

Winnebago County

2025 WORKFORCE PROFILE



State Narrative for County Profiles

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

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

Wisconsin Jobs

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

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

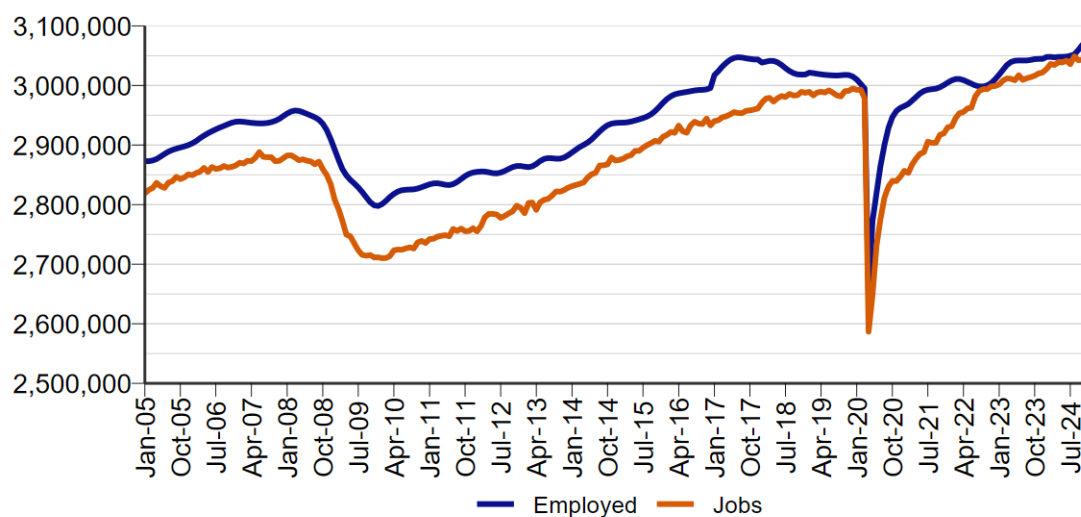


Figure 1: Wisconsin employment and jobs.

Economy

Wisconsin Gross Domestic Product (WGDP) reached new highs in nominal and real dollar terms in 2024¹, at \$456 billion or \$357 billion in real 2017 dollars. After a slower recovery coming out of the COVID-19 recession, Wisconsin's GDP growth rate has mimicked that of the country.

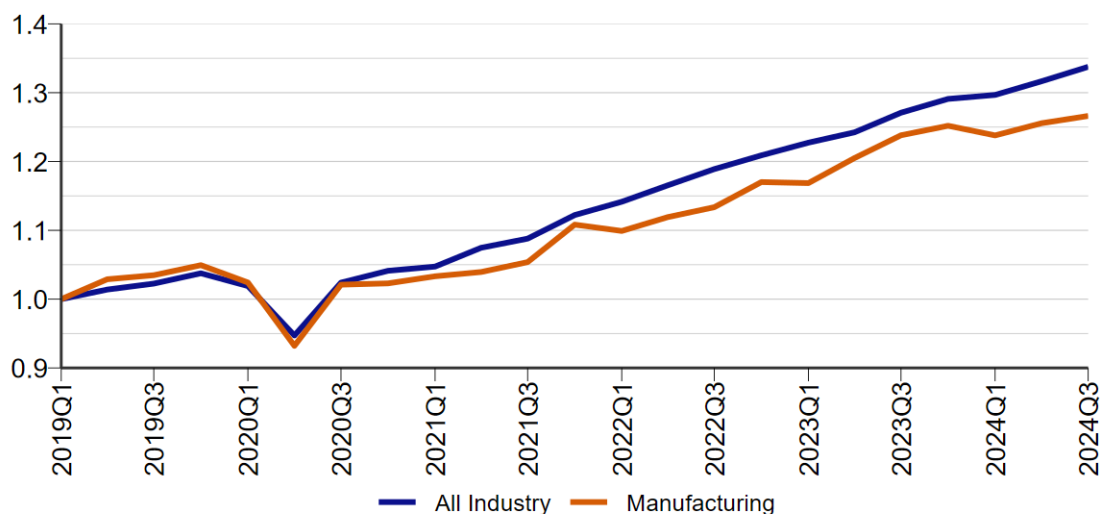


Figure 2: GDP growth index (2019Q1 = 100).

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

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

¹Third quarter 2024 is latest data available.

