

## 2026 Georgia County Internship Program Grant Recipient Counties

### Athens-Clarke County

**Video Production Internship:** The intern will help document and promote county facilities, events, and initiatives through videography and photography. Working with the communications team, they will create content for platforms such as the government access channel, YouTube, and social media. The intern will learn video editing and develop a standalone project for their portfolio. They will also assist with live broadcasts, digitize old media, create graphics, and take event photos.

### Bartow County

**Engineering Internship:** The intern will assist the county engineer and development engineers with plan reviews for permitting. They will also help with erosion and sedimentation inspections at large developments such as distribution facilities and subdivisions. In addition, the intern will be taught the fundamentals of AutoCAD and will complete design revisions in accordance with the Bartow County Standard Construction Details.

### Camden County

**Human Firewall Project Internship:** The intern will lead Camden County's Human Firewall Project, a 200-hour cybersecurity awareness initiative to reduce phishing risks and improve resilience. Using the KnowBe4 platform, the intern will run phishing simulations, analyze responses, and present results to leadership. They will also create cybersecurity training materials, such as videos, posters, and emails.

### Carroll County

**Information Technology Internship:** The intern will assist IT Services in assessing the county's hardware and software. Using Microsoft Office and asset management tools, they will document and analyze equipment, verify records, and identify unsupported or outdated systems. They will also help develop a replacement schedule that meets cybersecurity and operational standards.

### Chatham County

**Data Analysis and Graphics Internship:** The intern will assist the strategic planning team in preparing the county's annual recovery fund report and analyzing investments that improve community resilience. They will collect and compile data from over 95 projects into a unified report. The intern will use tools like Excel and Power BI to track metrics and visualize performance and will learn to measure and communicate project impact.

**Floodplain Internship:** The intern will help the Floodplain Management Division modernize its documentation system by digitizing decades of floodplain data into a searchable archive. They will use ArcGIS, Adobe Acrobat, and document management software, and apply FEMA-compliant standards for accuracy and audit readiness.

### Cherokee County

**Community Development Internship:** The intern will assist the planning and development department in supporting the newly established Cherokee Regional Land Bank by creating a comprehensive property database to track parcels available for redevelopment. Working with county and municipal staff, the intern will collect data from tax records, GIS systems, and public property inventories to develop profiles for each parcel. They will also compile a findings summary

and visual report to present to the Land Bank Board of Directors, the Cherokee County Planning Commission, and the Board of Commissioners.

### **Clayton County**

**Human Resources Internship:** The intern will assist the HR Department's Compensation/Classification and Workforce Analytics Division in developing an electronic classification plan and compensation philosophy standard operating procedures (SOP) manual. Working under the Human Resources Manager, the intern will research best practices, analyze classification data, and collaborate with other departments to ensure compliance and equity. They will also design and document a digital tracking system and present recommendations to department heads and the Board of Commissioners.

**Police Cadet Internship:** The intern will assist the Clayton County Police Department's Community Affairs Division in advancing community policing, public engagement, and safety education initiatives. The cadet will support neighborhood watch programs, assist with outreach events, and contribute to crime-prevention campaigns by creating safety materials and public communication tools. The intern will also observe patrol and administrative operations in a non-enforcement capacity, gaining insight into law enforcement professionalism and ethics.

### **Cobb County**

**Microgrid Research Internship:** The intern will assist the fleet management team in researching and evaluating microgrid technologies to advance the county's long-term sustainability goals. Working collaboratively with Facilities Management, the intern will analyze energy consumption data, review distributed energy and storage technologies, and assess the feasibility of integrating a microgrid generator to improve efficiency and resilience. They will prepare reports, spreadsheets, and presentations summarizing findings, potential cost savings, and environmental impacts.

**Stream Monitoring Internship:** The intern will assist in assessing stream health through chemical, biological, and habitat monitoring. They will work under the supervision of an aquatic biologist, gaining hands-on experience in water quality sampling at 90 sites. They will participate in fish assessments, collecting physical measurements and habitat data, and analyzing results using the Index of Biological Integrity (IBI).

### **Colquitt County (Moultrie-Colquitt County Parks and Recreation Authority)**

**Human Resource Internship:** The intern will assist MCCPRA's HR and Finance Department in leading a comprehensive update of the employee handbook to ensure alignment with current employment laws, compliance standards, and organizational best practices. They will research state and federal regulations, benchmark county policies against those of peer counties, and draft updated content in clear, accessible language.

### **Dade County**

**Communications and Brand Management Internship:** The intern will implement the Building a Stronger County Voice initiative, a strategic communications project that aims to enhance storytelling, transparency, and public engagement. Working with the Communications Director and the Sheriff's Office, the intern will produce written and visual content highlighting impactful county programs. In addition, the intern will support the creation of a comprehensive County Brand Guidelines Handbook and a digital asset library to ensure consistent, professional branding across departments.

### **Dawson County**

**Data Collection Internship:** The intern will assist the senior center in updating and organizing client information to ensure records are accurate, complete, and compliant with state reporting requirements. They will conduct in-person and home-visit reassessments to collect updated data on client contact information, health needs, medications, and food security. Following data collection, the intern will update records in the state database, removing outdated information and ensuring consistency across systems.

