

Waupaca 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.

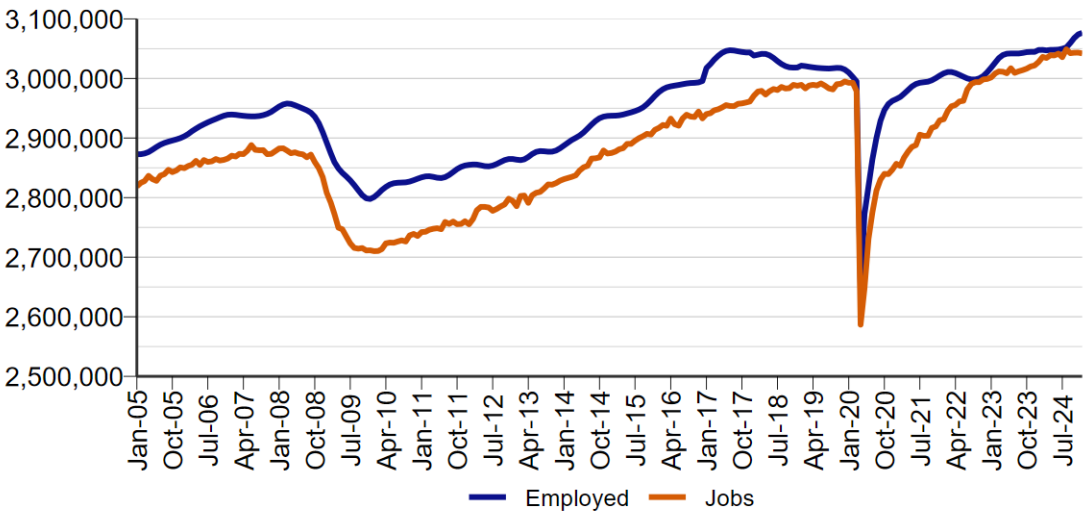


Figure 1: Wisconsin employment and jobs.

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.

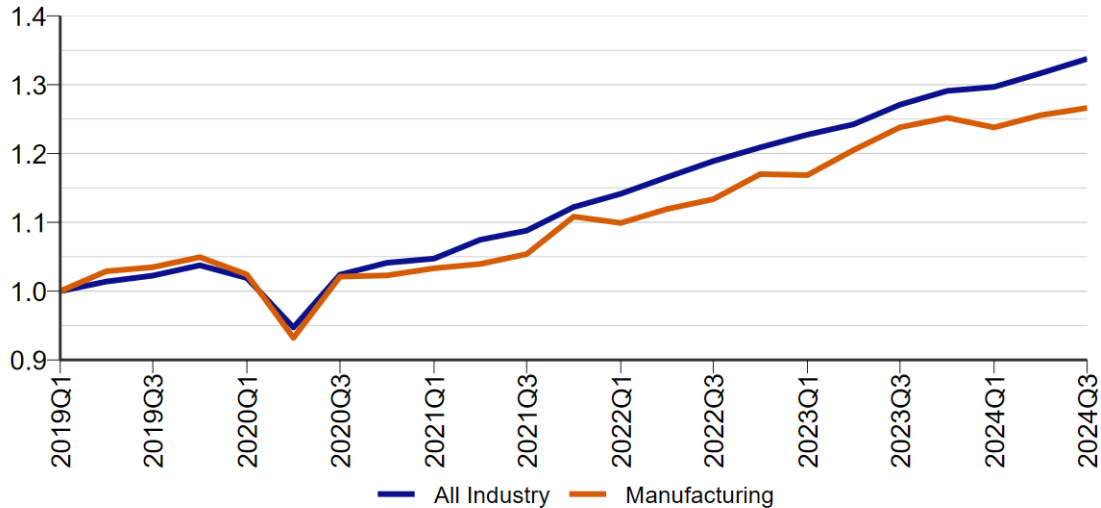


Figure 2: GDP growth index (2019Q1 = 100).

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.

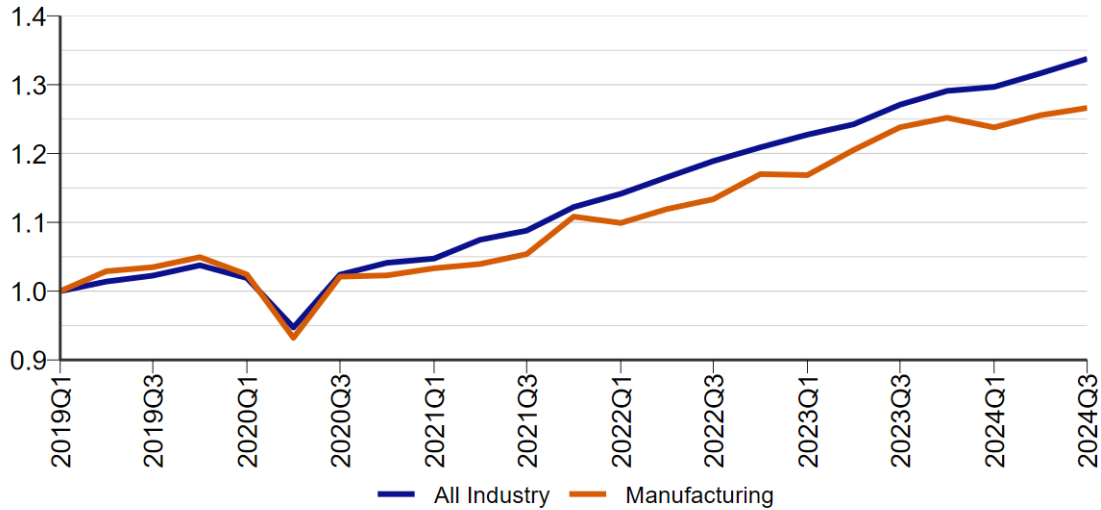


Figure 3: Wisconsin all industry v manufacturing growth (2019Q1 = 100).