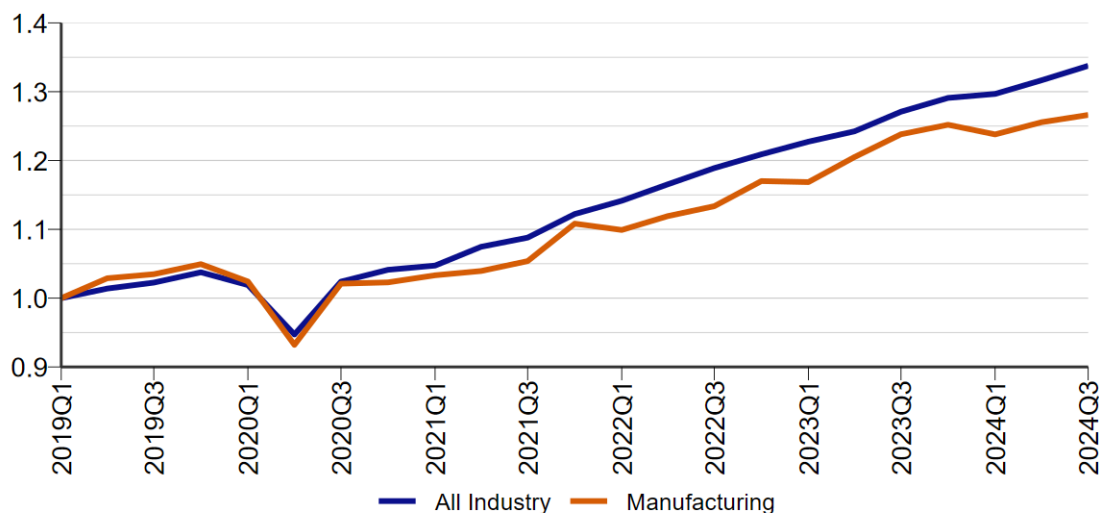


Figure 3: Wisconsin all industry v manufacturing growth (2019Q1 = 100).

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

Labor Quantity Challenges

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

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

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



Figure 4: Wisconsin labor force.

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

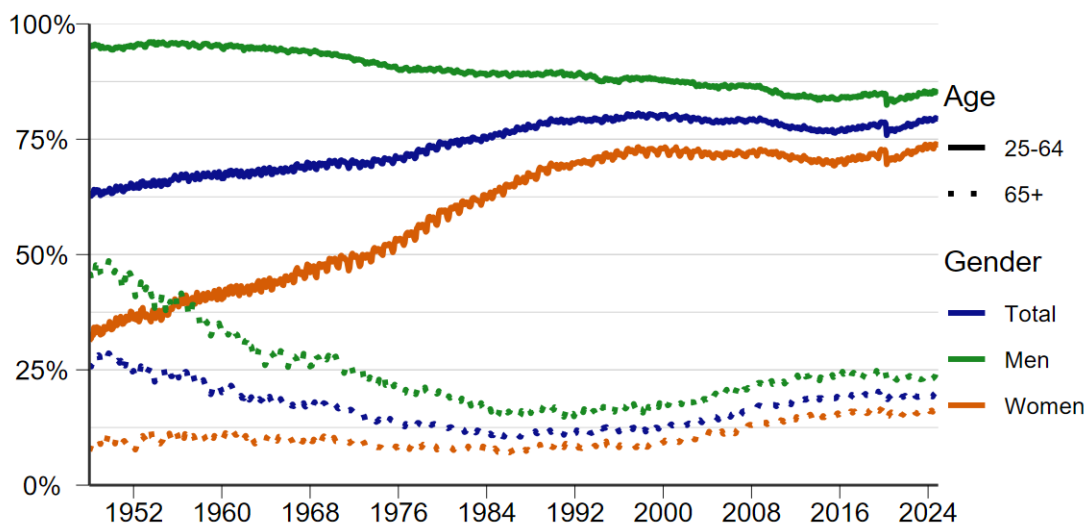


Figure 5: US labor force participation rate.

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

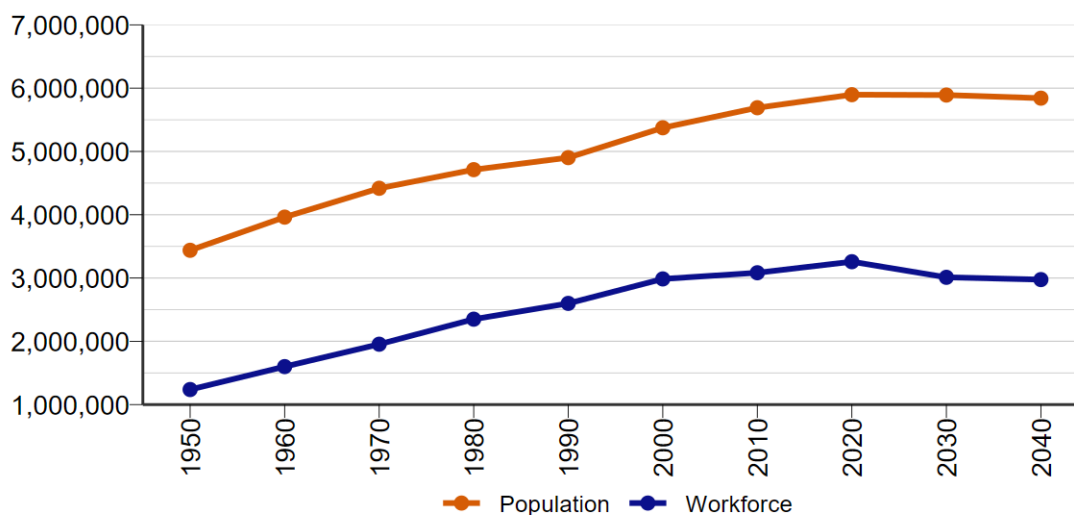


Figure 6: Wisconsin population and workforce projections.

