



*Acting and working
with AFIP :
a collective project
against discriminations*

Personal programs and services for ethnic-minority graduates

“ Thanks to the personalized follow-up I became aware of all the positive elements in my resume. I regained confidence and trust in my competences again. Through the collective workshops and face-to-face training, I improved my technique of oral presentation.”

- ◆ Self-Assessment
- ◆ Skills review
- ◆ Resume and covering letter workshop
- ◆ Job interviews training
- ◆ Finding graduate jobs to apply for

Mentoring programs

« A mentor provides support for you when you need it most. He answers questions you may get while looking for a job. A strong relationship between a mentor and a protégé can make job hunting an enriching experience. »

- ◆ Giving good advices and tips during the job hunting process
- ◆ Targeting the right employers
- ◆ Developing a good network

Becoming aware of the impact of stereotypes in companies

" Settling a policy of equal opportunity cannot be effective without involving the whole company staff."

- ◆ Leadership commitment
- ◆ Racial discrimination : definition and global policy
- ◆ Training in equal opportunities and diversity
- ◆ Equal opportunity in place and in practise
- ◆ Help communicate the policy and engage the whole company network
- ◆ Feedback and monitoring procedure

A link between organisations and young graduates

“ In order to attract more minority graduates you have to prepare the suppliers, brief the recruitment managers and utilise local diverse channels to maximise the opportunities. ”

- ◆ **Prematch diversity candidates according to agreed targets**
- ◆ **Meet employers face-to-face**
- ◆ **Provide applicants with additional advices and informations about the company and the job**
- ◆ **Building a network**