

# Outagamie 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.

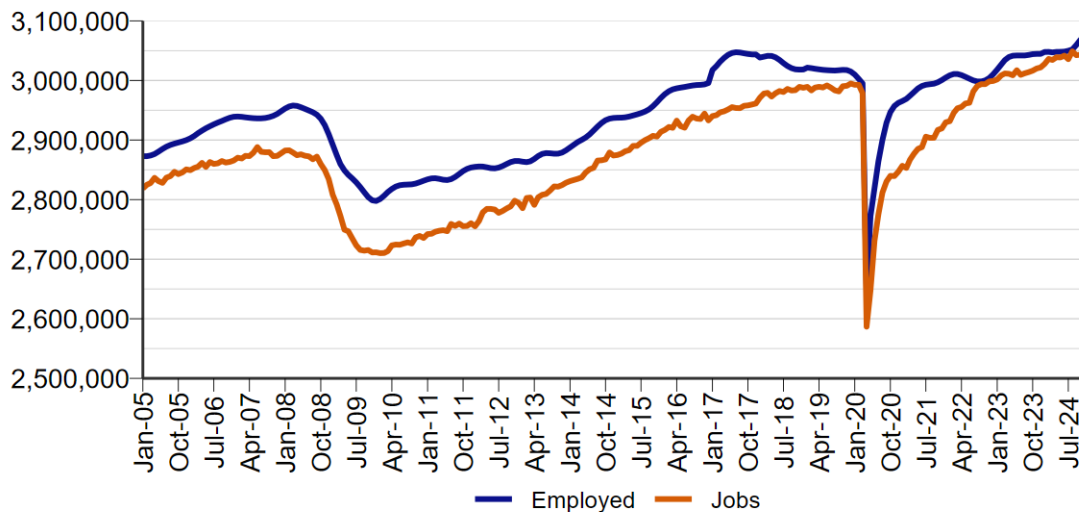


Figure 1: Wisconsin employment and jobs.



## 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.

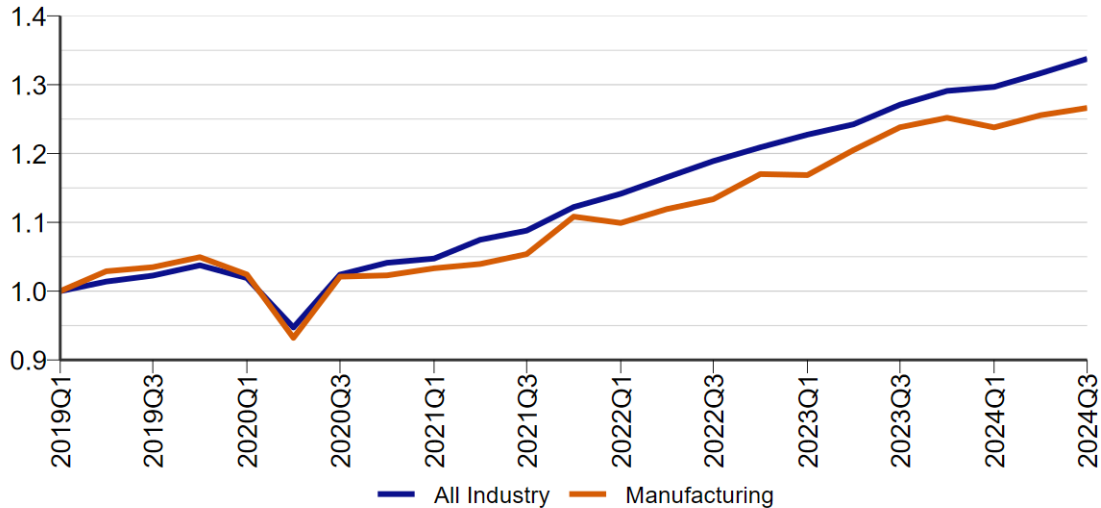


Figure 2: GDP growth index (2019Q1 = 100).

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.



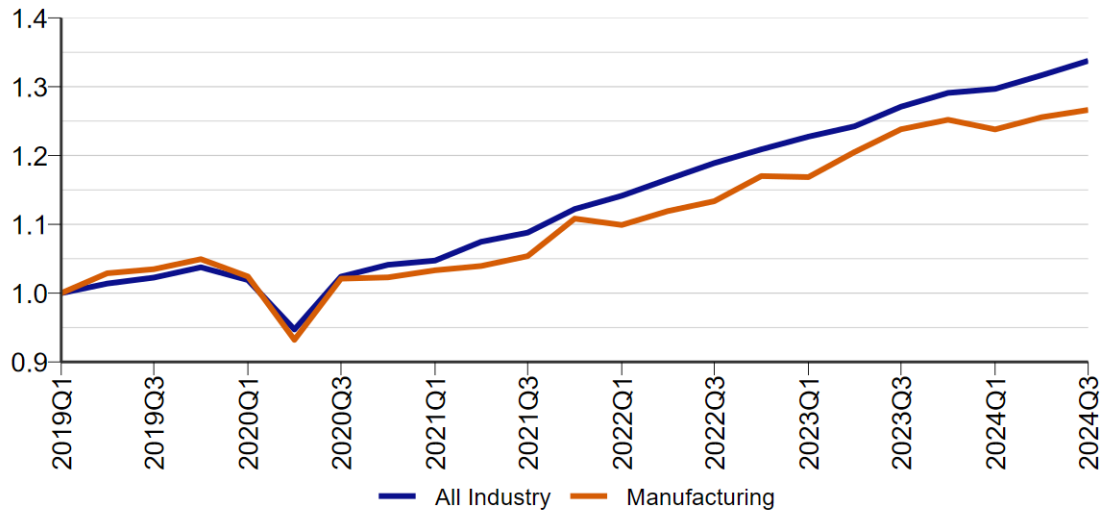


Figure 3: Wisconsin all industry v manufacturing growth (2019Q1 = 100).

