



State of Wisconsin Student Diversity Internship Program (SWSDIP) Position & Applicant Outcomes Report

Calendar Year 2023

Division of Personnel Management

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Introduction

Program Overview

The 2023 SWSDIP offered 218 different internship opportunities that represented 273 total openings (accounting for positions hiring multiple interns) across 18 state agencies and based out of 40 Wisconsin counties. Agencies submitted their internship positions to the Bureau of Equity and Inclusion for incorporation into the program by November 11, 2022.

The program application period opened on December 16, 2022, and closed on February 20, 2022. Of the applications received, 62 percent of applicants submitted their application in the final two weeks of the application period. The program had 859 applicants, and 760 were determined to be eligible for the program based on completion of all required forms. There were 249 offers of employment extended, and the SWSDIP program hired 173 interns from the eligible pool, filling 143 positions. There were also four interns who accepted and were hired into two distinct SWSDIP positions, bringing the total count of hires to 177.

There were eight positions that were canceled due to budget and work unit capacity restrictions, and 67 positions did not have applicants or interested candidates at the time of selection.

Table 1: SWSDIP Position Outcomes

Positions Filled	Positions Unfilled	Positions w/o Applicants
143	8	67

Program Outreach

In promoting the SWSDIP, BEI sent out information via email to over 85 community organizations, religious groups, and affinity groups. The Bureau also reached out to several universities and technical colleges in-person, provided program pamphlets, and attended careers fairs at Madison College, UW Whitewater, UW Milwaukee, UW Madison School of Education, and MSOE. The BEI SWSDIP Coordinator also reached out to students on Handshake. After feedback from universities, and considering the timing of large college career fairs, the original February 13 application deadline was extended to February 20.

Agency Participation

This year, 18 different state agencies participated in the 2023 SWSDIP. The participating agencies with the largest numbers of positions available were the Office of the State Public Defender (50 positions), the Department of Health Services (41 positions) and the Department of Natural Resources (28 positions). The Department of Military Affairs joined the SWSDIP for the first time in 2023.

Table 2: Positions by Agency

Agency Full Name	Distinct Count of Positions	Number of Hires Sought	Number of Offers Extended	Number of Hires Made
Department of Administration	22	23	19	15
Department of Agriculture, Trade, and Consumer Protection	9	9	11	9
Department of Children and Families	1	1	1	1
Department of Corrections	25	49	23	18
Department of Employee Trust Funds	3	3	3	2
Department of Health Services	41	54	41	31
Department of Justice	3	3	2	2
Department of Military Affairs	1	1	0	0
Department of Natural Resources	28	40	49	29
Department of Public Instruction	3	3	3	3
Department of Revenue	5	6	10	3
Department of Transportation	5	7	10	6
Department of Veterans Affairs	1	2	2	2
Department of Workforce Development	12	13	14	13
Educational Communications Board	1	1	1	1
Office of Commissioner of Insurance	3	3	4	3
Public Service Commission	5	5	7	5
Wisconsin State Public Defenders Office	50	50	49	34
Grand Total	218	273	249	177

Positions and Applicants by Location

The internship positions offered for 2023 were based out of 40 counties across the state, with an additional 29 positions available anywhere in Wisconsin as they were fully remote. The program received applicants from over 60 counties, in addition to 85 applicants from neighboring states and other parts of the nation. Out of state applicants were required to work in Wisconsin if they accepted an offer.

