Manitowoc County

2025 WORKFORCE PROFILE

STATE OF WISCONSIN
DWD
Department of Workforce Development

WisConomy

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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.

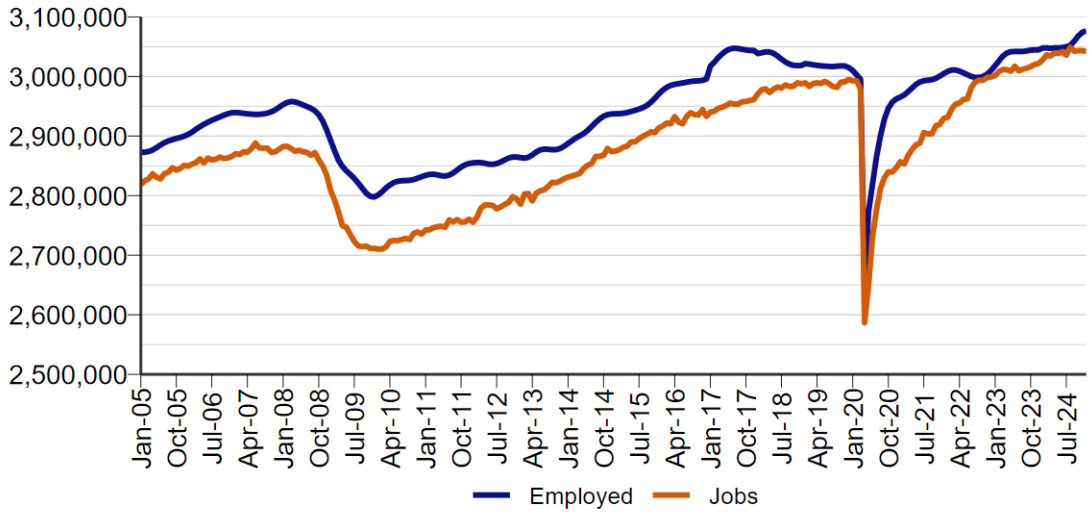


Figure 1: Wisconsin employment and jobs.

Economy

Wisconsin Gross Domestic Product (WGDP) reached new highs in nominal and real dollar terms in 2024[1], 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.

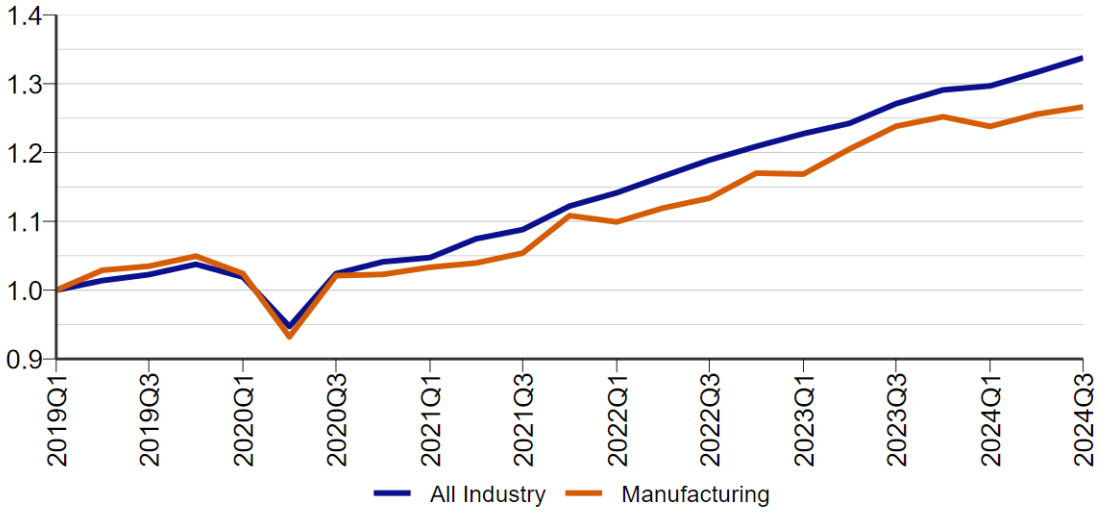


Figure 2: GDP growth index (2019Q1 = 100).

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.

[1]Third quarter 2024 is latest data available.

