



BUREAU OF EQUITY AND INCLUSION

**State of Wisconsin Student Diversity
Internship Program
2022 Program Report and
Recommendations**

February 2023

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Introduction

The State of Wisconsin Student Diversity Internship Program (SWSDIP) focuses on historically underrepresented workforce populations and provides students with practical on-the-job experience, training, and exposure to the state's workforce.

Since the inception of the original 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 2022 State of Wisconsin Student Diversity Internship Program (SWSDIP) placed 148 students into internship positions with 19 participating state agencies. The hires included 107 women, 62 people from a racial and ethnic minority background, four veterans, and 19 people with disabilities. The program received 2,451 applications, averaging three positions applied for by each eligible student, with 845 eligible applicants competing for 120 available jobs.

BEI staff contacted local and regional college and university career placement centers, affinity groups, student unions, and Historically Black Colleges and Universities (HBCUs) nationwide. The efforts of the BEI team extended to faith-based organizations, high schools, and a variety of community-based organizations. BEI hosted several virtual hiring events on Handshake and facilitated several live Microsoft Teams events to bring awareness to and assist interested parties through the application process. The Microsoft Teams events were recorded and placed on the [SWSDIP website](#).

The 2022 SWSDIP achieved the following:

- The number of eligible applicants increased from 797 in 2021 to 845 in 2022, a significant increase from the 376 in 2019. This increase is substantial and correlates with the inclusion of this program in state agencies' 2020 EI Strategic Plans.

2019	2020	2021	2022
376	534	797	845

- The program has experienced consistent increases in applicants from racial and ethnic minority groups over the past four years, as reflected in the table below:

2019	2020	2021	2022
103	164	231	242

- The program has had a steady increase in agency participation and positions available. There was an increase in participation from 8 state agencies in 2019 to 16 agencies in 2021 and 19 state agencies in 2022.
- Applicant surveys provide helpful information and recommendations to improve the student application experience. The average score was 4.24 out of 5 for overall satisfaction with the process, see Appendix A.
- In the 2022 SWSDIP exit survey, the program received an average response of 4.64, with students saying they felt welcomed in the work environment, see Appendix B.

The Student Diversity Internship Program provides students with valuable, paid work experience and training in various branches of state government over the summer break. Some interns have obtained employment in state government as limited-term or permanent state employees.

Students also participated in a summerlong project designed to provide them with an opportunity to share their work and learning experiences with the other students. Here is what one student said about working at the Department of Corrections:

“... this internship was one of the most eye-opening experiences I have ever had. I was introduced to a whole new world that has been right in front of me for years, all without me ever realizing...I have already started to develop so many new skills...The people skills and impromptu thinking skills that I have gained through this internship will be helpful not only to my future careers, but also in my future life in general... I am proud of many things that I have completed through this internship. This internship has changed the way I see not only the Department of Corrections, but the world around me as a whole...I could not be happier with my internship experience and the connections that I made this summer.” Intern, Luedtke, Brock 2022

2022 Process Overview

BEI began asking for position submissions from the enterprise on September 30, 2021. BEI received 119 positions from 19 different boards and agencies, representing 27 job groups and 120 hiring opportunities. BEI then compiled all position submissions into the 2022 State of Wisconsin Student Internship Position Catalog and posted it on the SWSDIP website and [Wisc.Jobs](#). The application period opened on December 6, 2021, and closed on January 31, 2022. Interns submitted a single application for the program and resume, selecting up to five (5) positions from the catalog.

BEI and the Bureau of Merit and Selection collaborated to sort the applicants into position lists. At the agencies' request, BEI provided these lists to each agency coordinator for further screening before the agency scheduled interviews. BEI communicated a recommended interview timeline of February 14 – March 18 with an internship start date of May 22.

After sending out the candidate lists, BEI offered to support agencies with involvement in the hiring process, but agencies preferred to manage this without assistance. During the hiring period with the agencies, BEI received many inquiries from internship applicants regarding the status of their applications. All questions were forwarded to the agency. Some candidates reported delayed responses or a need for more communication from agencies.

Improvements Implemented in the 2022 SWSDIP Cycle:

Outreach

Student outreach and recruitment have demonstrated continuous increases in students from racial and ethnic minority backgrounds. Individual outreach and engagement with student groups on campus and using the recruitment application, Handshake, were added as recruitment tools, although it is premature to directly connect increases in minority participation to adding these recruitment tools for this report. Although the percentage of minority groups has continued to increase, the goal is to have at least 50% of the applicants in this category. In 2022 we reached 29%:

Applicant Metrics	2021	2022	Year Change
Total Applicants	797	845	▲ 7%
Women	521	549	▲ 6%
Racial or Ethnic Minorities	231	242	▲ 5%
Veteran Students	17	12	▼ 29%
Students with Disabilities	53	80	▲ 53%

Communication and Hiring Process

Many applicants reported experiencing long periods without communication regarding the status of their applications after BEI provided the list to the agency. Further, some agency requests for interviews were going to spam mail because of unidentifiable third-party names on the emails. Multiple methods of responding to students' questions about what was going on with their applications created additional waiting time. Several students commented that they missed the interview request because it went to spam, and they received no communication or second opportunity to respond. Many students reported receiving an interview request in mid-to-late May from the agencies. Students requested more consistent communication channels and procedures across agencies with the students.

The applicant hiring data reveals that students of color applied to the program, but the same level of candidate diversity was not reflected in those ultimately hired across the enterprise. White women are the highest group hired in this program, representing 72% of the total hires.

Timeline

Most agencies committed to participating by providing intern jobs and a commitment to increase diversity in their Equity and Inclusion Strategic Plans. With this agency commitment, BEI began soliciting positions for the program in September 2021, with a deadline for agency submission of November 12, 2021. BEI published the position catalog and opened the application period in early December 2021. The application period closed in mid-February 2022, and BEI staff worked with agencies to support interviews from the interview list provided or reviewed agency screening development to ensure screen criteria aligned with the expectations for the intern positions. Interviews were scheduled for March 1 through April, with job offers made by mid-April and early May. BEI will continue to work with agencies to identify options for streamlining the recruitment and hiring for this program.

Improvement Opportunities Moving Forward:

Outreach

The outreach and recruitment strategies implemented for the program have been successful, with a measurable increase in program awareness, applications, and diversity. The current application percentages for the program for students of color align with the population percentages for Wisconsin. The recent census demographic reports note continued significant changes in the diversity of the state's population. With that in mind, BEI will continue to expand its presence on virtual platforms and outreach events like virtual career fairs and campus career fairs in the Fall and Winter terms before the start of the application period. BEI will continue to add to the list of outreach agencies, including local and regional colleges and universities, career placement centers, affinity groups, student unions, faith-based organizations, and community-based agencies with direct and indirect contact with traditional and non-traditional students. BEI will continue to expand outreach to HBCUs nationwide. The Bureau will also communicate the importance of supporting a thriving enterprise internship program focused on increasing diversity rather than creating agency-specific, competing programs. Based on student feedback, the most important aspects of recruitment are ease of the process and effective communication during outreach.

Communication and Hiring Processes

To achieve consistency in communication with applicants and to address the disparate impact of secondary screening on candidates of color, BEI will create and implement a standardized communication and screening process for all applicants. Additionally, BEI will continue to offer to conduct all post-application screens and provide interview lists to agencies rather than lists of applicants who applied. BEI will offer to review questions used in the interview process to ensure applicability to the position, and screen for unconscious bias. Communications from BEI will go out to hiring managers in addition to coordinators. This change will allow BEI to help coordinate regular communication between the hiring managers and coordinators regarding program goals and process timelines. This change will also support consistent and timely communication of the interview process and job offers to applicants.

