

NATIONAL COUNCIL FOR PRESERVATION EDUCATION – INTERNSHIP PROGRAM
YOUTH PARTNER ANNUAL REPORT
Reporting Period: Fiscal Year 2025
Prepared for: National Park Service (NPS)

Table of Contents

1. Executive Summary
2. Acknowledgements
3. Contact Information
4. Program Overview
5. Demographic Data
6. Federal Hiring Outcomes
7. Program Achievements
8. Conclusion and Future Plans
9. Issues and Recommendations
10. Appendix

Executive Summary

This report provides a comprehensive overview of the Internship Program offered by the National Council for Preservation Education (NCPE), including program objectives, funding sources, demographic data, project outcomes, and alignment with Department of the Interior (DOI) priorities. The program engaged 171 participants across 75 sites during FY25, delivering measurable benefits to public lands and contributing to workforce development in federal service.

Acknowledgements

The success of this program is attributed to the collaborative efforts of NPS staff, partner organizations, mentors, and participants. We acknowledge the contributions of all stakeholders who supported program implementation and evaluation.

Contact Information

Partner Organization:

National Council for Preservation Education (NCPE)

Attn: Julee Johnson, Director, Internship Program

607-272-6277

manager@historicurbanplans.com

<https://www.ncpe.us/>

NPS Representative:

Paloma Bolasny, Youth Programs Coordinator

Cultural Resources, Partnerships, and Science Directorate

202-354-2174

Paloma_bolasny@nps.gov

Program Overview

Purpose of the Program

The National Council for Preservation Education's Internship Program is designed to foster the growth and enhancement of historic preservation by providing meaningful opportunities for emerging professionals to work alongside and learn from experts in the cultural resource protection and public lands management fields. NCPE does this by coordinating efforts among public and private organizations, as well as engaging individuals who share an interest in preservation. NCPE also serves as a platform for collecting, exchanging, and disseminating valuable information and ideas related to preservation education at the K-12, college, and adult learner levels. Through these efforts, it seeks to raise public awareness and appreciation for the importance of preserving our shared history. These objectives align with NPS priorities, such as youth engagement, resource stewardship, civic participation, and job training.

Funding Summary

Source	Amount
NPS Funding	\$ 878,110.00
Partner Contribution (includes value of in-kind services)	\$ 294,078.00
Other Funding Sources (including other federal agencies)	\$ 295,551.00
Total Program Funding	\$1,467,739.00

Program Highlights

- 171 participants engaged
- 172 projects completed
- 75 parks and offices supported
- 5 community outreach events conducted, including webinars, conferences, and publications

Alignment with DOI Priorities

- Safeguarding unique ecosystems, historic sites, and cultural landscapes through a wide range of conservation efforts
- Promoting public enjoyment and public education in a welcoming environment
- Supported pathways to federal employment

Demographic Data

Age Distribution

Age Group	Number of Participants	Percentage
Under 15 years	0	0
15 to 17 years	0	0
18 to 20 years	12	7
21 to 35 years	159	93
36 and Above	0	0

Education Distribution

Education Level	Number of Participants	Percentage
Some High School	0	0
High School Diploma/GED	0	0
Some College	0	0
Two-Year Degree	1	.5
Four-Year Degree	81	47.5
Some Graduate School	53	31
Graduate Degree	36	21

Federal Hiring Outcomes

Participants Converted to Federal Employment: 12 interns earned a PLC Certificate for Non-Competitive Eligibility; 1 of these former interns now works for the National Park Service.

Program Achievements

Projects Completed

The following is a *selection* of the projects that contributed to park operations, resource management, and visitor services:

