



State of Wisconsin Student Diversity Internship Program (SWSDIP) Report

Program Year 2024

An overview of SWSDIP applicant and hire data from the 2024 program year.

Division of Personnel Management

Contact:
Department of Administration,
Division of Personnel Management
101 East Wilson Street, 4th Floor
P.O. Box 7855
Madison, WI 53707-7855

Website: <http://dpm.wi.gov>
Email: DOADPM@wisconsin.gov

Table of Contents

Introduction	3
Program Outreach	3
Process Overview	3
Agency Participation	4
Table 1: Positions By Agency	4
Eligible Applicant Metrics	5
Table 2: Overall Applicant Metrics	5
Positions and Applicants by Location	5
Table 3: Available Positions by County.....	5
Table 4: County of Eligible Applicants by County of Residence - Wisconsin.....	6
Table 5: Count Eligible Applicants by State/Province.....	7
Eligible Applicant Pool Demographics and Trends	8
Table 6: SWSDIP Eligible Applicants by Race & Ethnicity 2019-2024.....	8
Table 7: SWSDIP Eligible Applicants by Gender 2019-2024	8
Table 8: SWSDIP Eligible Applicants by Veteran Status 2021-2024	8
Table 9: SWSDIP Eligible Applicants by Disability Status 2021-2024	8
Table 10: Count of SWSDIP Eligible Applicants by Race & Ethnicity 2019-2024.....	8
Application Outcomes Tracking	9
Table 11: Application Outcomes by Gender.....	9
Table 12: Application Outcomes by Race & Ethnicity	9
Table 13: Application Outcomes by Veteran Status.....	9
Table 14: Application Outcomes by Disability Status.....	9
Hire Demographics and Trends	10
Table 15: Overall SWSDIP Hire Metrics	10
Table 16: Count of SWSDIP Hires by Race & Ethnicity 2019-2024	10
Table 17: Count of SWSDIP Hires by Gender 2019-2024	10
Table 18: SWSDIP Hires by Disability Status 2021-2024.....	10
Table 19: SWSDIP Hires by Veteran Status 2021-2024	10
Table 20: Applications and Hires by Agency and Gender.....	11
Table 21: Applications and Hires by Race & Ethnicity	12
Table 22: Applications and Hires by Disability Status.....	13
Table 23: Applications and Hires by Agency and Veteran Status.....	13

Applications and Hires by Job Group	14
Table 24: Applications and Hires by Job Group and Gender	14
Table 25: Applications and Hires by Job Group and Race & Ethnicity.....	15
Table 26: Applications and Hires by Job Group and Disability Status	15
Table 27: Applications and Hires by Job Group and Veteran Status	16
State Workforce Demographic Comparison	17
Table 28: SWSDIP vs. Wisc.Jobs Applicant Demographics by Gender	17
Table 29: SWSDIP vs. Wisc.Jobs Applicant Demographics by Race & Ethnicity	17
Table 30: SWSDIP vs. Wisc.Jobs Applicant Demographics by Race & Ethnicity	17
Table 31: SWSDIP vs. Wisc.Jobs Applicant Demographics by Veteran Status.....	17
Table 32: SWSDIP vs. Wisc.Jobs Applicant Demographics by Disability Status.....	18
Program Recommendations and Improvements.....	18

Introduction

The State of Wisconsin Student Diversity Internship Program (SWSDIP) seeks to provide valuable, professional work experience with varied learning opportunities for a diverse group of students interested in public service. Since the origin of the program in 1974, various versions of the program have been implemented. In 2020, the current version of the program was started, and agency participation and student participation have increased annually. The objective and commitment to students, agencies, and diversity remain strong. The 2024 program year marked the most significant number of positions offered, eligible applicants, and hires.

The 2024 State of Wisconsin Student Diversity Internship Program (SWSDIP) placed 196 students into internship positions at 17 state agencies. The SWSDIP hires included 133 women, 76 people from a racial and ethnic minority background, four veterans, and 26 people with disabilities. The program had 1,216 eligible applicants nationwide and in Canada for 259 available positions.

