CareER
Talent No Boundaries

Annual Report
2022/23

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Year in Review: Message from CEO

The year 2022/23 has been turbulent yet memorable for CareER. Despite facing significant challenges due to the fluctuating COVID-19 pandemic situation and stringent social distancing measures, a 50% staff turnover and the retirement of our beloved guide dog Range, we have continued to serve our members and community with dedication.

The virtual social environment and lack of physical events and member activities have affected our members' mental well-being. Nonetheless, we had significant accomplishments during this time: we welcomed over 150 new CareER members and had a record high of 26 participating inclusive employers at our Inclusive Recruitment Fair. In the second year of the CareER Disability Inclusion Index (DII), we saw a 30% increase in participating employers from 19 in 2021/22 to 29 this year, driving disability inclusion forward on a corporate level. We also proudly report that over 34 employers have hired talents with disabilities/SEN through CareER, resulting in 90 job placements this year.

In August, we moved to a permanent, accessible office with proper meeting rooms for member counselling and activities. This move will enable us to serve our members and community better, as we remain committed to our mission of empowering individuals with disabilities and SEN in their pursuit of fulfilling careers and endeavour to contribute to society.

> **The year 2022/23 has been turbulent, yet memorable for CareER**

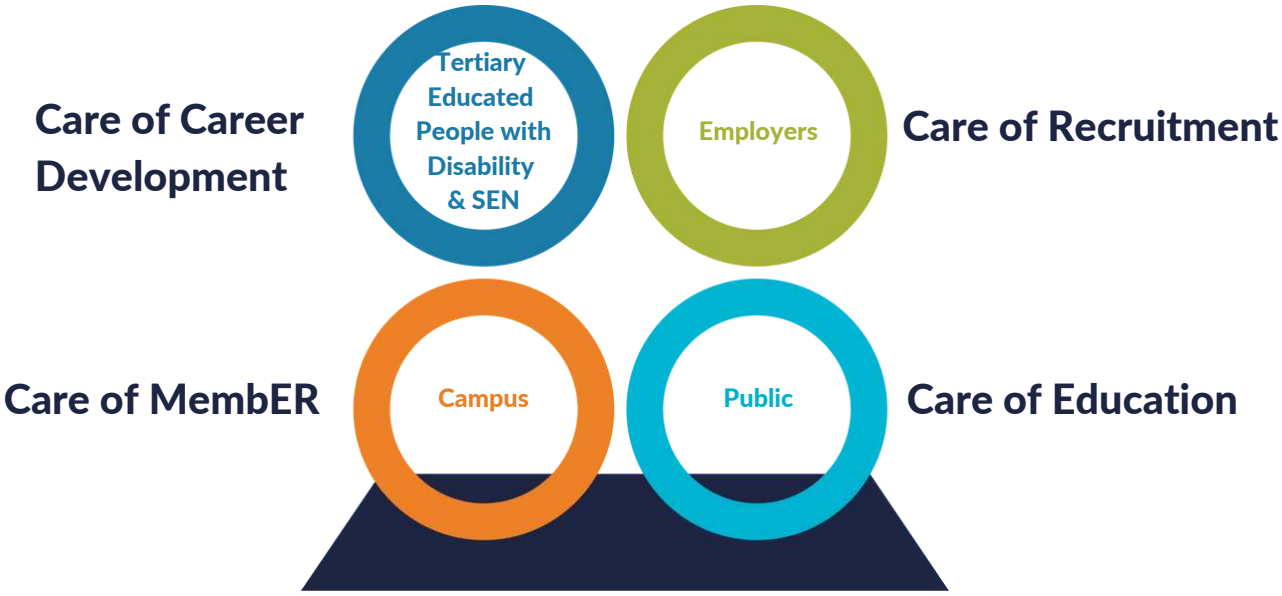
CareER has launched our first Customer Relationship Management (CRM) system and an online member portal, providing CareER members with individual login accounts to access CareER's online resources. Our online portal includes a booking system for online counselling, an enrollment system for member activities, and various e-learning resources. Internally, we have developed a more robust operation team with in-house IT, finance, and administrative staff, while actively seeking opportunities to utilize automated technology to streamline workloads. This has enabled us to migrate much of the HR administration function online and launch an HRMIS system, freeing up our team for mission-critical tasks.

As a non-profit organisation committed to driving excellence, CareER faces the challenge of transitioning from an early-stage start-up to becoming a long-term, financially sustainable charity with standardised SOPs and service standards. However, we are optimistic that with the support of our dedicated staff team, donors, and long-time supporters who have placed their faith in our vision and mission, we can provide more comprehensive solutions to support employment for talents with disabilities and SEN.

Walter Tsui
Co-Founder & CEO

What is CareER?

