



2025 STEM Internship Scheme Note for Employers



for Employers



Objectives

- ❖ Launched by [Innovation and Technology Commission \(ITC\)](#) since 2020
 - To encourage STEM students to gain innovation and technology (I&T) related work experience during their studies
 - To foster their interest in pursuing a career in I&T after graduation
 - To enlarge the local I&T talent pool

Eligibility of Student Interns



CUHK
Full Time Students*



Local and
Non-local Students



Major in Eligible
STEM Programmes



Legally Employable
in Hong Kong

*Final-year local students are eligible so long as the internship commences before the expiry of student status.

Internship Placements

1

The placement must involve **strong and substantial** I&T-related elements.

2

Each company/organization could only hire **max. 4 eligible students** in **each intake***.

3

The internship must be a **full-time position**. Work-from-home arrangement is **not recommended**. Company should provide a valid address of the intern's work location.

4

The student interns should be **under direct employment** by the participating companies.

** CPDC reserves the right to adjust hiring quota for the participating companies*

Internship Period

Duration

Min. in 4 consecutive weeks (**28** calendar days)

Max. in 3 months (capped at **90** calendar days in an academic year, i.e. Sep 25 – Aug 26)

Schedule*

Summer: 12 May 2025 (Mon) to 29 August 2025 (Fri)

1st Term: 1 September 2025 (Mon) to 28 November 2025 (Fri)

Winter Intake: 1 December 2025 (Mon) to 2 January 2026 (Fri)

2nd Term Intake: 5 January 2026 (Mon) to 31 March 2026 (Tue)

Definition

The duration of an internship period is the number of **calendar days** in the contract period and the **start/end days must be working days** for the student intern.

Deadline

Deadline for Employers' Application (Winter Internship & 2nd Term Internship)
19 November 2025 (Wed)

Remarks

Non-local students are required to provide **No Objection Letter** to take up summer internship. **Endorsement** from the home Faculty/Department should be provided if they work during the semester. More details are indicated on [Employment issues for Non-Local Students](#) .

Financial Arrangement



Allowance

HK\$ 11,490 per month
(30 days)*

Cover both the actual salary paid to the student intern(s) and, if any, the **student** intern(s)' contributions to MPF

(Employer's MPF contribution is NOT covered under the Scheme)



Employer

May pay a **monthly honorarium** during the internship period **on top of the allowance** under the Scheme

Provide appropriate **insurance coverage** to student intern(s) and MPF contribution (if applicable)

*According to ITC, for the purpose of calculating the allowance under the Scheme, one month has 30 days. The allowance for months with 31 days is HK\$11,873, and the allowance is capped at 90 days, i.e. HK\$34,470.



Application Procedure

Step 1: Verification of Job Nature

Create job portal account

- Provide sufficient information such as BR Number, BR expiry date, a copy of a valid BR certificate on [CU Job Link job portal](#).

Step 1: Verification of Job Nature

Verify job nature

- Post the innovation and technology-related job advertisements with an indication of “**STEM**” in the “Programme code” section under “Additional Information”.
- Job posting without marking “STEM” programme code will NOT be processed as STEM Internship Scheme.

CU CAREERS
Career Planning and Development Centre

Hello, The Chinese University of Hong Kong
Account No.: 4168

Contact Information ✓

Job Details ✓

Remuneration Package ✓

Talent Search ✓

Additional Information ✓

Declaration ✓

Additional Information

Attachment

Max file size: 10 MB | Supported Format: JPG / PNG / PDF | Max 5 attachments

Upload File

Remarks (This message would be viewed by the CU administrator only)

Programme Code

STEM

Step 2: Verification of the Eligibility of Student Intern(s)

Verify student's eligibility

- Provide personal particulars of the student intern **before the internship commencement date**, after confirming job nature. (***Backdated applications are not allowed***)

Employer's declaration

- As requested by the ITC, participating companies are required to fill in and submit the "Declaration from Applicant Employer" as part of the application documents.

Step 2: Verification of the Eligibility of Student Intern(s)

Personal Particulars for Local and Non-Local Students

Document Required	Local students	Non-local students
Student ID Card	✓	✓
Annex A – Declaration from Applicant Student Intern	✓	✓
No Objection Letter		✓ #
Official approval on the suspension of study	✓ (Semester internship)	✓ (Semester internship)
Endorsement from respective Faculty/ Department		✓ # (Semester/Winter Internship/Non-local final-year students graduating in the current term)
MPhil/PhD students: Official Approval from the Graduate School*	✓ *	✓ *

If employers would like to hire **MPhil/PhD students, please also submit the official approval from the Graduate School allowing to work as full-time interns under the Scheme.*

Final year non-local students graduating this term are required to submit endorsement letter from home Faculty/Department to endorse the internship.

Step 3: Submission of Employment Contract

Submit the employment contract

- Provide the employment contract (signed by both parties) **on or before the internship commencement date**, after confirming the eligibility of the student intern(s).
- The agreed remuneration to be paid and received by the student intern, including **salary, wage and any expected allowance**, including the allowance under the Scheme, where applicable, should be clearly stated in the **employment agreement** for the internship and agreed between the employer and the intern, before commencement of work.



