

SAAIP Report

DOA-DPM

2017



Prepared

by

The Division of Personnel Management

Bureau of Equity and Inclusion

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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 Civil Service System.

Over the years, dating back to the early '70s, our 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.

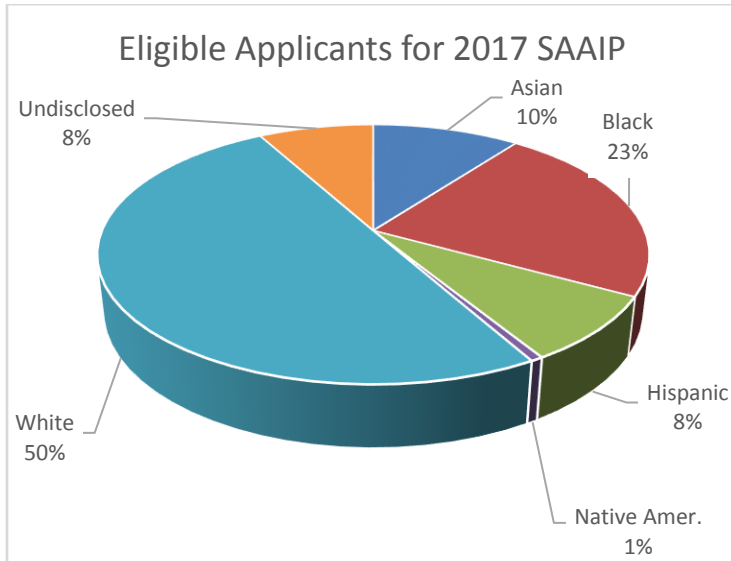
The Division of Personnel Management (DPM) is laser-focused on the outreach and recruiting of students for state employment. Through active promotions at college career fairs, interactions with student organizations and university inclusion offices, the pool of applicants has been consistently rich with 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.

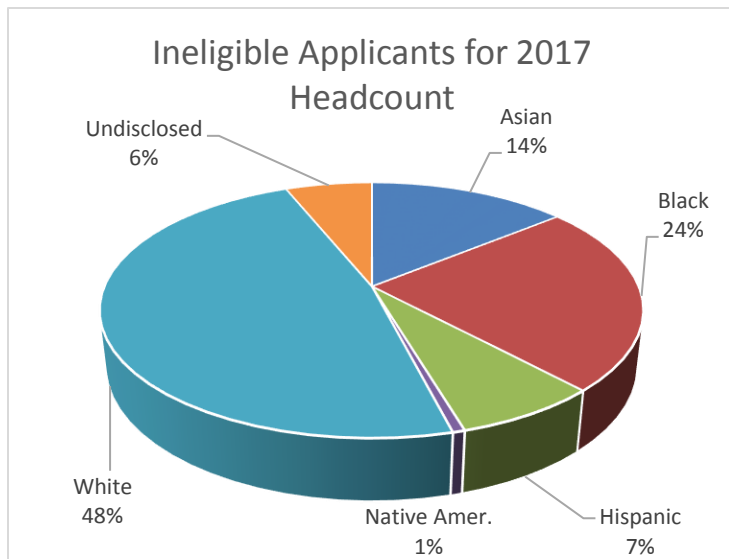
The program received **648** applicants, up **30%** from 2016 (**499**). Ultimately, the total number of eligible applicants filtered to **485**, still **38%** higher than the 2016 total (**351**). The following pages contain the statistical summary of the 2017 SAAIP demographics.