Established in 2014, CareER is the first charity in Hong Kong to provide holistic career support to tertiary educated individuals with disabilities and special educational needs (SEN) to ensure a smooth transition from campus to the workplace.



Standing for Care in Education and Recruitment, CareER provides **charitable job-matching services** for employers and candidates with disabilities/SEN, while acting as a **peer support community and alumni union** to support tertiary educated individuals with any type of disabilities and SEN as defined by the Hong Kong Government.

We believe that everyone deserves the opportunity to achieve and pursue fulfilling careers and contribute to society, regardless of their disabilities or SEN. Through our continued efforts and collaborations with employers and institutions, we seek to break down barriers and create a more inclusive and equitable society.

CareER serves tertiary educated talents with <u>any type of disabilities & SEN</u>:

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

To maximise the capabilities of tertiary educated talents with disabilities/SEN; and enable them to become independent and contributing members of the community.

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 inclusive talent 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:

KPMG

Legal Advisory and Company Secretary Services:

KING&WOOD MALLESONS

Executive Committee

Ms. Reina Cheng
CHAIRPERSON

Mr. Charles Chan
HONORARY TREASURER

Ms. Barbara Yeung
DIRECTOR

Mr. Garrick Lau
DIRECTOR

Dr. Ilex Lam
DIRECTOR

Mr. Kevin Ko
DIRECTOR

Ms. Mabel Chau
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.

15 Full Time
1 Part Time

75% Female
25% Male

Staff with disabilities / SEN
43.8% (7 out of 16)

Milestones

2014

CareER registered as a charity in Hong Kong

2015

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

2016

- CareER formed the 1st Student Committee
- KPMG became pro bono auditor of CareER
- CareER held the 1st Annual RunnERthon

2017

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

2018

- Launched CareER Jockey Club Thriving Grass Career Development Program

2019

- Launched Deutsche Bank – CareER Born to Be Scholarship Program

2020

- Launched CareER Scholarship Program

2021

- Launched CareER Disability Inclusion Index (DII)

2022

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

Key Event & Highlights

JAN - FEB
- Round-Table Discussion with Higher Education Institutions
- Student Committee & Member activities

MAR - APR
- Thriving Grass Program Info Day
- Employer CONNECT

MAY - JUN
- Job Skills Training Workshops
- Scholarship Programs
- Student Committee & Member activities

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

SEP - OCT
- Inclusive Recruitment Fair
- Disability Inclusion Index Forum
- Thriving Grass Graduation

NOV - DEC
- RunnERthon
- Winter Internships
- Student Committee & Member activities
- Job Skills Training Workshops

KEY FIGURES OF 2022/23

Member Engagement

154	New CareER Members
23	Social & Capability Building Activities
228	Members Attended Job Skills Training & Company Visit
24	Scholarship Awardees
90	Successful Job Placements
242	Counselling & Coaching Sessions

Employer Engagement

3	Disability Inclusion CONNECT
21	Employer Seminar & Training
6	Accessibility Assessment
29	Disability Inclusive Index Corporate Participants
34	Inclusive Employers
158	RunnERthon Corporate Teams

Member Engagement

CareER is the first student and alumni union of tertiary educated individuals with 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 7th Student Committee!!

Members:

- Coco HO Wun Yan
- Edmund Gilbert WONG
- Matthew YU Chun Yin
- Ronnie TSE Long Hei
- Sara TONG Hiu Yan
- Teddy CHAN Kam Hung
- Theo WONG Yat Fung
- Yuki CHEUNG Yuk Yi

Advisors:

- Phoebe NG Ching Tao
- Rex CHEUK Ka Ho

Personal Development

Inclusive Leadership Training Summer Camp

CareER's annual Inclusive Leadership Training Summer Camp (aka O-Camp) was successfully held on 6-7th August 2022 at the *HKAYP Jockey Club Duke of Edinburgh Training Camp*. This year, 34 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.

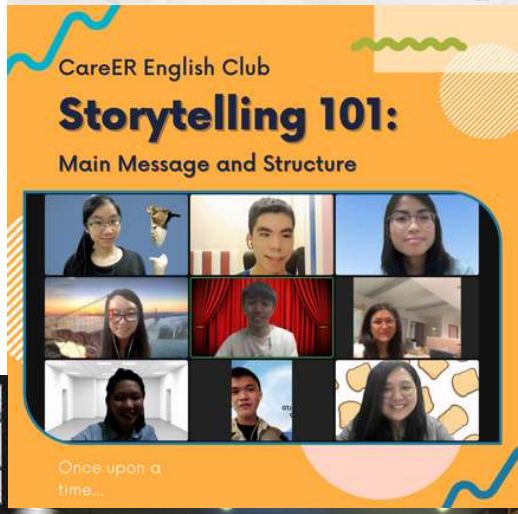
At CareER, we believe that these traits are essential for building an inclusive society, and we are proud to have played a part in nurturing these young leaders and equipping them with the skills and mindset needed to create positive change in the world.

