



Alamo Fellows: Talent STEMS From Here

Alamo Fellows is a new talent retention program for first-generation students attending San Antonio area colleges and universities. At SA WORX, our goal is to build a sustainable workforce pipeline for the San Antonio region. Through the Alamo Fellows program, we are focused on supporting first-generation students to build professional connections in San Antonio that can help them stay and build a career here after college.

As employers, we strongly encourage you to consider hiring Alamo Fellows as interns and supporting our collective efforts to harness the skills of assets of our first-generation college students.

Frequently Asked Questions:

Who is eligible to apply for Alamo Fellows?

- Undergraduate students attending any of the following institutions: The University of Texas at San Antonio, Texas A&M University-San Antonio, The University of Incarnate Word, St. Mary's University, Our Lady of the Lake University, and Trinity University.
- Students classified as juniors in the Fall of 2022 with an expected graduation date of Spring/Summer 2024.
- Pursuing a degree in a STEM field. Please refer to the [U.S. Department of Homeland Security](#) for a complete list of DHS designated STEM degrees.
- STEM includes majors within the Sciences, Technology, Engineering and Mathematics and also includes the social sciences such as anthropology and psychology and also business majors that are interested in data analytics and quantitative methods/reasoning.
- Self-identifies as a first-generation college student or student whose parents or guardians have not obtained a 4-year degree in the United States.

How long is the fellowship?

- Alamo Fellows is a two-year commitment beginning in Fall 2022.

How does the program work?

- Alamo Fellows program is focused on three pillars of career, social and community engagement.
- Over the course of the program, Alamo Fellows will complete an internship. Fellows are matched with a local company that aligns with their degree and career focus for a one-year internship.
- The Alamo Fellows experience will also provide professional and social networking opportunities with leaders from professional organizations and other young professional groups.
- The Alamo Fellows will have access to events and activities that will expose them to the very best of our region's culture and attractions.



What is the cost of hiring a Fellow for an internship in our organization?

- SA WORX recommends that internships pay no less than \$4,000 per semester.
- The recommended rate for paid internships is \$15/hour with up to 20 hours of work per week.
- Employers and Fellows will have the opportunity to determine the structure and duration of the internship depending on Fellows' academic schedules.
- Employers may also provide virtual/hybrid work modalities depending on the state of the pandemic, comfort level with working in person, and general preferences.

What is the process to hire an Alamo Fellow for an internship?

- Employers that would like to hire an Alamo Fellow will have the opportunity to participate in an employer-Fellow matching event.
- The meet and greet event will include several brief interviews to allow employers and Fellows to gauge compatibility.
- This will ensure that both fellows and students express their preferences for the internship experience. This means that it is not a guarantee that all employers will secure an intern depending on how the matching process transpires.

In employing an Alamo Fellow, what are my duties to the intern and to the program?

- Like with any internship, we ask that you provide Fellows with projects and tasks that develop the Fellows' professional capacities and career trajectories.
- Ensure that your organization can employ an Alamo Fellow for no less than 8 weeks during the semester.
- Provide multiple opportunities for Fellows to interact with senior and executive-level leadership within your organization.
- Demonstrate a balance of flexibility and accountability in working with Fellow's personal and academic schedules and overall needs.
- Support the Alamo Fellows program through sponsorship and offering access to resources, event spaces, and keynote speakers.

Interested in supporting Alamo Fellows?

Connect with Dr. Paul Rodriguez at paul@greatersatx.com.

Want more information on SA WORX? Visit [our website](#) today.