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

New Construct

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

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

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

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

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

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

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

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

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

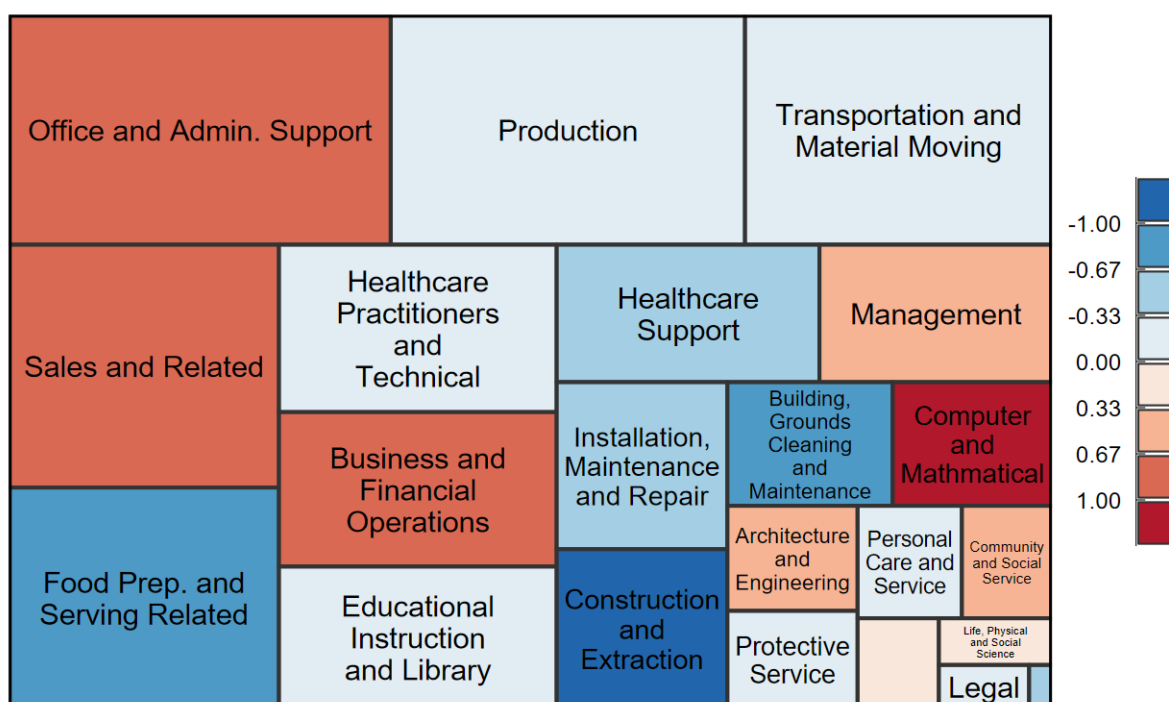


Figure 7: AI exposure per occupation group by number employed.

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

Population and Demographics

	2020 Census	2023 Final Estimate	Numeric Change	Percent Change
Oshkosh, City	66,816	66,986	170	0.2%
Neenah, City	27,319	27,560	241	0.9%
Fox Crossing, Village	18,974	19,113	139	0.7%
Menasha, City	15,261	15,168	-93	-0.6%
Algoma, Town	6,866	6,939	73	1.1%
Clayton, Town	4,329	4,394	65	1.5%
Neenah, Town	3,702	3,669	-33	-0.9%
Omro, City	3,652	3,629	-23	-0.6%
Winneconne, Town	2,590	2,637	47	1.8%
Winneconne, Village	2,544	2,519	-25	-1.0%
Winnebago, County	171,730	172,369	639	0.4%
Wisconsin, State	5,893,718	5,951,400	57,682	1.0%

With 172,369 residents, Winnebago County is the seventh most populous county in Wisconsin. It is also the 26th fastest-growing county in the state. The county's population has grown by 0.4% since the 2020 Census, compared to the statewide growth rate of 1.0%.