2017 SAAIP Metrics:

Eligibility



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

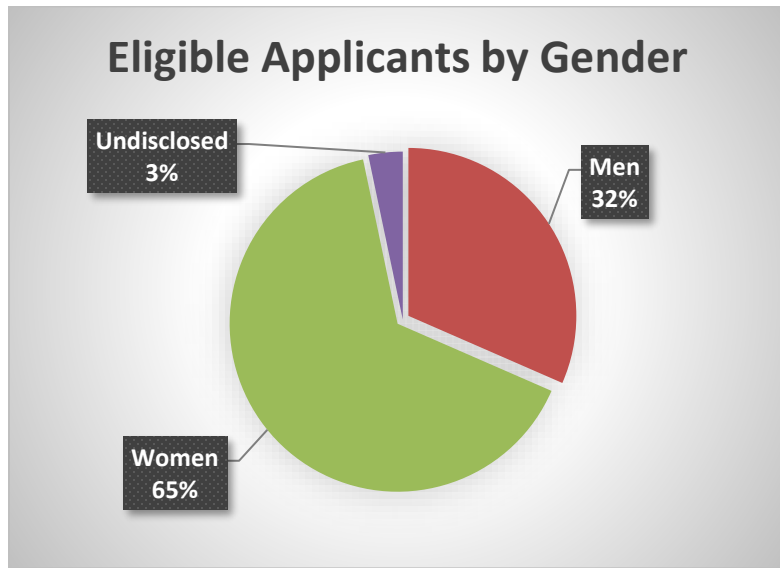


Persons Ineligible Ethnicity	
Black	38
Asian	23
Native Amer.	1
Hispanic	9
White	76
Undisclosed	10
Total	163

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

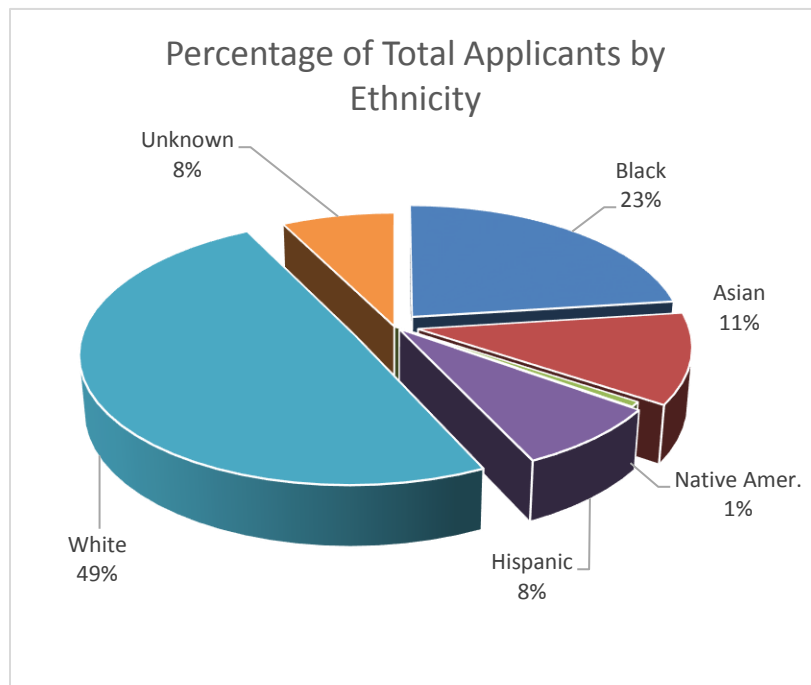
* Incomplete application - No Student Status Verification form and or no resume submitted

Eligible Applicants by Gender



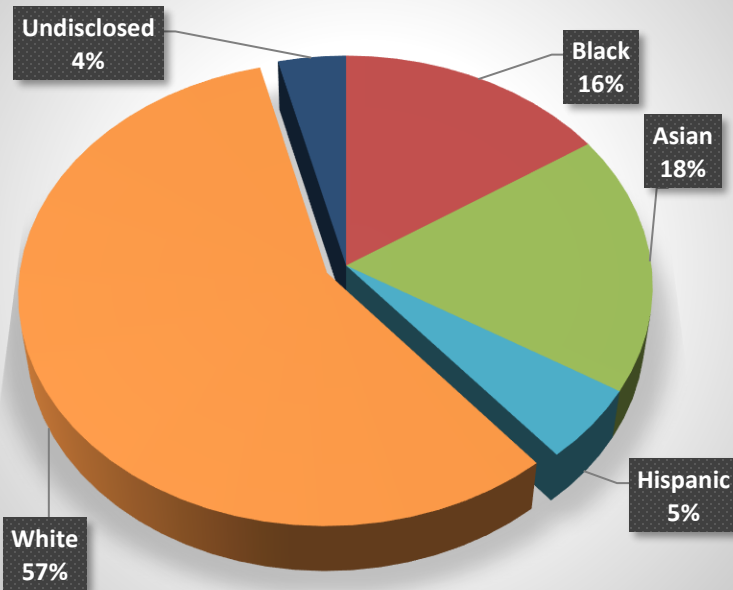
Eligible Applicants by Gender	
Women	316
Men	153
Undisclosed	16
Total	485

