

**DOA-DPM**

**2017**

**SAAIP Report**

**Prepared**

**Department of Administration-Division of Personnel Management**

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**by**

**The Division of Personnel Management**

**Bureau of Equity and Inclusion**

**2017 SAAIP**

With a focus on historically underrepresented workforce populations, the Summer Affirmative Action Internship Program (SAAIP) provides students with practical on-the-job experience, training, and exposure to the state’s workforce.

Since the inception of the program in 1974, the objective and commitment to students, agencies, and diversity have remained solid. The Bureau of Equity and Inclusion (BEI) constantly seeks ways to improve our outreach and overall program to ensure a productive and great experience for all participating entities.

The Division of Personnel Management (DPM) is dedicated on the outreach and recruiting of students for state employment. Through active promotions at college career fairs, interactions with student organizations and university inclusion offices, the pool of applicants has been filled with talent. Amending our recruitment process and incorporating the state’s Wisc.Jobs website has enhanced the experience for all involved.

DPM thanks and applauds the efforts and participation of all agencies that opened their doors and provided great opportunities and mentorship to the cohort of 2017 interns. In 2017, we had interest from nearly 700 students. The amount and variety of positions sponsored by the state agencies continue to grow and to be the driving force of SAAIP.

The program received **648** applicants, up **30%** from 2016 (**499**). Ultimately, the total number of eligible applicants filtered to **485**, still **38%** higher than the 2016 total (**351**). The following pages contain the summary of the 2017 SAAIP participant demographics.

**2017 SAAIP Metrics:**

**Eligibility**

|  |  |
| --- | --- |
| **Eligible Applicants Ethnicity** | |
| Black | 110 |
| Asian | 50 |
| Native Amer. | 3 |
| Hispanic | 40 |
| White | 243 |
| Undisclosed | 39 |
| **Total** | **485** |

To be eligible to participate in the SAAIP, you must be a student enrolled at a 2 or 4 year college/university.

|  |  |
| --- | --- |
| **Persons Ineligible Ethnicity** | |
| Black | 38 |
| Asian | 23 |
| Native Amer. | 1 |
| Hispanic | 9 |
| White | 76 |
| Undisclosed | 10 |
| **Total** | **163** |

Contributors to the “persons ineligible” total for 2017 consisted of:

\* Incomplete application - No Student Status Verification form and or no resume submitted

|  |  |
| --- | --- |
| **Eligible Applicants by Gender** | |
| Women | 316 |
| Men | 153 |
| Undisclosed | 16 |
| **Total** | **485** |

**Applicants**

|  |  |
| --- | --- |
| **Total Headcount of Applicants for 2017** | |
| Black | 101 |
| Asian | 52 |
| Native Amer. | 4 |
| Hispanic | 30 |
| White | 265 |
| Unknown | 47 |
| **Total** | **648** |

**Hires**

|  |  |
| --- | --- |
| **Hires by Ethnicity Head Count** | |
| Black | 12 |
| Asian | 14 |
| Native Amer. | 1 |
| Hispanic | 4 |
| White | 44 |
| Undisclosed | 3 |
| **Total** | **77** |

|  |  |
| --- | --- |
| **Hires Head Count by Gender** | |
| Women | 48 |
| Men | 26 |
| Undisclosed | 3 |
| **Total** | **77** |

**Colleges and Universities Statistics**

\*This is a view of the top Twenty-two colleges and universities that the pool of applicants represented in 2017.

|  |  |
| --- | --- |
| School | Headcount of Hires |
| UW Madison | 21 |
| UW Milwaukee | 12 |
| Other | 10 |
| Madison Area Technical College | 10 |
| UW Whitewater | 4 |
| UW Stevens Point | 3 |
| UW Stout | 2 |
| UW Platteville | 2 |
| UW LaCrosse | 2 |
| Marquette University | 2 |

**Agencies and Positions**

| **Agency** |
| --- |
| Department of Administration |
| Department of Corrections |
| Department of Employee Trust Funds |
| Department of Health Services |
| Department of Justice |
| Department of Military Affairs |
| Department of Natural Resources |
| Department of Public Instruction |
| Department of Revenue |
| Department of Workforce Development |
| UW Colleges and Extension |

**Positions**

The 2017 internships offered a wide variety of opportunities for interns. We had over 100 positions offered across the state. For the year, 77 positions were filled. The gap between what was offered and what was eventually filled can mostly be explained by cancelled positions due to budget concerns.

|  |
| --- |
| 2017 Sample of Positions |
| Engineering |
| Human Resources Assistant |
| IS Comprehensive Support Technician |
| Natural Resources Program Assistant- Bureau of Water Quality- Wastewater |
| Program and Policy Analyst |
| Program Operations Associate |
| Social Worker |
| Special Events Intern |
| Trust Fund Assistant |

**Summary**

The 2017 SAAIP was a successful campaign. The overall satisfaction obtained through our feedback survey was 4.2 out of 5.0. Below are other results of our evaluation:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | *Satisfaction with SAAIP agency form* | *Communication With BEI Staff* | *Referral Process* | *Timeline Process* | *SAAIP Seminar* | *Overall Satisfaction* |
| **Average Response Score** | | | **4.0** | **4.0** | **4.1** | **3.9** | **3.7** | **4.2** |

The applicant web portal, Wisc.Jobs.org continues to be a strong and vital component to the process and the success. The successes of 2017 reside in continued growth in application diversification and applicants from various colleges and universities.

The ineligible rate continues to decrease, which translates into increased applicants to refer and make part of the selection and hire process. Below are our trends by ethnicity over the past 4 years which illustrates our growth.

The 2018 SAAIP process will begin again in October with recruiting and soliciting applications of positions from agencies. Through collaboration and technology innovation, DPM-BEI is determined to continue to look for opportunities and strategies to improve SAAIP.

We look forward to continuing our mission to bring diverse talent to the State of Wisconsin agencies while providing an up-close view and hands on work experience to students.