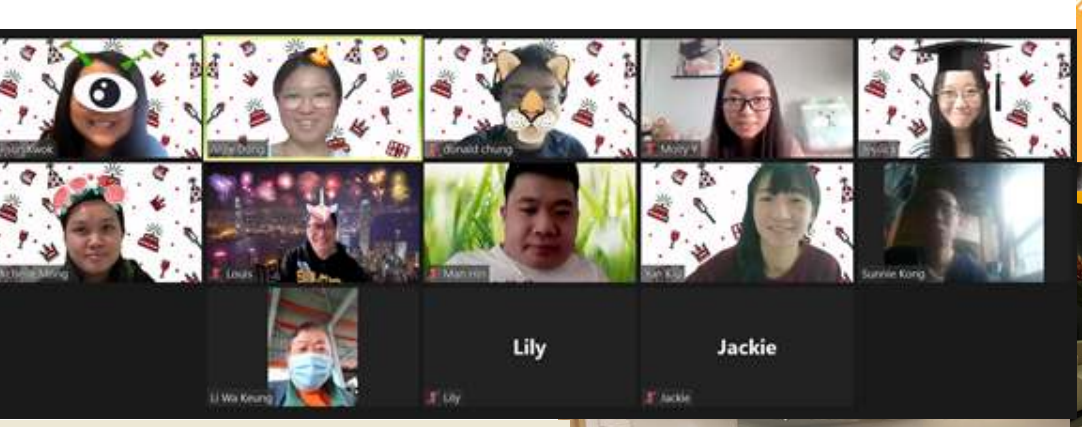
Peer Community

Member Activities & Interest Club

In 2022/23, CareER organised 11 member activities and Interest Club 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 online and 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.

> I experienced warmth when attending CareER's alumni sharing and member gatherings. The CareER alumni who have reached career heights are inspirational to me, and their insights about diversity in workplaces, and how they face challenges during their studies and work. I admire their strength in their life path and aspire to learn from their examples to realise my goals.
>
> **Chen Sin Yu**

Scholarship

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 program sponsors, we provided a total of HK$194,000 to support 24 students with disabilities/SEN in 2022/23 through CareER's two scholarship programs covering different age groups.

Unlike conventional scholarship programs, academic achievement is neither a primary focus of our programs 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 Program, where they are paired with CareER alumni based on their career interests and disabilities.

> The program has really left a big impact on me. Not only has the scholarship allowed me to focus and initiate my passion project ideas, but the mentorship program alongside the different seminars held by CareER also allowed me to develop my professional skill set in networking and understand the working world in Hong Kong.
>
> **Matthew Foo**

CareER Scholarship Program

CareER 獎學金計劃
Scholarship Program

Target Applicants:

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

Deutsche Bank - CareER Born To Be Scholarship Program

BORN TO BE
Scholarship Program
Deutsche Bank x CareER

Target Applicants:

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

Scholarship

Scan the QR Codes to see ceremony highlights and sharing of our Scholarship Awardees this year:

2022 CareER Scholarship Awardees

Senior Secondary:

Certificate of Achievement
- Chan Tsz Ting
- Deng Sin Yee
- Lo Yan Yee
- Tsang Ho Yan
- Wong Yue Ching

Certificate of Merit
- Chan Ho Yan
- Li Sing Fai
- Ng Wing Sum

Certificate of Recognition
- Chan Chung Lok
- Chong Siu Yeung
- Lo Ka Hei
- Or Tin Nam
- Wong Sze Lam

Post-Secondary:

Certificate of Achievement
- Fu Hiu Nam
- Hui Wing Sze
- Leung Kin Hung
- So Chi Lim
- Wong Yun Chiu