Several state agencies have included SWSDIP in their EI Strategic Plans, and BEI has experienced increased agency participation; however, it is essential for agency leadership to support the program, specifically the importance of synergy, efficiency, and quality of the experience in delivering this program. The students participating in this program are the future workforce for the State of Wisconsin, and the State is competing with other states and programs for these talented individuals. The global economy and advancing technology have created endless opportunities. Students have shared that the critical factors in choosing their places of employment are working in inclusive environments where they feel they belong and in an industry that believes in work-life balance with options for remote work.

Timeline

BEI recommends agency hiring managers interview and extend offers to potential interns in early spring. During the listening session and reflected in the subsequent intern survey, the overwhelming majority of interns agreed that the open application period should have ended in February rather than January. Additionally, interns would have preferred to have interviews in February or March, with a job offer by April. While the State of Wisconsin was their desired internship, many students reported that they struggled with accepting other internships offered, due to the late timing of the State internship offer (late April or early May) and inconsistent or timely communication from HR and agency hiring staff. Additionally, a significant number of minority candidates dropped out of the hiring process by the time they were invited for an interview.

2022 Metrics

State of Wisconsin Student Diversity Internship Program - 2022 Metrics

Applications	Applicants	Hires Made	Total Positions Filled
2,451	845	148	120

Two of the hires made were outside the SWSDIP 2022 applicant pool and are not included in the applicants and applications.

There were two applicants who each accepted two SWSDIP positions. The count of hires made is the count of people in jobs. The 148 hires made consisted of 146 people.

Positions Submitted	Positions Submitted Filled	Positions Cancelled	Total Positions Filled	Positions with Hires	Positions Cancelled
190	119	71	120	63%	37%

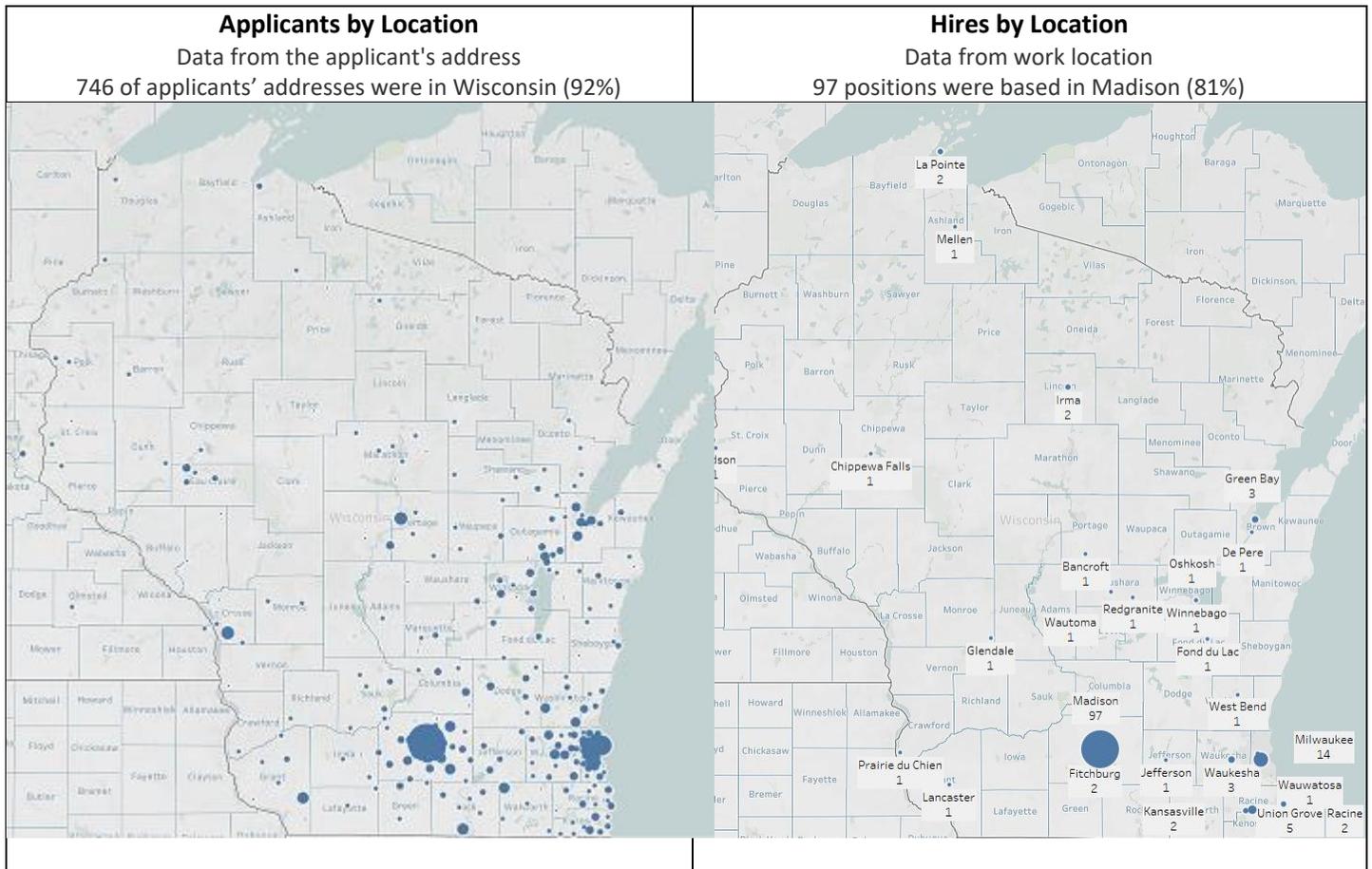
During the application process, one position was added (DHS – Policy, Planning & Research).

About the Applicant Pool



About the Hires





Work location may vary due to telecommuting and travel.