Table 3: Available Positions by County

County	Position(s)
Statewide	29
Ashland	2
Barron	2
Brown	3
Columbia	5
Crawford	1
Dane	96
Dodge	5
Door	1
Eau Claire	1
Fond du Lac	2
Grant	3
Green	3
Iowa	4
Iron	1
Jackson	2
Jefferson	4
Lincoln	7
Manitowoc	3
Marathon	1
Marinette	3
Milwaukee	14
Monroe	2
Oneida	3
Outagamie	3
Polk	1
Portage	1
Price	1
Racine	6
Rock	3
Sauk	4
Shawano	3
Sheboygan	2
St. Croix	1
Vilas	1
Walworth	2
Washburn	1
Waukesha	6
Waushara	2
Winnebago	10
Wood	2

Table 4: Applicants by County of Residence*

County	Applicants
Barron	2
Brown	14
Calumet	2
Chippewa	2
Clark	1
Columbia	10
Crawford	3
Dane	323
Dodge	9
Door	2
Dunn	9
Eau Claire	12
Fond du Lac	6
Forest	1
Grant	7
Green Lake	1
Iowa	6
Iron	1
Jackson	2
Jefferson	14
Juneau	2
Kenosha	16
Kewaunee	2
La Crosse	5
Lafayette	2
Langlade	1
Lincoln	1
Manitowoc	3
Marathon	7
Marquette	2
Milwaukee	105
Monroe	1
Oconto	2
Oneida	1
Outagamie	18
Ozaukee	7
Pierce	2
Polk	3
Portage	9
Racine	19
Richland	2
Rock	17
Sauk	9
Shawano	2
Sheboygan	15
St. Croix	3
Taylor	2
Vernon	2
Vilas	1
Walworth	8
Washburn	1
Washington	13
Waukesha	39
Waupaca	6
Waushara	2
Winnebago	14
Wood	3

* Note: There were 85 applicants from outside of Wisconsin (not shown in the table above).

Applicant Pool Demographics and Trends

The goal of the goal of the SWSDIP is to increase internship opportunities for historically marginalized groups, including racial and ethnic minority groups, women, students with disabilities, and students who are veterans. This year, we saw the total eligible applicant pool increase from 845 to 859; with racial and ethnic minorities comprising 32 percent of the pool, applicants with disabilities comprising 9.78 percent of the pool and applicants who are veterans comprising of 2 percent of the pool. About 65 percent of the applicant pool identified as female. The tables below show the change in the proportion of racial and ethnic minority applicants and the proportion of women applicants since 2017. Note data for 2020 is not available because the SWSDIP program was cancelled due to the COVID-19 pandemic.

Table 5: Proportion of SWSDIP Applicants by Race & Ethnicity 2017-2023

Year	Total Racial & Ethnic Minorities	White	Not Indicated
2023	32%	66%	3%
2022	29%	69%	3%
2021	29%	62%	9%
2019	27%	64%	8%
2018	33%	55%	13%
2017	42%	50%	8%

Table 6: Proportion of SWSDIP Applicants by Gender 2017-2023

Year	Female	Male	Not Indicated
2023	65%	32%	3%
2022	65%	33%	2%
2021	65%	29%	6%
2019	72%	24%	4%
2018	71%	26%	3%
2017	65%	32%	3%

The tables below show the change in the proportion of veterans and the proportion of individuals with disabilities in the program applicant pool since 2021. This data was not collected before 2021.

Table 7: Proportion of SWSDIP Applicants by Military Status 2021-2023

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

Table 8: Proportion of SWSDIP Applicants by Disability Status 2021-2023

Year	Disabled	Not Disabled/Not Indicated
2023	11%	89%
2022	9%	91%
2021	7%	93%

Table 9: SWSDIP Applicants by Race & Ethnicity 2017-2023

Race & Ethnicity	2017		2018		2019		2021		2022		2023	
American Indian/ Alaska Native	3	0.6%	9	2.2%	6	1.6%	7	0.9%	4	0.5%	3	0.4%
Asian ¹	50	10.3%	50	12.0%	40	10.6%	68	8.5%	71	8.4%	101	11.8%
Black or African American	110	22.7%	49	11.8%	30	8.0%	89	11.2%	49	5.8%	46	5.4%
Hispanic/Latino	40	8.2%	28	6.7%	27	7.2%	67	8.4%	70	8.3%	70	8.2%
Native Hawaiian/ Pacific Islander ¹									0	0.0%	0	0.0%
White	243	50.1%	228	54.8%	242	64.4%	493	61.9%	581	68.8%	564	65.7%
Two or More Races ²									48	5.7%	51	5.9%
Not Specified	39	8.0%	52	12.5%	31	8.2%	73	9.2%	22	2.6%	24	2.8%
Total	485		416		376		797		845		859	

¹The "Asian" and "Native Hawaiian/Pacific Islander" groups were combined prior to 2022.

