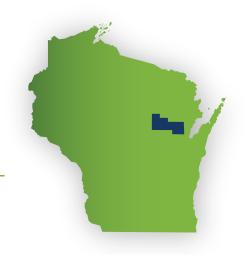
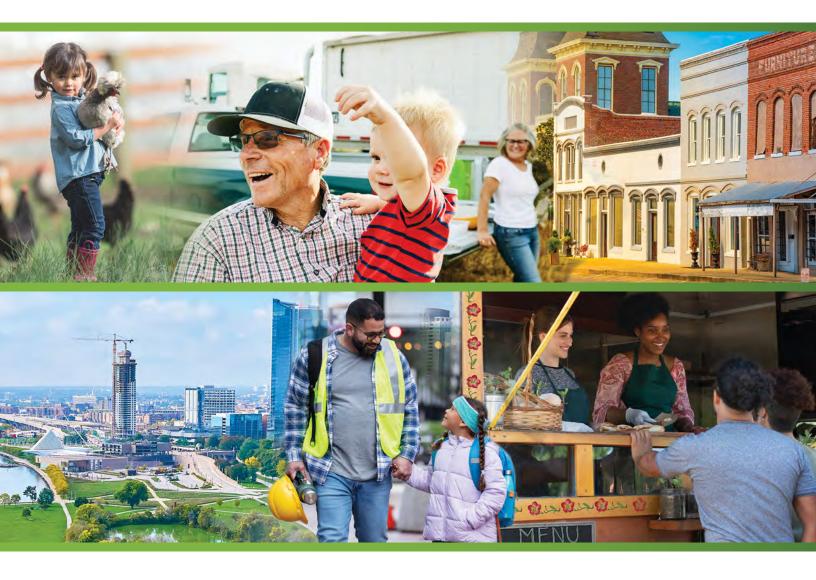
Shawano County



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 reconstrued 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.

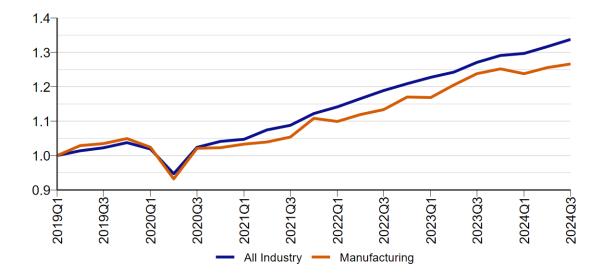


Figure 2: GDP growth index (2019Q1 = 100).

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.



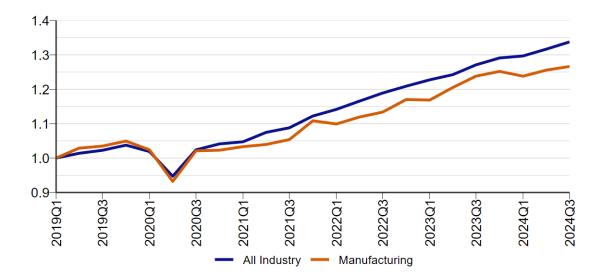


Figure 3: Wisconsin all industry v manufacturing growth (2019Q1 = 100).

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.



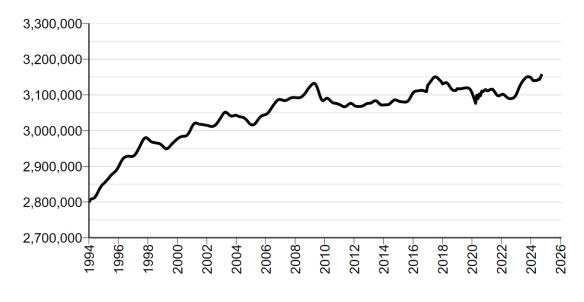


Figure 4: Wisconsin labor force.

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.

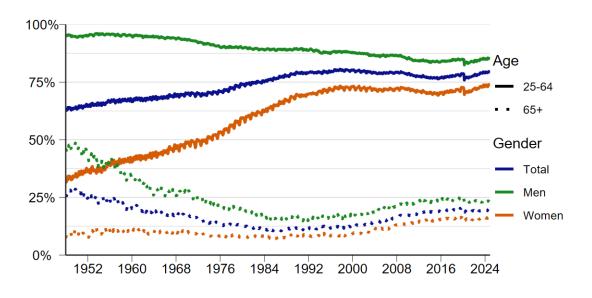


Figure 5: US labor force participation rate.

