

# Annual Report

## 2023/24

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# Year in Review: Message from CEO

The year 2023/24 has been a year of significant progress and transformation for CareER. Emerging from the challenges of the COVID-19 pandemic, we faced talent shortages, high turnover rates, declining donations, and funding gaps. Yet, through the unwavering commitment, passion, and perseverance of our team, we not only overcame these obstacles but also turned them into opportunities for growth and resilience. With the solidarity of our Executive Committee (ExCo) and the dedication of our staff, we transformed challenges into motivation, laying a stronger foundation to adapt to the ever-evolving social landscape.

Over the past year, we have successfully strengthened our team culture, fostering unity and shared purpose. We also developed key strategic focuses aimed at empowering our beneficiaries while nurturing more inclusive employers systematically. A notable achievement has been digitalising our member engagement processes, enhancing our ability to support members with advanced digital solutions. Financially, despite the funding gaps we faced in 2023, we have made strides in securing new funding partners and have implemented a systematic approach to financial reporting, thanks to the invaluable support of our ExCo.

“ **2023/24 has been a year of significant progress and transformation for CareER** ”

Although we downsized our team at the start of 2024, this decision was pivotal in laying a solid foundation for future growth. This consolidation allowed us to refocus our strategic priorities, ensuring that we maximize the impact of our resources without overstretching our team. As we look ahead to 2024 and beyond, we are now well-positioned to expand once again, driven by the new social needs that have emerged post-pandemic.

In 2024, we celebrated a strong rebound, marked by high-quality job placements, engaging activities for our members, the addition of new employer industries, and sustained momentum in disability-inclusive hiring across Hong Kong. CareER's nearly 10 years of dedicated work in disability inclusion has been instrumental in attracting new market players, garnering the attention of funders, fostering campus engagement, and raising government awareness on this critical issue. None of these accomplishments would have been possible without the collective efforts of our team, donors, volunteers, and most importantly, the talented individuals with disabilities we serve.

As we move forward, we remain committed to building on this momentum, ensuring that CareER continues to lead the way in creating an inclusive future for all.

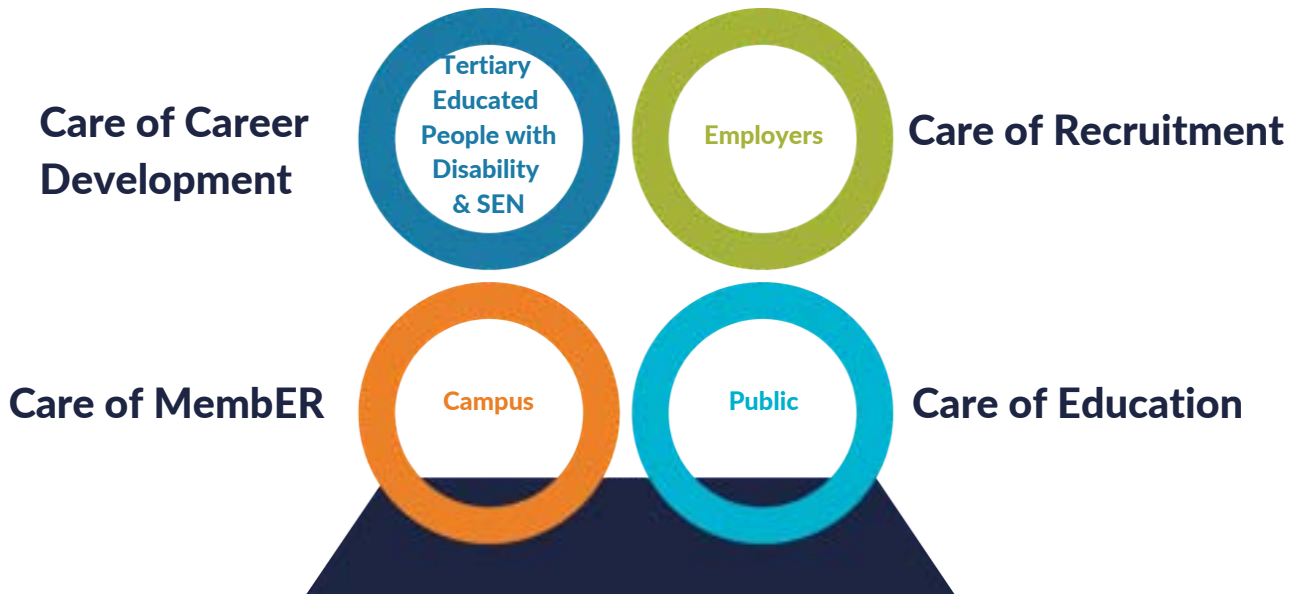


**Walter Tsui**  
Co-Founder & CEO

# What is CareER?

Standing for 'Care in Education and Recruitment', CareER is a Hong Kong charity **established by individuals with disabilities, for individuals with disabilities.**

Our mission is to advance **disability employment** and inclusion in society by breaking down barriers with our award-winning service model and methodologies.



Since our launch in 2014, we have become the largest talent pool, peer community and free-of-charge recruitment platform in Hong Kong for **tertiary educated** talents with **any type** of disabilities and special educational needs (SEN) as defined by the Hong Kong Government.