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.



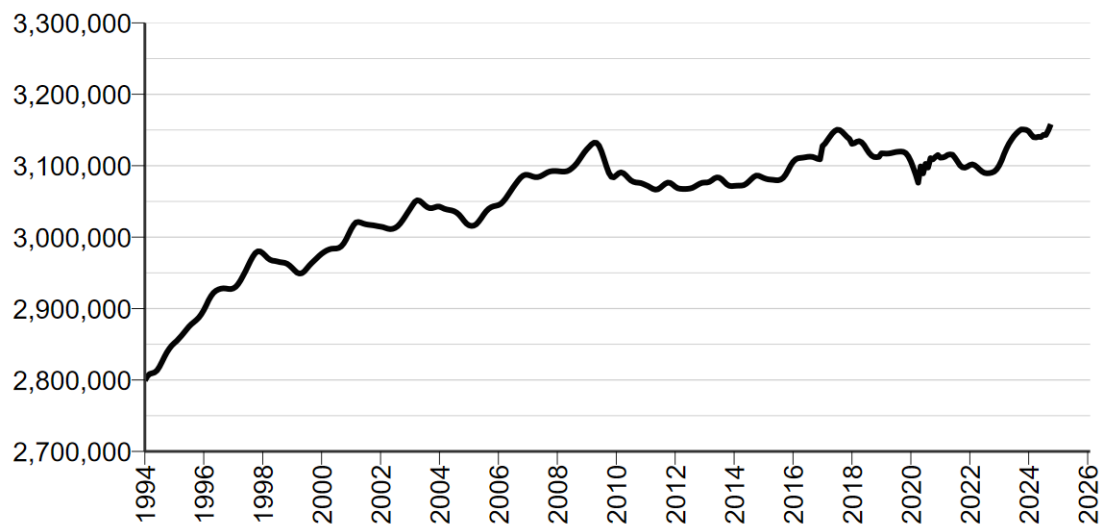


Figure 4: Wisconsin labor force.

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.

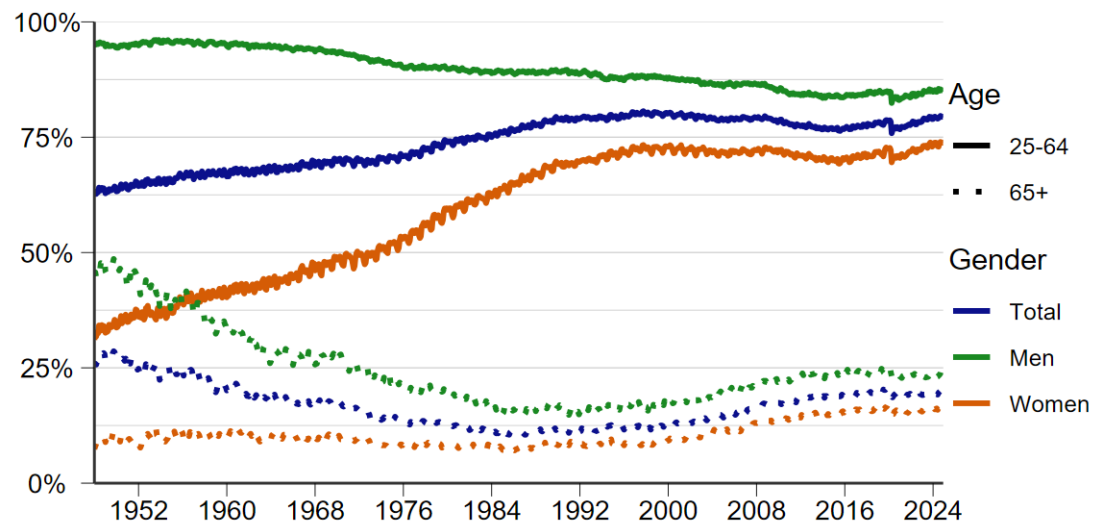


Figure 5: US labor force participation rate.

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.



