



# Opportunity Bank

## EMerging Talent Internship Project

January 2020

The Zubin Foundation

Improving the lives of Hong Kong's marginalised ethnic minorities.

[www.zubinfoundation.org](http://www.zubinfoundation.org) | Registered Charity IR: 91/12344

**Opportunity Bank**  
The Zubin Foundation's Initiative

---

Empower **Ethnic Minorities** through Resources



# Ethnic Minorities in Hong Kong



Ethnic Minorities  
in Hong Kong  
**3.6%\*** (263,593)



EM Poverty Rate  
**25.7%\***



Pakistanis' Poverty Rate: 56.5%  
(c.f. 19.9% for whole population)

As EM in HK, there are difficulties...



Job



Language



Education System



Healthcare

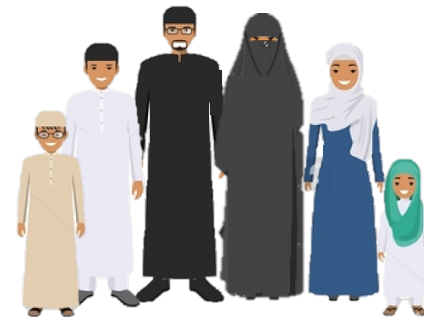


Discrimination



Other Cultural Factors

but

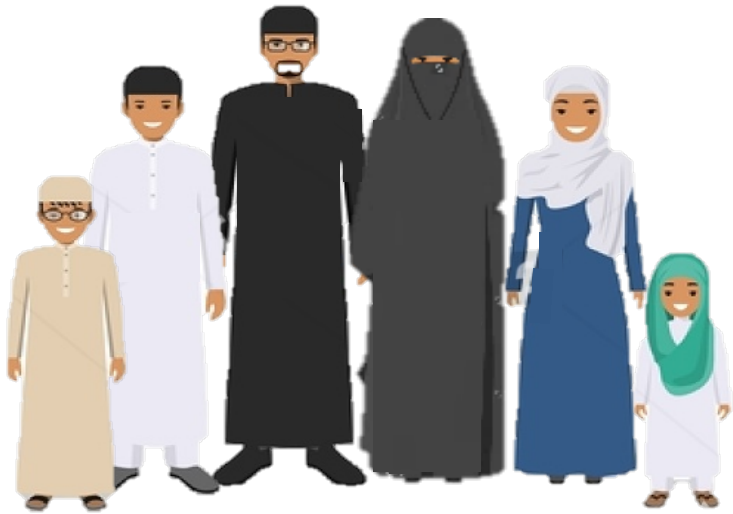


Hong Kong is  
still my HOME!

*\*Source: Hong Kong Poverty Situation Report on Ethnic Minorities 2016*

# Needs of Ethnic Minorities in Hong Kong

---



- What is our future?
- Where are the opportunities?
- How do we choose a Kindergarten for our children?
- Where can we find pro bono doctors, legal advice, etc.
- Is there SEN support for my child?



Upcoming Project...

# EMerging Talent Internship Project

# Background

---

Internship plays an important role in one's career path, to...

1

Gain first-hand  
exposure

2

Explore different  
sectors and natures

3

Watch, Learn  
and Practise

Business Etiquette

Communication Skills

Connections

However, based on our previous engagement with ethnic minority youth, majority of them do not have internship experience and some even **are not aware** of its importance. For some, due to **limited connections**, they have difficulty in finding such opportunities.





# Sharing from an EM now working in Big4

---



I wish I knew the importance of having an internship during my university years.  
**No one had told me so, which gave me a very hard time finding jobs.**

We encourage every ethnic minority to be serious about getting an internship during university - even unpaid, as they are critical in the future.

---

*Current Tax Manager in Big4, of Pakistani ethnicity  
who graduated from one of the top 3 universities in Hong Kong*



# EMerging Talent Internship Project

---

We are looking for matching 40 summer internships in 2020.