Program Outreach

BEI staff contacted local and regional college and university career placement centers, affinity groups, and student unions and posted information about the program on Handshake (an online recruiting platform for higher education students). The BEI team's efforts extended to faith-based organizations, high schools, and a variety of community-based organizations. BEI hosted and facilitated two live Microsoft Teams events to review the application process and answer questions from participants. BEI also assisted interested parties throughout the application process via email, phone, and individual Microsoft Teams meetings.

Process Overview

Each year, SWSDIP begins with the Bureau of Equity and Inclusion (BEI) requesting position submissions from state agencies. The position submission process was updated in 2024 based on feedback from a task force of participating state agencies. BEI worked with the Department of Administration (DOA)'s SWSDIP coordinator to move the position submission process online to Access.gov. The online position submission replaced coordinators and hiring managers emailing PDF forms or Excel spreadsheets for each of their agency's internship positions to BEI. BEI began the enterprise position submission process on October 9, 2023. BEI received 259 positions from 18 state agencies. The positions were compiled into the 2024 SWSDIP Position Catalog.

The application process was also updated in 2024. The SWSDIP application consisted of two parts in 2024 – the first part of the application determined applicant eligibility for the program, and the second part of the application allowed eligible applicants to apply for specific positions at state agencies. Applicants filled out a SWSDIP-specific application on Wisc.Jobs that determined program eligibility. SWSDIP has four eligibility criteria. To be considered for a SWSDIP internship, applicants must be:

- 1) legally authorized to work in the United States,
- 2) at least 18 years of age at the time the internship program begins,
- 3) currently enrolled in, recently graduated from, or planning to attend a 2-year, 4-year, or graduate school, and
- 4) living in Wisconsin during the internship program period.

Applicants who met all four criteria were deemed eligible for SWSDIP. Eligible applicants then received an email from BEI containing a link to complete their application by selecting desired positions. In previous program years, eligible applicants were limited to applying for five positions. In 2024, eligible applicants could apply for any positions they were interested in, and 1,216 eligible applicants submitted 5,444 applications for positions, an average of 4.5 positions per applicant. The application period ran from December 15, 2023, to February 29, 2024, with 42% of applications (511) received between February 7 and February 26, 2024.

On March 2, 2024, the position lists were distributed to the SWSDIP coordinator at each participating state agency. BEI communicated a recommended interview timeline of March 11 – April 12, 2024, to agencies, with a recommended internship start date of May 20, 2024. The position lists also provided a way to collect applicant outcome information. Agencies were asked to complete the applicant outcome information in the position lists and return the completed lists by May 3, 2024.

Agency Participation

In 2024, 18 state agencies participated in the program and offered SWSDIP positions. The agencies with the largest numbers of positions available were the Department of Health Services (46 positions), the Office of the State Public Defender (40 positions), and the Department of Natural Resources (36 positions).

Table 1: Positions By Agency

Agency	Number of Distinct Positions	Number of Hires Sought	Number of Offers Extended	Number of Hires Made
Department of Administration	15	17	17	15
Department of Agriculture, Trade, and Consumer Protection	7	8	8	7
Department of Children and Families	6	6	5	5
Department of Corrections	21	22	21	20
Department of Employee Trust Funds	3	3	3	3
Department of Health Services	33	46	38	35
Department of Justice	12	13	8	8
Department of Military Affairs	1	1	0	0
Department of Natural Resources	28	36	29	27
Department of Public Instruction	5	5	5	5
Department of Revenue	3	4	3	3
Department of Safety and Professional Services	4	4	4	4
Department of Transportation	9	11	10	10
Department of Veterans Affairs	11	27	5	5
Department of Workforce Development	10	11	11	10
Educational Communications Board	1	1	1	1
Public Service Commission	5	5	7	6
Wisconsin State Public Defenders Office	3	40	32	32
Total	177	259	207	196

Eligible Applicant Metrics

This year marks the largest number of applications and eligible applicants to date. Additionally, 2024 saw an increase in the proportion of eligible applicants in two demographic categories: racial and ethnic minorities (477 in 2024 up from 271 in 2023) and people with disabilities (221 in 2024 up from 93 in 2023).