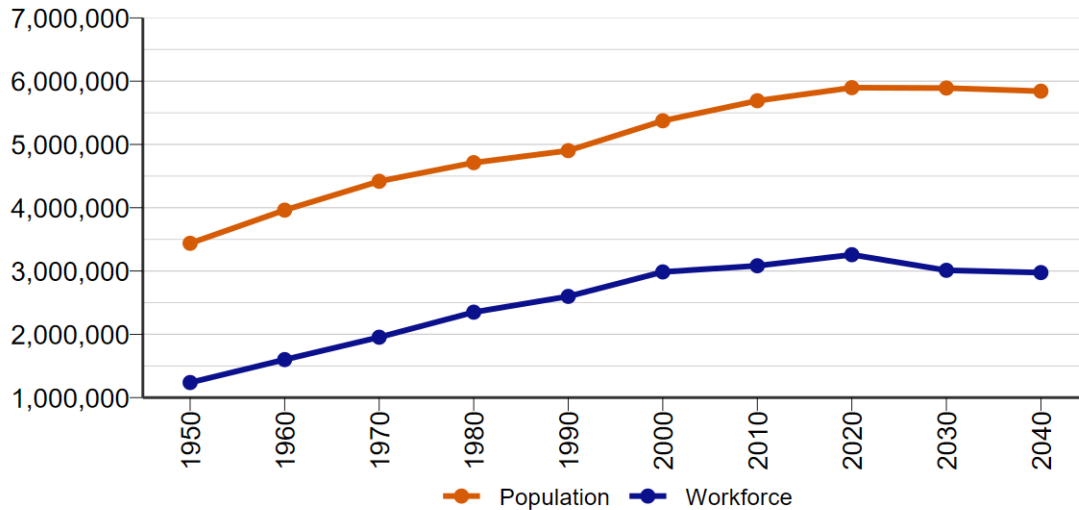


Figure 6: Wisconsin population and workforce projections.

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.

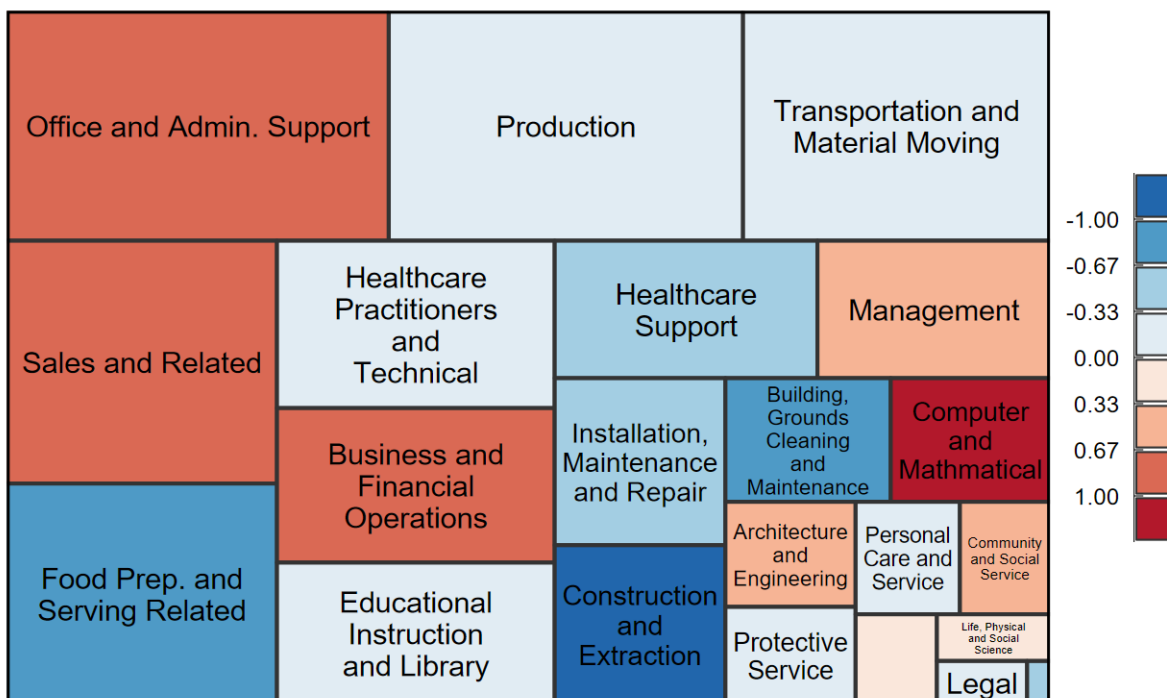


Figure 7: AI exposure per occupation group by number employed.

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
Appleton, City	62,899	63,088	189	0.3%
Grand Chute, Town	23,831	23,987	156	0.6%
Kaukauna, City	17,089	17,701	612	3.6%
Greenville, Village	12,687	13,163	476	3.8%
Little Chute, Village	11,619	12,168	549	4.7%
Kimberly, Village	7,320	7,608	288	3.9%
Buchanan, Town	6,857	6,821	-36	-0.5%
Freedom, Town	6,216	6,196	-20	-0.3%
Oneida, Town	4,579	4,533	-46	-1.0%
Center, Town	3,622	3,669	47	1.3%
Outagamie, County	190,705	193,663	2,958	1.6%
Wisconsin, State	5,893,718	5,951,400	57,682	1.0%

With 193,663 residents, Outagamie County is the sixth most populous county in Wisconsin. It is also the eighth fastest-growing county in the state; the county's population grew by 0.6 percentage points more than the state overall since the 2020 Census.

