labor quantity challenge is a macroeconomic phenomenon. It cannot be remedied with microeconomic solutions. Microeconomic attraction and retention incentives of higher wages, better benefits, early exposure, and more are, at best, short-term and limited symptom remedies.

Jobs will go unfilled. Macroeconomic solutions to the challenge include:

1. A workable immigration policy
2. Reducing barriers to employment (see [2023 Wisconsin County Profiles](#))
3. Expanding trade
4. Technology infusion

Altering a fundamental input of the macroeconomic construct will impact all sectors. The limited and shifting human resource segment will alter income streams, change demand for goods and services, and affect the provision of public goods and services.

Wisconsin's economic health and vigor has been illustrated in the employment and jobs data. However, record low unemployment rates signify two usually unassociated yet coupled performance indicators. On the one hand, low unemployment rates indicate an engaged labor force – a relatively large numerator. On the other hand, in today's environment, low unemployment rates indicate a scarce labor force – a relatively small denominator.

This is an unprecedented situation – and it is not likely to resolve itself quickly.

Yet to be explored are how the limited labor pool and aging population effects other critical economic drivers, such as personal income, as a significant portion of the population (Baby Boomers) shifts to transfer payments that are fixed in real dollar terms, housing stock, dependency ratios, and fiscal balances.

One major unknown on the horizon are the effects that Artificial Intelligence (AI) will have on the future of economic and workforce development. The Governor's Task Force on Workforce and Artificial Intelligence Advisory Action Plan ([dwd.wisconsin.gov/ai-taskforce/pdf/ai-advisory-action-plan.pdf](http://dwd.wisconsin.gov/ai-taskforce/pdf/ai-advisory-action-plan.pdf)) outlines some of the expected effects of AI. For example, the chart below sheds some light on the extent that occupations may be affected by AI.