## Target Audience

Tertiary EM Talent



## Internships

40 jobs in total from different industries and of different job natures



## Period

At least 2 weeks  
(between 23 May and  
31 Aug 2020)



## Cost to Companies

Free (HK\$0) to get talent – no hidden cost



## Stipend for Students

Provision of HK\$100 per day as stipend for lunch and travelling  
(The Zubin Foundation could cover a max. of 10 days if the host has difficulties in securing the stipends.) Or, if you have any corporate guidelines that you need to follow on the stipends, please communicate with us.



# Get You Involved



# Invitation: Enabling Employer

---



The Zubin Foundation would like to invite your organisation to be an **Enabling Employer** in this **EMerging Talent Internship Project**, offering 1 (or more) summer internship opportunity(ies) in 2020 for talented ethnic minority students.

# Why Get Involved?

---



## Discover Free Talent

Discover new, unique (and hidden) talent for free through this initiative that you probably would not have found through traditional hiring ways.



## Demonstrate Commitment

Make a public and visible statement both internally and externally of your commitment to cultivating cultural diversity and social inclusion.



## Profile Your Brand

Take advantage of extended marketing exposure to raise the profile of your brand and position your company as a responsible and culturally diverse employer.

# Proposed Model - Enabling Employer

---

## Your Company, as Enabling Employer

- **Internship:** offer 1 (or more) summer internship between 23 May and 31 Aug 2020
- **Interview and Onboarding:** interview candidates and prepare candidates for onboarding
- **Contribution to Stipends (optional):** No cost for joining this Project as an Enabling Employer; but it will be appreciated if your organisation can contribute to the stipend of the interns (HK\$100 per day per EM)

## The Zubin Foundation (TZF), as Organiser

- **Marketing:** promote the project widely to our network
- **Job Matching:** facilitate the job matching process for internships
- **Training to Students:** provide students with an in-person workshop on basic business etiquette
- **Preparation for Companies:** provide companies with a cultural sensitivity checklist and support companies in preparing the internship
- **Stipend Management:** manage the stipend distribution process

# In Return

---

- **Online Exposure:** logo on webpage, social media and app related to the Project
- **Invitation:** join Opportunity Bank branded events, including Opportunity Bank Ethnic Minority Networking Event, Opportunity Bank Website Launch
- **Exposure:** get your name out there to the ethnic minority community in Hong Kong
- **Diversity and Inclusion:** receive a checklist on cultural sensitivity at workplace
- **Ignite Hope:** you ignite hope for students to explore their career paths and build confidence

# Some Key Dates

---

## Application

- Complete the application by 15 March
- Provide the job duties of the internship by 30 March

[Application Form  
\(Employers\)](#)

[Application Form  
\(EM Students\)](#)

## Internship period

- Two weeks or more between 23 May and 31 August





## Annex 1

# Overview of Opportunity Bank and Significant Milestones in 2019

# This Project is part of...

---



## Opportunity Bank

an initiative of The Zubin Foundation

Funded by



Rusy and Purviz Shroff  
Charitable Foundation

Incubated by



# Opportunity Bank, The Zubin Foundation's initiative

---



## Opportunity Bank

an initiative of The Zubin Foundation

is a **HUB** connecting ethnic minorities with opportunities such as job and network, education, training and social & healthcare services with the ultimate goal of empowering ethnic minorities to reduce poverty, improve upward mobility and create a more harmonious society.

### Services at a Glance



Resources on Website and App



Job and Network



Training (Online and In-person)



Education (Scholarship)



Social and Healthcare Services



Useful Information





# Opportunity Bank Ethnic Minority Networking Event

## Ethnic Minority Networking Event

*Opportunity for EM Youth and Corporates to network, mingle as well as explore opportunities*