Hires by Agency

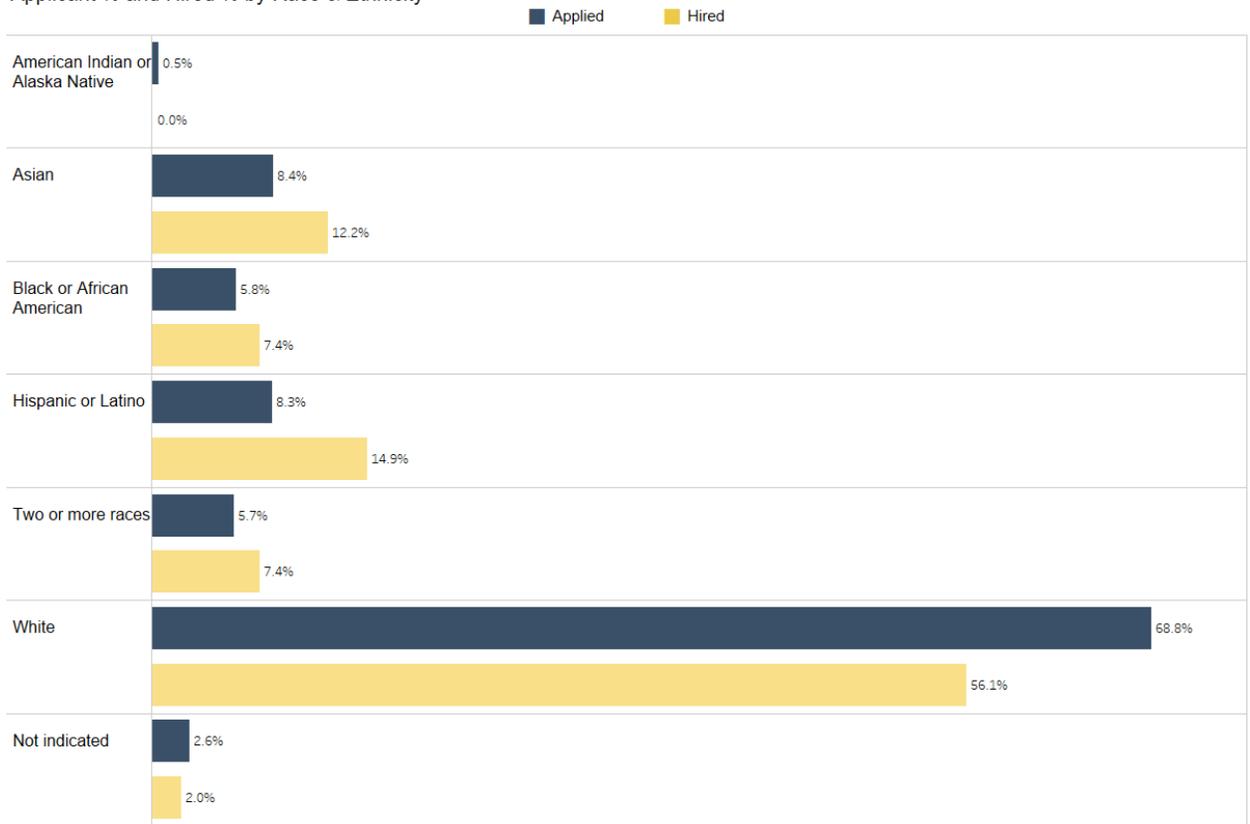
Agency	# Hires	New participant*	Hires outside of Madison
Natural Resources	38		21
Health Services	31		6
Corrections	14		8
Administration	13		1
State Public Defender	11	✓	11
Justice	7		1
Agriculture, Trade & Consumer Protection	5		
Public Service Commission	5		
Transportation	5		2
Employee Trust Funds	3		
Revenue	3		
Safety & Professional Services	3	✓	
Children & Families	2		1
Commissioner of Insurance	2	✓	
Public Instruction	2		
Veterans Affairs	2	✓	
Financial Institutions	1		
Educational Communications Bd	1	✓	
Total	148 hires	5 new participants	51 hires outside Madison

*New participant: Did not have SWSDIP hires in 2021 but did in 2022. 18 agencies with hires, compared to 15 agencies in 2021.

Applicants and Hires by Demographic Categories

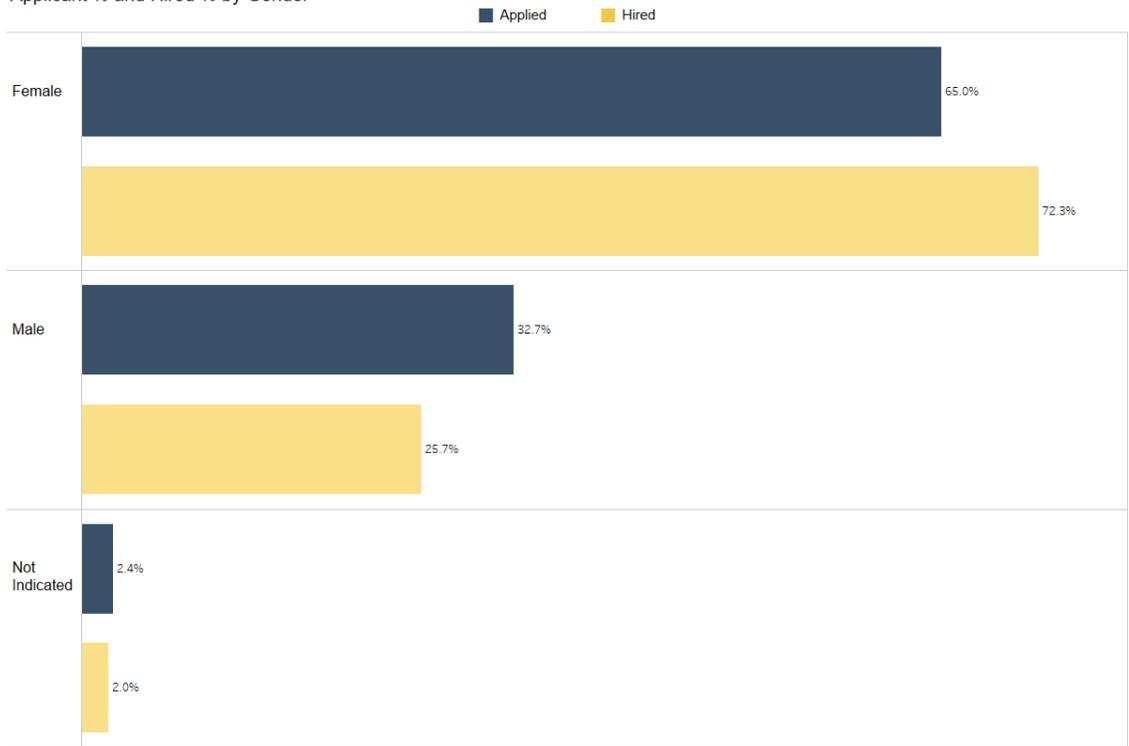
Applicant % Hired % by Race and Ethnicity