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.

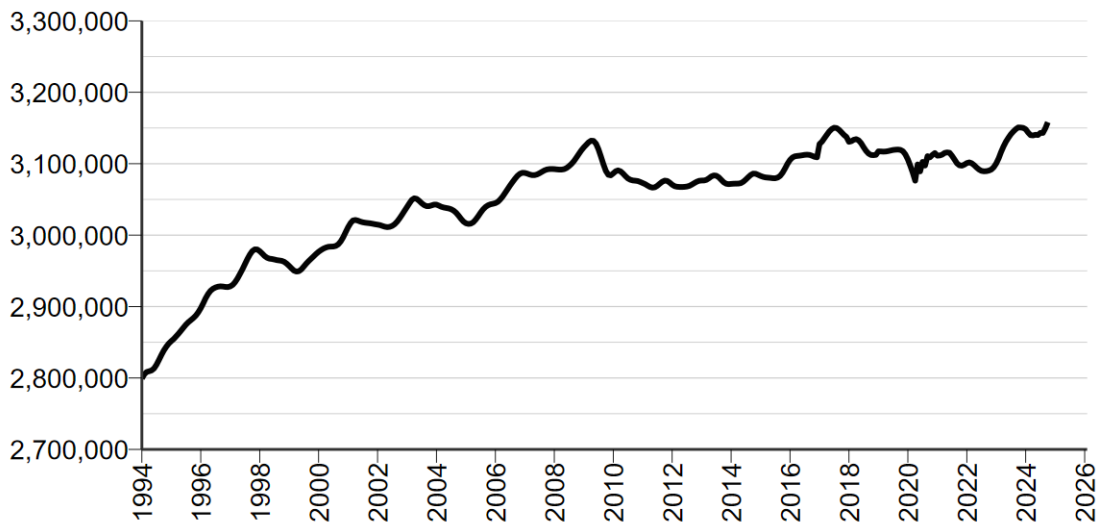


Figure 4: Wisconsin labor force.

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.

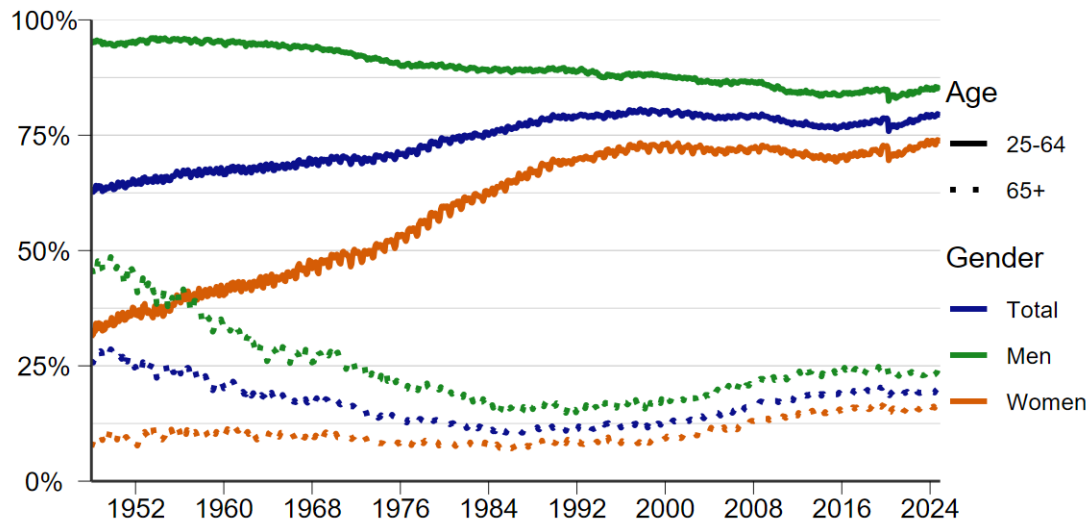


Figure 5: US labor force participation rate.

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.

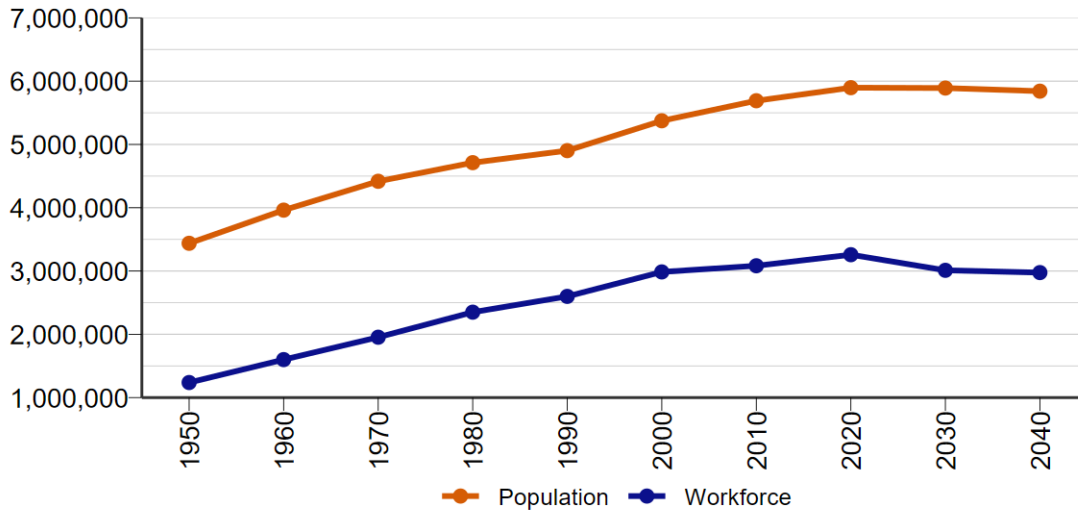


Figure 6: Wisconsin population and workforce projections.

