Summer Affirmative Action Internship Program (SAAIP) Recruitment and Hiring
2019

Trends in applicants, hires, and ideas for future improvement

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

SAAIP 2019 Statistics

The program received 516 student applicants from 29 schools. Ultimately, there were 376 eligible student applicants whose names were passed on to the hiring supervisors. The following pages contain the summary of the 2019 SAAIP participant demographics.

The 2019 internships offered a wide variety of opportunities for interns. We offered 138 positions across the State, initially, with another 36 positions solicited in April 2019. For the year, 79 positions were filled. The gap between what was offered and what was eventually filled is due to administrative or budget changes that occurred within some of the agencies.

Applicant Data:

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.
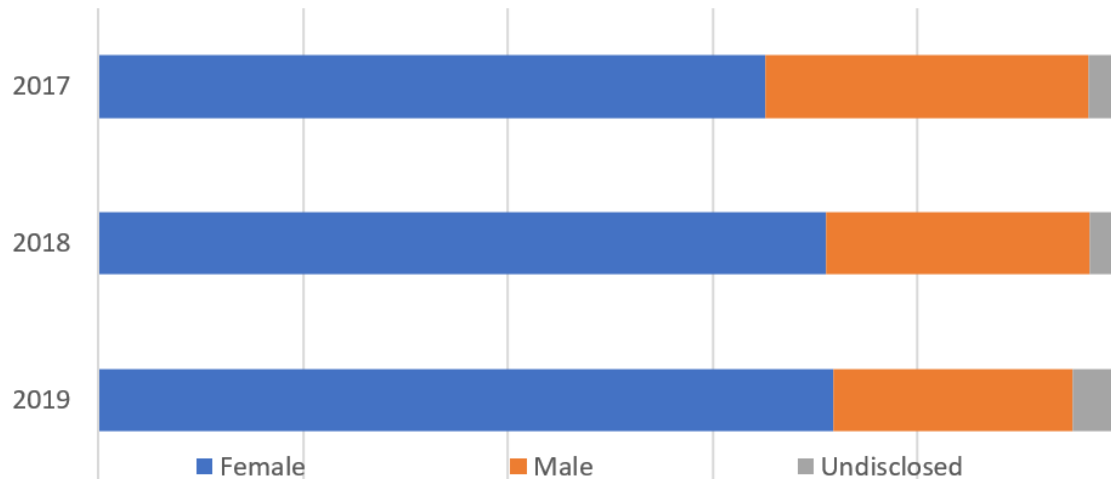
Eligible Applicants by Race:

Race/Ethnicity	2017	2018	2019
American Indian/Alaska Native	3	9	6
Asian or Pacific Islander	50	50	40
Black (Not Hispanic)	110	49	30
Hispanic	40	28	27
White	243	228	242
Undisclosed	39	52	31
Total	485	416	376

Student Race/Ethnicity
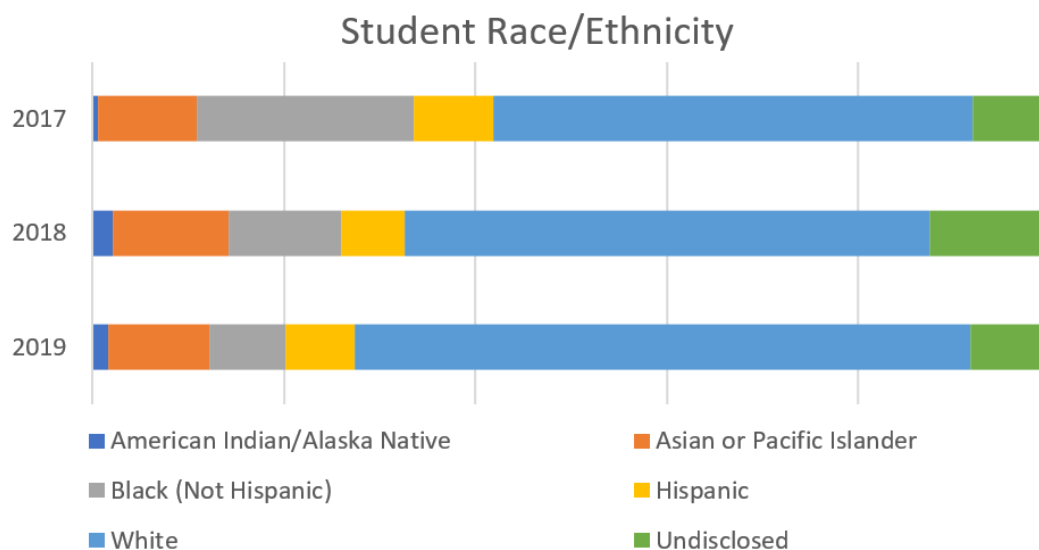
Eligible Applicants by Gender:

