

ITC STEM Internship Scheme (2025-26)

Key Features and Highlights

Important Note for “ITC STEM Internship Scheme (Winter 2025-26)”:

- The monthly allowance under the ITC STEM Internship Scheme is **\$11,490** per 30-day month.
- Each company / organization must submit one copy of the “Declaration from Applicant Employer” [HERE BEFORE](#) submitting the application through the [HKUST Job Posting System](#).
- Employers’ application for the Scheme is from **November 1, 2025** to **December 19, 2025**. Late applications will NOT be accepted.
- Employers must submit the following documents before internship commencement with the terms stipulated in the “Student’s Eligibility Check and Application Result” email (Late submissions after **December 26, 2025** will NOT be accepted):
 - The soft copy of the signed contracts (*for all students*);
 - The completed [Annex A - Declaration signed by Student Intern](#) (*for all students*) and;
 - The updated “No Objection Letter” (NOL) specifying that the Immigration Department has no objection to the student’s taking up employment (*for non-local students only*).
- All internships for HKUST students under the Scheme CANNOT start later than **January 2, 2026** and CANNOT end later than **January 30, 2026**.
- The payment in lieu of notice and the notice period for termination of the employment contract should NOT exceed 2 weeks, and such notice could be served by either party anytime during the internship period.
- **Applications will NOT be accepted and reimbursed under any of the following circumstances:**
 - Internships’ duration of less than 28 calendar days after deduction of all no-pay leave days (if any).
 - Applications for students who are taking 14 no-pay leave days or more in the whole internship period.
 - Failure to submit Student’s Internship Report and/or Employer’s Internship Report with all the required documents **on or before February 6, 2026**.

Objective

- To encourage STEM students to gain innovation and technology (I&T) related work experience during their studies; and
- To foster their interest in pursuing a career in I&T after graduation.

Student’s Eligibility

- Local and non-local full-time undergraduate and postgraduate students enrolled at HKUST in any STEM-related academic programs on [this list](#) are eligible to the Scheme.
- **All participating students should be legally employable in Hong Kong.**
- **1. Research Postgraduate (RPG) students (including MPhil and PhD):**
 - All HKUST full-time RPG students with RPG postgraduate studentship (PGS) are NOT

allowed to engage in any employment. RPG students wishing to engage in any internships under the ITC STEM Internship Scheme must suspend their PGS with prior approval/endorsement from the respective Associate Dean (PG). This practice applies to BOTH RPG students from HKUST (Clear Water Bay) campus and HKUST (Guangzhou) campus. For more details, please visit [FYTGS website](#).

● **2. Taught Postgraduates (TPG) students:**

- All HKUST full-time TPG students would be subject to the employment guidelines and the restrictions issued by their respective academic department and HKUST Fok Ying Tung Graduate School (FYTGS). TPG students should check with their academic department before pursuing any employment during their studies in any shape or form.

● **3. Non-local students:**

- Non-local students are capped at 40% of the total number of HKUST students sponsored by this Scheme per financial year (i.e. 1 April 2025 to 31 March 2026).
- Non-local students can take up internships in Hong Kong only, subject to their conditions of stay.
- Eligible non-local full-time students should have obtained an updated “No Objection Letter” (NOL) specifying that the Immigration Department has no objection to student’s taking up employment before internship commencement. For more details, please visit [here](#).
 - ◆ While the Government has announced the temporary exemption from November 2023, eligible full-time non-local postgraduate students must have obtained an updated NOL from the Immigration Department BEFORE they can benefit from this policy relaxation.
 - ◆ While the Government has announced the temporary exemption from November 2024, eligible full-time non-local undergraduate students must have obtained an updated NOL from the Immigration Department BEFORE they can benefit from this policy relaxation.

● **Generally, students CANNOT use the internship funded by the Scheme to fulfill the compulsory requirement for graduation in their academic program at HKUST.**

- Inbound exchange students at HKUST are NOT eligible for the Scheme.

For more details, please refer to “[Details of Student’s Eligibility](#)”.

Internship Placements

● **All internships for HKUST students under the Scheme must be on a full-time basis –**

- Winter 2025-26: Must be between December 1, 2025 and January 30, 2026.
- Summer 2026: Must be between May 4, 2026 and August 31, 2026

● **Internships’ duration:**

- **At least 28 calendar days** after deduction of all no-pay leave days (if any).
- Applications for students who are taking 14 no-pay leave days or more in the whole internship period will NOT be accepted.
- Maximum reimbursable days – **90 calendar days** for each intern per academic year

(September 2025 – August 2026).

- The start and end days of the internship must be a working day (i.e. start and/or end date on a Saturday, Sunday or Public Holiday will NOT be accepted).

For more details, please refer to "[Details of Internship Placements](#)".

Allowance and Funding

- Monthly allowance for each intern must be **at least HK\$11,490 for 30-day months or HK\$383 per day**. NO hourly rate is accepted.
- **Maximum reimbursable amount is capped at HK\$34,470 (i.e. 90 calendar days)** for each intern per academic year (September 2025 – August 2026), or the remaining eligible amount by the intern in the academic year, whichever is lower.
- Only Employee's MPF contribution will be covered under the Scheme. Employer's MPF contribution will NOT be covered under the Scheme.
- **Employers MUST pay the intern first**, and reimbursement will be provided to Employer AFTER HKUST Career Center has received all the required documents by a specified deadline provided by HKUST.
- A student intern may receive the allowance under the Scheme for more than one internship place in the same academic year, provided that the participating Employers are not the same and the internship periods do not overlap. The same Employer CANNOT get funded for hiring the same intern again in the same academic year.
- **Applications will NOT be accepted and/or reimbursed under any of the following circumstances:**
 - Internships' duration of less than 28 calendar days after deduction of all no-pay leave days (if any).
 - Applications for students who are taking 14 no-pay leave days or more in the whole internship period.
 - Failure to submit the Student's Internship Report and/or Employer's Internship Report with all the necessary documents within the stated deadline after the completion of the internship.
- Any forms of payment in lieu (including but not limited to payment in lieu of any entitled leave days) will NOT be covered under the Scheme.

