People of Colour are still under-represented in many organisations and occupations, for example within the financial sector. Over the past few years however, some employers have recognised the importance of a diverse workforce and have decided to address this issue by creating work placements and internships specifically aimed at under-represented groups. This is because they don’t want to miss out on the wealth of talent and also because a diverse workplace is generally more productive and happier.

We’ve outlined below some websites which we think are particularly good:

Reach
http://reach.thecareersgroup.co.uk
Reach is a blog run by The Careers Group to help students from the University of London who feel they may have some barriers to reaching their potential. The blog includes an event and deadline calendar & links to interesting articles.

ACS
http://africancaribbeansociety.com
The African Caribbean Society has a very detailed event listing, employer profiles and news stories.

The Big Idea
www.thebigidea.co.uk/about/
‘The Big IDEA’ stands for Inclusion, Diversity, Equality and Accessibility. It includes industry news articles, an event listing and employer profiles.

Civil Service Fast Stream: Summer Diversity Internship Programme
www.gov.uk/civil-service-fast-stream-summer-diversity-internship-programme
This scheme gives people from diverse backgrounds the opportunity to see what a career in the Civil Service is like. It puts talented undergraduates and graduates on a 6 to 9-week work placement in a government department.

Creative Access
www.creativeaccess.org.uk
An organisation set up to offer opportunities in the creative industries for young people from under-represented black, Asian and other people of colour.

Diversity Jobs
www.diversityjobs.co.uk
This job-site provides a fair and inclusive job market for all. It covers various sectors such as finance, IT, engineering and management consulting so there’s thousands of jobs to look through.

Law Careers – Diversity Access Schemes
www.lawcareers.net/MoreLaw/DiversityAccessSchemes
This is a listing of the various access schemes if you’re looking to work in the city.

Rare Recruitment
www.rarerecruitment.co.uk/Research02.php
Rare Recruitment have big name clients such as Barclays, Goldman Sachs and KPMG. Their mission is to ‘help the best employers in the world build workforces of brilliant people that reflect society’s diversity.’

SEO London
http://www.seo-london.com/
SEO (Sponsors for Educational Opportunity) London is a charity that provides access, training and mentoring for outstanding young people from under-represented and underserved communities.

The Windsor Fellowship
www.windsorfellowship.org/#!programmes/cvi3
You can find various internships and leadership programmes advertised here, news and events.

Key points for your CV and covering letter

- Consider what your selling points are and what makes you stand out from the crowd. What are you particularly proud of? For example, are you involved in your local community, religious or any voluntary activities? These could demonstrate commitment and motivation.

- If you speak other languages, be sure to emphasise this on your CV, particularly if you’re applying to a global company as this will definitely be to your advantage.

- Highlight the transferable skills you’ve gained through extracurricular activities. For example, your role as President of the Afro-Caribbean Society may have built skills in autonomy, delegation, organising, problem-solving and time management. Give some attention to explaining how you’ve built up these skills.

- Think about how you can make best use of the voluntary work you’ve done, e.g. teaching in a local mosque may have strengthened your skills in communication, listening, organisation, teamwork and working independently.
In order to match yourself to the role requirements and succeed at all stages of the recruitment process, consider which examples demonstrate your abilities most effectively. For example, group work at university may show team-working skills, but within your family business, your ability to delegate, listen and encourage others, may illustrate your skills in a stronger light. Draw on examples from different areas of your life.

Key points for interview

- Most employers now have an equal opportunities agenda but in spite of this some employers may hold negative stereotypes, so it’s crucial to market yourself well. Presenting yourself positively increases your chances of being selected for the job and can also challenge preconceived stereotypes.

- At interview, be confident when discussing your extracurricular activities. Don’t assume that all employers will be aware of the significance of what you did and why. For example, if you’ve taken a stand on behalf of BME students and challenged the way that something was done, explain why this was important.

- Create a balanced picture of all of your activities to show that you have engaged with a variety of interests and work, not just those that lean towards a particular culture or way of life.

- Employers value the business case for recruiting a diverse workforce, so it’s vital to reinforce that you’re willing and able to mix with a broad range of people.

With thanks to Target Jobs for the tips on making applications and interviews.

King’s Careers & Employability are here to help you shape your future with your hunt for a job or further study. We run skills development programmes, careers fairs and offer one-to-one appointments for application or CV advice, or just having a discussion about where you want to go next. Keep an eye on our events page for when employers will be on campus. We also have active Facebook and Twitter accounts (links below) which are updated regularly with news and events.

King’s CareerConnect

www.kcl.ac.uk/careerconnect

King’s CareerConnect is our exclusive online career portal enabling students and recent alumni to engage with our services. Once logged in, you can access our vacancy board and search hundreds of part-time roles, placements, internships and graduate-level opportunities, book one-to-one careers or application guidance appointments, apply for exclusive King’s Internships and view our full events calendar to book attendance at our many events throughout the year.

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Throughout our website there are links to websites whose content is outside our control. The inclusion of links on these pages in no way constitutes a recommendation of the services or information provided. Please use your own judgement and be especially wary of any service which asks you to pay! Be cynical.