Applicants



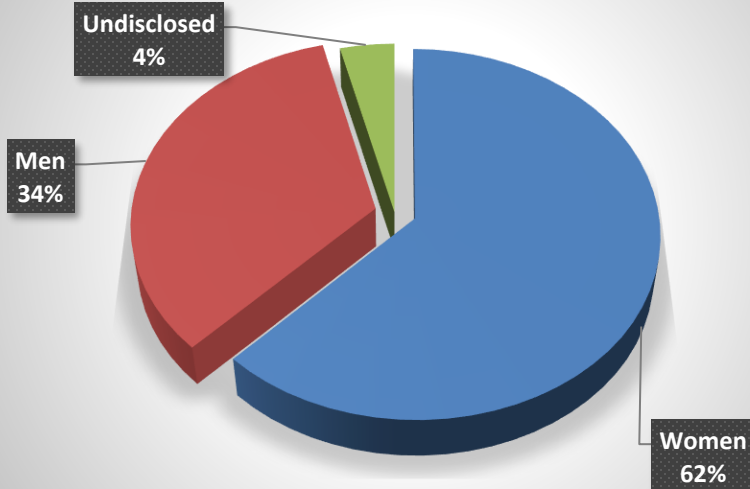
Total Headcount of Applicants for 2017	
Black	101
Asian	52
Native Amer.	4
Hispanic	30
White	265
Unknown	47
Total	648