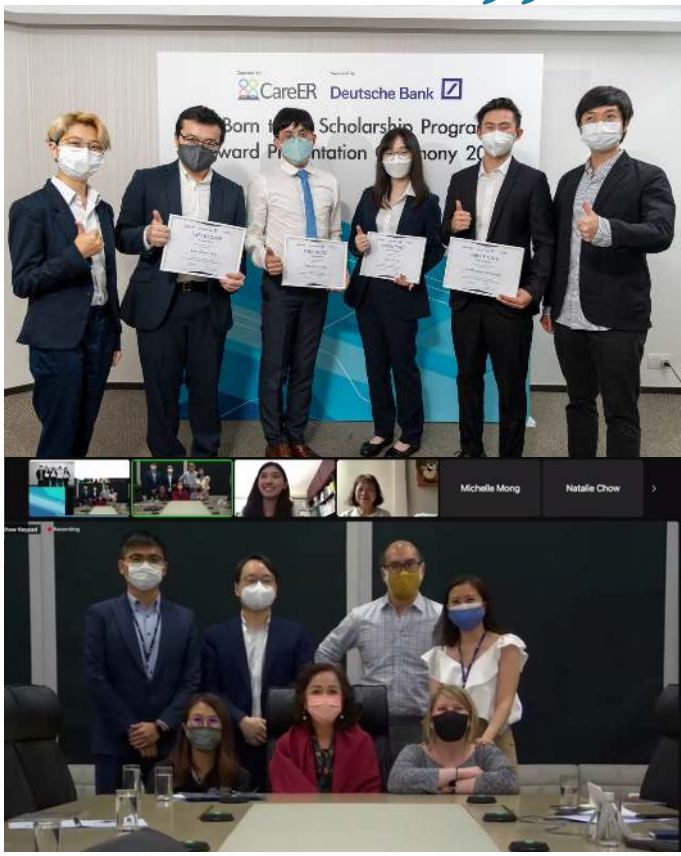
Certificate of Merit
- Cheuk Ka Ho

Congratulations to all of our Scholarship Awardees this year!!

2022 Born To Be Scholarship Awardees

Certificate of Achievement
- Chen Sin Yu - CUHK
- Foo Matthew Alexander - HKUST
- Lee Chun Hang - PolyU
- Leung Wing Man - CUHK
- Wong Sum Ming - PolyU

> I would like to thank Deutsche Bank and CareER for awarding me the Scholarship and the Mentorship Program. I have fully utilized the scholarship for my medical treatment. This scholarship has given me timely help in my recovery. I am pleased that my clinical situation is stable.
>
> **Wong Sum Ming**



Career Coaching & Counselling Support

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' mental resilience and overall well-being.

Group Coaching Clinic Workshops & Individual Career Coaching

Thanks to our long-term coaching partners Gears Counselling & Development Centre, and Positive Motion Consulting, CareER successfully held 93 personality assessment debriefing sessions and 156 coaching sessions for CareER members this year, and 92% of the attendees indicated they would like to join similar workshops again in the future.

始動輔導及發展中心 Gears Counselling & Development Centre

PositiveMotion+

Walk-in Counselling Service

The prolonged COVID-19 pandemic and social restrictions have challenged the mental well-being of students and members. In response to this, CareER launched a walk-in counselling service in April 2022, offering all CareER members private 1-to-1 sessions with our in-house counsellors (via Zoom or in person) to share personal and work-related struggles and explore coping strategies together. This year, we handled 20 individual counselling cases, equivalent to 213 hours and 40 minutes of 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 Program (Thriving Grass)

The Thriving Grass program 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 program 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.

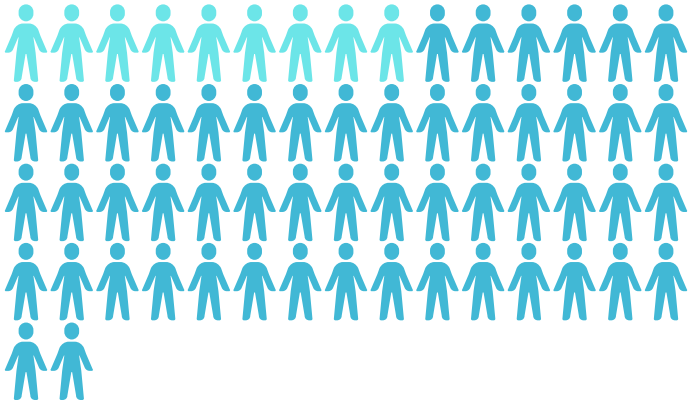
We are dedicated to helping our members find meaningful and inclusive employment opportunities that align with their skills, interests, and aspirations.

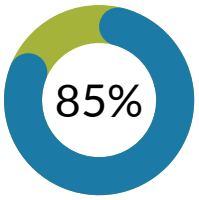
Internships

Through the Thriving Grass Program, CareER successfully matched 62 CareER members to 34 inclusive employers in 2022/23, which include large corporations, startups, social enterprises, charities and non-profit organisations.

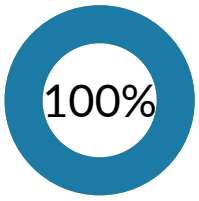
Among them, nine members were offered extensions to their employment contracts or received return offers for longer-term employment.

