



Talent No Boundaries

CareER Association Limited
2020/21
Annual Report

www.career.org.hk

<https://www.facebook.com/careerassociation>

	Page
Brief Introduction of CareER	2
Vision and Mission	3
Executive Committee	4
Honorary Advisor	5
Our staff	6
Activities in 2020/21	7 - 12
Photo Gallery	13 - 45
Sponsors	46 - 48
Financial Review	49 - 51
CareER Services Model	52
Contact Us	53

Brief Introduction of CareER



Name of Organization	CareER Association Limited
Date of Establishment	9 April 2014
Registration date as a charity	21 October 2014 (Register No. 91/13388)
Financial Year	1 April 2020 – 31 March 2021
No. of staff	12
No. of Executive Committee members	7
Legal and Company Secretary	King & Wood Mallesons
Auditor	KPMG
Awards	<u>HKCSS Most Impactful Small and Medium-sized Non-subservated NGO Award 2019</u> <u>Zero Project Award 2021</u>

Vision and Mission



CareER's Vision:

- To connect higher educated students with disabilities and SENs with alumni, campus staff and employers to create a peer support network and open up employment opportunities
- To raise awareness among employers, institutions of higher education and higher educated persons with disabilities and SENs of the importance of peer support and capacity building for employment

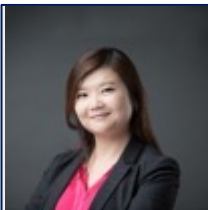
CareER's Mission:

To encourage higher educated persons with disabilities and Special Education Needs (SENs) to be Independent and fully contributing members of society, through :

- Creating peer support
- Providing empowerment training, mentoring, workshops and internship programs
- Creating a job matching platform to connect higher educated persons

Creating a job matching platform to connect higher educated persons with disabilities* and SENs with employment opportunities, in different sectors of employers.

Executive Committee



Reina Cheng
•Chairperson of CareER



Charles Chan
•Director and Honorary
Treasurer of CareER



Mabel Chau
•Director of CareER



Dr. Ilex Lam
•Director of CareER



Kevin Ko
•Director of CareER



Barbara Yeung
•Director of CareER



Garrick Lau
•Director of CareER

Honorary Advisor



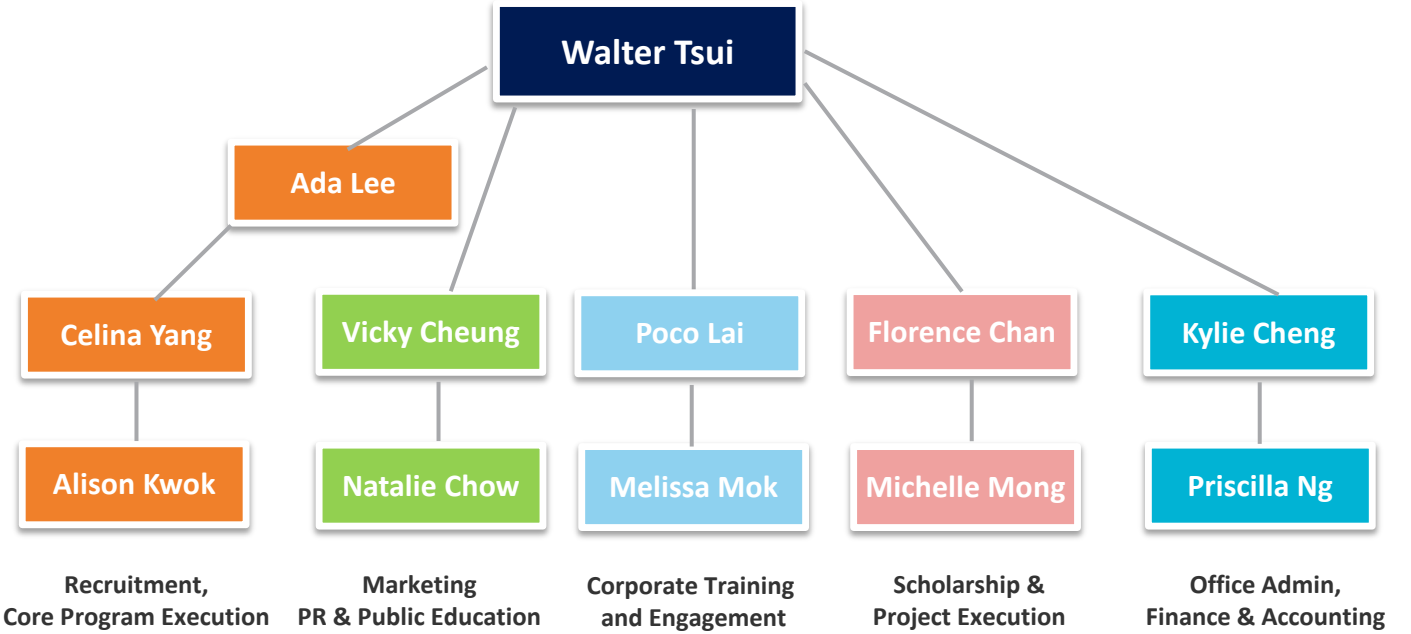
Stephen Sui

- Former Secretary for Labour and Welfare of the Hong Kong SAR government

Our staff



Names	Titles
Walter Tsui	Co-Founder, Executive Manager
Ada Lee	Programme Manager
Poco Lai	Programme Manager
Florence Chan	Executive Assistant & Assistant Manager
Celina Yang	Senior Programme Associate
Michelle Mong	Senior Programme Associate
Kylie Cheng	Senior Programme Associate
Vicky Cheung	Programme Associate
Natalie Chow	Programme Associate
Melissa Mok	Programme Associate
Alison Kwok	Programme Associate
Priscilla Ng	Programme Associate



Activities in 2020/21



DATE	ACTIVITIES	TIME	VENUE	NO. OF PARTICIPANTS
2020				
03 APR	CareER Jockey Club Thriving Grass Career Development Program: Information Day	2:30pm - 4:00pm	6/F Hung To Center, 94-96 How Ming Street, Kwun Tong	72 (peak view)
09 APR	CareER x LinkedIn Job Skills Training Workshop	3:00pm - 4:30pm	Zoom	17
26 APR	CareER Member Gathering	3:00pm - 5:00pm	Zoom	22
08 MAY	CareER Jockey Club Thriving Grass Career Development Program: Employer Lunch & Learn Webinar	12:45pm - 1:45pm	Zoom	31
11 JUN	CareER x Goldman Sachs Job Skills Training Workshop	7:00pm - 9:00pm	Zoom	15
19 JUN	CareER Jockey Club Thriving Grass Career Development Program: Coaching Workshop	6:30pm - 8:30pm	Zoom	17

Activities in 2020/21



DATE	ACTIVITIES	TIME	VENUE	NUMBER OF PARTICIPANTS
2020				
03 JUL	CareER Scholarship Award Ceremony	3:00pm - 7:00pm	Hong Kong Productivity Council 78 Tat Chee Ave, Kowloon Tong	80
10 JUL	Deutsche Bank x CareER Born To Be: Deutsche Bank Scholarship Programmes Award Ceremony	4:30pm - 7:30pm	DB Office, Deutsche Bank AG, Hong Kong Branch Level 52 International Commerce Centre 1 Austin Road West Kowloon, Hong Kong	30
17 JUL	CareER Jockey Club Thriving Grass Career Development Program: Counselling Workshop 1: Business Etiquette	7:30pm - 9:00pm	Zoom	30
30 JUL	CareER x JP Morgan Job Skills Training Workshop	3:00pm - 5:00pm	Zoom	17
06 AUG	CareER x SVHK Office Visit and Social Innovation Workshop	12:30pm - 1:30pm	Zoom	30
07 AUG	CareER Jockey Club Thriving Grass Career Development Program: Counselling Workshop 2: Art of Communication	7:30pm - 9:00pm	Zoom	25

Activities in 2020/21



DATE	ACTIVITIES	TIME	VENUE	NUMBER OF PARTICIPANTS
2020				
21 AUG	CareER Jockey Club Thriving Grass Career Development Program: Graduation Ceremony Webinar	12:30pm - 1:30pm	Zoom	65
27 AUG	CareER Scholarship Programme: Kowloon Estadium Online Career Talk	4:00pm - 5:30pm	Zoom	21
28 AUG	CareER Jockey Club Thriving Grass Career Development Program: Counselling Workshop 3: Managing Stress at Work	7:30pm - 9:00pm	Zoom	22
05 SEP	CareER Member Gathering: Alumni Sharing Webinar	2:00pm - 3:30pm	Zoom	30
11 SEP	Fair Opportunity Programme 2020: Employer Forum	2:00pm - 5:00pm	Zoom	38
25 SEP	Fair Opportunity Programme 2020: Capability Building Workshop	3:00pm - 6:00pm	Zoom	28

Activities in 2020/21



DATE	ACTIVITIES	TIME	VENUE	NUMBER OF PARTICIPANTS
2020				
27 SEP	CareER Member Gathering: Art Spa	1:00pm - 5:30pm	Event Atrium, Unit B-E, 11/F, Genesis, HKFYG Jockey Club Social Innovation Centre, 33-35 Wong Chuk Hang Road	20
28 SEP	CareER Scholarship Programme: Arm Channel Online Sharing	6:00pm - 7:30pm	Zoom	26
29 SEP	Sharing on Barrier-Free Travel with HKUST & HKBU	12:30pm - 2:30pm	Zoom	10
17 OCT	Fair Opportunity Programme 2020: Inclusive Recruitment Fair	9:00am - 1:00pm	Zoom	125
29 OCT	CareER Scholarship Programme: Mentorship Gathering	7:00pm - 8:30pm	Zoom	10
31 OCT	Accessible Wellbeing 2020	9:00am - 1:00pm	B3/F, Crystal Ballroom Holiday Inn Golden Mile Hotel 50 Nathan Road, Tsim Sha Tsui	Hosted by Yama Foundation

