

Deutsche Bank – CareER Born to Be Scholarship Program 2023
Application Guidelines

Objectives of the Scholarship

- To empower the awardees with more exposure in the community.
- To allow the awardees to have a chance to learn about employment situations, practices and prospects.
- To support the awardees to pursue continuous training and studies to enhance their employment opportunity.
- To support the beneficiaries to acquire assistive equipment and technology to support their employment.
- To introduce narrative therapy to beneficiaries through storytelling and story writing workshops to engage them in knowledge and experience sharing with their peers in order to facilitate a better mentorship experience.

Value of Awards

There will be 5 scholarship offers with the amount of HKD 20,000 for each awardee. The first instalment, 50% of the award, will be disbursed in the Award Ceremony; and the second instalment will be disbursed after awardees have fulfilled their responsibilities of the program and submitted their article/video. Awardees failing to comply with the program requirements may not be able to receive the second instalment of the scholarship. If there is a lost cheque, bank charges will be charged accordingly.

Purpose and Scope

The Scholarship is set up to give recognition to students with disabilities / special educational needs (SENs) in the pursuit of excellence in participating in community services and commitment to the community, achievement in extra-curricular activities and their willingness to challenge themselves to experience new exposure. It is expected that their employment opportunities can be greatly enhanced upon the completion of the Program. Academic Achievement is not the main focus in terms of selection criteria.

The scholarship is open to:

- Any students and graduates aged 24 or younger with disabilities / SENs regardless of race
- Eligible Hong Kong Permanent Resident holding a valid Hong Kong Identity Card.

The applicant should **not be an affiliate / family member of any Deutsche Bank employee.*

Application Procedure

Selected applicants will be invited to an interview for the Scholarship Program in March. The judging panel will consist of member(s) from Deutsche Bank, member(s) from Executive Committee of CareER and CareER team.

Announcement of Results

The results of the awards will be announced in April and will be notified via e-mail. They are required to acknowledge the results by replying the e-mail within 5 working days. Deutsche Bank and CareER reserve the right of any final decision.

The VIA Survey of Character Strengths

A free online self-assessment provides information to understand your best qualities that shall conduct in May. All awardees are entitled to receive a free debriefing session with our career coaches who provides personalized and in-depth analysis of the report, including actionable tips to apply the strengths on your career path.

Award Ceremony

The Award Ceremony will be tentatively scheduled in June. All awardees are required to attend the Ceremony. Deutsche Bank and CareER reserve the right of any final decision.

6-month Mentorship Program

Each awardee will have one designated alumni as mentor, mentor and mentee will be matched in accordance with their disabilities / SENs and their career interests. The 6-month Mentorship Program includes three times of monthly mentor sharing sessions via Narrative Practice Workshops between August to October.

Career Talks, Company Visits and Alumni Sharing

The program also includes organising career talks and alumni sharing on the themes of various prevailing industries each month.

Awardees' Responsibilities

- To attend the Award Ceremony
- To participate the 6-month Mentorship Program related activities organized by CareER, including the Narrative Practice Workshops. One may treat as

absent if the awardee is late or leave early for more than 15 minutes.

- Any absence without valid reason to enrol CareER events and activities for 2 times will cause temporary suspension from attending any future CareER events and activities for 3 months (including events under CareER Scholarship Programme).
- To be included in media related and promotional materials published by Deutsche Bank and CareER.
- To submit 1) an article at least 500 words / a video between 3-5 minutes on how to utilise the scholarship award and the impacts of the Mentorship Program and 2) a group assignment with your mentor or mentee of your group by 31 December 2023.

Note: While CareER will be responsible for the matching, CareER would also consider and respect the wills of our alumni thus it is not guaranteed that the mentee can be arranged a mentor who has the same disabilities/ SENs and career interest. CareER reserves the right on any final decision.

Interested parties shall refer to the application form and contact CareER for more information and details if necessary. All applications shall be submitted to CareER by email to scholarship@career.org.hk no later than **28 February 2023**.

Program Timeline:

Month (2023)	Activity
Now to 28 February	Open for Application
March & April	Invite suitable applicants for interview & results announcement
May	Conduct VIA Survey of Character Strength and a debriefing session with our career coaches
June	Award Presentation Ceremony
June to November	6-month Mentorship Program
31 December	Submit an article/ video on how to utilise the scholarship award and the impacts of the Mentorship Program and the group assignment with the mentor/mentee

Please note that dates are subject to change.

Applicant is required to complete the application form and enclose the following documents:

1. Curriculum Vitae (not exceeding 2 pages) in **English**
2. A copy of valid Student Card issued by your school; or
3. A copy of the Graduate Certificate (Applicable to graduated applicant)

Applicant is also required to enclose any one of the following proofs in the application:

1. A copy of letter on your medical condition issued by the Department of Health or Hospital Authority (or under exceptional circumstances by a registered medical practitioner from private sector or from private hospital) ;or
 2. A copy of the Registration Card for People with Disabilities issued by Labour and Welfare Bureau ;or
 3. A copy of letter of entitling to Disability Allowance by the Social Welfare Department
- All the information provided by the applicant will remain confidential and only be used for the program only.
 - Successful applicant will automatically become a member of CareER and agree to receive events newsletter sent from us by email or instant messaging.
 - Deutsche Bank and CareER reserve the right on any final decision.
 - For any enquiries, please contact Ms. Liza Wong or Ms. Michelle Mong at 3844 6363 or email to scholarship@career.org.hk.

“Persons with disabilities” (PWDs) include those with restriction of or those who lacked the ability to perform an activity in the manner or within the range considered normal for a human being.

The Rehabilitation Division of the Labour and Welfare Bureau maintains a database (The Central Registry for Rehabilitation) covering a total of **ten selected types of disability**.

1. Restriction in body movement;
2. Seeing difficulty;
3. Hearing difficulty; and
4. Speech difficulty;
5. Mental illness/Mood disorder;
6. Autism;
7. Specific Learning Difficulties (SpLD);
8. Attention Deficit/Hyperactivity Disorder (AD/HD); and
9. Intellectual disability.
10. Visceral disability / chronic illness

Details:

PWDs have to be assessed by a doctor of the Department of Health or Hospital Authority (or under very exceptional circumstances by a registered doctor of a private hospital) as with severe disabilities and as a result needs substantial help from others to cope with daily life, and that such condition will persist for at least six months.

Specifically, “persons with disabilities” were defined as those who (i) had perceived themselves as having one or more of the following 4 conditions which had lasted, or were likely to last, for a period of 6 months or more at the time of enumeration:

1. restriction in body movement;
2. seeing difficulty;
3. hearing difficulty; and
4. speech difficulty;

or (ii) had been diagnosed by qualified health personnel (such as practitioners of Western medicine and Chinese medicine) as having one or more of the following 6 conditions:

5. Mental illness/mood disorder;
6. Autism;

7. Specific Learning Difficulties (SpLD);
8. Attention Deficit/Hyperactivity Disorder (AD/HD); and
9. Intellectual disability
10. Visceral disability / chronic illness

Reference:

Poverty Situation Report on Disability 2013 (2013)

Special Topics Report No. 62 -- Person with Disabilities and Chronic Diseases (2014)

Hong Kong Monthly Digest of Statistics -- Person with Disabilities and Chronic Diseases in Hong Kong (Jan 2015)

Official Website: The Rehabilitation Division of the Labour and Welfare Bureau