### STEM Internship Scheme – Summer 2022 Careers and Placement Section, Student Affairs Office The Hong Kong Polytechnic University

### **Guidelines for Employers**

### 1. Background

**The STEM Internship Scheme** (the "Scheme") implemented by the Innovation and Technology Commission ("ITC"), HKSAR government encourages STEM students\* to gain innovation and technology ("I&T")-related internship experience, thereby fostering their interest in pursuing a career in I&T after graduation and enlarging the local I&T talent pool.

\*The term "STEM students" refer to students from academic disciplines of science, technology, engineering, or mathematics.

### 2. Employer's Eligibility

All eligible employers are welcome to collaborate with the Careers and Placement Section, Student Affairs Office ("CPS, SAO") to offer students of The Hong Kong Polytechnic University ("PolyU") I&T-related internships. An eligible employer should:

- 2.1 hold a valid Business Registration Certificate ("BRC"), Certificate of Registration of a School, or other recognised registered certificate/license at the time of internship provision;
- 2.2 promise to adopt a set of objective criteria consistently applied to all job applicants or employees, and provide a discrimination-free, harassment-free, healthy, and safe working environment for the student interns;
- 2.3 undertake that all the businesses and activities arranged for the student interns are lawful, fraudulent-free, and morally acceptable;
- 2.4 produce true, accurate, and relevant documents (such as BRC, employment agreements/contracts, wage and attendance records, training records, and employer's return of remuneration and pensions) or other materials for spot examination and verification as requested by ITC;
- 2.5 not receive other subsidies from the HKSAR government for engaging any student interns under the Scheme; and
- 2.6 agree to observe the requirements set forth in this set of Guidelines.

### 3. Requirements for STEM Internship (the "internship")

The internships offered by eligible employers:

- 3.1 have to be **full-time internships in Hong Kong** with a duration of **no less than 4 consecutive weeks** (28 calendar days). The duration of the internship should be the number of calendar days stipulated in the contract period whereas the start and end days of the internship should be working days. If the internship start/end days fall on Saturday, General Holiday or Statutory Holiday, they will be regarded as unpaid leave;
- 3.2 <u>are advised to last no more than 59 consecutive days in summer 2022</u> so as to comply with the Mandatory Provident Fund Ordinance and the Minimum Wage Ordinance;
- 3.3 have to be I&T-related, i.e. containing sufficient I&T elements, including but not limited to data analysis, digital marketing, engineering, information security, research, system development, and technology-related intellectual property work;
- 3.4 must not be directly subsidised by the HKSAR government; and
- 3.5 have to commence **no earlier than May 2022.**

The STEM Internship Scheme will be closed when the provision of funding is exhausted.

### 4. Student's Eligibility

An eligible student should be:

- 4.1 a local or non-local student currently enrolled as a full-time student of PolyU;
- 4.2 from any year of studies<sup>#</sup> enrolling on one of the **full-time STEM programmes** funded by the

### University Grants Committee ("UGC") listed in Appendix 1; and

### 4.3 **legally employable** in Hong Kong.

Non-local students should be subject to the conditions of stay of the visa/entry permit issued to them by the Immigration Department.

### 5. Allowance and Reimbursement

- 5.1 The allowance for the internship for each student intern is HK\$10,500 per month (i.e. 30 days), capped at two months. The abovesaid allowance will be reimbursed to student interns via PolyU.
- 5.2 The employer can, at own discretion and expenses, extend the internship duration or offer additional allowance to the student intern(s), provided that the arrangements comply with the Employment Ordinance, the Minimum Wage Ordinance, the Mandatory Provident Fund Ordinance, and other related ordinances.
- 5.3 The employer is expected to remind and support the student intern(s) to complete online application(s) upon offer confirmation, the required documents for reimbursement after the internship (see Appendix 3 and 4), and communicate with PolyU as early as possible if any problem arises that would affect the reimbursement of the allowance.