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.



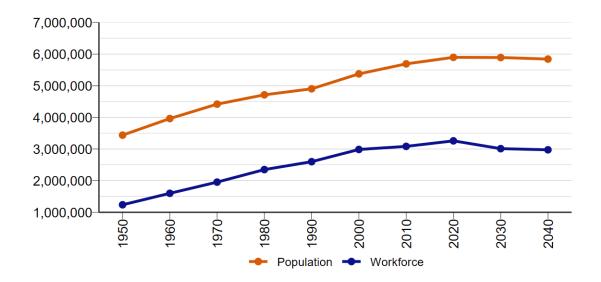


Figure 6: Wisconsin population and workforce projections.

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.

Office and Admin. S	Support	Prod	luction			ortatior ial Mov		-1.00	
Sales and Related	Prac	althcare ctitioners and chnical	Healthca Suppor			anage	ment	-0.67 -0.33 0.00	
	Fir	ness and nancial erations	Installation, Maintenance and Repair	Grou Clear and Mainter	nds ning d nance	e	nputer and matical	0.33 0.67 1.00	
Food Prep. and Serving Related	Ins	icational truction I Library	Construction and Extraction	and Engineer Protect Servic	ring ⁽	Care and Service	Life, Physical and Social Science		

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.



	2020 Census	2023 Final Estimate	Numeric Change	Percent Change
Shawano, City	9,243	9,600	357	3.9%
Wescott, Town	3,257	3,245	-12	-0.4%
Washington, Town	1,965	1,966	1	0.0%
Angelica, Town	1,822	1,842	20	1.1%
Richmond, Town	1,832	1,829	-3	-0.2%
Belle Plaine, Town	1,800	1,752	-48	-2.7%
Bonduel, Village	1,417	1,398	-19	-1.3%
Lessor, Town	1,226	1,232	6	0.5%
Green Valley, Town	1,026	1,028	2	0.2%
Waukechon, Town	1,002	1,007	5	0.5%
Shawano, County	40,881	41,090	209	0.5%
Wisconsin, State	5,893,718	5,951,400	57,682	1.0%

Population and Demographics

Shawano County is the 37th most populous county in Wisconsin, home to 41,090 residents. It ranks as the 24th fastest-growing county in the state, with its population increasing by 0.5% from 2020 to 2023. While this is slightly below the statewide growth rate of 1.0%, it still reflects a positive trend.

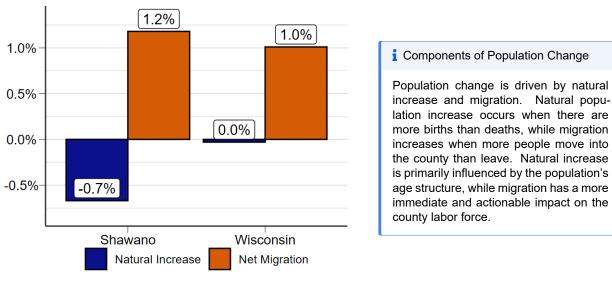


Figure 8: Source: WI Department of Administration.

The City of Shawano, the county seat and its largest municipality, accounted for the bulk of this growth, adding 357 residents during the same period. Although some areas in the county experienced population declines, they were not enough to offset the gains in Shawano.

Like much of the state, Shawano County's recent population increase has been primarily driven by net migration. At the state level, domestic net migration turned positive from 2022 to 2024, reversing a previous trend, and international migration accounted for a larger share overall. In Shawano County, however, population gains from 2020 to 2023 were largely the result of domestic net migration (483 residents), with international net migration contributing a smaller amount (27



residents), according to the U.S. Census Bureau. The county's net migration rate of 1.2% ranks 30th among Wisconsin counties.

Natural increase – the difference between births and deaths – has not contributed to population growth in recent years. With a median age of 45.4, the 26th highest in the state, Shawano County recorded a natural population decrease of 0.7% between 2020 and 2023, ranking 43rd among Wisconsin counties. Combined, these components yielded a modest overall growth rate of 0.5%.