Percentage of Hires by Ethnicity



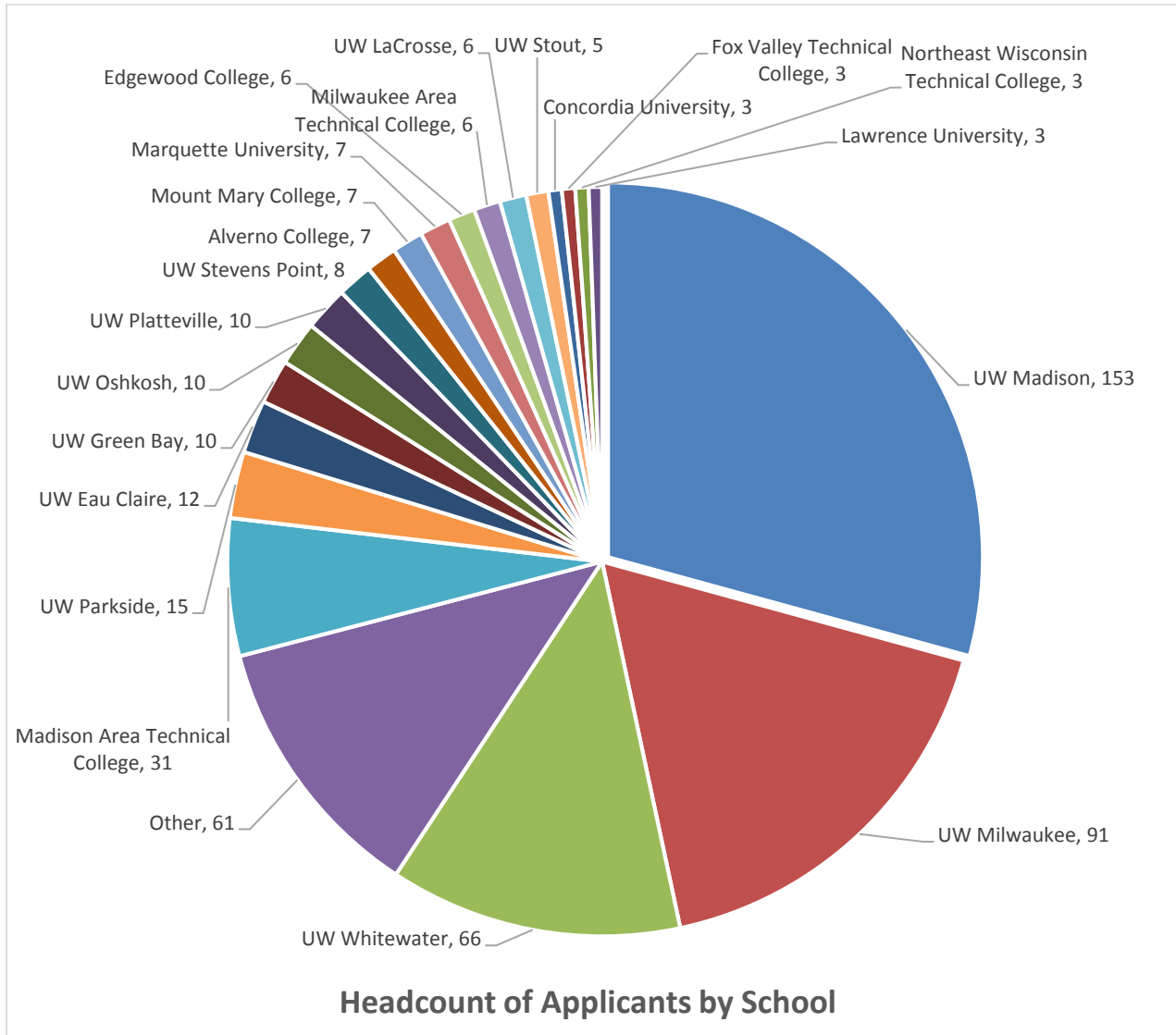
Hires by Ethnicity Head Count	
Black	12
Asian	14
Native Amer.	1
Hispanic	4
White	44
Undisclosed	3
Total	77

Percentage of Hires by Gender



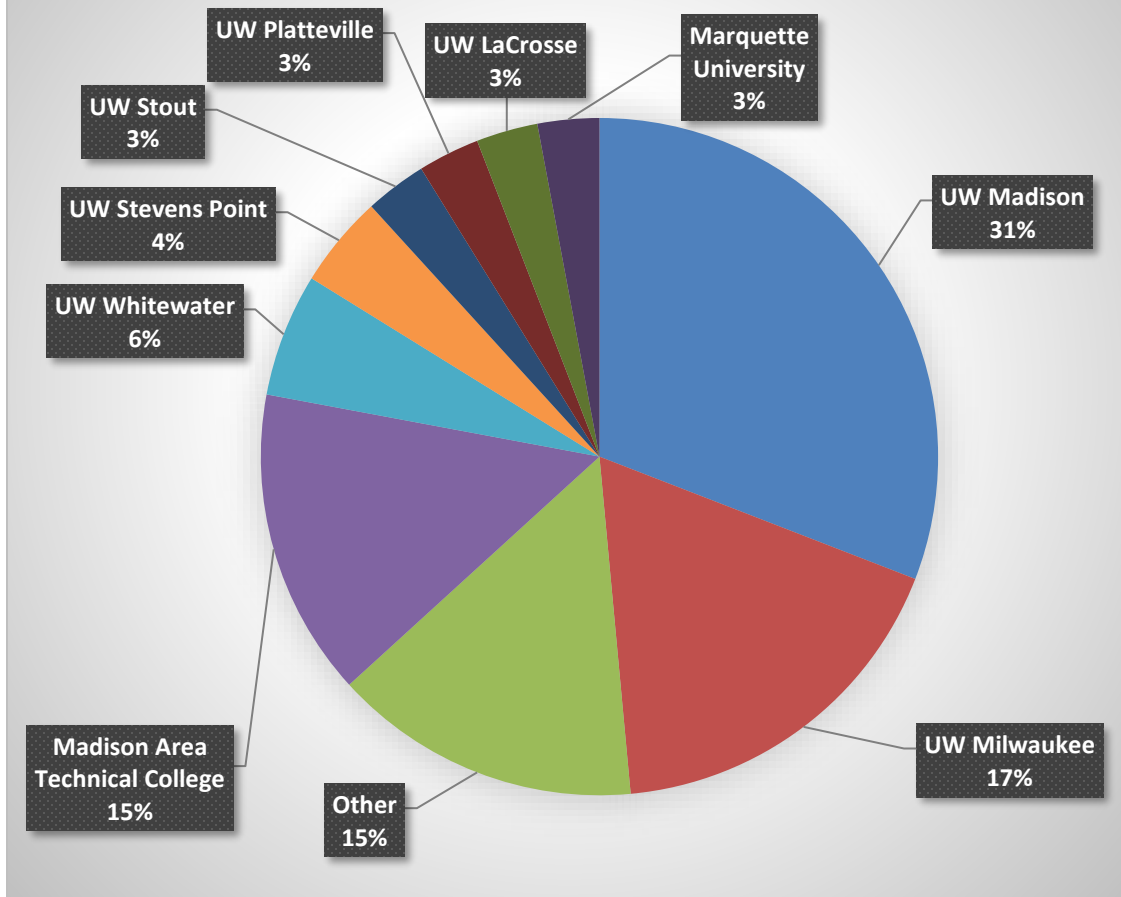
Hires Head Count by Gender	
Women	48
Men	26
Undisclosed	3
Total	77

