

**Deutsche Bank – CareER Born to Be Scholarship Programme 2020
Application Guidelines**

Objectives of the Scholarship

- To empower the beneficiaries with more exposure in the community.
- To allow the beneficiaries to have a chance to learn about employment situations.
- To support the beneficiaries to experience the post-secondary situation and workplace / pursue continuous training and studies to enhance the employment opportunity.
- To support the beneficiaries to acquire assistive equipment and technology to support their employment.

Value of Awards

There will be 5 scholarship offers with the amount of HKD 20,000 for each awardee. (They will be awarded HKD 10,000 in the Award Ceremony; and the rest will be distributed to the awardees as long as they can show significant progress of achieving their career development mentioned in the interview or application by the end of the programme.)

Deutsche Bank Summer Internship Programme

There will be 2 out of 5 of the awardees will be selected to participate in the summer internship programme. The internship will commence in mid-June and will last about 6 weeks. Deutsche Bank and CareER reserve the right of any final decision.

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 Programme. 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.*

For Application Process

Suitable applicants will be invited to an interview for both the Scholarship Programme and the Deutsche Bank Summer Internship Programme. 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 late May. The awardees will be notified of the results by an e-mail notice. 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.

Award Ceremony

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

6-month Mentorship Programme

Each awardee will have one designated alumni as mentor, mentor and mentee will be matched in accordance with their disability/ disabilities / SENs and their career interests.

The mentorship programme includes: Lunch and learn sessions with guest speakers from various sectors including entrepreneurs and business leaders (CareER will arrange the speakers) and meetings with the mentors.

Awardees' Responsibilities

- Attend the Award Ceremony
- Participate in the Summer Internship Programme at Deutsche Bank (For the 2 selected awardees)

- Participate in the 6-month Mentorship Programme and related activities
- To be included in media related and promotional materials published by Deutsche Bank and CareER
- To submit an article / a video on how to utilise the scholarship and the Mentorship Programme by the end of December 2020

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 disability/ 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 **24 April 2020**.

Programme Timeline:

Please note that dates are subject to change due to the Coronavirus situation.

Month (2020)	Activity
March to 24 April	Open for Application
14 May	Invite suitable applicants for interview
29 May	Announcement of Results
Mid-June to Aug	Summer Internship Programme
10 July	Award Ceremony
July to December	6 months Mentorship Programme
31 December	Submit an article/ video on how to utilise the scholarship and the Mentorship Programme

Notes to Applicants:

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 programme only.
- Deutsche Bank and CareER reserve the right on any final decision.
- For any enquiries, please contact Ms. Florence Chan or Ms. Michelle Mong at 3844 6363 or email to scholarship@career.org.hk.

Appendix 1: Definition of “persons with disabilities”

“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