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NEWS/BUSINESS/FINANCE/LIFESTYLE EDITORS For Immediate Release

Fair Opportunity Inclusive Recruitment Fair Removing barriers to employment for students with disabilities

Hong Kong, 6 October 2017 – The Fair Opportunity Inclusive Recruitment Fair will be held on Saturday, 7 October at the Hotel ICON, Hong Kong. The Fair, organised by leading NGO CareER in partnership with Community Business, is part of the Fair Opportunity programme, a pioneering initiative which supports higher education students with disabilities as they transition to employment.

The Fair provides an exclusive channel for students and graduates with disabilities to meet leading corporates who are committed to creating a diverse workforce and an inclusive workplace culture that values differences. It also provides these inclusive employers with a pool of capable talent who are available for employment or internships. To prepare the students and participating companies for the Fair, two separate workshops have been held:

1. On 22 September, a **Building Disability Confidence Workshop for Employers** was hosted by Hotel ICON. This workshop provided an opportunity for like-minded companies to learn and share best practices when recruiting people with disabilities, including the importance of language, etiquette and workplace accommodations. Fern Ngai, CEO of Community Business gave a presentation on *“Positioning Your Company as an Inclusive Employee”* addressing the challenges people with disabilities face and how to become an inclusive employer. Walter Tsui, Co-Founder and Executive Manager, CareER, moderated a panel on *“Embedding Diversity and Inclusion Initiatives into Corporate Strategy,”* featuring speakers from AIA MPF, J.P. Morgan, and L’Oreal. Students with disabilities shared their own experiences and stories.

2. On 25 September, a **Capability Building Workshop** was held for participating students and hosted by AIA MPF. During the workshop, designed to prepare students with disabilities for the Inclusive Recruitment Fair, HR and recruitment experts from AIA Hong Kong, CMRS Group, Hong Kong Airlines and Towngas shared practical job seeking tips including CV writing and interview skills, and Laneige taught students about personal image and grooming. A mock interview session conducted by AIA MPF volunteers enabled students to put what they learned into practice. Mr Stephen Fung, Chief Executive Officer of AIA MPF, said, “AIA MPF strongly believes that everyone, regardless of their abilities and physical condition, deserves stability in their lives from which they are able to achieve their desired retirement. Abiding by this belief, we are committed to advocating for equal employment opportunities for the people with disabilities (PWDs) and encourage more corporates to value talented PWDs. This way, we can provide chances for everyone to showcase their abilities, while co-creating an inclusive and harmonious Hong Kong.”

The main event of the Programme is an Inclusive Recruitment Fair where companies have the opportunity to position themselves as an employer of choice for disabled talent, interacting directly with the students to explore employment opportunities, including full-time roles and internships. New to the Fair this year will be an exhibition featuring a number of organisations providing a diverse range of services for people with disabilities.

Priscilla Pang, a student joined the Programme last year, shared, “I have always been reluctant to disclose my disability, whether it be friends or during my job-seeking process. The main reason stems from the fear of discrimination. I first got in touch with CareER in the 2016 Fair Opportunity Career Fair. I was fortunate enough to gain an internship opportunity at J.P. Morgan with the help of this career fair. As a student participant of the programme, not only it has given an opportunity to train up my interview skills but at the same time it was a great chance for me to understand in greater depth about the companies I am interested in in a small group and more interactive context.”



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Fern Ngai, CEO of Community Business, said, "The participating students are worthy of consideration for employment opportunities as they have all demonstrated commitment, resilience, determination and hard work in order to achieve their educational goals. We urge employers to take steps to tap into this capable and loyal talent pool which can contribute to their business and help build a more diverse and inclusive workplace".

Community Business has been running its annual Inclusive Recruitment Programme in Hong Kong since 2013 and has partnered with CareER since 2015. This year, more than 90 students has joined the programme, and compared with 2016, there has been a 25% increase in participating companies in 2017. Since the Programme's inception in 2013, 221 students have participated, with 37.5% subsequently securing an internship or full time employment.

Useful links:

Fair Opportunity: <http://career.org.hk/index.php?page=5>

CareER: <http://career.org.hk/>

Community Business: <http://www.communitybusiness.org/>

Tapping a Pool of Disabled Talent, Community Business:

http://www.communitybusiness.org/images/cb/publications/2014/Tapping_a_Pool_of_Disabled_Talent_in_India_AccessibleVersion.pdf

Employment of High-Educated Disabled Persons Survey, CareER

<http://www.scmp.com/news/hong-kong/health-environment/article/2019017/study-shows-hong-kongs-disabled-face-harsh>

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About Fair Opportunity

Fair Opportunity, previously named Open to You, is an award-winning initiative of Community Business. The yearly programme has created a significant positive impact over the years regarding building disability confidence of students and employers, and creating employment opportunities.

2017 Gold Sponsors	AIA MPF & J.P. Morgan
2017 Participating Companies	ANZ, Bank of America Merrill Lynch, Boxful and HelloToby, Chun Wo Development Holding Limited, Dialogue Experience, Fidelity, Goldman Sachs, Hong Kong Aviation Ground Services Limited (HAGSL) , Hong Kong Telecommunications Limited (HKT), KPMG, L'Oreal and Standard Chartered
2017 Venue Host	Hotel ICON

About CareER

Care in Education and Recruitment (CareER), founded in 2013, develops a talent pool of tertiary educated individuals with disabilities and create pre-employment peer networking opportunities for them,



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in order to support them in finding employment with corporates in Hong Kong. CareER has been appointed by Community Business to be the exclusive organiser of Fair Opportunity in 2017.

About Community Business

Community Business is a not-for-profit organisation (Hong Kong Charity Number 91/6560) whose mission is to lead, inspire and support businesses to have a positive impact on people and communities. A recognised leader in promoting responsible and inclusive business practices in Asia, Community Business conducts research, facilitates networks and events, leads campaigns and provides consultancy and training. Our focus on responsible business is aligned to 5 mission-led themes:

- Building responsible leadership
- Investing in local communities
- Tackling workplace inequality
- Ensuring employee wellbeing
- Promoting social inclusion

Founded in 2003 and based in Hong Kong with a presence in India and the United Kingdom, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change. For more information, please visit www.communitybusiness.org.