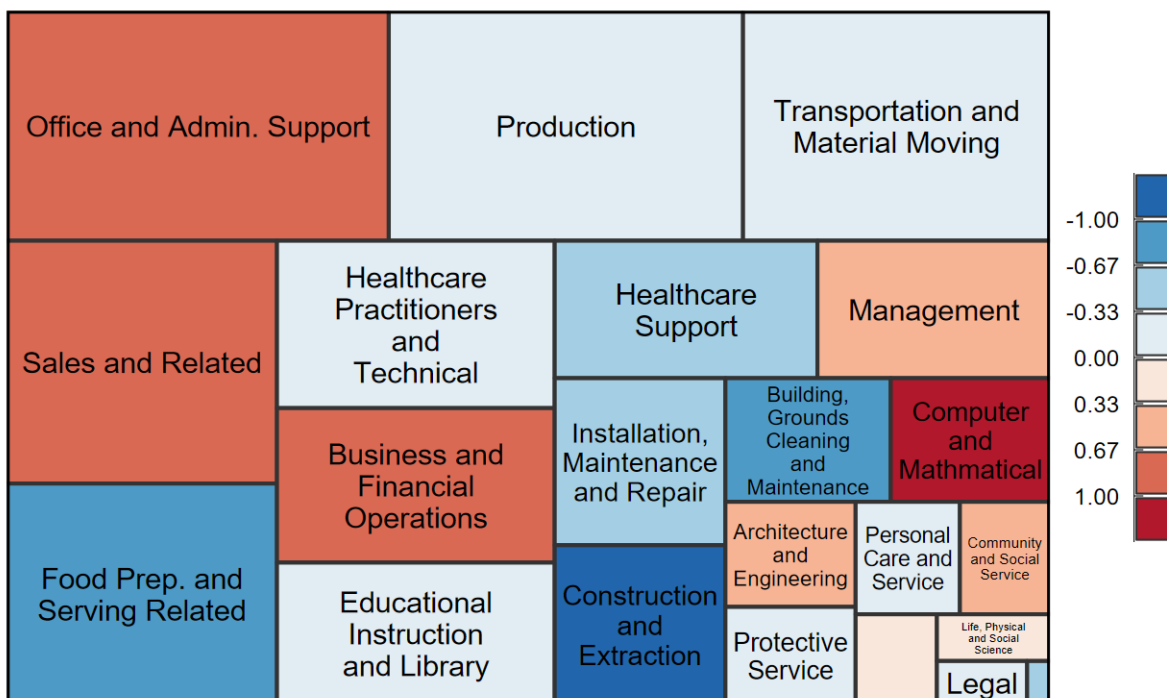


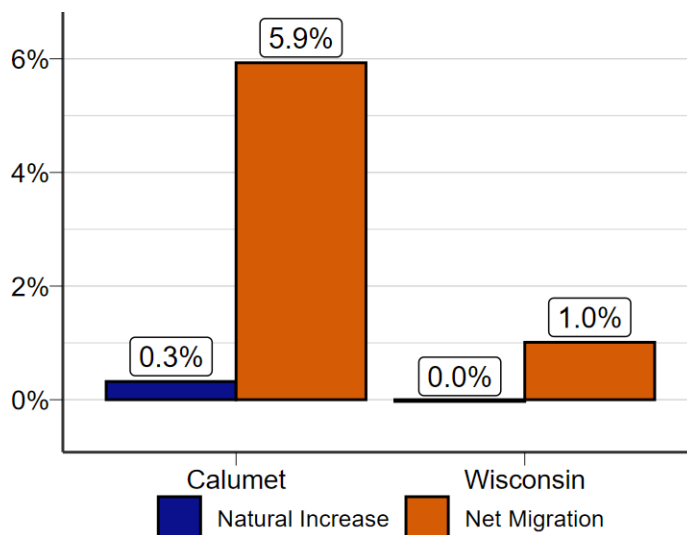
Figure 7: AI exposure per occupation group by number employed.

Fundamental changes are in store for Wisconsin's economy due primarily to two new influencers: workforce constraints and artificial intelligence technology. The degree to how each will affect the other and the whole is yet to be determined.

## Population and Demographics

	2020 Census	2023 Final Estimate	Numeric Change	Percent Change
Harrison, Village	12,418	15,090	2,672	21.5%
Appleton, City	11,304	11,189	-115	-1.0%
Chilton, City	4,080	4,102	22	0.5%
Brillion, City	3,262	3,501	239	7.3%
Menasha, City	3,007	3,408	401	13.3%
Sherwood, Village	3,271	3,358	87	2.7%
New Holstein, City	3,195	3,166	-29	-0.9%
Brillion, Town	1,650	1,681	31	1.9%
New Holstein, Town	1,534	1,518	-16	-1.0%
Stockbridge, Town	1,453	1,442	-11	-0.8%
Calumet, County	52,442	55,720	3,278	6.2%
Wisconsin, State	5,893,718	5,951,400	57,682	1.0%

Calumet County is the 27th most populous county in Wisconsin with 55,720 residents. It is also the state's fastest-growing county. From 2020 to 2023, the population changed by 6.2%, compared to the 1.0% change in Wisconsin.



### Components of Population Change

Population change is driven by natural increase and migration. Natural population increase occurs when there are more births than deaths, while migration increases when more people move into the county than leave. Natural increase is primarily influenced by the population's age structure, while migration has a more immediate and actionable impact on the county labor force.

Figure 8: Source: WI Department of Administration.

The fastest-growing municipality in Calumet County is the Village of Harrison, which has increased by 2,672 people since 2020, for a 21.5% growth rate. Population growth in the village is slowing down with the estimates of population change each year from 2021-24 as follows: 1,312, 694, 666, and 274.

When discussing local population trends, it is important to note that Harrison is situated in the northwestern region of the county near both Appleton and Menasha. The populations in those two cities is mostly in Outagamie and Winnebago Counties, but their borders also extend into Calumet County. Harrison expanded its boundaries in recent years.



In contrast to the three northwestern municipalities with closer ties to the Fox Cities (Harrison, Appleton, Menasha), population changes throughout most of the county were more modest. Among the remaining municipalities included in the table above, the City of Brillion was the only one with a higher rate of population growth than the county as a whole.

Net migration has been the primary driver of population growth in the state and Calumet County in recent years. At the statewide level, domestic net migration (21,519) was positive from 2022-2024, which is a reversal from the previous trend, but international net migration (60,086) accounted for much more of this recent increase. Data for 2024 are currently not available at the county level, but from 2020-2023 Calumet County’s net migration was largely driven domestically (500), as opposed to internationally (72) (Source: U.S. Census Bureau). As seen in figure eight above, Calumet County experienced much more population growth due to net migration when compared to the state. The county’s net migration rate of 5.9% is the highest in Wisconsin.

The diminishing contribution of natural increase to overall population growth comes amid several long-running demographic changes such as the aging of the population and below replacement total fertility levels. Partly due to the fact it has the 27th lowest median age in the state (41.7 years), Calumet County’s population growth in terms of natural increase was 0.3%, which is greater than the statewide rate.

Population Projections

	2020	2030	2040	2050	2020-2050 Population Change
Calumet	52,442	53,460	54,295	53,025	1.1%
Wisconsin	5,893,718	5,890,915	5,841,620	5,710,120	-3.1%

Source: Demographic Services Center, Wisconsin Department of Administration.

From 1990 to 2020, Calumet County’s population increased by 18,151 residents. According to recently released population projections from the Department of Administration, future patterns of population change will be much different. The county’s anticipated population change of 1.1% from 2020 to 2050 ranks 11th in the state, but the local population is projected to begin declining in the 2040s. Projected population changes in each decade since 2020 are as follows: 1,018, 835, and -1,270.

## Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	16,554	2,708	19.6%	100.0%
Manufacturing	4,732	548	13.1%	28.6%
Trade, Transportation, and Utilities	3,549	778	28.1%	21.4%
Education and Health Services	2,099	430	25.8%	12.7%
Leisure and Hospitality	1,798	128	7.7%	10.9%
Natural Resources and Mining	864	97	12.6%	5.2%
Construction	847	356	72.5%	5.1%
Public Administration	616	39	6.8%	3.7%
Professional and Business Services	570	68	13.5%	3.4%
Financial Activities	455	-8	-1.7%	2.7%
Information	NA	NA	NA	NA
Other Services	NA	NA	NA	NA

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics.