For more details, please refer to "[Details of Allowance Amount and Arrangement](#)".

How to Apply

- For application procedures, please refer to "[Application by Employers](#)" for more information.

Useful Information

- [Details and Guidelines for Employers and Students](#)
- [Frequently Asked Questions \(FAQ\) for Employers](#)
- [Frequently Asked Questions \(FAQ\) for HKUST Students](#)
- [Mandatory Provident Fund \(MPF\) Schemes Authority FAQ](#)

ITC STEM Internship Scheme (2025-26)

Details and Guidelines for Employers and Students

Background

- In the 2020-21 Budget, the Financial Secretary of HKSAR Government has set aside HK\$40 million to subsidize undergraduates and postgraduates enrolled in approved STEM programs in local universities to participate in STEM related internships.
- The funding support for this Scheme has been regularized beginning from the financial year 2021-22.

Objective

- To encourage STEM students to gain innovation and technology (I&T) related work experience during their studies; and
- To foster their interest in pursuing a career in I&T after graduation.

Student's Eligibility

- Local and non-local full-time undergraduate and postgraduate students enrolled at HKUST in any STEM-related academic programs on [this list](#) are eligible to the Scheme.
- **All participating students should be legally employable in Hong Kong.**
- **1. Research Postgraduate (RPG) students (including MPhil and PhD):**
All HKUST full-time RPG students with RPG postgraduate studentship (PGS) are not allowed to engage in any employment. RPG students wishing to engage in any internships under the ITC STEM Internship Scheme must suspend their PGS with prior approval/endorsement from the respective Associate Dean (PG) and Respective Authorities. The internship must not bring adverse impact to their study/research. This practice applies to BOTH RPG students from HKUST (Clear Water Bay) campus and HKUST (Guangzhou) campus. For more details, please visit [FYTGS website](#).
- **2. Taught Postgraduates (TPG) students:**
All HKUST full-time TPG students would be subject to the employment guidelines and the restrictions issued by their respective academic department and FYTGS. TPG students should check with their academic department before pursuing any employment during their studies in any shape or form.
- **3. Local students:**
According to the Education Bureau, holders of the following documents are classified as local students.
 - Hong Kong Permanent Identity Card;
 - Documents issued by the Immigration Department certifying the right of abode / right to land in Hong Kong;
 - Document of Identity / One-way permit for entry to Hong Kong;

- Dependent visa / entry permit (for students who were below 18 years old when they were issued with such visa / entry permit by the Director of Immigration);
 - Full-time employment visa / work permit (for part-time study);
 - Visa / entry permit for Quality Migrant Admission Scheme;
 - Visa / entry permit for Capital Investment Entrant Scheme;
 - Visa / entry permit for Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents; or
 - Visa label for unconditional stay.
- **4. Non-local students:**
 - Non-local students from eligible STEM programs undertaking I&T internship in Hong Kong are eligible for the Scheme, subject to a cap at 40% of the total number of HKUST students sponsored by this Scheme per financial year (from 1 April to 31 March of the following year).
 - Eligible non-local full-time students should have obtained the updated “No Objection Letter” (NOL) before internship commencement. For more details, please visit the [Immigration Department website](#).
 - ◆ While the Government has announced the temporary exemption from November 2023, eligible non-local full-time postgraduate students must have obtained an updated NOL from the Immigration Department BEFORE they can benefit from this policy relaxation.
 - ◆ While the Government has announced the temporary exemption from November 2024, eligible full-time non-local undergraduate students must have obtained an updated NOL from the Immigration Department BEFORE they can benefit from this policy relaxation.
 - For non-local students, only internships undertaken in Hong Kong are eligible under the Scheme and should be subject to the conditions of stay of their visa/entry permit issued by the Immigration Department.
 - **The internship funded by the Scheme CANNOT be a compulsory requirement for graduation from the student’s academic program at HKUST.**

Students CANNOT use this internship to fulfill the compulsory requirement for graduation in their academic program at HKUST for the following courses:

 - BIEN 4940 – Bioengineering Industrial Project
 - CENG 4940 – Chemical Engineering Industrial Project
 - CIVL 3020 – Internship Training
 - COMP 4910 – Co-op Program
 - CPEG 4910 – Co-op Program
 - ELEC 4910 – Co-op Program
 - ENEG 2910 – Industrial Training
 - ENEG 4920 – Final Year Design Project
 - IEDA 1991 – Industrial Experience

- MECH 4950 – Co-op Program
- SHSS 1020 – Humanities and Social Science Internship

However, they can still participate in this Scheme as long as s/he is not using the internship placement sponsored by this Scheme to fulfill his/her mandatory requirement for graduation in the above courses.

On the other hand, students participating in this internship may fulfil the optional requirement for graduation in their academic program at HKUST, subject to the review and approval of the relevant School/Department.

- In any circumstances, students CANNOT use the same internship experience to earn credits from multiple courses.
- **Inbound exchange students at HKUST are NOT eligible for the Scheme.**

Internship Placements

- Internship placements have to meet the following requirements -
 1. local or non-local full-time placements with duration of at least four (4) consecutive weeks (i.e. 28 calendar days) between December 2025 and January 2026 (for winter 2025-26) / between May and August 2026 (for summer 2026).
 2. offer meaningful I&T-related work with proper supervision provided by participating Employers for the student interns, subject to the vetting of HKUST Career Center. The Scheme adopts a broad definition of I&T for the internship, e.g. technology-related intellectual property work, digital marketing, data analysis for the manufacturing industry, are all considered as I&T for the Scheme.
- Any student CANNOT receive allowance from the Scheme for more than **90 calendar days** in each academic year (i.e. September 2025 – August 2026).
- The start date AND end date of the employment contract must be a working day – internships with start date or end date on a Saturday, Sunday or Public Holiday will NOT be accepted.
- The payment in lieu of notice and the notice period for termination of the employment contract should NOT exceed 2 weeks, and such notice could be served by either party anytime during the internship period.
- Student interns receiving the allowance under the Scheme CANNOT concurrently benefit from other internship subsidies provided by the Government.
- Participating Employers may be requested to provide supporting information, documents and proofs as may be considered necessary to substantiate that, among other things, the internship places offered are I&T-related and meaningful, and they are expected to provide proper supervision for the student interns.