9 **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

63% **Corporate Internship**

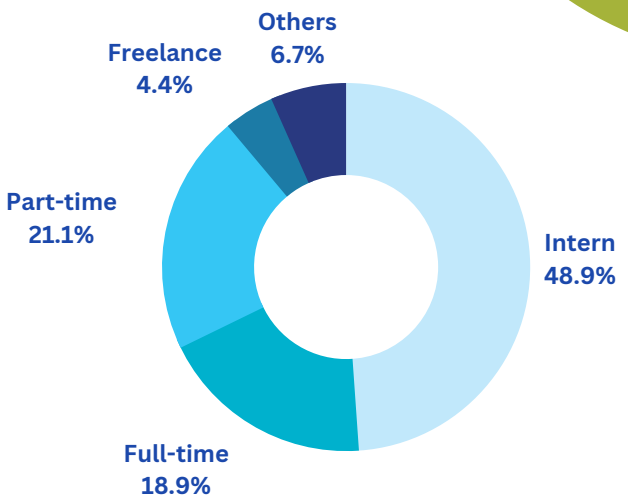
37% **Non-Corporate Internship**

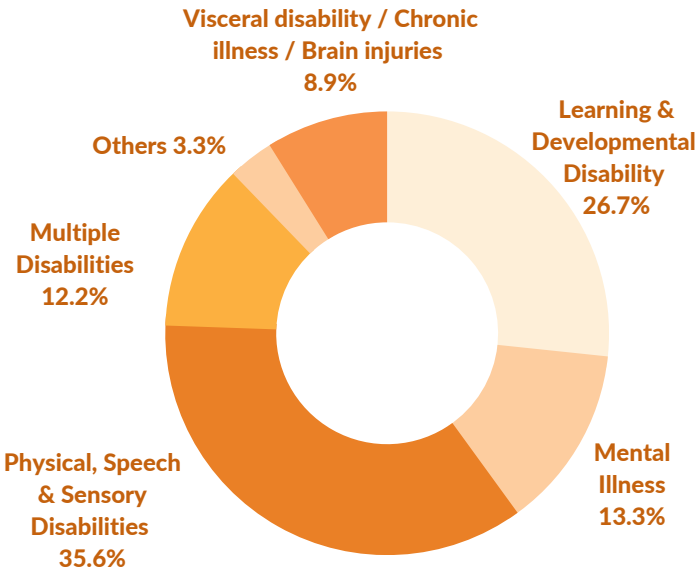
Career Development

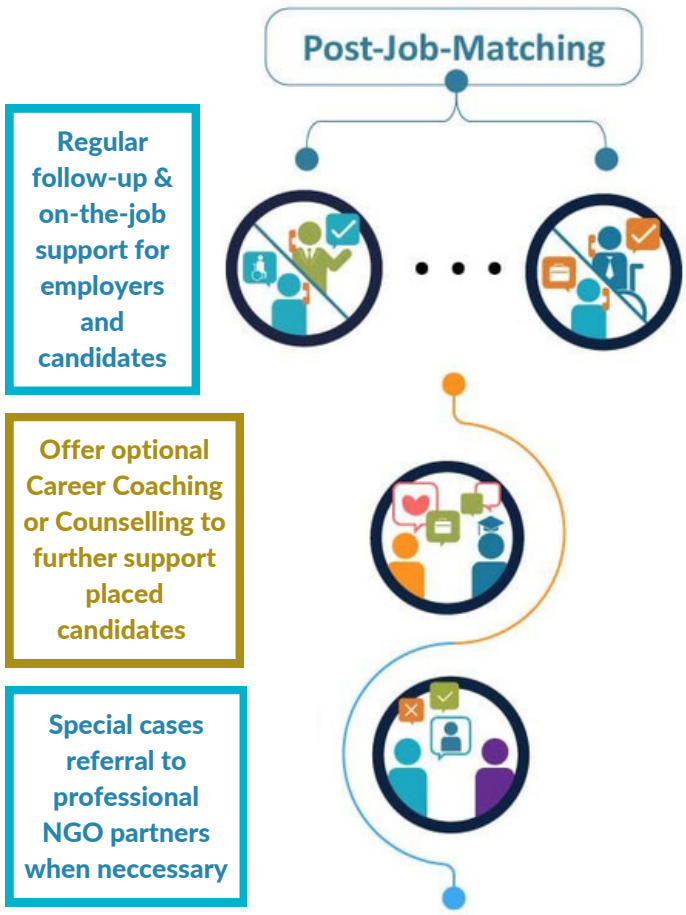
Job Placements

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 free-of-charge full-time, part-time, freelance and temporary job placements to all members and inclusive employer partners.

The following charts show a basic SEN profile of placed members from April 2022 to March 2023.