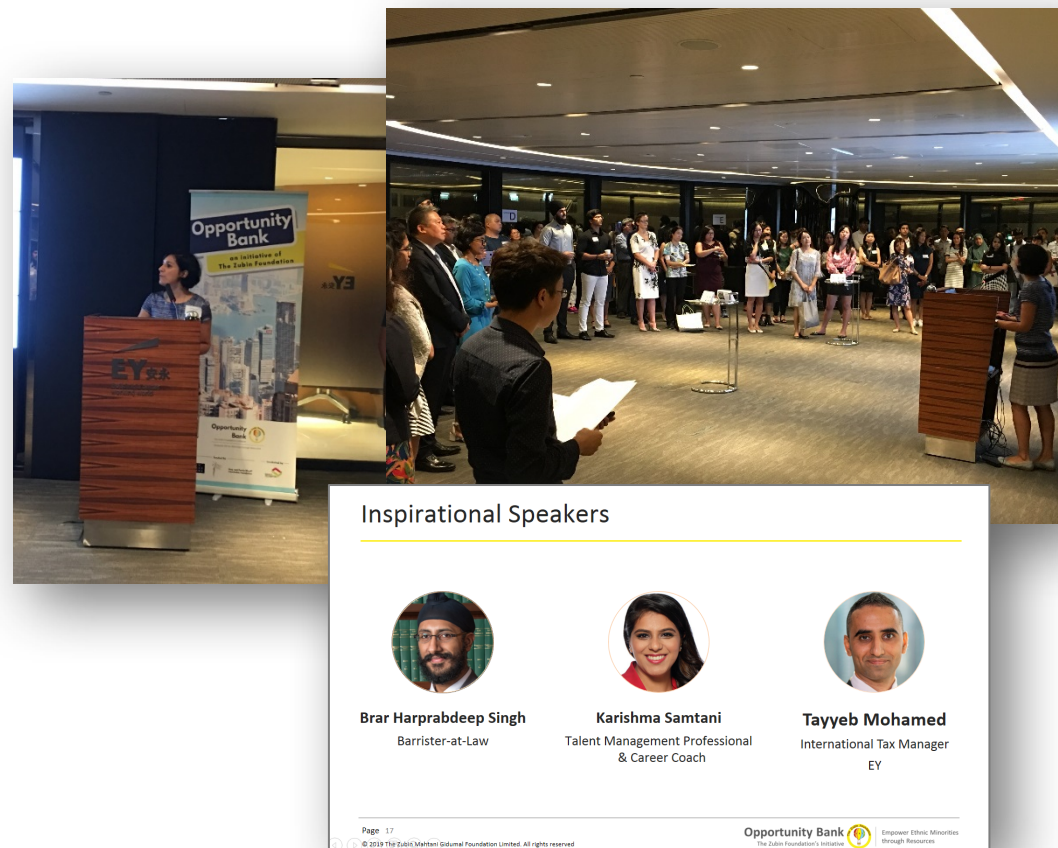
*Very first and only EM-focused networking event in HK*

### Event Recap

- 17 September 2019 (hosted by EY)
- 121 participants attended  
(1/3 EM students; 1/3 EM young professionals; 1/3 corporates)

### Planning

- To organise quarterly in 2020 (i.e. 4 times a year)