Table 2: Overall Applicant Metrics

Applications for Individual Positions	Eligible Applicants	Women	Racial and Ethnic Minorities	Veterans	People with Disabilities
5,444	1,216	736	477	16	221

Positions and Applicants by Location

Positions were available in 40 counties across the state, and 34 positions were fully remote and available statewide. The program received applicants from 61 counties across Wisconsin, 102 applicants from 25 other states, and one Canadian province.

Table 3: Available Positions by County

County	Number of Positions	County	Number of Positions
Brown	2	Polk	1
Crawford	1	Racine	8
Dane	82	Rock	1
Eau Claire	1	Sheboygan	2
Grant	1	Statewide	34
La Crosse	2	Waukesha	4
Milwaukee	5	Waupaca	7
Multiple Counties*	14	Winnebago	7
Oneida	1	Wood	2
Outagamie	1	Total	177
Ozaukee	1		

*14 positions were available in multiple counties. The list of counties where 14 positions could be located includes: Ashland, Barron, Columbia, Dodge, Eau Claire, Grant, Green, Iowa, Jefferson, La Crosse, Lincoln, Kenosha, Manitowoc, Marathon, Marinette, Milwaukee, Monroe, Oneida, Outagamie, Portage, Rock, Sauk, Shawano, Sheboygan, St. Croix, Walworth, Washburn, Washington, Waukesha, Winnebago, and Wood.

Table 4: County of Eligible Applicants by County of Residence – Wisconsin

County	Count of Applicants
Adams	2
Ashland	3
Barron	1
Brown	28
Buffalo	1
Calumet	6
Chippewa	5
Clark	1
Columbia	7
Crawford	3
Dane	443
Dodge	15
Door	1
Douglas	2
Dunn	8
Eau Claire	15
Fond du Lac	13
Grant	14
Green	9
Green Lake	3
Iowa	3
Jackson	3
Jefferson	14
Juneau	1
Kenosha	23
Kewaunee	2
La Crosse	11
Lafayette	1
Lincoln	1
Manitowoc	5
Marathon	12

County	Count of Applicants
Marinette	3
Marquette	1
Milwaukee	189
Monroe	1
Oconto	1
Oneida	3
Outagamie	22
Ozaukee	13
Pierce	1
Polk	4
Portage	12
Racine	23
Richland	1
Rock	26
Rusk	1
Saint Croix	8
Sauk	9
Sawyer	2
Shawano	5
Sheboygan	8
Trempealeau	2
Vernon	1
Walworth	12
Washburn	1
Washington	15
Waukesha	60
Waupaca	4
Waushara	3
Winnebago	24
Wood	3
Total	1,114

Table 5: Count Eligible Applicants by State/Province

State	Count of Applicants
California	4
Colorado	1
Connecticut	1
Florida	2
Georgia	2
Iowa	6
Illinois	26
Kansas	2
Kentucky	1
Louisiana	2
Massachusetts	2
Michigan	7
Minnesota	17
Missouri	1
North Dakota	1
Nevada	1
New York	7
Ohio	4
Oklahoma	1
Ontario, Canada	1
Pennsylvania	3
South Carolina	1
Tennessee	1
Texas	4
Virginia	1
Washington	3
Wisconsin	1,114
Total	1,216

Eligible Applicant Pool Demographics and Trends

In 2024, the total eligible applicant pool increased from 859 applicants in 2023 to 1,216 in 2024. Of those 1,216 eligible applicants, 61% were women, 39% were racial and ethnic minorities, 1% were veterans, and 18% were people with disabilities. Data for 2020 is unavailable because the program was canceled due to the COVID-19 pandemic.