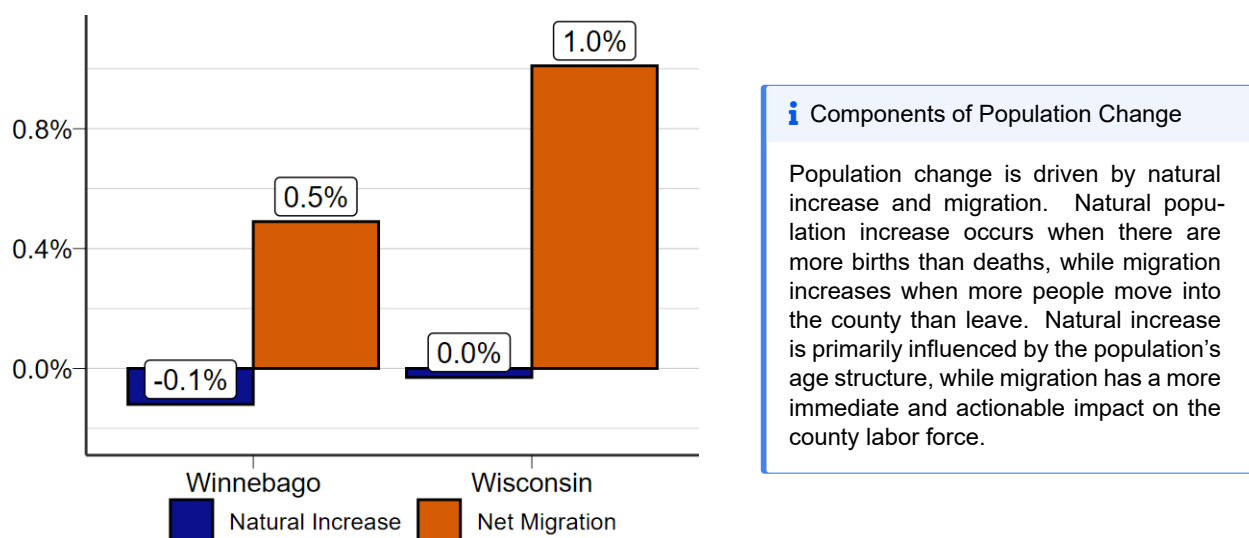


Figure 8: Source: WI Department of Administration.

More than 86% of the county's population growth occurred in its three largest municipalities: Oshkosh, Neenah, and Fox Crossing. Neenah, Fox Crossing, and Menasha are all located in the county's northeastern region and are closely connected to adjacent municipalities in Outagamie and Calumet counties along the Fox River. Interstate 41 links the Fox Cities region to Oshkosh, which sits on the western shore of Lake Winnebago, Wisconsin's largest inland lake.

Net migration has been the primary driver of population growth in both Winnebago County and the state in recent years. Statewide, domestic net migration (21,519) was positive from 2022-2024, reversing a previous trend, but international net migration (60,086) accounted for much larger share of recent growth. County-level data for 2024 are not yet available, but from 2020-2023, Winnebago

County had the second-highest level of international net migration in northeast Wisconsin (657). This reflects a wider pattern of metropolitan areas attracting migrants from abroad. In contrast, the county had the lowest level of domestic net migration in the region (-539). The county's net migration rate of 0.5% ranks 49th in the state. (Source: U.S. Census Bureau)

This marks a shift from the 2010s, when natural increase was the primary driver of the county's population growth. The declining contribution of natural increase is part of several long-term demographic trends, including an aging population and below-replacement fertility levels rates. Winnebago County's natural increase rate was -0.1%, ranking 25th in the state.

Population Projections

	2020	2030	2040	2050	2020-2050 Population Change
Winnebago	171,730	170,615	168,260	164,080	-4.5%
Wisconsin	5,893,718	5,890,915	5,841,620	5,710,120	-3.1%

Source: Demographic Services Center, Wisconsin Department of Administration.

From 1990 to 2020, Winnebago County's population grew by 31,410 residents. However, recently released population projections from the Wisconsin Department of Administration indicate a shift in future population trends. The county's anticipated population decline of 4.5% from 2020 to 2050 ranks 20th in the state.

Projected population changes in each decade following 2020 are as follows: -1,115, -2,355, and -4,180.

Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	92,767	-1,196	-1.3%	100.0%
Manufacturing	20,701	-2,376	-10.3%	22.3%
Education and Health Services	17,686	168	1.0%	19.1%
Trade, Transportation, and Utilities	14,941	-459	-3.0%	16.1%
Professional and Business Services	12,875	706	5.8%	13.9%
Leisure and Hospitality	7,414	-13	-0.2%	8.0%
Construction	5,956	603	11.3%	6.4%
Financial Activities	4,410	92	2.1%	4.8%
Public Administration	3,782	106	2.9%	4.1%
Natural Resources and Mining	336	12	3.7%	0.4%
Information	NA	NA	NA	NA
Other Services	NA	NA	NA	NA

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

Winnebago County employment declined by 1,196 jobs (-1.3%) from 2018 to 2023. Average employment levels were recorded at 92,767 jobs in 2023. The county's largest industry was manufacturing, which accounted for 22.3% of total employment. From 2018 to 2023, the fastest-growing industry was construction, adding 603 jobs for an 11.3% growth rate.

Employment declines in manufacturing more than offset gains in most other industries. Specifically within manufacturing, job losses since 2018 were largely concentrated in three sectors: transportation equipment manufacturing (-1,638), paper manufacturing (-533), and printing and related support activities (-340).

The location quotient (LQ) is a useful measure for comparing employment concentrations across different geographies. LQ is defined as the employment share in one area divided by the same share in another area. For example, 4.8% of Winnebago County's employment is in financial activities, compared to 5.3% statewide. Taking the ratio of the two yields an LQ of 0.9 ($4.8\% / 5.3\% = 0.9$).

