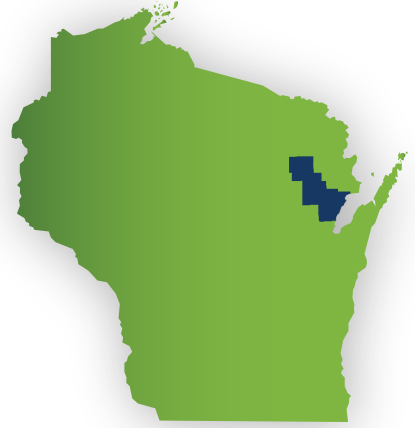


Oconto County

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.

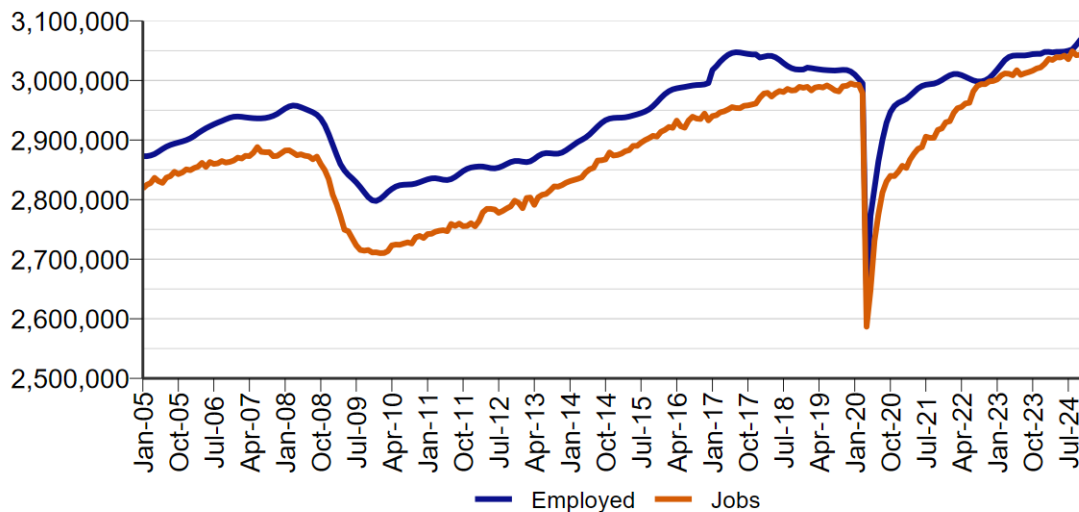


Figure 1: Wisconsin employment and jobs.

Economy

Wisconsin Gross Domestic Product (WGDP) reached new highs in nominal and real dollar terms in 2024¹, 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.

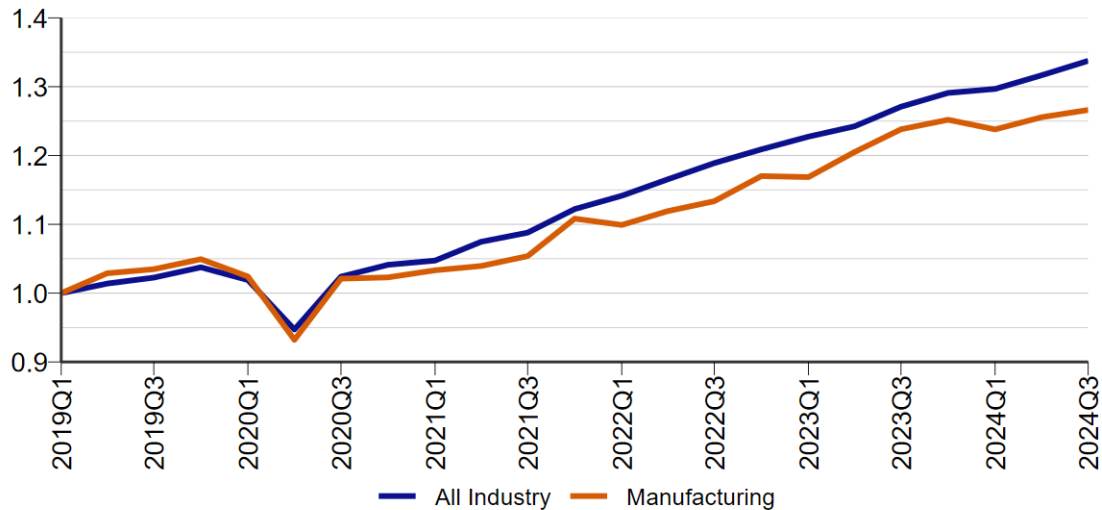


Figure 2: GDP growth index (2019Q1 = 100).

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.

¹Third quarter 2024 is latest data available.