Table 6: SWSDIP Eligible Applicants by Race & Ethnicity 2019-2024

Proportion of Eligible Applicants	2024	2023	2022	2021	2019
Racial & Ethnic Minorities	39%	32%	29%	29%	27%
White	58%	66%	69%	62%	64%
Not Indicated	3%	3%	3%	9%	8%

Table 7: SWSDIP Eligible Applicants by Gender 2019-2024

Proportion of Eligible Applicants	2024	2023	2022	2021	2019
Women	61%	65%	65%	65%	72%
Men	37%	32%	33%	29%	24%
Not Indicated	2%	3%	2%	6%	4%

Table 8: SWSDIP Eligible Applicants by Veteran Status 2021-2024

Proportion of Eligible Applicants	2024	2023	2022	2021
Veterans	1%	2%	1%	2%
Not a Veteran/Not Indicated	99%	98%	99%	98%

Table 9: SWSDIP Eligible Applicants by Disability Status 2021-2024

Proportion of Eligible Applicants	2024	2023	2022	2021
People with Disabilities	18%	11%	9%	7%
Not Disabled/Not Indicated	82%	89%	91%	93%

Table 10: Count of SWSDIP Eligible Applicants by Race & Ethnicity 2019-2024

Race & Ethnicity	2019		2021		2022		2023		2024	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
American Indian/ Alaska Native	6	1.6%	7	0.9%	4	0.5%	3	0.4%	5	0.4%
Asian	40	10.6%	68	8.5%	71	8.4%	101	11.8%	147	12.1%
Black or African American	30	8.0%	89	11.2%	49	5.8%	46	5.4%	110	9.0%
Hispanic/Latino	27	7.2%	67	8.4%	70	8.3%	70	8.2%	118	9.7%
Native Hawaiian/ Pacific Islander ¹					0	0.0%	0	0.0%	1	0.1%
White	242	64.4%	493	61.9%	581	68.8%	564	65.7%	701	57.6%
Two or More Races ²					48	5.7%	51	5.9%	96	7.9%
Not Specified	31	8.2%	73	9.2%	22	2.6%	24	2.8%	38	3.1%
Total	376		797		845		859		1,216	

¹Asian and Native Hawaiian/Pacific Islander groups were combined before 2022.

²Applicants could not select more than one race or ethnicity in the SWSDIP application system before 2022.

Application Outcomes Tracking

In 2024, SWSDIP received 5,444 applications from 1,216 eligible applicants and hired 196 interns. Tables 11-14 show the application outcomes for four demographic categories: women, racial and ethnic minorities, veterans, and persons with disabilities.

Table 11: Application Outcomes by Gender

Application Outcome	Women	Men	Not Specified
Not Selected After Initial Screening	34%	27%	2%
Not Selected After Interview	12%	9%	0%
Opted Out – Declined Offer	1%	0%	0%
Opted Out During Recruitment	6%	4%	0%
Selected	3%	1%	0%

Table 12: Application Outcomes by Race & Ethnicity

Application Outcome	Racial or Ethnic Minority	White	Not Specified
Not Selected After Initial Screening	28%	33%	2%
Not Selected After Interview	9%	11%	1%
Opted Out – Declined Offer	0%	3%	0%
Opted Out During Recruitment	4%	9%	0%
Selected	2%	8%	0%

Table 13: Application Outcomes by Veteran Status

Application Outcome	Veteran	Not a Veteran/Not Indicated
Not Selected After Initial Screening	1%	62%
Not Selected After Interview	0%	21%
Opted Out – Declined Offer	0%	1%
Opted Out During Recruitment	0%	10%
Selected*	.07%	4%

*The percentage of veteran selected for SWSDIP is calculated based on the total number of applications submitted. Four veterans were selected out of 5,444 applications so the calculated percentage rounds down to 0% or .07%.