Manufacturing and construction have the highest LQ in the county, at 1.4, followed by professional and business services at 1.2. At a more detailed level, the largest subsectors within these industries include management of companies and enterprises, which employs 4,848 workers, followed by paper manufacturing with 4,463 employees, administrative and support services with 4,090, and transportation equipment manufacturing with 3,972. Additionally, professional, scientific, and technical services accounts for 3,788 jobs, while specialty trade contractors employ 3,054.

In contrast, the industries with the three lowest LQs in the county are trade, transportation, and utilities (0.8), leisure and hospitality (0.8), and natural resources and mining (0.3).

Unemployment

Winnebago County's unemployment rate remains low. In 2023, the rate was 2.6%, 0.6 percentage points lower than in 2021. This trend continued through much of 2024; in October 2024, the county's unemployment rate was 2.3%, 0.1 percentage points higher than the rate three years prior.

Winnebago County's unemployment rate tends to be lower than the statewide rate, and both typically below the national rate. The county has the 15th lowest unemployment rate in the state.

Despite signs of a softening labor market in the state, such as declining hiring and quits rates, unemployment remains low primarily because layoffs have remained stable and are near pre-2020 levels. Except for the COVID-19 and post-pandemic periods, monthly layoffs in the state generally 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.

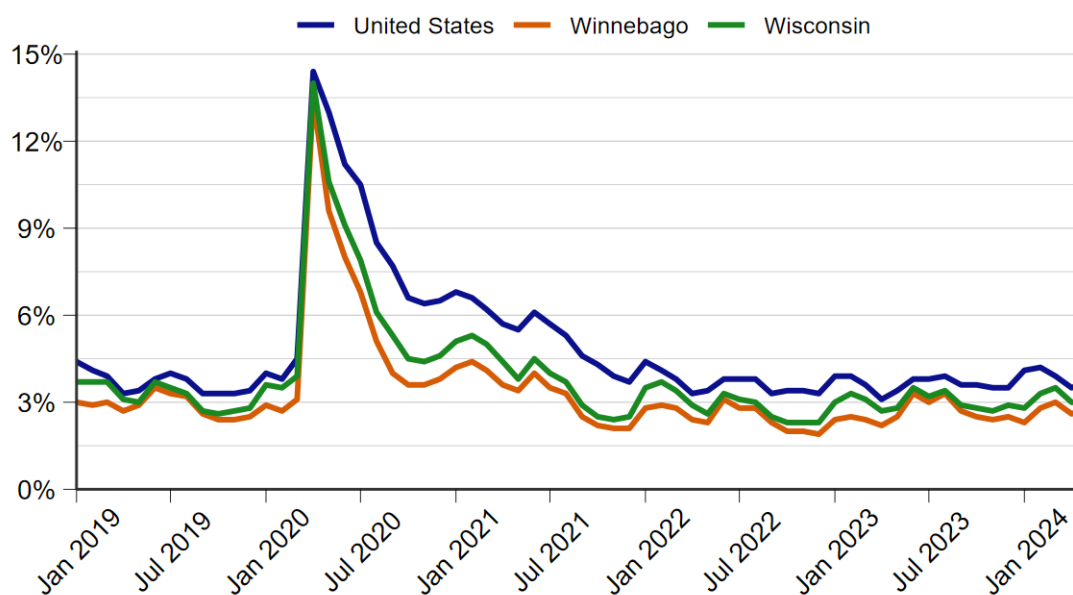


Figure 9: Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics.

Labor Force Participation

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

In 2023, Winnebago County's LFPR was 67.5%, down 7.4 percentage points from 2000. The county ranks 16th in the state for labor force participation. Among other factors, this measure illustrates the long-term workforce quantity challenges that lie ahead.