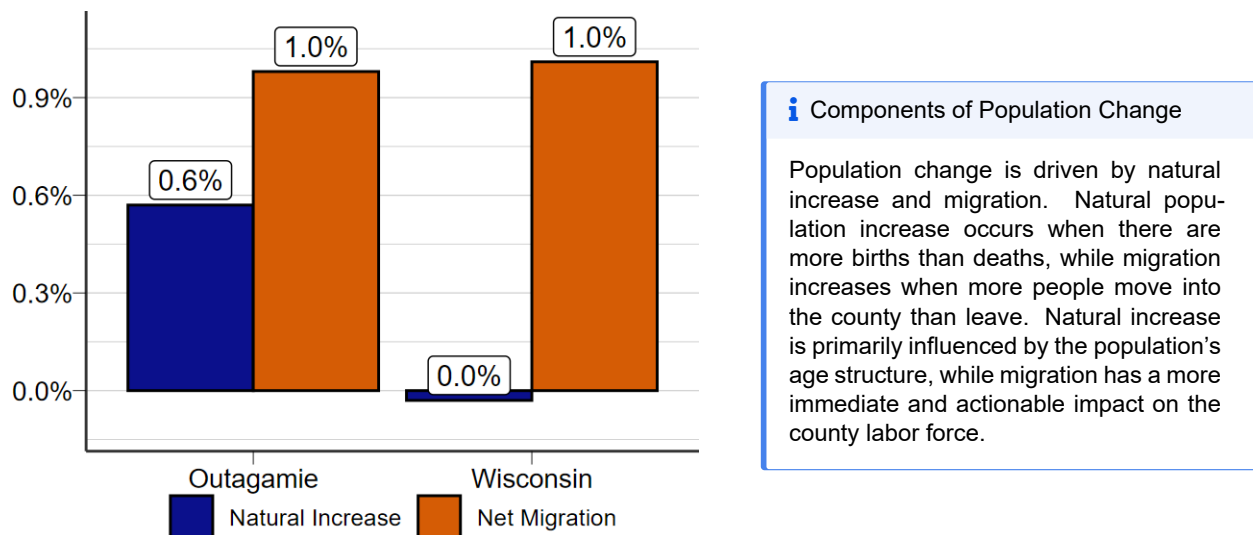


Figure 8: Source: WI Department of Administration.

More than 55% of the county's population growth occurred in three municipalities within the Fox Cities region: Kaukauna, Little Chute, and Greenville. Several of Outagamie County's other major municipalities – such as Appleton, Grand Chute, and Kimberly – are also situated near or along the Fox River, which flows through the southeastern corner of the county.

Net migration has been the primary driver of population growth in both Wisconsin and Outagamie County in recent years. At the statewide level, domestic net migration (21,519) was positive from 2022 to 2024, a reversal from earlier trends. However, international net migration (60,086) accounted for a much larger share of the increase. While 2024 data are not yet available at the county



level, from 2020 to 2023, Outagamie County's net migration was nearly evenly split between international (563) and domestic (541) sources (Source: U.S. Census Bureau). The county's net migration rate of 0.98% is just below the statewide rate.

Due in part to having the 13th lowest median age in the state (38.5 years), Outagamie County's population growth from natural increase was 0.6% – higher than the statewide rate and the eighth highest in the state.

## Population Projections

	2020	2030	2040	2050	2020-2050 Population Change
Outagamie	190,705	196,710	202,505	202,580	6.2%
Wisconsin	5,893,718	5,890,915	5,841,620	5,710,120	-3.1%

Source: Demographic Services Center, Wisconsin Department of Administration.

Outagamie County is one of 13 counties in Wisconsin projected to experience a population increase between 2020 and 2050. The county's anticipated population change of 6.2% ranks ninth in the state. Although growth is expected to continue, the rate of growth has already been slowing for multiple decades and is projected to decline further. The county's projected population change by decade is as follows: 6,005 from 2020 to 2030, 5,795 from 2030 to 2040, and just 75 from 2040 to 2050.



## Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	107,711	-539	-0.5%	100.0%
Trade, Transportation, and Utilities	21,060	-351	-1.6%	19.6%
Education and Health Services	20,509	309	1.5%	19.0%
Manufacturing	20,118	682	3.5%	18.7%
Professional and Business Services	12,614	-36	-0.3%	11.7%
Leisure and Hospitality	10,222	-277	-2.6%	9.5%
Construction	8,891	643	7.8%	8.3%
Financial Activities	5,507	-969	-15.0%	5.1%
Other Services	3,730	-280	-7.0%	3.5%
Public Administration	3,356	16	0.5%	3.1%
Natural Resources and Mining	916	112	13.9%	0.9%
Information	788	-389	-33.1%	0.7%

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

Average employment in Outagamie County totaled 107,771 jobs in 2023. The largest industry was trade, transportation, and utilities, which accounted for 19.6% of total employment. From 2018 to 2023, the fastest-growing industry was natural resources and mining, which added 112 jobs for a growth rate of 13.9%.

The concept of location quotient (LQ) is useful for comparing employment concentrations across geographies. LQ is defined as the employment share in one area divided by the same share in another. For example, because the share of employment in financial activities is nearly identical in Outagamie County (5.1%) and the state (5.3%), the LQ for that industry is just under 1 ( $5.1\% / 5.3\% = 0.96$ ). The industry with the highest LQ in the county is construction (1.7), followed by manufacturing (1.1). At a more detailed level, leading subsectors include specialty trade contractors (5,709 jobs), food manufacturing (4,203), machinery manufacturing (2,740), and paper manufacturing (2,560).