### 6. Important Reminders about Internship Vacancy Posting

### (See Appendix 2 for a summary of the workflow)

- 6.1 Each employer may request for posting a maximum of five vacancies for each job position, and no more than five job positions from each employer on PolyU Job Board, and the maximum intake of student interns should be **five**. Please submit your job posting request via Online Request Form.
- 6.2 PolyU will verify each job description to ensure the job is I&T-related. Employer will be notified within five working days whether the vacancy is eligible for posting.
- 6.3 All job requirements should follow the relevant codes of practice against discrimination in employment. The posting request will no longer be processed if there are any requirements on gender, age, or race of applicants or any other discriminatory terms are specified.
- 6.4 PolyU will not process or publish any posting requests that involve pre-employment fees or unpaid training.
- 6.5 After verification, the vacancy will be posted on PolyU Job Board. Interested students would follow the instructions and make their applications directly to the employer.
- 6.6 The employer will contact the student applicant(s) and conduct own screening and selection.
- 6.7 Please set an application deadline for each vacancy to at least three weeks before the start date of the internship to allow time for processing the verification of student's eligibility and employment confirmation.

### 7. Important Reminders about the Selection Process

- 7.1 The employer should observe the Personal Data (Privacy) Ordinance while collecting personal data from an applicant (e.g. CV), and provide the contact information of the contact personnel for the applicant to obtain the employer's Personal Information Collection Statement.
- 7.2 For efficient identification of eligible student intern, the employer is strongly encouraged to check, during interviews, whether the applicant is:

### **Student status**

- 7.2.1 enrolling on one of the full-time STEM programmes funded by UGC (see Appendix 1);
- 7.2.2 an active student, i.e. whether the internship commences before the expiry of student status as shown on his/her student ID card;
- 7.2.3 legally employable in Hong Kong;
- 7.2.4 eligible to work as a "Work Experience Student" under the Minimum Wage Ordinance if no minimum wage is provided to the student (please click here for details);

### Claim history

- 7.2.5 not previously employed by the employer in the same academic year;
- 7.2.6 not receiving the allowance under the Scheme which exceeds three months in the same academic year;

<sup>\*</sup>A final-year student is also eligible so long as the Internship commences before the expiry of student status and meets the requirements of his/her home Faculty/School/Department and CPS, SAO.

7.2.7 not receiving allowance from other internship subsidies provided by the HKSAR government; and

### **Purpose of application**

7.2.8 not using the entire internship period to fulfil his/her Work-Integrated Education (WIE) requirement; if the applicant is seeking for an internship IN EXCESS of that required by the WIE requirement, he/she is obliged to inform the employer and the period length IN EXCESS of the WIE requirement should be longer than four consecutive weeks.

### 8. Important Reminders about Student's Eligibility Verification and Employment Confirmation

Due to limited funding, each company/organisation could hire a maximum of <u>five</u> student interns in summer 2022. For company/organisation who would like to hire more than <u>five</u> student interns, special approval has to be sought from PolyU. The approval is subject to the track record of the company/organisation and funding availability.

Upon offer confirmation, the employer:

- 8.1 has to inform PolyU via Online Form for student's eligibility verification and obtain confirmation from PolyU in relation to student's eligibility/funding availability. PolyU will advise the employer of the eligibility of the proposed student intern (within five working days for local undergraduate students and within 14 days for non-local/postgraduate students) after receiving the student's online application for the Scheme;
- 8.2 has to remind the proposed student intern to make application to PolyU for the Scheme.
- 8.3 has to ensure the terms of employment as well as the actual work assigned are consistent with the vacancy posting on PolyU Job Board;
- 8.4 has to stipulate clearly the direct employment relationship between the employer and the student intern in employment agreement/contract;
- 8.5 has to provide an employee's compensation insurance to cover the employer's liabilities both under the Employees' Compensation Ordinance and at common law for work injuries sustained by the student intern;
- 8.6 has to notify the student intern who does NOT receive the minimum wage to submit the Confirmation of Student Status for "Work Experience Student" under the Minimum Wage Ordinance (please click <a href="here">here</a> for details), obtain the statutory declaration through <a href="here">Home Affairs Enquiry Centre</a>, and seek endorsement from his/her home Faculty/School/Department;
- 8.7 has to ensure the offer provided complies with the Employment Ordinance, Employees' Compensation Ordinance, Minimum Wage Ordinance, and other related ordinances;
- 8.8 must not solicit any sum of money or other advantages in any form or under any title, whether for reasons of provision of services or training, selling of goods, referral of service, guarantee deposit and so on directly or indirectly from the student intern;
- 8.9 should undertake not to displace existing employee(s) by the student intern holding the same position employed under the Scheme;
- 8.10 should delegate at least one experienced staff member to be the mentor/supervisor of the student intern;
- 8.11 should communicate with PolyU at an early stage if there are any arising performance issues of the student intern which might affect the completion of the assigned internship; and
- 8.12 should provide adequate assistance to the student intern for completing the required documentations for allowance reimbursement.

### **Enquiries:**

Mr Adrian Mak

Manager (Careers and Placement Section), Student Affairs Office

The Hong Kong Polytechnic University

Tel: 3400 2446 Email: stem.cps@polyu.edu.hk

## **Appendix 1 List of Eligible PolyU STEM Programmes**

Department*	#	Programme					
Aeronautical and Aviation	1	BEng (Hons) Air Transport Engineering					
Engineering (AAE)	2	BEng (Hons) Aviation Engineering					
	3	BSc (Hons) Analytical Sciences for Testing and Certification					
Applied Biology and Chemical	4	BSc (Hons) Applied Biology with Biotechnology					
Technology (ABCT)	5	BSc (Hons) Chemical Technology					
	6	BSc (Hons) Food Safety and Technology					
	7	BSc (Hons) Data Science and Analytics					
Amuliad Mathamatica (AMA)	8	BSc (Hons) Investment Science					
Applied Mathematics (AMA)	9	BSc (Hons) Investment Science and Finance Analytics					
	10	BSc (Hons) Scheme in Data Science					
Applied Physics (AP)	11	BSc (Hons) Engineering Physics					
	12	BEng (Hons) Building Services Engineering					
Building Environment and Energy Engineering (BEEE)	13	MPhil in Building Services Engineering*					
	14	PhD in Building Services Engineering*					
Biomedical Engineering (BME)	15	BSc (Hons) Biomedical Engineering					
<b>Building and Real Estate (BRE)</b>	16	BSc (Hons) Scheme in Building and Real Estate					
Civil and Environmental Engineering (CEE)		BEng (Hons) Civil Engineering					
		BEng (Hons) Environmental Engineering and Sustainable Development					
	19	BEng (Hons) Structural and Fire Safety Engineering					
	20	BSc (Hons) Financial Technology					
Commuting (COMP)	21	BSc (Hons) Scheme in Computing					
Computing (COMP)	22	BSc (Hons) Scheme in Computing and AI					
	23	PhD in Computing*					
Electrical Engineering (EE)	24	BEng (Hons) Electrical Engineering					
Electrical Engineering (EE)	25	BEng (Hons) Transportation Systems Engineering					
	26	BEng (Hons) Electronic and Information Engineering					
Electronic and Information Engineering (EIE)	27	BSc (Hons) Information Security					
	28	BSc (Hons) Internet and Multimedia Technologies					
Industrial and Systems Engineering	29	BEng (Hons) Industrial and Systems Engineering					
(ISE)	30	BEng (Hons) Product Engineering with Marketing					
	31	BEng (Hons) Scheme in Product and Industrial Engineering					

[Last updated in July 2022]