Table 14: Application Outcomes by Disability Status

Application Outcome	Disabled	Not Disabled/Not Indicated
Not Selected After Initial Screening	11%	52%
Not Selected After Interview	3%	18%
Opted Out – Declined Offer	0%	1%
Opted Out During Recruitment	2%	9%
Selected	1%	3%

Hire Demographics and Trends

SWSDIP seeks to provide valuable, professional work experience with varied learning opportunities for a diverse group of students interested in public service. In 2024, total racial and ethnic minority hires increased for the fifth year. Additionally, more people with disabilities were hired in 2024 (26) than 2023 (18). SWSDIP was canceled in 2020 due to the COVID-19 pandemic.

Table 15: Overall SWSDIP Hire Metrics

Hires	Women	Racial and Ethnic Minorities	Veterans	People with Disabilities
196	133	76	4	26

Table 16: Count of SWSDIP Hires by Race & Ethnicity 2019-2024

Year	Total Racial & Ethnic Minorities	White	Not Indicated
2024	76	118	2
2023	70	98	5
2022	62	83	3
2021	33	55	12
2019	14	59	6

Table 17: Count of SWSDIP Hires by Gender 2019-2024

Year	Women	Men	Not Indicated
2024	133	63	0
2023	133	37	3
2022	107	38	3
2021	72	21	7
2019	58	16	5

Table 18: SWSDIP Hires by Disability Status 2021-2024

Year	People with Disabilities	Not Disabled/Not Indicated
2024	13%	87%
2023	10%	90%
2022	13%	87%
2021	12%	88%

Table 19: SWSDIP Hires by Veteran Status 2021-2024

Year	Veteran	Not a Veteran/Not Indicated
2024	2%	98%
2023	2%	98%
2022	3%	97%
2021	1%	99%

Table 20: Applications and Hires by Agency and Gender

Agency Full Name	Women		Men		Not Specified	
	Applications	Hires	Applications	Hires	Applications	Hires
Department of Administration	309	6	257	9	14	0
Department of Agriculture, Trade, and Consumer Protection	193	7	118	0	6	0
Department of Children and Families	131	2	62	3	5	0
Department of Corrections	226	13	172	7	8	0
Department of Employee Trust Funds	51	1	101	2	2	0
Department of Health Services	599	27	316	8	21	0
Department of Justice	373	7	182	1	15	0
Department of Military Affairs	8	0	9	0	1	0
Department of Natural Resources	465	20	357	7	15	0
Department of Public Instruction	132	3	44	2	7	0
Department of Revenue	61	3	50	0	0	0
Department of Safety and Professional Services	83	4	59	0	4	0
Department of Transportation	116	2	174	8	7	0
Department of Veterans Affairs	44	4	20	1	2	0
Department of Workforce Development	158	6	139	4	4	0
Educational Communications Board	23	0	49	1	3	0
Public Service Commission	46	3	44	3	1	0
Wisconsin State Public Defenders Office	116	25	37	7	5	0
Total	3,134	133	2,190	63	120	0

Table 21: Applications and Hires by Race & Ethnicity

Full Agency Name	American Indian/Alaska Native		Asian		Black or African American		Hispanic/Latino		Native Hawaiian/Pacific Islander		White		Two or More Races		Not Specified	
	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²
Department of Administration	2	0	110	3	60	1	59	3	0	0	266	5	54	2	29	1
Department of Agriculture, Trade, and Consumer Protection	1	0	22	0	15	0	14	0	0	0	233	7	25	0	7	0
Department of Children and Families	0	0	30	2	32	2	23	0	0	0	90	1	13	0	10	0
Department of Corrections	0	0	69	2	59	1	31	4	0	0	210	13	27	0	10	0
Department of Employee Trust Funds	2	0	54	2	18	0	10	0	1	0	50	0	13	1	6	0
Department of Health Services	0	0	178	5	108	3	88	2	0	0	453	20	82	5	27	0
Department of Justice	1	1	87	0	37	1	60	1	0	0	291	4	58	1	36	0
Department of Military Affairs	0	0	6	0	0	0	2	0	0	0	9	0	0	0	1	0
Department of Natural Resources	0	0	51	2	20	2	36	2	1	0	651	20	54	1	24	0
Department of Public Instruction	3	0	21	0	21	1	31	1	2	0	91	1	11	2	3	0
Department of Revenue	1	0	21	0	16	0	15	2	0	0	39	1	14	0	5	0
Department of Safety and Professional Services	0	0	22	1	9	0	14	0	0	0	82	3	11	0	8	0
Department of Transportation	0	0	84	1	26	0	26	2	0	0	119	6	35	1	7	0
Department of Veterans Affairs	0	0	10	0	7	0	3	0	0	0	41	5	3	0	2	0
Department of Workforce Development	1	0	57	1	30	0	30	2	0	0	149	5	23	2	11	0
Educational Communications Board	0	0	28	0	8	0	6	0	0	0	22	0	7	0	4	1
Public Service Commission	0	0	20	1	7	0	9	2	0	0	47	3	7	0	1	0
Wisconsin State Public Defenders Office	0	0	8	3	15	0	24	5	0	0	103	24	5	0	3	0
Total	11	1	878	23	488	11	481	26	4	0	2,946	118	442	15	194	2

