



2018 Summer Affirmative Action Internship Program Report

The 2018 Summer Affirmative Action Internship Program (SAAIP) Report summarizes the efforts taken to encourage racial/ethnic minorities, women, veterans, and persons with disabilities to work in Wisconsin State Government. This report includes statistics on applicants, eligible and ineligible students and colleges attend by the student applicants.

Division of Personnel Management

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2018 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.

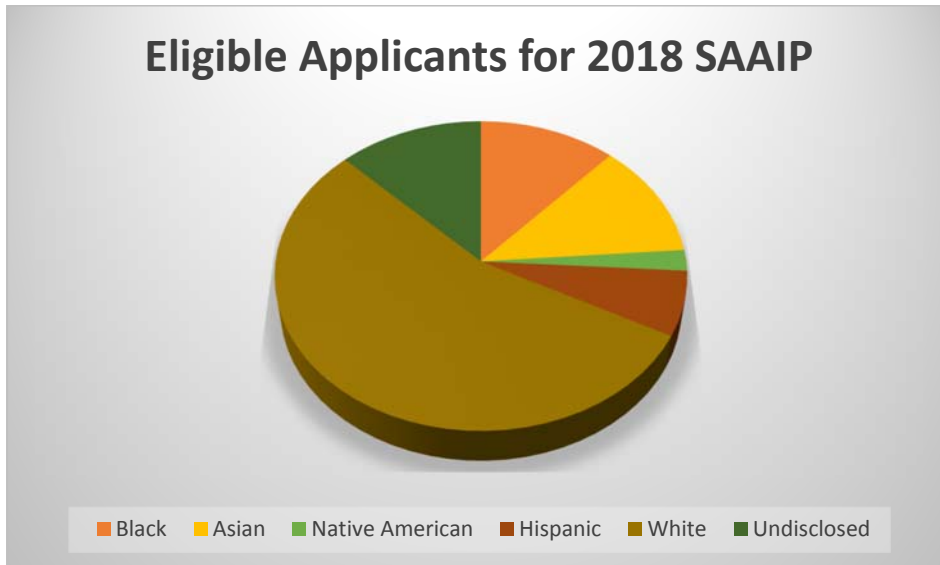
The Division of Personnel Management (DPM) is dedicated on the outreach and recruiting of students for state employment. Through active promotions at college career fairs, interactions with student organizations and university inclusion offices, the pool of applicants has been filled with talent. Amending 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 2018 interns. In 2018, 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 **591** student applicants from 36 college and universities. Ultimately, there were **416** eligible student applicants whose names were passed on to the hiring supervisors. The following pages contain the summary of the 2018 SAAIP participant demographics.

2018 SAAIP Metrics

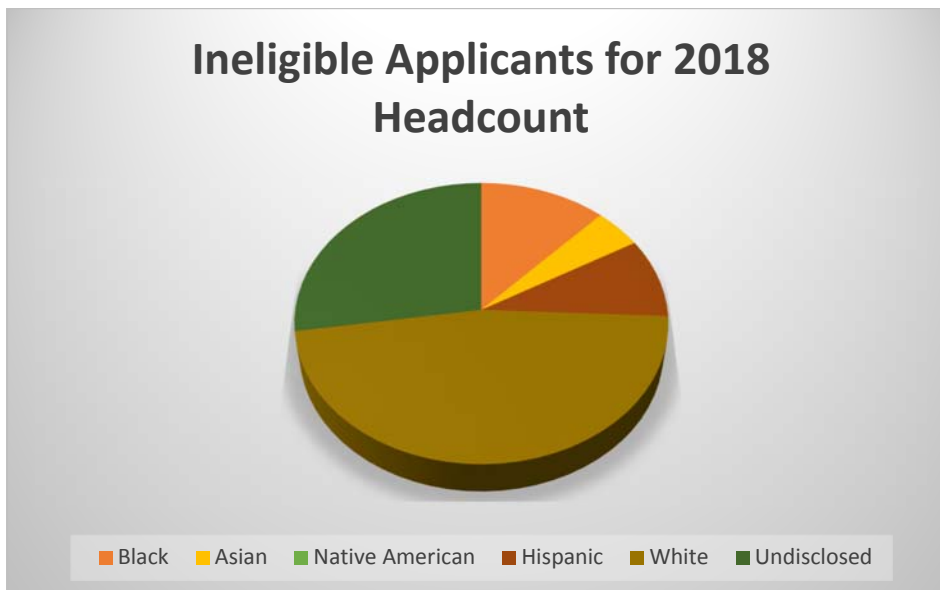
Eligibility



Eligible Applicants Ethnicity	
Black	49
Asian	50
Native American	9
Hispanic	28
White	228
Undisclosed	52
Total	416

To be eligible to participate in the SAAIP, the applicant must be a student enrolled at a 2 or 4 year college/university and complete the application process.