Applicant % and Hired % by Race & Ethnicity

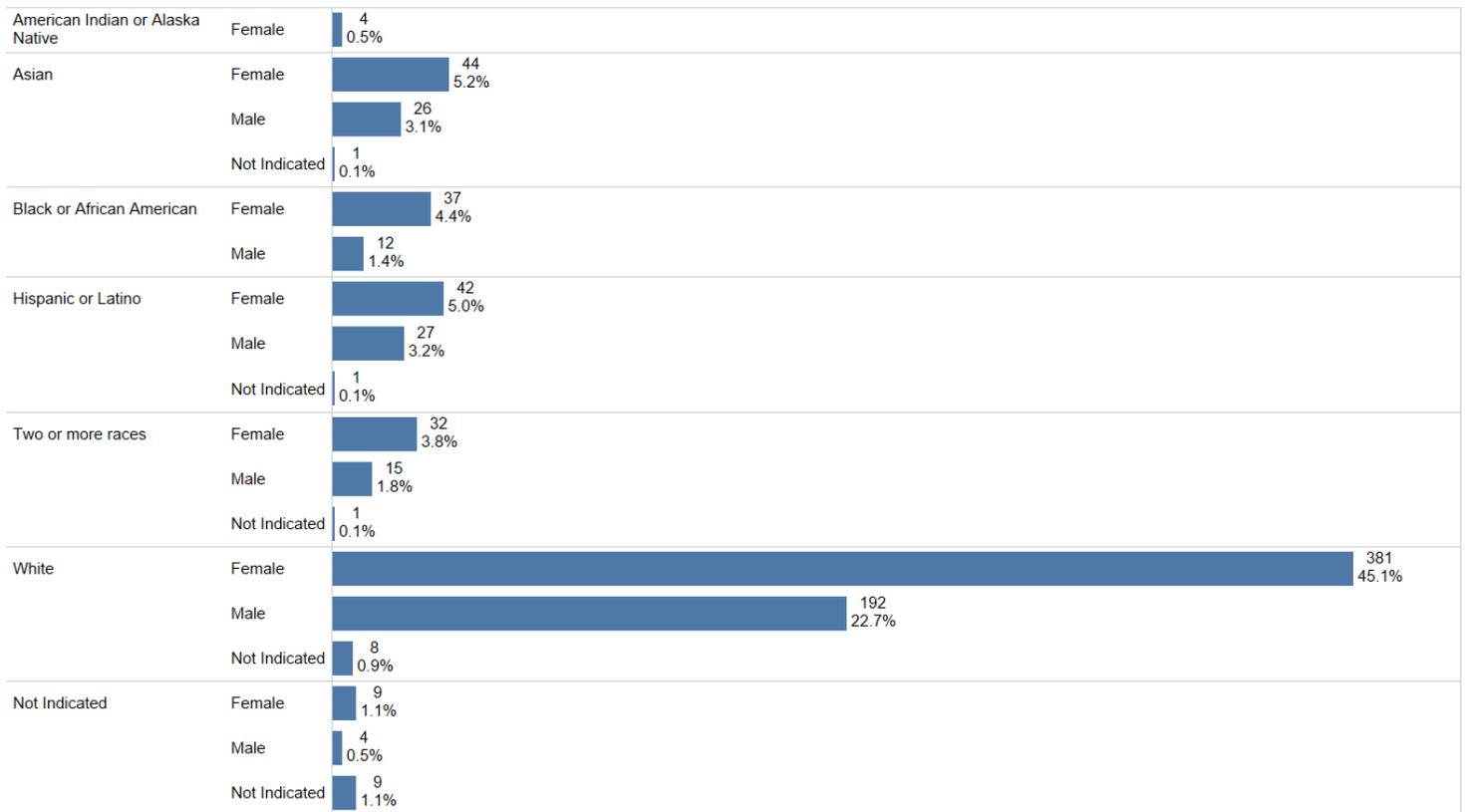


Applicant % Hired % by Gender

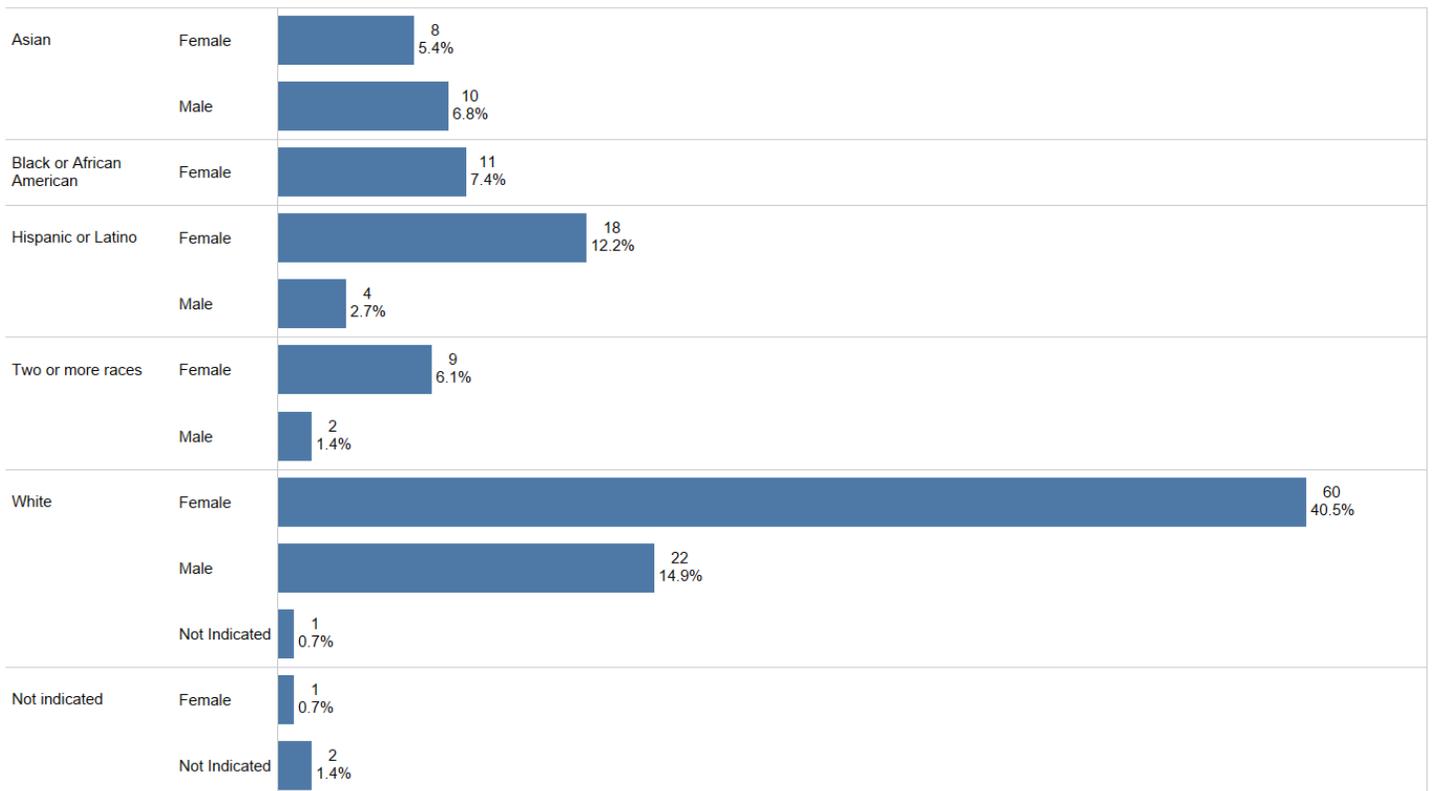
Applicant % and Hired % by Gender



Applicants by Both Race & Ethnicity and Gender (% of total applicant pool)



Hires by Both Race & Ethnicity and Gender (% of total hires)



Positions and Hires by Job Group and Gender

Of the 27 job groups with positions, female applicants were the majority of hires in 14 job groups. Male applicants were the majority of hires in 5 job groups (indicated by the highlighted cells).

Job Group	Positions	Total		Female		Male		Not indicated	
		Apps	Hires	Apps	Hires	Apps	Hires	Apps	Hires
Admin Support*	27	127	18	93	13	29	4	5	1
Admin Support-Fiscal	5	36	6	15	2	16	3	5	1
Architects & Engineers	2	7	3	3	2	4	1	0	0
Business Prof	3	11	0	10	0	1	0	0	0
Claims Determination	1	6	1	2	1	4	0	0	0
Education & Training*	1	2	0	2	0	0	0	0	0
Environmental	21	731	25	447	18	266	7	18	0
Fiscal	11	47	6	19	2	24	3	4	1
Health Care Prof*	2	28	2	23	2	5	0	0	0
Health Care Tech*	7	29	3	25	3	4	0	0	0
Inspect & Compliance*	3	18	3	8	1	10	2	0	0
IS Professionals*	16	139	11	60	5	72	6	7	0
IS Technicians*	1	6	1	2	0	3	1	1	0
Legal Professionals	15	152	13	112	11	37	2	3	0
Limited Term Employment	1	7	4	7	4	0	0	0	0
Mechanical Repair	4	1	0	0	0	1	0	0	0
Mechanical Supervisors	1	3	0	0	0	2	0	1	0
Natural Science & Laboratory Tech*	3	202	3	126	2	72	1	4	0
Planning Policy and Research	29	613	21	409	15	185	6	19	0
Power Plant*	1	0	0	0	0	0	0	0	0
Production Laborers	4	11	2	6	1	5	1	0	0
Program Specialist	3	37	2	27	2	9	0	1	0
Property Management	1	3	1	2	1	1	0	0	0
Public Relations and Media Technicians	9	154	11	135	11	15	0	4	0
Public Safety*	1	4	0	3	0	0	0	1	0
Science Professionals	1	0	0	0	0	0	0	0	0
Social Service Professionals	17	77	12	67	11	10	1	0	0
Total	190	2,451	148	1,603	107	775	38	73	3

* Indicates job group with statewide underutilization for women, 2020-2023

Applications and Hires by Job Group and Race and Ethnicity

Of the 27 job groups with positions, Racial or ethnic minorities were the majority of hires in 5 job groups. White applicants were the majority of hires for 10 job groups (indicated by the highlighted cells).