- WWII Home Front Public History Project – NPS Park History Program, Washington, D.C.
- Archives Access and Education Project – NPS Museum Management Program, Washington, D.C.
- Historical Archeology Project – Everglades National Park, Homestead, FL
- Historic Structures and Cultural Landscapes Preservation Project – North Cascades National Park, Sedro-Woolley, WA
- Paper Conservation Project – Klondike Gold Rush National Historical Park, Skagway, AK
- Historic Materials Research Project – National Center for Preservation Technology and Training, Natchitoches, LA
- Historical Architecture Project – Alaska Regional Office, Anchorage, AK
- Archeological Survey Project – Ocmulgee Mounds National Historical Park, Macon, GA
- Documents Digitization Project – Harpers Ferry Center for Media Services, Harpers Ferry, WV
- Big Cypress National Preserve Archives Project – South Florida Collections Management Center, Homestead, FL
- Tribal Relations Project – Aztec Ruins National Monument, Aztec, NM
- Research and Education Project – Salem Maritime National Historic Site, Salem, MA
- Architectural Conservation Project – National Mall and Memorial Parks, Washington, D.C.
- Stewardship Education Project – Frederick Law Olmsted National Historic Site, Brookline, MA
- Textile Conservation Project – Sitka National Historical Park, Sitka, AK
- Data Analysis and Visualization Project – NPS Park Programs and National Heritage Areas, Washington, D.C.

- Cultural Landscape Preservation Project – Golden Gate National Recreation Area, San Francisco, CA
- Interpretation and Partnerships Project – Longfellow House/Washington’s Headquarters National Historic Site, Cambridge, MA
- History Collections Project – Harry S Truman National Historic Site, Independence, MO
- Cultural Resources Management Project – Hawai’i Volcanoes National Park, Volcano, HI
- Landscape Inventory Project – Mount Rainier National Park, Ashford, WA
- Archive Digitization Project – Yellowstone National Park, Gardiner, MT
- Cultural Resources Inventory Project – Vicksburg National Military Park, Vicksburg, MS
- Historical Research Project – Yosemite National Park, El Portal, CA
- Historic Orchard Preservation Project – Whiskeytown National Recreation Area, Whiskeytown, CA
- Visitor Experience Project – Colonial National Historical Park, Yorktown, VA
- Public Engagement Project – NPS Northeast Archeological Resources Program, Lowell, MA
- Conditions Assessment Archeological Project – Tule Springs Fossil Beds National Monument, Boulder City, NV
- Historical Research and Outreach Project – NPS National Underground Railroad Network to Freedom Program, Washington, D.C.

Project Highlights

1. Historic Architecture and Landscape (HAL) Program – Duty stationed at the NPS Midwest Regional Office in Omaha, the intern joined a regional team of historic architects, historic landscape



architects, and architectural historians to conduct historical research and field surveys, evaluate historic structures and cultural landscapes for historic integrity, consult with park management, and complete and enter reports in the NPS Cultural Resources Inventory System (CRIS) database. This database is used to manage historic properties and meet statutory requirements under the National Historic Preservation Act. Two core projects were the focus of the intern’s work: completing the Sanson Rach Cultural Landscape Inventory (CLI) Report at Wind Cave National Park in South Dakota and Historic Structure Inventory (HIS)

reports for multiple structures and landscapes at Ste. Genevieve National Historical Park in Missouri.

2. Historic Gold Rush Boomtown Archeology Project – Duty stationed at Klondike Gold Rush National Historical Park in Skagway, the intern conducted shovel tests, cleaned and cataloged artifacts (remnants of material culture), participated in site surveys and GPS data collection, and prepared

reports for findings at the Dyea Town site and along the Chilkoot Trail. The primary impetus for the project was the rerouting of the road. The intern also researched artifacts related to the 1898 Gold Rush to expand and correct previous historical records, making them accessible to current and future educators, as well as the public.



3. Architectural

Conservation Project – Duty stationed at the National Mall and Memorial Parks in Washington, D.C., the intern helped remove graffiti from monuments, waxed (i.e., cleaned) bronze statues, and repointed failing masonry foundations. The position included caring for the Vietnam War Memorial art collection, preserving artifacts at Ford’s Theater, and cataloging objects at Belmont-Paul Women’s Equality National Monument. The intern worked alongside the NPS conservation crew and collaborated with art conservators to maintain important public works of art.

4. Unigrid Publications Project – Duty stationed at the Harpers Ferry Center for Media Services in Harpers Ferry, WV, the intern edited and wrote text for the NPS Unigrid brochures and was responsible for guiding the revision to the Editorial Style Guide for all NPS interpretive media to align with the recently updated Chicago Manual of Style. The position included adding alt-text to online Unigrid brochures, creating brochures for new parks (e.g., Harriet Tubman National Historical Park), and serving as lead editor on revisions of existing park brochures (e.g., George Washington Memorial Parkway). The intern’s duties supplemented and supported the work of the HFC team responsible for conveying information and educational materials to the public through interpretive signs, printed brochures, and online text.



