

Education for Employment Plan



What is Education for Employment (E4E)?

Education for Employment was established in 1985 in response to the growing concern over the number of youth who failed to make a successful transition from school to post-secondary endeavors.

Chapter PI 26, the administrative rule for this program, was revised and became effective on July 1, 2004.

On June 30, 2013, Wisconsin Statute 115.28(59) was signed to require implementation of academic and career planning (ACP) statewide and beginning in the 2017-18 school year that all pupils are enrolled in grades 6 to 12 in a school district.

Education for Employment shall incorporate applied curricula; guidance and counseling services under par. (e); technical preparation under s.118.34; college preparation; youth apprenticeship under s.106.13 or other job training and work experience; and instruction in skills relating to employment.

What is PI26?

PI 26 is a state law that asserts that school boards of school districts in Wisconsin “Shall provide access to an education for employment program approved by the state superintendent. The purpose of education for employment programs is to prepare elementary and secondary pupils for employment, to promote cooperation between business and industry and public schools, and to establish a role for public schools in the economic development of Wisconsin. This chapter defines education for employment programs, describes the process for approval of education for employment plans, and establishes approval criteria for education for employment programs.”

STATE WORKFORCE INNOVATIONS



WORKFORCE SOLUTIONS INITIATIVE

Wisconsin Governor Tony Evers has invested over \$158 million in American Rescue Plan Act funds into solutions to address the state's workforce needs and support innovative pandemic recovery efforts. The Workforce Solutions Initiative includes the Workforce Innovation Grant, Worker Advancement Initiative and Worker Connection programs.



REGISTERED AND YOUTH APPRENTICESHIP

Wisconsin launched the nation's first registered apprenticeship system in 1911 and youth apprenticeship in 1991. Registered Apprenticeship is an earn-while-you-learn model connecting apprentices with high-skill/high-wage employment with sponsors. Wisconsin had a record 15,937 registered apprentices in 2022 and a record 8,356 youth apprentices in 2022-23.



IT TRANSFORMATION TO IMPROVE SERVICE DELIVERY

The Wisconsin Department of Workforce Development initiated an unprecedented and comprehensive IT strategy to leverage Artificial Intelligence (AI) cloud-based solutions, document upload technology, and other modern solutions to address decades of underinvestment and an antiquated Unemployment Insurance mainframe whose issues were exposed during the pandemic.

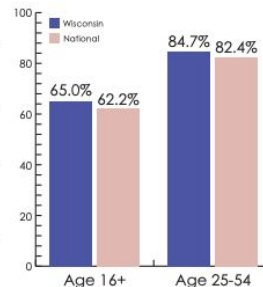
LABOR MARKET INFORMATION

LABOR FORCE DATA (Age 16 & older)

Year-over-Year Change in Job Growth (APR 2022-2023)	1.6% Wisconsin	2.1% National
Annual Average Unemployment Rate	2.9% Wisconsin	3.6% National
Annual Average Labor Force	3,082,000	
Percent Change of Jobs in the State Relative to a Pre-COVID Baseline (FEB 2020 vs APR 2023)	1.5% Wisconsin	2.4% National
Year-over-Year Change in Total Wages (QCEW Q4 2021 - Q4 2022)	1.3% Wisconsin	0.6% National

Source: USDOL - BLS

ANNUAL LABOR FORCE PARTICIPATION RATE



WORKFORCE INFORMATION

WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT

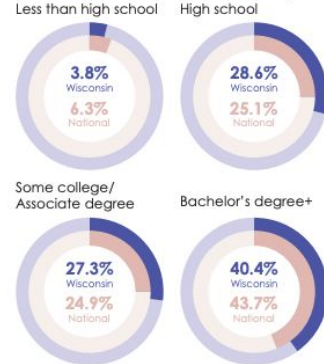
Programs within Agency

- Apprenticeship
- Equal Rights
- JVSJ
- Labor Market Information
- MSFW
- RESEA
- Trade Adjustment Assistance
- UI
- VR
- Wage and Hour
- WP
- Work Opportunity Tax Credit
- Worker's Compensation
- WIOA – A, DW, & Y
- Wisconsin Fast Forward
- Workforce Solutions Initiative
 - Workforce Innovation Grants
 - Worker Advancement Initiative
 - Worker Connection Program