Allowance and Funding

- The allowance for each student intern covered under the Scheme will be **HK\$11,490 per month (for a 30-day month) or HK\$383 per day**. Allowance must be paid on a

daily/monthly basis – NO hourly rate is accepted.

- Participating Employers are NOT allowed to pay the student interns a monthly honorarium BELOW the allowance of the Scheme. However, Employers may pay a monthly honorarium during the internship period on top of the allowance under the Scheme, yet the amount covered by the Scheme is fixed at HK\$11,490 per month (for a 30-day month) or HK\$383 per day.
- **Maximum reimbursable amount is capped at HK\$34,470 (i.e. 90 calendar days)** for each intern per academic year (September 2025 – August 2026), or the remaining eligible amount by the intern in the academic year, whichever is lower.
- Only Employee's Mandatory Provident Fund (MPF) contribution will be covered under the Scheme, Employer's MPF contribution will NOT be covered under the Scheme.
- **Employers MUST pay the intern first**, and reimbursement will be provided to Employer AFTER HKUST Career Center has received all the required documents by a specified deadline provided by HKUST.
- **Applications will NOT be accepted and/or reimbursed under any of the following circumstances:**
 - Internships' duration of less than 28 calendar days after deduction of all no-pay leave days (if any) will NOT be reimbursed.
 - Students who are taking 14 no-pay leave days or more in the whole internship period will NOT be accepted, thus NO reimbursement will be made. For instance, students attending regular summer/winter course(s) for 2 or more day(s) per week during the internship should NOT be considered as full-time interns.
 - According to ITC's guidelines, NO reimbursement will be made if we do not receive the Student's Internship Report and/or Employer's Internship Report with all the necessary supporting documents within the stated submission deadline after the completion of internship.
- Allowance Arrangements for Leave Days
 - If the Employer pays for the intern's sick leave, the Scheme will also reimburse the Employer for the intern's sick leave days. The Employer should pay the pro-rated amount from the monthly rate divided by 30 days (at minimum 0.5-day intervals), e.g. pay the daily rate of HK\$383 for interns with a monthly salary of HK\$11,490 for a 30-day month.
 - If the Employer does NOT pay for the intern's sick leave, as like other employees in the company, the Scheme will NOT reimburse the Employer for the intern's sick leave days. The Employer should deduct the pro-rated amount from the monthly rate divided by 30 days (at minimum 0.5-day intervals), e.g. deduct the daily rate of HK\$383 for interns with a monthly salary of HK\$11,490 for a 30-day month.
 - The Scheme does NOT cover any other entitled leave days and/or allowance arranged by the company. No-pay leave days taken by the student during the internship period are NOT covered by the Scheme, and the Employer should

deduct the pro-rated amount from the monthly rate divided by 30 days (at minimum 0.5-day intervals), e.g. the daily rate of HK\$383 for interns with a monthly salary of HK\$11,490 for a 30-day month.

- Any forms of payment in lieu (including but not limited to payment in lieu of any entitled leave days) will NOT be covered under the Scheme.
- For the avoidance of doubt and any complications on the understanding of remuneration to be provided by the Participating Employer/Institution to the student intern for the internship, it is advisable that 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.
- **Employers should not receive other subsidies from the Government for engaging any student interns under the Scheme.**

Application by Employers

Step 1: Declaration from Applicant Employer

- Each company / organization must submit the “Declaration from Applicant Employer” [HERE](#) **BEFORE** submitting the application through the [HKUST Job Posting System](#). The company is required to submit one declaration form only if the company wishes to apply for multiple positions to be considered under the ITC STEM Internship Scheme (Winter 2025-26).

NOTE:

1. **Any application(s) submitted without the “Declaration from Applicant Employer” will NOT be processed.**
2. **Each company is permitted to submit the declaration ONCE only. NO amendment would be allowed. Only the first submission will be recorded and considered in the event of duplicate submissions.**

Step 2: Job Postings

- Submit the application through the [HKUST Job Posting System](#). Instructions are shown below:
 1. sign up for an account ended with the hiring company’s email domain name (*for first time users only*);
 2. a *system-generated email will be sent to the company;
 3. sign in at the above URL (*or click the link in the notification email in step 2*);
 4. press **“Post Job”**;

5. **click “Apply” under “ITC STEM Internship Scheme”** to input the job details;

NOTE: Any application(s) submitted under “Regular Job Posting” via the system will NOT be considered as applications for this Scheme.

Here carefully before submitting your application.'"/>

6. press “Agree” to proceed after reviewing the job details to confirm the agreement to the Declaration and Disclaimer from HKUST Career Center;
7. press “Confirm and Preview” button to preview the job ad (*or click “Save as Draft” if it is needed to be edited further and to be submitted at another time*)
8. press “Confirm and Submit” button to submit the job posting request;
9. click the link in the *system-generated email (Job Posting Request Verification) as soon as it is received to confirm and proceed with the application, or else we cannot review and approve the posting.

* Please check the junk mail box if this message was not received in the inbox

- Employers will receive an acknowledgement email after submitting the job postings and an email titled “[Preliminary Screening Passed]” if the application(s) is/are eligible for the ITC STEM Internship Scheme.

NOTE: As per ITC, to be eligible for allowance/reimbursement under the Scheme, Employers cannot place advertisements to recruit student interns via channels other than the HKUST Job Board.

