



INTERNSHIP PROGRAM 2024



DELAWARE DEPARTMENT OF
NATURAL RESOURCES AND
ENVIRONMENTAL CONTROL



dnrec.delaware.gov/internships

2024 Summer Interns



The first cohort of the DNREC Internship Program started in June 2024. Our goal was to hire 18 interns (two for each Division) and provide them with in-depth experiences in their field of interest. Interns were recruited for a twelve-week full time experience at \$17/hour. Positions varied from field study of horseshoe crabs, drainage issues, and public affairs, to administrative law, playing a role in finalizing a certification program for sediment and stormwater construction reviewers, and much more.

Through this initial recruitment, we have particularly built relationships with the University of Delaware as well as Delaware State University and continue to work to expand our participation in outreach to their students about potential opportunities in the department. As we move forward, we hope to expand into micro-internships and senior capstone projects. These new connections have also opened the door for additional prospects within the career centers of these schools, including job fairs, online recruitment tools, and job shadowing opportunities for students.

BY THE NUMBERS

- 17 Interns hired
- 6 Schools and Universities Represented
- 3 Counties Served



**SAMPLE
APPLICATION
MATERIALS**

AQ E&C Engineer

Programming

In addition to work in their areas of interest, we provided the interns with opportunities to gather as a cohort and interact with leadership and each other, building relationships that we hope will continue beyond their experience at DNREC.

This included a recognition luncheon with the Secretary, featuring a Q&A session, informal conversation over lunch with key department leadership, and professional headshots.



State Fair

Interns were invited to volunteer in the DNREC building on Governor's Day at the Fair.

Participants shared that they enjoyed being part of our work and getting to interact with the public through that meaningful outreach.

Lab Tour

We were excited to provide interns with a tour of our environmental lab. We wanted our group to understand more about DNREC than just the area that they were hired for, and they took advantage of every occasion to expand their knowledge of us as an agency.



Program Feedback



SEMAJ BUNGY-CARTER, INTERN Division of Watershed Stewardship

"I have had the opportunity to travel the state inspecting various sites' stormwater management structures and apply the knowledge I've gained in my studies to help combat severe erosion in my home state. This has been an excellent experience – for showcasing the type of work environment DNREC provides and the different avenues that I can use my degree in."



LILLIAN KUNTZ, INTERN Division of Climate, Coastal and Energy

"I have gotten a lot out of this internship in terms of networking, field work experience, and data analysis experience – it has been helpful for my career. I really love what I am doing."



SERENITY FLEMING, DIGITAL MARKETING MANAGER Division of Community Affairs

"Ana Golia joined our team as the communications intern prepared to bring a fresh perspective and glean from experienced staff. From the moment Ana joined us, she immersed herself in learning all about DNREC and how communications is an integral part of what we do to serve our state. She worked on a wide range of projects, including a campaign to promote the internship program. She also served on the Coastal Cleanup Committee for our largest volunteer event, designed and printed displays for DNREC's participation in the State Fair, published news releases and Outdoor Delaware articles through WordPress and helped staff several events. Ana's contributions have been invaluable, and I am glad we had the opportunity to help cultivate her desire to work in public relations."