In contrast, the three industries with the lowest LQs in the county are natural resources and mining (0.8), public administration (0.7), and information (0.4).

It is worth noting that employment changes within the financial activities industry should be interpreted cautiously, especially at the county level. Some establishments were recently recoded due to changes in how large employers report data across multiple worksites. As a result, the observed decline in employment within this industry may reflect reporting adjustments rather than actual economic changes.



## Unemployment

Outagamie County's monthly average unemployment rate has remained relatively steady over the past two years. In 2023, the rate was 2.6%, compared to 2.5% in 2022. This stable trend continued through much of 2024; the county's unemployment rate in October 2024 was 2.1%, just 0.2 percentage points higher than the rate two years earlier.

Historically, Outagamie County's unemployment rate tends to closely mirror the statewide rate, and both are typically below the national average. In 2023, the county had the ninth lowest unemployment rate in Wisconsin.

Although there are signs of a softening labor market across the state – such as declines in hiring and voluntary quits – unemployment remains low largely because layoffs have remained stable. Barring the disruptions caused by the COVID-19 pandemic, monthly layoffs in Wisconsin typically hover around 30,000, a level that has persisted in recent years.

### 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.

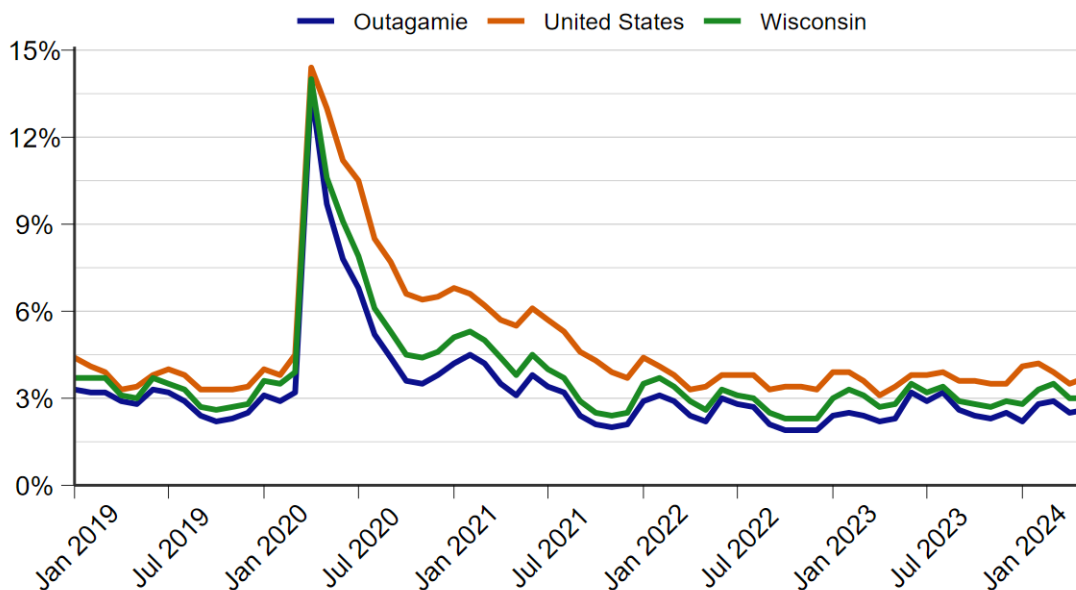


Figure 9: Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics.



## Labor Force Participation

Like most counties in the state, Outagamie County has experienced a notable decline in its labor force participation rate (LFPR) since 2000. Because the civilian noninstitutional population includes all individuals ages 16 and older, this decline is largely a reflection of the county's changing age composition – particularly the aging of the baby boomer generation and their transition into retirement.

Outagamie County's LFPR in 2023 was 68.7%, a decrease of 8.9 percentage points compared to 2000. Despite this decline, the county still ranked ninth highest in the state for labor force participation. This measure highlights a broader, long-term workforce quantity challenge facing both the county and the state.