²Applicants were not able to select more than one race/ethnicity in the application system prior to the 2022 SWSDIP application.

Selection Process Tracking

2023 is the first-year comprehensive application outcome data for the program (see the below table) was collected. Moving forward, BEI will continue to collect this data and will evaluate trends to ensure equitable selection processes. The below tables represent the percentage of the specified groups that were present in various stages of the selection process, indicated in the column titled "Application Outcome."

Table 10: Application Outcomes by Gender

Application Outcome	Female	Male	Not Specified
Position Cancelled	5%	6%	5%
Not selected-failed to meet basic eligibility	3%	5%	4%
Screened out at resume screen/LOQ review	31%	39%	30%
Screened out at phone screen	0%	1%	0%
Not selected at interview	25%	27%	25%
Opted out at interview stage	20%	15%	24%
Not selected (stage unknown)	7%	3%	8%
Selected	9%	6%	4%

Table 11: Application Outcomes by Race & Ethnicity

Application Outcome	Racial or Ethnic Minority	White	Not Specified
Position Cancelled	5%	5%	5%
Not selected-failed to meet basic eligibility	4%	4%	2%
Screened out at resume screen/LOQ review	29%	35%	38%
Screened out at phone screen	0%	0%	0%
Not selected at interview	24%	26%	23%
Opted out at interview stage	21%	17%	20%
Not selected (stage unknown)	7%	6%	3%
Selected	9%	7%	8%

Table 12: Application Outcomes by Military Status

Application Outcome	Veteran	Not a Veteran/Not Indicated
Position Cancelled	2%	5%
Not selected-failed to meet basic eligibility	2%	4%
Screened out at resume screen/LOQ review	35%	33%
Screened out at phone screen	0%	0%
Not selected at interview	29%	25%
Opted out at interview stage	23%	18%
Not selected (stage unknown)	6%	0%
Selected	8%	8%

Table 13: Application Outcomes by Disability Status

Application Outcome	Disabled	Not Disabled/Not Indicated
Position Cancelled	5%	5%
Not selected-failed to meet basic eligibility	4%	4%
Screened out at resume screen/LOQ review	35%	33%
Screened out at phone screen	0%	0%
Not selected at interview	26%	25%
Opted out at interview stage	17%	19%
Not selected (stage unknown)	6%	6%
Selected	7%	8%

Hire Demographics and Trends

The goal of the SWSDIP is to increase internship opportunities for historically marginalized groups, including racial and ethnic minority groups, students with disabilities, and students who are veterans. Disability and veteran status trends are now included in this report, beginning with 2021 when this data was first collected. SWSDIP was cancelled in 2020 due to the COVID-19 pandemic.

Table 14: Count of SWSDIP Hires by Race & Ethnicity 2017-2023

Year	Total Racial & Ethnic Minorities	White	Not Indicated
2023	70	98	5
2022	62	83	3
2021	33	55	12
2019	14	59	6
2018	19	53	12
2017	30	44	3

Table 15: Count of SWSDIP Hires by Gender 2017-2023

Year	Female	Male	Not Indicated
2023	133	37	3
2022	107	38	3
2021	72	21	7
2019	58	16	5
2018	61	18	5
2017	48	26	3

Table 16: Proportion of SWSDIP Hires by Disability Status 2021-2023

Year	Disabled	Not Disabled/Not Indicated
2023	10%	90%
2022	13%	87%
2021	12%	88%

Table 17: Proportion of SWSDIP Hires by Military Status 2021-2023

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

State Workforce Demographic Comparison

Table 18: SWSDIP vs. Wisc.Jobs Applicant Demographics by Gender

Applicant	Female	Male	Not Indicated
Wisc.Jobs (FY23)	60%	38%	2%
SWSDIP (2023)	65%	32%	3%