Calumet County employment added 2,708 jobs (19.6%) from 2018 to 2023. Average employment levels were at 16,554 jobs in 2023. The largest industry was manufacturing, accounting for 28.6% of employment in the county in 2023. It is important to acknowledge that local manufacturing employment has been declining since early 2023. These declines are almost entirely concentrated in the machinery manufacturing subsector, where the employment level was 1,428 in Q2 2024, compared to 2,454 in Q1 2023.

From 2018 to 2023, the fastest-growing industry was construction, adding 356 jobs for a 72.5% growth rate. The industry that added the most jobs since 2018 was trade, transportation, and utilities. Within this sector, 656 of the 778 net jobs added were concentrated within retail trade.

The notion of the location quotient (LQ) is useful for comparing employment concentrations across different geographies. The LQ is defined as the employment share in one area divided by the same share in another area. For example, since the percent of employment accounted for public administration is slightly lower in Calumet County (3.7%) than the state (4.6%), the county's LQ in this industry is 0.8 ( $3.7\% / 4.6\% = 0.8$ ). Natural resources and mining has the highest LQ in the county (4.8); manufacturing (1.8), also has an LQ greater than 1. At a more granular level, the largest subsectors within these industries include food manufacturing (1,650), fabricated metal product manufacturing (708), and animal production (552).


In contrast, the industries with the three lowest LQs in the county are education and health services (0.6), financial activities (0.5), and professional and business services (0.3).

# Unemployment

Calumet County’s monthly average unemployment rate remained steady over the past two years. In 2023 the rate was 2.4%, compared to the 2022 rate of 2.3%. This pattern held throughout much of 2024 as well; Calumet County’s unemployment rate in September 2024 was 2.1%, unchanged from the rate two years prior.

There is a general tendency for Calumet County’s unemployment rate to be lower than the statewide rate, and for both to be below the national rate. As of this writing, Calumet County has the fifth-lowest unemployment rate in the state.

Despite other developments that point to a softening labor market in the state, such as the downward trends in both hiring and quitting, a major reason why unemployment is still low is because layoffs remain stable and are around pre-2020 levels. Except for the COVID and post-COVID periods, monthly layoffs in the state usually hover around 30,000.

 Unemployment Rate

The unemployment rate is the percentage of people who are not working but actively looking for work compared to the total number of people in the labor force.

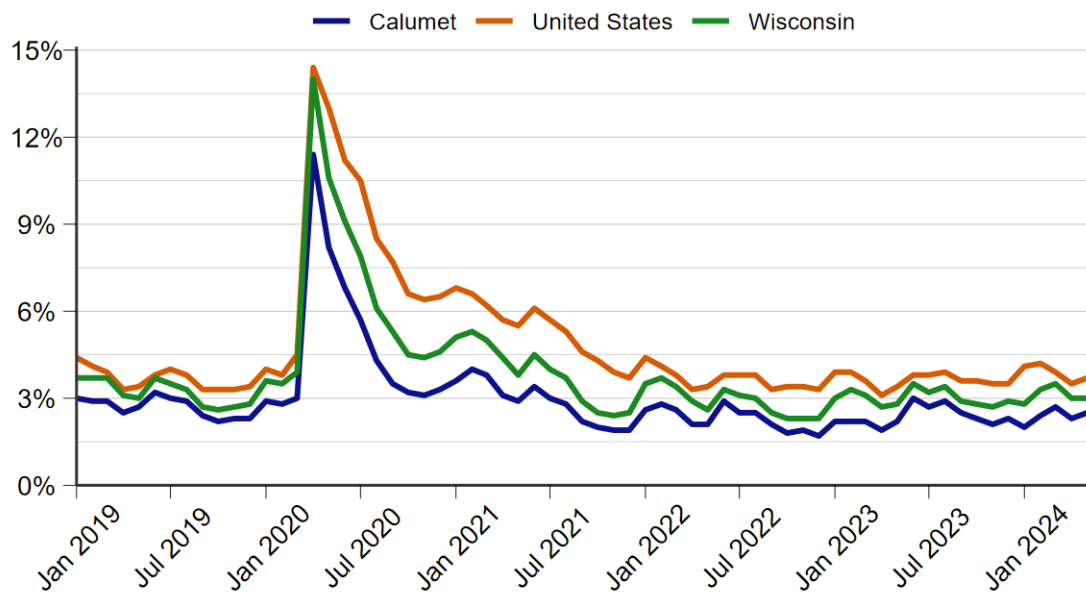



Figure 9: Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics.