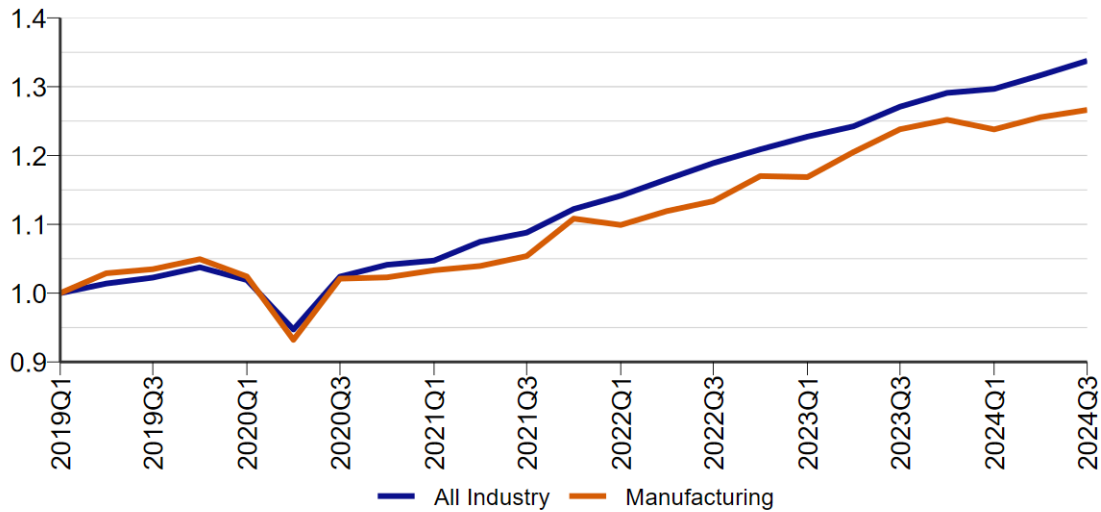


Figure 3: Wisconsin all industry v manufacturing growth (2019Q1 = 100).

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.

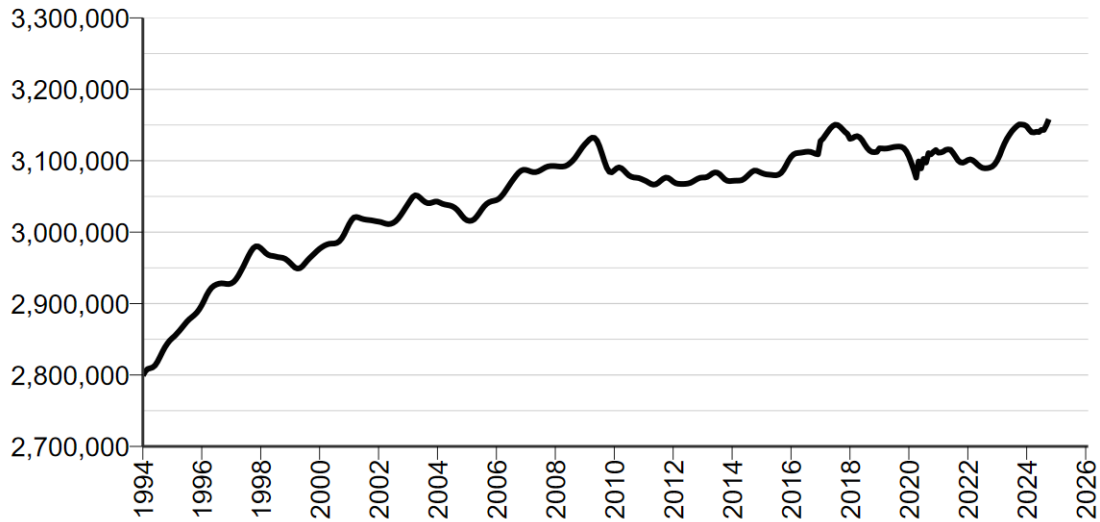


Figure 4: Wisconsin labor force.

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.

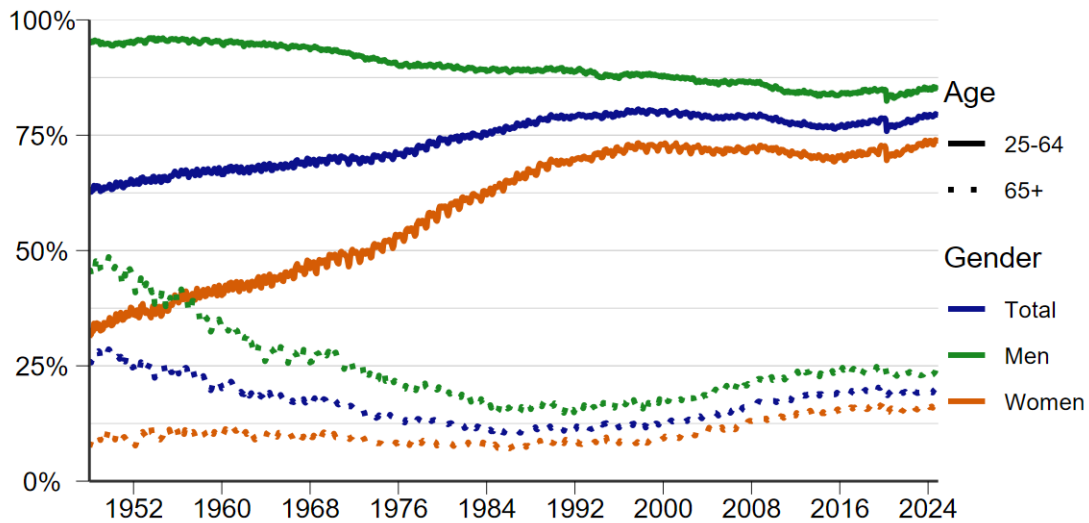


Figure 5: US labor force participation rate.

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.