Activities in 2020/21



DATE	ACTIVITIES	TIME	VENUE	NUMBER OF PARTICIPANTS
2020				
06 NOV	HKCSS Most Impactful Small and Medium-sized Non-subvented NGO Award 2019	2:00pm - 5:30pm	HKCSS Auditorium Duke Of Windsor Social Services Building, 15 Hennessy Road, Wan Chai	N/A
03 DEC	Daiwa HK 50th x CareER RunnERthon Online 2020 Kick Off Ceremony	12:00nn - 2:30pm	10/F, United Centre, 95 Queensway, Admiralty, Hong Kong	30/11 – 13/12 1370 (reach over)
30 DEC	CareER Scholarship Programme: Alumni Sharing - Eli & Kenny	7:00pm - 8:00pm	Zoom	15

Activities in 2020/21



DATE	ACTIVITIES	TIME	VENUE	NUMBER OF PARTICIPANTS
2021				
10 JAN	CareER Member Gathering	3:00pm - 5:00pm	Zoom	22
03 FEB	CareER Scholarship Programme: Sharing with Hong Kong Red Cross John F. Kennedy Centre	1:00pm - 5:30pm	Zoom	10
05 FEB	Jockey Club Collaborative Project for Inclusive Employment - CareER Thriving Grass Career Development Program: 3rd Round-table Discussion in collaboration with Higher Education Institutions	2:00pm - 4:30pm	Zoom	28
10 - 12 FEB	Zero Project Conference	/	Microsoft Teams Meeting	N/A
20 MAR	Jockey Club Collaborative Project for Inclusive Employment - CareER Thriving Grass Career Development Program: Information Day	10:00am - 12:00nn	Zoom	86



Photo Gallery

CareER Jockey Club Thriving Grass Career Development Program: Information Day on 3 Apr, 2020

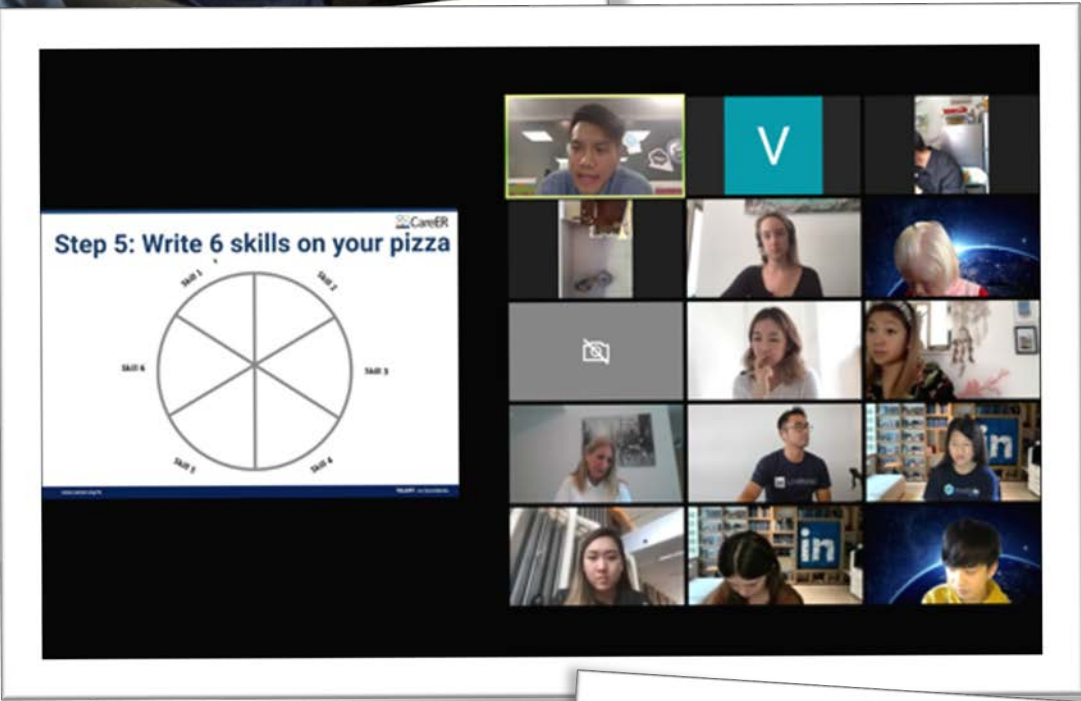


Details:

The Information Day kicked off CareER Jockey Club Thriving Grass Career Development Program. CareER coach and certified psychiatrist shared valuable opinions with our employers and members.

CareER X LinkedIn

Job Skills Training Workshop on 9 Apr, 2020



Details:

CareER is excited to collaborate with LinkedIn to bring our members a job skills training workshop to fine-tune their career goals, personal brand, and job interview skills!

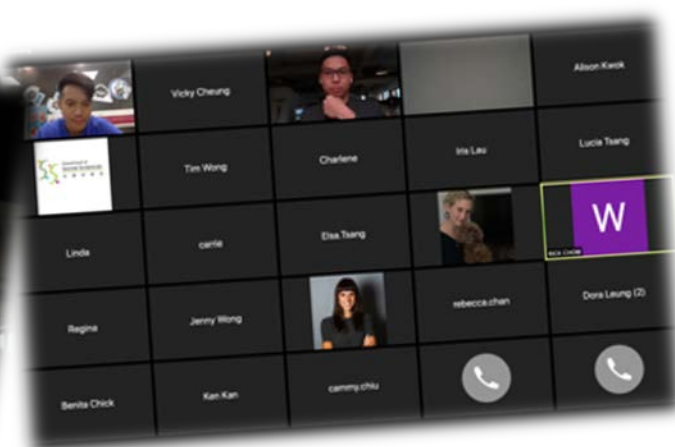
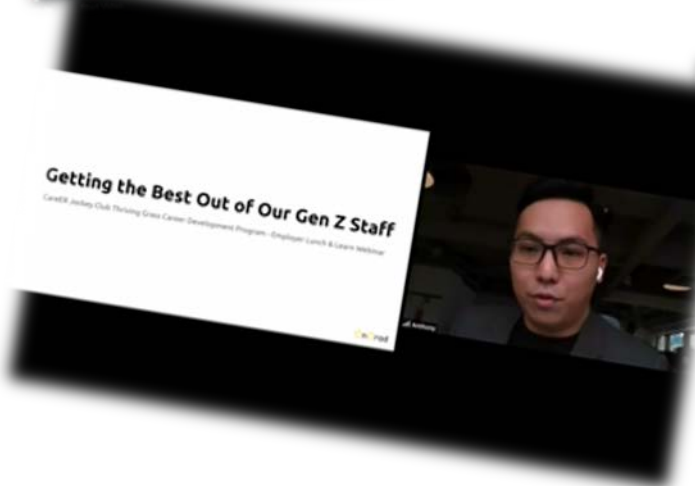
CareER Member Gathering on 26 Apr, 2020



Details:

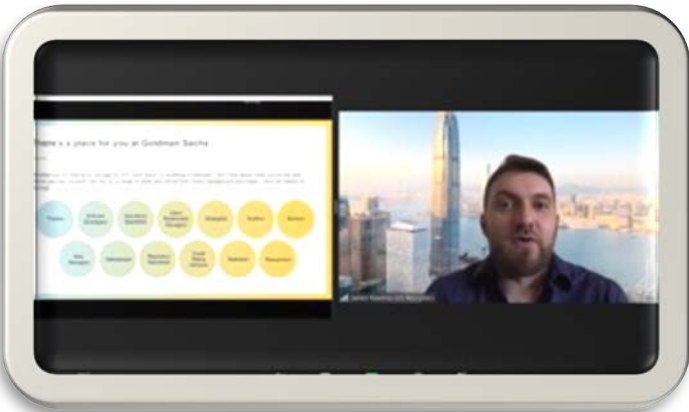
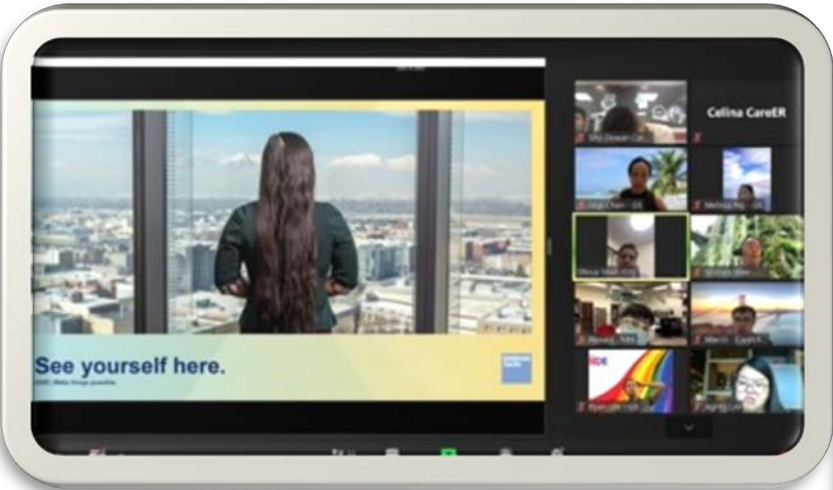
Having a fun and refreshing time under pandemic situation.

CareER Jockey Club Thriving Grass Career Development Program: Employer Lunch & Learn Webinar on 8 May, 2020



Details:
In this workshop, our inclusive employers could learn about Power of Career Coaching, Invisible Disabilities and Workplace Accommodations and Strategic D&I Approach.