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.

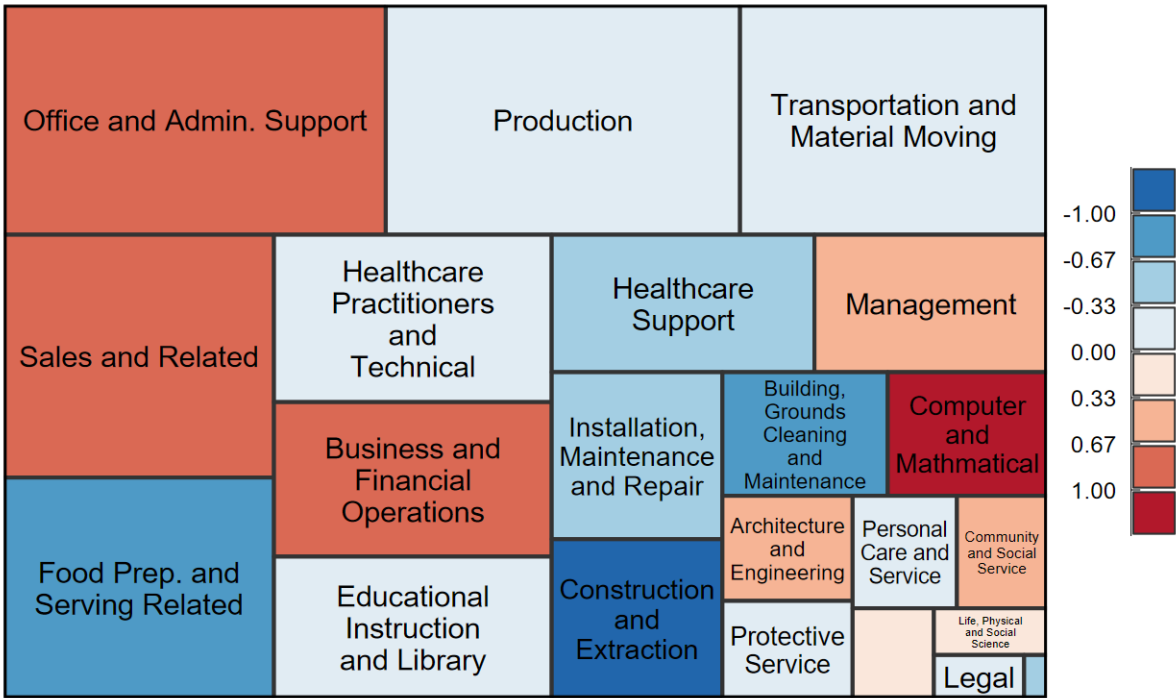


Figure 7: AI exposure per occupation group by number employed.

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
Waupaca, City	6,282	6,392	110	1.8%
New London, City	5,596	5,713	117	2.1%
Clintonville, City	4,591	4,686	95	2.1%
Farmington, Town	3,712	3,497	-215	-5.8%
Mukwa, Town	2,830	2,822	-8	-0.3%
Dayton, Town	2,644	2,652	8	0.3%
Weyauwega, City	1,796	1,826	30	1.7%
Caledonia, Town	1,712	1,730	18	1.0%
Lebanon, Town	1,619	1,614	-5	-0.3%
Lind, Town	1,571	1,570	-1	-0.1%
Waupaca, County	51,812	51,839	27	0.0%
Wisconsin, State	5,893,718	5,951,400	57,682	1.0%

With 51,839 residents, Waupaca County is the 28th most populous county in Wisconsin and the 39th fastest-growing. From 2020 to 2023, the population increased by only 27 residents (0.1%), compared to 1.0% statewide growth.

