



# HIRE-FIRE

A GUIDE FOR YOUTH WORKERS  
AND CAREER ADVISORS

INTRODUCTION



Co-funded by  
the European Union

# INTRO

The primary objective of the materials available on the platform is to support young people in **building self-confidence, self-awareness**, and the competencies necessary to enter a rapidly changing labour market with courage. The materials guide young people through a process that begins with developing courage and self-awareness, continues with the verification of labour market **myths**, and culminates in **practical recruitment skills** in a world dominated by new technologies and artificial intelligence.

## 1. YOUR ROLE AS AN EDUCATOR AND FACILITATOR

Working with young people within the Hire-Fire project is based on building a safe relationship and an atmosphere of trust. As an educator, you should:

- **Normalize fear and uncertainty:** Remind participants that concerns about the future are a natural element of development.
- **Avoid ready-made solutions:** Encourage critical thinking and independent verification of information instead of providing definitive answers.
- **Strengthen agency:** Focus on participants' strengths and small successes.
- **Present a balanced approach:** Show both the benefits and the risks associated with phenomena such as artificial intelligence or new forms of employment.



## 2. HOW TO USE THE MATERIALS ON WWW.HIREFIREPROJECT.EU?

The project website ([www.hirefireproject.eu](http://www.hirefireproject.eu)) contains six thematic modules (Topics 1–6), which form a coherent learning pathway from building self-confidence to the technical aspects of recruitment. Educators may deliver them as a complete course or select individual components tailored to the group's needs. Each module consists of the following elements:



**Research and theoretical context:** Data on the situation of young people in the labour market were obtained from meetings with young people and interviews with HR professionals. In addition, the materials are embedded in up-to-date labour market data and reports from international organisations such as OECD, ILO, UNESCO, and Eurofound. This allows educators to rely on evidence rather than opinions, which is crucial when deconstructing career-related myths.



**Substantive materials:** Comprehensive analyses covering:

- **Technological trends:** AI in recruitment (ATS systems), remote and hybrid work.
- **Work psychology:** Concepts such as Growth Mindset, Flow (deep engagement), and career resilience.
- **Labour market structures:** Differences between employment in corporations, SMEs, start-ups, and NGOs, as well as forms of employment (B2B contracts, employment contracts, civil-law contracts).



**Practical tools:** The materials include direct links to specific tools supporting young people, such as:

- **AI and CV builders:** Europass, Rezi, Kickresume, Teal.
- **Simulators and optimisers:** Google Interview Warmup, Huru, LinkedIn profile optimisation plugins.
- **Knowledge bases:** EURES, ESCO, O\*NET, and local job portals (e.g. Pracuj.pl, Jobs.bg).



**Activating methods and exercises:** Ready-to-use group and individual techniques, including “RPG Version” (defining character statistics), “Comfort Zone Map,” “Five Talent Clues,” and “Myth Carousel.”

## 3. KEY THEMATIC AREAS FOR WORKING WITH YOUNG PEOPLE

Below is a list of topics identified as foundations for preparing young people to enter the contemporary labour market:

### Topic 1

#### **Courage to Explore the Job Market**

This module focuses on building curiosity and openness among young people and helps them cope with the fear of rejection and professional uncertainty. Participants also learn the basics of how organisations function and explore different business models.

### Topic 2

#### **The Clash Between Expectations and Job Market Realities**

Activities within this topic help participants understand where beliefs about work originate (influences of family, social media, and generational narratives) and how to realistically define “good work.”



### Topic 3

## Recognizing Personal Competencies and Potential

A self-awareness-focused module in which young people learn to distinguish between talents, skills, and competencies and to identify their values as a foundation for career decisions.

### Topic 4

## Searching for a Job, Applying and the Job Interview

A practical guide to the recruitment cycle, including learning how to read job advertisements (identifying so-called red flags), creating CVs and cover letters, and preparing for job interviews.