Gender	2017	2018	2019
Female	316	296	272
Male	153	107	89
Undisclosed	16	13	15
Total	**485**	**416**	**376**

Student Gender

Eligible Applicants by School – Top Ten

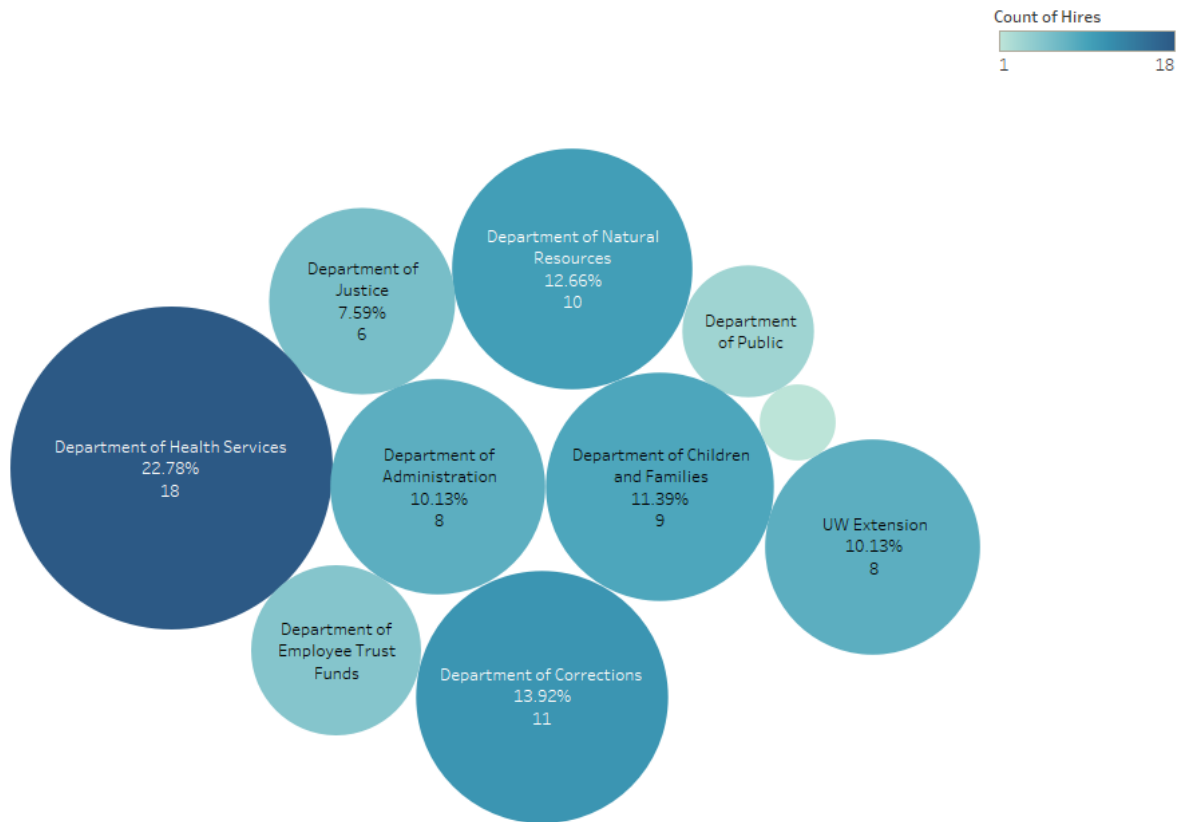| School	Applicant Count
UW Madison	164
UW Milwaukee	25
UW Oshkosh	22
UW Whitewater	22
UW Stevens Point	11
UW LaCrosse	10
UW Platteville	10
Madison College	8
Marquette University	7
Other or out of State College/University	52