Labor Force Participation Rate

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

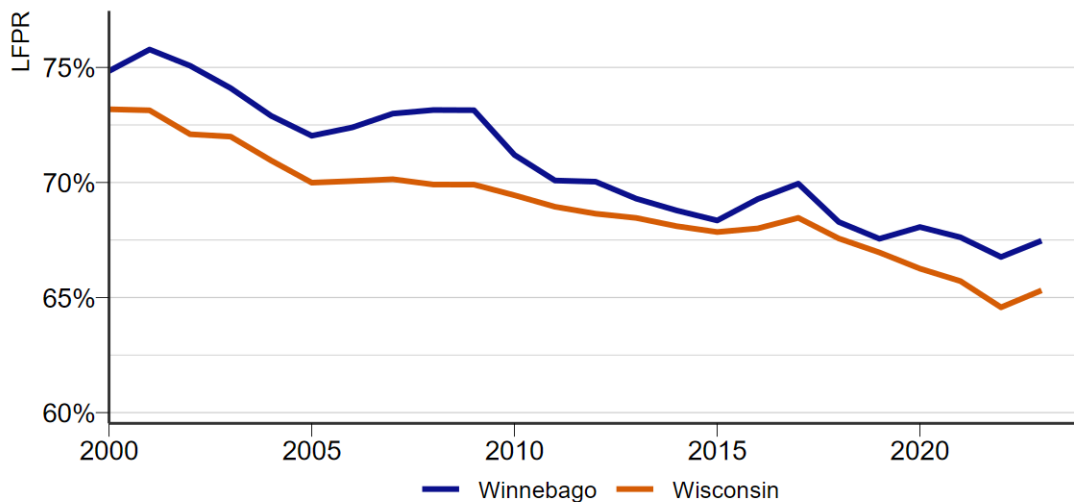


Figure 10: Source: WI Department of Workforce Development Office of Economic Advisors.

AI Impact

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

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

AI Exposure

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

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

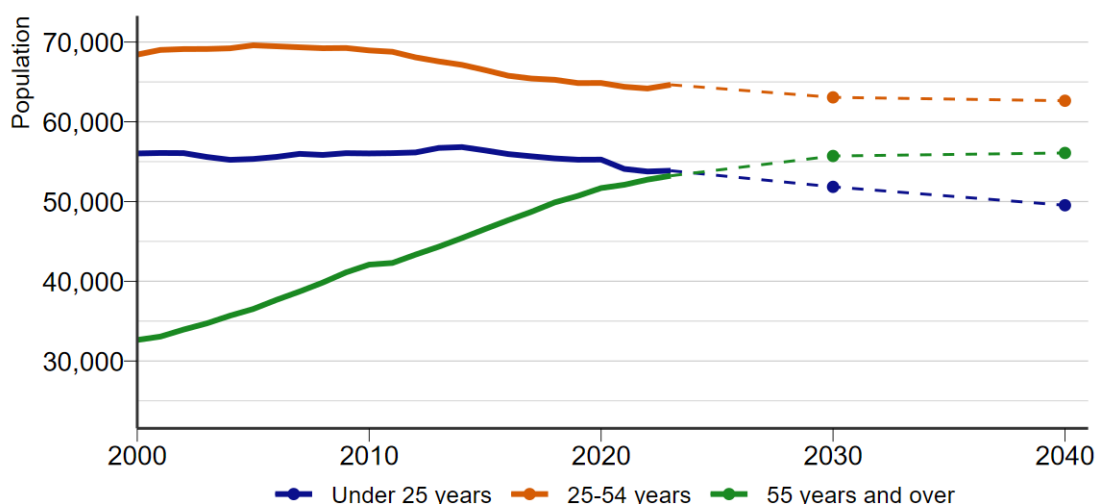


Figure 11: US Census Bureau, Population Estimates Program and WI Department of Administration, Demographic Services Center.

The changing age structure of the local population has several implications, including the declining contribution of natural increase to overall population growth and long-run workforce quantity challenges. These shifts are illustrated more explicitly here. The most visible manifestation of these changes is the growth in the number of Winnebago County residents aged 55 and older. The size of this age group increased from 32,639 in 2000 to 53,230 in 2023. In percentage terms, its share of the overall population rose from 20.8% in 2000 to 31.0% in 2023.

The number of residents in the 25-54 age range reached a peak of 69,591 in 2005 and fell to 64,642 in 2023. During this period, the group's share of the total population declined from 43.1% to 37.6%.

The downward trend in the under-25 population began more recently, with its total declining from 56,827 in 2014 to 53,863 in 2023. During the same period, its share of the total population fell from 33.5% to 31.4%. The chart above illustrates that the gap between the under-25 group and the 55-and-over group has consistently narrowed over the past two decades. By 2023, the difference was only 633 residents. Several counties in northeastern Wisconsin have already seen this intersection, and Winnebago County is poised to join them in the near future.

Winnebago County's population is expected to continue aging in the coming decades. The 55-and-over age group is projected to grow by 2,860 residents from 2023 to 2040. In contrast, the under-25 and 25-54 age groups are projected to decline by 4,333 and 2,002 residents, respectively.

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 ages 16 to 24 years old, though individuals in this group are less likely to work full-time due to secondary or post-secondary school enrollment. The 25-54 age range represents prime working years. Participation

begins to decline sharply after age 55, as many individuals in this group approach retirement or have already exited the workforce.