**Public Relations Internship:** The intern will gain hands-on experience in video production, interviewing, and storytelling while learning about county government operations. Working under the Public Relations Specialist, the intern will plan and complete a video series highlighting each county department. They will film interviews with department directors, managers, and frontline employees, capturing “day in the life” perspectives through interviews and b-roll footage. In addition to producing social media videos, the intern will assist with press releases, research media trends, and observe public meetings.

### **DeKalb County**

**Economic Development Internship:** The intern will assist with research and analysis related to business attraction, retention, and expansion. Duties include helping develop an economic impact dashboard, mapping priority commercial corridors, compiling grant and incentive information, and supporting collaboration with partners such as Decide DeKalb.

### **Fayette County**

**State Court Legal Internship:** The intern will gain practical experience in the state court under Judge Jason B. Thompson. They will be assigned a case to work on from start to finish and will draft and finalize an order for the judge with guidance from the staff attorney. They will read and analyze both sides of the argument, research applicable laws, and apply their findings to create a resolution for the case. The intern will also observe court hearings and trials, gaining insight into trial practice and the impact of legal decisions.

### **Floyd County**

**Intern Program Coordinator Internship:** The intern will assist the Public Defender’s Office in designing and launching a structured internship program to improve the consistency and educational value of student placements. They will develop a rotation framework that allows future interns to gain experience with administrative operations, legal defense, investigations, and social services. The internship will include drafting onboarding procedures, developing orientation and training materials, and designing evaluation tools to ensure program sustainability.

### **Glynn County**

**Teen CERT Internship:** The intern will help develop and launch a Teen Community Emergency Response Team (Teen CERT) program for youth ages 14–18. The program will train teens in disaster preparedness and response, expanding community readiness during hurricanes and other emergencies. The intern will adapt FEMA’s Teen CERT curriculum for local needs, assist with outreach and recruitment, and help design a sustainable implementation plan. They will present the program at youth organizations, coordinate with the Public Information Officer on communications, and help plan community events.

**Strategic Plan Internship:** The intern will assist with finalizing the 2023–2026 Strategic Plan and supporting the development of the 2027–2030 plan. Working with the strategic planning team, the

intern will analyze project data, meet with department heads to document progress, and help draft the final report summarizing outcomes and lessons learned. The intern will also help plan and present the final public Quarterly Execution Review, highlighting departmental performance.

### **Gwinnett County**

**Emergency Management Internship:** The intern will work on a variety of projects that strengthen preparedness, response, recovery, and mitigation capabilities. Working with emergency management professionals, the intern will contribute to community education, outreach, and emergency exercise planning efforts. Projects include developing a countywide community education program focused on preparedness for vulnerable populations, creating public outreach materials, and assisting with the design and evaluation of county emergency exercises.

**Laboratory Internship:** The intern will join the Gwinnett County Water Resources Laboratory for hands-on experience in environmental science, laboratory operations, and field research. The intern will shadow scientists collecting samples from Lake Lanier and gain valuable experience in a laboratory. They will also support a multi-year study on *Serratia marcescens*, a harmless airborne bacterium that causes visible staining in water systems, contributing to the county's ongoing water quality research.

### **Hall County**

**Planning Internship:** The intern will assist in evaluating progress toward the goals of the 2024 Comprehensive Plan and identifying updates to the Unified Development Code (UDC). Working with planning staff, the intern will research land use and development trends, analyze code language, and explore solutions used by other fast-growing communities.

### **Heard County**

**Human Resource Internship:** The intern will assist with daily HR operations, gaining firsthand experience in public sector HR functions and interdepartmental coordination. They will support administrative and technical processes, including recruitment, onboarding, personnel management, and benefits coordination. The intern will also collaborate with multiple departments and research grant opportunities to support workforce initiatives.

### **Henry County**

**Transportation Planning Internship:** The intern will develop alternative designs for wayfinding signs for the county's multi-use trail network. They will apply design principles to create up to three visual alternatives featuring distinct color schemes and layouts that align with county branding and community aesthetics. The intern will use design software to produce professional-grade sign concepts, helping the county finalize its visual identity for future trail installations.

**SPLOST Engineering Internship:** The intern will develop a broad understanding of the plan review process and the governmental process involved in civil engineering. They will develop practical skills in reviewing engineering plans, understanding the processes for government-funded projects like SPLOST and TSPLOST, and learning the processes for problem identification and mitigation before and after construction. The intern will also create a detailed plan-review checklist and government analysis documentation to streamline the engineering plan-review process.

### **Irwin County (First-Time Participant)**

**Inventory Specialist Internship:** The intern will assist in developing and implementing a centralized property and equipment inventory database across all departments. Working under the

guidance of county administrative staff, the intern will design a system to capture essential data, including equipment type, location, department ownership, and maintenance status, while standardizing existing records for consistency. The intern will also train staff on proper data entry and system usage.