Upon completion and verification of all 3 steps, the submitted interns are officially confirmed for joining STEM Internship Scheme.

A confirmation & letter of understanding will be issued as official record.

Employer's Checklist for Employment Contract

1. Student's Name & Student Number

- *Must be identical with the Student ID Card's*

2. Student's Signature

- *Must be identical with which in the "Annex A – Declaration from Applicant Student Intern"*

3. Job Title

- *Should be the same with the position stated in Step 2 or the job posting*

4. Work Hours

- *Hours per day with working days (e.g. 9:00-18:00, Mon-Fri) or Total hours per week (e.g. 40 hours/week)*

Employer's Checklist for Employment Contract

5. Place of Work

- *The full address of the intern's work location must be stated*

6. Employment Period

- *The start and end dates of the internship period must not be a Saturday, Sunday, or a public holiday*

7. Allowance

- *Please refer back to P.6 of the Note for Employers about the allowance*

8. Full-time Employment Status

- *The contract should denote a full-time employment between the student intern and the employer (an employer-employee relationship)*

Step 4: Submission of Evaluation Form

- Both employers and student interns are required to conduct performance appraisals and complete evaluation forms after the internship.
- The evaluation form is an online Webform that is accessible via the link in the confirmation email sent in Step 3.
- The completed evaluation form is **one of the required documents** for reimbursement.
- The completed evaluation form must be **signed by both parties and authorized with the company's stamp** before being uploaded to the submission link with other documents.
- A sample of the evaluation form can be accessed from [here](#)

Step 5: Reimbursement Submission

Employers should pay the allowances to student interns first and subsequently seek reimbursement after the conclusion of the internship, provided all necessary documents are submitted correctly.

After the internship, employers are required to submit the following documents by uploading them to the **Reimbursement & Evaluation Form** within 1 month after the completion of the internship:

1. **Payslip(s) of the student intern (*issued by the company with the official stamp*)**
2. **Acknowledgement Receipt of Allowance***
3. **Reply Form for Reimbursement Method***
4. **Evaluation Forms (completed and signed by Employer and Students)**

**All signed by one representative and with company stamp.*

The reimbursement process will take around 10 weeks upon receipt of all valid documents as above.

The above forms have been included in the **confirmation emails** sent to employers and students. Both employers and student interns will also receive a **reminder email with the forms** before the end of the internship.

*^ If you are one of the CUHK departments, an **inter-departmental transfer form** should be submitted instead of the stipulated reimbursement form.*

Key Reminders

1

Application deadline for winter intake (Winter internship and/or 2nd term internship) is 19 Nov 2025 (Wed). Winter Internship cannot start later than 5 Dec 2025 (Fri).

2

The minimum internship period eligible for receiving allowance is 28 calendar days, after deducting all unpaid leave (if applicable). The maximum amount of allowance received by a student intern under the Scheme is capped at 90 days in one academic year.

3

The exact amount of the allowances will be earmarked for eligible students. We will issue a **confirmation email** as an official record after receiving all the required materials.

4

The application of hiring students must reach to our centre as soon as possible for approval. **Late applications will not be accepted.**

5

The Internship not endorsed by our centre is not eligible for claiming the sponsorship under the Scheme.

Key Reminders

6

The participating employers must **undertake all legal responsibilities** as an employer.

7

The student interns may receive the allowance under the Scheme for **more than one internship placements**, provided that the participating **employers are different** and the internship **periods do not overlap in one academic year**

8

The student interns who take the **full-time placements during semesters** are required to submit the **official letter for suspension of study**.

9

The Scheme does not cover an internship arranged to meet the compulsory requirement for graduation of a degree programme. However, if the subject internship period is longer than the duration of the compulsory requirement, the portion of period in excess could be covered by the Scheme, if the other requirements as stipulated in the Guidelines for the Scheme are met.

10

For details of the Scheme, please refer to the Full Guidelines on the [STEM Internship Scheme page](#).

Key Reminders

11

The student interns and the participating employers shall conform in all respects with all legislation (including the Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region), regulations and by-laws of any applicable jurisdiction in carrying out the internship duties or the related activities. The Government may at any time and with immediate effect, including through the respective participating institution, revoke an approved participation in the Scheme and the related reimbursement claimed under the Scheme, withhold disbursement of allowance under the Scheme, debar relevant parties' participation in the Scheme and require refund of any funding disbursed under the Scheme to ITC on occurrence of any of the following events:

- (a) The student intern and/or the participating employer has engaged or is engaging in acts or activities that are likely to constitute or cause the occurrence of offences endangering national security or which would otherwise be contrary to the interest of national security;
- (b) the continued engagement of the student intern and/or the participating employer is contrary to the interest of national security;
- (c) the Government reasonably believes that any of the events mentioned in (a) or (b) above is about to occur.

Key Reminders

12

CPDC may request submission of additional information, references and documentation from employers and student interns to substantiate their applications or claims for internship allowance. CPDC reserves the right not to approve employers' STEM applications. In case of dispute, CPDC's decision is final.

13

Applications or reimbursement requests for student interns **taking 14 days or more of unpaid leave will not be accepted.**

14

The internship **must be performed at a work location within Hong Kong.** Work outside Hong Kong is not applicable for reimbursement under the scheme.

Information

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