# Labor Force Participation

Like most counties in the state, Calumet County has experienced a notable decline in its labor force participation rate (LFPR) since 2000. Since the civilian noninstitutional population includes individuals of all ages 16 years old and over, the declining LFPR is a reflection of the county's changing age composition and retiring baby boomers. Calumet County's LFPR in 2023 was 61.9%, down 18.1 percentage points compared to 2000. The county's LFPR ranks 44th in the state and has been below the statewide rate since 2017; the gap between the two continues to grow in recent years. The LFPR is one of several measures that illustrate the workforce quantity challenge that lies ahead

 Labor Force Participation Rate

The labor force participation rate (LFPR) looks at the relative labor resources available and is expressed as the percentage of the civilian noninstitutional population 16 years and older that is working or actively looking for work.

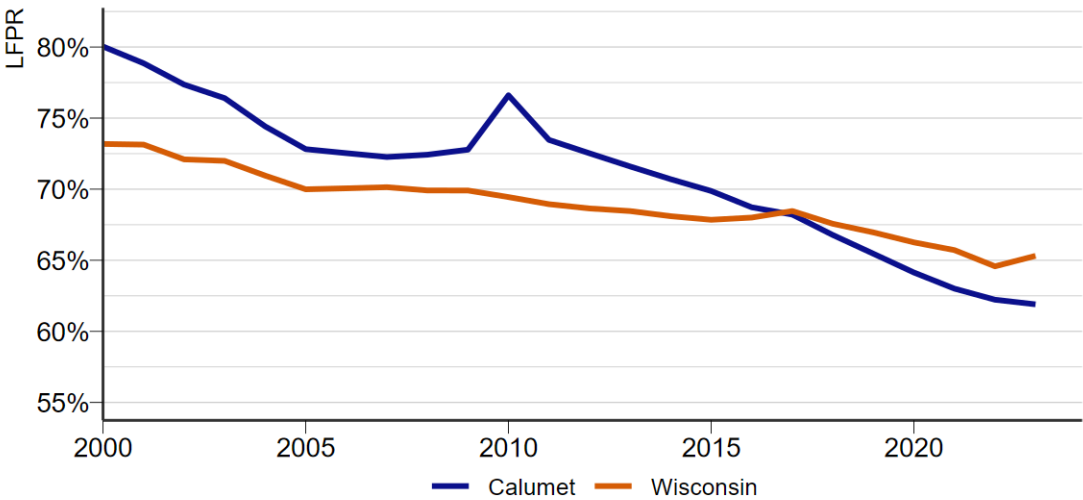


Figure 10: Source: WI Department of Workforce Development Office of Economic Advisors.

## AI Impact

Occupation	Employment	% of Total Employment	AI Exposure Index
Cashiers	4,760	2.6%	0.89
Fast Food and Counter Workers	4,530	2.5%	-1.00
Laborers and Freight, Stock, and Material Movers, Hand	3,940	2.1%	-0.78
Customer Service Representatives	3,850	2.1%	0.75
Retail Salespersons	3,680	2.0%	0.40
Heavy and Tractor-Trailer Truck Drivers	3,660	2.0%	-0.09
Registered Nurses	2,940	1.6%	0.04
Stockers and Order Fillers	2,940	1.6%	-0.05
Office Clerks, General	2,910	1.6%	1.00
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,360	1.3%	1.01

Source: Governor's Task Force on Workforce and Artificial Intelligence.

### AI Exposure

AI exposure, as computed by the Governor's Task Force on Workforce and Artificial Intelligence, is the median value across four different research paper's measures of exposure after normalizing each paper's measure to the same mean and variance. A positive value of AI exposure indicates placement in the top 50% of occupations for AI exposure, with higher values indicating greater exposure to AI. Conversely, negative numbers indicate exposure in the bottom 50%. For more information about AI exposure, refer to The Governor's Task Force on Workforce and Artificial Intelligence Advisory Action Plan ([dwd.wisconsin.gov/ai-taskforce/pdf/ai-advisory-action-plan.pdf](http://dwd.wisconsin.gov/ai-taskforce/pdf/ai-advisory-action-plan.pdf))

The artificial intelligence (AI) exposure measures featured in the Advisory Action Plan are available at the local level, specifically regarding Workforce Development Areas (WDAs). Calumet County is part of the Fox Valley WDA, which includes Fond du Lac, Green Lake, Waupaca, Waushara, and Winnebago Counties.

The largest occupation in the Fox Valley WDA is cashiers, accounting for 2.6% of the area's employment. This occupation has an AI exposure index of 0.89. For context, the occupation with the highest potential AI exposure is bookkeeping, accounting, and auditing clerks, with an AI exposure index of 1.89. Within the WDAs ten largest occupations, fast food and counter workers has the lowest AI Exposure Index (-1.00).

Given the nature of these AI exposure measures, the findings are mostly comparative. In other words, conclusions can be made about which occupations have more (or less) AI exposure compared to other occupations. Using the fact that the occupational makeups of the state's 11 WDAs differ from each other, geographical comparisons can be made as well. This type of analysis shows that 47.9% of Fox Valley's employment is concentrated in occupations with above average AI exposure or the fourth lowest share in the state. For additional context, the South Central and Milwaukee County WDAs have the two highest shares in the state (54.5% and 54.1%, respectively). These differences reflect a tendency for computer-based occupations to cluster in urban centers, and such occupations tend to have relatively high AI exposures.