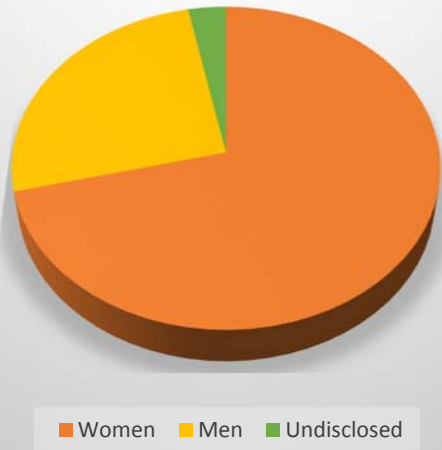
Contributors to the “persons ineligible” total for 2018 consisted of:



Persons Ineligible Ethnicity	
Black	21
Asian	8
Native American	0
Hispanic	16
White	82
Undisclosed	48
Total	175

Ineligible applicants either did not submit a Student Status Verification Form, finish the application process, submit a resume or withdrew their application.

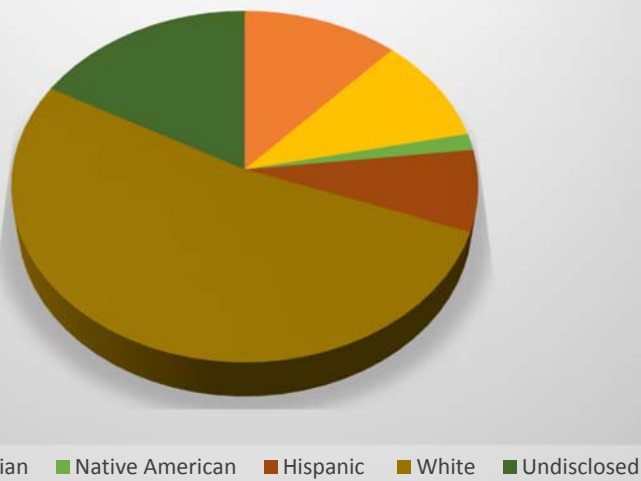
Eligible Applicants by Gender



Eligible Applicants by Gender	
Women	296
Men	107
Undisclosed	13
Total	416

Applicants

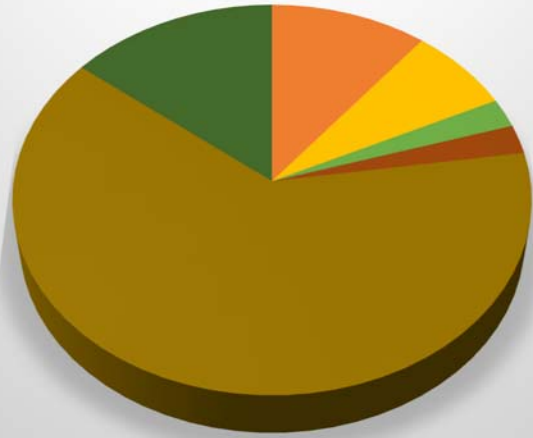
Percentage of Total Applicants by Ethnicity



Total Headcount of Applicants for 2018	
Black	70
Asian	58
Native American	9
Hispanic	44
White	310
Undisclosed	100
Total	591

Hires

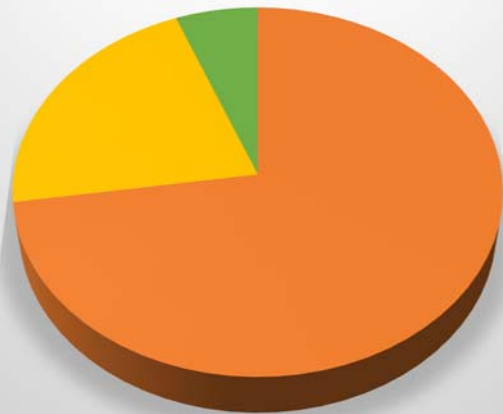
Hires by Ethnicity Head Count



Black Asian Native American Hispanic White Undisclosed

Hires by Ethnicity Head Count	
Black	9
Asian	6
Native American	2
Hispanic	2
White	53
Undisclosed	12
Total	84