Job Group	Total		Amer Ind or AK Native		Asian		Black or African American		Hispanic or Latino		Two or More Races		All Racial or Ethnic Minorities		White		Not Indicated	
	Apps	Hires	A	H	A	H	A	H	A	H	A	H	A	H	A	H	A	H
Admin Support	127	18	0	0	18	3	12	2	16	4	7	0	53	9	69	9	5	0
Admin Support-Fiscal*	36	6	0	0	9	4	2	0	4	0	1	0	16	4	15	1	5	1
Architects & Engineers	7	3	0	0	0	0	2	1	1	1	0	0	3	2	4	1	0	0
Business Prof	11	0	0	0	0	0	5	0	3	0	0	0	8	0	2	0	1	0
Claims Determination	6	1	0	0	0	0	1	0	1	0	0	0	2	0	3	0	1	1
Education & Training*	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
Environmental*	731	25	0	0	29	1	4	0	36	5	45	2	114	8	607	17	10	0
Fiscal	47	6	0	0	8	1	4	0	3	0	3	0	18	1	24	4	5	1
Health Care Prof*	28	2	0	0	1	0	3	1	3	0	1	0	8	1	19	1	1	0
Health Care Tech	29	3	0	0	1	0	6	1	4	1	1	0	12	2	16	1	1	0
Inspect & Compliance	18	3	0	0	3	0	0	0	1	0	1	1	5	1	13	2	0	0
IS Professionals	139	11	0	0	30	4	10	2	6	1	7	1	53	8	79	3	7	0
IS Technicians	6	1	0	0	1	0	0	0	0	0	1	0	2	0	3	1	1	0
Legal Professionals	152	13	3	0	6	0	11	1	22	2	3	0	45	3	104	10	3	0
Limited Term Employment	7	4	0	0	0	0	0	0	0	0	0	0	0	0	7	4	0	0
Mechanical Repair*	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Mechanical Supervisors	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
Natural Sci & Lab Tech*	202	3	0	0	8	0	0	0	7	0	12	1	27	1	172	2	3	0
Planning Policy & Research	613	21	1	0	59	3	49	1	85	4	29	2	223	10	358	11	32	0
Power Plant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Production Laborers	11	2	0	0	0	0	0	0	0	0	2	1	2	1	9	1	0	0
Program Specialist	37	2	0	0	3	1	2	0	2	0	2	0	9	1	28	1	0	0
Property Management	3	1	0	0	0	0	1	0	0	0	0	0	1	0	2	1	0	0
Public Relations & Media Technicians*	154	11	0	0	12	1	13	0	11	2	9	3	45	6	104	5	5	0
Public Safety	4	0	0	0	0	0	0	0	1	0	0	0	1	0	3	0	0	0
Science Professionals*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Social Service Professionals	77	12	2	0	0	0	11	2	7	2	1	0	21	4	55	8	1	0
Total	2,451	148	6	0	188	18	136	11	213	22	125	11	668	62	1,702	83	81	3

*Indicates job group with statewide underutilization for minorities, 2020-2023

Applications and Hires by Agency and Gender

Out of 19 agencies that submitted positions, female applicants were the majority of hires in 12 agencies. Male applicants were the majority of hires in 3 agencies (indicated by ✓).

	Total			Female		Male		Not Indicated	
	Positions Submitted	Apps	Hires	Apps	Hires	Apps	Hires	Apps	Hires
Administration	20	117	13	70	6	41	6	6	1
Ag, Trade, & Consumer Protect	8	74	5	34	2	37	3 ✓	3	0
Children & Families	2	90	2	70	1	17	1	3	0
Commissioner of Insurance	4	7	2	1	0	4	1	2	1
Corrections	29	90	14	73	13✓	15	1	2	0
Educational Communications Bd	1	9	1	3	1✓	5	0	1	0
Employee Trust Funds	3	25	3	8	1	14	2✓	3	0
Financial Institutions	1	8	1	4	1✓	3	0	1	0
Health Services	39	329	31	252	25✓	71	6	6	0
Justice	8	203	7	154	5✓	47	2	2	0
Military Affairs	2	6	0	3	0	3	0	0	0
Natural Resources	38	1136	38	694	27✓	412	10	30	1
Public Instruction	3	86	2	67	2✓	15	0	4	0
Public Service Commission	5	52	5	28	5✓	22	0	2	0
Revenue	6	31	3	23	3✓	8	0	0	0
Safety & Professional Services	3	43	3	28	3✓	12	0	3	0
State Public Defender	12	98	11	72	9✓	24	2	2	0
Transportation	5	37	5	12	1	22	4✓	3	0
Veterans Affairs	1	10	2	7	2✓	3	0	0	0
Total	190	2,451	148	1,603	107	775	38	73	3

Applications and Hires by Agency and Race and Ethnicity

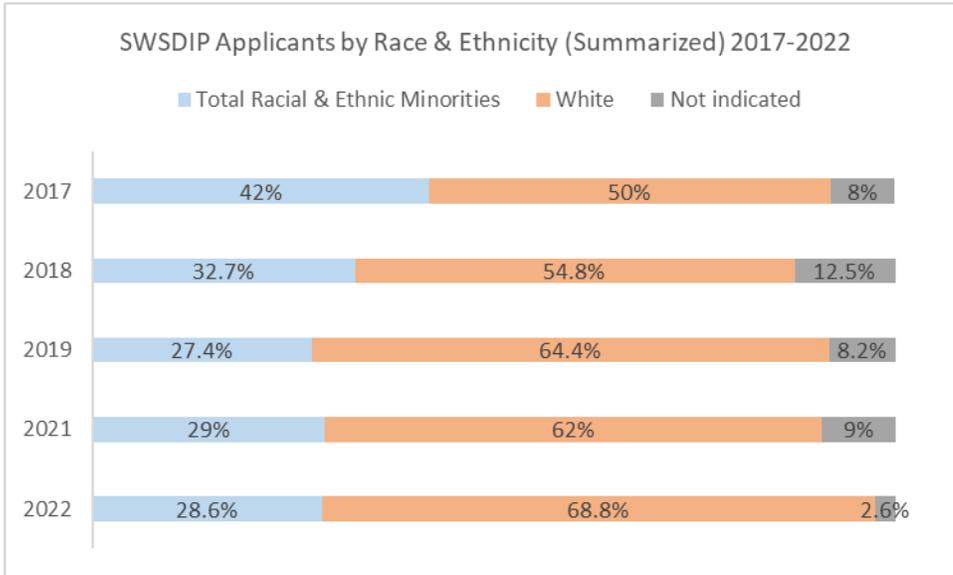
Out of 19 agencies that submitted positions, racial and ethnic minority applicants were the majority of hires in 6 agencies. White applicants were the majority of hires in 7 agencies (indicated by ✓).