## Industry Employment Projections

	Industry	2022 Employment	2032 Projected Employment	Employment Change 2022-2032	% Change 2022-2032
Highest Percent Growth	Construction	10,711	12,316	1,605	15.0%
Highest Number Employed	Manufacturing	45,329	46,925	1,596	3.5%
Most Jobs Added	Education and Health Services	38,608	42,028	3,420	8.9%
Total	Total All Industries	209,053	225,215	16,162	7.7%

Source: WI Department of Workforce Development Office of Economic Advisors.

Even though studying past trends is useful, DWD also produces projections of industry and occupation employment into the future. DWD's projections methodology accounts for various ways the local workforce continuously evolves, including retirements, career changes, and changing demand. Employment projections are available for each of the 11 WDAs in the state.

Employment in the Fox Valley WDA is expected to grow by 7.7% or 16,162 jobs from 2022 to 2032. Statewide employment is projected to grow more slowly during the same timeframe (7.1%). Education and health services is projected to add the most jobs; its projected proportional change is 1.2 percentage points higher than the overall growth rate across all industries. Note that these projections forecast levels of filled positions rather than potential demand, which can further illustrate the issues associated with an aging population. Job growth is expected to continue, despite declines in labor force growth.

For more information and detailed projections results for both occupations and industries, view Wisconsin's projections page ([jobcenterofwisconsin.com/wisconsin/pub/projections](https://jobcenterofwisconsin.com/wisconsin/pub/projections)).

## Occupation Employment Projections

	Occupation	2022 Employment	2032 Projected Employment	Employment Change 2022-2032	% Change 2022-2032
Lowest Percent Growth	Legal	676	670	-6	-0.9%
Highest Percent Growth	Construction and Extraction	9,833	11,426	1,593	16.2%
Highest Number Employed	Production	29,980	30,943	963	3.2%
Most Jobs Added	Transportation and Material Moving	18,944	20,836	1,892	10.0%
Total	Total, All	209,053	225,215	16,162	7.7%

Source: WI Department of Workforce Development Office of Economic Advisors.

While industry projections are useful and provide more of a broad view of employment expectations, occupational projections are a more functional tool for career planning purposes.

Transportation and material moving is the occupational group that is anticipated to add the most jobs between 2022 and 2032, accounting for 11.7% of Fox Valley WDA's total employment growth. Within this group, projected growth is most apparent for stockers and order fillers (500), laborers and freight, stock, and material movers, hand (356), and heavy and tractor-trailer truck drivers (258).

In proportional terms, construction and extraction occupations has the highest projected growth rate (16.2%); projected gains are led by construction laborers (421), carpenters (307), and first-line supervisors of constructions trades and extraction workers (255). Other occupational groups with relatively high projected growth rates include personal care and service (15.5%), architecture and engineering (13.1%), and installation, maintenance, and repair (12.0%).

## Aging Population

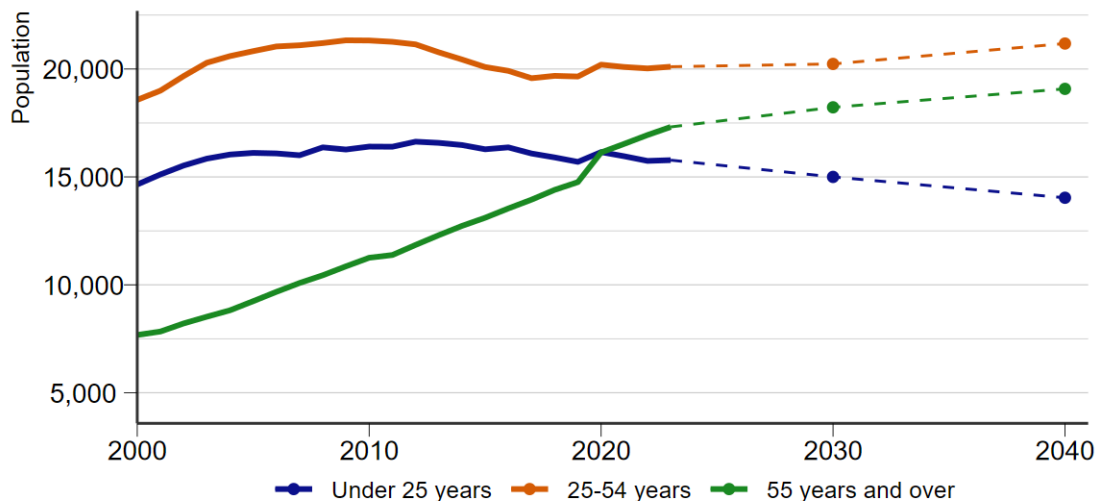


Figure 11: US Census Bureau, Population Estimates Program and WI Department of Administration, Demographic Services Center.