	[Last updated in July 2022]			
32	BSc (Hons) Aviation Operations and Systems			
33	BSc (Hons) Enterprise Engineering with Management			
34	BSc (Hons) Logistics Engineering with Management			
35	BSc (Hons) Scheme in Logistics and Enterprise Engineering			
36	BA (Hons) Scheme in Fashion and Textiles			
37	BSc (Hons) Digital Fashion			
38	BSc (Hons) Geomatics			
39	BSc (Hons) Land Surveying and Geo-informatics			
40	BEng (Hons) Mechanical Engineering			
41	BEng (Hons) Product Analysis and Engineering Design			
42	BEng (Hons) Scheme in Mechanical Engineering			
43	MPhil in Mechanical Engineering*			
44	PhD in Mechanical Engineering*			
45	BA (Hons) Digital Media			
46	BA (Hons) Interactive Media			
47	BA (Hons) Scheme in Design - Product Design			
	33 34 35 36 37 38 39 40 41 42 43 44 45 46			

<sup>\*</sup>Postgraduate students who receive Studentship are NOT permitted to take up any employment with the University or with any other employers unless special approval is granted by home Faculty/School/Department.

<sup>\*</sup>Postgraduate students who would like to participate in the Scheme must seek prior approval from their home Faculty/School/Department, and provide written proof to CPS, SAO upon application.

# Appendix 2 Workflow of Internship Vacancy Posting and Student's Eligibility Verification

Employers indicate interest and submit online request form for job posting PolyU vets the submissions (BRC, JDs, duration/period of the internship) 5 working days for vetting and screening provided that all the required documents are submitted PolyU informs the employers concerned regarding the job posting results Unsuccessful Successful Publish the vetted job postings on PolyU Possible reasons: *job nature not related to STEM;* Job Board for job requirements mismatched with the students to apply directly required discipline(s) and internship period; Confirmed BR-related issue(s); internship offers insufficient information to proceed Employers submit the proposed student interns' information (internship position, course of study, student ID number, within 5 working days for local monthly allowance) by completing the online form undergraduate Note: Each company/organisation could hire a maximum of five students and within 14 student interns under the Scheme in summer 2022 working days for nonlocal/postgraduate students upon students' PolyU informs employers of applications student interns' eligibility Employers remind the proposed student interns to submit separate online application of the Scheme.

Student applications have to go through PolyU for approval, which is subject to student eligibility, internship nature, and funding availability at students' time of submission.

### 創科實習計劃

### **STEM Internship Scheme**

### 評核 評估表格範本 Template for Assessment/Evaluation Form

### 說明

- 1. 創新科技署推出「創科實習計劃」(「計劃」),為在大學教育資助委員會資助的大學修讀全日制 STEM<sup>1</sup> 課程的本科生及研究生參與短期實習提供津貼。
- 2. 申請計劃資助的實習學生(「申請人」)及向申請人提供實習職位的僱主(「參與僱主」)須填寫本 評核/評估表格(「表格」)。「申請人」或其「參與僱主」須於實習完成後 30 天內向「申請人」就 讀的大學提交已填妥的表格作進一步處理。
- 3. 「申請人」應以一式兩份形式填寫本「表格」的 A 部,然後把其中一份發送給「參與僱主」更新 A 部 2(b)項的資料(如有需要)及繼續填寫 B 部,自己則在另一份繼續填寫 C 部。
- 4. 「申請人」擔任由各「參與僱主」所提供的每個實習職位,應以獨立「表格」分開填寫相關資料。
- 5. 「申請人」及「參與僱主」或須就所提交的資料作出解釋及/或提供補充資料,以便有關申請獲進一步處理。
- 6. 有關本「表格」所收集的個人資料的查詢及修改相關資料的要求,請與「申請人」就讀的大學聯絡。
- 7. 本「表格」所收集的資料將用於處理有關申請,以及與推行和檢討計劃等有關的目的。有關資料 會為上述目的而向創新科技署及其他政府部門或相關第三方披露。「申請人」及「參與僱主」提交 本「表格」,即代表其明確同意披露有關資料。