5. Museum Collections Project – Duty stationed at the Museum Resource Center in Maryland, the intern helped manage the collections of the 47 parks in the National Capital Region, including the



Regional Archeology Program's 1.8 million artifacts. The intern was responsible for identifying and cataloging new objects added to the collection and rehousing existing items for long-term storage. The work included creating finding aids, photography, inventory, and occasional fieldwork to properly care for artifacts dating from pre-history to the Civil War to the early 20th century. The intern assisted visiting park staff, helping them tell the story of their park through the material remains found at their site.

Participant and Supervisor Testimonials

Before coming to DC, I had many questions regarding not just the internship, but also what my general life would be like here. How does the NPS take care of the monuments? How do I apply what I know to what I will be doing? What will it be like being the only intern in my crew? What I have learned since being here is that not only have the people I've met been extremely helpful in helping me learn, but they are also all so friendly and supportive of what I aspire to do and be. Even though I am the only female and the only person of a younger generation in the preservation crew, I have made so many incredible friends and mentors. I have sat in an hour-long meeting about the placement of trash cans and realized just how much effort and teamwork are required for every project at the NPS, even if it seems minor. Conservation is not just about object preservation, but how we can protect and preserve our environment, community, and history for many generations to come. – Intern Testimonial, October 2024

My confidence with records schedules and taking on large independent archives projects has grown immensely since week one of this project. I have learned so much and had a great time getting to know more about NPS culture and records management, Whiskeytown history, and working with the fantastic team here. Thank you to all involved!

Intern Testimonial, December 2024

During my internship, I helped conservationists plant 60 trees and 100 shrubs at the Harry S Truman Farm Home in Grandview, Missouri. I'm including a picture of the team with our first tree in the ground. My internship officially wraps up next week. Thank you for this experience. I had never heard of NCPE before, but the internship has genuinely changed the trajectory of my career goals! I appreciate your consistent availability to answer any questions that I have.

Intern Testimonial, December 2024

The experience of researching, writing, and delivering a tour of the park was invaluable not only in my professional development and resume building, but also greatly grew my confidence.

Intern Testimonial, December 2024

I wanted to thank you for the internship opportunity and all your help throughout the past several months – I really appreciate it! I'm very grateful to have been given the chance to learn from the resources staff at Vicksburg NMP and to become better acquainted with working in CRIS-HS.

Intern Testimonial, June 2025

This internship was a wonderful opportunity and the best jumpstart to my career. I have really appreciated your support through NCPE, and it's a fantastic program that I always recommend to any other students interested in historic preservation or cultural heritage. I'm sad to leave!

Intern Testimonial, April 2025

I just wrapped up my NCPE internship at Klondike Gold Rush NHP as an Archeology Intern in Skagway, AK. I'm so thankful for this amazing experience and to have worked and learn from park archeologists Dr. Flood and Ms. Pink. It was a highlight to embrace everything that Alaska has to offer!

Intern Testimonial, March 2025

Thanks, I really appreciate the effort you've made for CARI. The NCPE internship program has been absolutely wonderful for our park over the years, especially the Museum Collection Interns of my Division. I lost a staff Curator position in last fall, and we haven't been able to rehire. Having two Museum Collection interns on board in FY25 has been the saving grace for the museum collections of the parks in this region. Thanks once again for making that happen for us this year.

Supervisor Testimonial, April 2025

Thank you, and to all of NCPE, for the assistance you have provided on this. We appreciate your efforts!

Supervisor Testimonial, May 2025

Thank you! This has been such a great opportunity for us to accomplish project goals and bring an intern into our park, with her fabulous skills. I hadn't heard of NCPE before the superintendent brought your organization to my attention, so it's been an opportunity for me to learn about your program as well. I hope I can work with you in the future. Best of luck! And please reach out if you need anything else from me.