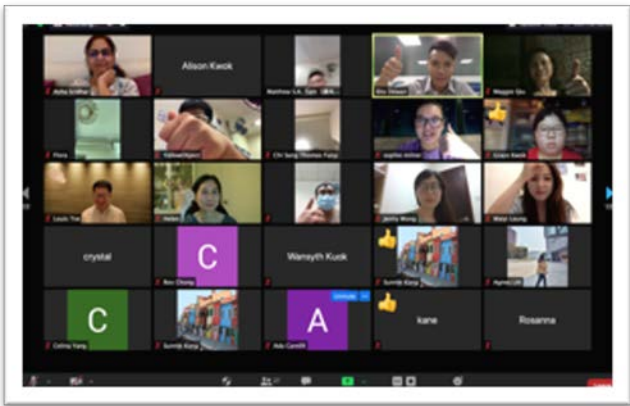
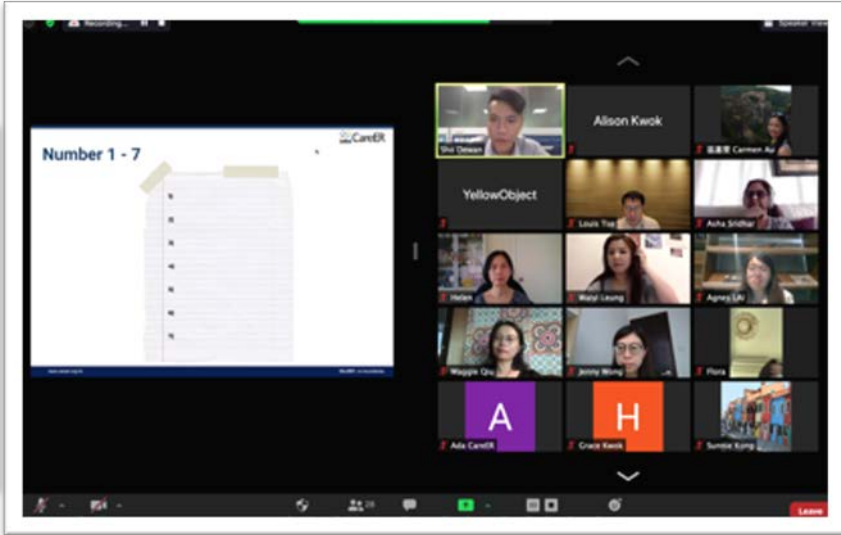
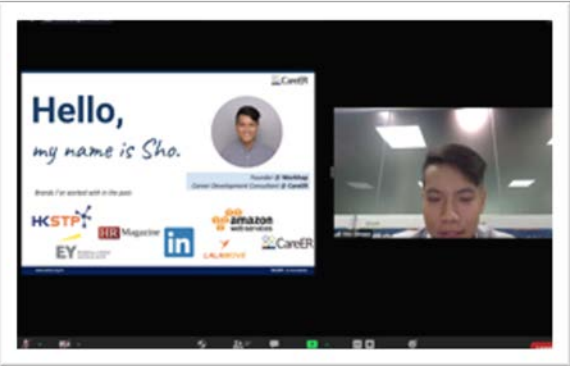
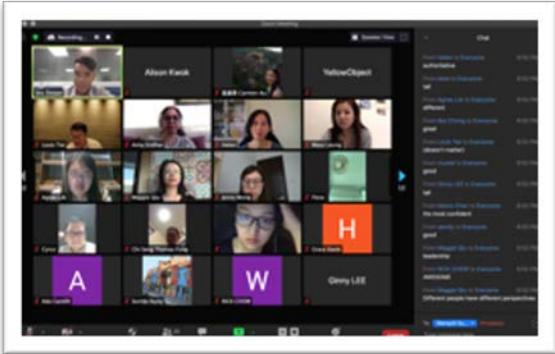
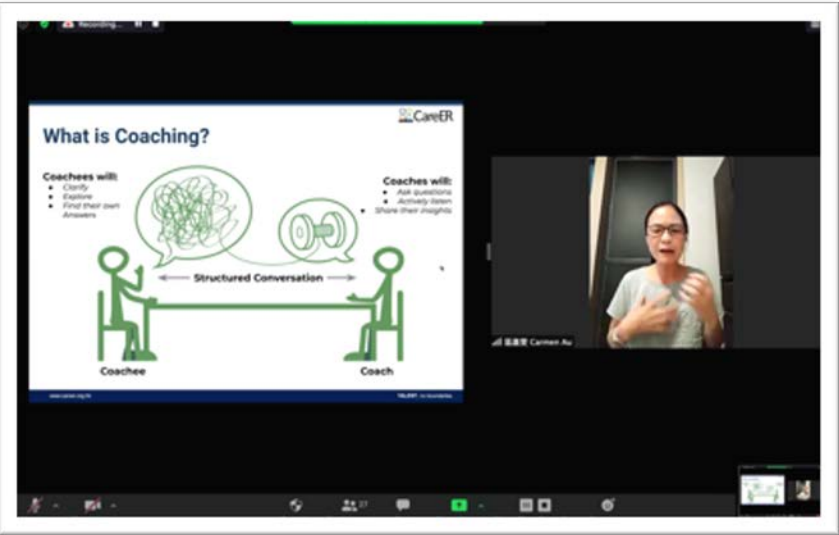
CareER x Goldman Sachs
Job Skills Training Workshop on 11 June, 2020



Details:

We are honored to have the team from Goldman Sachs share with our participants of Finance Industry Landscape, Internship Hacks and 1:1 Career Coaching.

CareER Jockey Club Thriving Grass Career Development Program: Coaching Workshop on 19 June, 2020



Details:
CareER coaches offered workshop to let participants understand more about themselves in order to overcome difficulties and make good use of their talents at work.

CareER Scholarship Award Ceremony on 3 July, 2020



Details:

The award ceremony was a celebration for the awardees who won the scholarship of the programme, including senior secondary schools and post-secondary schools' students with disabilities/ SENs. The event included certificate presentations, awardees sharing, alumni sharing and round-table sharing by our alumni representatives and guest speakers from a YouTuber - Mr. Jason Chau (大J) and Dustykid.



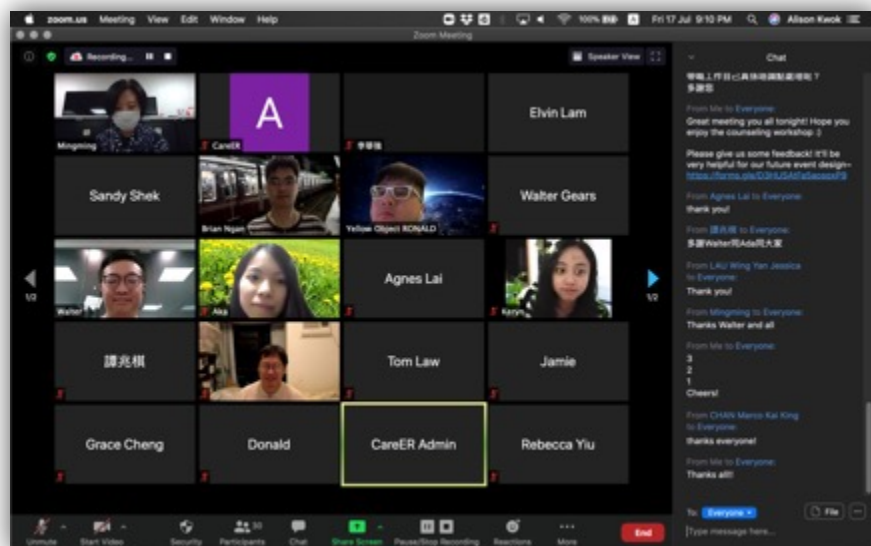
Deutsche Bank X CareER Born To Be:
Deutsche Bank Scholarship Programmes Award
Ceremony on 10 July, 2020



Details:

It's honoured to receive great support from the Deutsche Bank to launch our Scholarship Programme. The chosen applicants are awarded certificates and scholarship by Deutsche Bank in the ceremony.

CareER Jockey Club Thriving Grass Career Development Program: Counselling Workshop 1: Business Etiquette on 17 July, 2020



Details:

This counselling workshop aimed to provide our participants with personality test, first impression management skills and workplace communication etiquette.

CareER x JP Morgan Job Skills Training Workshop on 30 July, 2020

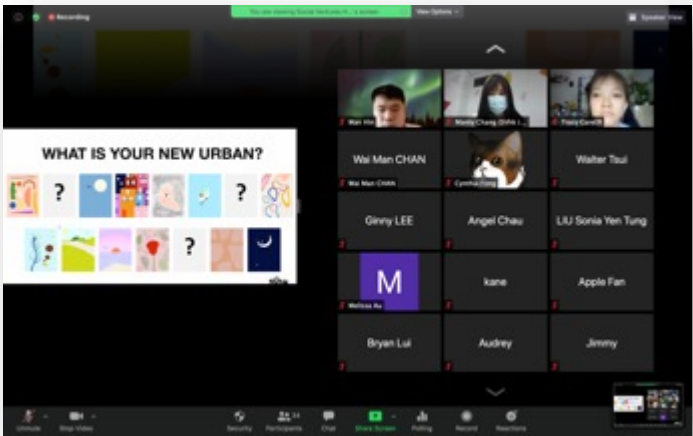
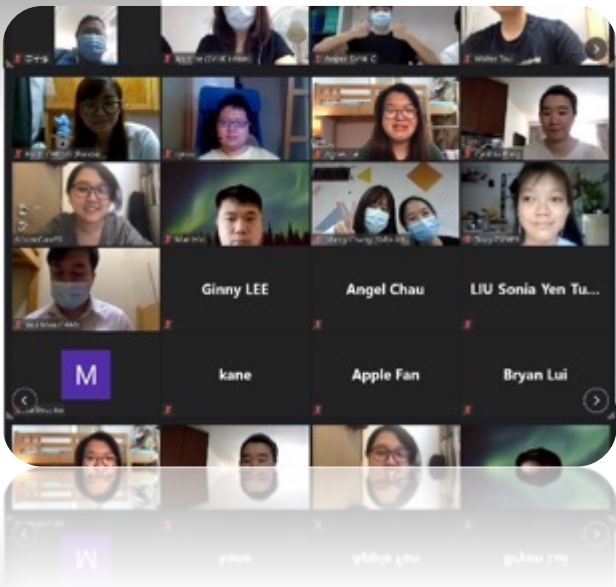
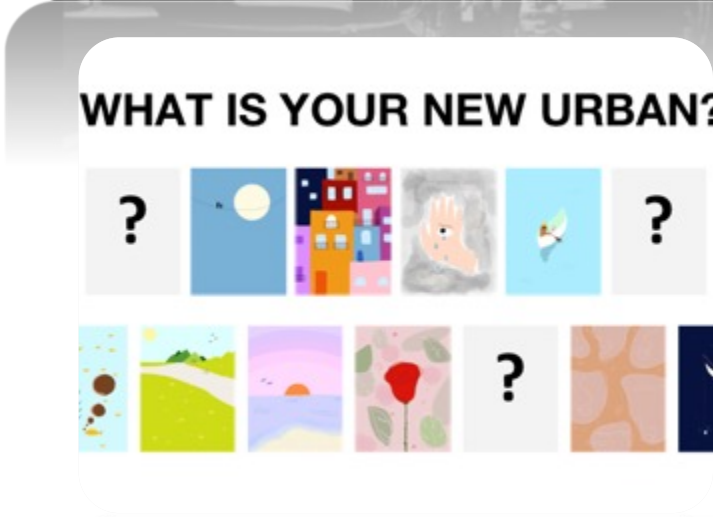