### 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.

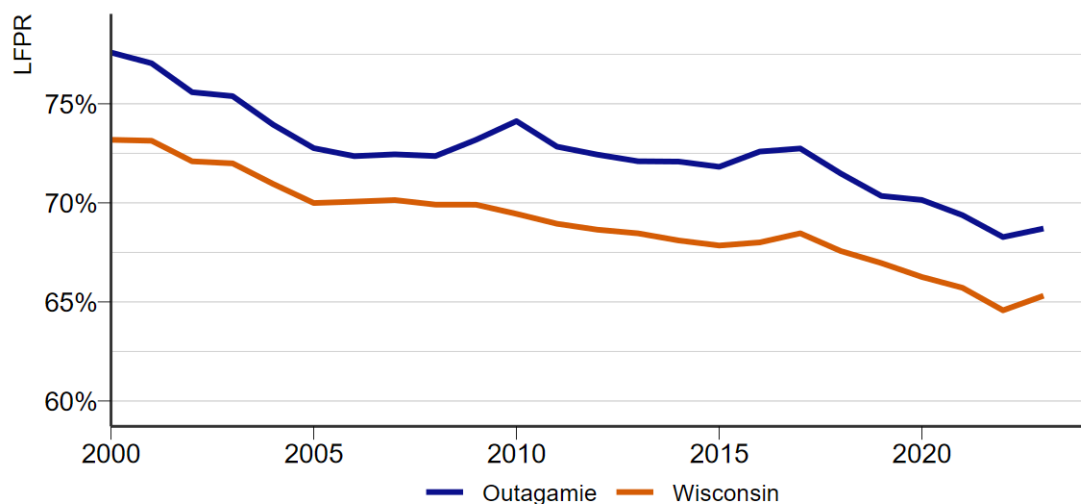


Figure 10: Source: WI Department of Workforce Development Office of Economic Advisors.



## 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](http://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). Outagamie County is part of the Bay Area WDA, which also includes Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, 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](https://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 (12.9%), and construction and extraction (12.7%).



## Aging Population

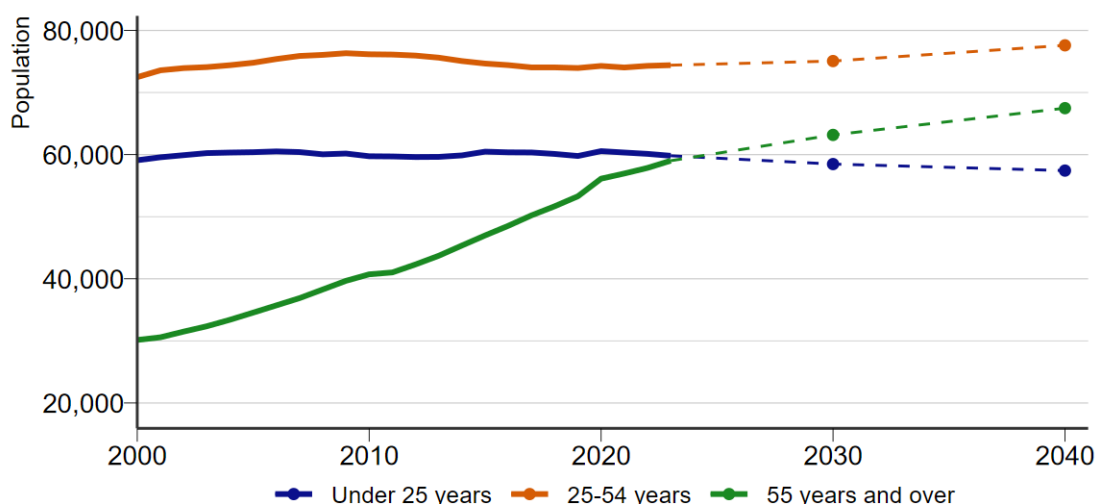


Figure 11: US Census Bureau, Population Estimates Program and WI Department of Administration, Demographic Services Center.

The changing age structure of Outagamie County's population has several important implications, including a declining contribution of natural increase to overall population growth and a long-term challenge in maintaining workforce quantity. These shifts are illustrated clearly in the population trends across different age groups.

The most visible change is the substantial growth in the number of residents aged 55 and older. This age group nearly doubled in size from 30,150 in 2000 to 59,019 in 2023. As a share of the total population, this group grew from 18.6% to 30.5% during the same period.

In contrast, the county's younger age groups have remained relatively stable in number but declined in population share. The 25-54 age group, considered the prime working years, increased modestly from 72,477 to 74,404 residents. However, its share of the population fell from 44.8% in 2000 to 38.5% in 2023. Similarly, the population under age 25 increased slightly from 59,093 to 59,811, while its share declined from 36.5% to 31.0%.

This aging trend is projected to continue. By 2040, the population aged 55 and older is expected to grow by an additional 8,461 residents. That increase far exceeds the combined projected growth of just 810 residents across the under 25 and 25-54 age groups. In total, individuals aged 55 and older are projected to account for 33.3% of the county's population by 2040.

These age groups are particularly significant because they correspond to typical stages of labor force participation. Workforce entry typically begins in the 16-24 age group, although participation may be limited due to enrollment in school. Residents aged 25 to 54 represent the core of the labor force with the highest participation rates. Participation tends to drop sharply beginning at age 55, as individuals near or enter retirement. As the older age group continues to grow, addressing the resulting workforce implications will be increasingly important for Outagamie County.