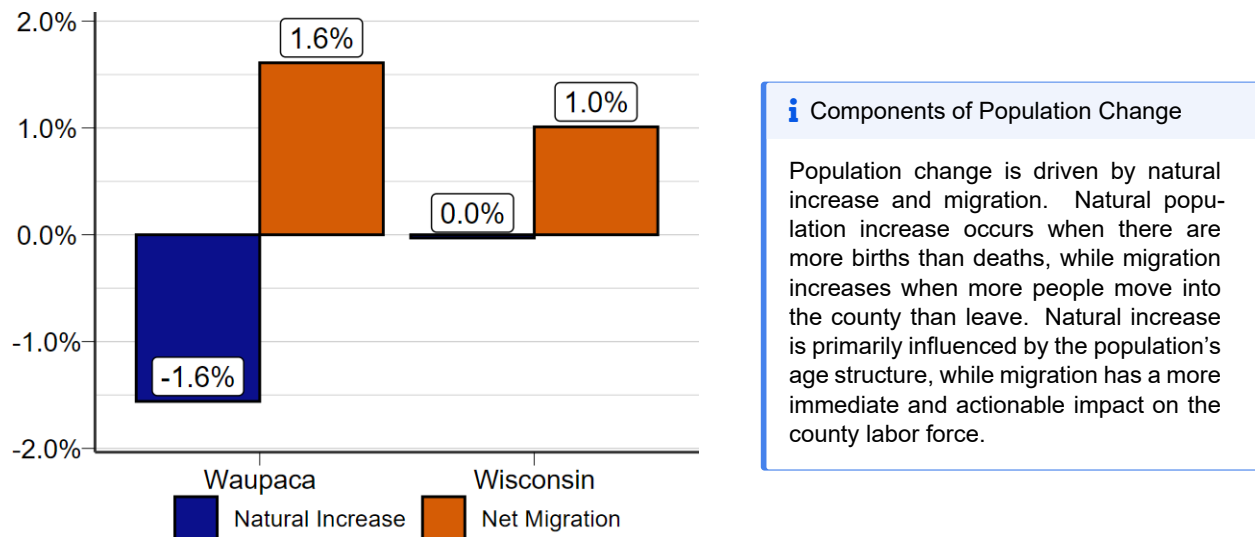


Figure 8: Source: WI Department of Administration.

Population growth was largely concentrated in the county's three largest municipalities. The Cities of Waupaca, New London, and Clintonville collectively gained 322 residents since 2020. In the case of New London, the data in the table above only reflect the portion of the city that is within Waupaca County, excluding the section in Outagamie County. These three cities are located in distinct corners of the county, with Waupaca to the southwest, New London to the southeast, and Clintonville to the northeast.

In contrast, the Town of Farmington, which borders the City of Waupaca, experienced the most significant population decline.

Net migration has been the primary driver of population growth in both Wisconsin and Waupaca County in recent years. At the statewide level, domestic net migration (21,519) was positive from 2022-2024, reversing a previous trend. However, international net migration (60,086) accounted for a much larger share of the increase. County-level data for 2024 are not yet available, but from 2020 to 2023, Waupaca County's net migration was driven primarily by domestic migration (558), compared to international migration (15) (Source: U.S. Census Bureau). As shown in the chart above, the county's net migration rate is 1.6%, ranking 18th in the state.

Partly due to its 27th highest median age in the state (45.3 years), Waupaca County's natural increase rate was -1.6%, lower than the statewide rate. Because the two components of population change – net migration and natural increase – are of roughly equal in magnitude but in opposite directions, the county's overall growth rate has remained just 0.1% since 2020.

Population Projections

	2020	2030	2040	2050	2020-2050 Population Change
Waupaca	51,812	49,250	45,860	41,555	-19.8%
Wisconsin	5,893,718	5,890,915	5,841,620	5,710,120	-3.1%

Source: Demographic Services Center, Wisconsin Department of Administration.

Waupaca County's population declined by 598 residents between 2010 and 2020. According to recently released population projections from the Wisconsin Department of Administration, this decline is expected to accelerate. The county's population is projected decrease by 19.8% from 2020 to 2050, ranking 16th lowest in the state.

The county's projected population decline is expected to intensify in each decade. Between 2020 and 2030, the population is projected to decrease by 2,562 residents. From 2030 to 2040, the decline is expected to reach 3,390 residents, followed by an even larger decrease of 4,305 residents from 2040 to 2050.

Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	18,510	-1,044	-5.3%	100.0%
Manufacturing	5,579	-495	-8.1%	30.1%
Education and Health Services	4,394	-430	-8.9%	23.7%
Trade, Transportation, and Utilities	3,025	-84	-2.7%	16.3%
Leisure and Hospitality	1,924	-94	-4.7%	10.4%
Public Administration	871	104	13.6%	4.7%
Construction	727	97	15.4%	3.9%
Professional and Business Services	644	80	14.2%	3.5%
Financial Activities	426	-63	-12.9%	2.3%
Other Services	404	-5	-1.2%	2.2%
Natural Resources and Mining	382	-24	-5.9%	2.1%
Information	135	-130	-49.1%	0.7%

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

Waupaca County employment declined by 1,044 (-5.3%) from 2018 to 2023. Average employment levels stood at 18,510 jobs in 2023. The largest industry was manufacturing, accounting for 30.1% of total employment in the county. Despite some recovery, the county's manufacturing employment has not returned to pre-COVID levels. Manufacturing employment peaked post-COVID at 6,004 in June 2021 but then declined, reaching a low of 5,498 in April 2023. Throughout the first half of 2024, this level has remained consistently around 5,600 jobs.

The education and health services industry consists of two sectors: educational services and health care and social assistance. Employment declines were concentrated in health care and social services, which lost 447 net jobs (-15.3%) since 2018. In contrast, educational services employment increased by 17 jobs (1.2%).

The location quotient (LQ) is a useful measure for comparing employment concentrations across different geographies. LQ is calculated by dividing an industry's employment share in one area by the same industry's share in another area. For example, 3.9% of Waupaca County's employment is in construction, compared to 4.7% statewide, resulting in an LQ of 0.8 ($3.9\% / 4.7\% = 0.8$).

The industry with the highest LQ in the county is natural resources and mining (1.9), followed by manufacturing (1.9) and education and health services (1.1). At a more detailed level, the largest subsectors in these industries include educational services (1,475 jobs), nursing and residential care facilities (1,472), transportation equipment manufacturing (811), fabricated metal product manufacturing (697), and animal production (329).