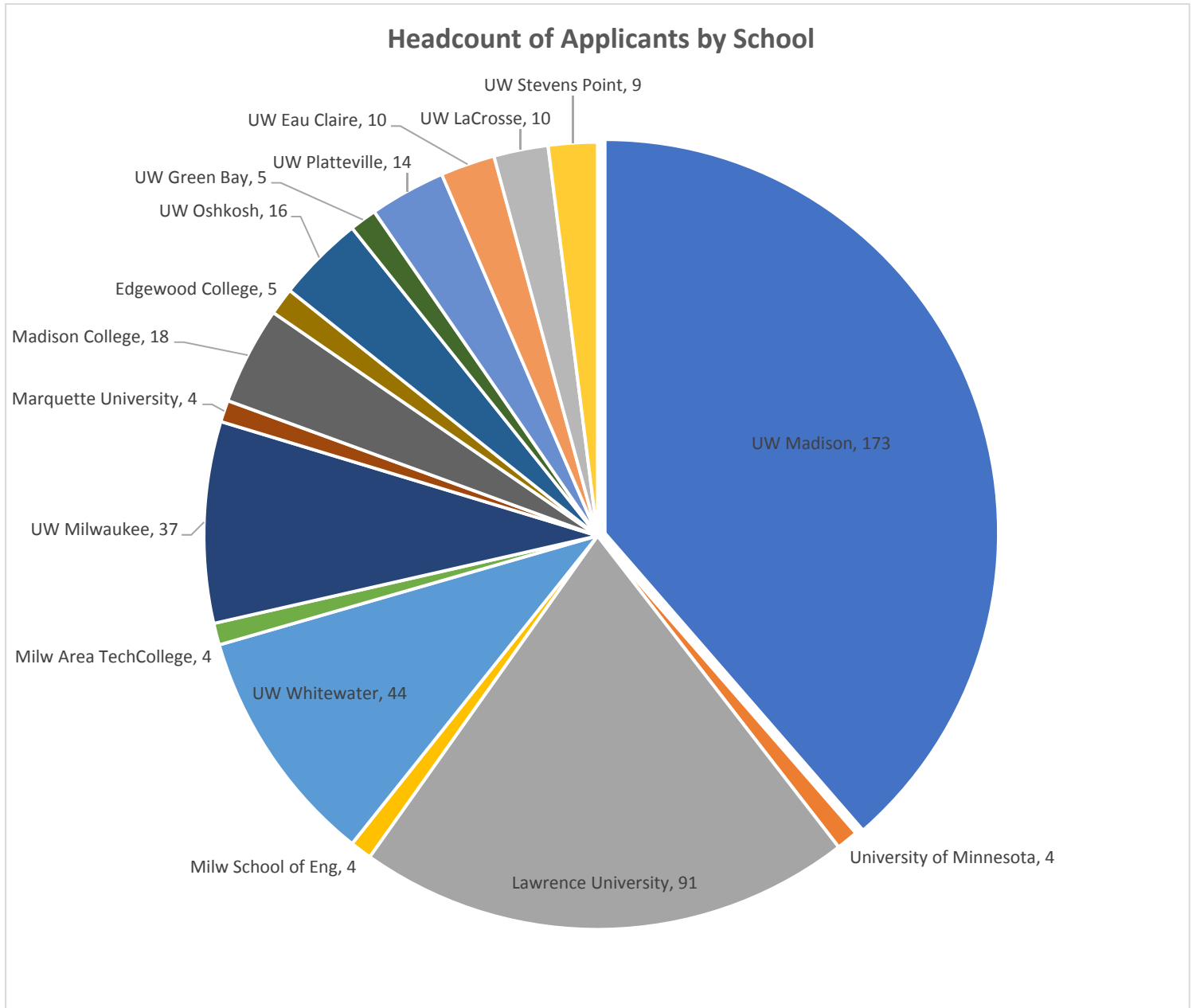
Percentage of Hires by Gender



Women Men Undisclosed

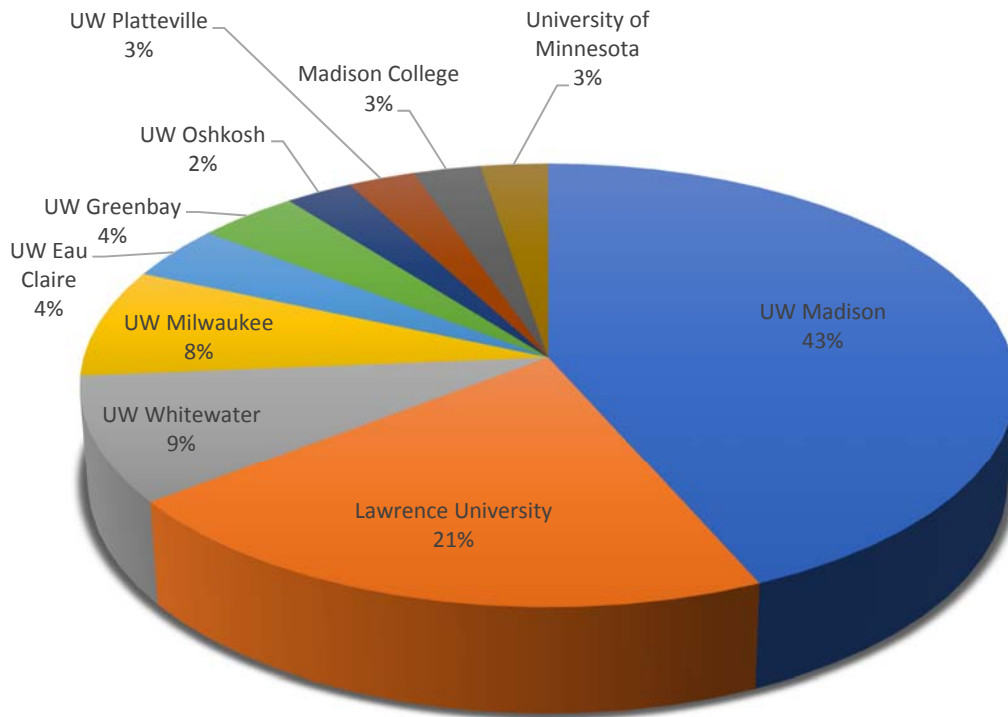
Hires Head Count by Gender	
Women	61
Men	18
Undisclosed	5
Total	84

Colleges and Universities Statistics



*This is a view of the top sixteen colleges and universities that the pool of applicants represented in 2018.

Top 10 Percentage of Hires by School



School	Headcount of Hires
UW Madison	33
Lawrence University	16
UW Whitewater	7
UW Milwaukee	6
UW Eau Claire	3
UW Green Bay	3
UW Oshkosh	2
UW Platteville	2
Madison College	2
University of Minnesota	2

Participating Agencies

Agency
Department of Administration
Department of Agriculture, Trade & Consumer Protection
Department of Children & Families
Department of Corrections
Department of Employee Trust Funds
Department of Health Services
Department of Justice
Department of Natural Resources
Department of Public Instruction
Department of Revenue
Department of Workforce Development
Office of the Commissioner of Insurance
UW Colleges and Extensions

Positions Offered

The 2018 internships offered a wide variety of opportunities for interns. We offered 125 positions across the state. For the year, 84 positions were filled. The gap between what was offered and what was eventually filled is due to changes that occurred within some of the agencies.

2018 Sample of Positions
Budget & Policy Analyst
Educational Specialist
Latino Community Development
Human Resources Assistant
IS Comprehensive Support Technician
Program and Policy Analyst
Program Operations Associate
Recreation Leader
Water Supply Specialist