As the first charity in Hong Kong to categorise beneficiaries based on education level rather than type of disability, CareER provides a business- and manpower-driven approach to advance disability hiring – moving beyond the traditional welfare-based narrative to support our beneficiaries with disability.



CareER serves tertiary educated talents with any type of disabilities & SEN:

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



# Our Vision

We believe that everyone deserves the opportunity to achieve and pursue **fulfilling careers** and become **independent, contributing members** of society.

CareER believes that Talent has No Boundaries.  
We focus on each individual's abilities,  
not disabilities.



CareER focuses on the **long-term career development** of our members and talents with disability & SEN; while providing holistic inclusive solutions to interested employers.



# Our Mission

1. To create a **job matching platform** to connect tertiary educated students and graduates with disabilities and SEN with employment opportunities.
2. To build a **peer-support network** for tertiary educated students and graduates with disabilities and SEN and help them attain their full potential through various workshops, training, coaching, internships and networking.
3. To **raise awareness** among employers and institutions of higher education and encourage capabilities building and best practices for equality in hiring.



# Our Values

We believe career and peers are of paramount importance in developing independence, confidence and talents in each person with or without disabilities.

# Governing Board

## Advisory and Pro Bono Consultants

### Honorary Adviser:



MR. Stephen Sui Wai-Keung  
GBS, JP

### Honorary Auditor:



### Legal Advisory and Company Secretary Services:



## Executive Committee



Ms. Reina Cheng  
CHAIRPERSON



Mr. Charles Chan  
HONORARY TREASURER



Ms. Barbara Yeung  
DIRECTOR



Ms. Mabel Chau  
DIRECTOR



Mr. Garrick Lau  
DIRECTOR



Mr. Anthony So  
DIRECTOR



Ms. Florence Lau  
DIRECTOR



Mr. Hendrick Ho  
DIRECTOR

# Our Team



Innovative Practice 2021 on  
Inclusive Employment and ICT

Behind every successful CareER project is a team of highly passionate individuals. At CareER, we believe in people's abilities and every talent counts. Each small step we take counts towards our vision for people with disabilities and SEN to live in a more harmonious and inclusive community.



**12 Full Time**  
**2 Part Time**



**85.7% Female**  
**14.3% Male**



**Staff with disabilities / SEN**  
**50% (7 out of 14)**



# Milestones

- CareER registered as a S88 charity in Hong Kong

**2014**

- CareER appointed our 1st Executive Committee
- Employed our 1st full-time employee, Walter Tsui
- King & Wood Mallesons became pro bono legal advisor and company secretary of CareER

**2015**

- CareER formed our 1st Student Committee
- KPMG became CareER's pro bono auditor
- CareER held our 1st fundraising RunnERthon

**2016**

- CareER became a HKCSS member
- Mr. Stephen Sui Wai Keung, GBS, JP became CareER's Honorary Advisor
- Launched CareER Pilot Empowerment Internship Scheme 2017 - 2018

**2017**

- Launched CareER Jockey Club Thriving Grass Career Development Program

**2018**

- Launched Deutsche Bank - CareER Born to Be Scholarship Program

**2019**

- Launched CareER Scholarship Program

**2020**

- Launched CareER Disability Inclusion Index (DII)

**2021**

- CareER moved from co-working space to an independent office with onsite counselling rooms set up in Kwun Tong

**2022**

- Launched 'CareER Disability Inclusive Employer Badge' recognition scheme
- CareER's member pool reached 1000+

**2023**

# Key Event & Highlights

## JAN - FEB

- Campus / Higher Education Institutions engagement
- Student Committee & Member activities



## MAY - JUN

- Job Skills Training Workshops
- Scholarship Programs
- Peer Networking Activities



## SEP - OCT

- Inclusive Recruitment Fair
- CareER Disability Inclusion Index Forum
- Thriving Grass Graduation



## MAR - APR

- Thriving Grass Program Info Day
- Employer CONNECT

## JUL - AUG

- Inclusive Leadership Training Summer Camp
- Summer Internships
- Company Visits

## NOV - DEC

- RunnERthon
- Winter Internships
- Peer & Member activities
- Job Skills Training Workshops

## KEY FIGURES OF 2023/24



### Member Engagement

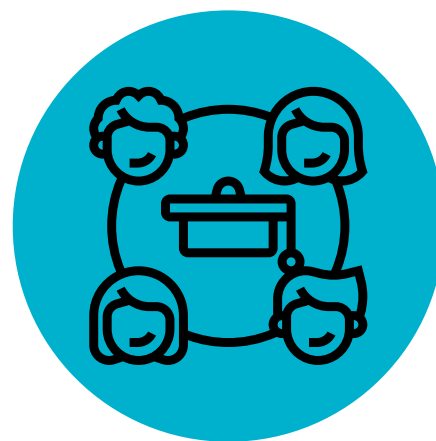
<b>196</b>	New CareER Members
<b>23</b>	Member Capability Building Activities Organised
<b>488</b>	Member Workshop/Event Participants
<b>21</b>	Scholarship Awardees
<b>66</b>	Successful Job Placements
<b>221</b>	Counselling & Coaching Sessions



### Employer Engagement

<b>2</b>	Disability Inclusion CONNECT
<b>24</b>	Employer Seminar & Training
<b>3</b>	Accessibility Assessment
<b>155</b>	CareER DII Forum Participating Employers
<b>26</b>	2023 CareER Disability-Inclusive Employer Badge Recipients
<b>159</b>	RunnERthon Corporate Teams

# Member Engagement



CareER is the first student and alumni union of tertiary educated individuals with any type of disabilities and SEN in Hong Kong.