*Photos from Opportunity Bank Ethnic Minority Networking Event on 17 Sep*



# Opportunity Bank Job Matching

---

## Job Matching

From Feb 2019 – Nov 2019

**28** 

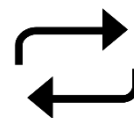
**jobs and internships  
matched**



**170+**  
Job Seekers



**40+**  
Job Ad Posted



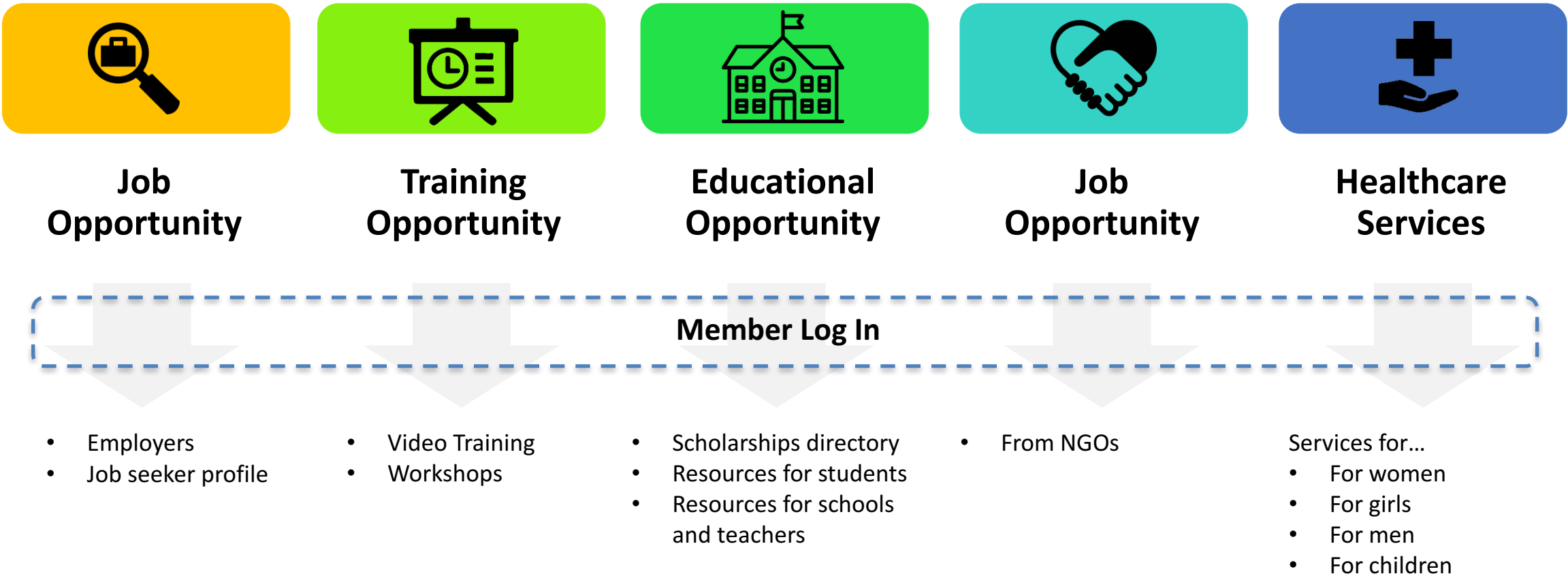
**100+**  
Referrals Made





# Opportunity Bank Website and App

## Opportunity Bank Portal



# Why EM? Why Get Involved?

## Why Opportunity Bank is Beneficial to You



### Kindergartens and primary schools

- Where can we find support from external parties?
- What can we do to help our EM students?
- How to communicate with EM parents?



### Legislators, Government Bureau / Offices

- Where are the gaps?
- Where are the service big data?
- How can we support EM holistically from poverty?



### NGOs

- How can we better serve EM?
- What are the others doing?
- Where can we find partners?



### Employers

- Where can I find talent?
- How can I diversify the sales revenues by target EM?



- What is our future?
- Where are the opportunities?
- Where can we find useful resources for your kids?
- Where can we find pro bono doctors, legal advice, etc.
- Where is the support/training for parents with SEN kids?



### Universities/ Scholarship providers

- Where can we find suitable candidates?
- where can we recruit more students?



### Funders/Grant makers

- Where are the needs?
- How can I maximise our impact by hitting the service gap?

# Why EM? Why Get Involved?

# How

Opportunity Bank  
is Beneficial to  
EMPLOYERS



## Employers

- Where can I find talent?
- How can I diversify the sales revenue by target ethnic minorities?

Through **Opportunity Bank**,  
**Employers** can:

- Gain access to ethnic minorities pool of talent
- Receive job matching services
- Receive cultural sensitivity training



## Ethnic Minorities

- What is our future?
- Where are the opportunities?