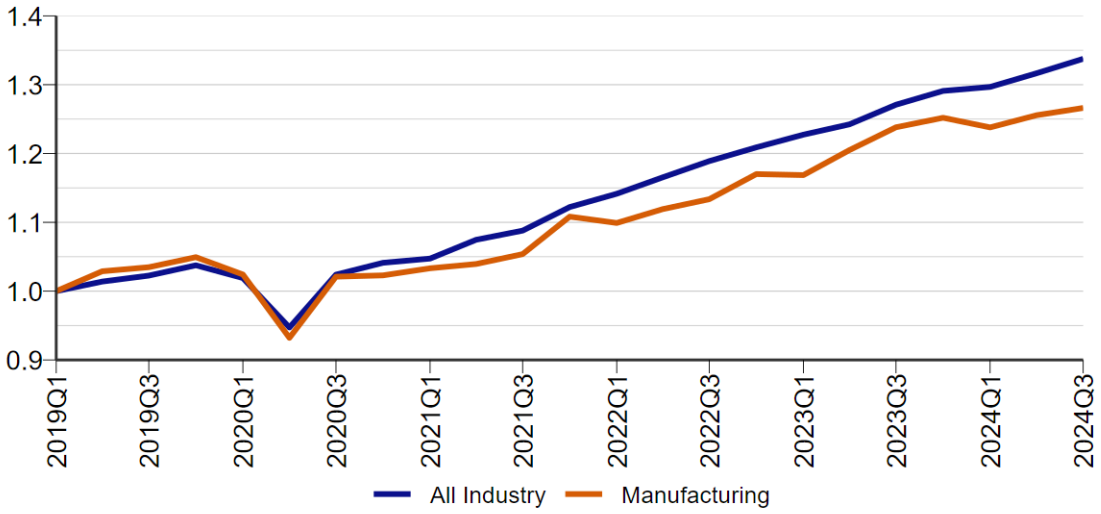


Figure 3: Wisconsin all industry v manufacturing growth (2019Q1 = 100).

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

Labor Quantity Challenges

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

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

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

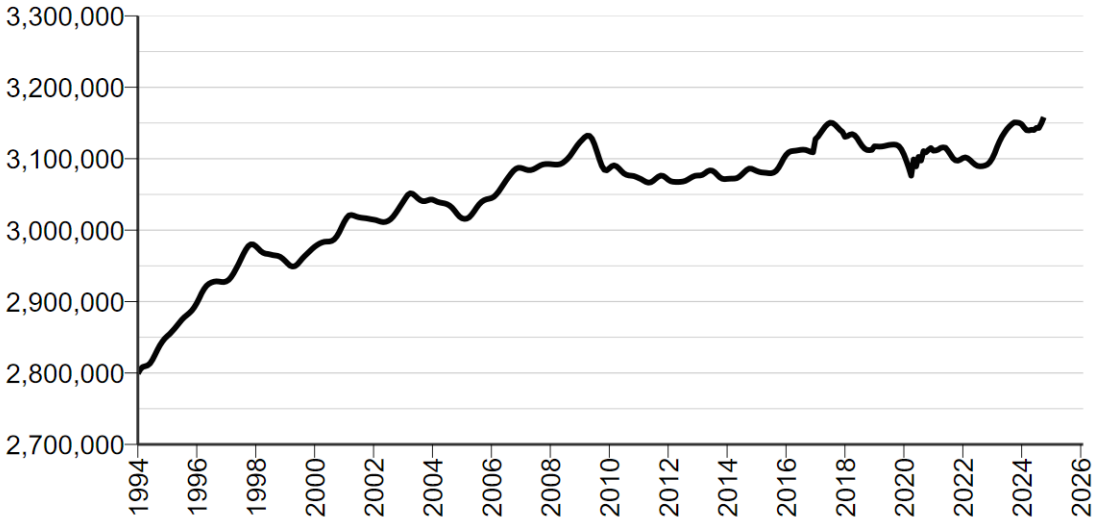


Figure 4: Wisconsin labor force.

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

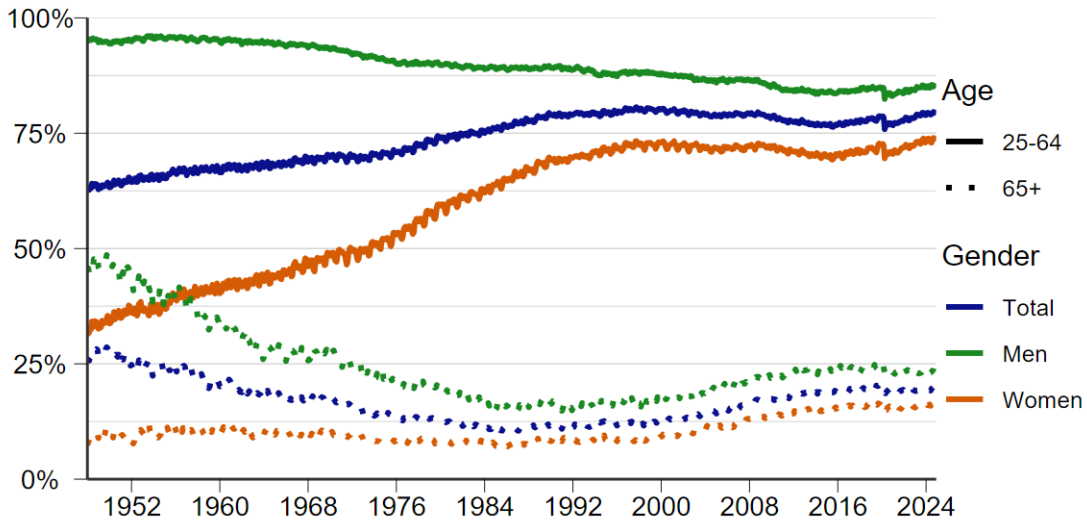


Figure 5: US labor force participation rate.

