

# PARTNERSHIP WITH L'ARPEHJE

**Company name :** Aberdeen Standard Investments Luxembourg S.A.

**Activity sector :** Activités financières et d'assurance

**Company category :** Grande Entreprise

## Description of the action

Partnership with a French association call ARPEHJE where once a year disabled students are invited to our Parisian office for the day and are showed around the office and introduced to a variety of different jobs ( for instance what is the a job of someone working in HR, in Finance , in compliance, etc .) Abrdn employees from all over our different EMEA offices could book a specific time to join in and introduce their job to the students. The Students were French speaks so this was targeted for French speaking employees to join.

## Objectives

The objective to give the students and overview of the different jobs found at abrdn, allow them to ask any questions, have a better understanding of each role and see how the office is run.

## Impact

This was a very interesting and insightful experience where people had to explain their jobs very clear to these specific students. Those who chose to participate, found it lovely to share their jobs and answering the students questions. This creates a real sense of inclusion and community.

## « To do »

- Have someone on premises that helps guide and coordinate the whole day. - Have someone present to makes sure to be the link between the students and those presenting their jobs via Teams. - Ensure to use appropriate language for this young audience. - Make the presentation of each job as interactive as possible. - Make sure the students get regular breaks that are supervised - Be patient, do not rush, be encouraging

## « Not to do »

- Read off a script. Make sure to be flexible and adapt to the audience - The audience were French speaks so do not have any presentation in other languages than French.