



Cal OES Summer Intern Program (SIP) Frequently Asked Questions (FAQs)

About Cal OES – Who are we?

The California Governor's Office of Emergency Services (Cal OES) is the premier emergency management organization of California.

Our Mission: We protect lives and property, build capabilities, and support our communities for a resilient California. We achieve our mission by serving the public through effective collaboration in preparing for, protecting against, responding to, recovering from, and mitigating the impacts of all hazards and threats.

What does an intern do?

Interns at Cal OES provide program and administrative support, prepare and facilitate oral presentations, attend and participate in various meetings, complete baseline emergency management training courses and provide support for special projects and other related work. Assignments and tasks vary by unit.

What are the requirements to participate?

We are looking for interns who can work collaboratively with others (as part of an organizational team) or independently, is organized and able to meet deadlines, and has a desire to learn and develop knowledge, skills, and abilities. At a minimum, interns should be over the age of 18 years old and high school graduates (or possess a GED certificate).

What does the application process include?

Interested individuals may apply for the internship by completing an application packet and submitting those documents to intern.recruitment@caloes.ca.gov before the final submission date of February 9, 2026.

How to Apply/ Submit Your Application Package:

- Send an email to the intern.recruitment@caloes.ca.gov which includes the following items:
 - Resume
 - Statement of Purpose (SOP) which includes responses to the following:
 1. Describe 2 - 3 specific skills or areas of knowledge you want to develop during a Cal OES Summer Internship, and list one

concrete accomplishment you would aim to complete by the end of the internship.

2. Identify 2 - 3 concrete experiences, technical skills, or perspectives you will bring to Cal OES, and give one short example for each showing how you applied that strength in a real situation.
3. Which Cal OES program area most interests you (e.g., Emergency Management, Hazard Mitigation, Public Safety Communications, Recovery, Grants, or Data Analytics), and explain with specific examples why you are drawn to it and how your background prepares you to contribute?

- A list of three references

- **All 3 items (Resume, SOP, and list of references) must be included in order for the application package to be considered complete.**

How long is the Summer Internship Program?

The internship will last approximately 10 weeks and will run from June 12, 2026, through August, 21, 2026.

What is the work schedule like for an intern?

Schedules will be discussed between the intern and the manager. Standard schedules will be sometime between 7AM – 5PM, Monday to Friday. Interns must be able to commit a minimum of 20 hours in person (with a maximum of 40 hours) per week.

Are there any activities included in this internship?

Yes. There will be intern presentations, field trips, a graduation ceremony, and various activities that are beneficial to prepare you for future success, such as: educational webinars, networking opportunities, etc.

Is the internship remote or in person?

All interns will be required to work in person.

How much does an intern get paid at Cal OES?

Unfortunately, internships are unpaid. However, there are many benefits to interning with Cal OES, such as skills to better prepare you for future employment opportunities, networking, exposure to state employment, particularly how Cal OES operates, and much more.

Can interns receive school credit?

Yes. If your school has a program that allows school credit for internships, we will provide the necessary documentation.

What job and promotion opportunities are available for interns?

One of the purposes of the intern program is to prepare you for success in future employments. Cal OES is always on the lookout for new talent and the Summer Internship Program is one way to locate new potential employees. As an intern with Cal OES, opportunities given are skills to better prepare you for future employment opportunities, networking, exposure to state employment and hiring process, and specifically how Cal OES works and operates.

Where do I go to learn more?

We can be reached via email at intern.recruitment@caloes.ca.gov, for more information.