Table 19: SWSDIP vs. Wisc.Jobs Applicant Demographics by Race & Ethnicity

Applicant	Total Racial & Ethnic Minorities	White	Not Specified
Wisc.Jobs (FY23)	25%	72%	3%
SWSDIP (2023)	32%	66%	3%

Table 20: SWSDIP vs. Wisc.Jobs Applicant Demographics by Race & Ethnicity

Race & Ethnicity	Wisc.Jobs (FY23)	SWSDIP (2023)
American Indian/Alaska Native	0.7%	0.4%
Asian	4.5%	11.8%
Black or African American	11.3%	5.4%
Hispanic/Latino	6.4%	8.2%
Native Hawaiian/Pacific Islander	0.1%	0.0%
White	71.9%	65.7%
Two or More Races	2.4%	5.9%
Not Specified	2.7%	2.8%

Table 21: Applicants and Hires by Agency and Gender

Agency Full Name	Female		Male		Not Specified	
	Applicants	Hires	Applicants	Hires	Applicants	Hires
Department of Administration	91	9	44	6	7	0
Department of Agriculture, Trade, and Consumer Protection	91	8	53	1	6	0
Department of Children and Families	29	1	14	0	1	0
Department of Corrections	74	15	24	2	3	1
Department of Employee Trust Funds	17	0	8	2	1	0
Department of Health Services	179	23	63	7	6	1
Department of Justice	88	2	14	0	5	0
Department of Military Affairs	10	0	7	0	2	0
Department of Natural Resources	149	24	85	4	10	0
Department of Public Instruction	58	3	16	0	3	0
Department of Revenue	44	3	20	0	1	0
Department of Transportation	17	2	32	4	2	0
Department of Veterans Affairs	12	2	9	0		
Department of Workforce Development	54	8	42	5	2	0
Educational Communications Board	6	0	3	1		
Office of Commissioner of Insurance	21	2	9	1	1	0
Public Service Commission	39	4	25	1	2	0
Wisconsin State Public Defenders Office	87	29	16	4	3	1
Applicants Not Meeting Basic Qualifications	45	0	35	0	3	0
Grand Total	557	133	274	37	28	3

Table 22: Applicants and Hires by Race & Ethnicity

Full Agency Name	American Indian/Alaska Native		Asian		Black or African American		Hispanic/Latino		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
Department of Administration	0	0	27	1	15	3	11	2	76	7	10	2	3	0
Department of Agriculture, Trade, and Consumer Protection	1	0	13	1	2	1	5	0	118	6	6	1	5	0
Department of Children and Families	0	0	5	0	2	0	3	0	32	1	1	0	1	0
Department of Corrections	1	0	9	2	8	1	12	1	59	12	9	1	3	1
Department of Employee Trust Funds	0	0	3	0	3	1	2	0	13	1	5	0	0	0
Department of Health Services	0	0	34	9	15	2	23	2	155	14	17	3	4	1
Department of Justice	1	0	16	1	10	0	12	0	58	1	9	0	1	0
Department of Military Affairs	0	0	3	0	1	0	0	0	12	0	2	0	1	0
Department of Natural Resources	1	0	14	2	3	0	11	1	193	21	14	3	8	1
Department of Public Instruction	1	0	15	1	6	2	7	0	39	0	6	0	3	0
Department of Revenue	0	0	16	1	4	0	4	0	37	2	3	0	1	0
Department of Transportation	0	0	12	1	4	0	3	0	27	4	4	1	1	0
Department of Veterans Affairs	0	0	1	0	2	0	1	1	14	1	3	0	0	0
Department of Workforce Development	0	0	21	0	7	2	4	1	59	9	5	0	2	1
Educational Communications Board	0	0	3	1	0	0	0	0	5	0	1	0	0	0
Office of Commissioner of Insurance	0	0	9	1	1	0	0	0	18	2	2	0	1	0
Public Service Commission	0	0	13	2	2	0	0	0	44	2	4	1	3	0
Wisconsin State Public Defenders Office	1	1	6	1	6	1	18	9	66	18	6	3	3	1
Applicants Not Meeting Basic Qualifications	0	0	11	0	6	0	7	0	53	0	5	0	1	0
Grand Total	3	1	101	24	46	13	70	17	564	98	51	15	24	5