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

Unemployment

Waupaca County's unemployment rate remains low. In 2023, the rate was 3.0%, unchanged from 2022. This trend continued through much of 2024; in October 2024, the county's unemployment rate was 2.4%, the same as three years prior.

Waupaca County's unemployment rate generally tracks closely with the statewide rate, and both tend to be below the national rate. The county has the 31st lowest unemployment rate in Wisconsin.

Despite other signs a softening labor market in the state, such as declining hiring and quit rates, unemployment remains low primarily because layoffs have remained stable and near pre-2020 levels. Except for the COVID-19 and post-pandemic periods, monthly layoffs in the state typically hover around 30,000.

 Unemployment Rate

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

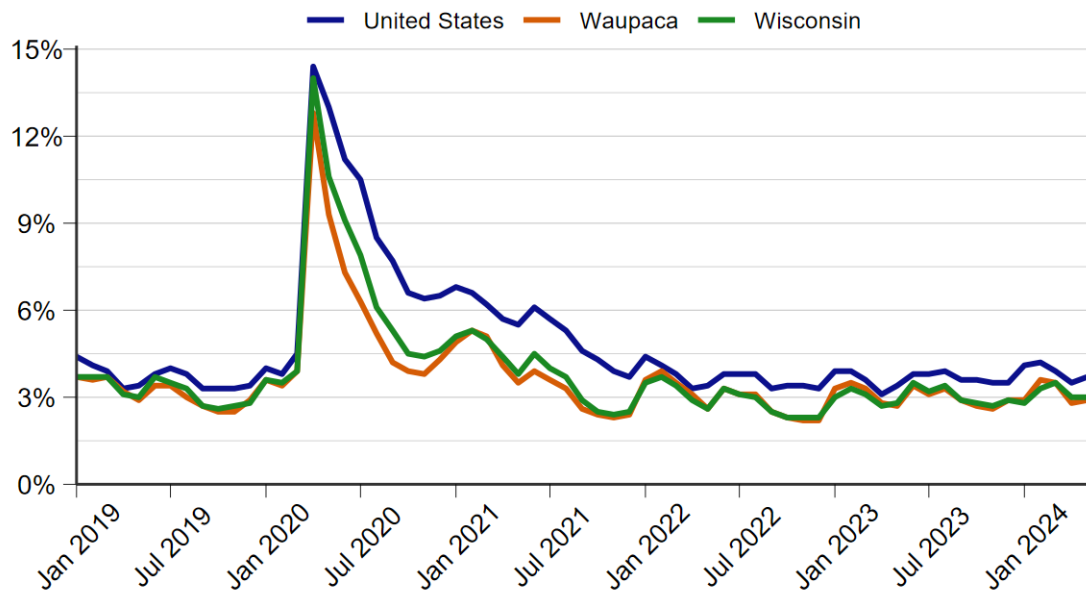


Figure 9: Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics.

Labor Force Participation

Like most counties in the state, Waupaca County has experienced a notable decline in its labor force participation rate (LFPR) since 2000. Because the civilian noninstitutional population includes all individuals aged 16 and over, the declining LFPR largely reflects the county’s changing age composition and the retirement of baby boomers.

In 2023, Waupaca County’s LFPR was 60.1%, down 12.1 percentage points from 2000. The county ranked 49th in the state for labor force participation. Among other variables, this measure illustrates the long-term workforce quantity challenges that lie 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.

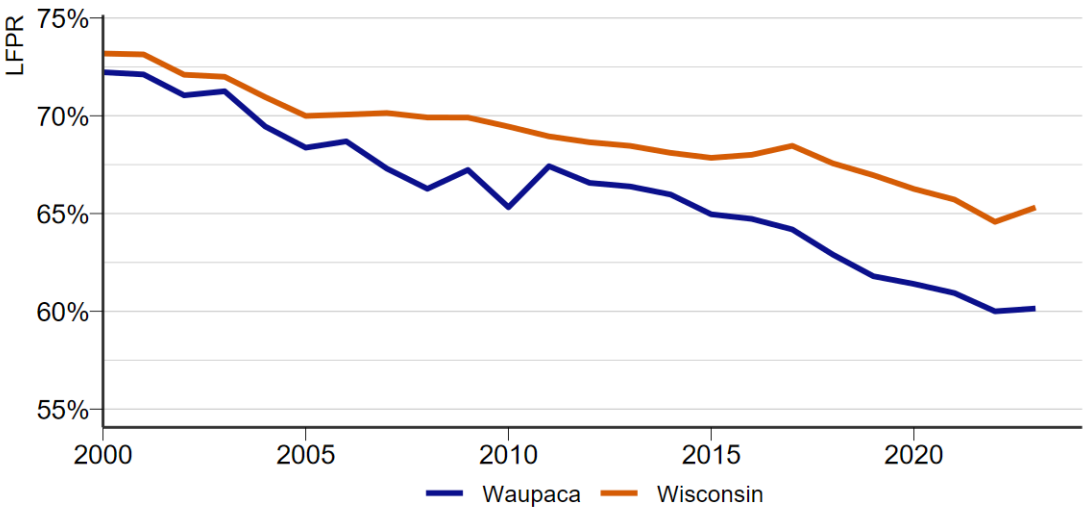


Figure 10: Source: WI Department of Workforce Development Office of Economic Advisors.