### **Jasper County**

**Right-Of-Way Internship:** The intern will document and verify prescriptive right-of-ways to support the public works and legal departments in confirming maintenance authority and legal access to county roads. The intern will research courthouse and tax records, including deeds, plats, easements, and surveys, to establish accurate ownership and right-of-way boundaries for all county-maintained roads.

### **Lincoln County (First-Time Participant)**

**Code Review Internship:** The intern will conduct a chapter-by-chapter review of the county's code of ordinances, identifying outdated sections and recommending updates to ensure consistency with current state laws and regulations. Working under the supervision of the Finance Director and with guidance from the County Attorney, the intern will research relevant provisions of the Official Code of Georgia Annotated (OCGA) and comparable ordinances from peer counties. The project will provide the intern with practical experience in legal research, local government operations, and policy drafting.

### **Macon-Bibb County**

**County Attorney Internship:** The intern will be immersed in the diverse legal roles of local government. They will perform legislative tasks and provide litigation support. They will also shadow attorneys, attend meetings, and develop their skills in legal research and attorney-client communication. This year, the intern will be specifically involved in legal matters related to new capital projects, including a sports and events arena, a jail expansion, and a new convention center.

### **McDuffie County**

**Asset Management, Policy, and Records Internship:** The intern will assist the finance department in modernizing its recordkeeping and asset management systems. Key responsibilities include developing a comprehensive records retention schedule, standardizing filing procedures, and creating a searchable digital database to improve organization across departments. They will become familiar with state-mandated records-retention policies, learn best practices for digital transformation, and contribute to audit preparedness and fiscal transparency.

### **Meriwether County**

**Probate Court Clerk Internship:** The law clerk will assist Judge John Rasnick with civil and criminal cases in probate and superior court. They will research and prepare files, interact with lawyers and the district attorney, and assist in issuing marriage licenses and gun permits. The clerk will also support the judge in all areas of litigation. They will follow a case from start to finish, learning about the practice of law by researching cases, working with lawyers, and engaging with evidence and witnesses.

### **Mitchell County**

**Policy Development Internship:** The intern will assist in developing a comprehensive records retention policy by meeting with department heads to assess current recordkeeping practices and

needs. Using the State of Georgia's retention schedule as a foundation, the intern will draft a county-specific policy that standardizes retention periods and may extend beyond state requirements.

### **Paulding County**

**Caseworker Internship:** The intern will assist with developing resources and expanding programs for the mental health court. The intern will facilitate the organization and scheduling of participants, create a public education campaign, and help establish a database of community businesses to support the participants.

### **Peach County (First-Time Participant)**

**Juvenile Court Internship:** Responsibilities include providing both administrative and advocacy support, assisting intake staff with case processing, and serving as on-call officers as needed. The intern will play a key role in leading the development, planning, and execution of the Positive Incentive Program (PIP) for at-risk youth. The intern will also collaborate with local businesses, community organizations, and outreach providers to secure resources and support for program participants.

### **Rockdale County**

**Succession Planning & Leadership Development Internship:** The intern will support the development of the county's first formal succession planning framework, focusing on identifying internal leadership talent, planning for the retirement of long-tenured staff, and promoting cost-effective strategies to fill critical roles. The intern will research best practices, collect data from internal stakeholders, implement a 9-Box talent assessment pilot, design a Leadership Academy model, and develop a succession planning toolkit to guide future workforce planning efforts.

**Emergency Management Planning Internship:** The intern will assist in completing a comprehensive update of the Threat and Hazard Identification and Risk Assessment (THIRA) and the Stakeholder Preparedness Review (SPR), two critical components of FEMA's National Preparedness System. They will support data collection, stakeholder engagement, risk analysis, and report development. They will collaborate with county departments, first responders, local industries, and community partners to ensure that all aspects of the county's preparedness are captured accurately.

### **Spalding County**

**Oral History Internship:** The intern will complete 10-12 interviews with African American community members who participated in Griffin's Civil Rights Movement. The intern will conduct background research, support staff in recording interviews using professional equipment, edit audio/video recordings, prepare searchable transcripts, create archival metadata, and integrate materials into digital archives.

**Software Analyst Internship:** Under supervision from the Public Works Director, the intern will develop an inventory of all major software systems, assess current utilization rates, and identify unused operational features and critical updates. They will also develop training program recommendations, standardize onboarding procedures for new employees, design training materials for existing staff, and conduct a cost-benefit analysis to quantify potential savings and efficiency gains.

### **Telfair County (First-Time Participant)**

**Digital Communications and Records Internship:** The intern will assist in modernizing and maintaining the county's public information systems. The intern will support the clerk and the deputy clerk in updating/uploading pertinent information to the website, such as meeting minutes, public notices, and other approved documents.

### **Troup County**

**Aging Services Internship:** The intern will assist with strategic planning and program development to meet the needs of Generation X retirees over the next decade. The intern will conduct research by analyzing demographic data on the local Gen X population, reviewing national and regional studies on aging trends, and benchmarking against best practices from other senior centers and community organizations. Using their research, the intern will develop a strategic plan that identifies gaps in current county programs, proposes new activities and outreach strategies, and suggests facility adjustments and marketing approaches aligned with Gen X preferences.