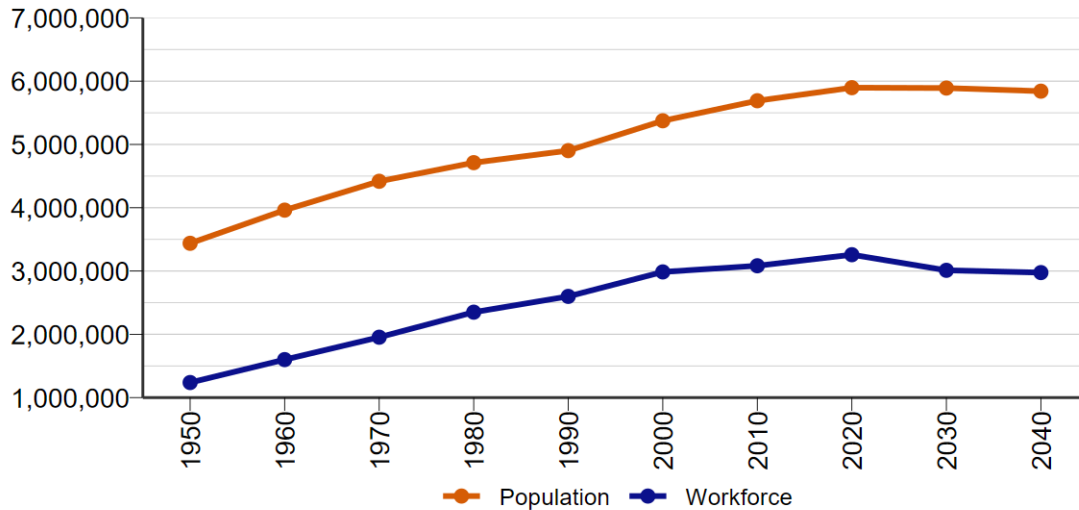


Figure 6: Wisconsin population and workforce projections.

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) 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.

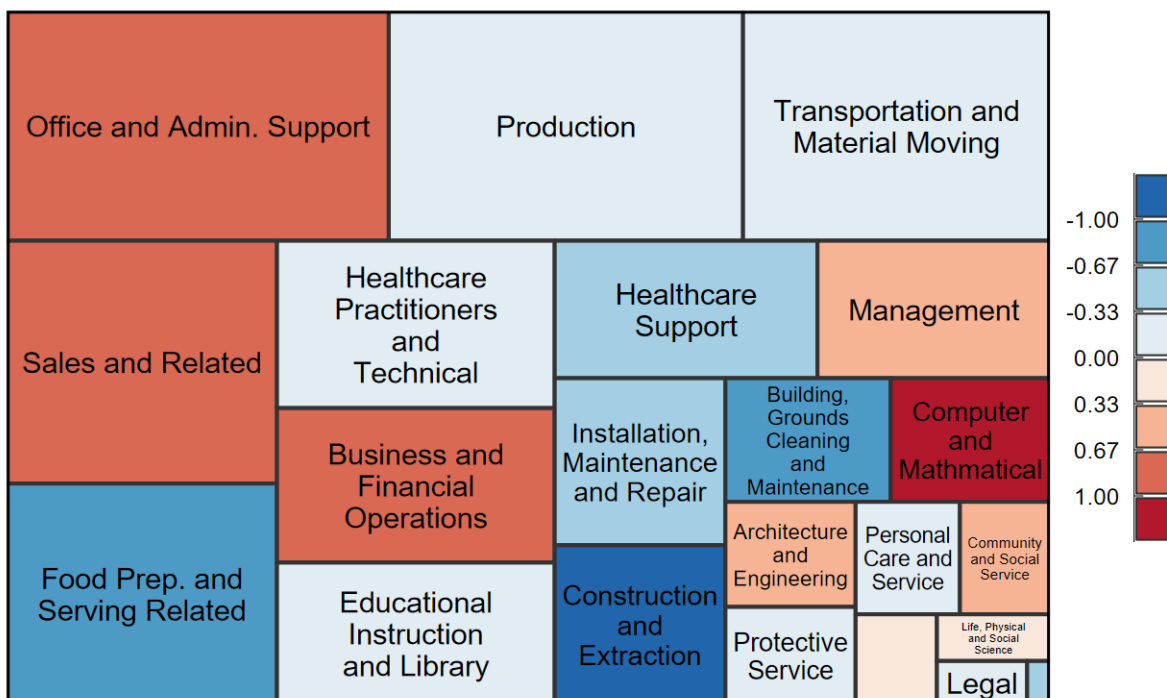


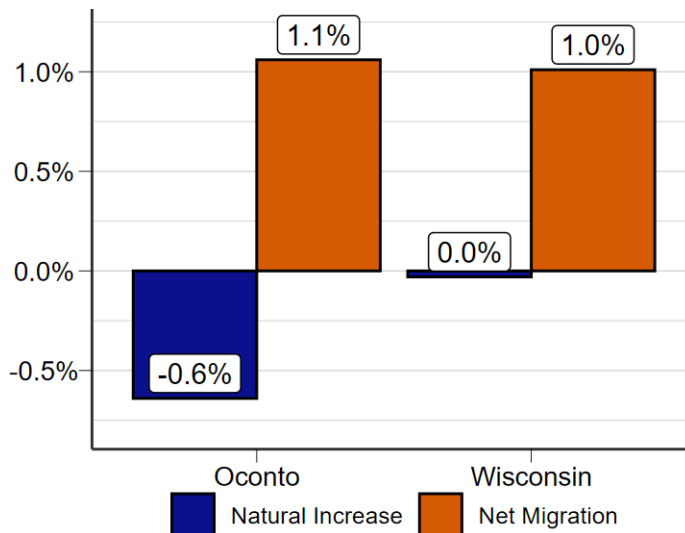
Figure 7: AI exposure per occupation group by number employed.

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
Little Suamico, Town	5,536	5,642	106	1.9%
Oconto, City	4,609	4,565	-44	-1.0%
Chase, Town	3,178	3,255	77	2.4%
Oconto Falls, City	2,957	2,976	19	0.6%
Abrams, Town	1,960	2,000	40	2.0%
Stiles, Town	1,518	1,508	-10	-0.7%
Oconto, Town	1,340	1,356	16	1.2%
Pensaukee, Town	1,352	1,345	-7	-0.5%
Brazeau, Town	1,340	1,336	-4	-0.3%
Gillett, City	1,289	1,264	-25	-1.9%
Oconto, County	38,965	39,131	166	0.4%
Wisconsin, State	5,893,718	5,951,400	57,682	1.0%

With 39,131 residents, Oconto County is the 38th most populous county in Wisconsin. It also ranks as the 25th fastest-growing county in the state. Since the 2020 Census, the county's population has increased by 166 residents. Growth was largely concentrated in two towns: Little Suamico and Chase. These are the two southernmost municipalities in the county, both of which are adjacent to Brown County.