Eligible Applicants by School
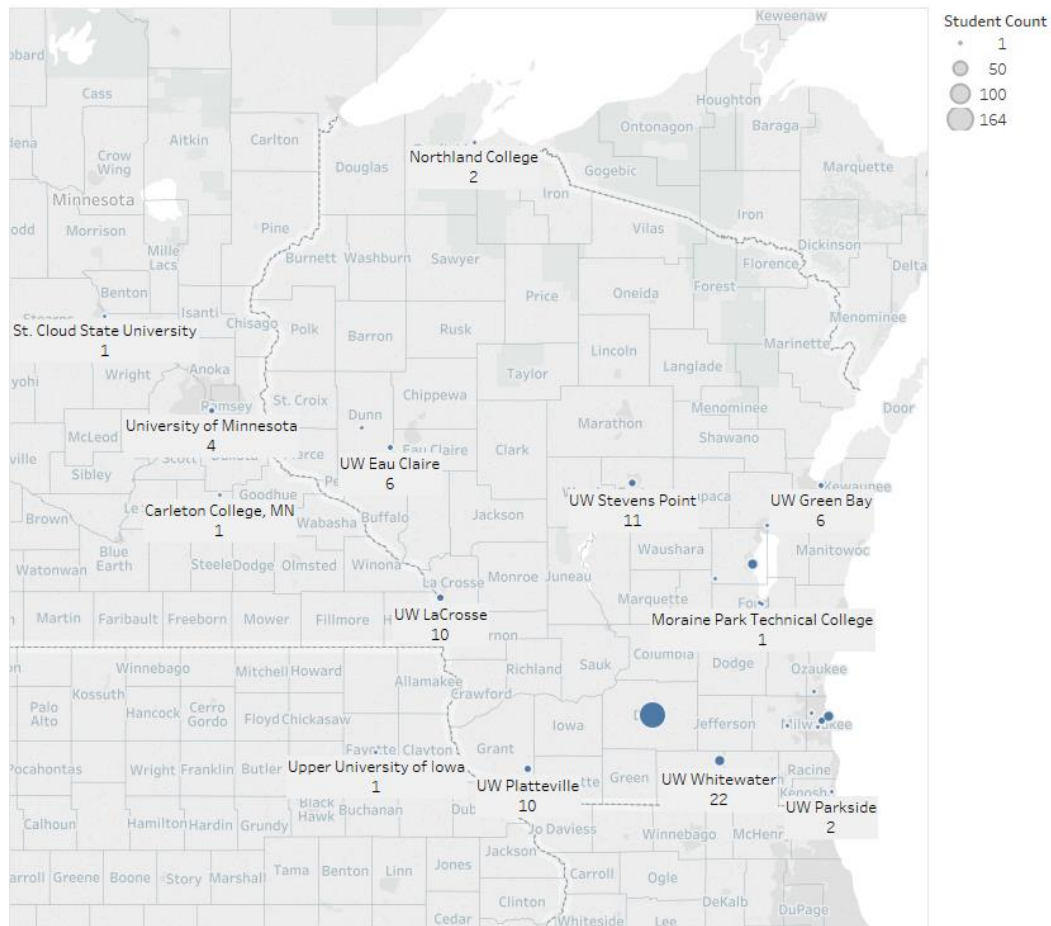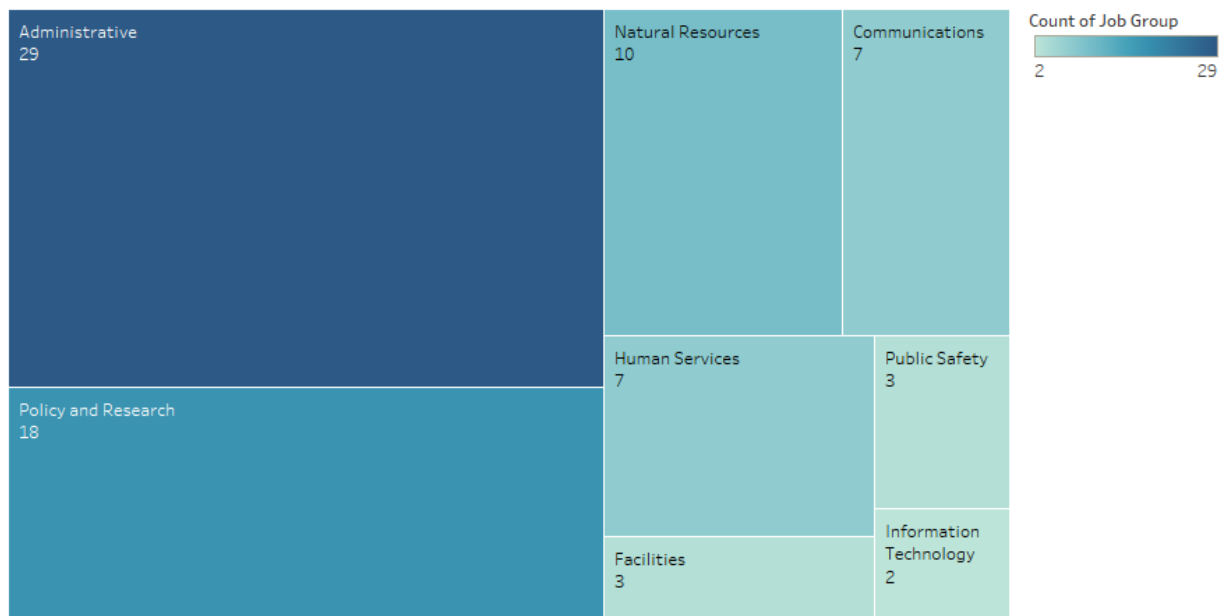