Shifting our Mindset to Achieve our Biggest Goals

Sho Dewan, CareER

Details:
We are honoured to have JP Morgan professionals to share with our members with their practical career tips. A 1 on 1 mock interview session is provided.

CareER x SVHK
Office Visit and Social Innovation Workshop
on 6 Aug, 2020



Details:
Members had a chance to meet a group of passionate and social-minded youngsters from SVHK and together we explored the possibilities for our future city through social innovation.

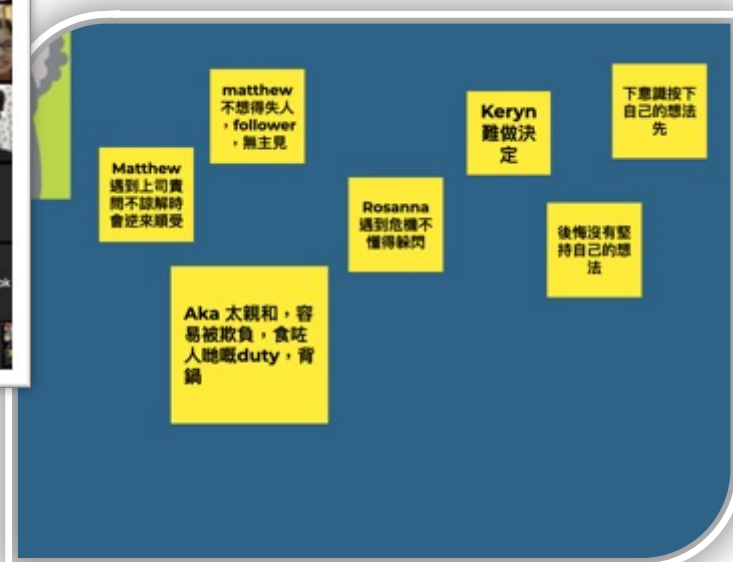
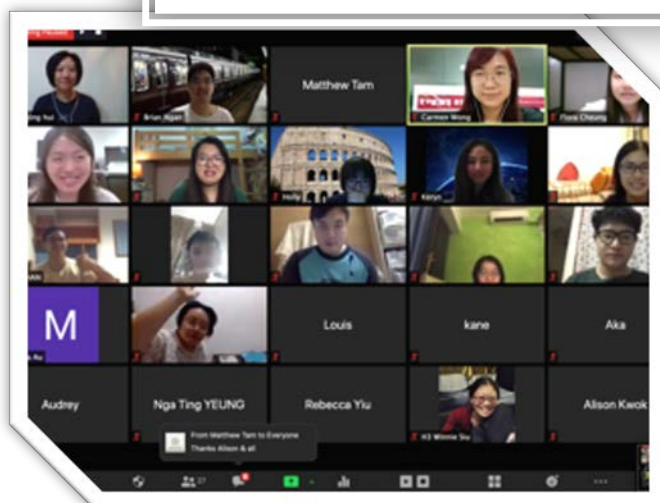
CareER Jockey Club Thriving Grass Career Development Program:

Counselling Workshop 2: Art of Communication

on 7 Aug, 2020



溝通的藝術



Details:

Participants learnt how to interact with colleagues effectively, handle conflicts at work and establish positive relationships in the workshop.

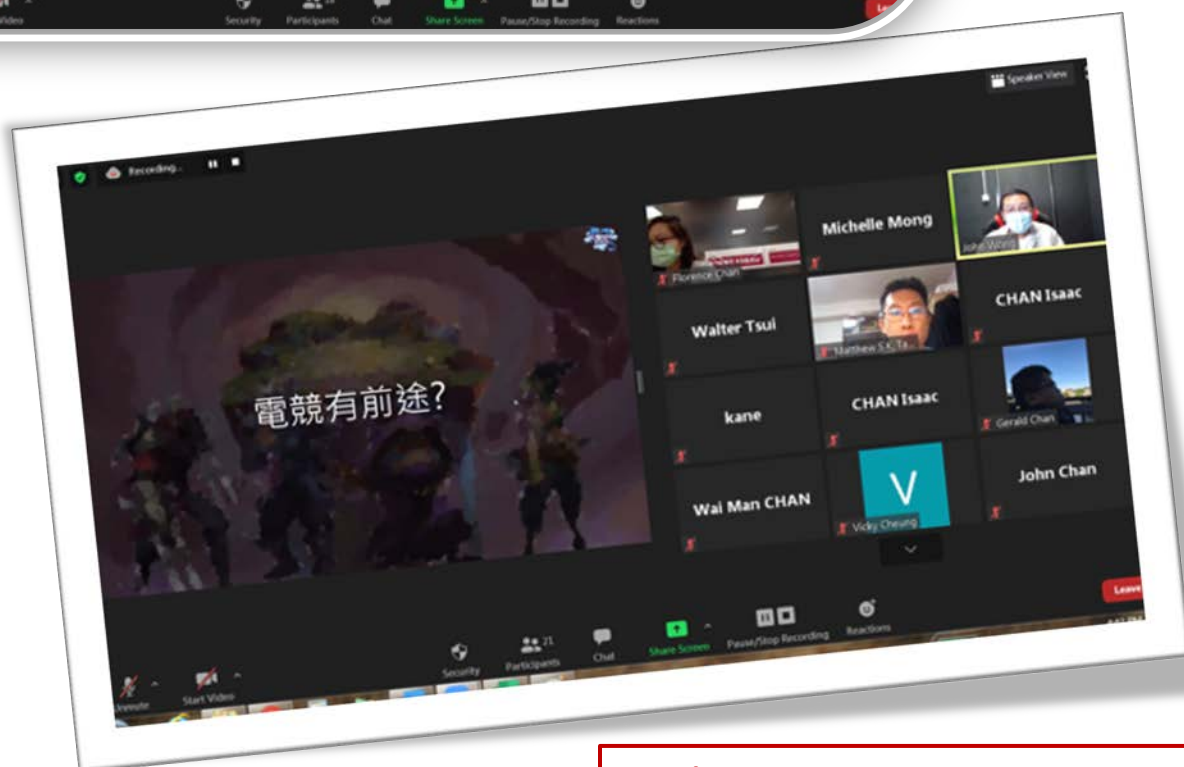
CareER Jockey Club Thriving Grass Career Development Program: Graduation Ceremony Webinar on 21 Aug, 2020



Details:

The graduation ceremony celebrated and wrapped up the CareER Jockey Club Thriving Grass Career Development Program. Our participants discussed with others of their internship experiences and challenges they encountered.

CareER Scholarship Programme: Kowloon Estadium Online Career Talk on 27 Aug, 2020



Details:

The talk included the evolution and development, different job positions of E-Sports, virtual company visits and requirements of working in the industry.

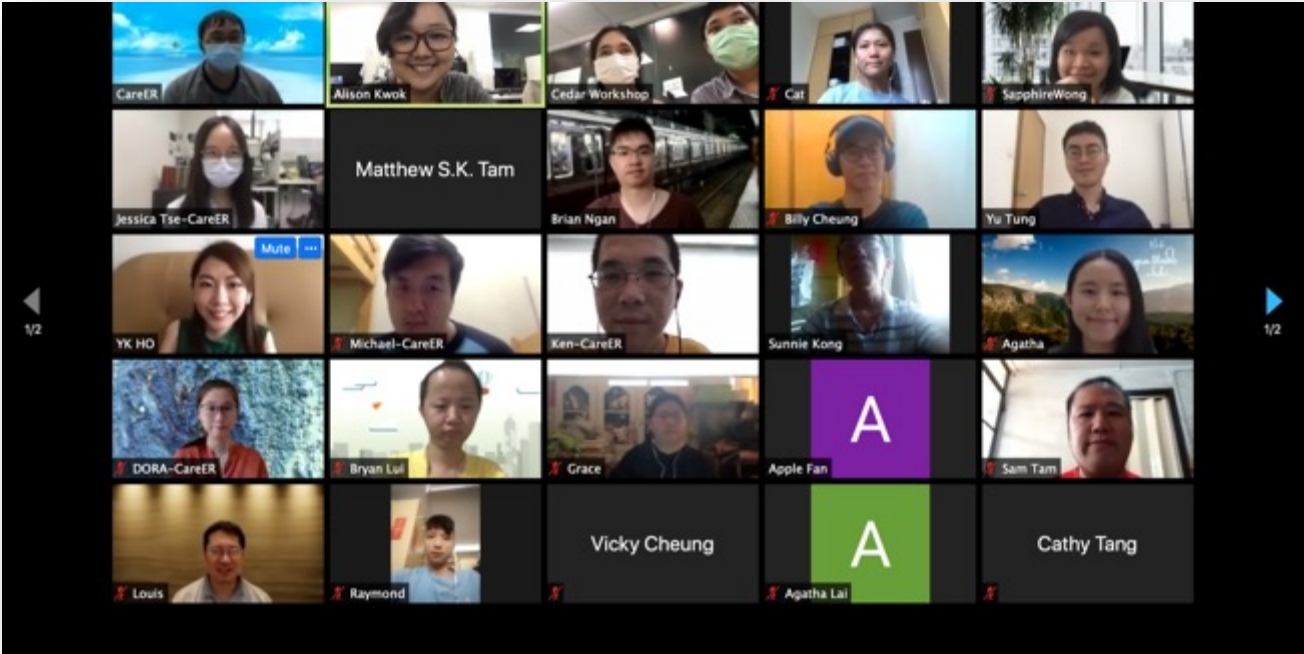
CareER Jockey Club Thriving Grass Career Development Program:
Counselling Workshop 3: Managing Stress at Work on 28 Aug, 2020



Details:

The workshop included skills to recognize aggravating stress level and strike a "life-work" balance.