	Total		Amer Ind or AK Native		Asian		Black or African Amer		Hispanic or Latino		Two or More Races		All Racial or Ethnic Minorities		White		Not Indicated	
	Apps	Hires	Apps	Hires	Apps	Hires	Apps	Hires	Apps	Hires	Apps	Hires	Apps	Hires	Apps	Hires	App	Hires
Administration	117	13	0	0	20	3	15	1	14	3	5	0	54	7✓	59	5	4	1
Ag, Trade, & Consumer Protection	74	5	0	0	7	1	0	0	2	0	10	1	19	2	54	3✓	1	0
Children & Families	90	2	0	0	5	0	11	0	11	1	5	0	32	1	56	1	2	0
Commissioner of Insurance	7	2	0	0	0	0	0	0	1	0	0	0	1	0	4	1	2	1
Corrections	90	14	2	0	2	0	16	2	13	1	2	1	35	4	52	10✓	3	0
Educational Communications Bd	9	1	0	0	2	1	0	0	0	0	1	0	3	1✓	5	0	1	0
Employee Trust Funds	25	3	0	0	6	2	3	0	3	0	0	0	12	2✓	10	1	3	0
Financial Institutions	8	1	0	0	1	0	0	0	2	1	1	0	4	1✓	3	0	1	0
Health Services	329	31	0	0	39	5	33	4	32	3	17	2	121	14	192	17✓	16	0
Justice	203	7	2	0	9	0	20	0	35	2	3	0	69	2	130	5✓	4	0
Military Affairs	6	0	0	0	1	0	0	0	0	0	0	0	1	0	4	0	1	0
Natural Resources	1,136	38	0	0	62	5	9	0	58	6	62	5	191	16	922	21✓	23	1
Public Instruction	86	2	0	0	9	0	13	0	10	1	7	1	39	2✓	43	0	4	0
Public Service Commission	52	5	0	0	6	0	2	1	6	0	4	0	18	1	27	4✓	7	0
Revenue	31	3	0	0	6	1	2	0	3	0	2	0	13	1	18	2	0	0
Safety & Professional Services	43	3	0	0	2	0	2	0	7	1	0	0	11	1	29	2	3	0
State Public Defender	98	11	2	0	5	0	7	1	14	2	2	0	30	3	65	8✓	3	0
Transportation	37	5	0	0	6	0	2	1	2	1	3	1	13	3	21	2	3	0
Veterans Affairs	10	2	0	0	0	0	1	1	0	0	1	0	2	1	8	1	0	0
Total	2,451	148	6	0	188	18	136	11	213	22	125	11	668	62	1,702	83	81	3

Applicant Trends Over Time

(SWSDIP 2020 was canceled due to the COVID-19 pandemic)

Applicants by Race & Ethnicity

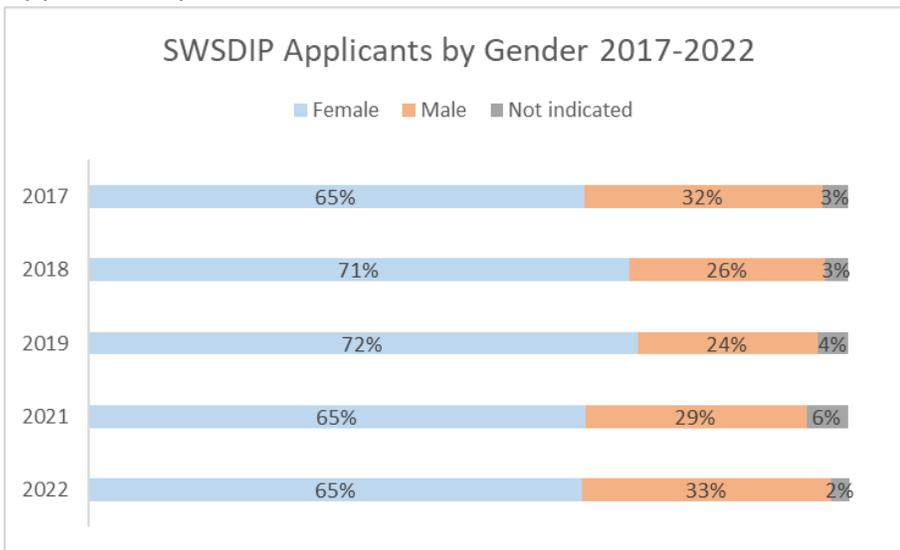


Since 2017 we have experienced an increase in the percentage of white applicants to the program. This increase is in direct correlation to the increase in white female applicants.

Race & Ethnicity	2017		2018		2019		2021		2022	
American Indian/ Alaska Native	3	0.6%	9	2.2%	6	1.6%	7	0.9%	4	0.5%
Asian or Pacific Islander	50	10.3%	50	12.0%	40	10.6%	68	8.5%	71	8.4%
Black (Not Hispanic)	110	22.7%	49	11.8%	30	8.0%	89	11.2%	49	5.8%
Hispanic	40	8.2%	28	6.7%	27	7.2%	67	8.4%	70	8.3%
Two or More Races*									48	5.7%
White	243	50.1%	228	54.8%	242	64.4%	493	61.9%	581	68.8%
Not indicated	39	8.0%	52	12.5%	31	8.2%	73	9.2%	22	2.6%
Total	485		416		376		797		845	

*Applicants could not select more than one race in the application system prior to the 2022 SWSDIP application.

Applicants by Gender



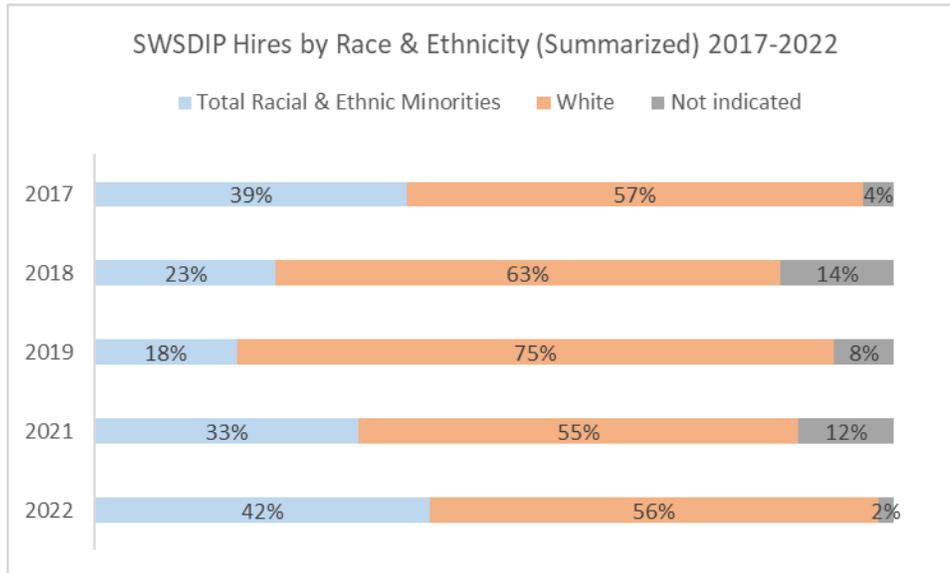
Applicants by School – Top Ten

School	2022	% Total	2021	% Total	% Change 2021-2022
UW Madison	327	38.7%	321	40.3%	□1.6%
UW Milwaukee	78	9%	79	9.9%	□.9%
UW Whitewater	45	5%	33	4.1%	□.9%
UW Stevens Point	38	4%	23	2.9%	□1.1%
UW LaCrosse	33	3.9%	23	3.9%	Net 0%
UW Platteville	33	3.9%	27	3.4%	□.5%
Marquette	24	2.8%	Not in the Top 10		-
Madison College	17	2%	29	3.6%	□1.6%
University of Minnesota Twin Cities	16	1.8%	Not in the Top 10		-
Milwaukee Area Technical College	Not in the Top 10		20	2.5%	-
Other or out of State College/University	321	38%	119	14.9%	□23.1%

Hiring Trends Over Time

(SWSDIP 2020 was canceled due to the COVID-19 pandemic)