We believe that social development is essential to our members' overall growth and success. By creating a supportive and inclusive environment for our members to connect with one another, we aim to foster a sense of peer community and belonging that will continue to benefit them throughout their life.

CareER encourages members to participate in a wide range of community and social activities to connect with other CareER members and the general public, develop the mentality of giving back to society and become future leaders in disability inclusion.

## CareER Student Committee

The CareER Student Committee is a group of dedicated tertiary educated students and alumni volunteers with various types of disabilities or SEN. The annually-elected Student Committee helps to bridge new and old CareER members and promote the exchange of experiences among members. It also helps organise inclusive social gatherings, O-Camp, interest clubs and activities for all members throughout the year.

### A HUGE THANK YOU to our 8th Student Committee!!

Members:

- Brian, NGAN Hin
- Benny, WONG Kai Kong
- Cathy, TANG Tik Man
- Cyan, CHUNG Wan Yan
- Henry, LAM Wing Hong
- Ophelia, TANG Lam
- Patrick, AU Yui Ki

Advisor:

- Matthew, Yu Chun Yin

# Personal Development

## Inclusive Leadership Training Summer Camp

CareER's annual Inclusive Leadership Training Summer Camp (aka O-Camp) was successfully held on 19th - 20th August 2023 at the Hong Kong PHAB Association Jockey Club PHAB Camp. This year, 35 CareER members and alumni got together to experience a wide variety of disability-inclusive games and activities that cater to the needs of our members with any type of disability or SEN.

The annual summer camp provides a perfect opportunity for these young leaders to step out of their comfort zones and embrace new challenges while learning the importance of effective communication, teamwork, trust, the value of embracing challenges, and respecting and appreciating individual differences. They will certainly become empathetic leaders who can care for those in need.

At CareER, we believe that these traits are essential for building an inclusive society, and we are proud to have played a part in nurturing these young leaders and equipping them with the skills and mindset needed to create positive change in the world.



# Peer Community

## Member Activities

In 2023/24, CareER organised 23 member activities for all members to connect with peers with similar or different disabilities/SEN.

These peer-led events offer an enjoyable experience for CareER members and a unique opportunity to develop social skills, enhance self-confidence, personal competencies, leadership skills, and network with other talented SEN students and alumni.



# Alumni & Mentorship

In our experience, CareER's peer support community effectively supports members with less experience in work and in life to gain confidence and build self-esteem. This year, CareER organised 3 in-person thematic career talks and alumni sharing sessions. Alumni from various industries shed light on how they identified their career interests, earned a place in their respective industries, and overcame adversities at work despite their disabilities/SEN.



CareER獎學金師友計劃-敘事實踐工作坊



CareER獎學金計劃——師友計劃團隊訓練營  
25-6-2023



校友分享會 - 職場轉運站  
10-11-2023



These casual get-togethers provided a relaxed environment for us to bond and exchange ideas. I took the opportunity to learn from my mentor's wealth of knowledge and experience in the IT industry. He generously shared valuable insights and advice regarding future career paths, which I found immensely beneficial. When choosing the internship, I will seek my mentor's advice, as it provides me with insights into the real work environment and the knowledge that can be acquired. I gained insights into emerging technologies, industry trends, and the skills required to thrive in a competitive job market. This exposure has equipped me with the knowledge and confidence to pursue my career goals with a clearer vision of my desired trajectory.

**Bosco Chu**



# Scholarships

CareER believes that people with disabilities can achieve excellence with the right tools. Thanks to the generous donations and continuous support from various donors and programme sponsors, we provided a total of HK\$249,500 to support 21 students with disabilities/SEN in 2023/24 through CareER's two scholarship programmes covering different age groups.

Unlike conventional scholarship programmes, academic achievement is neither a primary focus of our programmes nor a selection criteria for our awardees. Instead, we award those who show commitment and contribute to community services, actively participate in extra-curricular activities, and willing to challenge and expose themselves to new experiences despite their disabilities and SEN.

In addition to the attractive financial rewards that help support their studies, scholarship awardees also benefit from CareER's 6-Month Mentorship Programme, where they are paired with CareER alumni based on their career interests and disabilities.

Receiving the scholarship and participating in the mentorship programme has profoundly changed my personal and professional journeys. They have also been life-changing experiences. I can now focus on my studies and follow my academic goals without worrying about the financial burden, thanks to the scholarship and the acknowledgement of my abilities. I also gained industry knowledge, direction, and a strong network of supporters from the mentorship programme that kept me motivated and inspired. The programme had a significant influence on my life for which I am incredibly thankful.