WIOA Core Programs: Administering Agencies

- Wisconsin Department of Workforce Development and 11 Local Workforce Boards – WIOA (A, DW, Y) programs
- Wisconsin Technical College System – AE and Family Literacy programs
- Wisconsin Department of Workforce Development, Bureau of Job Service – WP programs
- Wisconsin Department of Workforce Development, Division of Vocational Rehabilitation – Administers VR programs

EDUCATION LEVELS (Age 25 & older)



NUMBER OF WORKFORCE DEVELOPMENT REGIONS

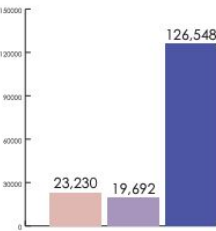
11

AMERICAN JOB CENTERS

18 Comprehensive Centers
22 Affiliate Centers

PARTICIPANTS SERVED BY WISCONSIN'S WORKFORCE SERVICES

- WIOA (A, DW, Y, VR, AE)
- WP
- WP Self-Served (using online services)



KEY INDUSTRIES

(Top 3 industries for average annual job growth at the super sector level)



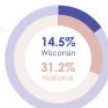
UNEMPLOYMENT DATA

Duration Rate (Q4 CY22)
The average number of weeks people receive unemployment insurance.

11.7 weeks Wisconsin
14.2 weeks National

Exhaustion Rate

The percentage of individuals receiving unemployment benefits who use all the eligible weeks without finding new employment.



Labor Market Information

The most recent data from the Wisconsin State Labor and Workforce Report lists both the industry employment and wage information for Dunn County. The average annual employment was highest in the areas of Trades, Transportation, Utilities (28.9%); Education and Health Services (25.5%); Manufacturing (19.3%); Leisure and Hospitality (8%); and Construction (4.7%).

Dunn County Employment by Industry

	2021 Average Monthly Employment	1-year Numeric Change	1-year Percent Change	2-year Numeric Change	2-year Percent Change	Percent of Total Employment
Construction	804	-3	-0.4%	30	3.9%	4.7%
Education & Health Services	4,413	34	0.8%	-113	-2.5%	25.5%
Financial Activities	529	15	2.9%	22	4.3%	3.1%
Information	65	3	4.8%	-12	-15.6%	0.4%
Leisure & Hospitality	1,381	93	7.2%	-205	-12.9%	8.0%
Manufacturing	3,328	-30	-0.9%	-222	-6.3%	19.3%
Natural Resources & Mining	435	13	3.1%	13	3.1%	2.5%
Other Services	227	-7	-3.0%	9	4.1%	1.3%
Professional & Business Services	631	-1	-0.2%	-84	-11.7%	3.7%
Public Administration	477	-5	-1.0%	14	3.0%	2.8%
Trade, Transportation, Utilities	4,990	213	4.5%	250	5.3%	28.9%
All Industries	17,282	327	1.9%	-295	-1.7%	100.0%

Dunn County 2023 WORKFORCE PROFILE



WisEconomy



West Central WI Industry Employment Projections

Industry	2020 Employment	Projected 2030 Employment	Employment Change	Percent Change (2020-2030)
Total All Industries	213,421	230,292	16,871	7.9%
Natural Resources and Mining	4,326	4,533	207	4.8%
Construction	8,416	9,225	809	9.6%
Manufacturing	35,504	38,105	2,601	7.3%
Trade, Transportation, and Utilities	39,650	44,118	4,468	11.3%
Information	1,319	1,182	-137	-10.4%
Financial Activities	7,058	7,819	761	10.8%
Professional and Business Services	14,655	17,037	2,382	16.3%
Education and Health Services	48,327	49,678	1,351	2.8%
Leisure and Hospitality	17,494	19,966	2,472	14.1%
Other Services (except Government)	7,530	8,485	955	12.7%
Public Administration	11,834	12,327	493	4.2%
Self Employed and Unpaid Family Workers	17,308	17,817	509	2.9%