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

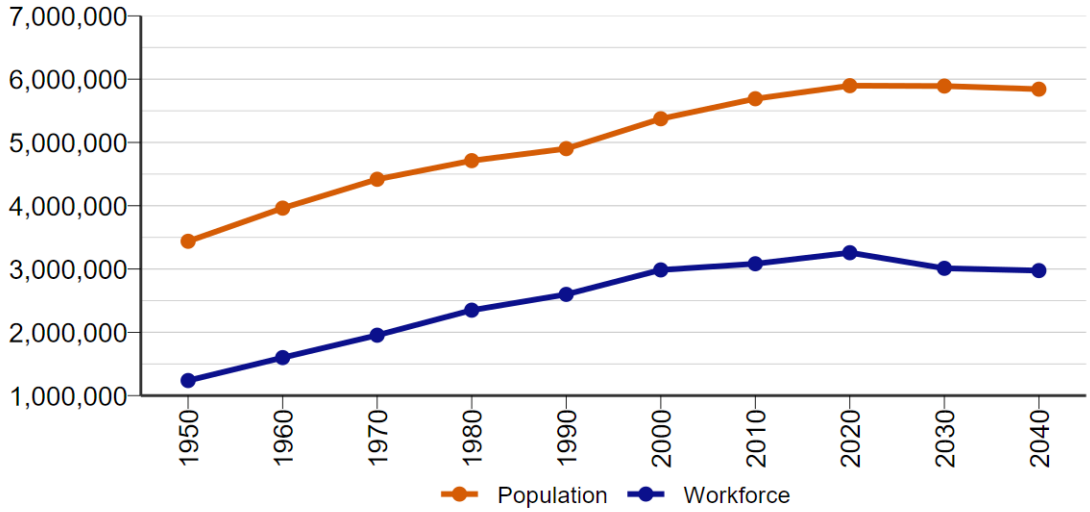


Figure 6: Wisconsin population and workforce projections.

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

New Construct

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

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

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

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

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

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

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

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

One major unknown on the horizon are the effects that Artificial Intelligence (AI) will have on the future of economic and workforce development. The Governor's Task Force on Workforce and Artificial Intelligence Advisory Action Plan (dwd.wisconsin.gov/ai-taskforce/pdf/ai-advisory-action-plan.pdf) 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.