**Hajrah Bibi**

## CareER Scholarship Programme



### Target Applicants:

- F.4-F.6 students with disabilities/SEN
- Post-Secondary students or graduates with disabilities/SEN

## Deutsche Bank - CareER Scholarship Programme



**BORN TO BE**  
Scholarship Program  
Deutsche Bank x CareER

### Target Applicants:

- Tertiary educated students and graduates aged 24 or below with disabilities/SEN



# Scholarships

Click below to see highlights and feedback from 2023 awardees:



DB Scholarship CareER Scholarship



## 2023 CareER Scholarship Awardees

### Senior Secondary:

#### Gold Award

- Cheung Hoi Yan
- Chow Long Ho, Mosco
- Ho Chun Hin Lotus
- Yu Nga Man, Carmen
- Yuen Wing Ki, Angel

#### Silver Award

- Tam Chun Hei
- Wong Wei Yui, Joshua
- Ye Man Kei, May

### Post-Secondary:

#### Gold award

- Chong Ching Sum, Zoe
- Lee Cheuk Hei, Chester
- Lin Tsz Nok, Curtis
- Ng Ching Tao, Phoebe
- Sung Leung Sing, Ricky

#### Silver award

- Chan So Yin, Zoe
- Ding Yi Jie
- Tse Long Hei, Ronnie

## 2023 Deutsche Bank Born to Be Scholarship Awardees

- Chu Ming Kong, Bosco - CUHK
- Hajrah Bibi - HKU
- Leung Wing Kiu, Rainie - CUHK
- Ou Yeung Ching Yee, Jeanie - HKU
- So Wing Tung, Denise - HKUST

I found the alumni sharing sessions to be enriching, as they allowed me to listen to the experiences of individuals with disabilities different from mine—including physical disabilities related to eyesight and mobility, as well as mental disabilities such as depression. I actively participated in the breakout sessions and engaged in meaningful discussions about the challenges faced by both myself and the alumni. **Tse Long Hei**



**Congratulations to all of our Scholarship Awardees this year!!**



# Career Coaching & Counselling Support

## Group Coaching Clinic Workshops & Individual Career Coaching

Thanks to our long-term supporting coaches, CareER successfully held 132 coaching sessions for CareER members this year, and 92% of the attendees indicated they would like to join similar workshops again in the future.



CareER offers free-of-charge coaching and counselling support to empower members and enhance their competencies. We firmly believe that engaging in meaningful conversations with others can significantly contribute to improving our members' resilience and self-acceptance.

## Walk-in Counselling Service

Launched in April 2022, CareER offers members walk-in counselling support with our in-house counsellors in an private 1-to-1 setting to reflect on their work-related struggles and explore coping strategies together. This year, our dedicated team handled 34 individual counselling cases of 89 sessions and 106 counselling hours!



# Career Development

CareER is dedicated to supporting each member's professional and career development by providing tailor-made job-matching services and ongoing support in career consultation, coaching, counselling, job skills training workshops, mentorship support and more. We believe career development is a lifelong journey, and we are here as peers to provide ongoing assistance to ensure our members' continued success, whether in their careers or in life. Our commitment to our members does not end with a job offer. Instead, it is just the beginning of it.

## Jockey Club Collaborative Project for Inclusive Employment - CareER Thriving Grass Career Development Programme (Thriving Grass)

The Thriving Grass programme is a pioneer career development initiative designed to provide self-development opportunities to enhance employability and boost workplace confidence for tertiary educated individuals with disabilities and SEN in Hong Kong. The initiative is a collaboration among *The Centre for Civil Society and Governance (CCSG) at The University of Hong Kong*, *CareER*, *Heep Hong Society*, *SAHK* and *St. James Settlement*, all working towards inclusive employment and a more inclusive society as a whole.

CareER ensures a seamless transition from campus to the workplace for students with disabilities and SEN every year, by matching them with inclusive employers for summer and winter internships to kickstart their careers. The programme is a learning opportunity for candidates and an empowering experience for participating inclusive employers.

In addition to internship opportunities, CareER offers an array of capability-building workshops and training to prepare members for holistic career development and personal growth.



# Career Development



Matching job opportunities for individuals with disabilities and SEN can be complex, as each member has unique needs and abilities. At CareER, we are committed to providing personalised guidance and qualitative candidate care to all members, ensuring they have the support and resources needed to achieve their career goals.

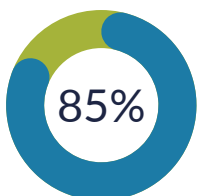
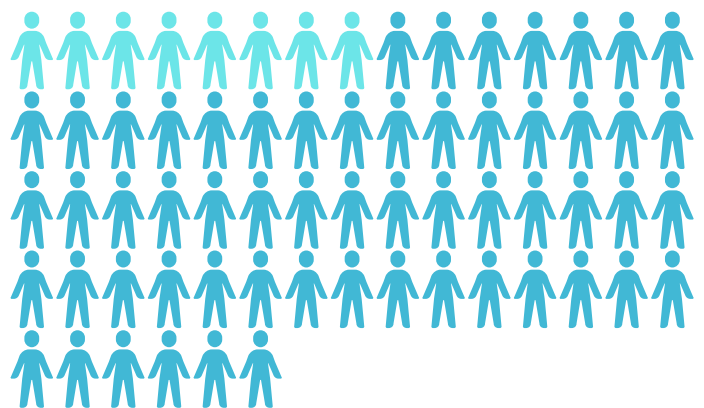
We are dedicated to helping our members find meaningful and inclusive employment opportunities that align with their skills, interests, and aspirations.