Step 3: Receive Job Applications

- Interested students can visit the [HKUST Job Board \(STEM Internship\)](#) and apply for the vacancies according to the application method(s) stated in the job postings. Employers should do screening and selection of suitable candidate(s) as soon as possible.

Step 4: Verification of Student's Eligibility

- Once Employers have identified the suitable candidate(s), Employers should email all the following information to HKUST Career Center at itcstem@ust.hk for verification:
 1. Student's Full Name(s);
 2. Student ID Number(s);
 3. HKUST ITSC Email(s);
 4. Exact Internship Start Date and End Date;
 5. Exact Amount of Monthly/Daily Honorarium to the Student(s);
- Employers will receive an email with subject title "[Student's Eligibility Check and Application Result]". This email stipulates the student(s)' eligibility for the Scheme based on the student status and academic program in which the student(s) is/are enrolled, the exact monthly/daily allowance of each calendar month the Employer should pay the student(s), and the total reimbursable amount from ITC under the Scheme. Employers should adhere to the exact terms stipulated in this email when signing contract(s) with the potential candidate(s).

Step 5: Contract Arrangement

- Funding is earmarked on a first-come-first-served basis, subject to the availability of remaining funds from ITC.
- Employers MUST furnish HKUST Career Center the following documents of each student for verification **within seven (7) days** from the issuance of the "[Student's Eligibility Check and Application Result]" email. Otherwise, NO funding will be earmarked:
 1. **a copy of the duly signed employment contract;**
 2. **a signed copy of [Annex A \(Declaration signed by the Student Intern\)](#);**
 3. **a copy of updated "No Objection Letter" (NOL) which temporarily exempted the students from the restrictions on taking up employment (*for non-local students only*);**
 4. **the duly-signed confirmation of the approval sought at all levels for the internship engagement (*for full-time RPG students only*).**
- The payment in lieu of notice and the notice period in the employment contract should NOT exceed 2 weeks, and such notice could be served by either party anytime during the internship period.
- If NO absurdity is found, Employers will receive an email with subject title "Confirmation of the Application" after review of the provided contract(s) by HKUST Career Center.

NOTE: The internship should not commence prior to the University's approval of the application and receipt of a duly signed internship agreement.

Step 6: Submission of Internship Report and Verification by Students

- After the completion of the internship, Employers MUST submit an Internship Report ([online form for Winter 2025-26](#)) with authorized signature(s) and company stamp, and provide copies of paystubs to HKUST Career Center for processing by **February 6, 2026 (for winter internships) / September 7, 2026 (for summer internships)**.
- The Internship Report will be automatically sent to the student(s) for verification and countersigning. The whole process will only be considered complete when both Employer and Student have successfully submitted the Internship Report with all the required supporting documents.
- According to ITC's guidelines, the collection of duly completed forms from participating student interns and participating Employers is a requirement and condition to fulfill for the Scheme. **NO reimbursement will be made** if we do not receive the completed Internship Report from BOTH the Student intern(s) and the Employer with all the required supporting documents within the above stated deadline.

Step 7: Reimbursement for Employers

- HKUST Career Center will review all provided documents and may require further information / clarification from the Employer and/or the student(s) if needed.
- Reimbursement to Employers will be made by approximately **April 2026** (for winter internships) / **November 2026** (for summer internships) upon receipt of all required documents from BOTH the Employer and the student(s).
- **Reimbursement will NOT be made to any personal bank accounts or virtual bank accounts.** Employers should get the company's local physical bank account ready by the time when submitting the application.

Remarks

- 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.
- Per ITC, individual universities are responsible for administering the Scheme and prescribing their respective application procedures and arrangements. It is at the discretion of HKUST to decide whether an internship place is I&T-related and provide a meaningful and enriching experience for the students, based on the feedback from past student interns and supporting information from Employers, and to set a ceiling on the number of student interns under the Scheme for each company/organization in order to increase the variety of opportunities for the students.
- For participating Employers founded by current students from any participating institutions of the ITC STEM Internship Scheme, the University may take disciplinary action(s) against a student of the University who violates any rules or regulations and/or commits any misconduct, including but not limited to theft, fraud, misapplication of the University and/or ITC's funds or property of any kind; falsification or serious misuse of University and/or ITC's documents or records; and/or misrepresentations or false statements made in any application or document submitted to the University and/or ITC. Click [here](#) for more details.
- For suspected collusion (regardless of any gain or advantage involved) between participating Employers and students, or merely between participating students, the University may report the case to ITC, the Police and/or the Independent Commission Against Corruption (ICAC) for further investigation.
- To avoid any cases of abuse or fraud under the Scheme, HKUST shall put in place adequate control measures where we consider reasonable and necessary, including requesting additional information, references and documentation from Employers and student interns to substantiate the related reimbursement for internship allowance. Appropriate and practical measures may be implemented in detecting abnormalities and minimizing the occurrence of misuse of government funds. Further actions and measures considered necessary against possible frauds may also be implemented, including but not limited to the conduct of surprise visits to the workplaces of student interns during their internship period, which aim to verify whether the business nature of the participating company, job duties of the internship, working environment and supervision, etc. are as provided and described in the applications for participation in the Scheme. The visits are also arranged to confirm the presence of student interns in the workplace, so as to guard against potentially dishonest acts, which can hardly be detected through the normal process of document verifications. **Agreeing to this visit arrangement is a condition and requirement for Employers and students to participate in and, in turn, receive allowance / reimbursement under the Scheme.** If

particular discrepancies are observed, appropriate follow-up actions would be considered, having regard to the circumstances of individual cases.

Enquiries

- For enquiries, please email itcstem@ust.hk.

ITC STEM Internship Scheme (2025-26)

Frequently Asked Questions (FAQ) for Employers

(I) Job Postings

1. How will my opening(s) be promoted at HKUST?

Upon approval, all job details will be posted on [HKUST Job Board \(STEM Internship\)](#). It is accessible by all current HKUST students.