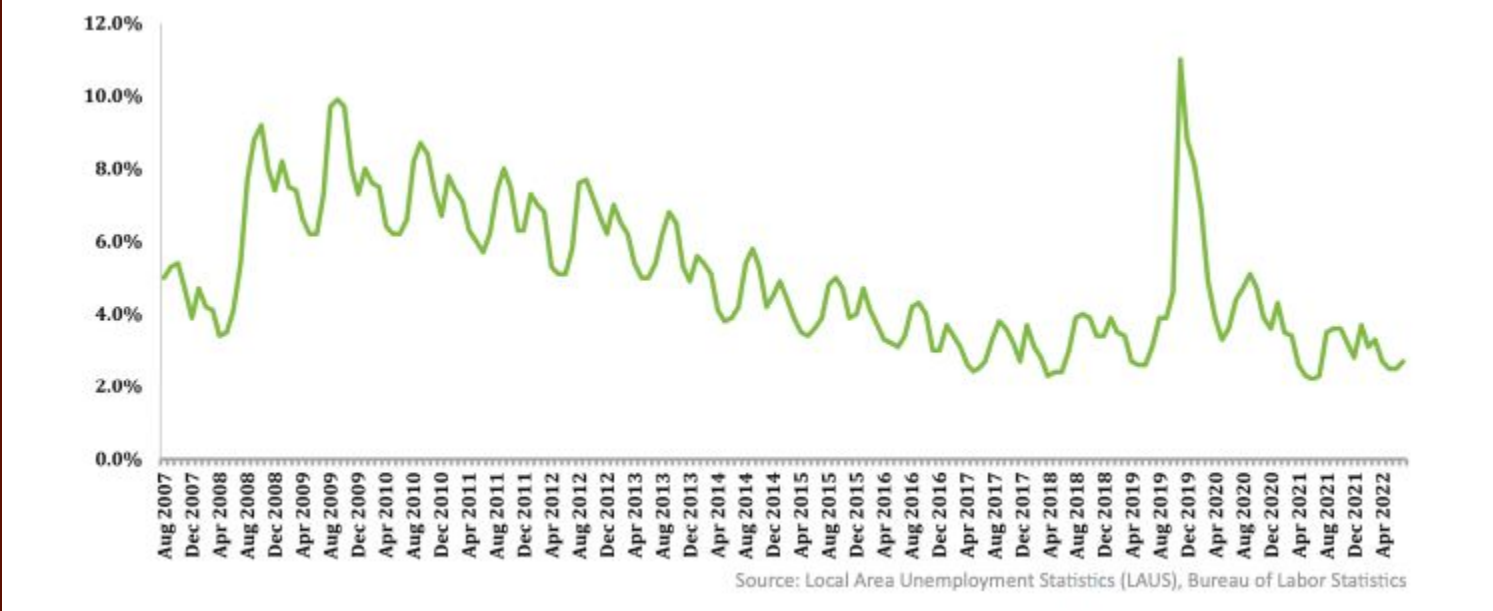
Dunn County
2023 WORKFORCE PROFILE



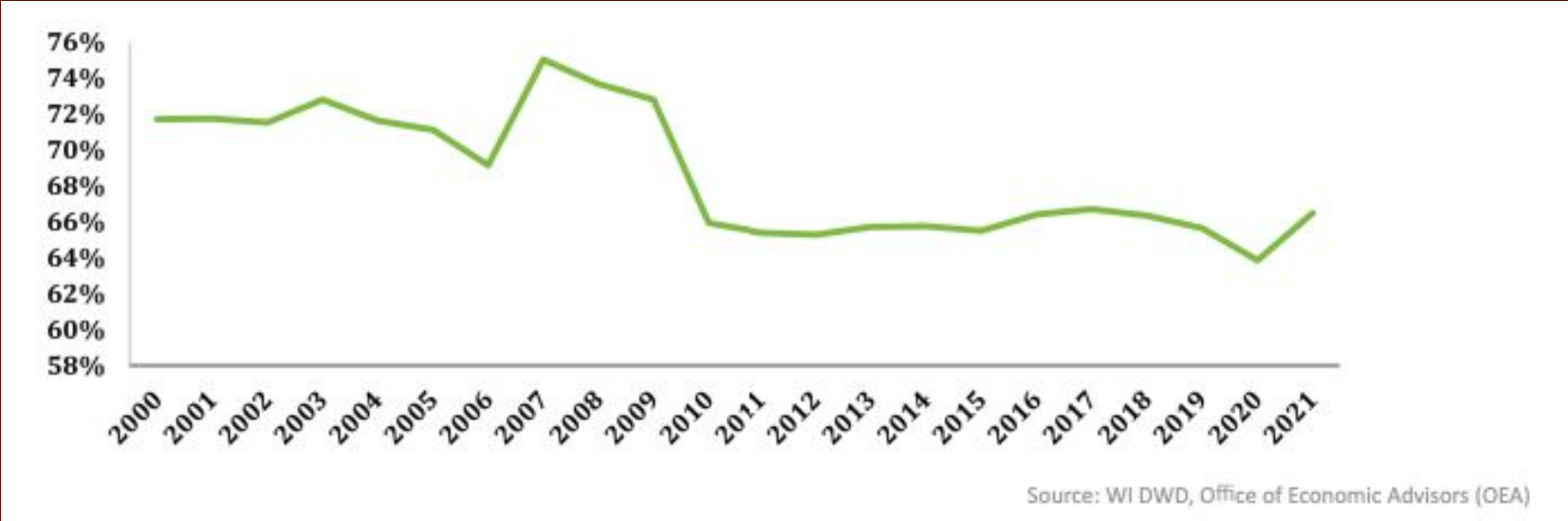

STATE OF WISCONSIN
DWD
Department of Workforce Development

WisEconomy

Dunn County Unemployment Information



Dunn County Labor Force Participation



West Central Employment by Industry

EMPLOYMENT BY INDUSTRY

Dunn County gained 327 jobs from 2020 to 2021. However, COVID-19 caused a very steep job loss in 2020, from which it is still recovering. There were 295 fewer jobs in Dunn County in 2021 versus 2019. Trade, transportation, and utilities overtook education and health in 2019 to become the largest industry super-sector of employment in Dunn County, and has since grown to supply almost 29% of the county's jobs.

Graphic 5: Employment Change by Industry

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Source: WI DWD, Labor Market Information, QCEW 2021