## Personal Income

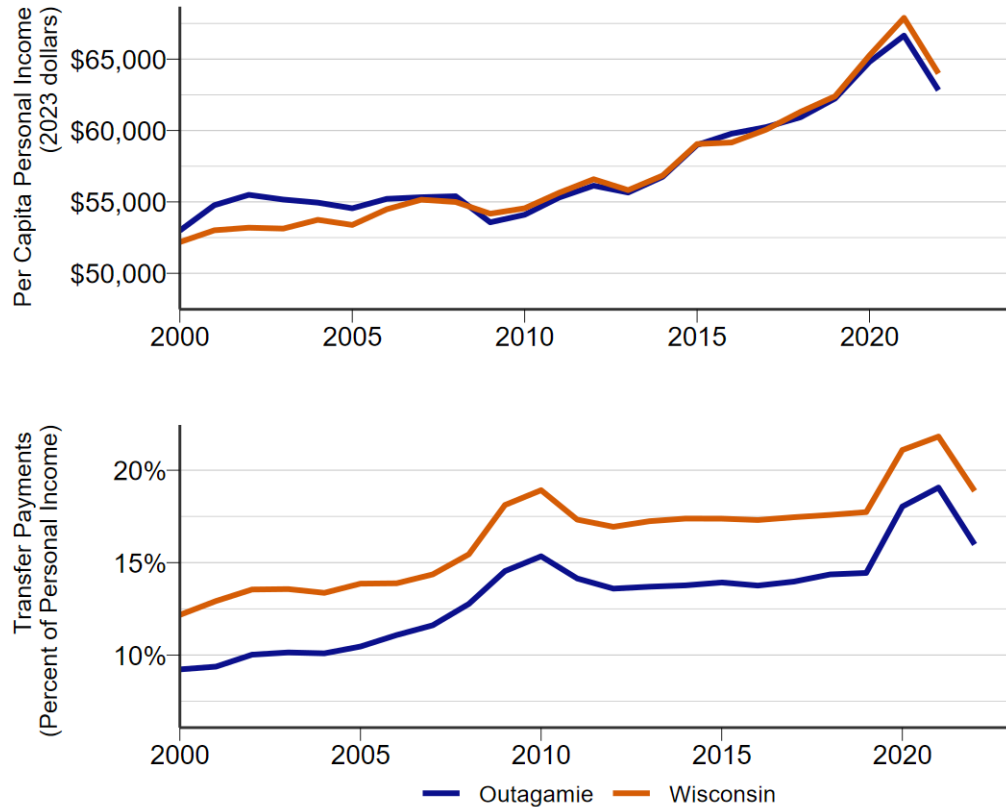


Figure 12: Source: United States Bureau of Economic Analysis.

### **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 Outagamie County was \$62,826 in 2022, slightly below the statewide average of \$63,996. Over the long term, the county's PCPI has shown steady growth, increasing by \$9,836 since 2000. However, from 2021 to 2022, PCPI declined by \$3,821, reflecting the impact of post-COVID inflationary pressures that eroded purchasing power.

A second indicator of note is the share of total personal income derived from transfer payments, which include government benefits such as Social Security and Unemployment Insurance. This share has been rising steadily at both the local and state levels over the past two decades. In Outagamie County, transfer payments accounted for 16.0% of personal income in 2022, up from



9.2% in 2000. This increase is consistent with the county's aging population, as more residents become eligible for retirement-related income.

Temporary spikes in the share of transfer payments also align with periods of economic downturn. For example, during the Great Recession, the share peaked at 15.3% in 2010, and during the COVID-19 pandemic, it reached 19.1% in 2021. These increases reflect how economic slowdowns reduce earned income from wages and business activity while simultaneously triggering automatic stabilizers like Unemployment Insurance.



## Workforce Pipeline

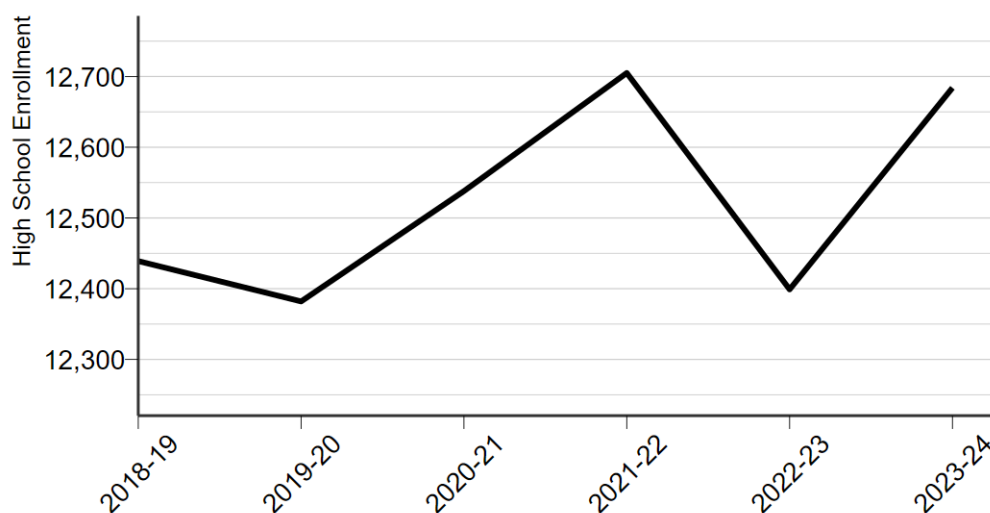


Figure 13: Source: Wisconsin Department of Public Instruction.

One way to evaluate Outagamie County's preparedness to address long-term workforce quantity challenges is by examining the educational pipeline that develops the next generation of workers. As of the 2023-24 school year, 12,684 students were enrolled in grades 9 through 12. This figure includes students attending public, private, and home-based schools.

It's important to note that school district boundaries can cross county lines, meaning that enrollment counts are based on the location of a district's main office rather than where students reside. Several large school districts are based in Outagamie County, including the Appleton Area, Kimberly Area, and Kaukauna Area School Districts.