The changing age structure of the local population has several implications including the declining contribution of natural increase to overall population growth and a long-run workforce quantity challenge. The most visible manifestation of these changes is the growth in the number of residents in Calumet County who are at least 55 years old. The size of this age group more than doubled from 7,678 in 2000 to 17,316 in 2023. In percentage terms, its share of the overall population increased from 18.8% in 2000 to 32.5% in 2023.

In contrast, the number of residents in the two younger age groups shown here have been much more stable in recent years. The number of individuals in the 25-54 age group went from 18,570 in 2000 to 20,106 in 2023. This group's share of Calumet County's total population declined from 45.4% to 37.8% during that period. The changes experienced by the under-25 age group followed a similar pattern: the population increased from 14,650 to 15,777, and the share of the overall population declined from 35.8% to 29.7%. 2021 marked the first time that the size of this age group was surpassed by the 55-and-over population.

Calumet County's population is expected to continue aging in the coming decades. The 55 and over age group is projected to grow by 1,764 residents from 2023 to 2040, greater than the projected growth of the 25-54 group (1,074). In contrast, the size of the under-25 group is projected to decline by 1,742.

The selected age groups in figure 11 are significant because they represent different stages of typical labor force participation. Participation increases rapidly starting from 16 to 24 years old. Residents in these age groups are less likely to be full-time since they are more likely to be enrolled in secondary or post-secondary schools. The age range of 25-54 is considered prime working years. Participation starts to drop precipitously at 55 years old. This age group represents the tail

end of workforce participation as these residents can be expected to be nearing retirement if they have not already exited the workforce.

# Personal Income

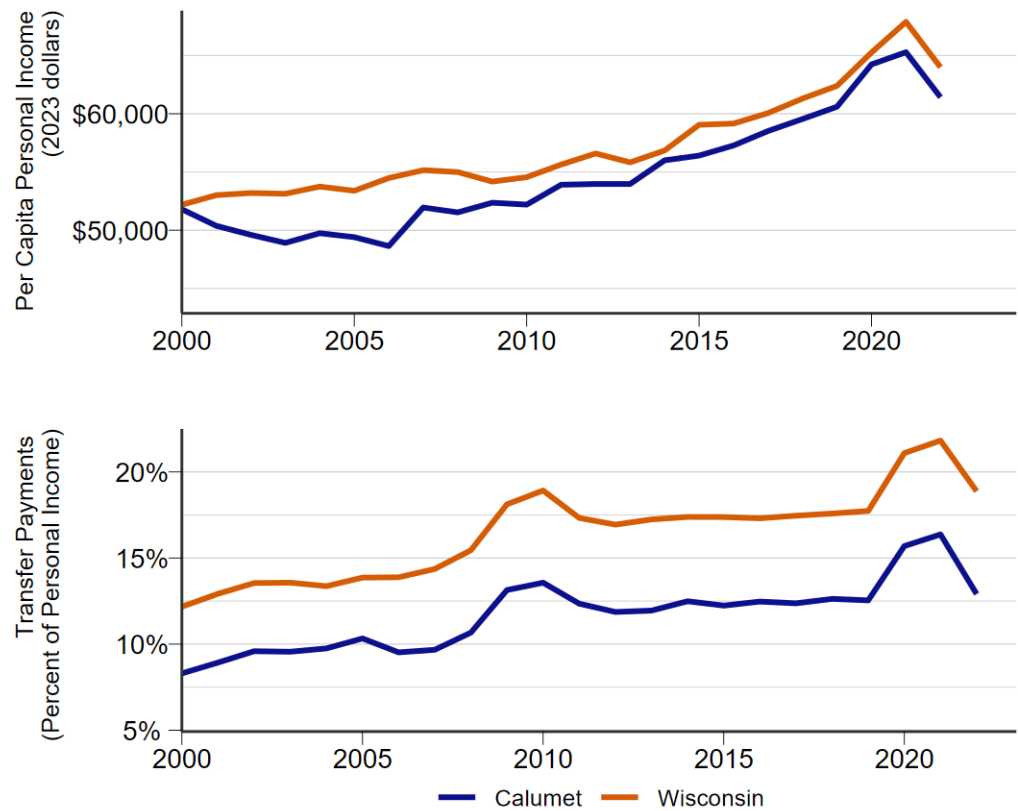


Figure 12: Source: United States Bureau of Economic Analysis.

**i** Personal Income

Personal income includes income from all sources, such as wages, business income, rental income, investments, and government transfer payments. It excludes capital gains or losses, whether realized or unrealized. All dollar amounts are adjusted for inflation using 2023 dollars.

The per capita personal income (PCPI) in Calumet County was \$61,418 in 2022, compared to the statewide average of \$63,996. As seen in the first chart above, the trend represents a mostly consistent increase in the county's PCPI over time. The local PCPI in 2022 was \$9,623 higher than in 2000. However, it declined by \$3,869 from 2021 to 2022, illustrating how the post-COVID-19 inflationary pressures had a net negative impact on purchasing power.

