

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 Level Data

DELIVERING HISTORIC RESULTS

From all-time high employment and continued low unemployment to record participation in key workforce programming, DWD delivered historic results in 2024. Highlights include:



All-time high **3,073,900**
employment in November 2024



All-time high **3,047,300**
nonfarm jobs in August 2024

UNEMPLOYMENT RATE

Low throughout the year, with a **2.9%**
unemployment rate August-November



\$998,394 in recovered lost wages
collected on behalf of Wisconsin workers
(as of Dec. 1, 2024)



Record **17,089** Registered Apprentices
enrolled, with record **3,020** employer
participants *(as of November 2024)*



Record **9,932** Youth Apprentices
enrolled during the 2023-24 school year,
with record **6,727** employer sponsors



Uninsured Employers Fund, collections
from illegally uninsured employers, totaled
\$111 million *(Since the program began)*



Record high **189,194**
working-age individuals with
disabilities employed
(Reported in 2024 based on ACS 2023 data)

Dunn County Employment by Industry

2025 Dunn County Profile

Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	17,836	204	1.2%	100.0%
Trade, Transportation, and Utilities	5,168	582	12.7%	29.0%
Education and Health Services	4,353	-137	-3.1%	24.4%
Manufacturing	3,449	-63	-1.8%	19.3%
Leisure and Hospitality	1,520	-138	-8.3%	8.5%
Construction	907	157	20.9%	5.1%
Professional and Business Services	708	-197	-21.8%	4.0%
Financial Activities	541	39	7.8%	3.0%
Public Administration	487	11	2.3%	2.7%
Natural Resources and Mining	429	-1	-0.2%	2.4%
Other Services	209	-27	-11.4%	1.2%
Information	64	-23	-26.4%	0.4%

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

Dunn County

2025 WORKFORCE PROFILE



WisEconomy



West Central WI Industry Employment Projections

2025 Dunn County Profile

Industry Employment Projections

	Industry	2022 Employment	2032 Projected Employment	Employment Change 2022-2032	% Change 2022-2032
Highest Percent Growth	Construction	8,800	10,035	1,235	14.03%
Lowest Percent Growth	Information	1,208	1,075	-133	-11.01%
Highest Number Employed	Education and Health Services	48,084	52,353	4,269	8.88%
Most Jobs Added	Education and Health Services	48,084	52,353	4,269	8.88%
Total	Total All Industries	221,430	242,223	20,793	9.39%

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

Dunn County

2025 WORKFORCE PROFILE



WisEconomy



West Central WI Occupation Employment Projections

2025 Dunn County Profile

Occupation Employment Projections

	Occupation	2022 Employment	2032 Projected Employment	Employment Change 2022-2032	% Change 2022-2032
Lowest Percent Growth	Protective Service	3,352	3,381	29	0.9%
Highest Percent Growth	Personal Care and Service	5,561	6,447	886	15.9%
Highest Number Employed	Production	25,871	27,394	1,523	5.9%
Most Jobs Added	Transportation and Material Moving	21,814	24,472	2,658	12.2%
Total	Total, All	221,430	242,223	20,793	9.4%

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

Dunn County

2025 WORKFORCE PROFILE



WisGonomy



AI Impact by Occupation

2025 Dunn County Profile

AI Impact

Occupation	Employment	% of Total Employment	AI Exposure Index
Cashiers	6,300	3.2%	0.89
Fast Food and Counter Workers	5,290	2.7%	-1.00
Retail Salespersons	4,930	2.5%	0.40
Laborers and Freight, Stock, and Material Movers, Hand	4,640	2.3%	-0.78
Registered Nurses	4,310	2.2%	0.04
Stockers and Order Fillers	4,050	2.0%	-0.05
Heavy and Tractor-Trailer Truck Drivers	4,030	2.0%	-0.09
Customer Service Representatives	3,340	1.7%	0.75
Office Clerks, General	3,270	1.6%	1.00
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,630	1.3%	-1.27