¹ A= Applications

² H= Hires

Table 22: Applications and Hires by Disability Status

Agency Full Name	People with Disabilities		Not Disabled/ Not Indicated	
	Applications	Hires	Applications	Hires
Department of Administration	79	1	501	14
Department of Agriculture, Trade, and Consumer Protection	69	3	248	4
Department of Children and Families	25	1	173	4
Department of Corrections	80	0	326	20
Department of Employee Trust Funds	21	0	133	3
Department of Health Services	175	7	764	28
Department of Justice	100	1	470	7
Department of Military Affairs	1	0	17	0
Department of Natural Resources	179	5	658	22
Department of Public Instruction	44	2	139	3
Department of Revenue	12	0	99	3
Department of Safety and Professional Services	13	0	133	4
Department of Transportation	35	1	262	9
Department of Veterans Affairs	18	3	48	2
Department of Workforce Development	53	1	248	9
Educational Communications Board	11	1	64	0
Public Service Commission	13	0	78	6
Wisconsin State Public Defenders Office	34	0	128	32
Total	962	26	4,482	170

Table 23: Applications and Hires by Agency and Veteran Status

Agency Full Name	Veteran		Not a Veteran/ Not Indicated	
	Applications	Hires	Applications	Hires
Department of Administration	3	0	577	15
Department of Agriculture, Trade, and Consumer Protection	4	0	313	7
Department of Children and Families	1	0	197	5
Department of Corrections	10	2	396	18
Department of Employee Trust Funds	3	0	151	3
Department of Health Services	10	0	926	35
Department of Justice	5	0	565	8
Department of Military Affairs	0	0	18	0
Department of Natural Resources	19	2	818	25
Department of Public Instruction	2	0	181	5
Department of Revenue	1	0	110	3
Department of Safety and Professional Services	4	0	142	4
Department of Transportation	1	0	296	10

Agency Full Name	Veteran		Not a Veteran/ Not Indicated	
	Applications	Hires	Applications	Hires
Department of Veterans Affairs	1	0	65	5
Department of Workforce Development	2	0	299	9
Educational Communications Board	0	0	75	1
Public Service Commission	1	0	90	6
Wisconsin State Public Defenders Office	5	0	153	30
Total	72	4	5,372	192

Applications and Hires by Job Group

In 2024, SWSDIP received 5,444 applications from 1,216 eligible applicants. Since most eligible applicants applied for more than one position, Tables 24-27 show a breakdown of applications and hires by demographic group.