Dunn County

2023 WORKFORCE PROFILE





STATE OF WISCONSIN
DWD
Department of Workforce Development



WisEconomy



School District of the
Menomonee Area

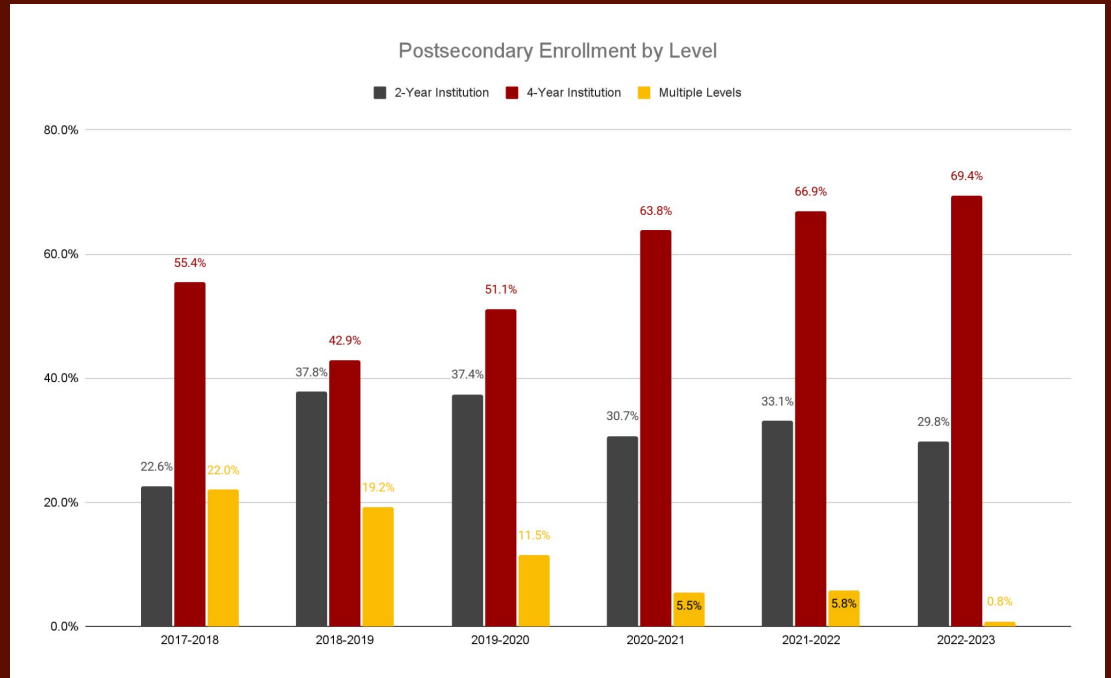
Postsecondary Enrollment Trends

Percent of SDMA Students who Enroll in a Postsecondary Institution



Postsecondary Enrollment Trends

Year	2-Year Institution	4-Year Institution	Multiple Levels
2017-2018	22.6%	55.4%	22.0%
2018-2019	37.8%	42.9%	19.2%
2019-2020	37.4%	51.1%	11.5%
2020-2021	30.7%	63.8%	5.5%
2021-2022	33.1%	66.9%	5.8%
2022-2023	29.8%	69.4%	0.8%



Elementary E4E Services

Staff within the SDMA collaborate across content areas to prepare elementary and secondary pupils for future employment. Examples of this include, but are not limited to.

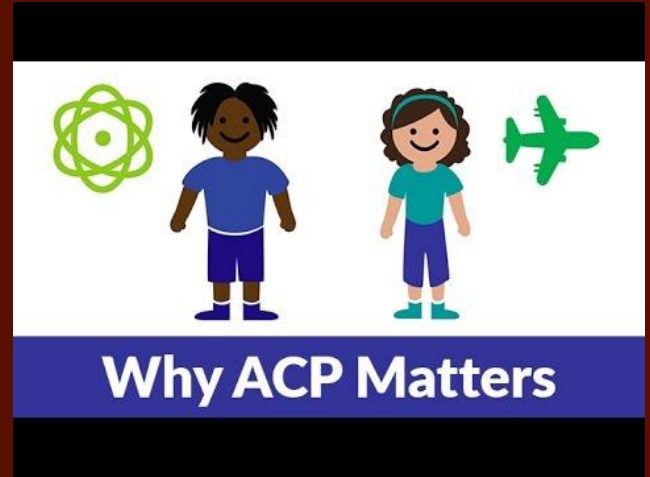
- Field trips to area business, farm city days, and municipal services.
- Guest speakers related to classroom activities
- Partnerships with Junior Achievement
- Early career interest exploration as part of guidance lessons

6-12 E4E Services

What is Academic and Career Planning?

Academic and Career Planning, or ACP, is a student-driven, adult-supported process that helps students create and cultivate their own unique and information-based visions for post secondary success, obtained through self-exploration, career exploration, and the development of career management and planning skills.

Staff within the SDMA are committed to engaging parents and community members to support ALL learners as they explore learning opportunities allowing them to becoming college and career ready.