AI Impact

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

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

AI Exposure

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

In July of 2024, the Governor's Task Force on Workforce and Artificial Intelligence (AI) issued its Advisory Action Plan, which included an AI exposure measure. The AI exposure measures featured in the plan are available at the local level, specifically within the state's 11 Workforce Development Areas (WDAs). Winnebago County is part of the Fox Valley WDA, which also includes Calumet, Fond du Lac, Green Lake, Waupaca, and Waushara Counties.

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

Because AI exposure measures are primarily comparative, conclusions can be drawn about which occupations have more or less AI exposure relative to others. Additionally, because the occupational makeup of Wisconsin's 11 WDAs varies, geographical comparisons can also be made. This analysis shows that 47.9% of employment in Fox Valley is concentrated in occupations with a positive AI exposure, the fourth-lowest share in the state. For additional context, the South Central and Milwaukee County WDAs have the two highest shares in the state, at 54.5% and 54.1% respectively. These differences reflect a tendency for computer-based occupations to cluster in urban centers, where AI exposure tends to be relatively high.

Industry Employment Projections

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

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

While studying past trends is useful, DWD also produces industry and occupation employment projections to anticipate future workforce trends. DWD's projection methodology accounts for various factors that influence the workforce, including retirements, career changes, and changing demand. Employment projections are available for each of the state's 11 WDAs.

Employment in the Fox Valley WDA is expected to grow by 7.7%, adding 16,162 jobs from 2022 to 2032. Statewide employment is projected to grow at a slightly slower rate of 7.1% during the same period. Education and health services is projected to add the most jobs, with its proportional growth rate 1.2 percentage points higher than the overall rate across all industries.

It is important to note that these projections reflect only filled positions rather than potential demand, which can further highlight the challenges associated with an aging population. Job growth is expected to continue despite declines in labor force growth.

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

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

While industry projections provide a broad view of employment expectations, occupational projections are often a more practical tool for career planning.

The transportation and material moving occupational group is expected to add the most jobs between 2022 and 2032, accounting for 11.7% of total employment growth in the Fox Valley WDA. Within this group, the largest projected increases are for stockers and order fillers (500), laborers and freight, stock, and material movers, hand (356), and heavy and tractor-trailer truck drivers (258).

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

Aging Population

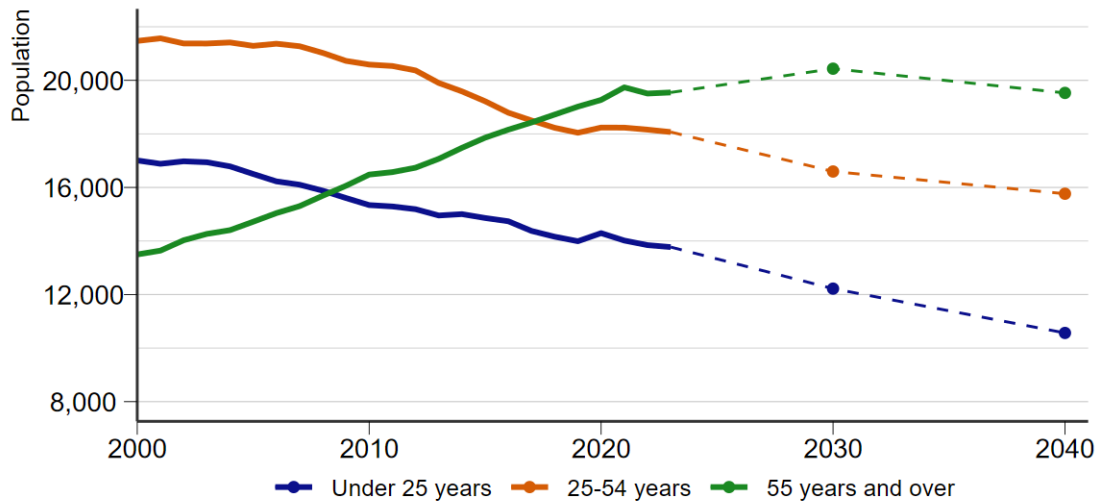


Figure 11: US Census Bureau, Population Estimates Program and WI Department of Administration, Demographic Services Center.

The changing age structure of Waupaca County's population has several implications, including the declining natural increase in population growth and long-term workforce quantity challenges. These shifts are illustrated more explicitly here.

The most noticeable trend is the growth of Waupaca County residents aged 55 and older. This age group increased from 13,497 in 2000 to 19,547 in 2023. As a share of the total population, it rose from 26.0% in 2000 to 38.0% in 2023.

In contrast, the number of residents in the two younger age groups has steadily declined in recent years. The 25-54 age group decreased from 21,471 in 2000 to 18,069 in 2023, with its share of the county's total population falling from 41.3% to 35.2%. The under-25 age group followed a similar trend, declining from 17,008 to 13,772, and its share of the total population dropped from 32.7% to 26.8%.

Waupaca County's population is expected to continue aging in the coming decades. The decline of the two younger age groups is largely a continuation of prior trends. However, the stagnation of the age 55-and-over age group is a newer development. By 2040, this group is projected to account for 42.6% of the county's total population.

The selected age groups in the chart above are significant because they represent different stages of typical labor force participation. Workforce participation increases rapidly between the ages 16 and 24, though individuals in this group are less likely to work full-time due to enrollment in secondary or postsecondary education. The 25-54 age range is considered prime working years. Participation begins to decline rapidly after age 55, as many individuals in this group approach retirement or have already exited the workforce.