¹ A=Applicants

² H=Hires

Table 23: Applicants and Hires by Disability Status

Agency Full Name	Disabled		Not Disabled/ Not Indicated	
	Applicants	Hires	Applicants	Hires
Department of Administration	25	1	117	14
Department of Agriculture, Trade, and Consumer Protection	11	0	139	9
Department of Children and Families	5	0	39	1
Department of Corrections	14	6	87	12
Department of Employee Trust Funds	4	0	22	2
Department of Health Services	36	4	212	27
Department of Justice	15	0	92	2
Department of Military Affairs	3	0	16	0
Department of Natural Resources	20	1	224	27
Department of Public Instruction	12	0	65	3
Department of Revenue	9	1	56	2
Department of Transportation	8	1	43	5
Department of Veterans Affairs	5	0	16	2
Department of Workforce Development	14	2	84	11
Educational Communications Board	0	0	9	1
Office of Commissioner of Insurance	3	0	28	3
Public Service Commission	8	0	58	5
Wisconsin State Public Defenders Office	5	2	101	32
Applicants Not Meeting Basic Qualifications	9	0	74	0
Grand Total	93	18	766	155

Table 24: Applicants and Hires by Agency and Military Status

Agency Full Name	Veteran		Not a Veteran/ Not Indicated	
	Applicants	Hires	Applicants	Hires
Department of Administration	3	0	139	15
Department of Agriculture, Trade, and Consumer Protection	1	0	149	9
Department of Children and Families	1	0	43	1
Department of Corrections	4	1	97	17
Department of Employee Trust Funds	0	0	26	2
Department of Health Services	6	1	242	30
Department of Justice	0	0	107	2
Department of Military Affairs	0	0	19	0
Department of Natural Resources	5	0	239	28
Department of Public Instruction	2	0	75	3
Department of Revenue	1	0	64	3
Department of Transportation	2	1	49	5
Department of Veterans Affairs	1	0	20	2
Department of Workforce Development	2	0	96	13
Educational Communications Board	0	0	9	1
Office of Commissioner of Insurance	1	0	30	3
Public Service Commission	1	0	65	5
Wisconsin State Public Defenders Office	2	1	104	33
Applicants Not Meeting Basic Qualifications	1	0	82	0
Grand Total	17	4	842	169

Table 25: Applicants and Hires by Job Group and Gender

EEO Job Category	Female		Male		Not Specified	
	Applicants	Hires	Applicants	Hires	Applicants	Hires
Administrative Support	73	13	22	0	3	1
Paraprofessionals	59	6	34	2	4	0
Professionals	482	108	222	34	25	2
Service Workers	9	2	3	0	1	0
Service/Maintenance	1	0	2	0	0	0
Technicians	22	5	13	1	0	0
Applicants Not Meeting Basic Qualifications	45	0	35	0	3	0
Grand Total	557	133	274	37	28	3