### 杳詢

8. 有關「計劃」及本「表格」的查詢,請與「申請人」就讀的大學聯絡。

### **NOTES**

- 1. The Innovation and Technology Commission ("ITC") has set up the STEM Internship Scheme (the "Scheme") to subsidise undergraduates and postgraduates taking full-time STEM¹ programmes in universities funded by the University Grants Committee to enrol in short-term internships.
- 2. Student interns ("Applicants") applying for subsidy under the Scheme and employers offering internship positions to the Applicants ("Participating Employers") are required to complete this Assessment/Evaluation Form (the "Form"). The Applicant or his/her Participating Employer has to submit the duly completed form to the Applicant's university for processing within 30 days after the completion of the internship.
- 3. Applicant should complete Section A of this Form <u>in duplicate</u>, then <u>send</u> one of the copies to the Participating Employer for updating Item 2(b) of Section A (if necessary) and completing Section B. He/she should continue to complete Section C on the other copy.
- 4. Each internship post with Participating Employers undertaken by the Applicant should be covered by a separate Form.
- 5. Applicants and Participating Employers may be required to verify the information submitted and/or to provide additional information for processing the application further.
- 6. Enquiries concerning the personal data collected in this Form and requests for the correction of such data may be directed to the universities of the Applicants.
- 7. The information collected in this Form will be used for processing the application and related purposes including the implementation and reviewing of the Scheme. It will be disclosed to ITC and other Government departments or relevant third parties for the above said purposes. The submission of this Form denotes that the Applicant and the Participating Employer have given explicit consent to such disclosure.

### **Enquiries**

8. For enquiries concerning the Scheme and this Form, please contact the universities of the Applicants.

<sup>&</sup>lt;sup>1</sup> STEM 指科學、科技、工程和數學學科。

STEM refers to the academic disciplines of Science, Technology, Engineering and Mathematics.

### 創科實習計劃

### **STEM Internship Scheme**

### 評核 / 評估表格 Assessment/Evaluation Form

A部:背景資料 (由實習學生填寫)

**SECTION A: Background Information** (To be completed by the student intern)

1.	實習學生 Student Ir	<u>ntern</u>
(a)	個人資料 Personal i	information §
	姓名(須與香港身 份證相同): Name as on HKID:	(中文) (Chi) (英文) (Eng)
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	聯絡電話: Contact telephone num	性別:
	電郵地址: Email address:	
	原居地: Place of origin:	□ 本地 Local □ 内地 Mainland □ 亞洲其他地區 Other places in Asia □ 其他地區 The rest of the world
(b)	就讀課程資料 Acad	demic information §
	大學: University:	□ 城大 CityU □ 浸大 HKBU □ 中大 CUHK □ 教大 EdUHK □ 理大 PolyU □ 科大 HKUST □ 港大 HKU
	學系 / 學院: Faculty/ School:	
	學位名稱: Degree award title:	
	就讀年級: Year of study:	□1 □2 □3 □4 □ 5+ □ 本年畢業 Graduating this year
2.	實習職位 Internship	o position §
(a)	公司 / 機構名稱: Company/ Organisation	n name :
	職銜: Position title:	
	廣告上刊登的 主要職責:	
	Main duties as advertised:	
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Total honorarium:

Internship period (dd/mm/yyyy):

- 2 -

酬金:

Honorarium:

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- A 部完 End of Section A -

請剔選適當空格。 Please tick as appropriate.

## B部:「參與僱主」評核 (由「參與僱主」填寫)

# SECTION B: Participating Employer's Assessment (To be completed by Participating Employer)

1. 對實習學生的評核 Assessment of the intern §

	實習學生完成實習,其出席率: The intern has completed the internship and the attendance was:							□ 8	0 – 90%	% □ > 90%		
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			Import and Export Trade									
		資訊科技 物流與通訊技			Information Technology							
			Logistics and Communication Technologies									

	業務類別。	(請剔撰適當空)	格;如撰擇多於一個節	<b>遊疇,請於一個主要業務</b>	節疇旁邊加上星號「*」):				
	Business sector (please tick as appropriate and insert an asterisk "*" against ONE key business area in case more								
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		材料技術							
		醫療器材		Medical Equipment					
		精密工程		Precision Engineering					
		印刷及出版		Printing and Publishing					
		專業服務		Professional Services					
		地產/物業管	agement						
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-B部完 End of Section B -