Personal Income

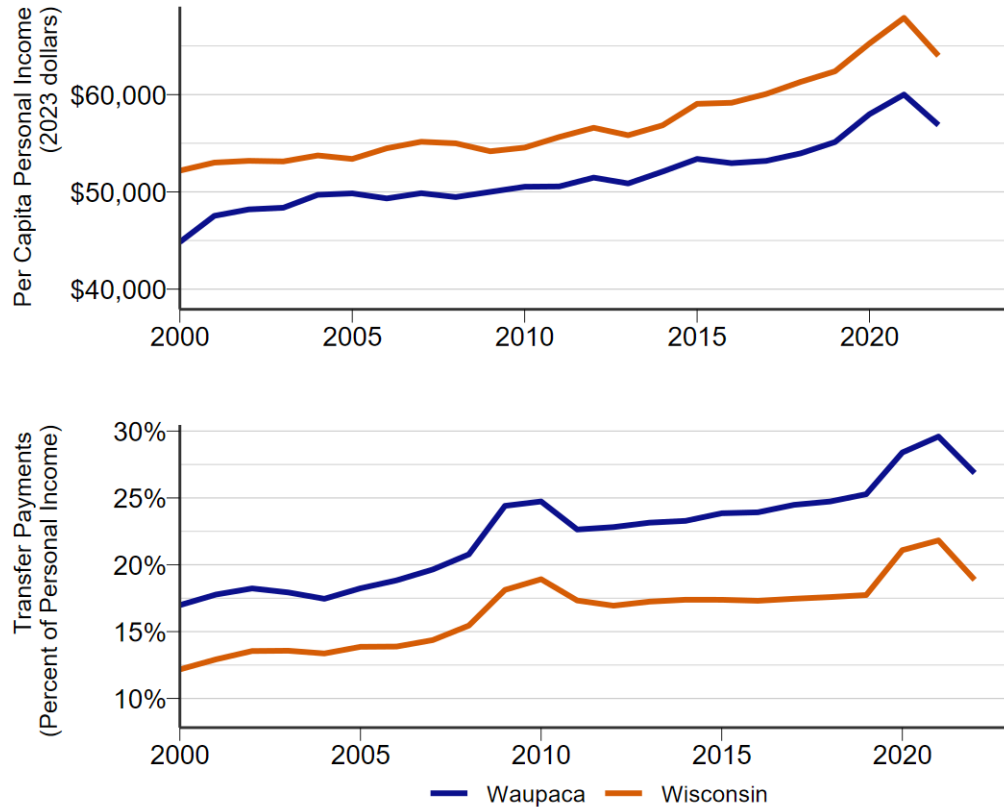


Figure 12: Source: United States Bureau of Economic Analysis.

i Personal Income

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

The per capita personal income (PCPI) in Waupaca County was \$56,872 in 2022, compared to the statewide average of \$63,996. As shown in the first chart above, the county's PCPI generally increased over time. In 2022, the local PCPI was \$12,033 higher than in 2000. However, from 2021 to 2022, it declined by \$3,132, illustrating the net negative impact of post-COVID-19 inflationary pressures on purchasing power.

The second chart highlights the share of total personal income derived from transfer payments. The most notable trend is the long-term rise at both the state and local levels. In Waupaca County, this share rose from 17.0% in 2000 to 26.9% in 2022, reflecting the county's aging population,

as a growing percentage of residents become eligible for government programs such as Social Security.

Temporary spikes in transfer payments also occur during recessions. During the most two recent business cycles, the county's transfer payment share peaked at 24.7% in 2010 and 29.6% in 2021. Economic downturns usually put downward pressure on earned income sources such as wages and business income , while simultaneously triggering automatic stabilizers such like Unemployment Insurance.

Workforce Pipeline

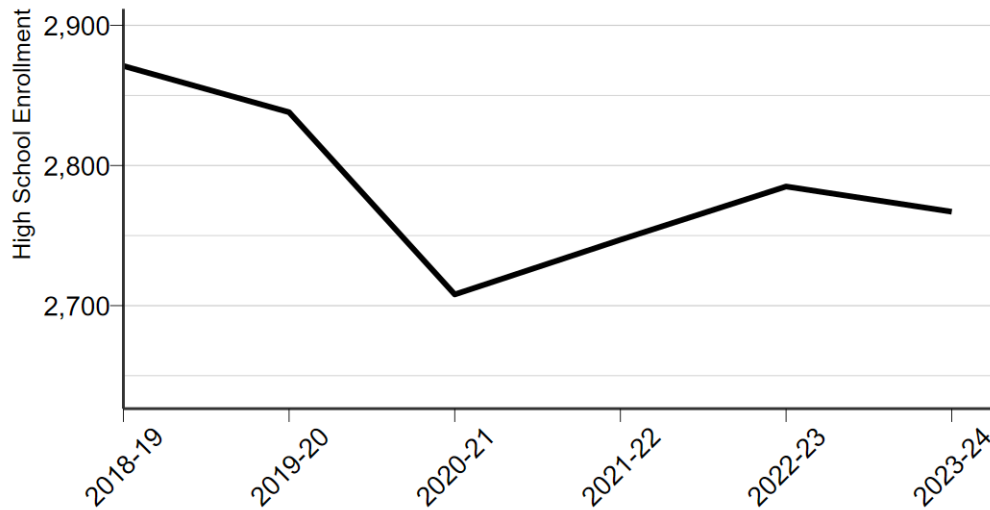


Figure 13: Source: Wisconsin Department of Public Instruction.