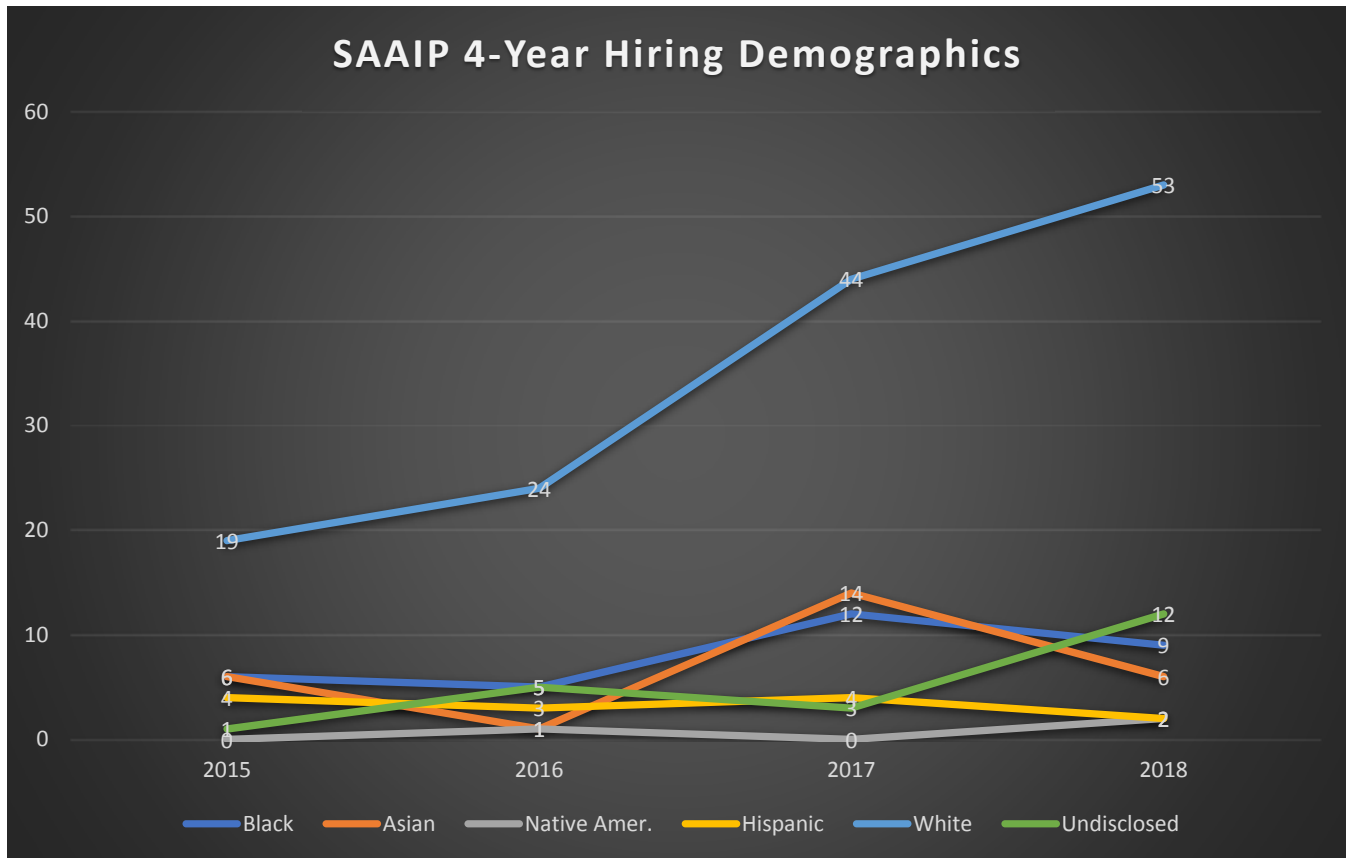
Summary

The 2018 SAAIP was a successful and overall effective campaign. Below are the results of our coordinator survey:

Average Response Score	Satisfaction with SAAIP agency form	Communication With BEI Staff	Referral Process	Timeline Process	SAAIP Seminar	Overall Satisfaction
	4.2	4.1	4.2	4.0	4.0	3.8

The applicant web portal, Wisc.Jobs. continues to be a strong and vital component to the process and the success. The successes of 2018 reside in continued growth in application diversification and applicants from various colleges and universities.

Below are our trends by ethnicity over the past 4 years which illustrates our growth.



The 2018 SAAIP process will begin in September with recruiting and soliciting applications of positions from agencies. The program is changing hands in 2018. Although still part of DPM, the Enterprise Recruiting Section (ERS) in the Bureau of Merit, Recruitment, and Selection will take the lead going forward.

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