Population Projections

	2020	2030	2040	2050	2020-2050 Population Change
Shawano	40,881	37,970	34,680	30,805	-24.6%
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 projections from the Wisconsin Department of Administration, Shawano County is expected to experience a significant population decline in the coming decades. It is one of 59 counties in the state projected to lose population between 2020 and 2050.

Shawano County's anticipated population decrease of 24.6% ranks as the eighth largest decline among Wisconsin counties. The projected losses are expected to accelerate over time, with an estimated decrease of 2,911 residents from 2020 to 2030, followed by a drop of 3,290 residents in the 2030s, and another 3,875 residents from 2040 to 2050.

Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	12,109	-624	-4.9%	100.0%
Education and Health Services	2,435	-256	-9.5%	20.1%
Trade, Transportation, and Utilities	2,288	-71	-3.0%	18.9%
Manufacturing	2,095	-130	-5.8%	17.3%
Leisure and Hospitality	1,847	46	2.6%	15.3%
Public Administration	1,135	-3	-0.3%	9.4%
Natural Resources and Mining	640	-170	-21.0%	5.3%
Professional and Business Services	532	-28	-5.0%	4.4%
Construction	417	23	5.8%	3.4%
Financial Activities	346	-36	-9.4%	2.9%
Other Services	315	14	4.7%	2.6%
Information	58	-15	-20.5%	0.5%

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

Shawano County experienced a decline of 624 jobs (-4.9%) from 2018 to 2023. Average employment levels were 12,109 in 2023. Job losses were concentrated in three industries: education and health services (-256), natural resources and mining (-170), and manufacturing (-130).

The education and health services industry includes two sectors: educational services and health care and social assistance. Both experienced declines between 2018 and 2023. Health care and social assistance lost 159 jobs (-9.5%), and educational services lost 96 jobs (-9.5%).

The location quotient (LQ) is a useful tool for comparing employment concentrations across geographies. It is calculated by dividing the local employment share of an industry by the statewide share. For example, 3.4% of Shawano County's employment is in construction, compared to 4.7% statewide, resulting in an LQ of 0.7 (3.4 / 4.7 = 0.7).

Natural resources and mining has the highest LQ in the county (4.8), followed by public administration (2.1), leisure and hospitality (1.5), and manufacturing (1.1). Key subsectors include food services and drinking places (1,085 jobs), executive, legislative, and other general government support (962), accommodation (595), animal production (462), and food manufacturing (385).

In contrast, the industries with the lowest LQs in the county are financial activities (0.5), professional and business services (0.4), and information (0.3).



Unemployment

Shawano County's monthly average unemployment rate remained low in 2023 at 3.0%. This trend continued through much of 2024; in October 2024, the county's unemployment rate was 2.3%, just 0.1 percentage points higher than it was two years earlier.

Shawano County's unemployment rate tends to closely mirror the statewide rate, and both are typically lower than the national rate. The county had the 28th lowest unemployment rate in Wisconsin.

Although there are signs of a softening labor market statewide – such as declining hiring and quit rates – unemployment remains low in part because layoffs have remained steady and close to pre-2020 levels. Barring the COVID and post-COVID periods, monthly layoffs in Wisconsin typically 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.

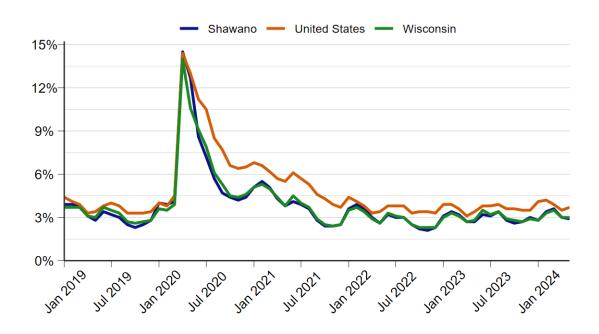


Figure 9: Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics.

Labor Force Participation

Like most counties in Wisconsin, Shawano County has experienced a notable decline in its labor force participation rate (LFPR) since 2000. Because the civilian noninstitutional population includes individuals ages 16 and older, the declining LFPR is largely a reflection of the county's changing age composition and the retirement of baby boomers. In 2023, Shawano County's LFPR was 61.6%, a decrease of 10.1 percentage points since 2000. The county's LFPR ranks 46th in the state. This measure highlights the long-term workforce quantity challenges the county is likely to face in the years ahead.

i 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.