## Internships

Through the Thriving Grass Programme, CareER successfully matched 66 CareER members to 37 inclusive employers in 2023/24, which include large corporations, startups, social enterprises, charities and non-profit organisations.

Among them, 8 members were offered extensions to their employment contracts or received return offers for longer-term employment.

## 8 Return Offers for Longer-term Employment or Contract Extension



Participated employers are planning to have follow-up employment opportunities for the interns



Participated employers are planning to hire people with disabilities again in near future



# Career Development

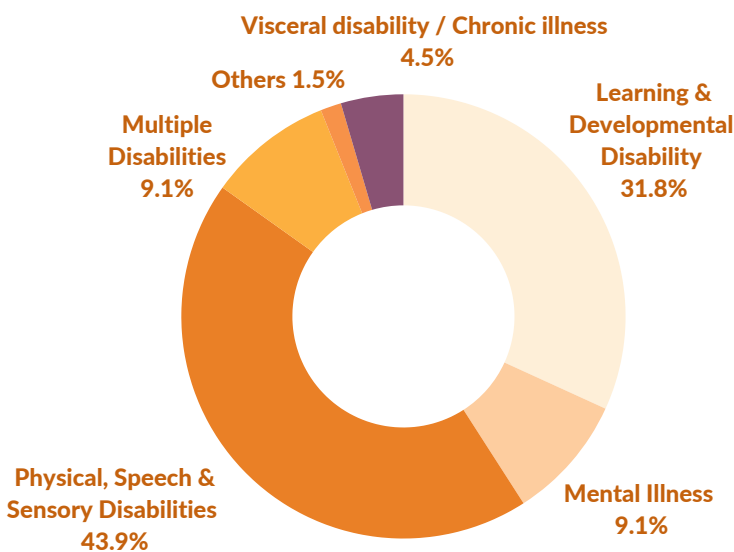
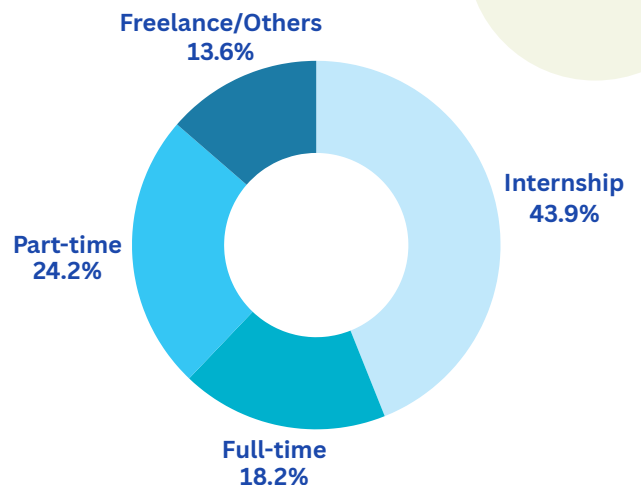
Scan the QR Code to see highlights of the Thriving Grass programme this year:



## Job Placements

CareER's job placement services are designed to empower individuals with disabilities, helping them overcome barriers and achieve their career aspirations. Other than internships, CareER also provides charitable full-time, part-time, freelance and temporary job placements to members and inclusive employer partners.

The following charts show a basic SEN profile of placed candidates from April 2023 to March 2024.



Regular follow-up & on-the-job support for employers and candidates

Offer optional Career Coaching or Counselling to further support placed candidates

Special cases referral to professional NGO partners when necessary



# Professional Development

## Job Skills Training Workshops

In 2023/24, CareER organised 3 training workshops, benefiting a total of 98 members. Additionally, we facilitated 2 company visits, allowing members to gain first-hand experience of the workplace. These visits provided valuable insights into employment prospects and practices at inclusive employers representing diverse industries.

“With company visits and sharing from company representatives, I can absorb much industry knowledge for future development. Through exchanging experiences with my corporate mentor, my knowledge of the industry has surely deepened. It is good to meet and know more people and expand my career network. With these chances, I can explore fields that I am unfamiliar with.

Lee Chun Hang

### 2-Part Workshop Series

從履歷到面試 From CV to Interview

工作坊一：在履歷表中脫穎而出

2-3-2024



Company Visit: Hong Kong Disneyland  
30-6-2023



# Member-Employer Networking

Scan the QR Code to hear feedback from participating CareER members this year:



IRF 2023

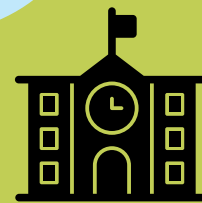
## CareER Inclusive Recruitment Fair (IRF)

Every year, CareER members can meet and greet inclusive employers from various industry sectors at our annual Inclusive Recruitment Fair, where members are encouraged to expand their professional network and learn about potential employment opportunities and career prospects from employers.

