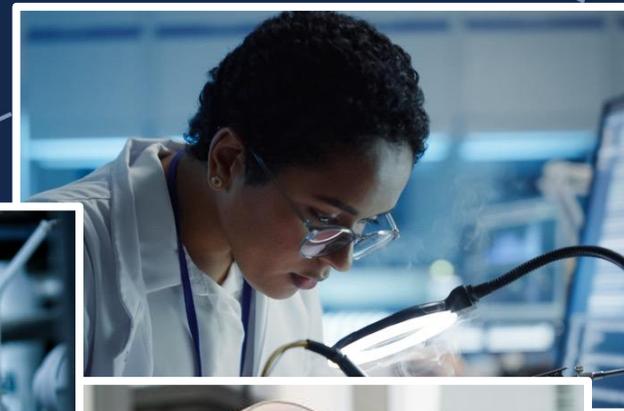




Defence
Nuclear Enterprise

*DNE Inspire & Attract
Voices from The Summer
Internship Programme:
Real Stories, Real Impact*





Creating Opportunities, Inspiring Futures: A Managers Perspective

I'm based within the Inspire and Attract team in the Defence Nuclear Organisation (DNO), with a mission to provide STEM opportunities for schools with high numbers of underrepresented students. The **Summer Internship Programme (SIP)** has been a perfect way to achieve this - and it's benefitted our team far more than expected!

Ross's Highlights:

- Extra support during high workload
- Fresh perspective from younger generation
- New skills like **PowerBI setup** for modern, interactive reporting
- Positive pipeline impact - interns applying for permanent roles

Ross - "The SIP programme has massively benefitted our team - I highly recommend it to any manager!"



Discovering STEM Outreach in the DNE: Lowenna's Journey - An Interns perspective

Lowenna joined the DNE and worked with the Inspire & Attract team delivering **STEM outreach projects** for young people. From **Summer Holiday Clubs** to **online coding courses for young women**, the aim was clear: raise awareness and inspire interest in STEM careers. She gained insight into planning and delivery processes and enjoyed seeing the **positive impact** these projects had on communities. The welcoming culture stood out, with colleagues from diverse backgrounds - from former teachers to vets - all contributing unique perspectives.

Lowenna's Highlights:

- Learned project planning and delivery for STEM initiatives
- Experienced inclusive and collaborative culture
- Joined onsite staff sports team
- Gained confidence in transferable skills and adaptability
- Developed knowledge useful across multiple sectors

Lowenna - "I really enjoyed working on projects that I could see we're having a positive impact on people's lives."



A Great Opportunity: Jonah's Story – Intern & Manager Experience

Jonah joined the team for eight weeks and made a significant impact. From creating a **Stakeholder Engagement Strategy** to designing an **Induction Booklet**, his work will have a lasting effect.

Jonah's highlights:

- Visits to **Hinkley Point C** and **Devonport Naval Base**
- Insights into policy and governance
- Strengthened ambition for a Civil Service career

Ben - Manager's Note:

"Managing an intern through SIP has been straightforward, with great support from the central team. I'd strongly recommend it to anyone who can provide an engaging placement."

***Jonah** - "I cannot recommend the internship programme highly enough – it offers a truly exceptional opportunity to gain first-hand experience of working in the public sector."*



A Summer of Contribution and Growth – A Managers Perspective

Maisie joined the Safety & Emergency Planning Division at DNO, MoD, and quickly moved beyond observation to make a **real contribution**. From day one, she impressed with her **focus, initiative, and adaptability**, helping the team deliver key outcomes.

Andy's Highlights:

- Demonstrated **MOD Behaviours**: quality, reliability, collaboration
- Balanced **independence and teamwork**
- Took ownership of tasks and delivered results
- Contributed **energy and innovation** to national-level work
- Built a strong foundation for a **promising career**

*Andy – “Maisie leaves DNO with new skills and experiences, proving the **impact young professionals can make when given the opportunity**. I look forward to welcoming my next intern in 2026”*



Safety, Learning & Impact – An Interns Perspective

Joining the **Summer Internship Programme** gave Maisie a unique opportunity to explore a career in the Civil Service. Matched to the Ministry of Defence, she gained insight into policy and operations within one of the largest government departments.