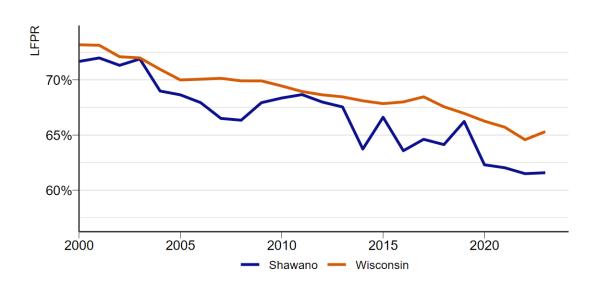


Figure 10: Source: WI Department of Workforce Development Office of Economic Advisors.



Al Impact

Occupation	Employment	% of Total Employment	Al 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.

i Al Exposure

Al 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 Al exposure indicates placement in the top 50% of occupations for Al exposure, with higher values indicating greater exposure to Al. Conversely, negative numbers indicate exposure in the bottom 50%. For more information about Al 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). Shawano County is part of the Bay Area WDA, which also includes Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Outagamie, 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	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%

Industry Employment Projections

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	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%

Occupation Employment Projections

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

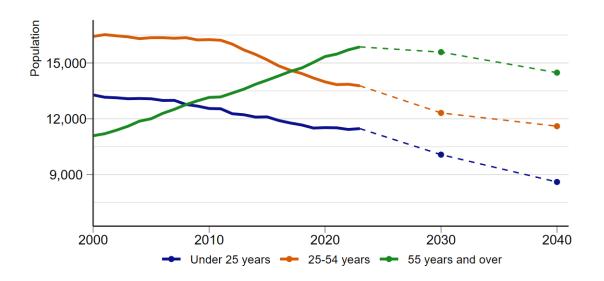


Figure 11: US Census Bureau, Population Estimates Program and WI Department of Administration, Demographic Services Center.

The changing age structure of the local 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 is the growth in the number of Shawano County residents who are at least 55 years old. This age group increased from 11,088 in 2000 to 15,865 in 2023. As a share of the total population, this group grew from 27.2% in 2000 to 38.6% in 2023.

The number of residents in the 25–54 age range declined from 16,225 in 2011 to 13,773 in 2023. This group represented 33.5% of the county's population in 2023, down from 40.3% in 2000. The population under age 25 experienced a more gradual decline, falling from 13,284 in 2000 to 11,471 in 2023. Its share of the total population declined from 32.6% to 27.9% over that period.

While projected population changes are a continuation of prior trends for the two younger age groups, the anticipated decline in the 55 and over group is a more recent development. From 2023 to 2040, the under 25 and 25–54 age groups are projected to decrease by 2,871 and 2,173 people, respectively. In comparison, the 55 and over group is expected to decline by 1,385 people.

The selected age groups in the chart above are significant because they represent different stages of typical labor force participation. Participation increases rapidly starting at ages 16 to 24, al-though individuals in this group are less likely to work full-time due to enrollment in secondary or post-secondary education. The 25–54 age group is considered the prime working-age population. Participation begins to decline sharply at age 55, marking the tail end of workforce participation, as individuals near or enter retirement.



Personal Income

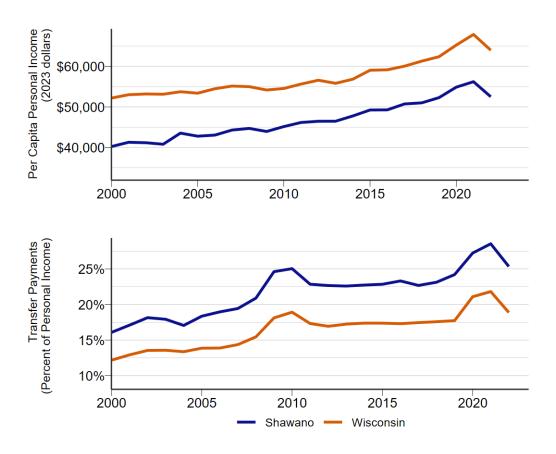


Figure 12: Source: United States Bureau of Economic Analysis.

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 Shawano County was \$52,512 in 2022, compared to the statewide average of \$63,996. As shown 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 \$12,293 higher than it was in 2000. However, it declined by \$3,710 from 2021 to 2022, illustrating how post-COVID inflationary pressures had a net negative impact on purchasing power.