Table 24: Applications and Hires by Job Group and Gender

Job Group	Women		Men		Not Specified	
	Applications	Hires	Applicants	Hires	Applications	Hires
Administrative Support	300	9	154	4	9	0
Administrative Support – Fiscal	75	3	75	5	7	0
Architect & Engineers	40	5	59	4	0	0
Business Professionals	66	4	40	1	4	0
Claims Determination	25	0	25	1	0	0
Craft and Trade	3	1	3	0	0	0
Education and Training	76	1	13	2	2	0
Environmental Specialists	471	17	319	4	15	0
Fiscal	114	6	137	2	6	0
Health Care Professionals	90	7	23	3	2	0
Health Care Technicians	4	0	2	0	0	0
Inspectors, Inspectors, and Compliance	23	1	17	0	0	0
IS Professionals	368	12	662	15	28	0
Legal Professionals and Paralegal	207	24	67	7	9	0
Natural Science and Laboratory Technicians	87	3	47	1	3	0
Policy, Planning, and Research	634	16	305	8	18	0
Program Specialist	23	0	18	0	1	0
Public Relations and Media Technicians	269	10	132	2	7	0
Social Services Professionals	259	14	92	4	9	0
Total	3,134	133	2,190	63	120	0

Table 25: Applications and Hires by Job Group and Race & Ethnicity

Job Group	American Indian/Alaska Native		Asian		Black or African American		Hispanic/Latino		Native Hawaiian/Pacific Islander		White		Two or More Races		Not Specified	
	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²	A ¹	H ²
Administrative Support	0	0	49	1	0	3	43	2	0	0	258	6	40	1	23	0
Administrative Support – Fiscal	0	0	46	1	0	0	21	2	0	0	59	4	12	0	13	1
Architect & Engineers	0	0	24	0	3	0	13	1	0	0	47	5	9	3	3	0
Business Professionals	0	0	8	0	15	1	15	3	2	0	57	1	7	0	6	0
Claims Determination	0	0	4	0	6	0	10	0	0	0	25	1	5	0	0	0
Craft and Trade	0	0	0	0	1	0	0	0	0	0	3	1	1	0	1	0
Education and Training	2	0	14	0	12	0	14	1	0	0	45	0	4	2	0	0
Environmental Specialists	0	0	37	1	22	2	27	0	0	0	643	18	52	0	24	0
Fiscal	2	1	62	1	16	0	27	2	0	0	115	4	24	0	11	0
Health Care Professionals	0	0	12	1	12	1	10	0	0	0	68	7	11	1	2	0
Health Care Technicians	0	0	2	0	1	0	1	0	0	0	2	0	0	0	0	0
Inspectors, Inspectors, and Compliance	0	0	4	0	4	0	4	0	0	0	22	1	6	0	0	0
IS Professionals	3	0	382	10	118	0	80	4	1	0	353	9	83	3	38	1
Legal Professionals and Paralegal	0	0	20	3	24	1	38	4	0	0	172	22	19	1	10	0
Natural Science and Laboratory Technicians	0	0	5	0	4	0	7	0	0	0	112	4	8	0	1	0
Policy, Planning, and Research	2	0	141	4	102	2	98	3	0	0	489	12	83	3	42	0
Program Specialist	0	0	9	0	7	0	6	0	0	0	18	0	2	0	0	0
Public Relations and Media Technicians	2	0	38	1	40	1	36	2	1	0	225	8	53	0	13	0
Social Services Professionals	0	0	21	0	45	0	31	2	0	0	233	15	23	1	7	0
Total	11	1	878	23	488	11	481	26	4	0	2,946	118	442	15	194	2

¹ A= Applications

² H= Hires

Table 26: Applications and Hires by Job Group and Disability Status

Job Group	Disabled		Not Disabled/ Not Indicated	
	Applicants	Hires	Applicants	Hires
Administrative Support	89	1	374	12
Administrative Support-Fiscal	21	0	136	8
Architect & Engineers	9	0	90	9
Business Professionals	24	1	86	4
Claims Determination	10	1	40	0
Craft and Trade	0	0	6	1
Education and Training	17	1	74	2
Environmental Specialists	193	7	612	14
Fiscal	36	0	221	8
Health Care Professionals	28	3	87	7
Health Care Technicians	1	0	5	0
Inspectors, Inspectors, and Compliance	2	1	38	0
IS Professionals	150	4	908	23
Legal Professionals and Paralegal	55	1	228	30
Natural Science and Laboratory Technicians	22	0	115	4
Policy, Planning, and Research	143	4	814	20
Program Specialist	8	0	34	0
Public Relations and Media Technicians	67	1	341	11
Social Services Professionals	87	1	273	17
Total	962	26	4,482	170