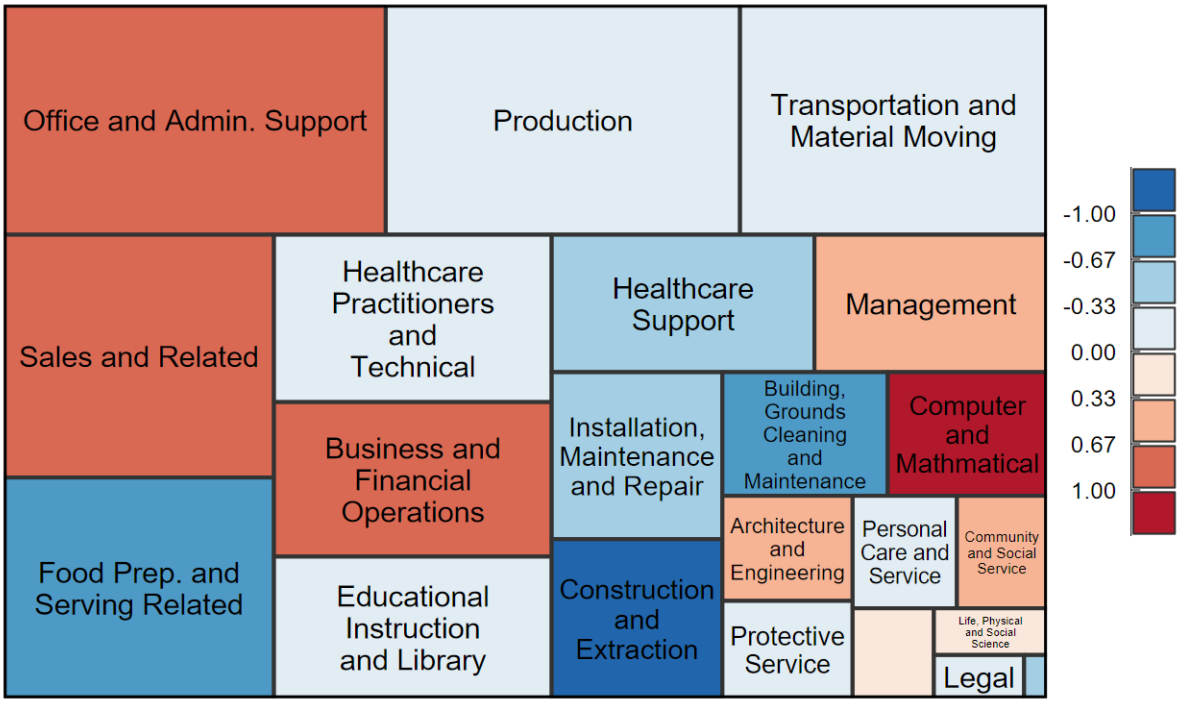


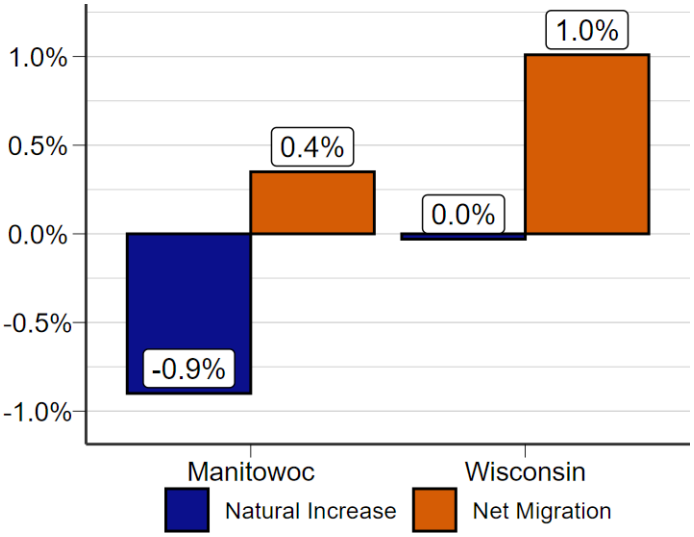
Figure 7: AI exposure per occupation group by number employed.

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
Manitowoc, City	34,626	34,475	-151	-0.4%
Two Rivers, City	11,271	11,150	-121	-1.1%
Kiel, City	3,585	3,607	22	0.6%
Newton, Town	2,122	2,104	-18	-0.8%
Manitowoc Rapids, Town	2,114	2,088	-26	-1.2%
Kossuth, Town	1,969	1,955	-14	-0.7%
Schleswig, Town	1,912	1,922	10	0.5%
Two Rivers, Town	1,672	1,656	-16	-1.0%
Cato, Town	1,621	1,633	12	0.7%
Cleveland, Village	1,579	1,561	-18	-1.1%
Manitowoc, County	81,359	80,912	-447	-0.6%
Wisconsin, State	5,893,718	5,951,400	57,682	1.0%

With 80,912 residents, Manitowoc County is the 21st most populous county in Wisconsin. It is also among the 30 counties in the state that experienced a population decline. Since the 2020 Census, the county's population has decreased by 447 residents, while the state's population increased by 1.0% between 2020 and 2023.



Components of Population Change

Population change is driven by natural increase and migration. Natural population increase occurs when there are more births than deaths, while migration increases when more people move into the county than leave. Natural increase is primarily influenced by the population's age structure, while migration has a more immediate and actionable impact on the county labor force.

Figure 8: Source: WI Department of Administration.

The largest population shifts occurred in the county's two largest cities – Manitowoc and Two Rivers, both located along the western shore of Lake Michigan – which collectively lost 272 residents over that period.

In recent years, net migration has been the primary driver of Wisconsin's overall population growth. From 2022 to 2024, the state recorded positive domestic net migration (+21,519), reversing a previous trend. However, international net migration (+60,086) accounted for the majority of the state's growth. While 2024 data are not yet available at the county level, Manitowoc County saw a

net gain of 435 domestic migrants and 257 international migrants from 2020 to 2023, according to the U.S. Census Bureau. The county's overall net migration rate of 0.4% ranks 51st in the state.

With a median age of 45.0 years, Manitowoc County also experienced negative natural increase (more deaths than births), with a -0.9% rate – below the statewide average. When combining natural increase with net migration, the county's overall population change rate from 2020 to 2023 was -0.6%.

Population Projections

	2020	2030	2040	2050	2020-2050 Population Change
Manitowoc	81,359	77,765	72,905	66,730	-18.0%
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, future population trends in Manitowoc County are expected to differ significantly from past patterns. Manitowoc is one of 59 counties projected to experience a population decline between 2020 and 2050.

The county's anticipated overall population decrease of 18.0% ranks 51st in the state. Projections show a steady decline across each decade, with the population expected to decrease by 3,594 residents from 2020 to 2030, followed by a loss of 4,860 from 2030 to 2040, and a further decline of 6,175 from 2040 to 2050.

Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	33,166	-296	-0.9%	100.0%
Manufacturing	9,562	149	1.6%	28.8%
Trade, Transportation, and Utilities	6,399	-56	-0.9%	19.3%
Education and Health Services	6,146	-236	-3.7%	18.5%
Leisure and Hospitality	2,669	-37	-1.4%	8.0%
Professional and Business Services	2,622	24	0.9%	7.9%
Public Administration	1,481	60	4.2%	4.5%
Construction	1,339	-75	-5.3%	4.0%
Natural Resources and Mining	1,154	-31	-2.6%	3.5%
Financial Activities	933	25	2.8%	2.8%
Other Services	704	-68	-8.8%	2.1%
Information	157	-51	-24.5%	0.5%

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

From 2018 to 2023, Manitowoc County employment declined by 296 jobs, or 0.9%, bringing average employment to 33,166 jobs in 2023. The manufacturing industry remained the county's largest, accounting for 28.8% of total employment.

The education and health services industry, composed of educational services and health care and social assistance, saw uneven changes over the five-year period. Employment in health care and social assistance declined by 243 jobs (5.6%), while educational services saw a modest increase of 7 jobs (0.3%).