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.

Net migration has been the primary driver of population growth in both Wisconsin and Oconto County in recent years. At the statewide level, domestic net migration (21,519) was positive from 2022 to 2024 – a reversal from previous trends – while international net migration (60,086) accounted for a larger share of the increase. Although 2024 data are not yet available at the county level, from 2020 to 2023 Oconto County recorded the highest level of domestic net migration in northeast Wisconsin (1,078). In contrast, the county had the third-lowest level of international net

migration in the region (5), according to the U.S. Census Bureau. Overall, the county's net migration rate of 1.1% ranks 32nd in the state.

Partly due to its older population – the county has the 19th highest median age in Wisconsin at 47.5 years – Oconto County experienced a population decline from natural causes. Its natural increase rate was -0.6%, which is lower than the statewide rate and ranks 42nd in the state.

Population Projections

	2020	2030	2040	2050	2020-2050 Population Change
Oconto	38,965	37,930	35,960	33,540	-13.9%
Wisconsin	5,893,718	5,890,915	5,841,620	5,710,120	-3.1%

Source: Demographic Services Center, Wisconsin Department of Administration.

According to recently released population projections from the Department of Administration, future patterns of population change in Oconto County are expected to differ significantly from past trends. The county is among the 59 counties in Wisconsin projected to experience a population decline between 2020 and 2050. Oconto County's anticipated population change of -13.9% ranks as the 34th largest decline in the state. Projected population changes by decade since 2020 are -1,035, -1,970, and -2,420, respectively.

Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	9,098	62	0.7%	100.0%
Manufacturing	2,368	184	8.4%	26.0%
Education and Health Services	1,821	-352	-16.2%	20.0%
Trade, Transportation, and Utilities	1,495	-1	-0.1%	16.4%
Public Administration	879	16	1.9%	9.7%
Leisure and Hospitality	863	80	10.2%	9.5%
Construction	491	97	24.6%	5.4%
Natural Resources and Mining	450	15	3.4%	4.9%
Professional and Business Services	356	57	19.1%	3.9%
Financial Activities	180	-24	-11.8%	2.0%
Other Services	170	-5	-2.9%	1.9%
Information	26	-4	-13.3%	0.3%

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

Oconto County added 62 jobs (0.7%) from 2018 to 2023. Average employment levels reached 9,098 in 2023. The largest industry was manufacturing, which accounted for 26.0% of the county's employment that year. From 2018 to 2023, the fastest-growing industry was construction, which added 97 jobs for a 24.6% growth rate.

The education and health services industry is composed of two distinct sectors: educational services and health care and social assistance. Employment declines were more pronounced in health care and social assistance, which lost 349 jobs (8.3%) since 2018. In contrast, educational services employment decreased by only three jobs (0.4%). Employment gains in most other industries were enough to offset these declines.

The concept of a location quotient (LQ) helps compare employment concentrations across different areas. The LQ is defined as the share of employment in one area divided by the same share in another. For example, 16.4% of Oconto County's employment is in trade, transportation, and utilities, compared to 19.3% statewide. Dividing these figures yields an LQ of 0.9 ($16.4\% \div 19.3\%$).

Natural resources and mining has the highest LQ in the county at 4.5, with employment in this sector largely concentrated in animal production (397 jobs). Public administration (2.1) and manufacturing (1.6) also have LQs above 1. Key subsectors in these industries include executive, legislative, and other general government support (709 jobs); transportation equipment manufacturing (514); and machinery manufacturing (128).

In contrast, the three industries with the lowest LQs in the county are financial activities (0.4), professional and business services (0.3), and information (0.2).

Unemployment

Oconto County's monthly average unemployment rate remains low. In 2023, the rate was 3.3%, compared to the statewide rate of 3.0%. This pattern continued throughout much of 2024; in October 2024, the county's unemployment rate was 2.3%, which is 0.1 percentage points lower than the rate three years earlier.

Oconto County's unemployment rate tends to closely track the statewide rate, and both typically remain below the national average. The county had the 36th lowest unemployment rate in the state in 2023.

Despite signs of a softening labor market across the state – such as downward trends in both hiring and quits – unemployment remains low in part because layoffs have stayed stable and are near pre-2020 levels. Outside of the COVID and post-COVID periods, monthly layoffs in Wisconsin generally hover around 30,000.

i 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.