2. If an Employer has multiple internship openings, should the Employer submit one posting for all internships or one posting for each internship?

Each internship should have its own posting. However, if the Employer has multiple vacancies for the same internship, then only one posting is needed.

3. Is internship placement with remote working allowed under the Scheme?

Student interns are encouraged to work in offices to have direct interaction with supervisors/colleagues for at least part of their internship time, so as to gain diversified work experience and develop better communication skills. Thus, work-from-home arrangement is not encouraged under the Scheme. For internship placements with remote working, participating Employers must ensure that they clearly state the remote working schedule in the application and provide enough supervision to the student interns. In general, remote working where the participating Employer and the location of the internship are in different territories are not allowed under the Scheme.

4. Are government-funded research and development (R&D) centers, the Hong Kong Productivity Council (HKPC) and Government departments eligible to provide placement for student interns under the Scheme?

Six government-funded R&D Centers and HKPC are eligible to engage student interns under the Scheme if no other Government funding is involved. However, students enrolled in internship programs operated by Government departments are not eligible to receive allowance concurrently under the Scheme. R&D Centers and HKPC will pay the student interns direct as Employers. They may pay the student interns an honorarium on top of the allowance under the Scheme (e.g. travel and accommodation allowance to non-local interns) by their own means, subject to compliance with any rules governing the use of funds from relevant sources.

(II) Students' Eligibility

5. Are there any restrictions on final year students?

Current students (from any year of studies, including final year) from eligible majors are eligible so long as the internship commences before the expiry of student status.

6. Can a student be eligible to take part in the Scheme as an intern in a company in which he/she is a shareholder or in a start-up owned/operated by another/other student(s)?

If the student intern is to be employed in a company in which he/she is a shareholder, there may be conflict of interest involved. The aim of the Scheme is to encourage STEM students to gain I&T-related work experience during their studies and to foster their interest in pursuing a career in I&T after graduation, so as to enlarge the local I&T talent pool. The internship places should enable students to gain meaningful work experience under the supervision and guidance of Employers. An application involving the dual role of the student as both the intern and Employer would have defeated the spirit, purpose and objectives of the Scheme, and is therefore not supported.

7. What is the internship period covered under the Scheme for winter 2025-26?

All internships must be on a full-time basis during between December 2025 and January 2026, with most of the internships taking place between December 22, 2025 and January 30, 2026.

8. Are students from academic programs with internship as a mandatory requirement for graduation eligible for the Scheme?

Students CANNOT use this internship to fulfill the compulsory requirement for graduation in their academic program at HKUST for the following courses:

- BIEN 4940 – Bioengineering Industrial Project
- CENG 4940 – Chemical Engineering Industrial Project
- CIVL 3020 – Internship Training
- COMP 4910 – Co-op Program
- CPEG 4910 – Co-op Program
- ELEC 4910 – Co-op Program
- ENEG 2910 – Industrial Training
- ENEG 4920 – Final Year Design Project
- IEDA 1991 – Industrial Experience
- MECH 4950 – Co-op Program
- SHSS 1020 – Humanities and Social Science Internship

However, they can still participate in this Scheme as long as s/he is not using the internship placement sponsored by this Scheme to fulfill his/her mandatory requirement for graduation in the above courses.

On the other hand, students participating in this internship may fulfil the optional requirement for graduation in their academic program at HKUST, subject to the review and approval of the relevant School/Department.

In any circumstances, students CANNOT use the same internship experience to earn credits from multiple courses.

9. Would this Scheme cover non-local students currently studying at HKUST?

The Scheme has been extended to non-local students of eligible STEM programs for undertaking STEM internship in Hong Kong starting from summer 2021. The ratio of non-local students to total number of HKUST interns sponsored by this Scheme per financial year (from 1 April to 31 March of the following year) will be capped at 40%. Therefore, the process for earmarking funding for Employers who plan to give out offers to non-local students would be slower than for local students in order to ensure this ratio split set by ITC is followed.

Eligible non-local full-time students should have obtained an updated “No Objection Letter” (NOL) before internship commencement. For more details, please visit the [Immigration Department website](#).

- While the Government has announced the temporary exemption from November 2023, eligible non-local full-time postgraduate students **must** have obtained an updated “No Objection Letter” (NOL) from the Immigration Department BEFORE they can benefit from this policy relaxation.
- While the Government has announced the temporary exemption from November 2024, eligible full-time non-local undergraduate students **must** have obtained an updated NOL from the Immigration Department BEFORE they can benefit from this policy relaxation.

Please note that inbound exchange students at HKUST are NOT eligible for the Scheme.

(III) Contract and Terms

10. Is hourly rate acceptable for the Scheme? Can it be on a part-time basis?

Only applications offering honorarium on a daily/monthly, full-time basis will be considered. Any applications with hourly rate shown in contracts will NOT be accepted.

11. How will the Scheme count the student intern’s salary if the intern takes no-pay leave during the internship?

No-pay leave days taken by the student during the internship period are NOT covered by the Scheme, and the Employer should deduct the pro-rated amount from the monthly

rate divided by 30 days (at minimum 0.5-day intervals), e.g. the daily rate of HK\$383 for interns with a monthly salary of HK\$11,490 (for a 30-day month).

12. Must the salary offered be HK\$11,490 per month? Can it be higher or lower?

The monthly salary offered by the Employer under the Scheme must be at least HK\$11,490 (for a 30-day month). If the Employer offers a monthly salary greater than HK\$11,490 (for a 30-day month), any extra amount and related expenses will be absorbed by the Employer. Internships offering a monthly rate lower than HK\$11,490 (for a 30-day month) would NOT be considered.