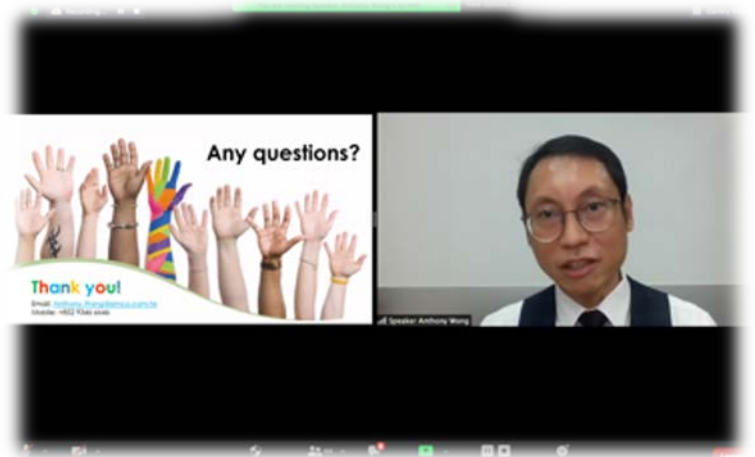
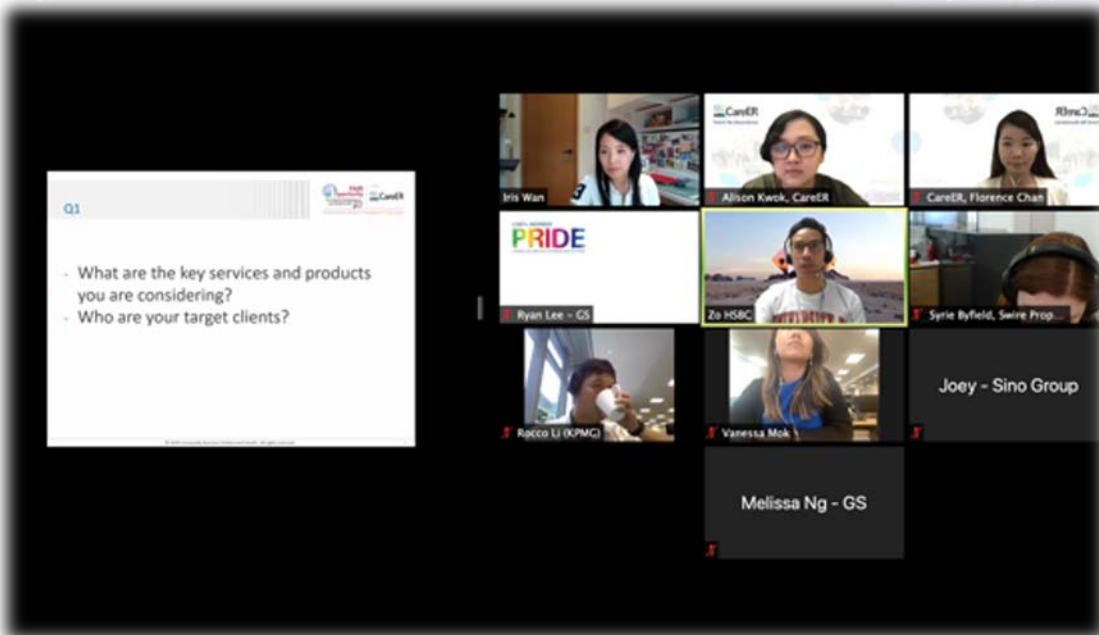
CareER Member Gathering: Alumni Sharing Webinar on 5 Sep, 2020



Details:

In Alumni Sharing Webinar, we invited four CareER alumni to share with us their fabulous experiences in different industries.

Fair Opportunity Programme 2020: Employer Forum on 11 Sep, 2020



Details:

Despite the pandemic, we had 16 companies and over 40 participants to join our virtual forum, which aims to build up the capacity of employer's disability employment confidence and an introduction of CareER's newly developing Disability Inclusion Index and to prepare our employer for the Recruitment Fair.

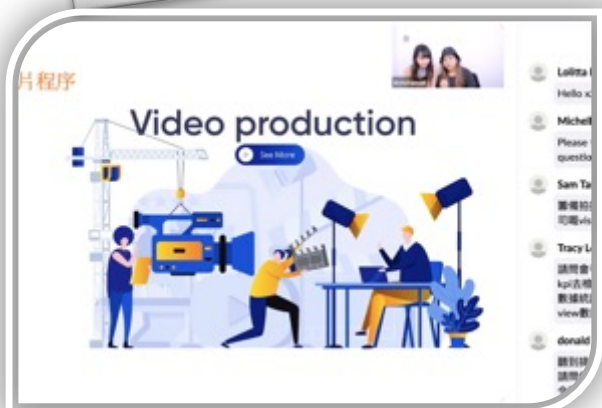
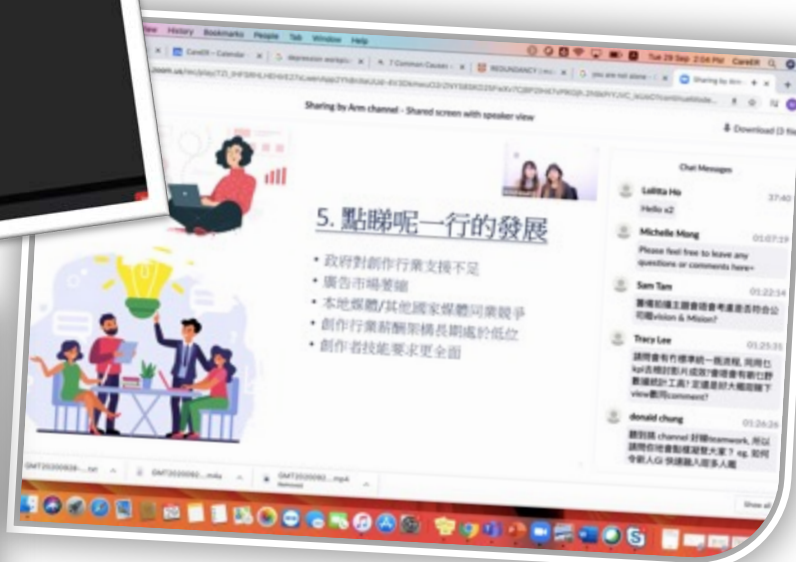
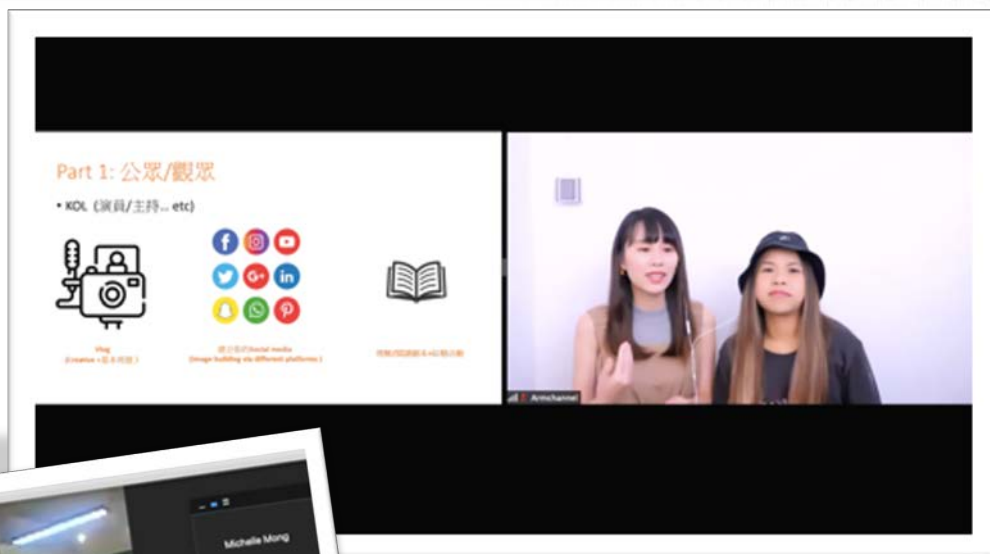
CareER Member Gathering: Art Spa on 27 Sep, 2020



Details:

An art therapist from Not a Gallery is invited to conduct an art spa session with our members.