The location quotient (LQ) is a useful tool for comparing industry concentrations between regions. It is calculated by dividing the local employment share of an industry by the statewide share. For example, leisure and hospitality accounts for 8.0% of Manitowoc County's employment compared to 10.0% statewide, resulting in an LQ of 0.8.

The natural resources and mining industry has the highest LQ in the county at 3.2, with 928 jobs in cattle ranching and farming. Manufacturing also has a high LQ of 1.8, reflecting its strong local presence. Key subsectors within manufacturing include fabricated metal product manufacturing (2,464 jobs), food manufacturing (1,496), machinery manufacturing (1,161), transportation equipment manufacturing (873), and primary metal manufacturing (846).

By contrast, the industries with the lowest LQs in Manitowoc County are professional and business services (0.7), financial activities (0.5), and information (0.3), indicating a lower concentration of employment in these sectors compared to the state as a whole.

Unemployment

Manitowoc County's average monthly unemployment rate remained low in 2023, coming in at 3.0%. This trend continued through much of 2024 – in October 2024, the county's unemployment rate was 2.4%, just 0.1 percentage points higher than the rate three years earlier.

Manitowoc County's unemployment rate generally mirrors the statewide average and tends to remain below the national rate. As of the most recent data, the county holds the 29th lowest unemployment rate in Wisconsin.

Despite broader signs of a softening labor market statewide – such as downward trends in hiring and quits – low layoff levels have helped keep unemployment rates stable. Apart from the COVID and post-COVID periods, monthly layoffs in Wisconsin typically hover around 30,000, which is consistent with pre-2020 levels.

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.

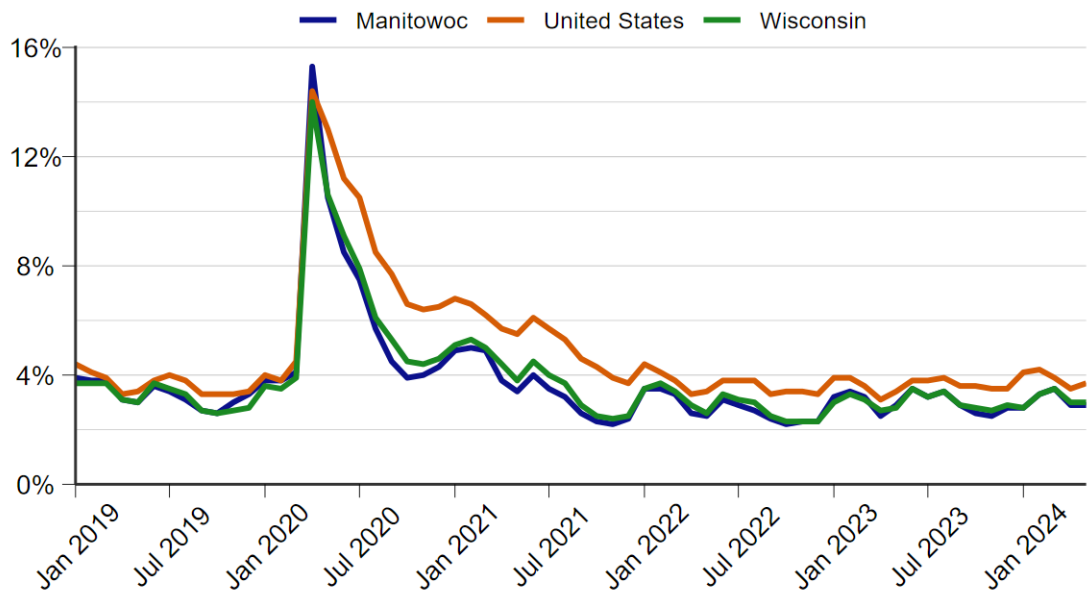


Figure 9: Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics.

Labor Force Participation

Like most counties in Wisconsin, Manitowoc 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 older, the declining LFPR primarily reflects the county's aging population and the retirement of the baby boomer generation.

In 2023, Manitowoc County's LFPR was 61.3%, a drop of 13.3 percentage points from its 2000 level. This ranks the county 47th in the state for labor force participation.

This trend highlights the long-term workforce quantity challenges facing the county, especially as the population continues to age and fewer residents remain in or enter the workforce.