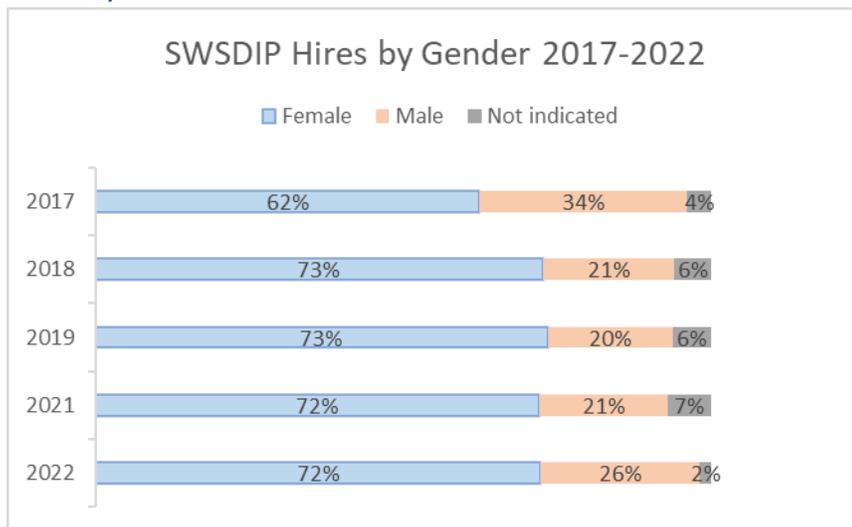
Hires by Race & Ethnicity



Race & Ethnicity	2017		2018		2019		2021		2022	
American Indian/ Alaska Native	0	0.0%	2	2.4%	2	2.5%	2	2.0%	0	0.0%
Asian or Pacific Islander	14	18.2%	6	7.1%	3	3.8%	11	11.0%	18	12.2%
Black (Not Hispanic)	12	15.6%	9	10.7%	5	6.3%	8	8.0%	11	7.4%
Hispanic	4	5.2%	2	2.4%	4	5.1%	12	12.0%	22	14.9%
Two or More Races*									11	7.4%
White	44	57.1%	53	63.1%	59	74.7%	55	55.0%	83	56.1%
Not indicated	3	3.9%	12	14.3%	6	7.6%	12	12.0%	3	2.0%
Total	77		84		79		100		148	

*Applicants could not select more than one race in the application system prior to the 2022 SWSDIP application.

Hires by Gender



2022 SWSDIP Applicant Experience

Respondents: 298 displayed, 298 total

Status: Closed

Launched Date: 01/31/2022

Closed Date: 02/22/2022

1. County

		Response Total	Response Percent	Points	Avg
Adams		0	0%	n/a	n/a
Ashland		0	0%	n/a	n/a
Barron		0	0%	n/a	n/a
Bayfield		0	0%	n/a	n/a
Brown		8	5%	n/a	n/a
Buffalo		0	0%	n/a	n/a
Burnett		0	0%	n/a	n/a
Calumet		1	1%	n/a	n/a
Chippewa		1	1%	n/a	n/a
Clark		0	0%	n/a	n/a
Columbia		1	1%	n/a	n/a
Crawford		0	0%	n/a	n/a
Dane		68	40%	n/a	n/a
Dodge		2	1%	n/a	n/a
Door		1	1%	n/a	n/a
Douglas		0	0%	n/a	n/a
Dunn		0	0%	n/a	n/a
Eau Claire		3	2%	n/a	n/a
Florence		0	0%	n/a	n/a
Fond du Lac		1	1%	n/a	n/a
Forest		0	0%	n/a	n/a
Grant		2	1%	n/a	n/a
Green		1	1%	n/a	n/a
Green Lake		0	0%	n/a	n/a
Iowa		1	1%	n/a	n/a
Iron		0	0%	n/a	n/a
Jackson		0	0%	n/a	n/a
Jefferson		2	1%	n/a	n/a
Juneau		0	0%	n/a	n/a
Kenosha		3	2%	n/a	n/a
Kewaunee		1	1%	n/a	n/a
LaCrosse		5	3%	n/a	n/a
Lafayette		0	0%	n/a	n/a
Langlade		0	0%	n/a	n/a
Lincoln		0	0%	n/a	n/a
Manitowoc		1	1%	n/a	n/a
Marathon		2	1%	n/a	n/a
Marinette		0	0%	n/a	n/a
Marquette		0	0%	n/a	n/a
Menominee		0	0%	n/a	n/a
Milwaukee		27	16%	n/a	n/a
Monroe		0	0%	n/a	n/a
Oconto		0	0%	n/a	n/a
Oneida		0	0%	n/a	n/a
Outagamie		3	2%	n/a	n/a
Ozaukee		4	2%	n/a	n/a
Pepin		0	0%	n/a	n/a
Pierce		2	1%	n/a	n/a
Polk		0	0%	n/a	n/a

Portage		3	2%	n/a	n/a
Price		0	0%	n/a	n/a
Racine		0	0%	n/a	n/a
Richland		0	0%	n/a	n/a
Rock		2	1%	n/a	n/a
Rusk		0	0%	n/a	n/a
Saint Croix		0	0%	n/a	n/a
Sauk		2	1%	n/a	n/a
Sawyer		0	0%	n/a	n/a
Shawano		1	1%	n/a	n/a
Sheboygan		0	0%	n/a	n/a
Taylor		0	0%	n/a	n/a
Trempealeau		0	0%	n/a	n/a
Vernon		0	0%	n/a	n/a
Vilas		0	0%	n/a	n/a
Walworth		2	1%	n/a	n/a
Washburn		0	0%	n/a	n/a
Washington		1	1%	n/a	n/a
Waukesha		8	5%	n/a	n/a
Waupaca		1	1%	n/a	n/a
Waushara		0	0%	n/a	n/a
Winnebago		5	3%	n/a	n/a
Wood		3	2%	n/a	n/a

Total Respondents **168** **100%**
 (skipped this question) 130

2. outofstate

Total Respondents **19**
 (skipped this question) 279

3. year

		Response Total	Response Percent	Points	Avg
Incoming Freshman		2	1%	n/a	n/a
Freshman		13	7%	n/a	n/a
Sophomore		31	17%	n/a	n/a
Junior		61	33%	n/a	n/a
Senior		32	17%	n/a	n/a
Graduate		35	19%	n/a	n/a
Post Grad		0	0%	n/a	n/a
Other, please specify		9	5%	n/a	n/a

Total Respondents **183** **100%**
 (skipped this question) 115

4. Major

Total Respondents **182**
 (skipped this question) 116

5. stateemployee

		Response Total	Response Percent	Points	Avg
Yes		27	16%	n/a	n/a
No		146	84%	n/a	n/a

Total Respondents **173**
 (skipped this question) 125

6. Overall apply

	1	2	3	4	5	Response Total	Response Average
The amount of information and resources available to me in completing the application process	0% (0)	1.09% (2)	8.2% (15)	38.8% (71)	51.91% (95)	183	4.42
Level of satisfaction with the format and information in the position catalog	0% (0)	3.28% (6)	12.02% (22)	32.24% (59)	52.46% (96)	183	4.34
The ease of the application	0.55% (1)	7.1% (13)	8.74% (16)	32.79% (60)	50.82% (93)	183	4.26
The communication I received about the application process when/if I had questions	1.1% (2)	1.66% (3)	23.2% (42)	28.18% (51)	45.86% (83)	181	4.16
Total Respondents						183	
(skipped this question)						115	

7. Rate your agreement related to the follow characteristics of the catalog:

	1	2	3	4	5	Response Total	Response Average
Easy to Navigate	0.54% (1)	7.07% (13)	15.76% (29)	36.41% (67)	40.22% (74)	184	4.09
Contained all the information I wanted to know about the position(s)	0% (0)	3.8% (7)	15.22% (28)	30.98% (57)	50% (92)	184	4.27
Encouraged me to apply to more or different positions than I originally intended	1.09% (2)	5.98% (11)	19.57% (36)	27.17% (50)	46.2% (85)	184	4.11
Total Respondents						184	
(skipped this question)						114	

8. #ofpositions

	Response Total	Response Percent	Points	Avg
1	44	26%	n/a	n/a
2	34	20%	n/a	n/a
3	24	14%	n/a	n/a
4	24	14%	n/a	n/a
5	41	25%	n/a	n/a
Total Respondents		167	100%	
(skipped this question)		131		

9. change=more

	Response Total	Response Percent	Points	Avg
Yes	42	26%	n/a	n/a
No	120	74%	n/a	n/a
Total Respondents		162		
(skipped this question)		136		

10. nextyear?