13. How will the allocated amount be calculated?

The maximum reimbursable monthly salary will be HK\$383 per day (i.e. HK\$11,490 divided by 30 days), capped at HK\$34,470 for a maximum of 90 calendar days per intern (or the remaining eligible amount by the student in the academic year, whichever is lower) in every academic year from September to August. The minimum duration of any qualified internship under the Scheme is 4 consecutive calendar weeks, i.e. 28 calendar days after deduction of all no-pay leaves taken by the student (if any). Monthly allocation is calculated based on the daily rate of HK\$383 multiplied by the actual number of calendar days served in that particular month, including Saturdays, Sundays and/or public holidays, net any no-pay leave or sick days taken that are not paid for by the Employer.

14. How should Employers handle early termination of employment contracts?

If the internship period is cut short due to any reason, the Employer shall notify HKUST Career Center via email at itcstem@ust.hk and provide the pro-rated pay to the student based on the actual period worked to comply with local Employment Ordinance. However, if the actual period worked is less than 28 calendar days (i.e. 4 consecutive calendar weeks) after deduction of all no-pay leaves taken by the student (if any), the Employer will NOT be reimbursed at all no matter who initiated the early termination. If the actual period worked is shorter than what was originally stipulated in the contract but more than 4 consecutive calendar weeks, pro-rated amount of HK\$383 per calendar day (based on the actual employment period) will be reimbursed by ITC.

15. Do Employers need to provide employment insurance, Mandatory Provident Fund (MPF) and other statutory requirements and benefits to the student during the employment period?

Yes. The student intern is reckoned as an employee of the company and should be covered under the employment insurance and other statutory requirements and benefits offered by the Employer based on employment laws in Hong Kong.

16. Once the student confirms the offer, does that mean that the company will have the funding?

Earmarked subsidy to Employers is allocated on a first-come-first-served basis. Subject to availability of the funding, subsidy will be set aside ONLY when the duly signed contract copy(ies) (*for all student interns*) PLUS the student's updated "No Objection Letter" (NOL) which temporarily exempted the student from the restrictions on taking up employment (*for non-local students only*) have been received by HKUST Career Center via email at itcstem@ust.hk.

17. What if the student who signed the contract reneges on the offer or the internship period changes? Can Employers transfer the subsidy to another student for the same job or another job in the company?

The earmarked fund is ONLY applicable for the selected student whose eligibility and the associated internship period have been confirmed by HKUST Career Center. The Employer may select another student for the job and check the replacement student's eligibility again with HKUST Career Center if for whatever reason the student does NOT take up the internship, and/or the internship period has changed. However, the previously earmarked amount CANNOT be assumed to transfer over automatically to the replacement student or revised internship period. The Employer would need to submit the request to HKUST Career Center to check eligibility of the replacement student intern again.

18. How many STEM internship quotas will be allocated per company?

It is at the discretion of HKUST Career Center to decide whether an internship place offered by a company/organization is I&T-related and meaningful, taking into account the feedback of past student interns, and supporting information from Employers. A basket of factors will be considered when assigning quotas for each company, including but not limited to total available funding, company size and operations, the mix of industry and job nature, the overall profile mix of participating students in the Scheme (e.g. local and non-local students), etc. Subsidy will be earmarked ONLY when duly signed contract has been received BEFORE the deadline stated on Page 1. Final decision rests with HKUST Career Center.

(IV) Interns' Payment and Reimbursement Claims**19. Can Employers pay the student intern with personal bank account / company paychecks?**

Although using the company's bank account for salary payment to student interns is recommended, Employers may pay the student intern through other means. Regardless of payment means, all payment records should stipulate the payment details clearly. See question 24 below.

20. Will the monthly subsidy be reimbursed to the company or the student?

Reimbursement will be made to the Employer AFTER the internship has been completed. Employer should pay the intern upfront and submit internship report(s) together with supporting document(s) (e.g. paystub records) for each intern by the specified date provided by HKUST. Reimbursement to Employers for ITC STEM Internship Scheme 2025-26 will be disbursed by around April 2026 (for winter internships) / November 2026 (for summer internships).

21. What if the actual work performed deviates from the job description previously submitted to HKUST Career Center? Will the Employer still be reimbursed?

If the internship report suggests that the internship turned out to be NOT related to innovation and technology (I&T), the Employer will NOT be reimbursed. However, if the internship report suggests that the internship is indeed I&T-related, regardless of whether it was the exact project or work as described in the job description provided earlier, the Employer will still be reimbursed.

22. According to [ITC's website](#), the calculation of allowance is based on a 30-day month. As there are 31 days in July and August, how much should students be paid in July and August and how much would Employers be reimbursed?

Calculation of allowance will be based on actual number of calendar days in that month. The allowance has a flat rate of \$383 per day with a cap of 90 days per student in the same academic year. The formula for allowance calculation is therefore:

$$\text{Allowance} = (\text{Internship period} - \text{Unpaid leave}) \text{ in days} \times \$383/\text{day}$$

See example below:

Internship Period: June 19 – August 19, 2025

Monthly Salary (based on a 30-day month): HK\$11,490

Assuming the student did NOT take any no-pay leave and any sick leave taken are covered by the Employer, the paystubs should look like this:

June 19 – June 30: HK\$4,596

July 1 – July 31: HK\$11,873

August 1 – August 19: HK\$7,277

Total number of days worked: 62

Daily Rate: HK\$383

Total Amount Employer Paid to Student: HK\$23,746

Total Amount ITC will reimburse Employer: HK\$23,746

23. Who is responsible for MPF? Will MPF payment be reimbursed by ITC?

According to the Mandatory Provident Fund Schemes Ordinance in Hong Kong, MPF contributions apply to all regular employees aged 18 or above who are employed for a continuous period of 60 days or more. The calculation of Employer's contribution for an employee should begin from the first day of the employee's employment. For new employees, Employers must make their first-time contributions to trustees on or before the next contribution day (the 10th day of each month) after the calendar month in which the 60th day of employment falls. For details, please [visit the website](#) of the Mandatory Provident Fund Authority (MPFA) or [contact](#) them directly.