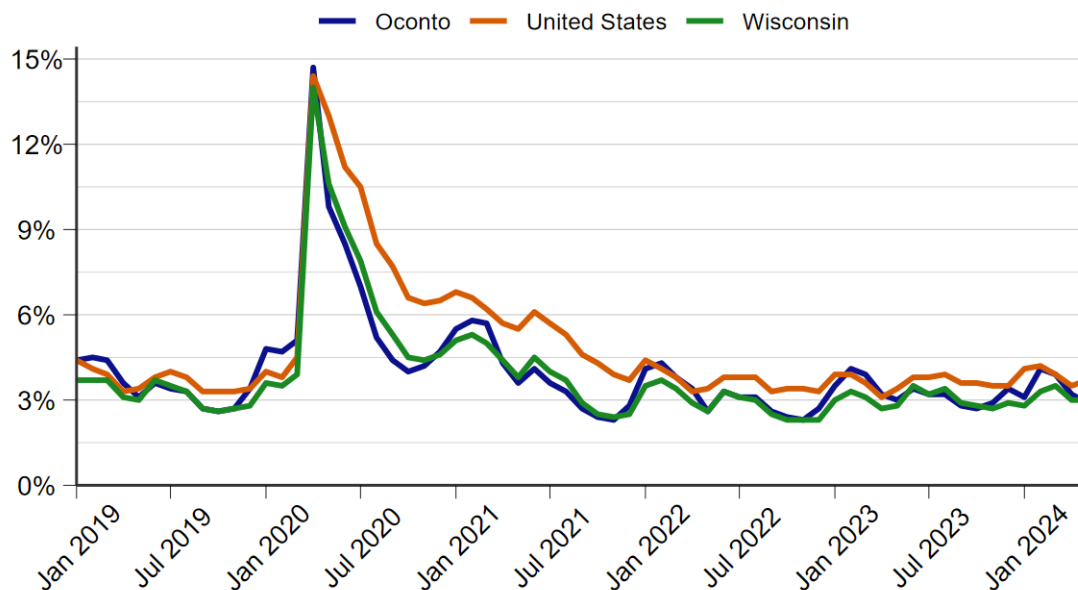


Figure 9: Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics.

Labor Force Participation

Like most counties in Wisconsin, Oconto County has experienced a notable decline in its labor force participation rate (LFPR) since 2000. Because the civilian noninstitutional population includes individuals aged 16 and older, the declining LFPR largely reflects the county's aging population and the retirement of baby boomers.

In 2023, Oconto County's LFPR was 64.3%, down 6.7 percentage points from its 2000 level. The county ranks 35th in the state for labor force participation. Among other indicators, this measure highlights the long-term workforce quantity challenges the county faces.

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.

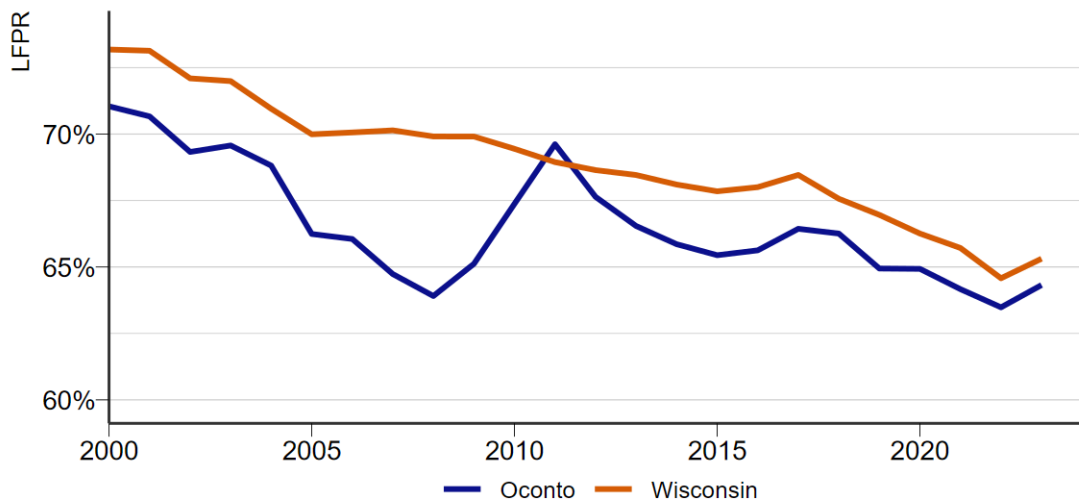


Figure 10: Source: WI Department of Workforce Development Office of Economic Advisors.

AI Impact

Occupation	Employment	% of Total Employment	AI Exposure Index
Cashiers	10,350	2.5%	0.89
Laborers and Freight, Stock, and Material Movers, Hand	10,200	2.4%	-0.78
Retail Salespersons	10,050	2.4%	0.40
Fast Food and Counter Workers	9,600	2.3%	-1.00
Customer Service Representatives	8,420	2.0%	0.75
Heavy and Tractor-Trailer Truck Drivers	8,370	2.0%	-0.09
Registered Nurses	8,340	2.0%	0.04
Office Clerks, General	6,890	1.7%	1.00
Stockers and Order Fillers	6,560	1.6%	-0.05
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,470	1.3%	-1.27

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)

Artificial intelligence (AI) exposure measures featured in the Advisory Action Plan are available at the local level through Workforce Development Areas (WDAs). Oconto County is part of the Bay Area WDA, which also includes Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Outagamie, Shawano, and Sheboygan counties.

The largest occupation in the Bay Area WDA is cashiers, accounting for 2.5% of the area's employment. This occupation has an AI exposure index of 0.89. For comparison, bookkeeping, accounting, and auditing clerks – the occupation with the highest potential exposure to AI – have an index of 1.89. Among the ten largest occupations in the WDA, janitors and cleaners, except maids and housekeeping cleaners have the lowest AI exposure index at -1.27.

These AI exposure measures are primarily comparative, allowing analysts to determine which occupations are more – or less – likely to be impacted by AI. Because the occupational makeups of Wisconsin's 11 WDAs vary, geographic comparisons are also possible.

In the Bay Area WDA, 48.9% of employment is in occupations with positive AI exposure, ranking it sixth-highest among the state's WDAs. For context, the South Central and Milwaukee County WDAs rank first and second, with 54.5% and 54.1% of employment in AI-exposed occupations, respectively. These differences reflect a general tendency for computer-based occupations – which are more AI-exposed – to cluster in urban areas.

Industry Employment Projections

	Industry	2022 Employment	2032 Projected Employment	Employment Change 2022-2032	% Change 2022-2032
Highest Number Employed	Manufacturing	93,011	96,873	3,862	4.15%
Highest Percent Growth	Financial Activities	24,280	27,218	2,938	12.10%
Most Jobs Added	Education and Health Services	88,640	94,511	5,871	6.62%
Total	Total All Industries	463,024	497,026	34,002	7.34%

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

While examining past trends is valuable, DWD also produces industry and occupation employment projections to better understand the future of the workforce. These projections account for key factors such as retirements, career changes, and shifting demand within the labor market.