In 2023/24, a record-breaking 27 inclusive employers and 82 CareER members joined our annual Inclusive Recruitment Fair on October 21st at *Hotel Icon, Tsim Sha Tsui*. A quick shout-out to our amazing staff team and volunteers who ensure the smooth operation of this event!



# Campus Engagement



Every year, CareER actively engages with higher education institutions in Hong Kong to promote our mission and cultivate collaborative relationships. Such engagement creates a disability-friendly atmosphere on campus, and nurtures a collaborative and supportive staff community that can act as active advocates for disability inclusion. Talents with disabilities and SEN could find support at an early stage before they kickstart their careers.



# Corporate Engagement



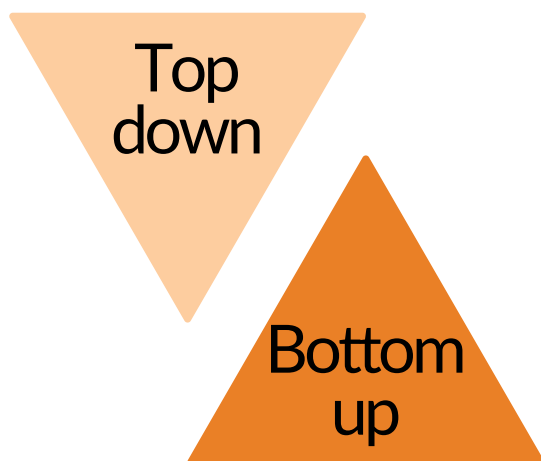
CareER is dedicated to supporting employers in initiating their disability inclusion journey through inclusive hiring. We provide **charitable job-matching services for interested employers and CareER members**, and refrain from charging fees for our services as it may create an additional barrier for hesitant employers. Our mission is to encourage as many employers as possible to embrace inclusive hiring practices.

As a charitable organisation, CareER prioritises social impact over financial gain, placing the needs of our members at the forefront. We firmly believe that talents with disabilities/SEN should have **equal access to job opportunities** and **unbiased career advice** that aligns with their best interests.

CareER is a non-Government subvented charity that prioritises social impact and the needs of our members over financial gain. We act to provide unbiased career advice that aligns with our members' best interests.

In our experience, employers of different industry sectors and company sizes exhibit diverse needs and perspectives when it comes to hiring individuals with disabilities. While support of senior management is vital for a corporation's long-term success in diversity, equity, and inclusion (DE&I) strategies, it is equally crucial to cultivate an inclusive corporate culture and foster change from within.

Leveraging our extensive expertise in driving disability inclusion within corporations, CareER offers a range of services and programmes tailored to different stakeholders within an organisation. These initiatives aim to promote inclusive hiring practices and create equal opportunities for individuals with disabilities or SEN. CareER employs both top-down and bottom-up approaches to foster change, ensuring that disability inclusion efforts permeate all levels of a company.



# CareER Disability Inclusion Index (DII)

Funded by *Swire Trust's TrustTomorrow* initiative and supported by *HKEX Foundation, Deloitte* and *Equal Opportunities Commission*, CareER launched a strategic framework and assessment tool, CareER Disability Inclusion Index (CareER DII), in 2021 for businesses to build their roadmap of measurable and tangible actions towards workplace disability inclusion.

CareER DII consists of 8 sections with 35 questions to collect data from employers to evaluate their disability inclusion performance in various areas. The index provides reference and assistance to employers across different industries to promote an open, inclusive, and accessible working environment for individuals with disabilities and SEN.

According to the CareER DII 2023 Key Findings, average scores of participating corporations increased by 8.45% compared to the previous year, demonstrating significant progress in fostering an inclusive culture and workplace environment to support employment for people with disabilities.



Title Sponsor



Strategic Partner



Knowledge Partner



Supporting Organization



Organisational Policies and Structure	Civic and Community Engagement	Products and Services	Supply Chain and Procurement
Recruitment	Staff Engagement and Retention	Accommodation and Adjustment	Accessibility

# CareER DII Forum



CareER welcomed representatives from 37 inclusive employers to join our annual CareER Disability Inclusion Index Forum at *Hotel Icon, Tsim Sha Tsui*, on October 21st, 2023. In addition to learning about the key findings and insights from CareER DII’s annual results, we were excited to invite the *Head of Sustainability & Shared Value, Nan Fung Development Limited*, also *Executive Committee of CareER*, Mr Garrick Lau as keynote speaker to share on impact measurement, followed by a CareER alumni’s sharing and two panel discussions for participants to exchange best practices in disability inclusion. Special thanks to our 2023 CareER DII Members, as well as Goldman Sachs, J.P. Morgan, HSBC, ISS Hong Kong, Manulife and MTR for sharing your inclusive practices with fellow participants this year!

## CareER DII Members 2023



# CareER Disability Inclusive Employer Badge

In addition to the overwhelming support from our inclusive employer partners, we have also introduced our inaugural 'CareER Disability Inclusive Employer Badge' scheme this year, aiming to publicly recognise and celebrate the efforts of dedicated local inclusive employers for their contributions to promoting workplace disability inclusion within their organisations. We were honoured to welcome Mr Ricky Chu, Chairperson of the Equal Opportunities Commission, who witnessed the unveiling of 26 Badge recipients in Hong Kong.