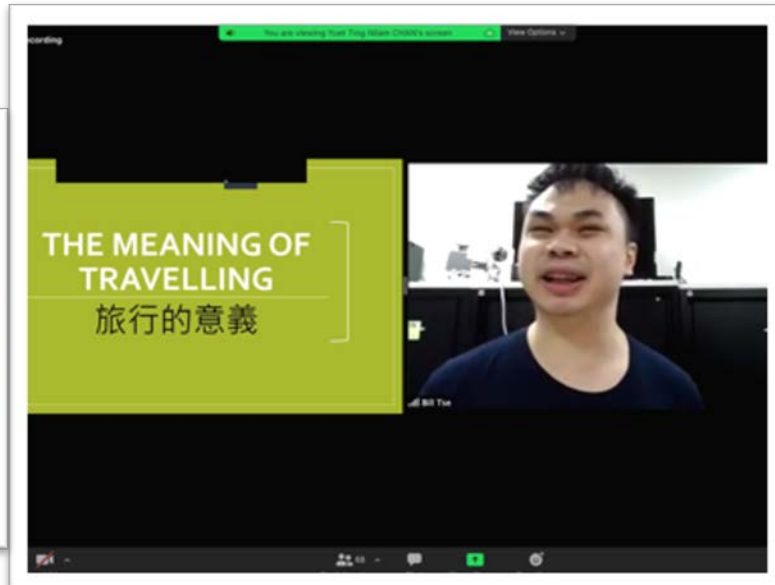
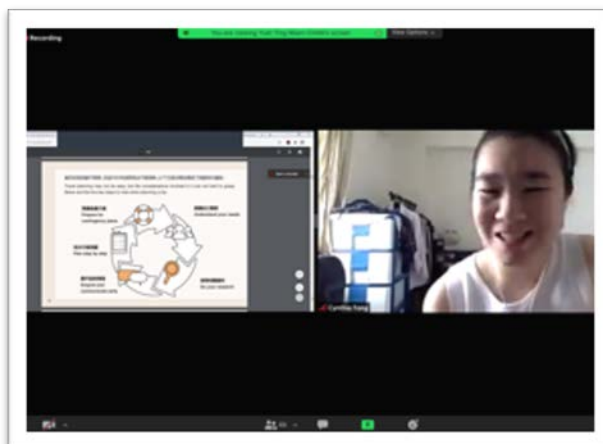
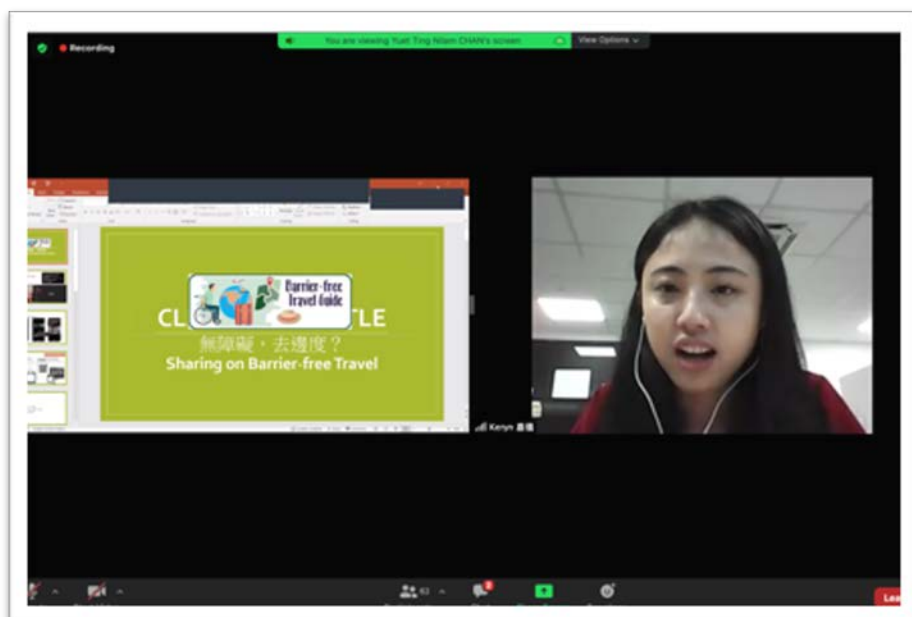
CareER Scholarship Programme: Arm Channel Online Sharing on 28 Sep, 2020



Details:

The development and challenges of vlogs/short video creations, different job positions on social media platforms and requirements of working in the industry are shared.

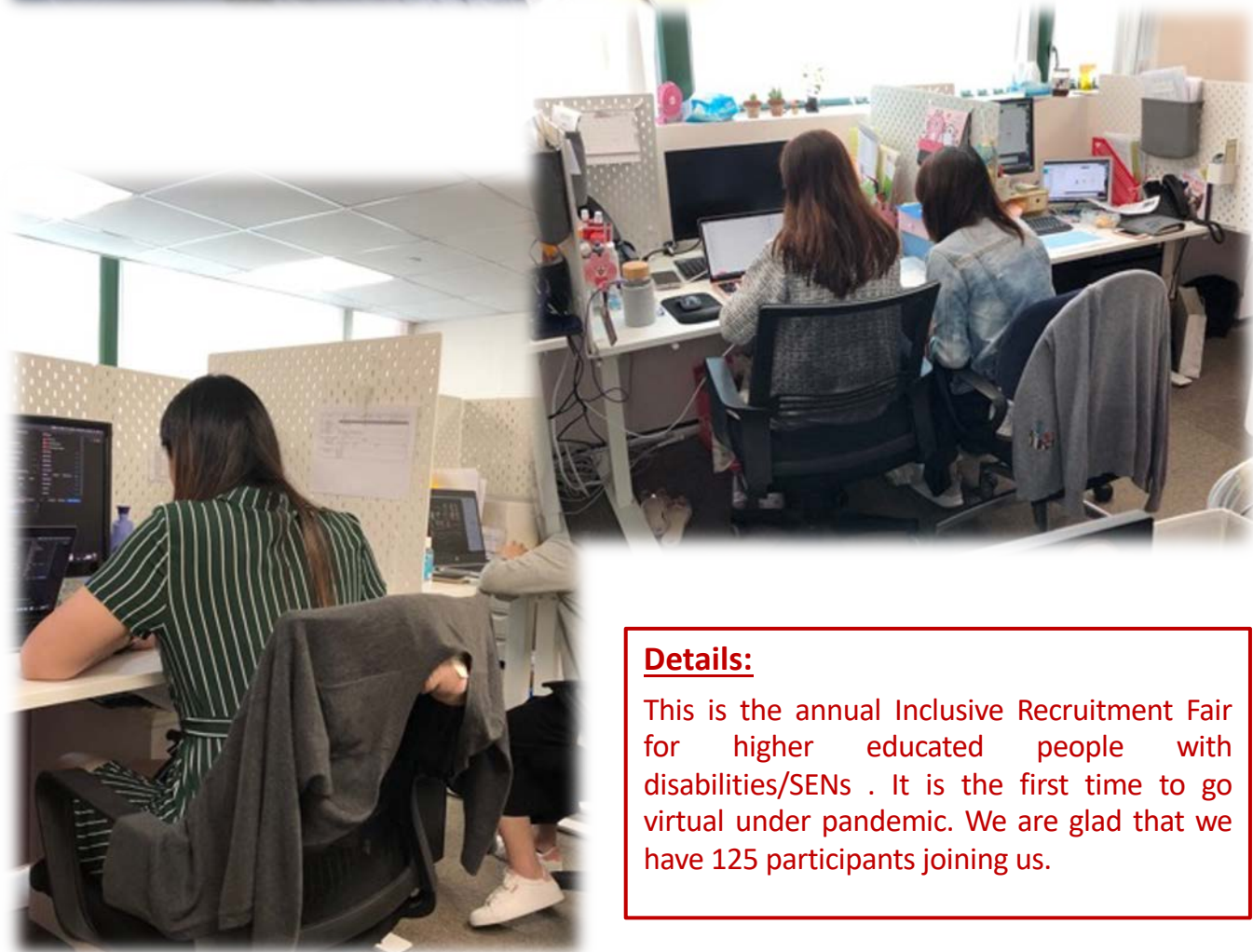
Sharing on Barrier-Free Travel with HKUST & HKBU on 29 Sep, 2020



Details:

This activity invited CareER's members to share on their travel experience and introduce us an accessible travel guide and its publication stories.

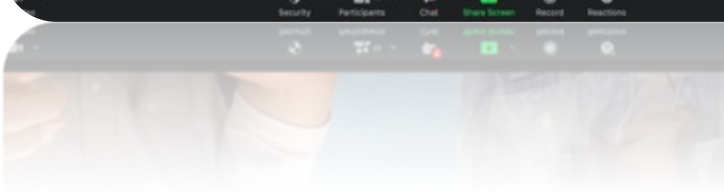
Fair Opportunity Programme 2020: Inclusive Recruitment Fair on 17 Oct, 2020



Details:

This is the annual Inclusive Recruitment Fair for higher educated people with disabilities/SENs. It is the first time to go virtual under pandemic. We are glad that we have 125 participants joining us.

Deutsche Bank X CareER Born To Be: Mentorship Gathering on 29 Oct, 2020



Details:

The gathering provided a platform for our awardees to deepen their understandings in work and life from their mentors.

Accessible Wellbeing 2020 on 31 Oct 2020



Details:

CareER is invited to talk about Disability Inclusion and accessible wellbeing in a talk hosted by Yama Foundation.



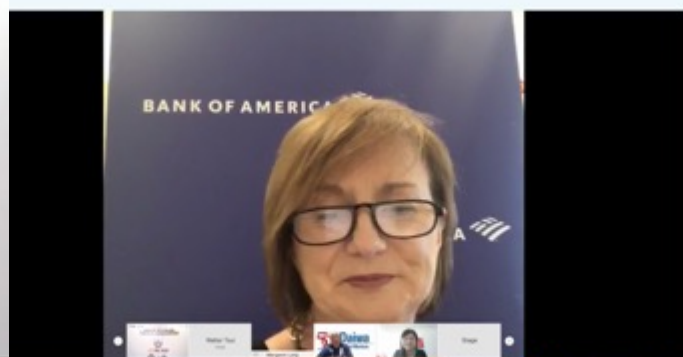
HKCSS Most Impactful Small and Medium-sized Non-subservated NGO Award 2019 on 6 Nov, 2020



Details:

CareER is honoured to be chosen as one of Most Impactful NGO Grand Awards in HKCSS Most Impactful Small and Medium-sized Non-subservated NGOs Award 2019.