In the Bay Area WDA, regional employment is projected to grow by 7.3% – an increase of 34,002 jobs – between 2022 and 2032. This growth rate slightly exceeds the statewide projection of 7.1% during the same period.

The education and health services industry is projected to add the most jobs in the region. However, because it is already one of the largest industries in the WDA, its proportional growth (relative to its size) is 0.7 percentage points lower than the overall growth rate across all industries.

It's important to note that these projections estimate the number of filled positions, not the total potential demand. As a result, they may understate workforce shortages – particularly those tied to an aging population. Despite slower labor force growth, job growth is expected to continue, which will likely intensify challenges related to labor supply.

For more detailed projections of both occupations and industries, visit WisConomy's projections page (jobcenterofwisconsin.com/wisconomy/pub/projections).

Occupation Employment Projections

	Occupation	2022 Employment	2032 Projected Employment	Employment Change 2022-2032	% Change 2022-2032
Highest Percent Growth	Computer and Mathematical	9,209	10,846	1,637	17.8%
Lowest Percent Growth	Office and Administrative Support	54,447	54,620	173	0.3%
Highest Number Employed	Production	62,381	64,442	2,061	3.3%
Most Jobs Added	Transportation and Material Moving	43,226	47,160	3,934	9.1%
Total	Total, All	463,024	497,026	34,002	7.3%

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

While industry projections offer a broad view of employment expectations, occupational projections tend to be more useful for career planning and workforce development strategies.

In the Bay Area WDA, the transportation and material moving occupational group is projected to add the most jobs between 2022 and 2032, accounting for 11.6% of total employment growth in the region. Within this group, projected gains are led by stockers and order fillers (1,064), laborers and freight, stock, and material movers, hand (854), and heavy and tractor-trailer truck drivers (607).

In terms of proportional growth, computer and mathematical occupations have the highest projected rate at 17.8%. Key contributors to this growth include software developers (513 jobs), computer systems analysts (182), and computer user support specialists (151).

Other occupational groups with relatively high projected growth rates include personal care and service (15.9%), healthcare practitioners and technical occupations (12.9%), and construction and extraction (12.7%).

Aging Population

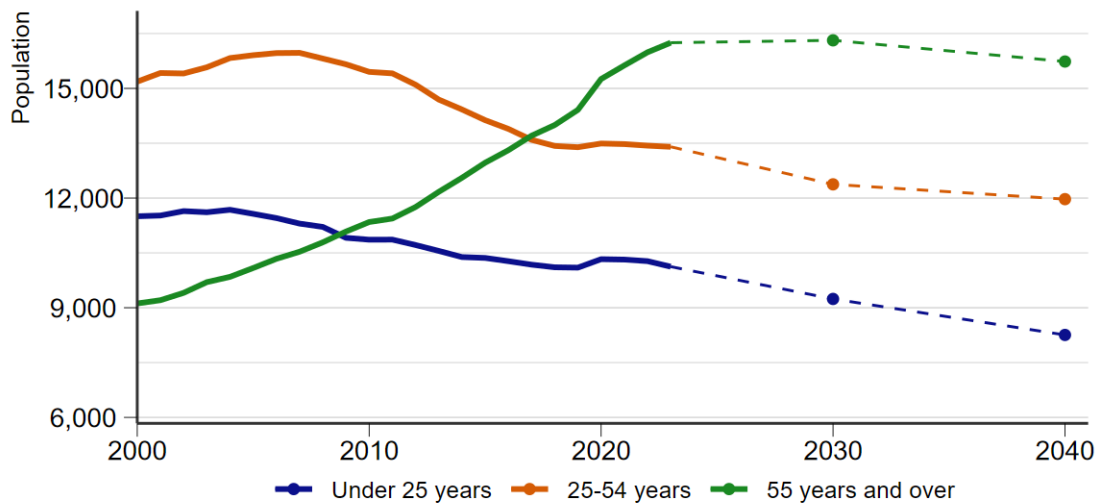


Figure 11: US Census Bureau, Population Estimates Program and WI Department of Administration, Demographic Services Center.

The changing age structure of Oconto County's population has several implications, including a declining contribution of natural increase to overall population growth and a long-term workforce quantity challenge. These shifts are shown more explicitly here.

The most visible manifestation of these changes is the growth in the number of residents who are at least 55 years old. This age group increased from 9,117 in 2000 to 16,250 in 2023. In percentage terms, its share of the total population rose from 25.5% in 2000 to 40.9% in 2023.

Meanwhile, the number of residents in the 25–54 age range declined from 15,185 in 2000 to 13,402 in 2023. This group accounted for 33.7% of the county's total population in 2023, down from 42.4% in 2000. The population under age 25 followed a similar pattern, decreasing from 11,502 in 2000 to 10,123 in 2023, with its share of the total population falling from 32.1% to 25.5%.

While the projected population changes continue the trends for the two younger age groups, a projected decline in the 55 and over group represents a newer development. Between 2023 and 2040, the under 25 and 25–54 age groups are expected to decrease by 1,868 and 1,432 people, respectively. The projected decline in the 55 and over group is more modest, at 515 people.

These age groups are significant because they correspond to different stages of typical labor force participation. Participation rises sharply beginning at ages 16 to 24, although residents in this group are less likely to work full-time due to enrollment in secondary or postsecondary education. Those aged 25 to 54 are considered in their prime working years. Participation begins to decline sharply at age 55, as individuals approach retirement or exit the labor force entirely.