Personal Income

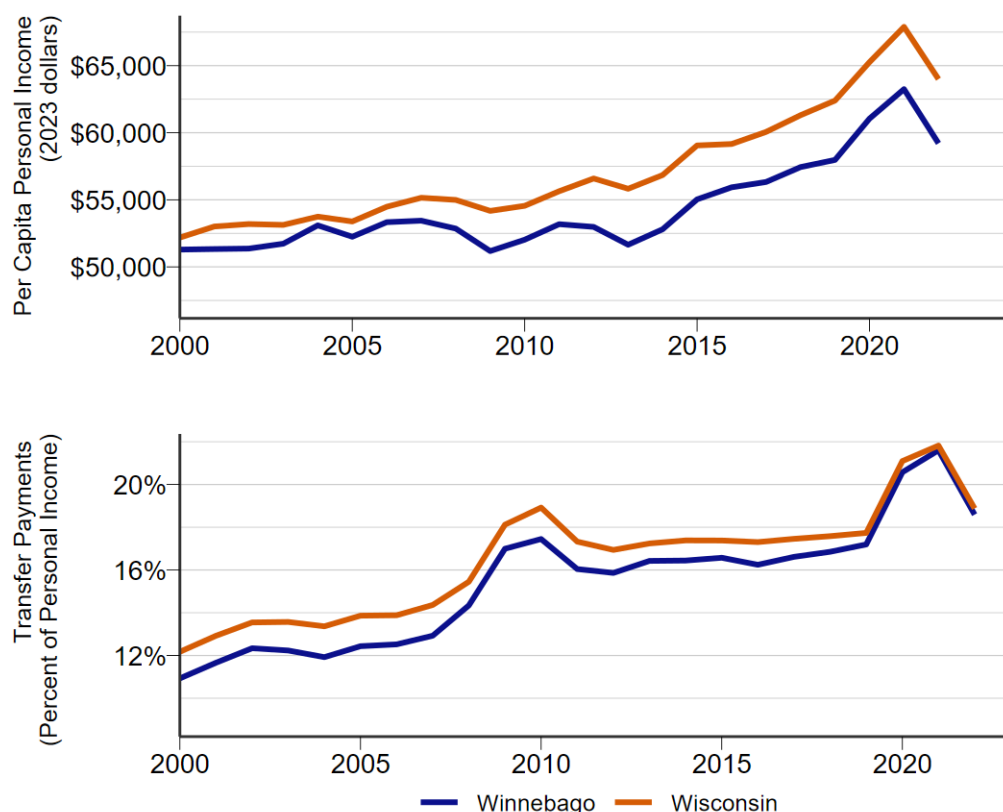


Figure 12: Source: United States Bureau of Economic Analysis.

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 Winnebago County was \$59,210 in 2022, compared to the statewide average of \$63,996. Given the presence of a significant college-aged population, it is not uncommon for counties with a University of Wisconsin campus to have a relatively low PCPI. Other examples of this phenomenon include Eau Claire, Portage, and La Crosse Counties.

As shown in the first chart above, the county's PCPI has generally increased over time. In 2022, the local PCPI was \$8,031 higher than in 2009. However, from 2021 to 2022, it declined by \$4,038, 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 Winnebago

County, this share increased from 10.9% in 2000 to 18.6% in 2022, aligning with the county's aging population as a growing percentage of residents become eligible for government programs such as Social Security.

Also notable are the temporary spikes in transfer payments during recessions. During the most two recent business cycles, the county's transfer payment share peaked at 17.4% in 2010 and 21.6% in 2021. Economic downturns usually put downward pressure on earned income sources such as wages and business income, while simultaneously triggering automatic stabilizers such as Unemployment Insurance.

Workforce Pipeline

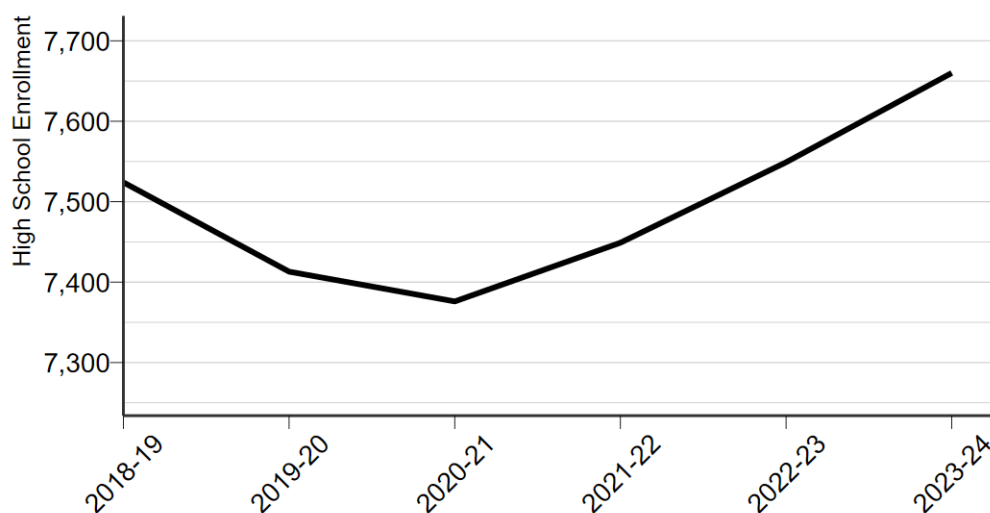


Figure 13: Source: Wisconsin Department of Public Instruction.

One way to assess the county's preparedness for future workforce quantity challenges is by examining the educational system that prepares the next generation of workers. As of the 2023-24 school year, 7,660 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 that county-level enrollment figures may not precisely reflect the number of students residing within the county. Enrollment counts are based on the location of the school district's main office.