School Services that Support ACP (Academic and Career Plans)

- CTE Courses
- Required and Elective Courses
 - Middle School, High School
- Career Planning Conferences
- Counseling Services
 - Middle School, High School
- Work Based Learning
 - Job Shadows
 - School Supervised Work Experience
 - Youth Apprenticeships
 - Industry Certifications
- Postsecondary Enrollment Options (Offered within the SDMA)
 - Early College Credit Program
 - Start College Now Program
 - Articulated Courses
 - SDMA/CVTC High School Academies
- Available Scholarship Opportunities

ACP Curriculum - Scope and Sequence

Grade 6-12 ACP Learning Targets

Middle School and High School ACP Curriculum Plans

Middle Level

- 6th Grade, 7th Grade, 8th Grade

High School

- Freshman Level, Sophomore Level, Junior Level, Senior Level

Menomonie Middle School ACP Scope & Sequence

ACP connected knowledge and skills are integrated across the curriculum. Each grade level will be having 3-5 ACP specific lessons per year, typically taught during CARES or WIN time. General Topics for each grade level include:

6th grade: Introduction to ACP Process, Goal Setting, Xello Interest Inventories, Connecting school subjects and interests to careers

7th Grade: Revisiting ACP Process, Career Clusters, Biases and Career Choices, Career Pathways, Xello Interest Inventories

8th Grade: Transition Planning Using ACP process , Using Xello Interest Inventories and Skills in Career Exploration, MHS Course planning using personal ACP Plan

MENOMONIE MIDDLE SCHOOL ACP ROADMAP

CAREER JOURNEY

Middle school is a time for students to:

- Learn about themselves, including personality, interests, and strengths
- Discover the world of work and career possibilities
- Explore options for their future and how school can help them reach their goals
- Begin to plan for their future in high school and beyond

Our staff is skilled in helping each student along their career journey.

Sixth grade is an exciting time for students as they build the foundation of many workplace skills they will use for the rest of their life. Staying organized, managing multiple tasks in a day, and interacting positively with those around them are just a few examples.

In addition to these important skills, 6th graders at MMS also explore who they are and are introduced to careers including how school relates to work, and how interests can lead to a career.

GRADE
6

7
GRADE

Seventh grade is a great year to dive deeper into the world of work. Students explore careers by cluster and examine biases in career fields.

Students are introduced to career pathway options after high school, learning that one should first choose a career, then follow that training path.

Throughout the year students are encouraged to explore their own strengths and work habits, better preparing them for their future.

GRADE
8

Eight grade is a pivotal year for career exploration. Students begin the year honing in on who they are, including strengths and interests. Values, goal setting and vision for the future are explored.

Detailed information is shared on career pathways and students put that knowledge to use when planning for high school.

The year culminates with a hands on field trip to explore career opportunities in the Chippewa Valley and beyond.



6TH GRADE

ACP PROGRAM

Menomonie Middle School

FALL

Self Awareness lessons in class
Character Strong lessons on values
& community building
Smart Girls Rock event

1

WINTER

High School Future Educators Club talk
Character Strong lessons on Listening
and Perspective Taking
Botvin lessons with Menomonie PD

2

SPRING

Career lessons on Introduction to
Careers, School Subjects at Work,
and Connecting Interests to Careers
Character Strong lessons on emotion
management and conflict resolution

3

YEAR LONG

Career exposure and discussions
woven into all classes, including
Encore

3

Academic and Career Planning (ACP) is a process.
At Menomonie Middle school, we aim to teach students the knowledge, attitude and skills they will need
throughout their lives for academic and career success.

mms.sdmaonline.com

7TH GRADE

ACP PROGRAM

Menomonie Middle School

FALL

Self Awareness lessons in class
Character Strong lessons on values
& community building
Smart Girls Rock event

1

WINTER

High School Future Educators Club talk
Character Strong lessons on emotions
& stress

2

SPRING

Career lessons on Career Pathways,
Biases & Career Choices, and Xello
Review & Career Exploration
Character Strong lessons on empathy
& well being

3

YEAR LONG

Career exposure and discussions
woven into all classes, including
Encore

3

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throughout their lives for academic and career success.