Personal Income

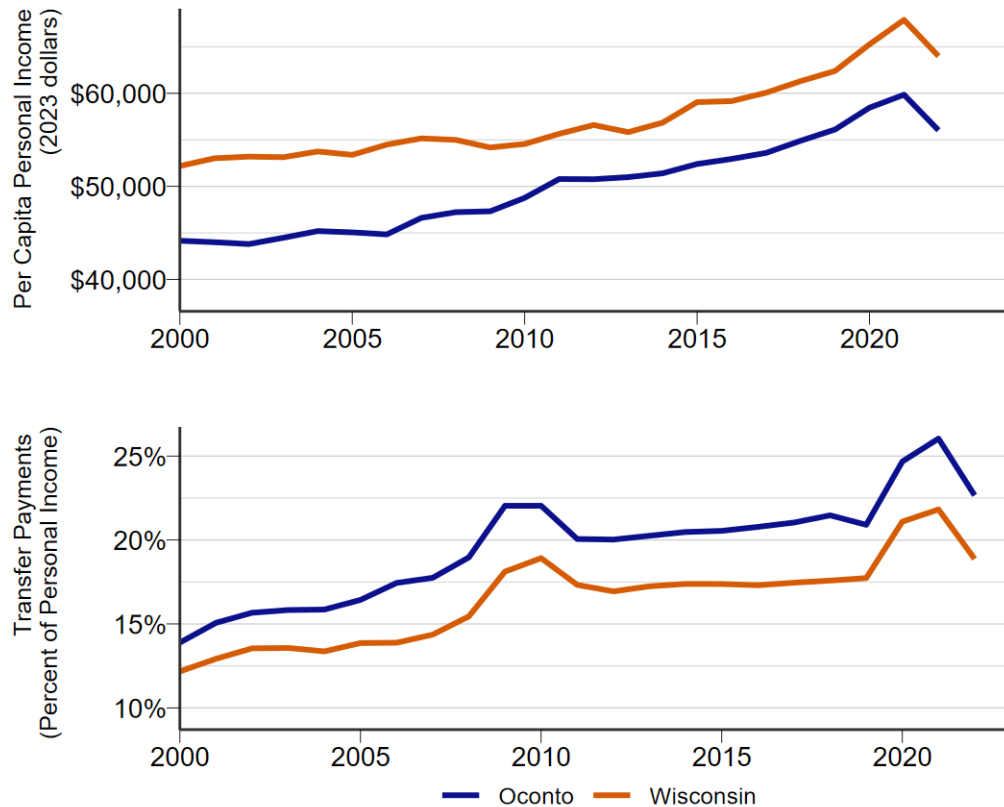


Figure 12: Source: United States Bureau of Economic Analysis.

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 Oconto County was \$56,029 in 2022, compared to the statewide average of \$63,996. As shown in the first chart above, the county's PCPI has generally increased over time. In 2022, the local PCPI was \$11,879 higher than it was in 2000. However, it declined by \$3,817 from 2021 to 2022, illustrating how post-COVID inflationary pressures negatively impacted purchasing power.

The second chart displays the share of total personal income derived from transfer payments. The most notable trend is the long-term rise in this share at both the state and county levels. In Oconto County, transfer payments accounted for 13.9% of personal income in 2000 and increased to 22.7%

in 2022. This trend aligns with the county's aging population, as a growing number of residents become eligible for government programs such as Social Security.

Temporary spikes in transfer payments are also evident during economic downturns. In Oconto County, the share peaked at 22.0% in 2010 during the Great Recession and again at 26.0% in 2021 during the COVID-19 recovery period. Economic recessions tend to reduce earned income from wages and business activity, while triggering automatic stabilizers such as Unemployment Insurance, which increase the share of income from transfer payments.

Workforce Pipeline

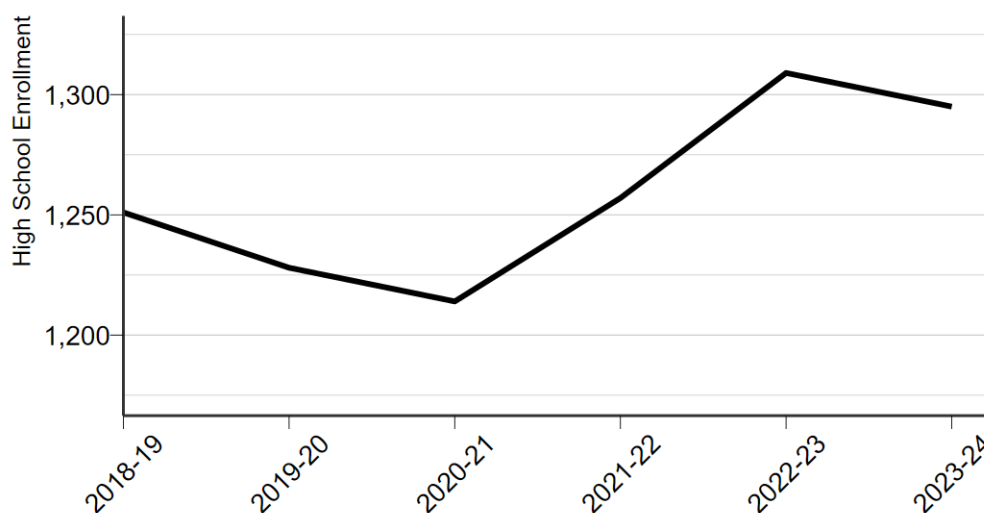


Figure 13: Source: Wisconsin Department of Public Instruction.

One way to assess the county's preparedness to address 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, 1,295 students were enrolled in grades 9–12. This includes students in public, private, and home-based schools.