Daiwa HK 50th X CareER RunnERthon Online 2020 Kick Off Ceremony on 3 Dec, 2020



敢想 敢動! 敢堅持
Run for Dreams and be Perseverant



敢想 敢動! 敢堅持
Run for Dreams and be Perseverant

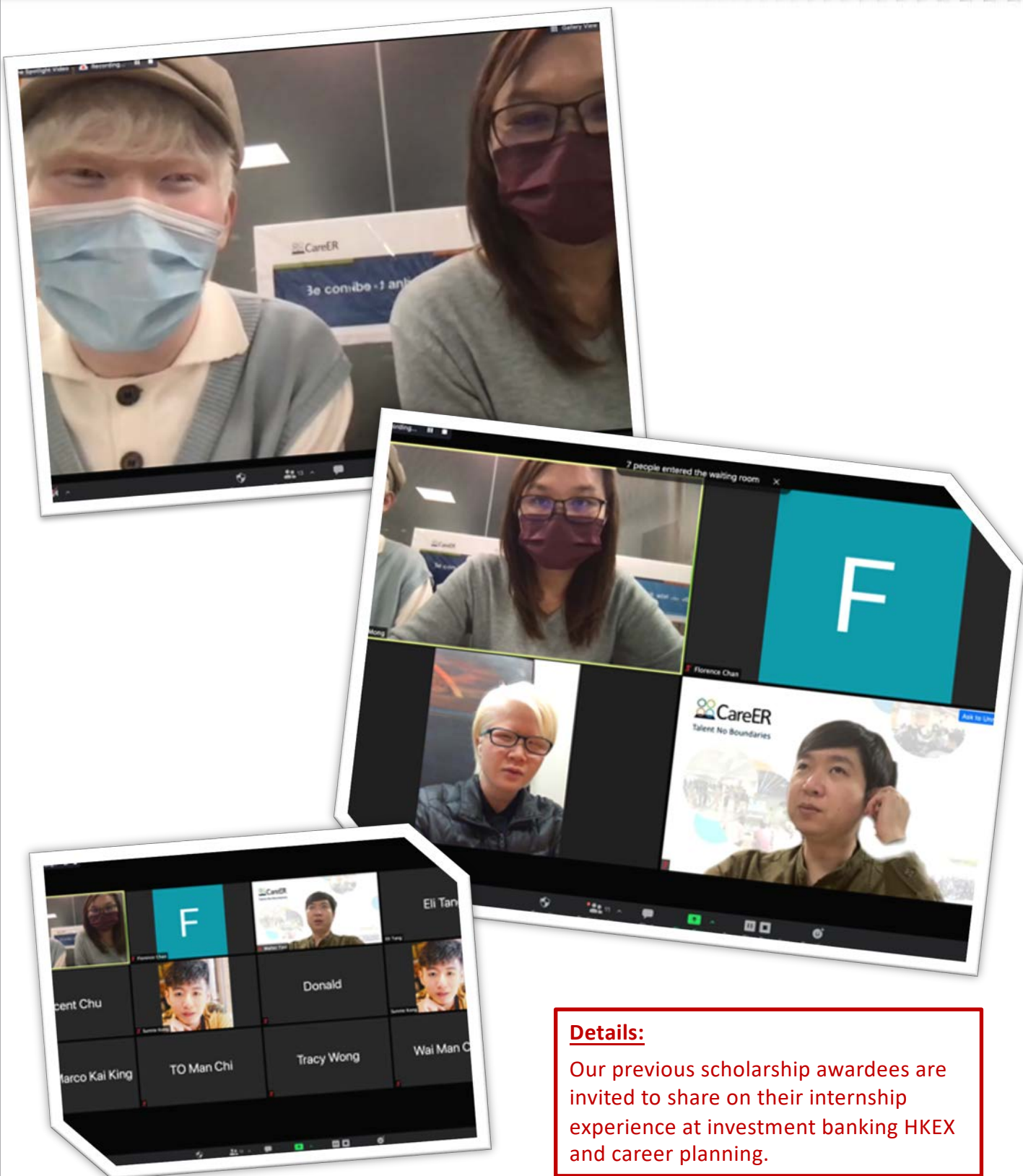


敢想 敢動! 敢堅持
Run for Dreams and be Perseverant

Details:

Our annual event RunnERthon kicked off successfully on International Day of Persons with Disabilities and our partners are invited to share their thoughts in the ceremony. The 2-week running period officially started.

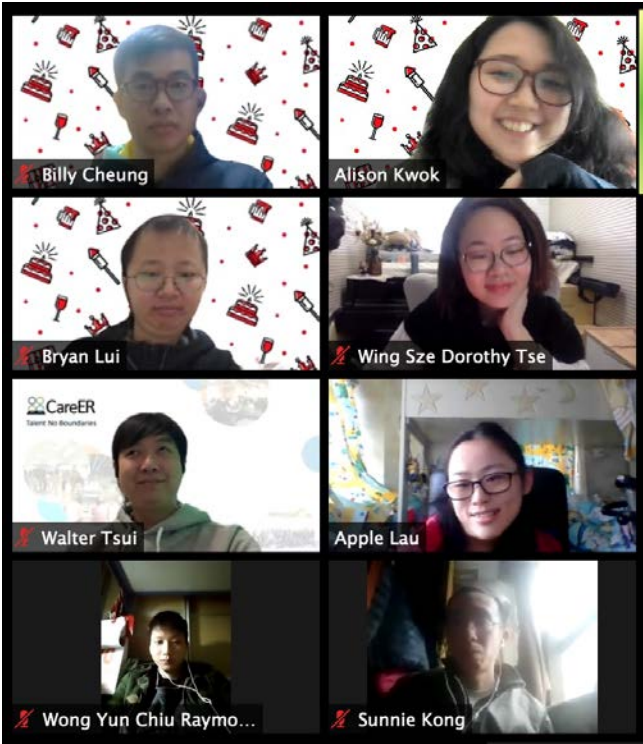
Scholarship Alumni Sharing - Eli & Kenny on 30 Dec, 2020



Details:

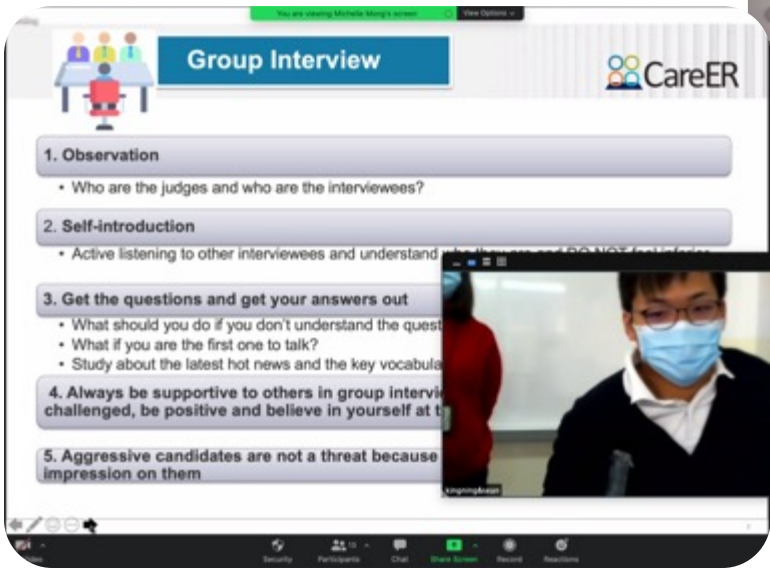
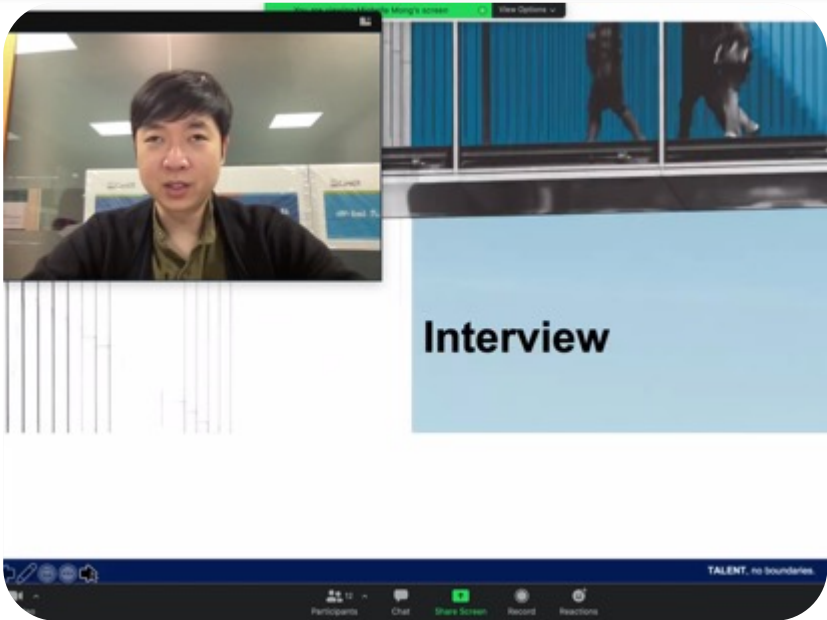
Our previous scholarship awardees are invited to share on their internship experience at investment banking HKEX and career planning.

CareER Member Gathering on 10 Jan, 2021



Details:
Had a nice time catching up with our members and played mini games online!