The second chart above provides the share of total personal income that was accounted for by transfer payments. The most notable pattern is the long-term rise at both the state and local levels. In Calumet County, this share increased from 8.3% in 2000 to 12.9% in 2022. This is consistent



with the previously mentioned aging population as an increasingly higher share of the population becomes eligible for payments from government programs such as Social Security.

Also of note are the temporary increases that occur during recessions. During the two most recent business cycles, this share in Calumet County peaked at 13.6% in 2010 and 16.4% in 2021. Economic downturns usually put downward pressure on earned income sources such as wages and business income. At the same time, they trigger automatic stabilizers such as the Unemployment Insurance program.

## Workforce Pipeline

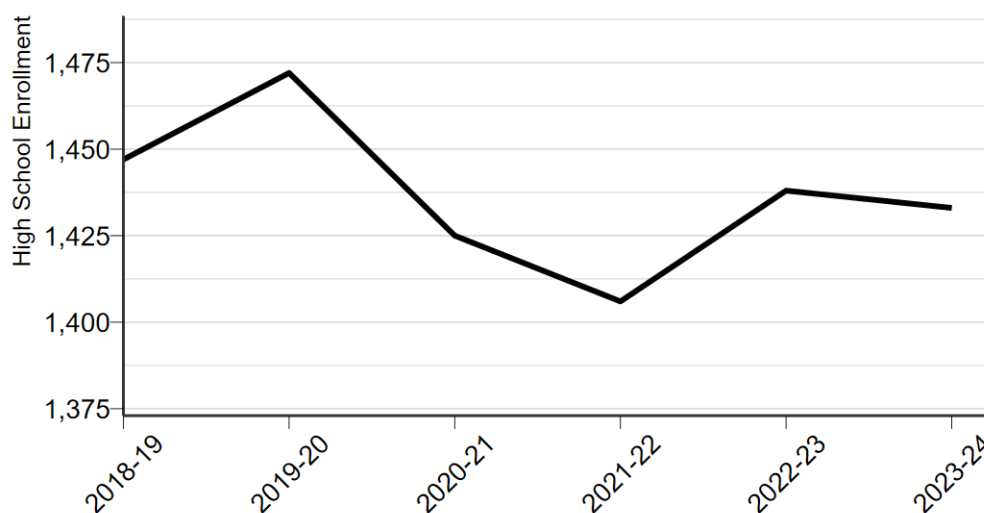


Figure 13: Source: Wisconsin Department of Public Instruction.

One way to view the county's preparedness to respond to any workforce quantity challenges is by examining the educational system that prepares the next generation of the labor force. As of the 2023-24 school year, 1,433 students were enrolled in grades 9-12. This includes public, private, and home-based schools. It is important to note that school district boundaries can extend into multiple counties, meaning that county-level enrollment figures may not precisely reflect the number of students residing within the county. Enrollment counts are based on the location of the school district's main office.

In many counties, this would be a minor point, but in the context of Calumet County, it causes some difficulty in interpreting these statistics because the Menasha Joint, Appleton Area, Kimberly Area, and Kaukauna Area School Districts all have borders that extend into the northwestern corner of Calumet County, but their main offices are outside the county. Therefore, these enrollment numbers underestimate the actual number of high school students in the county. Nevertheless, isolating the districts based within the county itself is a worthwhile exercise.

Numbers of the total population of Calumet County ages 14 to 17 provide another way to put this in proper context because the size of this group can be used as a proxy for the high school-aged population. In addition, this measure is not dependent on school district borders. The overall size of this group was 3,024 in 2010, 2,950 in 2015, and 3,144 in 2023 (Source: U.S. Census Bureau; County Population by Characteristics).

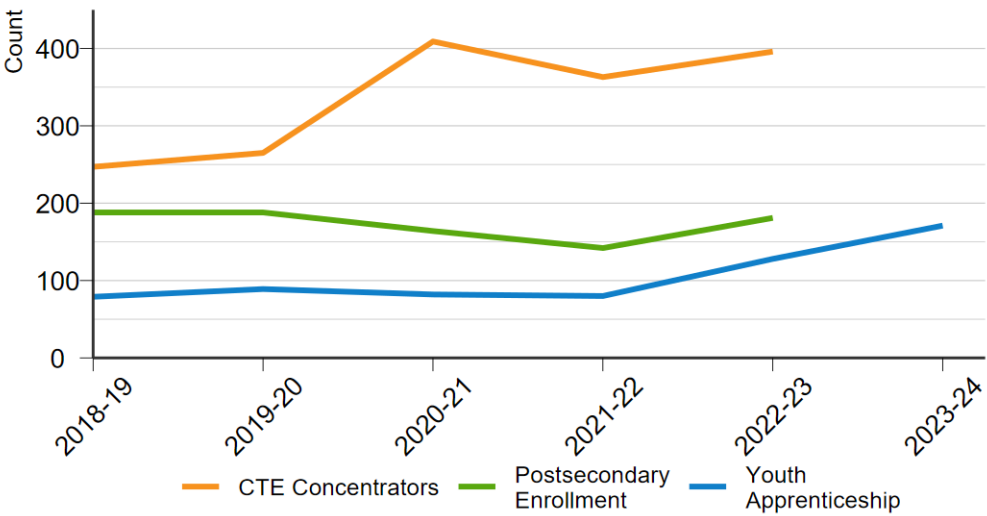


Figure 14: Source: Wisconsin Department of Public Instruction and Department of Workforce Development.