Colleges and Universities Statistics



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

Top 10 Percentage of Hires by School



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

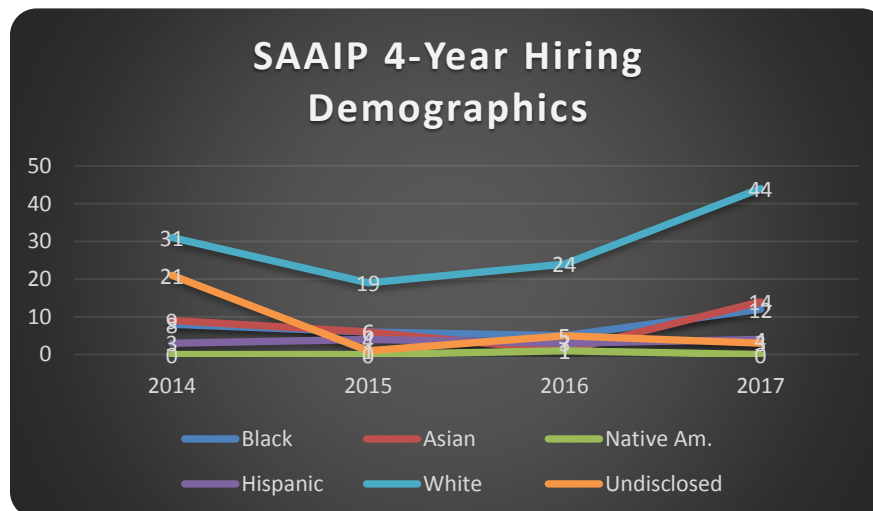
Summary

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:

Average Response Score	<i>Satisfaction with SAAIP agency form</i>					
	<i>Communication With BEI Staff</i>	<i>Referral Process</i>	<i>Timeline Process</i>	<i>SAAIP Seminar</i>	<i>Overall Satisfaction</i>	
	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 referral growth, diversified growth of applications, and growth of applicants from various colleges and universities.

The ineligible rate dropped continues to decrease, which translates into increased applicants to refer and make part of the selection and hire process. Below are our statistic 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 and forever motivated to look for opportunities and strategies to improve SAAIP.

As we strive forward, our mission is to bring diverse talent to the State of Wisconsin agencies while providing an up-close view and hands on work experience to students, so that at some point in the future, these two entities may again unite and serve the State of Wisconsin well for many years to come.