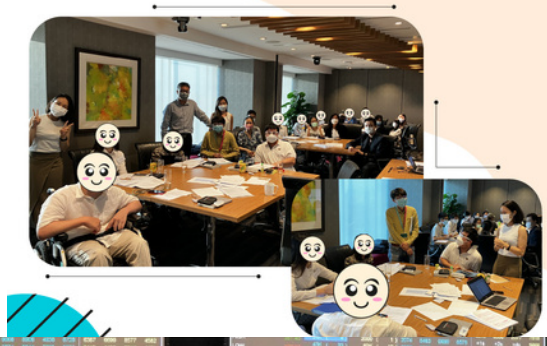


Professional Development

Job Skills Training Workshops & Company Visits

In 2022/23, CareER organised a total of 5 training workshops, which were held both in-person and online, benefiting a total of 145 members. Additionally, we facilitated 4 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 Kering representatives, I can absorb much industry knowledge for future development. Through exchanging experiences with my mentor and Kering staff, my knowledge of the IT field 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**



Member-Employer Networking

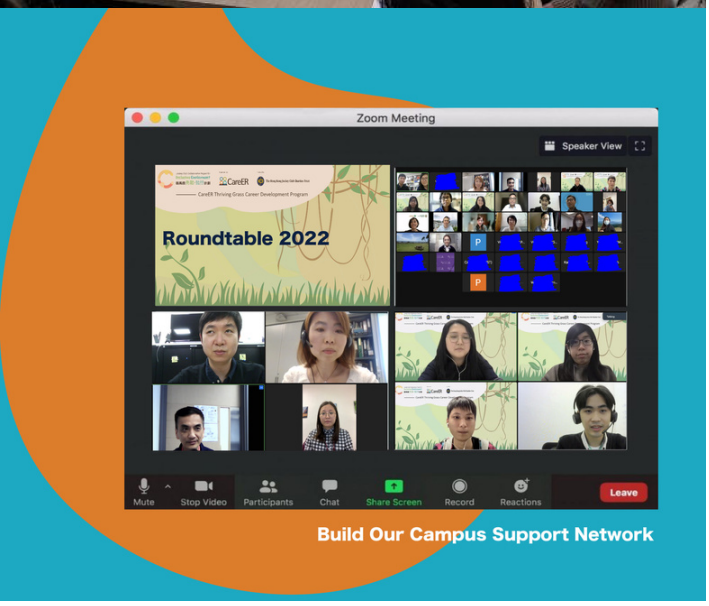
Scan the QR Code to hear feedback from participating CareER members this year:

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 to expand their professional network and learn about potential employment opportunities and career prospects.

In 2022/23, a record-breaking 26 inclusive employers and 63 CareER members joined our annual Inclusive Recruitment Fair on October 22nd 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. Via our annual Roundtable gathering, we aim to connect stakeholders across educational institutions, including SEN officers, counsellors, lecturers, faculty staff, and career office representatives who are eager to support students and graduates with disabilities and SEN and facilitate their exchanges on the latest challenges and successful measures and practices on campus.

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.

This year, 20 representatives from 10 higher education institutions in Hong Kong gathered at CareER's annual Roundtable held at *King & Wood Mallesons'* corporate office. We are grateful to have sharing by two speakers: Mr. Andy Wall from the University of Southampton, UK, who shared his global perspective on supporting students with disabilities and SEN, and Ms. Florence Cheung, Training Consultant from the University of Hong Kong on the techniques, counselling skills and best practices for suicide prevention, and the protocol to handle a crisis.

In addition to our annual Roundtable gathering, CareER offers customised workshops and sharing sessions to interested educational institutions. These sessions cover a range of topics based on specific needs and aim to provide further support in creating an inclusive campus for students with disabilities.

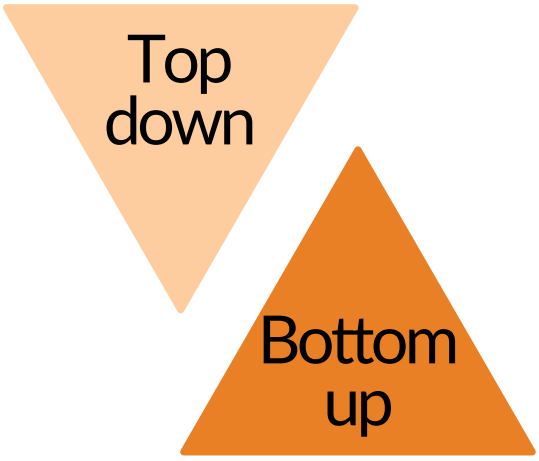
Corporate Engagement

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 programs 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 all persons with disabilities and SEN.

According to our 2022 Key Findings Report, establishing guidelines, standardizing mechanisms, and monitoring progress related to inclusive hiring, workplace accessibility, and providing accommodation are crucial for effectively monitoring a business's disability inclusion journey.