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

Dunn County

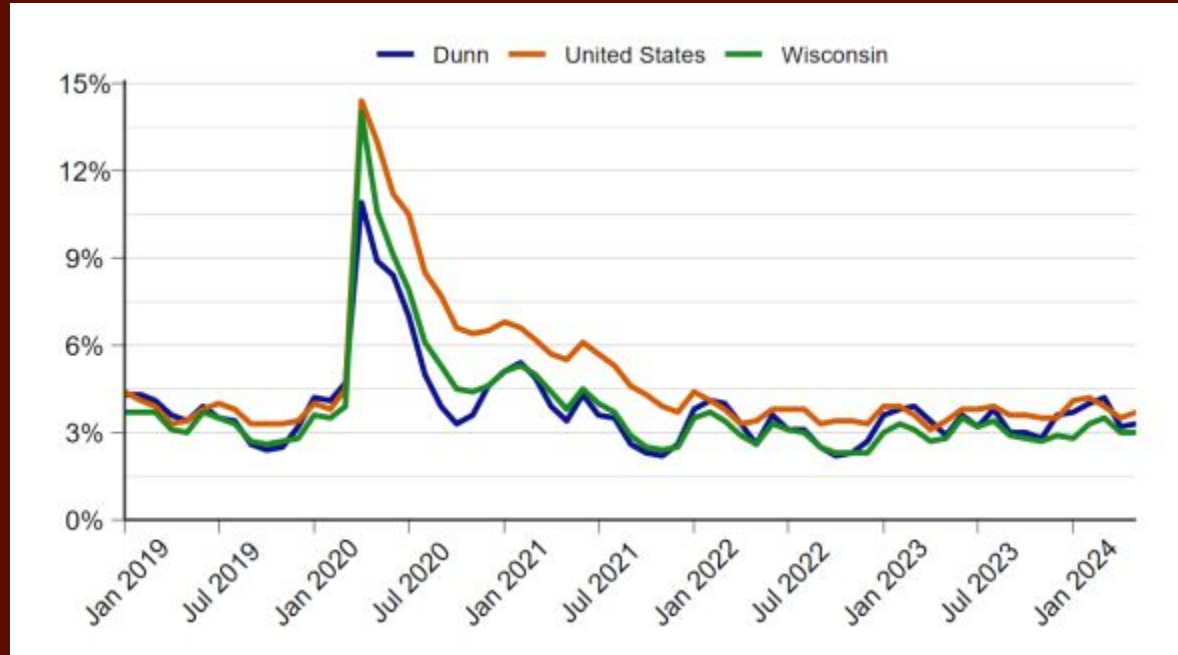
2025 WORKFORCE PROFILE



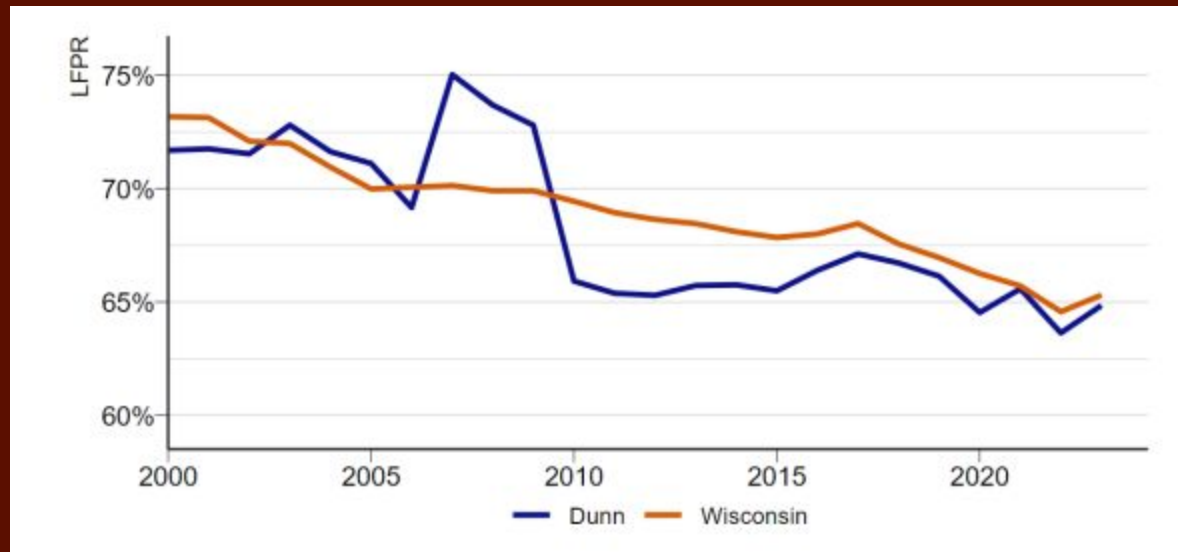
WisEconomy



Dunn County Unemployment Information



Dunn County Labor Force Participation



Dunn County Workforce Pipeline

Workforce Pipeline

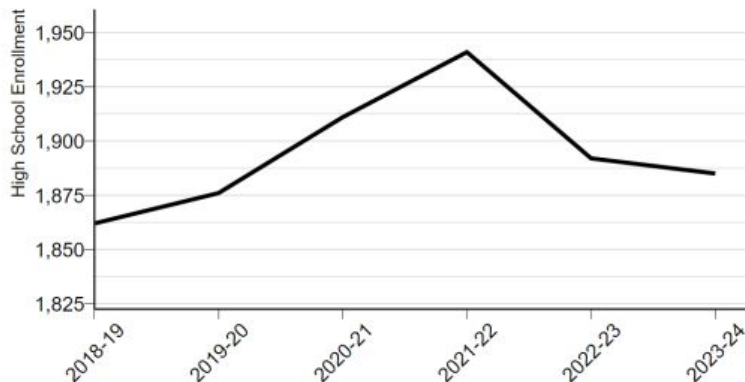


Figure 13: Source: Wisconsin Department of Public Instruction.

Education plays a vital role in preparing the next generation of the labor force. As of the 2023-24 school year, 1,885 students were enrolled in grades 9-12 across public, private, and home-based schools. County-level totals are determined by the reported enrollment of school district whose main office is located in that county. As school district borders do not necessarily align with county borders, the numbers below may not match the total number of students residing in the county.

As Dunn County's population continues to decline and age, high school enrollment has followed a similar downward trend over recent years. With a shrinking workforce, the quality of education and training becomes increasingly critical to meet the county's economic needs and ensure a skilled labor force.