The second chart featured here shows the share of total personal income accounted for by transfer payments. The most notable pattern is the long-term rise at both the state and local levels. In Shawano County, this share increased from 16.1% in 2000 to 25.3% in 2022. This trend aligns



with the previously mentioned aging of the population, as a growing share becomes eligible for government payments 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 Shawano County peaked at 25.0% in 2010 and 28.5% in 2021. Economic downturns tend to put downward pressure on earned income sources, such as wages and business income, while triggering automatic stabilizers such as Unemployment Insurance.



Workforce Pipeline

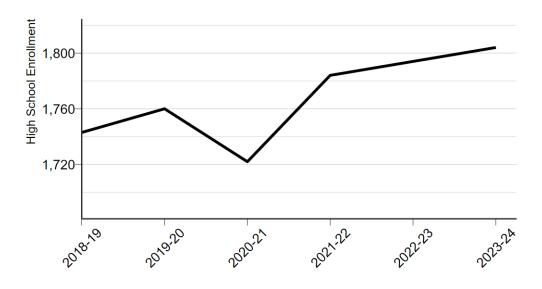


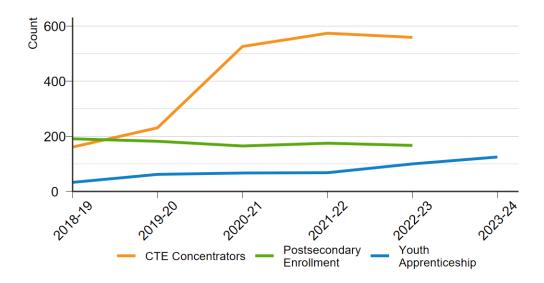
Figure 13: Source: Wisconsin Department of Public Instruction.

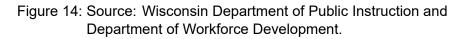
One way to view the county's preparedness to respond to potential workforce quantity challenges is by examining the educational system that prepares the next generation of workers. As of the 2023–24 school year, 1,804 students were enrolled in grades 9–12. This includes students in public, private, and home-based schools.

It's important to note that school district boundaries can extend into multiple counties, so countylevel enrollment counts may not precisely reflect the number of students residing within Shawano County. These counts are based on the location of the main office of each school district.

The number of Shawano County residents ages 14 to 17 offers another way to contextualize high school enrollment, as this age group serves as a proxy for the high school-aged population. Unlike school enrollment data, this population measure is not dependent on school district boundaries. The overall size of this cohort was 2,302 in 2010, 2,093 in 2015, and 2,175 in 2023 (Source: U.S. Census Bureau, County Population by Characteristics).







Career and Technical Education

Of those in grades 11 and 12, 64.0% were concentrators in career and technical education (CTE), compared to 44.3% statewide during the 2022–23 school year. CTE participation is an important indicator of efforts to enhance career readiness among high school students.

There are some notable differences in the distribution of career clusters at the local and state levels. In Shawano County, the agriculture, food, and natural resources cluster accounted for 38.3% of CTE concentrators – 26.8 percentage points higher than the statewide rate. Manufacturing made up 13.6% of local concentrators, which is 2.3 percentage points above the state rate.

In contrast, the health science cluster accounted for only 3.2% of CTE concentrators in the county, 6.2 percentage points below the statewide figure.

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
Shawano	559	64.0%
Wisconsin	64,124	44.3%

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



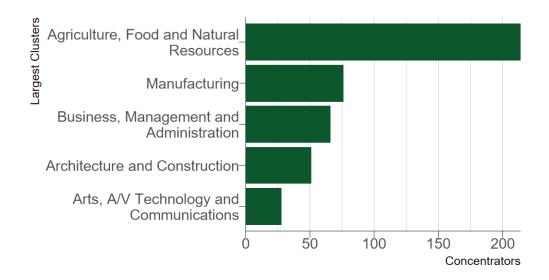


Figure 15: School year 2022-23. Source: Wisconsin Department of Public Instruction.

Postsecondary Enrollment

In the 2022–23 school year, 37.5% of high school completers in Shawano 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
Shawano	167	37.5%
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 100 youth apprentices in Shawano 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
Shawano	100	11.4%
Wisconsin	8,222	5.7%

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