CareER Disability Inclusion Index 傷健共融指數

Title Sponsor

SWIRE | TRUST TOMORROW

Strategic Partner

HKEX Foundation 香港交易所慈善基金

Knowledge Partner

Deloitte.

Supporting Organization

平等機會委員會 EQUAL OPPORTUNITIES COMMISSION

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 Dissemination Ceremony

This year, CareER welcomed representatives from 29 inclusive employers to join our annual CareER Disability Inclusion Index Dissemination Ceremony at *Hotel Icon*, *Tsim Sha Tsui*, on October 22nd.

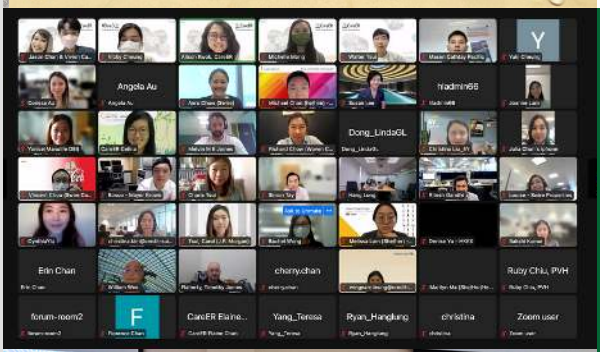
The ceremony began with opening remarks from Ms. Reina Cheng, Chairperson of CareER's Executive Committee, followed by a presentation of the key findings and insights from the CareER DII 2022 by our Corporate Training and Engagement team.

The event also featured panel sharing sessions by Mr. Shashaank Awasthi, Co-Founder of impact social enterprise *V-shesh*, and Ms. Olivia Wong, General Manager, Environmental & Social Responsibility of *MTR Corporation Limited*.

Employer Training & Workshops

With the tremendous support of inclusive employers, CareER successfully organised 21 employer seminars, workshops and Disability Etiquette trainings in 2022. 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.