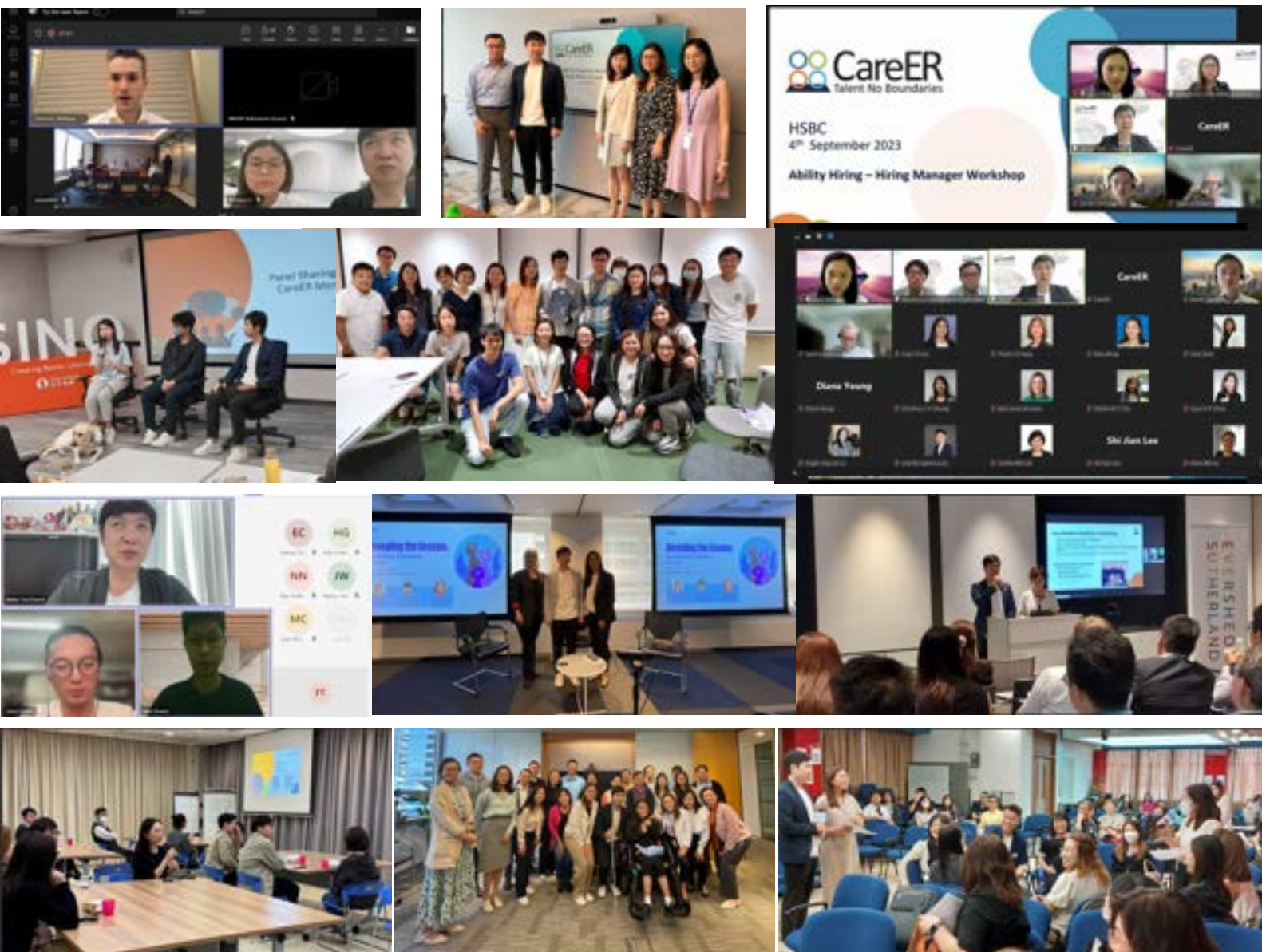
Scan the QR Code to watch highlights of the CareER DII Forum and Employer Badge Presentation Ceremony this year:



# Employer Training & Workshops

With the tremendous support of inclusive employers, CareER successfully organised 24 employer seminars, workshops and Disability Etiquette trainings in 2023. These initiatives aimed to provide support and share best practices with the business sector in Hong Kong, with the ultimate goal of enhancing employment opportunities for people with disabilities and SEN.

We believe in the importance of minimising biases in the workplace and fostering an inclusive culture that encourages open conversations. We thank all employers for entrusting CareER as their knowledge partner in disability inclusion. Together, we can create a more inclusive and equitable society.



# Disability Inclusion CONNECT

CareER recognises the importance of connecting inclusive employers who may be at different stages of their disability inclusion journey.

In 2023/24, CareER organised two hybrid Employer CONNECT sessions, bringing together 67 dedicated professionals from diverse backgrounds to exchange valuable insights and connect with like-minded DE&I practitioners and advocates. Through these sessions, employer representatives were able to share and discuss hiring case scenarios and organisational practices, fostering mutual understanding and advancing workplace disability inclusion.