	Response Total	Response Percent	Points	Avg
Yes	133	81%	n/a	n/a
No	5	3%	n/a	n/a
N/A or ineligible	26	16%	n/a	n/a
Total Respondents		164	100%	
(skipped this question)		134		

11. like

Total Respondents		111	
(skipped this question)		187	

12. dislike

Total Respondents 107

(skipped this question) 191

13. failedexp

Response Response Points Avg
Total Percent

Navigating The Position Catalog  **23 34%** n/a n/a

Filling out the Letter of Qualifications  **26 38%** n/a n/a

Creating a Resume **0 0%** n/a n/a

The Application Process through Wisc.Jobs  **21 31%** n/a n/a

Communication during the Application Process  **6 9%** n/a n/a

Other, please specify  **9 13%** n/a n/a

[view](#)

Total Respondents 68

(skipped this question) 230

14. catalogdescribe

Response Response Points Avg
Total Percent

Yes  **148 93%** n/a n/a

No  **11 7%** n/a n/a

Total Respondents 159

(skipped this question) 139

15. howcatimprove

Total Respondents 8

(skipped this question) 290

16. apptime

Response Response Points Avg
Total Percent

Yes  **142 87%** n/a n/a

No  **8 5%** n/a n/a

Unsure  **13 8%** n/a n/a

Total Respondents 163 100%

(skipped this question) 135

17. besttimeapply

Total Respondents 142

(skipped this question) 156

18. otherfeedback

Total Respondents 45

(skipped this question) 253

Respondents: 88 displayed, 88 total

Status: Closed

Launched Date: 08/08/2022

Closed Date: 08/29/2022

1. Agency

		Response Total	Response Percent	Points	Avg
DATCP		1	2%	n/a	n/a
DCF		0	0%	n/a	n/a
DFI		0	0%	n/a	n/a
DHS		6	11%	n/a	n/a
DNR		16	30%	n/a	n/a
DOA		4	7%	n/a	n/a
DOC		6	11%	n/a	n/a
DOJ		2	4%	n/a	n/a
DOR		2	4%	n/a	n/a
DOT		3	6%	n/a	n/a
DPI		2	4%	n/a	n/a
DSPS		2	4%	n/a	n/a
DVA		1	2%	n/a	n/a
ECB		0	0%	n/a	n/a
ETF		0	0%	n/a	n/a
OCI		1	2%	n/a	n/a
OSPD		5	9%	n/a	n/a
PSC		2	4%	n/a	n/a
Rather not say		1	2%	n/a	n/a
Total Respondents		54	100%		
		(skipped this question)	34		

2. agencywork

	1	2	3	4	5	Response Total	Response Average
I feel the work I conducted this summer was accurately represented in the job posting and during the interview process.	1.72% (1)	6.9% (4)	10.34% (6)	31.03% (18)	50% (29)	58	4.21
I enjoyed the work I did.	0% (0)	1.72% (1)	10.34% (6)	39.66% (23)	48.28% (28)	58	4.34
The work I did was important.	0% (0)	5.17% (3)	6.9% (4)	25.86% (15)	62.07% (36)	58	4.45
I had adequate training and resources to effectively carry out the duties of my position.	0% (0)	3.45% (2)	13.79% (8)	27.59% (16)	55.17% (32)	58	4.34
Most of the work I carried out was directly related to my educational and/or career goals.	1.72% (1)	15.52% (9)	22.41% (13)	22.41% (13)	37.93% (22)	58	3.79
I had opportunities to explore my areas of interest related to my desired career/education field.	0% (0)	8.62% (5)	13.79% (8)	29.31% (17)	48.28% (28)	58	4.17
The work environment felt welcoming.	0% (0)	1.72% (1)	6.9% (4)	17.24% (10)	74.14% (43)	58	4.64
I felt included in my work unit.	0% (0)	1.72% (1)	1.72% (1)	27.59% (16)	68.97% (40)	58	4.64
I felt included in the agency.	0% (0)	0% (0)	3.45% (2)	41.38% (24)	55.17% (32)	58	4.52
I would consider working for this agency in the future.	0% (0)	5.17% (3)	8.62% (5)	27.59% (16)	58.62% (34)	58	4.4
I would consider working for							

a different state agency in the future.	0% (0)	12.07% (7)	25.86% (15)	32.76% (19)	29.31% (17)	58	3.79
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Total Respondents	58
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(skipped this question)	30
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3. Supervisor Support

	1	2	3	4	5	Response Total	Response Average
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I felt my direct supervisor was easily accessible for any questions or concerns I had during my internship	0% (0)	0% (0)	7.14% (4)	7.14% (4)	85.71% (48)	56	4.79
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I felt supported by my direct supervisor in accomplishing the goals I set out for myself this summer	0% (0)	1.79% (1)	1.79% (1)	30.36% (17)	66.07% (37)	56	4.61
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I received regular feedback from my work team and/or supervisor.	0% (0)	3.57% (2)	8.93% (5)	32.14% (18)	55.36% (31)	56	4.39
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My supervisor helped connect me to the appropriate resources and/or coworkers I needed to successfully carry out my work	0% (0)	0% (0)	7.14% (4)	19.64% (11)	73.21% (41)	56	4.66
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Total Respondents	56
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(skipped this question)	32
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4. BEI Support

	1	2	3	4	5	Response Total	Response Average
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I felt welcomed and valued during the SWSDIP Orientation	0% (0)	3.57% (2)	25% (14)	26.79% (15)	44.64% (25)	56	4.12
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I connected with the topics in the BEI events ("Boosting Your Confidence", "Imposter Syndrome")	5.36% (3)	5.36% (3)	16.07% (9)	42.86% (24)	30.36% (17)	56	3.88
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The Summer Long Project (Internship Portfolio and Showcase) helped me clarify what I hoped to get out of this internship	3.57% (2)	25% (14)	17.86% (10)	39.29% (22)	14.29% (8)	56	3.36
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The Project Check-ins were useful in helping me complete my project	7.14% (4)	21.43% (12)	30.36% (17)	23.21% (13)	17.86% (10)	56	3.23
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Total Respondents	56
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(skipped this question)	32
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5. Rewarding

Total Respondents	51
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(skipped this question)	37
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6. Challenge

Total Respondents	50
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(skipped this question)	38
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7. Change

Total Respondents	47
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(skipped this question)	41
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8. NextYear

Response Total	Response Percent	Points	Avg
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Yes		18	33%	n/a	n/a
No		3	5%	n/a	n/a
Maybe		18	33%	n/a	n/a
N/A - not eligible		16	29%	n/a	n/a
Total Respondents		55	100%		
		(skipped this question)	33		

9. Recommend

		Response Total	Response Percent	Points	Avg
Yes		54	98%	n/a	n/a
No		0	0%	n/a	n/a
Unsure		1	2%	n/a	n/a
Total Respondents		55	100%		
		(skipped this question)	33		

10. feedback

Total Respondents		18
		(skipped this question) 70