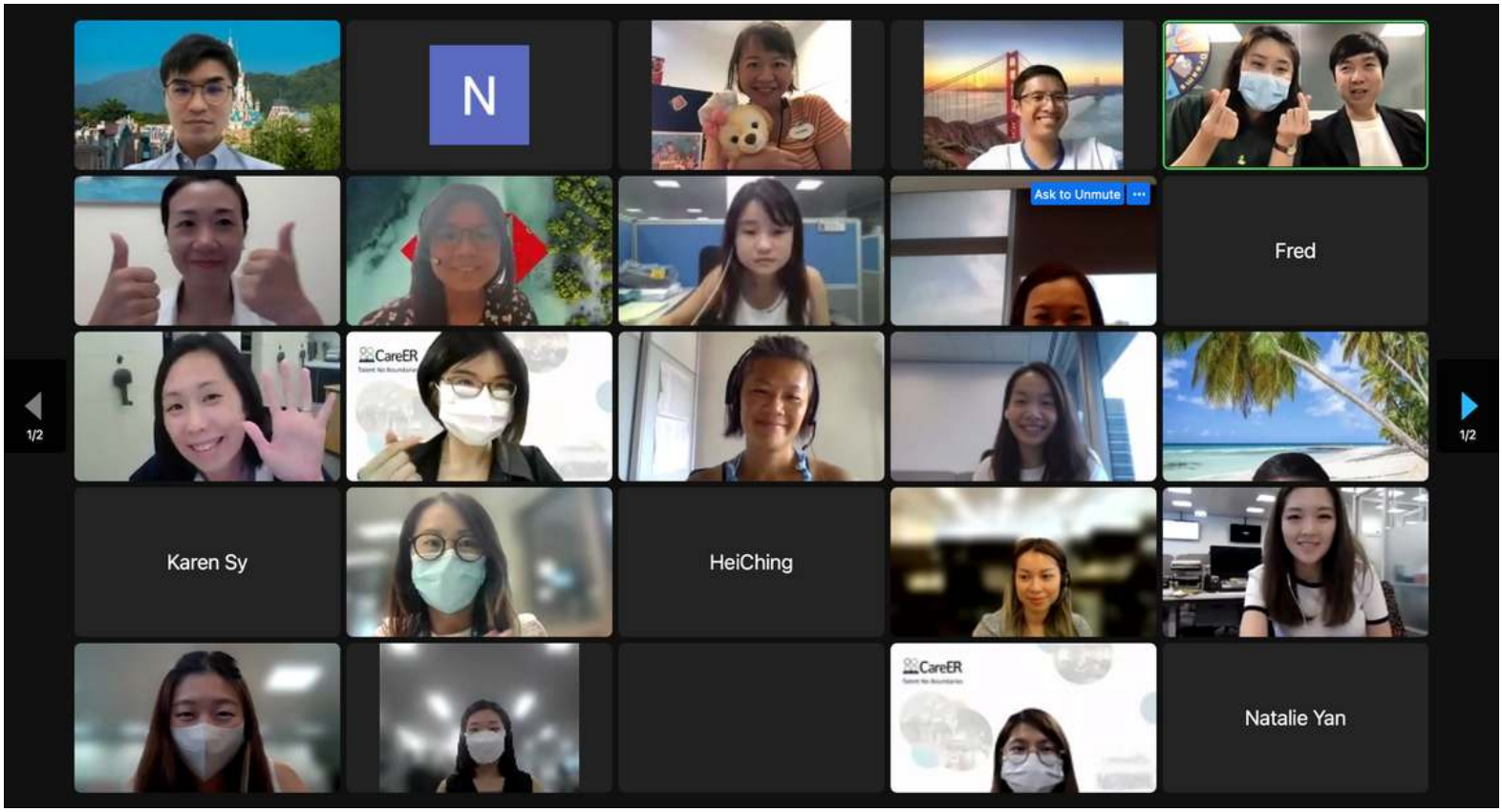


Disability Inclusion CONNECT

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

In 2022, despite the challenges posed by the COVID-19 pandemic, CareER successfully organised 3 online sessions of Employer CONNECT. These sessions brought together a group of dedicated professionals from all walks to discuss disability inclusion plans and practices. The objective was to foster sharing and understanding, which will help create more inclusive workplaces across different businesses and organisations.

Through these connections, employers can discuss case scenarios, exchange valuable insights, and meet other like-minded DE&I practitioners and advocates.



Accessibility Assessment

This year, CareER performed 6 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 2022

CareER's 7th annual fundraising event stayed virtual once again due to COVID-19 restrictions

CareER's annual fundraising event, RunnERthon is designed to engage corporate staff members through sports and encourage them to actively contribute their time to a meaningful cause. The annual event celebrates the *International Day of Persons with Disabilities* on December 3rd every year, and raise awareness about the challenges faced by individuals with disabilities and the importance of an inclusive society.

This year, *CareER RunnERthon Online 2022* took place from November 26th to December 11th, spanning a duration of 2 weeks. For the first time, we introduced a 'Calories Burning Challenge', encouraging participants to engage in any type of active sports to burn calories anytime, anywhere in the world during the 2 weeks - staying healthy and active in response to the COVID-19 pandemic and social distancing measures!

We are immensely grateful for the support of sponsors and corporate supporters. The event saw a remarkable participation of 158 teams from 21 local and international corporations, and we collectively burned 1,600,000+ kcal during this event!

The Calories Burning Challenge target was 10,000 kcal for corporate teams; and 1,000 kcal for Individuals.

CareER RunnERthon Online 2022 Kick-off Ceremony was held successfully on 2nd December 2022 in celebration of the annual *International Day of Persons with Disabilities* at VESSELS, Kwun Tong Promenade.

During the Kick-Off Ceremony, participants are invited to kickstart the 2-week virtual run and start burning off calories by doing various stretching exercises

RunnERthon Online 2022

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 the event kick-off ceremony this year:

Remember, "*ALL* ways count for disability inclusion" and every action contributes massively towards a disability inclusive society!

Gold Sponsor:
Bank of America
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Goldman Sachs
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Prize Sponsor:
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Bitos Asia
Edrington Hong Kong
Fossil Group
Hasbro
Hung Fook Tong
Nissin Foods
Swire Properties
Unilever

Media Support:
MTR
Star Ferry

Event Co-organiser:
Sportsoho

Design Partner:
Dusty Kids

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
FWD Group Management Holdings Limited
HKEX Foundation Limited
Labour and Welfare Bureau
The Arthur Samy Memorial Fund
The Hongkong and Shanghai Banking Corporation Ltd
The Hong Kong Jockey Club Charities Trust
The Swire Group Charitable Trust
Woven Charitable Foundation Limited

Pro Bono Advisors
King & Wood Mallesons
KPMG

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

CareER Coaches
Angela Ye
Anjan Bhowmick
Asha Sridhar
Carmen Au
Chris Wong
Connie Tung
Enko von Arnim
Gary Chao
Helen Pang
Isaac Kwong
Ivan Yong
Jack Cheung
Jenny Nip
Karen Lai
Merrick Ho
Norris Wong
Peter Chum
Phyby Tsang
Queenie Wong
Senna Cheung
Thomas Fung
Waiyi Leung
Winnie Lee
Yalan Wu

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, programs 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/ 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*, or post the physical copy to the address above.

Annual Report 2022/23

Charity No. 91/13388

Registered HKCSS
Agency Member

This annual report is only available digitally to save on paper printing.
Please THINK BEFORE YOU PRINT, and print on both sides of the paper if necessary.

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