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8TH GRADE

ACP PROGRAM

Menomonie Middle School

FALL

Self Awareness lessons in class
Character Strong lessons on values,
goal setting & vision for the future
Smart Girls Rock event

1

WINTER

Career planning lesson
High School planning lesson
High school registration
Mustang Preview Night at MHS
High School Future Educators Club talk

2

SPRING

Character Strong lessons on
emotions, self regulation and
perseverance
Career Venture field trip

3

YEAR LONG

Career exposure and discussions
woven into all classes, including
Encore

3

Academic and Career Planning (ACP) is a process.
At Menomonie Middle school, we aim to teach students the knowledge, attitude and skills they will need
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Career Exploration - Xello

Students will use Xello to uncover personal learning styles, individual interests as well as, abilities and aptitudes. This information will guide them throughout the Xello program leading to occupational research and individualized academic career plans. Throughout the journey, students will research and apply for post-secondary education options; apply for scholarships and financial aid; complete resumes and cover letters; participate in mock-interviews and job shadows; all while developing an electronic portfolio.

Dual Enrollment Opportunities that Support ACP

- Dual (Credit) Enrollment Courses at Menomonie High School
- Business Management Academy
 - Partnership with CVTC leading to a CVTC associate's degree upon completion
 - Can be completed prior to high school graduation
- Electrical Maintenance Academy
- Pre-Nursing Healthcare Academy
- Dual Credit Summer Academy Courses
 - Offered to HS students in partnership with CVTC in identified program areas

Industry Certification Opportunities that Support ACP

- Students Earned the following Industry Certification
 - Youth Apprenticeships-51 Students
 - DPI Skills Certifications
 - Employability Skills-15 Students
 - Animal Systems-2 Students
 - Assistant Childcare Teacher-8 Students
 - Business Management and Administration-2 Students
 - Entrepreneurship-3 Students
 - Family and Community Services-1 Student
 - Finance-3 Students
 - Food Service-7 Students
 - Infant and Toddler-8 Students
 - Marketing-5 Students
 - Retail Management-6 Students
 - Sports and Entertainment-1 Student
 - Youth Leadership-4 Students
 - Total Earned Certificates-111

Community Partnerships/Services that Support ACP

Career and Technical Education Advisement Committees

Junior Achievement/Guest Speakers

Eighth Grade Career Day/Career and Technical Education Day-High School

Career Venture in Eau Claire/UWEC Tour Day

Work-Based Learning/Community Service

Job Shadows/Field Trips/Mock Interviews

Career and Technical Student Organizations (FFA, FBLA, DECA, HOSA, FCCLA, SkillsUSA)

Chamber of Commerce

CTE Advisory Committees



Post-secondary Services that Support ACP

[Menomonie High School Articulated Courses](#)

[Chippewa Valley Technical College](#)

[Northwood Technical College](#)

[University of Wisconsin-Stout](#)

[University of Wisconsin-Eau Claire](#)

[University of Wisconsin-River Falls](#)

[Wisconsin Apprenticeship Program](#)



Annual Review and Approval of SDMA E4E Plan

School District of the Menomonie Area staff review and present the Education for Employment Plan annually and present updated information to the Board of Education for their review and approval. The information contained within this plan was reviewed on June 24, 2024 and is scheduled for approval on July 8, 2025.



Ways to be Involved

To become involved with Academic and Career Planning within the School District of the Menomonie Area, please contact the office of Curriculum, Instruction and Assessment.

Brian G. Seguin
Assistant Superintendent of Instruction
brian_seguin@msd.k12.wi.us
715-232-1642 ext 10125

Ryan Sterry
CTE Coordinator
ryan_sterry@msd.k12.wi.us
715-232-2609 ext 40119

Carla Klingfus
Program Assistant
carla_klingfus@msd.k12.wi.us
715-232-1642 ext 11066