Employer will pay for the Employer's contribution at its own expense and ITC will NOT reimburse. However, ITC will reimburse the Employer the employee's portion of MPF, which the Employer paid on behalf of the student intern. See example below:

Internship Period: June 5 – August 29, 2025

Monthly Salary (based on a 30-day month): HK\$11,490

Assuming the student did NOT take any no-pay leave and any sick leave(s) taken is/are covered by the Employer, the paystubs should look like this:

June 5 – June 30: HK\$9,958

(MPF contribution from Employer: HK\$497.90. No MPF contribution from employee.)

July 1 – July 31: HK\$11,873

(MPF contribution from Employer: HK\$593.65. No MPF contribution from employee.)

August 1 – August 29: HK\$11,107

(Student receives a paycheck of HK\$10,551.65. MPF contribution from Employer: HK\$555.35. MPF contribution from employee: HK\$555.35.)

Total number of days worked: 86

Daily Rate: HK\$383

Total Take-Home Amount Student Received from Employer: HK\$32,382.65

Total Amount Employer Paid to Student: HK\$32,938 (HK\$32,382.65 plus HK\$555.35 of employee's portion of MPF contribution)

Total Amount ITC will reimburse Employer: HK\$32,938

Total Amount Employer Paid Out of Pocket as Employer's MPF Contribution that would NOT be reimbursed by ITC: HK\$1,646.90

24. What information is required in the submitted paystubs to HKUST?

Employers are required to submit proper paystubs breakdown stipulating which pay period each payment refers to. The paystubs must contain the following elements for reimbursement and audit purposes:

- Company name
- Student's full name
- Internship period covered
- Monthly salary
- No. of no-pay leave days, if any
- MPF (Employee's Contribution), if applicable
- Total salary paid for respective months/days

Remarks: If the total amount paid to the student deviates from what the student's contract stipulated and what was outlined in the confirmation email from HKUST Career Center, clear explanation(s) and breakdown of the various parts need to be supplied. Employers who only provide copies of the paycheck(s) to the student intern(s), screen captures of payment records and/or bank statement(s) without ALL the required elements above would NOT be reimbursed.

25. When should the paystubs be provided for reimbursement claims?

Paystubs should be submitted together with the internship report while filing the online reimbursement claim on or before the specified date by HKUST.

26. Would personal bank account be acceptable for Employer's reimbursements?

No. Reimbursement will NOT be made to any personal bank accounts. Employers should get the company's local physical bank account ready by the time when submitting the application.

ITC STEM Internship Scheme (2025-26)

Frequently Asked Questions (FAQ) for HKUST Students

(I) Job Applications

1. Would it be difficult for Year 1 undergraduates to land an internship through the ITC STEM Internship Scheme?

The internship opportunities under the Scheme welcome all current undergraduates, taught postgraduates and research postgraduates from STEM programs on [this list](#) to apply.

2. Where can students look for openings of ITC STEM internship Scheme?

Eligible HKUST students can search for internship openings under the Scheme at [HKUST Job Board \(STEM Internship\)](#).

3. How can students submit an application?

If students are interested in any STEM internships posted on the Job Board, s/he should submit an application directly to the Employer according to the instructions stated in the job postings.

4. What process will students need to go through before getting an offer?

Students can expect to go through similar recruitment processes like applications for other job openings on the job board.

(II) Student's Eligibility

5. Can a student be eligible to take part in the Scheme as an intern in a company in which he/she is a shareholder or in a start-up owned/operated by another/other student(s)?

If the student intern is to be employed in a company in which he/she is a shareholder, there may be conflict of interest involved. The aim of the Scheme is to encourage STEM students to gain I&T-related work experience during their studies and to foster their interest in pursuing a career in I&T after graduation, so as to enlarge the local I&T talent pool. The internship places should enable students to gain meaningful work experience under the supervision and guidance of Employers. An application involving the dual role of the student as both the intern and Employer would have defeated the spirit, purpose and objectives of the Scheme, and is therefore not supported.

6. Are students from academic programs with internship as a mandatory requirement for graduation eligible for the Scheme?

Generally, students CANNOT use the internship funded by the Scheme to fulfill the compulsory requirement for graduation in their academic program at HKUST.

Students CANNOT use this internship to fulfill the compulsory requirement for graduation in their academic program at HKUST for the following courses:

- BIEN 4940 – Bioengineering Industrial Project
- CENG 4940 – Chemical Engineering Industrial Project
- CIVL 3020 – Internship Training
- COMP 4910 – Co-op Program
- CPEG 4910 – Co-op Program
- ELEC 4910 – Co-op Program
- ENEG 2910 – Industrial Training
- ENEG 4920 – Final Year Design Project
- IEDA 1991 – Industrial Experience
- MECH 4950 – Co-op Program
- SHSS 1020 – Humanities and Social Science Internship

However, they can still participate in this Scheme as long as s/he is not using the internship placement sponsored by this Scheme to fulfill his/her mandatory requirement for graduation in the above courses.

On the other hand, students participating in this internship may fulfil the optional requirement for graduation in their academic program at HKUST, subject to the review and approval of the relevant School/Department.

In any circumstances, students CANNOT use the same internship experience to earn credits from multiple courses.

7. For students who are currently doing BBA and are planning to declare the second major in BBA Information Systems (IS) in coming Fall, are they eligible for the ITC STEM Internship Scheme in summer 2025?

Students' eligibility for the Scheme is decided according to what is officially shown in their transcript.