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

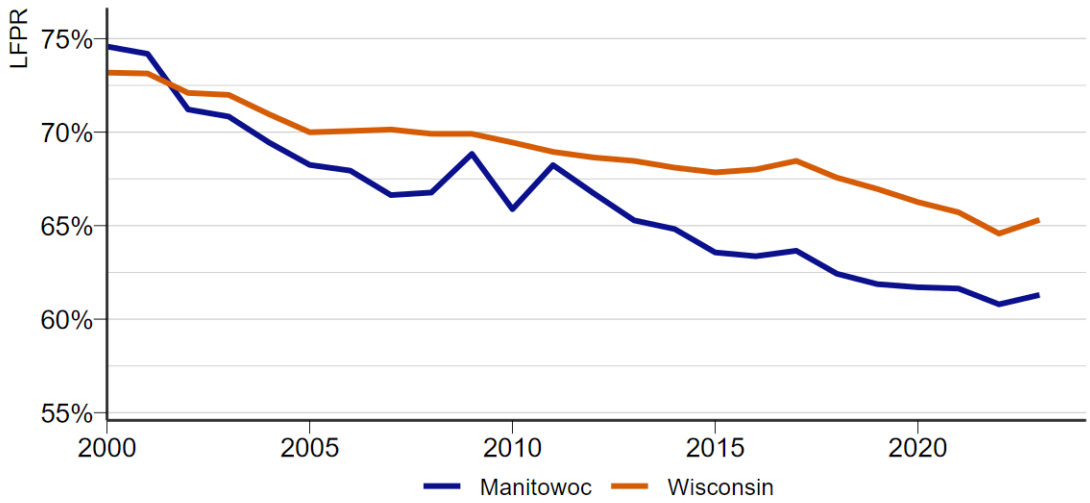


Figure 10: Source: WI Department of Workforce Development Office of Economic Advisors.

AI Impact

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

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

AI Exposure

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

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

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

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

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

Industry Employment Projections

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

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

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

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

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

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

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

Occupation Employment Projections

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

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

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

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

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

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

Aging Population

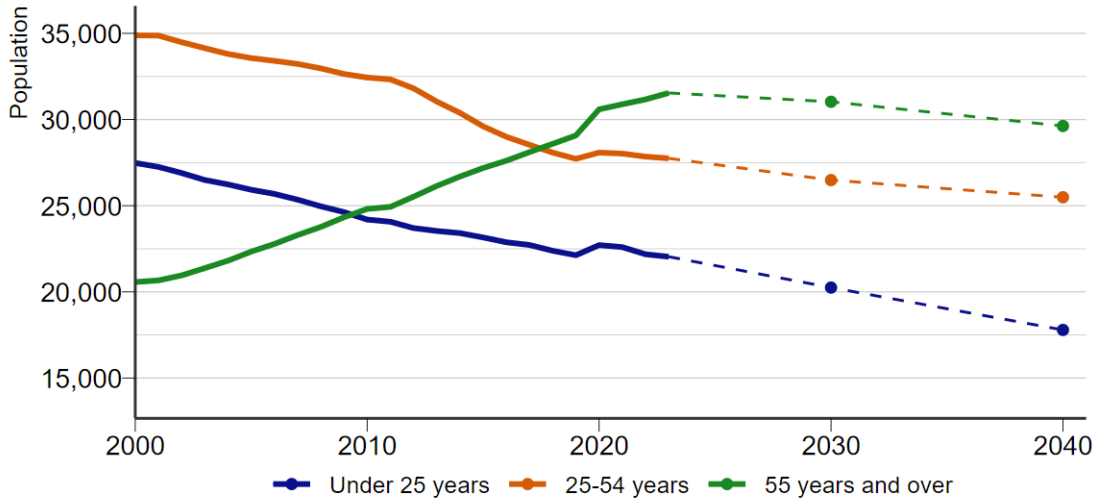


Figure 11: US Census Bureau, Population Estimates Program and WI Department of Administration, Demographic Services Center.

The changing age structure of Manitowoc County's population has several important implications, including a declining contribution of natural increase (births minus deaths) to overall population growth and a long-term workforce quantity challenge. These demographic shifts are most visible in the growing number of residents aged 55 and older.

The size of this age group rose from 20,571 in 2000 to 31,543 in 2023. As a share of the county's total population, this group increased from 24.8% to 38.8% over that period.

Meanwhile, the number of residents aged 25 to 54 – typically considered the prime working-age population – declined from 34,887 in 2000 to 27,749 in 2023. Their share of the total population fell from 42.1% to 34.1%. A similar trend occurred among those under age 25, whose numbers declined from 27,478 to 22,039, and whose population share fell from 33.1% to 27.1%.

While projected population changes through 2040 continue the downward trend for the two younger age groups, the 55 and older population is also now expected to decline slightly. From 2023 to 2040, the under 25 population is projected to decrease by 4,249, the 25–54 group by 2,259, and the 55+ group by 1,918 – a more moderate decline in comparison.

The selected age groups reflect different stages of typical labor force participation. Participation increases rapidly starting at age 16 to 24, though residents in this range are less likely to be employed full-time due to ongoing education. Those aged 25 to 54 represent the core workforce, while participation begins to drop significantly after age 55. This older group marks the tail end of workforce engagement, as many are either approaching or have already entered retirement.