Another way to contextualize high school enrollment is by examining the total population of Winnebago County residents ages 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 overall size of this age group was 8,332 in 2010, 8,062 in 2015, and 8,371 in 2023.

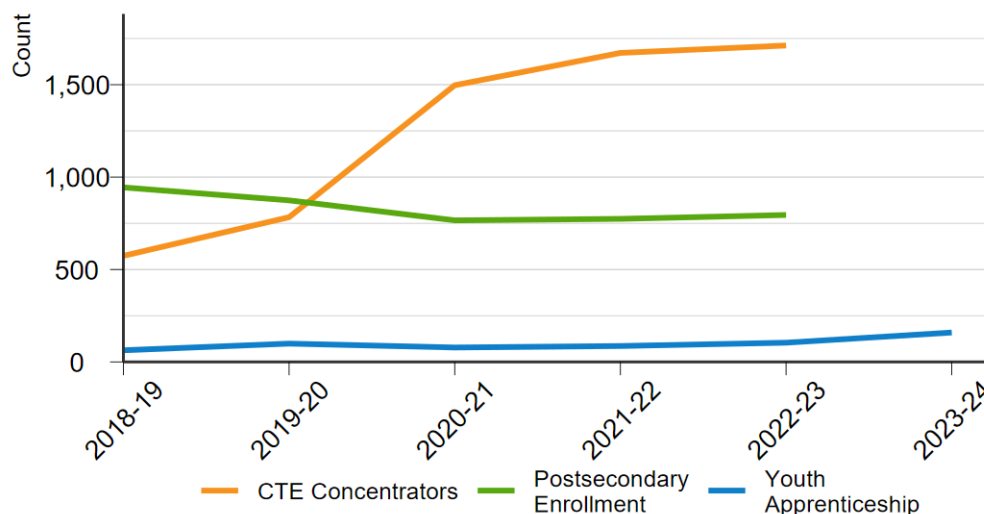


Figure 14: Source: Wisconsin Department of Public Instruction and Department of Workforce Development.

Career and Technical Education

Of those in grades 11 and 12, 46.3% were concentrators in career and technical education (CTE) during the 2022-23 school year, compared to 44.3% statewide. CTE participation reflects efforts to improve career readiness among students.

There are some notable differences in the distribution of career clusters at the local and state levels. For example, the hospitality and tourism cluster accounted for 23.1% of concentrators in the county, 9.7 percentage points greater than the statewide rate. The finance cluster accounted for 7.7% of concentrators, 4.0 percentage points above the state average.

In contrast, only 1.0% of concentrators in the county were in information technology, 5.8 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
Winnebago	1,712	46.3%
Wisconsin	64,124	44.3%

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

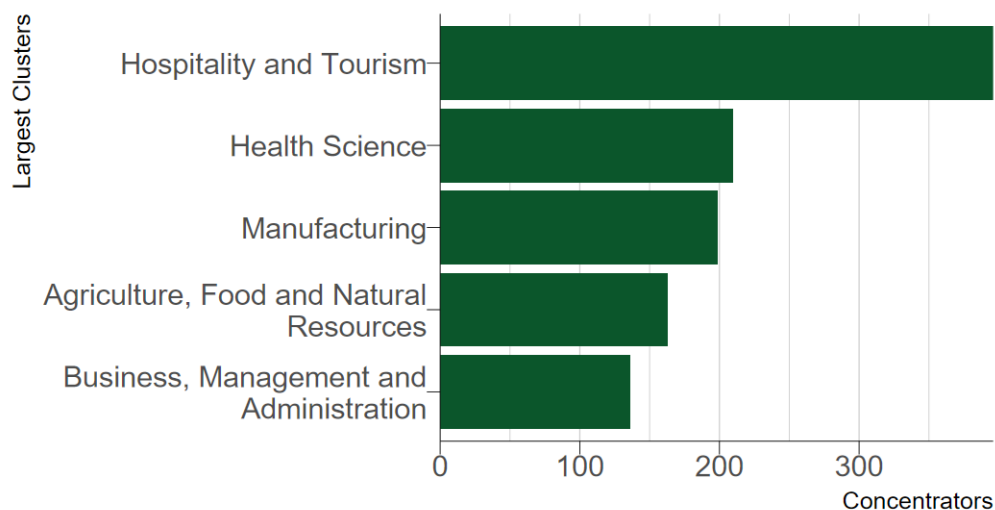


Figure 15: School year 2022-23. Source: Wisconsin Department of Public Instruction.

Postsecondary Enrollment

In the 2022-23 school year, 43.6% of high school completers in Winnebago County enrolled in a postsecondary institution. This matched the statewide rate of 43.6%.

i Postsecondary Enrollment

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

	Postsecondary Enrollment	Percent of Grade 12
Winnebago	795	43.6%
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 104 youth apprentices in Winnebago 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
Winnebago	104	2.8%
Wisconsin	8,222	5.7%

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