One way to view the county's preparedness for future workforce quantity challenges is by examining the educational system, which prepares the next generation of workers. As of the 2023-24 school year, 2,767 students were enrolled in grades 9-12 across public, private, and home-based schools.

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

Another way to contextualize high school enrollment is by examining the total population of Waupaca County residents aged 14 to 17, which serves as a proxy for the high-school-aged population. Unlike enrollment figures, this measure is not dependent on school district boundaries. The size of this age group was 2,997 in 2010, 2,755 in 2015, and 2,690 in 2023.

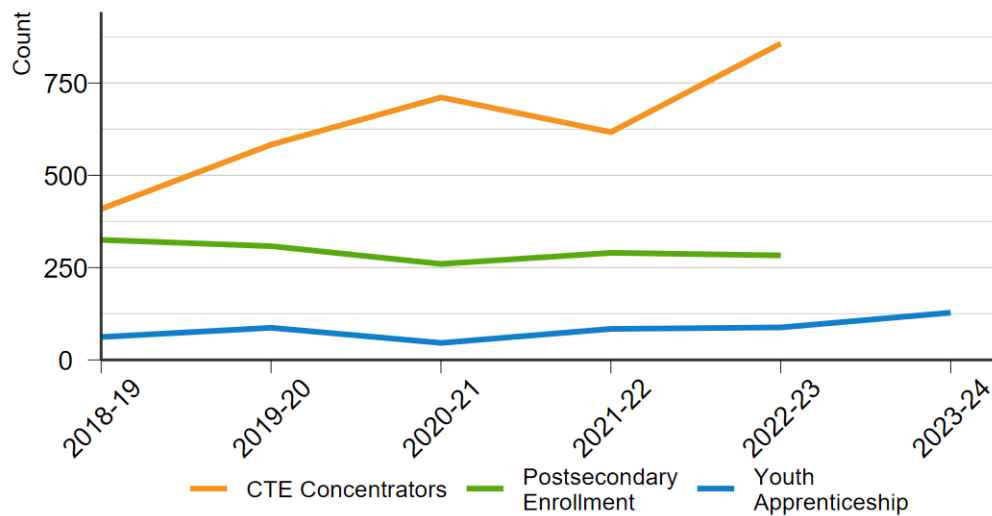


Figure 14: Source: Wisconsin Department of Public Instruction and Department of Workforce Development.

Career and Technical Education

Among 11th and 12th grade students in Waupaca County, 64.9% were concentrators in career and technical education (CTE) during the 2022-23 school year, compared to 44.3% statewide. CTE participation reflects efforts to enhance career readiness among high school students.

There are notable differences in the distribution of career clusters at the local and state levels. For example, the agriculture, food, and natural resources cluster accounted for 25.0% of concentrators in the county, 13.4 percentage points higher than the statewide rate. The manufacturing cluster accounted for 16.2% of concentrators in the county, 4.9 percentage points above the state.

In contrast, the business, management and administration cluster accounted for only 8.6% of CTE concentrators, 3.5 percentage points below the state 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
Waupaca	857	64.9%
Wisconsin	64,124	44.3%

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

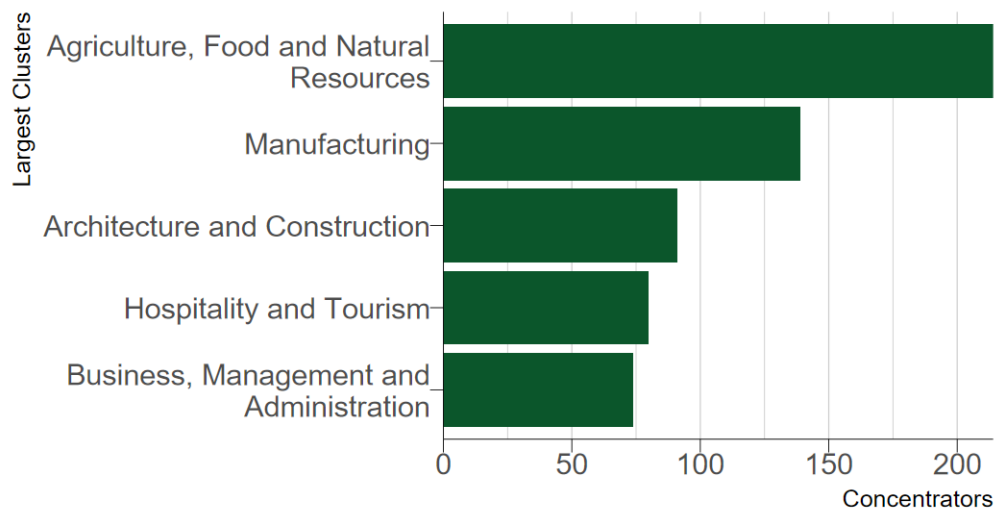


Figure 15: School year 2022-23. Source: Wisconsin Department of Public Instruction.

Postsecondary Enrollment

In the 2022-23 school year, 41.2% of high school completers in Waupaca County enrolled in a postsecondary institution, compared to 43.6% statewide

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
Waupaca	283	41.2%
Wisconsin	31,893	43.6%

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

Youth Apprenticeship

Youth apprenticeship is a program that helps participants prepare for the workforce through direct, hands-on work experience. In the 2022-23 school year, there were 88 youth apprentices in Waupaca 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
Waupaca	88	6.7%
Wisconsin	8,222	5.7%

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