CareER Scholarship Programme: Sharing with Hong Kong Red Cross John F. Kennedy Centre on 3 Feb, 2021

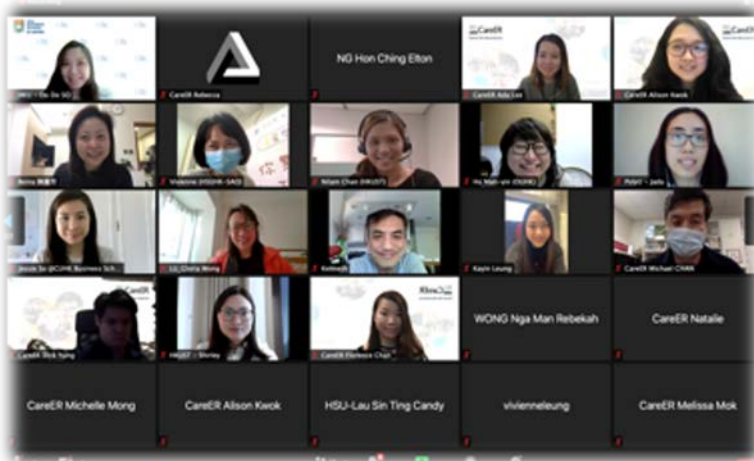


Details:
CareER conducted sharing with a special school Hong Kong Red Cross John F. Kennedy Centre about career development.

Jockey Club Collaborative Project for Inclusive Employment - CareER Thriving Grass Career Development Program:

3rd Round-table Discussion in collaboration with CareER

Higher Education Institutions on 5 Feb, 2021



Details:

Six CareER members are invited for sharing their interpersonal experiences under COVID19 and their initiatives from students on mental well being and peer support.

Zero Project Award on 10 Feb, 2021



[About](#) [Practices](#) [Policies](#) [Conferences](#) [In Austria](#) [Impact Transfer](#) [Projects](#) [Blog](#) [Resources](#)

Employment and ICT 2021

In 2021, for the first time, the Zero Project recognized excellence and innovative practices in four categories, namely: (1) civil society; (2) the public sector; (3) the business sector and its push towards inclusive employment; as well as (4) accessible and inclusive technology (ICT). The nominated projects cover a wide variety of topics and solutions, such as inclusive employment strategies of companies, IT-based job platforms, supported employment services, social business and entrepreneurship, models on vocational support in higher education, inclusion consultancy services/trainings focusing on employers, and many more. In this section you will find the 2021 awardees whose Innovative Practices from civil society, the business sector, and accessible and inclusive technology (ICT) stood out.

Innovative Practice 2021 on Inclusive Employment and ICT

CAREER DEVELOPMENT AND JOB MATCHING SUPPORT FOR GRADUATES WITH DISABILITIES

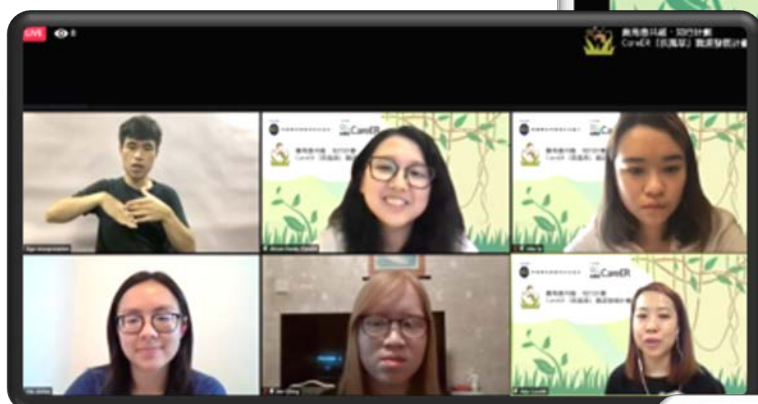
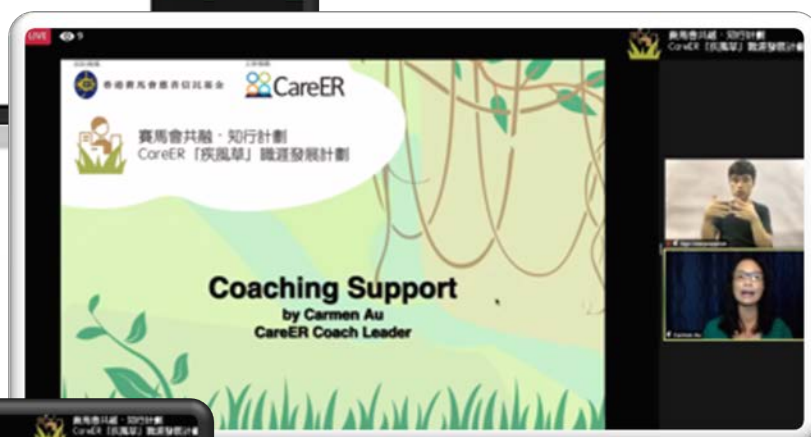
CareER Association is a charitable organization based in Hong Kong. In 2014 the organization started to provide career development, peer support, and job matching services for students and graduates with disabilities to support a smooth transition from university to employment. It also offers training workshops and coordinates internship opportunities. In 2020 it has nearly 600 people registered in its jobseeker database, and supports approximately 60 job placements a year.



Details:

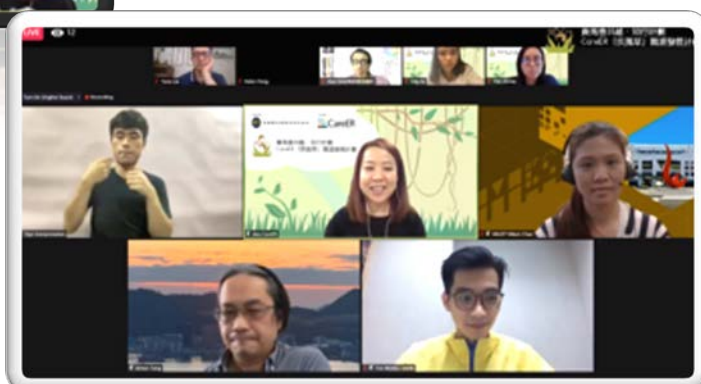
CareER is awarded the Zero Project – Innovative Practice on employment from civil society, the award was presented virtually in Vienna Austria at the Zero Project Conference.

Jockey Club Collaborative Project for Inclusive Employment - CareER Thriving Grass Career Development Program: Information Day on 20 Mar, 2021



Details:

We were glad to have psychiatrist and our coach Carmen to share his thoughts under COVID 19 and coaching support with our participants on information day. It successfully kicked off Jockey Club Collaborative Project for Inclusive Employment - CareER Thriving Grass Career Development Program.



Fair Opportunity Programme 2020



Gold Sponsors



Participating Companies (In alphabetical orders)



Daiwa HK 50th X CareER RunnERthon Online 2020



Title Sponsorship



Gold Sponsorship



Bronze Sponsorship

Prize Sponsorship



Corporate Team



Thank you for your donation in COVID-19



Special thank you to all supporters that help CareER overcome different challenges during the COVID-19 pandemic. The donations and support mean a lot to us and our beneficiaries for coping with the challenging time and difficult employment for the higher educated people with disabilities and special needs.

American Club Foundation - Hong Kong Community Recovery Fund

HKEX Foundation

Jockey Club Community Sustainability Fund

King & Wood Mallesons

Lee Hysan Foundation

The D.H. Chen Foundation Project Fuel

The PCD Charitable Trust

The Simon K.Y. Lee Foundation

Under this uncertain times, and we especially appreciate your generosity you all have expressed to CareER.

Your donation helps CareER further our ability to succeed during the pandemic.



Financial Review

Audited Income Statement for the year ended 31st March 2021 by KPMG



CareER Association Limited
Financial statements for the year ended 31 March 2021

Statement of comprehensive income for the year ended 31 March 2021 (Expressed in Hong Kong dollars)

	Note	2021	2020
Income			
Donations	9	\$ 7,389,077	\$ 4,838,077
Other income		30,808	3,613
Interest income		18	379
		<u>\$ 7,419,903</u>	<u>\$ 4,842,069</u>
Expenditure			
Administration and general expenses	10	<u>(5,084,614)</u>	<u>(4,580,594)</u>
Surplus and total comprehensive income for the year		<u>\$ 2,335,289</u>	<u>\$ 261,475</u>

Audited Statement of Financial Position as at 31st March 2021 by KPMG



CareER Association Limited
Financial statements for the year ended 31 March 2021

Statement of financial position at 31 March 2021 (Expressed in Hong Kong dollars)

	Note	2021	2020
Non-current assets			
Property, plant and equipment	5	\$ 509,481	\$ 62,835
Current assets			
Cash and cash equivalents	7	\$ 3,670,508	\$ 1,472,028
Rental deposit	6	68,400	59,700
		<u>\$ 3,738,908</u>	<u>\$ 1,531,728</u>
Current liability			
Creditors and other payables	8	\$ 538,063	\$ 219,526
Net current assets		<u>\$ 3,200,845</u>	<u>\$ 1,312,202</u>
NET ASSETS		<u>\$ 3,710,326</u>	<u>\$ 1,375,037</u>
RESERVE			
Accumulated surplus		<u>\$ 3,710,326</u>	<u>\$ 1,375,037</u>



Job Placement & Candidate Empowerment

- Hong Kong Jockey Club
- 365 Job Placement
- Student Committee
- Deutsche Bank X CareER

Employer Engagement

- ABLE Model
- Fair Opportunity 2020

Fund Raising and Public Education

- RunnERthon
- Annual Reception

Contact Us



CareER Association Ltd.

Tel: +852 3844 6300

Whatsapp: +852 9165 1816

Website: www.career.org.hk

Email: info@career.org.hk

Address: P.O. Box No. 90232, Tsim Sha Tsui Post Office
5/F Hung To Centre, 94-96 How Ming Street,
Kwun Tong



<https://www.facebook.com/careerassociation>



<https://www.instagram.com/careerassociation/>



<https://www.youtube.com/channel/UCv1wWyg72hs7Uqn4s1m-FJA>



<https://www.linkedin.com/company/career-association-limited/>