Personal Income

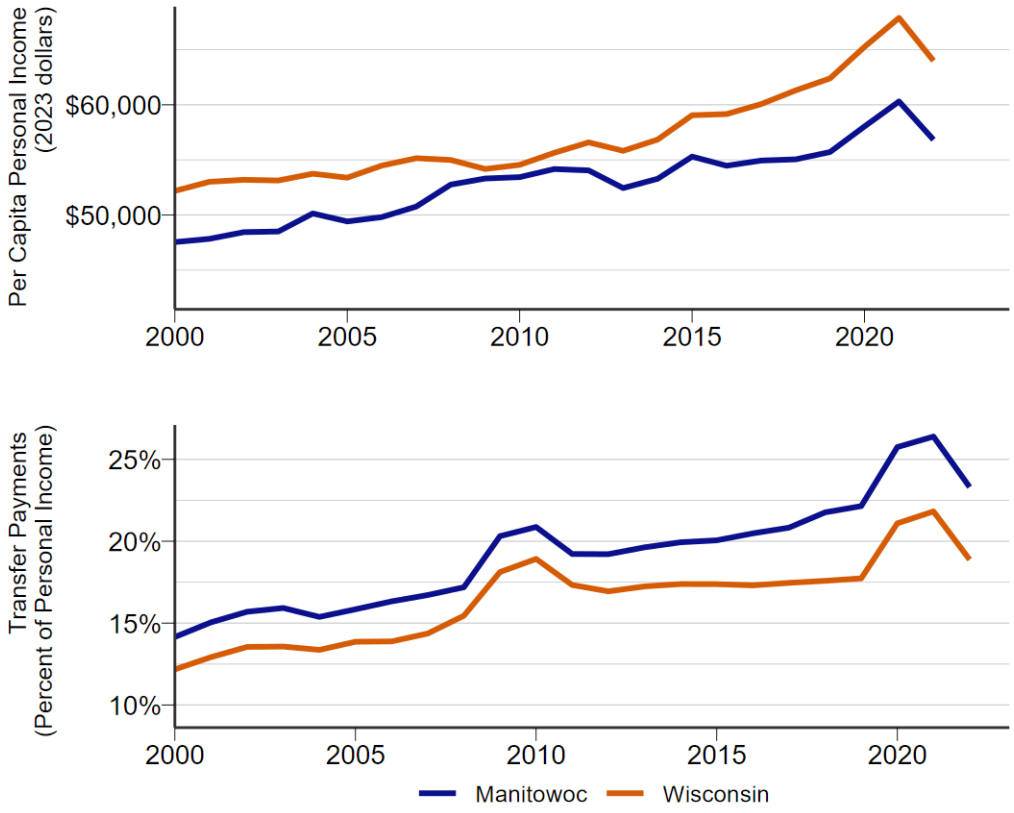


Figure 12: Source: United States Bureau of Economic Analysis.

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 Manitowoc County was $56,830 in 2022, compared to the statewide average of $63,996. As shown in the chart above, the county's PCPI has followed a mostly consistent upward trend over time. In fact, the 2022 PCPI was $9,289 higher than it was in 2000. However, it declined by $3,472 from 2021 to 2022, reflecting the impact of post-COVID inflationary pressures on purchasing power.

The second chart illustrates the share of total personal income derived from transfer payments. The most notable trend is a long-term rise at both the state and county levels. In Manitowoc County, this share increased from 14.2% in 2000 to 23.3% in 2022, consistent with an aging population, as more residents become eligible for programs like Social Security.

Temporary spikes in transfer payments are also evident during recessionary periods. In Manitowoc County, this share peaked at 20.9% in 2010 following the Great Recession and at 26.4% in 2021 during the COVID-19 recession. Economic downturns tend to depress earned income sources – such as wages and business income – while simultaneously activating automatic stabilizers like Unemployment Insurance, which contribute to the increase in transfer payments during those periods.

Workforce Pipeline

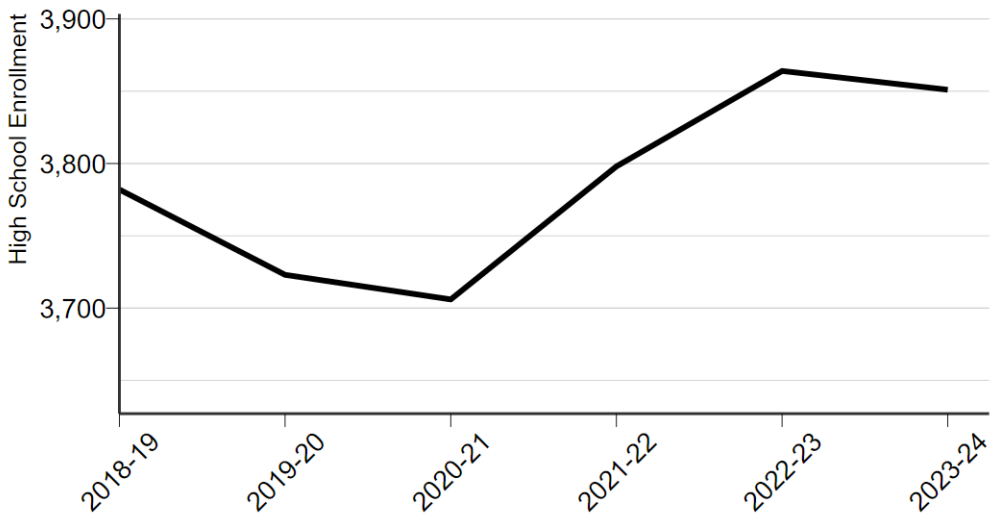


Figure 13: Source: Wisconsin Department of Public Instruction.

One way to assess the county's preparedness to address workforce quantity challenges is by examining the educational system responsible for preparing the next generation of workers. As of the 2023–24 school year, 3,851 students were enrolled in grades 9–12 across public, private, and home-based schools.