Hire Data:

Agency Hire Data:

Agencies who made 2019 SAAIP Hires:

Agency	Count
Department of Health Services	18
Department of Corrections	11
Department of Natural Resources	10
Department of Children and Families	9
Department of Administration	8
UW Extension	8
Department of Justice	6
Department of Employee Trust Funds	5
Department of Public Instruction	3
Office of Commissioner Insurance	1
Total	**79**

Number of Hires by Agency

Count of Hires
1 — 18

Department of Justice
7.59%
6

Department of Natural Resources
12.66%
10

Department of Public

Department of Health Services
22.78%
18

Department of Administration
10.13%
8

Department of Children and Families
11.39%
9

UW Extension
10.13%
8

Department of Employee Trust Funds

Department of Corrections
13.92%
11

Hires by Job Group

Count of Job Group
2 — 29

Administrative
29

Natural Resources
10

Communications
7

Policy and Research
18

Human Services
7

Public Safety
3

Facilities
3

Information Technology
2

Student Hire Data:

Student Hires by Race 2019:

Race/Ethnicity	Count
American Indian/Alaska Native	2
Asian or Pacific Islander	3
Black (Not Hispanic)	5
Hispanic	4
White (Not Hispanic)	59
Undisclosed	6
Total	79

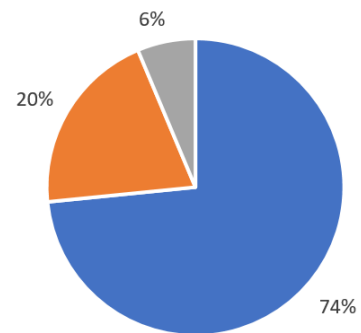### Student Hires by Race 2019

8%
2%
4%
5%
6%
75%
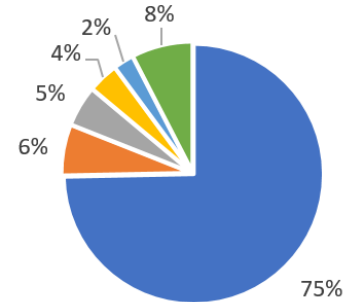
■ White (Not Hispanic)   ■ Black (Not Hispanic)
■ Hispanic   ■ Asian or Pacific Islander
■ American Indian/Alaska Native   ■ Undisclosed

Student Hires by Gender 2019:

Gender	Count
Male	16
Female	58
Undisclosed	5
Total:	79

Student Hires by Gender 2019

6%
20%
74%

■ Female   ■ Male   ■ Undisclosed

Student Hire Trends

Race/Ethnicity	2015	2016	2017	2018	2019
American Indian/Alaska Native	0	1	0	2	2
Asian or Pacific Islander	6	1	14	6	3
Black (Not Hispanic)	6	5	12	9	5
Hispanic	4	5	4	2	4
White	19	24	44	53	59
Undisclosed	1	5	3	12	6
Total	36	41	77	84	79

SAAIP 5-Year Hiring Demographics
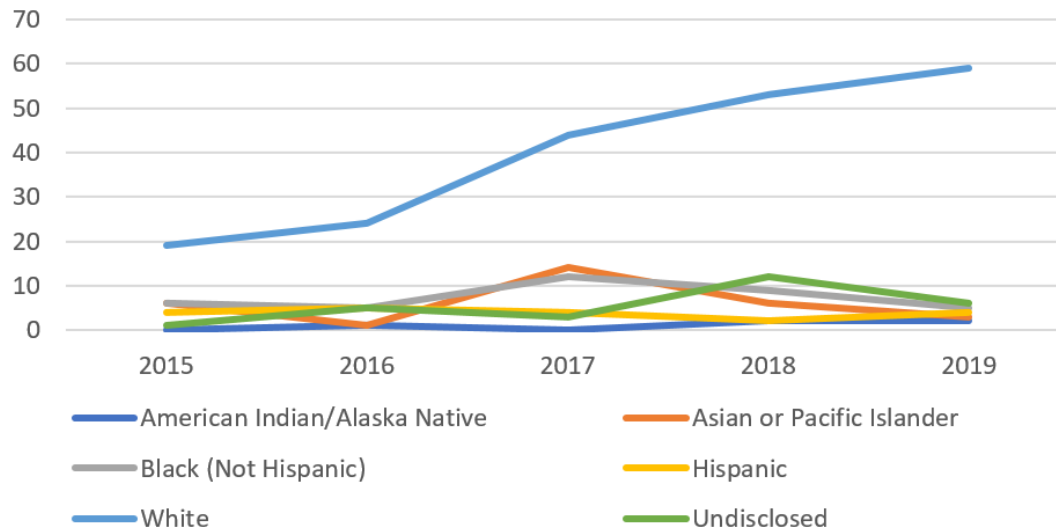
Program Improvements and Ideas for Future Program Implementation:

Improvements in 2019:

Through internal state and external agency collaboration and technology innovation, DPM-BMRS is determined to continue to look for opportunities and strategies to improve SAAIP.

Extended Application Timeline:

- For 2019, the program deadlines were pushed back to allow for more time for program advertisement before students would leave their universities before the winter break, and sorting of applications to send to program coordinators.

Increased Outreach:

- Program coordinator reached out to 37 diverse agency contacts, including 3 new additional contacts at Edgewood College, Marquette University, and UW Madison, provided by BEI.

- In addition to direct agency outreach, the program coordinator posted the announcement to organic social media (Facebook, LinkedIn, and Twitter) on 6 occasions to maximize outreach to students.

Top 15 Performing Sites, per Google Analytics Review:

Source	Sessions	Users	New Users	Apps
DPM / website	1539	1082	604	281
Direct	1377	1116	819	97
Facebook	996	887	681	18
Multicultural Student Outreach Organizations	494	399	373	19
Google	310	248	60	34
LinkedIn	127	100	34	2
Indeed	86	65	35	14
Scholar Opportunities Newsletter- February 25,2019	50	42	38	6
TechConnect / site	41	36	26	4
Twitter	33	31	19	0
Scholar Opportunities Newsletter- February 18,2019	32	10	7	0
Bing	23	14	0	1
Glassdoor	20	16	11	7
links.govdelivery.com	16	15	0	0
Handshake	11	7	0	5

Daily Users during SAAIP Announcement Lifetime
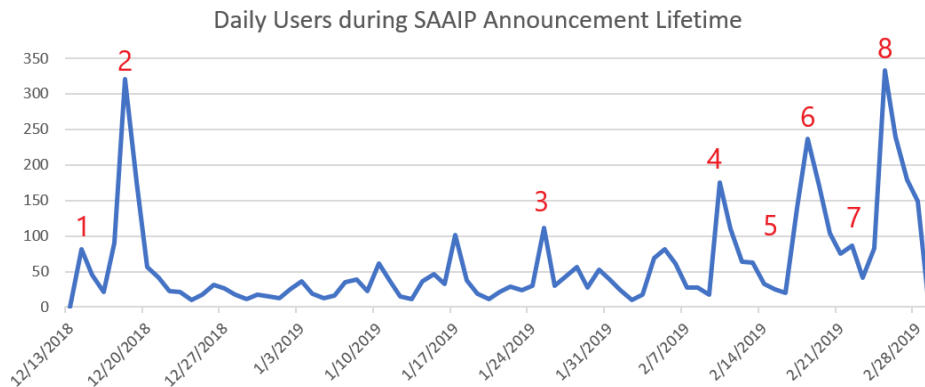
Guide	Key Announcement Dates	Event
1	12/14/2018	SAAIP Announcement Published
2	12/19/2018	First Social Media Post*
3	1/25/2019	Second Social Media Post
4	2/10/2019	Third Social Media Post
5	2/17/2019	Fourth Social Media Post
6	2/21/2019	Fifth Social Media Post
7	2/24/2019	Sixth Social Media Post
8	2/28/2019	SAAIP Announcement Deadline

* Organic Social Media on Wisc.Jobs Facebook, LinkedIn, and Twitter

Continuous Improvement Ideas:

- Examine the branding strategy for SAAIP.
- Pursue quality campus organizations and establish agreements for building and maintaining pipelines to SAAIP.
- Establish metrics to measure results of partnerships.
- Leverage social media and other strategies to engage students in a more direct manner.
- Examine geographic factors that may influence success of the program.
- Conceptualize expanding program for students pursuing careers that do not require postsecondary education. (Long term goal)