Dunn County

2025 WORKFORCE PROFILE

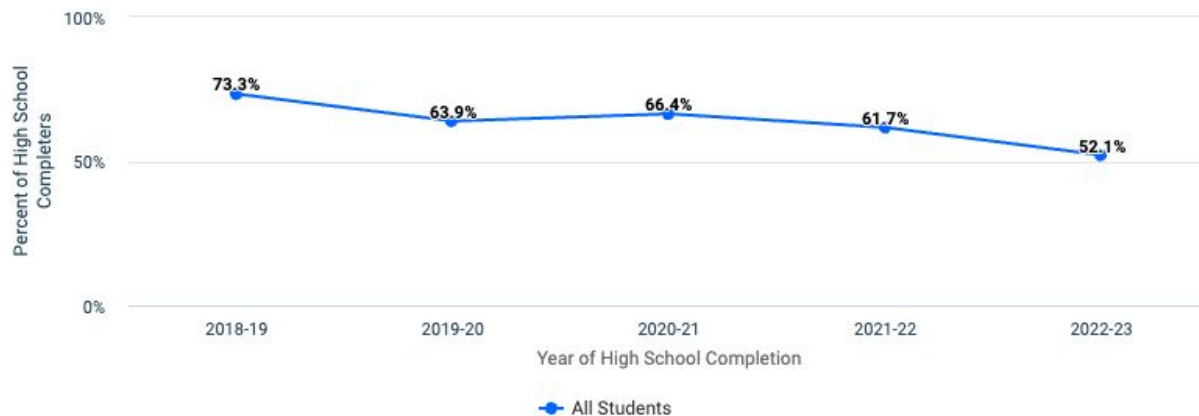


WisGonomy

School District of the
Menomonee Area

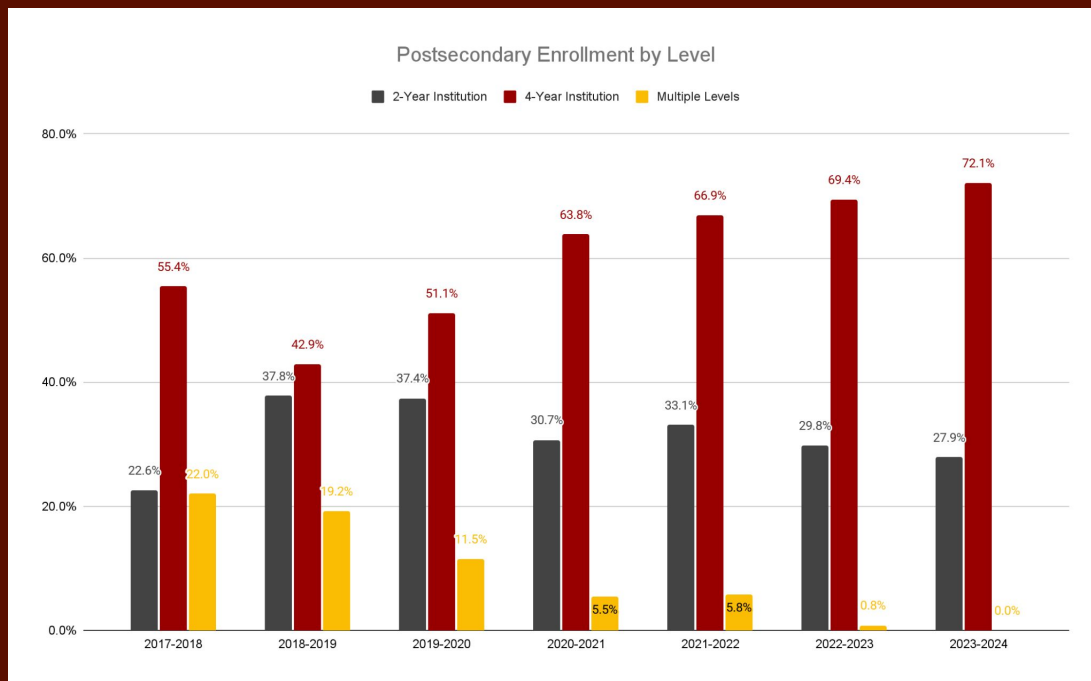
Postsecondary Enrollment Trends

This graph shows the trend in high school completers who enroll in a postsecondary institution (college) by the selected grouping. When comparing enrollment trends, First Fall initial enrollment generally provides the best point of comparison.



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%
2023-2024	27.9%	72.1%	0.0%



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.

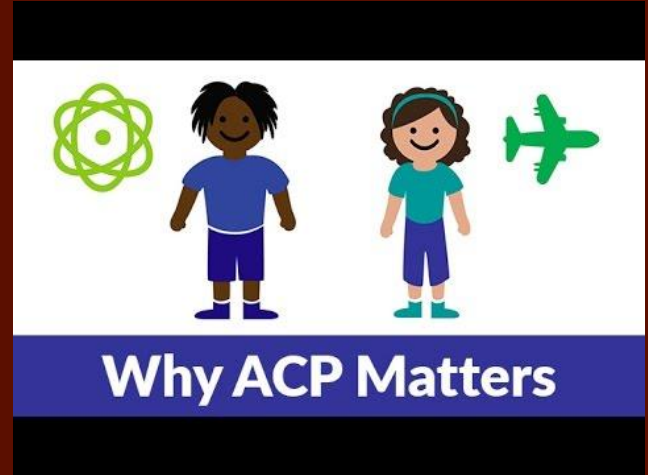
- Field trips to area business, farm city days, and municipal services.
- Guest speakers related to classroom activities
- Partnerships with Junior Achievement
- Early career interest exploration as part of guidance lessons

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
- College Tours
 - 9th Grade: Visit Chippewa Valley Technical College (CVTC)
 - 10th Grade: Visit UW-Stout

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.

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.

Junior Achievement of Wisconsin hosts an on site career event for students to explore career opportunities in the Chippewa Valley and beyond.

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

GRADE
8



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-44 Students
 - DPI Skills Certifications
 - Employability Skills-12 Students
 - Assistant Childcare Teacher-10 Students
 - Child Services-4 Students
 - Entrepreneurship-1 Students
 - Family and Community Services-1 Student
 - Finance-1 Students
 - Food Service-6 Students
 - Infant and Toddler-8 Students
 - Marketing-10 Students
 - Professional Sales-1 Student
 - Retail Management-2 Students
 - Youth Leadership-11 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 23, 2025 and is scheduled for approval on July 15, 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.

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