Another way to assess the size of the high school-aged population is by examining the number of residents ages 14 to 17. This alternative measure is not tied to school district boundaries and provides additional context. In Outagamie County, this cohort numbered 10,326 in 2010, declined slightly to 10,236 in 2015, and increased to 10,660 by 2023, according to U.S. Census Bureau estimates.



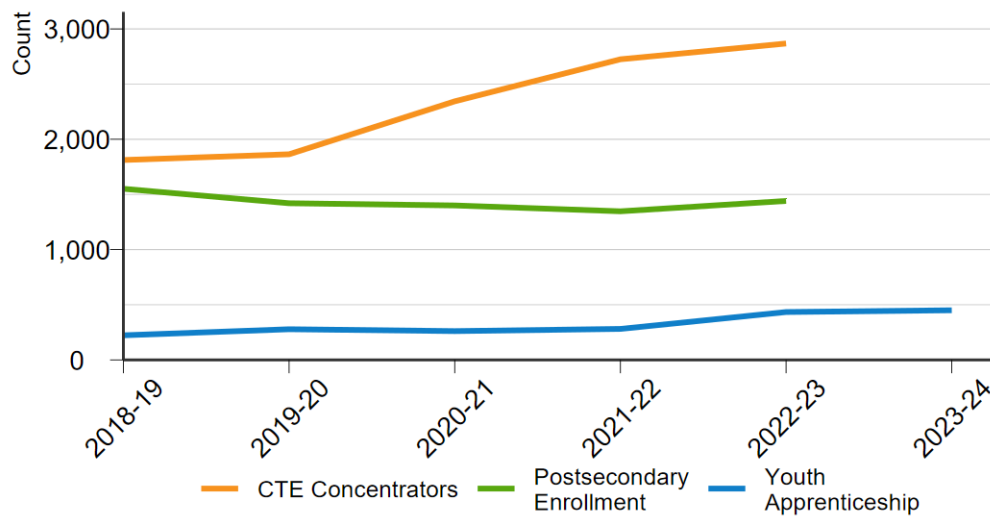


Figure 14: Source: Wisconsin Department of Public Instruction and Department of Workforce Development.

## Career and Technical Education

Of those in grades 11 and 12, 46.1% were concentrators in career and technical education (CTE) during the 2022-23 school year, slightly above the statewide rate of 44.3%. CTE participation is a key indicator of efforts to enhance career readiness among high school students.

While overall participation is in line with state averages, some career clusters stand out. The architecture and construction pathway accounted for 13.0% of local CTE concentrators, 3.5 percentage points higher than the statewide rate. The education and training cluster also had a higher share locally, representing 5.3% of CTE concentrators – 3.4 percentage points above the state average.

On the other hand, the agriculture, food, and natural resources pathway had a lower representation in Outagamie County. It accounted for just 4.5% of CTE concentrators, which is 7.1 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
Outagamie	2,868	46.1%
Wisconsin	64,124	44.3%

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



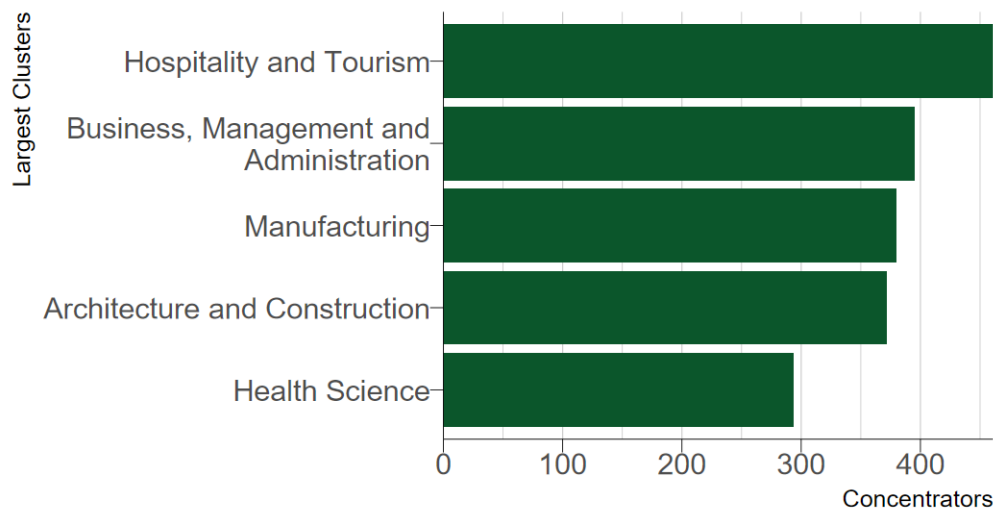


Figure 15: School year 2022-23. Source: Wisconsin Department of Public Instruction.

Postsecondary Enrollment

In the 2022–23 school year, 44.5% of high school completers in Outagamie County enrolled in a postsecondary institution, 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
Outagamie	1,441	44.5%
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. In the 2022-23 school year, there were 434 youth apprentices in Outagamie County.



**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
Outagamie	434	7.0%
Wisconsin	8,222	5.7%

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