Beyond technical knowledge in submarine delivery and safety policy, Maisie developed **communication, time management, and confidence** - confirming her ambition to pursue a Civil Service career.

Maisie's Highlights

- Two-day site visit with industry partners
- Delivered a safety paper for senior MoD officials
- Gained technical knowledge in submarine safety and security policy
- Developed soft skills: communication, time management, confidence
- Confirmed ambition for a career in the Civil Service



Maisie – "Writing a safety paper for senior officials and seeing its impact was an incredible experience."



Welcoming Harry and Alex: A Successful Summer Internship - A Managers Perspective

Hosting Harry and Alex this summer was a privilege. They brought **enthusiasm, professionalism, and fresh ideas** that enriched our team. From day one, they approached challenges with positivity and quickly became trusted contributors. Their work demonstrated the real value of internship programmes.

Jemma's Highlights

- Adapted quickly and worked confidently in a fast-paced environment
- Contributed to succession planning research with professionalism
- Developed strong collaboration and communication skills
- Represented the value of SIP and Autism Exchange Internship Programme (AEIP) programmes in action
- Left a lasting impression through commitment and quality work

Jemma - "Harry and Alex brought enthusiasm, dedication, and fresh perspectives that enriched our team and demonstrated the real value of internship programmes."



Experience, Insights, Value and Learning: My SIP Journey – An Interns Perspective

During my internship with the Defence Nuclear Organisation (DNO) as business support, I gained valuable office experience and collaborated closely with colleagues. A highlight was visiting HMNB Devonport to tour a decommissioned nuclear submarine and meeting senior SDA members, as well as learning about submariner training at HMNB Clyde - experiences that deepened my understanding of the UK's nuclear deterrent.

Alex's Highlights:

- Experience: First time working in an office environment.
- Insights: Learned succession planning practices and the value of hybrid working
- Value: Visits to HMNB Devonport and Clyde, gaining unique exposure to national security operations
- Learning: Developed skills in research, analysis, presenting confidently, and networking effectively

Alex - "I toured a decommissioned nuclear submarine and met senior members of the Submarine Delivery Agency - an unforgettable experience!"



Driving Innovation: A Manager's Perspective on Our Summer Intern

Over seven weeks, Josie's intern delivered **tangible outputs** that will benefit the team long after her placement. She created a **live Excel dashboard** and a **Visio process map**, helping streamline operations. Her fresh perspective drove innovation, from testing new software to suggesting **AI and automation ideas** that inspired future improvements.

Orla's Highlights:

- Delivered a live Excel-based data analytics dashboard
- Created a step-by-step business process map in Visio
- Tested new software solutions and suggested improvements
- Offered insight into AI and automation for future efficiency
- Grew in confidence and capability, leaving a lasting impact

Orla - "Josie's contributions have enabled the team to deliver our project more effectively and added real value for our stakeholders."



Why You Should Host a Summer Intern in 2026

By Veronica

Summer 2025 proved something powerful: when we open our doors to young talent, the benefits flow both ways. Interns across defence professions - from engineering and digital to HR, policy, and NATO projects - didn't just learn; they **delivered real value**, fresh ideas, and innovation.

Hosting an intern is simple: placements run for **6-12 weeks**, fully funded by the Inspire & Attract team. In return, you gain immediate support and help shape the next generation of Civil Service talent.

Vernonica's Highlights

- Energy and fresh thinking: interns challenge assumptions and spark innovation
- Meaningful contributions: tangible outputs like reports, dashboards, and designs
- Future talent pipeline: many interns apply for Civil Service careers and Fast Stream
- Broad opportunities: roles span engineering, cyber, commercial, policy, and more

Veronica - "I expected to give more than I received - but the reality was the opposite. Our interns made a genuine impact."