It's important to note that school district boundaries often cross county lines, so these enrollment counts may not precisely reflect the number of students who live within Manitowoc County. Enrollment is based on the location of the school district's main office.

Another way to contextualize these figures is by looking at the county's total population of 14- to 17-year-olds, which can serve as a proxy for the high school-aged population and is not affected by school district boundaries. According to U.S. Census Bureau data (County Population by Characteristics), this group numbered 4,527 in 2010, declined to 4,119 in 2015, and then rose slightly to 4,328 in 2023.

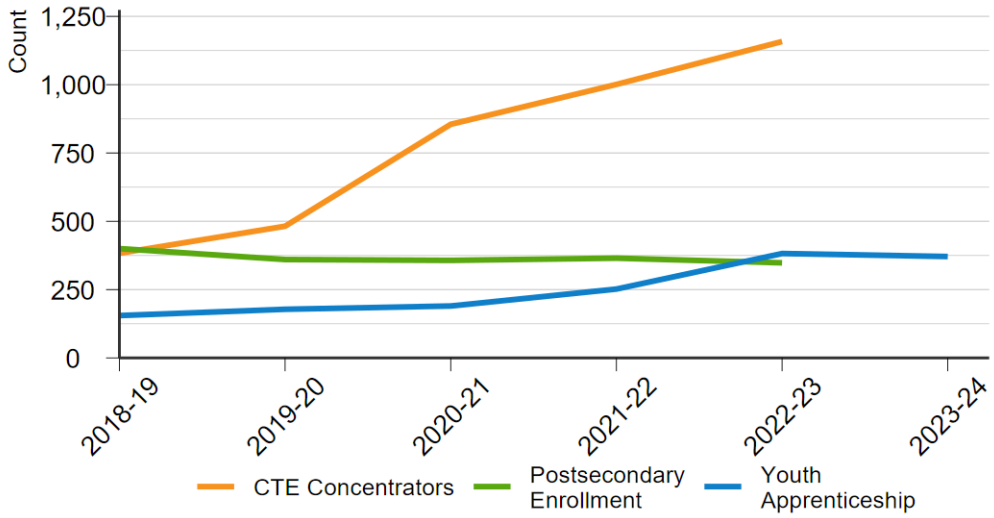


Figure 14: Source: Wisconsin Department of Public Instruction and Department of Workforce Development.

Career and Technical Education

During the 2022–23 school year, 61.7% of 11th and 12th grade students in Manitowoc County were concentrators in career and technical education (CTE), compared to 44.3% statewide. This high level of CTE participation reflects ongoing efforts to improve career readiness among high school students.

There are notable differences between the distribution of career clusters in Manitowoc County and those observed statewide. For example, the human services cluster accounted for 10.0% of concentrators in the county – 7.2 percentage points higher than the statewide average. Similarly, transportation, distribution, and logistics made up 9.4% of local concentrators, 5.4 percentage points higher than the state share.

In contrast, only 8.5% of local concentrators pursued the business, management, and administration cluster, which is 3.6 percentage points lower than 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
Manitowoc	1,158	61.7%
Wisconsin	64,124	44.3%

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

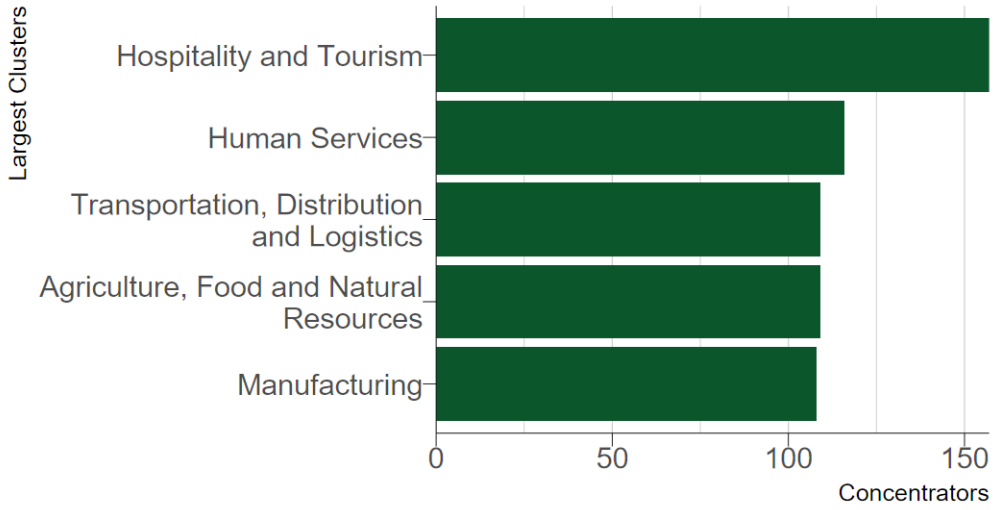


Figure 15: School year 2022-23. Source: Wisconsin Department of Public Instruction.

Postsecondary Enrollment

In the 2022–23 school year, 36.0% of high school completers in Manitowoc 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.

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
Manitowoc	348	36.0%
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 382 youth apprentices in Manitowoc County.

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
Manitowoc	382	20.4%
Wisconsin	8,222	5.7%

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