Supervisor Testimonial, February 2025

Participating Sites and Organizations

List of parks, communities, and partner organizations

Park, Unit, or Office	Park, Unit, or Office	Park, Unit, or Office
African American Civil Rights Network	Adams National Historical Park	Minute Man National Historical Park
NPS Alaska Regional Office	Aztec Ruins National Monument	Badlands National Park
Badlands Natural History Association	Bureau of Land Management – Arizona State Office	Bureau of Land Management – Burns District Office
Bureau of Land Management – Canyons of the Ancients Museum	Bureau of Land Management – Maxwell Museum of Anthropology	Bureau of Land Management – Museum of the Rockies

Bureau of Land Management – National Historic Oregon Trail Interpretive Center	Bureau of Land Management – New Mexico State Office	Bureau of Land Management – Utah State Office
Brown v Board of Education National Historical Park	Chesapeake and Ohio National Historical Park	Cabrillo National Monument
Cane River Creole National Historical Park	Chaco Culture National Historical Park	Channel Islands National Park
NPS Cultural Resources, Partnerships, and Science (CRPS)	CRPS – Archeology Program	CRPS – American Battlefield Protection Program
CRPS – Cultural Resources GIS Facility	CRPS – Cultural Resources Office of Interpretation and Education	CRPS – National Register of Historic Places
CRPS – Park Cultural Landscape Program	CRPS – HABS, HAER, HALS	Department of the Interior – Interior Museum
Department of the Interior – Sioux Indian Museum	Everglades National Park	Frederick Law Olmsted National Historic Site
Fort Vancouver National Historic Site	Golden Gate National Recreation Area	Golden Gate National Parks Conservancy
General Services Administration – Southeast Sunbelt Region	George Washington Memorial Parkway	Harpers Ferry Center for Media Services
Harpers Ferry National Historical Park	Harry S Truman National Historic Site	Harriet Tubman National Historical Park
Hawai'i Volcanoes National Park	NPS Historic Preservation Training Center	NPS Intermountain Regional Office
Klondike Gold Rush National Historical Park	Longfellow House /Washington's Headquarters National Historic Site	Medgar and Myrlie Evers Home National Monument
Mount Rainier National Park	NPS Museum Resource Center	NPS Midwest Regional Office
North Cascades National Park	NPS Northeast Regional Office	NPS Northeast Archeological Resource Program
NPS National Center for Preservation Technology and Training	National Mall and Memorial Parks	NPS National Capital Regional Office
National Underground Railroad Network to Freedom Program	NPS Northeast Museum Services Center	Ocmulgee Mounds National Historical Park
Pictured Rocks National Lakeshore	Pu'uhonua O Honaunau National Historical Park	NPS Pacific West Regional Office
NPS South Florida Collections Management Center	Salem Maritime National Historic Site	NPS Southeast Archeological Center
NPS Southeast Regional Office	Sitka National Historical Park	Timucuan Ecological and Historic Preserve
Tonto National Monument	Tule Springs Fossil Beds National Monument	Department of Agriculture – Forest Service

Vicksburg National Military Park	Whiskeytown National Recreation Area	Women's Rights National Historical Park
Yellowstone National Park	Yosemite National Park	University of Colorado – Museum of Natural History
University of Montana – Anthropology Collection	University of New Mexico	

Media and Outreach Links

- YouTube Channel - <https://www.youtube.com/@ncpe>
- Websites – <https://www.ncpe.us/internship-programs/>; <https://preservenet.org/ncpe-internships/>
- News Article – American Historical Association's Perspectives on History: *From Passion to Practice*, <https://www.historians.org/perspectives-article/from-passion-to-practice/>
- NPS Online – The Use of Lime Mortar Masonry in Hawai'i by Naftalia Flatte, NCPE Intern: <https://www.nps.gov/havo/learn/historyculture/mortar.htm>
- Social Media - <https://www.linkedin.com/company/national-council-for-preservation-education/>

Conclusion and Future Plans

Program Continuation

Plans are underway to expand the program to 3 additional sites in FY26, with a focus on previously unserved sites and emerging conservation priorities.