8. For postgraduate students, what are the restrictions of internship engagements under the ITC STEM Internship Scheme?

All HKUST full-time research postgraduate (RPG) students (including MPhil and PhD) with RPG postgraduate studentship (PGS) or stipend from the Hong Kong PhD Fellowship Scheme (HKPFS) are not allowed to engage in any employment. RPG students wishing to engage in any internships under the ITC STEM Internship Scheme must suspend their PGS with [prior approval](#) from 1) the thesis supervisor; 2) the departmental PG Coordinator; 3) Associate Dean (PG) of respective School/AIS; and 4) the HKUST Fok Ying Tung Graduate School (FYTGS). The internship must not bring adverse impact to their

study/research. This practice applies to BOTH RPG students from HKUST (Clear Water Bay) campus and HKUST (Guangzhou) campus. For details, please click [HERE](#).

All HKUST full-time taught postgraduates (TPG) students would be subjected to employment guidelines and restrictions issued by their respective academic department and FYTGS. TPG students should check with their academic department before pursuing any employment during their studies in any shape or form.

9. For non-local students who are on student visa, are they eligible for the ITC STEM Internship Scheme?

Yes. The Scheme has been extended to non-local students of eligible STEM programs for undertaking internship in Hong Kong starting from summer 2021. The ratio of non-local students to total number of HKUST interns will be capped at 40%. Eligible non-local full-time students should have obtained an updated “No Objection Letter” (NOL) before internship commencement. HKUST non-local students may refer to the details about the relevant policy [here](#).

- While the Government has announced the temporary exemption from November 2023, eligible postgraduate students must have obtained an updated “No Objection Letter” (NOL) from the Immigration Department BEFORE they can benefit from this policy relaxation.
- While the Government has announced the temporary exemption from November 2024, eligible full-time non-local undergraduate students must have obtained an updated NOL from the Immigration Department BEFORE they can benefit from this policy relaxation. Eligible undergraduate students will be issued with the updated NOL as soon as the process is completed.

Please note that inbound exchange students at HKUST are NOT eligible for the Scheme.

10. How many times during the study period can students take up internship under the ITC STEM Internship Scheme?

A student intern may receive the allowance under the Scheme for more than one internship place in the same academic year, provided that the participating Employers are not the same and the internship periods do not overlap. The same Employer cannot hire the same intern twice in an academic year.

There is no limit on the number of internships under the ITC STEM Internship Scheme each student can take. However, each eligible student would only be reimbursed for a maximum of 90 calendar days (i.e. HK\$34,470) per academic year (i.e. from September to August) regardless of the number of Employers s/he worked for during the same academic year. Any student who has already taken an internship under the Scheme in

winter 2025-26 (i.e. between December 2025 and January 2026), s/he can only take up an internship under the Scheme and be reimbursed with the remaining calendar days for summer 2026.

For ITC STEM Internship Scheme (Summer 2026), students who have taken an internship under the Scheme before summer 2026 should receive an email stipulating the “number of days left s/he can reimburse for summer 2026”. It is the student’s responsibility to inform the Employer during the selection process, NOT after.

11. For students who took up an internship under the Scheme in summer 2025, can they take up an internship again during summer 2026?

Yes, the academic year runs from September to August every year. Internships taken under this Scheme in summer 2026 is considered as part of the academic year September 2025 – August 2026.

(III) Contract Signing

12. Should students sign the contract if crucial details such as employment period, monthly salary, etc., are different from what the Employer has agreed with or communicated?

A properly signed contract by both the Employer and intern protects the rights of both parties. Only sign a contract with details and terms which have been mutually agreed. When in doubt, email HKUST Career Center at itcstem@ust.hk for further guidance.

13. If a student is asked to sign more than one contract for the same internship with different terms and conditions, should the student proceed?

Under most circumstances, no. When in doubt, email HKUST Career Center itcstem@ust.hk for further guidance.

(IV) Salary Disbursement

14. If a student quits Company A and joins Company B, and both companies are under the ITC STEM Internship Scheme, will the student still get paid for the second internship?

A student intern should get paid according to the terms stipulated in the contract signed between him/her and the Employer. The Employer might or might not get reimbursed by ITC depending on whether the terms of the internship fulfill the requirements set forth by ITC. This should not be a concern to students.

15. How will salary be counted for students who start the internship in the middle of a month?

For incomplete month(s) served, daily rate will be calculated according to monthly salary stipulated in the contract. For example, if the monthly salary is HK\$11,490 for a 30-day month, the pro-rated daily rate will be HK\$383. In other words, if a student starts the internship on June 19, the student should receive HK\$4,476 for the salary of June [12 calendar days (from June 19 to June 30) x HK\$383 per day] from the Employer.

16. From whom will students receive salary? From the Employer or from HKUST?

Employers should pay students directly. Students would NOT get paid from HKUST.

17. Would students be paid monthly or not paid at all until the Employer has received the reimbursement from ITC?

Participating Employers are required to pay the student interns on the same schedule like other employees in the company (i.e. in most cases, monthly) and claim reimbursement from ITC after the internship has been completed. It is against the Employment Ordinance in Hong Kong for Employers to hold back salary payment. In case of any dispute, email itcstem@ust.hk for further guidance.

(V) Signing of Payment Advice and Receipt

18. Should a student sign a payment receipt which is different from the amount that has been paid, or for an amount which the student has not yet been paid but the Employer promised to pay soon?

Anything with a signature could become a legal-binding document. Students should only sign when everything on any document is well understood and correct. When in doubt, student(s) should seek clarification from the Employer directly.

19. If the Employer gives a student paychecks for the months that the student has worked but asks the student not to bank them in until the company has got reimbursement from the University, should the student comply with such request?

No. There could be legal consequences if the Employer fails to pay wages to an employee on time. In Hong Kong, according to the [Employment Ordinance](#), an Employer who fails to pay wages within 7 days after they become due is liable to prosecution and, upon conviction, to a fine of HK\$350,000 and to imprisonment for three years.

(VI) Upon Internship Completion

20. What do students need to do when the internship is completed?

A system-generated email will be sent to the student(s) to verify the internship report which the Employer submitted. Student(s) should study the report carefully and act on the verification to submit the report as soon as possible to complete the process.