Career and Technical Education

Of those in grades 11 and 12, 55.5% were concentrators in career and technical education (CTE), compared to 44.3% for the state during the 2022-23 school year. CTE participation is evidence of efforts to improve career readiness among high school students.

Overall, the distribution of career pathways taken by CTE concentrators differs from the state in several ways. For example, the manufacturing pathway accounted for 28.5% of concentrators, which is 17.2 percentage points greater than the statewide rate. Agriculture, food, and natural resources accounted for 25.3% of concentrators, 13.7 percentage points greater than the state.

In contrast, only 0.8% of concentrators were accounted for by the information technology pathway, which is 6.1 percentage points lower than the state. Likewise, only 4.0% of concentrators were accounted for by the health science pathway, which is 5.3 percentage points below the statewide rate.

*i* Career and Technical Education

Career and technical education (CTE) equips students for both the workforce and postsecondary education through work-based learning opportunities. CTE concentrators are 11th and 12th graders who have passed at least two CTE courses within a specific career pathway. Home-based students are not included in this data.

	CTE Concentrator	Percent of Grade 11 and 12
Calumet	396	55.5%
Wisconsin	64,124	44.3%

School year 2022-23. Source: Wisconsin Department of Public Instruction.

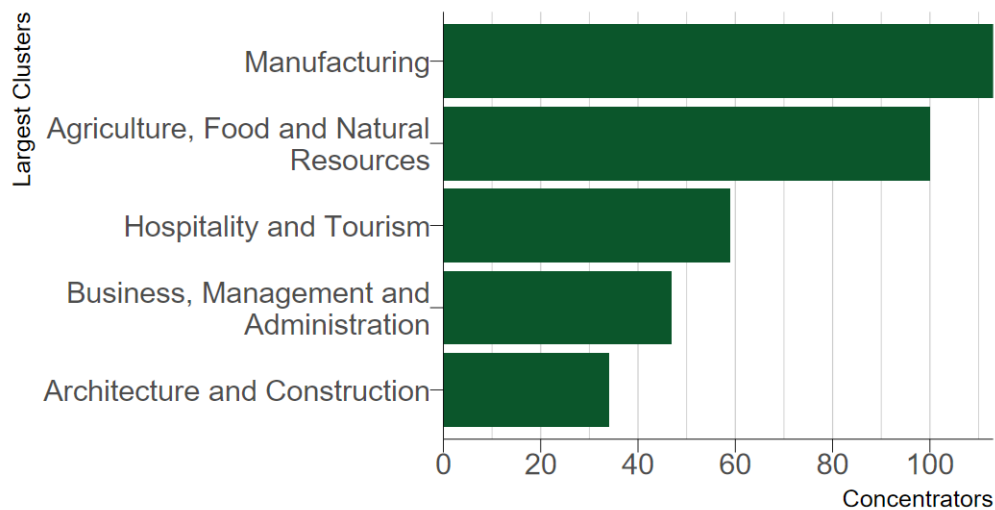


Figure 15: School year 2022-23. Source: Wisconsin Department of Public Instruction.

Postsecondary Enrollment

The percentage of high school completers who enrolled in a postsecondary institution as a percentage of all 12th grade students in 2022-23 was 47.9%. In Wisconsin, it was 43.6%.

*i* Postsecondary Enrollment

Postsecondary enrollment tracks the percentage of high school graduates who attend a postsecondary school (public or private colleges, two- or four-year universities, technical colleges, or training programs) in the fall immediately following graduation. It is important to note that this data may slightly underrepresent actual enrollment due to limitations in how information is matched within the National Student Clearinghouse.

	Postsecondary Enrollment	Percent of Grade 12
Calumet	181	47.9%
Wisconsin	31,893	43.6%

School year 2022-23. Source: Wisconsin Department of Public Instruction.

Youth Apprenticeship

Youth apprenticeship is a program that prepares participants for the workforce through direct, hands-on work experience. There were 128 youth apprentices in Calumet County in the 2022-23 school year.

*i* Youth Apprenticeship

Youth Apprenticeship (YA) Program is a school-supervised program that combines work and classroom learning to help high school students prepare for a career. Participants receive on-the-job training directly from the employer. The program helps students explore career paths and helps employers develop a qualified workforce.

	Youth Apprenticeship Participants	Percent of Grade 11 and 12
Calumet	128	18.0%
Wisconsin	8,222	5.7%

School year 2022-23. Source: Wisconsin Department of Workforce Development.