A quick shout out to our venue sponsor, Societe Generale Hong Kong, as well as guest speakers, Mr Anthony Wong and Ms Nicole Lau from SIMCO, and Ms Amanda Fok from Let's Talk ADHD, for enriching our sessions!



# Accessibility Assessment

This year, CareER conducted 3 accessibility assessments for employers committed to enhancing workplace accessibility for their employees and visitors. These assessments typically involve evaluating a workplace's physical environment and digital resources to identify potential barriers or gaps that may hinder the employment and inclusion of employees and visitors with physical impairment.

By conducting these assessments, organisations have gained insights into their current level of accessibility, identified areas for improvement, and implemented changes to foster a more inclusive and accommodating environment for individuals with disabilities as employees or as visitors.



An accessibility assessment helps businesses and organisations to identify areas of improvement and develop strategies to enhance accessibility for employees and visitors with physical disabilities including visual, hearing, cognitive, or mobility disabilities

# RunnERthon Online & Row-IN Carnival 2023

## CareER's 8th annual fundraising event

CareER's annual fundraising event, *CareER RunnERthon Online 2023* took place from December 3rd to 17th, spanning two weeks. We are immensely grateful for the ongoing support of our event sponsors, corporate partners, volunteers, and supporting organisations! This year's event saw the remarkable participation of 159 teams from 25 local and international corporations, involving over 800 individuals!

This year, we resumed the event's kick-off ceremony in a physical format and introduced an exciting new challenge category for corporate employees: the 'Rowing Team Challenge' at the Row-IN Carnival at VESSEL, Kwun Tong!

Congratulations to winners of our Rowing Team Challenge, as well as winners of our various corporate awards!

A big thank you to the NGOs and corporate teams who participated, as well as everyone who joined us to try out our experiential game booths, which featured six different types of common disabilities and SEN. Participants, with or without disabilities, enjoyed the experience while gaining a deeper understanding of the daily challenges faced by people with disabilities and SEN!



# RunnERthon Online & Row-IN Carnival 2023

Thank you so much to our Event Sponsors, Partners & Supporters who have helped us achieve our annual fundraising goal!

Scan the QR Code to see highlights of the event this year:



RunnERthon 2023

**Gold Sponsor:**

Bank of America  
HACTL  
Hermes

**Silver Sponsor:**

Daiwa Capital Markets

**Bronze Sponsor:**

Goldman Sachs  
MTR  
Societe Generale

**Prize Sponsor:**

A-1 Bakery Group  
Bitos Asia  
Eone-Time  
Hasbro  
Hung Fook Tong  
Nissin Foods  
Swire Properties  
Unilever

**PR Partner**

Ogilvy

**Sponsor Organisation**

Hong Kong China Rowing Association

**Event Partner:**

Sportsoho

**Venue Partner**

HKALPS

**Design Partner:**

DustyKids

金贊助 GOLD SPONSOR

BANK OF AMERICA

Hactl

銀贊助 SILVER SPONSOR

Daiwa Capital Markets

青銅贊助 BRONZE SPONSOR

Goldman Sachs

MTR

SOCIETE GENERALE

獎品贊助 PRIZE SPONSOR

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# Acknowledgements

On behalf of the CareER team, we would like to express our deepest gratitude to the following companies and individuals for their generous support and commitment to our mission of empowering talented individuals with disabilities and SEN.

Their contributions have enabled our team to provide vital resources, support services, and opportunities to talented individuals and have significantly impacted the lives of those we serve.

## **Donors:**

Deutsche Bank AG, Asia Pacific Head Office  
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Ng Teng Fong Charitable Foundation  
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## **Pro Bono Advisors**

King & Wood Mallesons  
KPMG

## **CareER Coaches**

Angela Ye  
Anjan Bhowmick  
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Isaac Kwong  
Jack Cheung  
Jenny Nip  
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Merrick Ho  
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Senna Cheung  
Thomas Fung  
Winnie Lee

**Together, we transform  
lives and create a more  
inclusive environment for  
talents with disabilities.**

# Donation Methods

At CareER, we are dedicated to empowering individuals with disabilities and SEN, unlocking their potential, and creating equal opportunities for them to thrive. As a non-Government subvented charity, we rely heavily on the support of generous individuals like you.

With your support, we can provide essential services, programmes and opportunities that enable talented individuals to reach their full potential. No donation is too small, and every contribution counts. Your generosity will help us foster inclusivity, promote equal opportunities, and build a more inclusive society where everyone can succeed.



## Donation by Paypal / Credit Card:

Visit [www.career.org.hk/donation/](http://www.career.org.hk/donation/) or scan the QR code to donate:



## Donation by Cheque:

Cheque payable to "CareER Association Limited" and post to:

*P.O. Box No.90232,  
Tsim Sha Tsui Post Office,  
Hong Kong*

## Donation by Direct Deposit / Bank Transfer:

Name of Bank: Bank of East Asia  
Account Name: CareER Association Limited  
Account Number: 015-514-68-01794-3

After deposit, email a photo of the original bank receipt to [info@career.org.hk](mailto:info@career.org.hk), or post the physical copy to the address above.



# Annual Report 2023/24

Charity No. 91/13388



Registered HKCSS  
Agency Member

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