Table 27: Applications and Hires by Job Group and Veteran Status

Job Group	Veteran		Not a Veteran/ Not Indicated	
	Applicants	Hires	Applicants	Hires
Administrative Support	2	0	461	13
Administrative Support-Fiscal	5	0	152	8
Architect & Engineers	0	0	99	9
Business Professionals	2	1	108	4
Claims Determination	0	0	50	1
Craft and Trade	0	0	6	1
Education and Training	0	0	91	3
Environmental Specialists	14	0	791	21
Fiscal	6	0	251	8
Health Care Professionals	0	0	115	10
Health Care Technicians	0	0	6	0
Inspectors, Inspectors, and Compliance	1	0	39	1
IS Professionals	12	0	1,046	27
Legal Professionals and Paralegal	4	0	279	31

Job Group	Veteran		Not a Veteran/ Not Indicated	
	Applicants	Hires	Applicants	Hires
Natural Science and Laboratory Technicians	6	1	131	3
Policy, Planning, and Research	10	0	947	24
Program Specialist	0	0	42	0
Public Relations and Media Technicians	1	0	407	12
Social Services Professionals	9	2	351	16
Total	72	4	5,372	192

State Workforce Demographic Comparison

SWSDIP had 1,216 eligible applicants in 2024. In comparison, there were 55,815 Wisc.Jobs applicants for executive branch positions in FY24. SWSDIP eligible applicant data was excluded from the Wisc.Jobs applicant data used for comparison in Tables 28-32.

Table 28: SWSDIP vs. Wisc.Jobs Applicant Demographics by Gender

Applicant	Women	Men	Not Indicated
Wisc.Jobs (FY24)	59%	40%	2%
SWSDIP (2024)	61%	37%	2%

Table 29: SWSDIP vs. Wisc.Jobs Applicant Demographics by Race & Ethnicity

Applicant	Total Racial & Ethnic Minorities	White	Not Specified
Wisc.Jobs (FY24)	30%	67%	3%
SWSDIP (2024)	39%	58%	3%

Table 30: SWSDIP vs. Wisc.Jobs Applicant Demographics by Race & Ethnicity

Race & Ethnicity	Wisc.Jobs (FY24)	SWSDIP (2024)
American Indian/Alaska Native	1%	0%
Asian	5%	12%
Black or African American	14%	9%
Hispanic/Latino	7%	10%
Native Hawaiian/Pacific Islander	0%	0%
White	67%	58%
Two or More Races	3%	8%
Not Specified	3%	3%

Table 31: SWSDIP vs. Wisc.Jobs Applicant Demographics by Veteran Status

Applicant	Veteran	Not a Veteran/Not Indicated
Wisc.Jobs (FY24)	6%	94%
SWSDIP (2024)	1%	99%

Table 32: SWSDIP vs. Wisc.Jobs Applicant Demographics by Disability Status

Applicant	Disabled	Not Disabled/Not Indicated
Wisc.Jobs (FY24)	11%	89%
SWSDIP (2024)	18%	82%

Program Recommendations and Improvements

To build upon the successes realized in 2024, BEI will continue strengthening recruitment efforts in the northern part of the state by expanding partnerships with universities, community/technical colleges, high schools, and community-based organizations. BEI is also gathering information about housing options outside of Madison for interns. BEI will continue to work with agency coordinators to improve communication with applicants during the recruitment process, including when an applicant is (or is not) selected for an interview and notifying applicants when they are (or are not) selected for a position.

BEI also plans to expand in-person networking opportunities for SWSDIP interns next summer. In 2024, all in-person networking opportunities were located in Madison. Plans are being made to offer an in-person networking session in Milwaukee in 2025.