Through **Opportunity Bank**,  
**Ethnic Minorities** can:

- Explore more career options
- Be better prepared for job hunting, such as CV writing and interview etiquette
- Recognise their future

# Target Service Users

---



**Job Seekers**



**Job Seekers  
(Tert Ed)**



**Secondary  
Students**



**Tertiary  
Students**



**Young  
Professionals**



**Parents**



**Employers**



**Schools and  
Teachers  
(Sec/Tert/Int)**

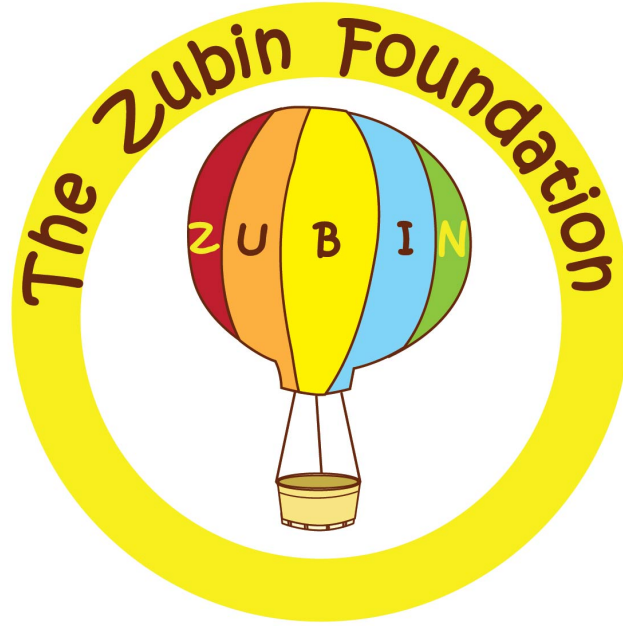
**Under-resourced EMs**



## Annex 2

# About The Zubin Foundation and About Opportunity Bank





# Improving the lives of Hong Kong's marginalised ethnic minorities.

Registered Charity in Hong Kong - IR 91/12344



## Services

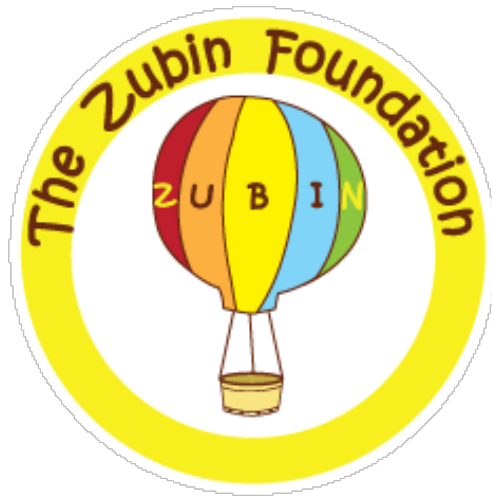
The Zubin Foundation works with Hong Kong's ethnic minorities (the poorest population in Hong Kong).



Visibility	Pre- School Chinese	Special Needs Children	Women and Girls	Opportunities	Youth Mental Health	Changing Mindsets
Diversity List	Learn Cantonese the fun way!	Smart Parenting	Call Mira	Job matching	EM Well-being Centre	Let’s Chat Mama, Papa
Town Halls		Support Groups SEN	Desi Girl Friendship Circle	Networking Events for companies and youth		
Policy Submissions			Support Group DV	Scholarship Fair		
			Support Group Girls in Crisis	Database building		
			My Father My Hero	Online Training Academy		

[Latest Impact Report available at our website.](#)





# The Zubin Foundation

Registered Charity in Hong Kong  
IR 91/12344

## Thank you!

For further information, please contact us:

✉ [oppbank@zubinfoundation.org](mailto:oppbank@zubinfoundation.org)

☎ +852 9133-4700

🌐 <https://www.zubinfoundation.org/opportunitybank>

📷 OppBank

📘 OpportunityBank4EM

### Disclaimer:

All information provided in this document is intended for discussion purposes only, and is not in the nature of advice. The Zubin Mahtani Gidumal Foundation Limited reserves the right to make alterations to any of its documents without notice. All rights reserved. The Zubin Mahtani Gidumal Foundation Limited ©2020.