# <u>C 部: 學生評估</u> (由實習學生填寫)

**SECTION C: Student Assessment** (To be completed by the student intern) §

		非常同意 Strongly agree	A	В	С	D	非常不同意 Strongly disagree
1.	我樂於與「參與僱主」工作。						
	I enjoy working with the Participating Employer.						
2.	實習工作的職責符合我的預期。						
	The duty of the internship meet my expectation.						
3.	我認為實習工作的職責與創科相關。						
4	I consider the duty of the internship I&T-related.						
4.	STEM 教育有助我做好準備,以履行相關職責。						
5.	STEM education has prepared me in delivering the duty. 我完成實習後對創科行業有更深入的認識。						
٥.	I have a better understanding in I&T industries after the i	nternshin	Ш	Ш	Ш	Ш	
6.	我將來會考慮投身創科事業。	memsinp.					
٠.	I will consider pursuing a career in I&T						
	•						
7.	對於計劃的其他意見和建議 Other view and sugge	estions about the	e Sche	<u>me</u>			
Ī							
-							
L							
	在本學年之前,我曾擔任「計劃」下的實習職位	江,共	_年。				
	I have taken internship positions under the Scheme before	re current acade	mic y	ear for	a total	of	years.
_		<i></i>	<del></del>	t <del>el</del> 1100 1 -	. —		
	在本學年,我曾擔任「計劃」下的其他實習職位					<b>.</b> .	( ) C 1 ( )
	I have taken other internship position(s) under the Scher and internship period(s) are as follows:	me in the preser	it acac	iemic :	year.	Name	(s) of employer(s)
	and internship period(s) are as follows.						
	<b>升口凝用类</b> % 醣 炉 。						
	我已獲畢業後聘約。						
	I have got a confirmed job offer after graduation.						
	我現時獲聘用的工作與創科有關。						
	My current confirmed job offer is I&T-related.						
イハナ		광 4부 41. "오마.					
	在認沒有因參與本實習而從香港特別行政區政府發						
1 co	nfirm that I have not received other subsidies from the HI	SAR Governm	ient to	r parti	cipating	g in th	is internship.
我依	在認 A 部所述的資料正確無誤。						
I co	nfirm that the information in <b>Section A</b> is correct.						
イハエ							
	在認已盡我所知提供 C 部所述的資料。	1	1 1				
I co	nfirm that the information in <b>Section C</b> is provided to the	best of my kno	wledg	e.			
實	習學生簽署 Signature of intern :						
扣扣	實習學生開始實習時未滿 18 歲 -						
	intern aged under 18 when the internship commences –						
家士	長或監護人簽署 Signature of parent or guardian:						
(家	長或監護人姓名) (Name of parent or guardian):	(					)
(2)	personal per						,
日	期(日/月/年) Date (dd/mm/yyyy):						

- C 部完 End of Section C −

# STEM Internship Scheme – Summer 2022 Careers and Placement Section, Student Affairs Office The Hong Kong Polytechnic University Time Sheet

Student ID Number:						cement City:	_			
Student Name:					Pla	cement Organ	isation:			
Department	/ Major:									
You are	required to fill	in the time s	sheet and o	btain the sig	gnature froi	m supervise	or each v	week.		
	Dates (DD/MM – DD/MM)	Mon	Tue	Wor	king Hours Thu					Signature of Supervisor
Week 1										
Week 2										
Week 3										
Week 4										
Week 5										
Week 6										
Week 7										
Week 8										
Week 9										
					T	otal number	r of worki	ng hours		

Please fill in the <u>dates per week</u> and the <u>number of working hours</u> in the appropriate boxes. If you take leave on the day, please state the reason(s) for your leave, e.g. sick leave, casual leave, company leave, public holiday, etc. Please <u>add rows</u> as necessary.