It's important to note that school district boundaries can extend into multiple counties, meaning county-level enrollment counts may not precisely reflect the number of students residing within Oconto County. These counts are based on the location of a school district's main office.

In many counties this distinction is minor, but in Oconto County it complicates interpretation. For example, the Pulaski Community and Coleman School Districts have boundaries that extend into Oconto County, but their administrative offices are located outside the county. As a result, these enrollment figures underestimate the actual number of high school students living in the county. Still, examining the districts based within the county remains a worthwhile exercise.

Population data for residents ages 14 to 17 offers another perspective on the size of the county's high school-aged population and is not dependent on school district boundaries. This group numbered 2,133 in 2010, 1,865 in 2015, and 2,004 in 2023 (Source: U.S. Census Bureau, County Population by Characteristics).

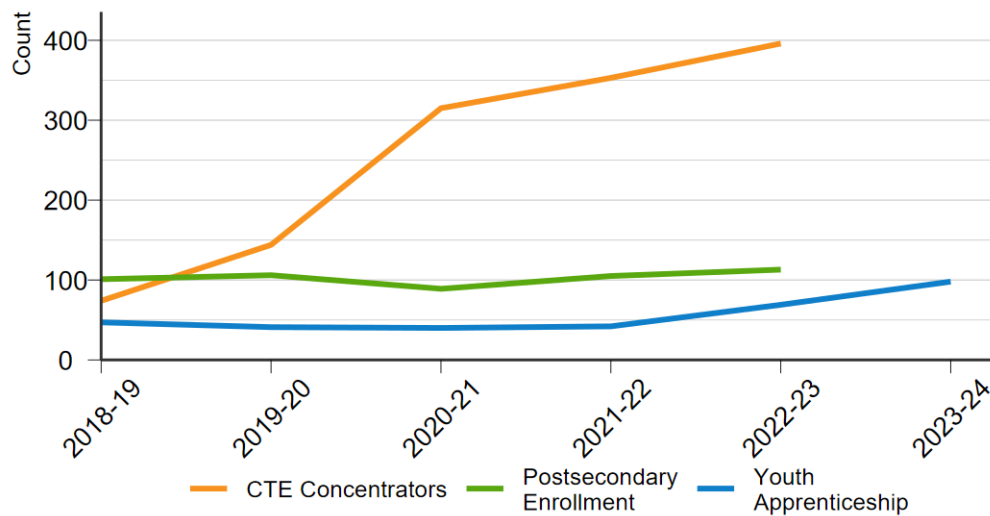


Figure 14: Source: Wisconsin Department of Public Instruction and Department of Workforce Development.

Career and Technical Education

Of those in grades 11 and 12, 61.2% were concentrators in career and technical education (CTE), compared to 44.3% statewide during the 2022–23 school year. CTE participation reflects ongoing efforts to improve career readiness among high school students.

There are some notable differences between local and statewide participation in various career clusters. For example, the agriculture, food, and natural resources cluster accounted for 34.8% of CTE concentrators in Oconto County – 23.3 percentage points higher than the statewide rate. Manufacturing represented 18.4% of local concentrators, 7.1 percentage points above the state rate.

In contrast, just 3.3% of concentrators in the county were in the information technology cluster, which is 3.5 percentage points below the statewide average.

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
Oconto	396	61.2%
Wisconsin	64,124	44.3%

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

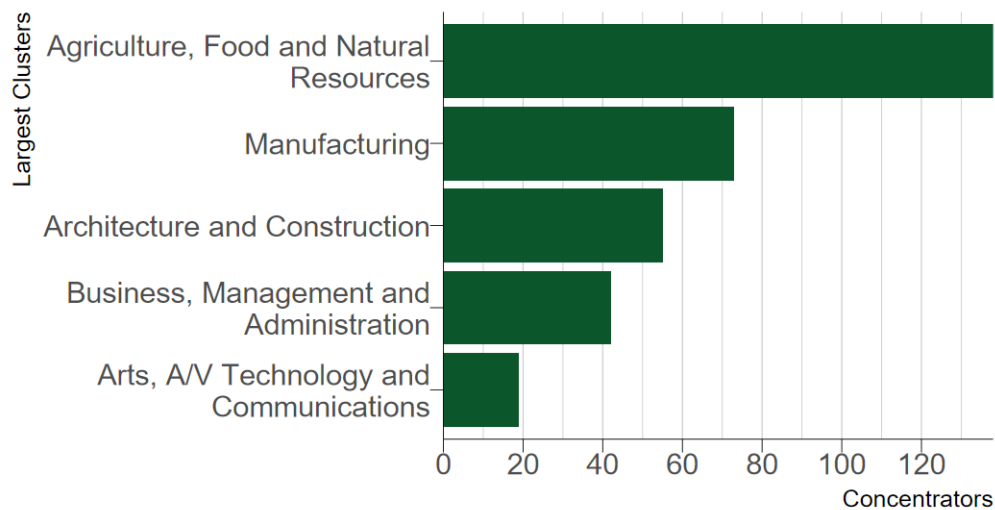


Figure 15: School year 2022-23. Source: Wisconsin Department of Public Instruction.

Postsecondary Enrollment

In the 2022-23 school year, the percentage of high school completers who went on to enroll in a postsecondary institution as a percentage of all 12th grade students was 35.2%, compared to 43.6% statewide. This measure includes enrollment in public and private colleges, universities, technical colleges, and other postsecondary training programs.

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
Oconto	113	35.2%
Wisconsin	31,893	43.6%

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

Youth Apprenticeship

Youth apprenticeship is a program which allows participants prepare for the workforce through direct, hands-on work experience. There were 69 youth apprentices in Oconto County in the 2022-23 school year.

 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
Oconto	69	10.7%
Wisconsin	8,222	5.7%

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