Table 26: Applicants and Hires by Job Group and Race & Ethnicity

EEO Job Category	American Indian/Alaska Native		Asian		Black or African American		Hispanic/Latino		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
Administrative Support	0	0	14	3	5	0	4	2	65	7	8	2	2	0
Paraprofessionals	0	0	14	1	8	4	11	2	60	1	3	0	1	0
Professionals	3	1	84	20	39	9	57	13	479	84	46	12	21	5
Service Workers	0	0	0	0	0	0	0	0	12	2	1	0	0	0
Service/Maintenance	0	0	0	0	1	0	0	0	2	0	0	0	0	0
Technicians	0	0	2	0	1	0	1	0	28	5	3	1	0	0
Applicants Not Meeting Basic Qualifications	0	0	11	0	6	0	7	0	53	0	5	0	1	0
Grand Total	3	1	101	24	46	13	70	17	564	98	51	15	24	5

¹ A=Applicants

² H=Hires

Table 27: Applicants and Hires by Job Group and Disability Status

Job Group	Disabled		Not Disabled/ Not Indicated	
	Applicants	Hires	Applicants	Hires
Administrative Support	22	4	119	14
Administrative Support-Fiscal	6	1	36	3
Architect & Engineers	1	0	37	7
Business Professionals	11	0	31	3
Claims Determination	4	0	9	2
Education and Training	8	0	41	1
Environmental Specialists	16	0	181	22
Fiscal	8	1	66	7
Health Care Professionals	1	0	10	2
Health Care Technicians	0	0	9	2
Inspectors, Inspectors and Compliance	4	0	25	3
IS Professionals	10	2	99	17
IS Support, Program & Service Technicians	1	0	1	1
Legal Professionals and Paralegal	8	2	119	31
Mechanical Equipment, Maintenance Repair	0	0	3	0
Natural Science and Laboratory Technicians	2	0	16	0
Policy, Planning and Research	33	2	261	18
Program Specialist	1	0	21	1
Property Management	1	0	3	0
Public Relations and Media Technicians	11	3	98	8
Public Safety	1	1	0	0
Social Services Professionals	13	1	115	14
Job Group Not Identified	1	1	18	1
Applicants Not Meeting Basic Qualifications	9	0	74	0
Grand Total	93	18	766	155

Table 28: Applicants and Hires by Job Group and Military Status

Job Group	Veteran		Not a Veteran/ Not Indicated	
	Applicants	Hires	Applicants	Hires
Administrative Support	1	0	140	18
Administrative Support-Fiscal	1	0	41	4
Architect & Engineers	0	0	38	7
Business Professionals	1	0	41	3
Claims Determination	1	0	12	2
Education and Training	0	0	49	1
Environmental Specialists	4	0	193	22
Fiscal	2	1	72	7
Health Care Professionals	1	0	10	2
Health Care Technicians	0	0	9	2
Inspectors, Inspectors and Compliance	0	0	29	3
IS Professionals	1	1	108	18
IS Support, Program & Service Technicians	1	0	1	1
Legal Professionals and Paralegal	1	1	126	32
Mechanical Equipment, Maintenance Repair	0	0	3	0
Natural Science and Laboratory Technicians	1	0	17	0
Policy, Planning and Research	5	0	289	20
Program Specialist	1	0	21	1
Property Management	0	0	4	0
Public Relations and Media Technicians	0	0	109	11
Public Safety	0	0	1	1
Social Services Professionals	4	1	124	14
N/A	0	0	19	2
Applicants Not Meeting Basic Qualifications	1	0	82	0
Grand Total	17	4	842	169

Program Recommendations and Improvements

The BEI SWSDIP Coordinator will continue to evaluate and improve the application process. To facilitate this, a workgroup of agency SWSDIP Coordinators has been assembled and several meetings have been held, specifically to work to decrease the time between interview and job offer as program staff have identified that the program may lose applicants who accept other jobs during the current delay between an interview and a job offer.

As recruitment events and word of mouth are the top reasons students identified they knew about the SWSDIP program, BEI plans to continue to identify and participate in recruitment events and activities. BEI is also planning to expand this type of outreach to out-of-state events in Michigan, Iowa, Illinois, and Minnesota to recruit students to come work in Wisconsin. Additionally, to improve recruitment and hires in rural Wisconsin counties, BEI has increased marketing and recruitment events in the northeast and west university-system schools.