Anticipated Changes

- Enhanced training curriculum
- Improved data collection protocols
- Expanded mentorship opportunities

Long-Term Goals

- Increase federal hire conversion rates
- Strengthen partnerships between educational institutions and partner sites
- Promote sustainable career pathways in historic preservation and heritage conservation

Issues and Recommendations

Issue	Recommendations
Limited housing availability	Offer more/larger housing allowance
Data inconsistency	Standardize survey and reporting tools
Increasing demand for internships	Strengthen and expand park relationships

Appendix

Intern Biographies

1. [REDACTED] – B.A. Anthropology from the University of Oregon; M.P.S. Underwater Archeology and Cultural Resource Management from the University of Miami. Since her time as an undergraduate, she has worked as a Field Archeologist for Dudek in Los Angeles, interned with the National Council for Preservation Education (NPCE) at Channel Islands National Park as an Archeology Intern, and is now a full-time archaeologist with the NPS Southeast Archeological Center in Florida. [REDACTED] is a Divemaster, an Outdoor Instructor, an Emergency Medical Technician, and is trained in Wilderness First Aid.
2. [REDACTED] – B.A. History and B.A. Political Science from the University of Pittsburgh; M.A. Public and Applied History from North Carolina State University. Since her time as an undergraduate, [REDACTED] has interned at the Edward Worth Library in Dublin, Ireland, as a Curator, interned with the National Council for Preservation Education (NCPE) at the National Mall and Memorial Parks as a Museum Intern, and presented her poster *Objects of Honor and Remembrance: Collecting at the Vietnam Veteran's Memorial*, at the 2025 annual conference of the National Council on Public History.
3. [REDACTED] – B.A. Art History and French from the University of St. Thomas; currently working toward a M.S. in Historic Preservation and Conservation at the University of Vermont. As an undergraduate, [REDACTED] attended and earned 15 credits at Nantes Université in France, teaching English to French middle school students, serving as a teaching assistant for courses taught entirely in French, and translated historical documents from French to English and English to French. She has been an Archival Intern at Visitation Academy in St. Louis, MO, and interned with the National Council for Preservation Education (NCPE) at the NPS Midwest Regional Office as a Historic Architecture Intern. [REDACTED] will complete her M.S. in Spring 2027.
4. [REDACTED] – B.A. History and Minor in Recreation Management from the California State University-Sacramento; currently working toward a M.A. in Public History from CSU-Sacramento and will graduate in Spring 2026. As an undergraduate, [REDACTED] served as a Historic Preservation Intern for the City of Sacramento and for 6 years as a part-time recreation specialist with the City of Folsom. During her tenure as a graduate student, she worked part-time for JRP Historical Consulting as a Research Assistant and interned with the National Council for Preservation Education (NCPE) at Whiskeytown National Recreation Area as a Cultural Landscape Intern. She completed the Cultural Landscapes Inventory for the Whiskeytown Visitor Center, a Mission 66-era visitor center within the NRA, and wrote a featured article for the American Historical Association's *Perspectives on History* newsletter about her trajectory from outdoor enthusiast to historian.
5. [REDACTED] – B.A. Architecture from the University of California, Berkeley; M.S. Historic Preservation from the University of Oregon. During his time as a graduate student, [REDACTED] served as a Registrar Intern with the Alaska State Museum and interned with the National Council for Preservation Education (NCPE) at the NPS Alaska Regional Office as a Historic Preservation Intern, completing historic structures reports, determinations of eligibility for listing in the National Register of Historic Places, and mapping the effects of flooding within several Alaska national parks. [REDACTED] now works as a Cultural Resources Specialist with an environmental engineering firm based in Seattle.

Survey Results

- Pre-Internship Survey Summary -
<https://forms.office.com/Pages/AnalysisPage.aspx?AnalyzerToken=r2OtnKx5IH23OiMZdrFg5rJMK2R45zxo&id=DQSIkWdsW0yxEjajBLZtrQAAAAAAAAAAAAANAAeUDnLhUOFdBMjdTTYxRFBXUFZJVDdPNTIEMDdLSi4u>
- Mid-Internship Survey Summary -
<https://forms.office.com/Pages/AnalysisPage.aspx?AnalyzerToken=R75e3Kf11JNQdzuLw7EUsVYgVAhKQ5K&id=DQSIkWdsW0yxEjajBLZtrQAAAAAAAAAAAAANAAeUDnLhUOU44NkpMVkxXV01TQVRQR1BJNERRM0kzSS4u>
- Post-Internship Survey Summary -
<https://forms.office.com/Pages/AnalysisPage.aspx?AnalyzerToken=oBl2f0tGDtYfwXNEIG4qkHDhD9vcFR1u&id=DQSIkWdsW0yxEjajBLZtrQAAAAAAAAAAAAANAAeUDnLhUNjNHTEU4UFZIRFVaVktZMk01TzNKWklxQi4u>