### Topic 5

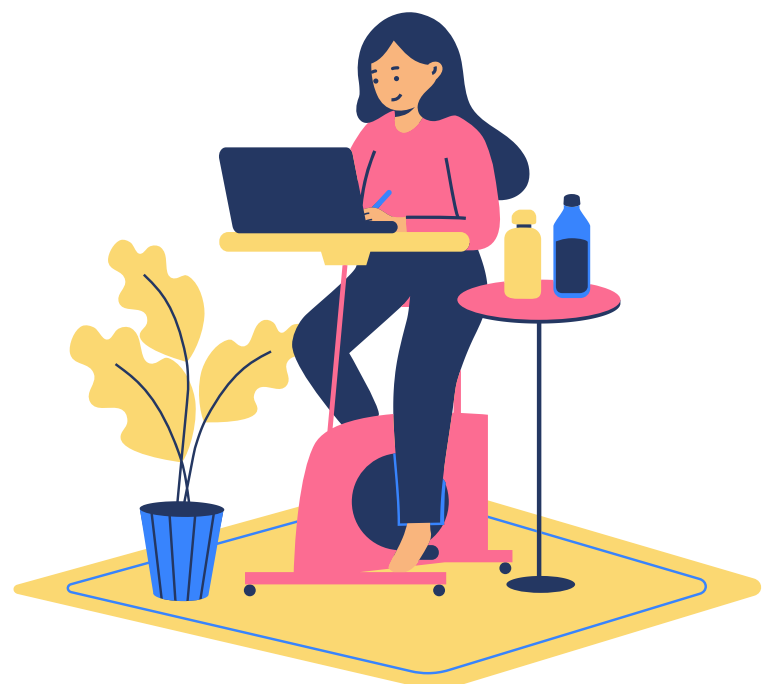
## Myths About Professions and Forms of Employment

This module is designed to deconstruct stereotypes related to different sectors (e.g. office work, creative professions, or crafts) and to analyse modern forms of work such as freelancing and volunteering.

### Topic 6

## AI, Remote Work and the Future of Jobs

An introduction to the dynamically changing world of work, in which AI technologies and remote work redefine job searching and require the development of digital competencies and resilience.



Each module offers different substantive content and tools for practice:

## A. Foundation: Courage and Self-Awareness (Modules 1 & 3)

- **Talent vs. Skill vs. Competence:** Teach young people to distinguish what is innate (talent) from what is developed (skill).
- **Flow state:** Help them identify moments of deep engagement as a career signpost.
- **Comfort Zone Map:** Working on coping with fear of rejection and change.
- **Values as a compass:** The “My Compass of Values” exercise supports decision-making aligned with personal integrity.

## B. Confrontation with reality and myths (Modules 2 & 5)

- **Generational narratives and social media:** Analysis of how parental pressure and “perfect lives” on Instagram shape unrealistic expectations.
- **Myth deconstruction:** Working with stereotypes about professions (e.g., “office work is boring,” “artists cannot earn a living”).
- **Market Value Matrix:** A tool for objectively assessing one’s professional value before salary negotiations.

## C. Effective job searching (Module 4)

- **Job advertisement analysis:** Learning to identify red flags and green flags in job offers.
- **CV and Cover Letter:** Using the Europass creator and the “10-minute CV” technique.
- **Digital footprint:** Raising awareness that employers will search for candidates online (“Google yourself” exercise).
- **Resilience:** Preparing for rejection as a natural part of the recruitment process.

## D. Future and Technology (Module 6)

- **AI in recruitment:** Explaining how ATS systems (keyword scanning) and recruitment chatbots work.
- **AI tools for candidates:** Presentation of tools, such as Rezi (CV), Interview Warmup (interview simulation), and Teal (application tracking).
- **Remote and hybrid work:** Discussion of benefits (flexibility) and challenges (isolation, work–life boundaries).
- **Future-proof competencies:** Focus on critical thinking, empathy, and creativity—skills that AI cannot replace.



## 4. Universal session structure (recommended flow)

Sessions are recommended to last between 90 and 120 minutes and to follow the structure below:



**1. Warm-up (10 minutes):** Integration and introduction to the topic (e.g. “When did you last feel courageous?” or “Which AI tools do you use daily?”).

**2. Introduction and discussion (20 minutes):** Short presentation of trends or concepts (e.g. the difference between talent and competence).

**3. Practical activity (20–30 minutes):** Group work, simulations, or testing digital tools (e.g. creating a Comfort Zone Map or completing the “10-minute CV” exercise).

**4. Reflection and summary (15–20 minutes):** Drawing conclusions and identifying small steps to be taken in the future.

### 5. Evaluation methods and session closure

Always include end sessions with a reflective element that helps participants consolidate learning:

- **Exit ticket:** Participants complete the sentence “Today I learned that...”.
- **Micro-step planning:** Encouraging participants to undertake one concrete activity in the coming week.
- **Quizzes:** Short knowledge checks based on questions included in the modules. The modules also offer final tests that may be used as evaluation elements.

## SUMMARY

Working with the Hire-Fire materials can be compared to the role of a mountain guide. Your task is not to carry the participant to the summit (i.e., to find them a job), but to provide them with a map (labour market data), check their equipment (identification of talents), and jointly test the gear (AI tools and CVs) so that they can safely and confidently navigate the paths they choose independently.



# HIRE-FIRE. AVOIDING FAILURES IN CAREER DEVELOPMENT

The HIRE-FIRE project has been developed by youth workers, educators, career advisors, and young people, who teamed up to assist you in avoiding the common mistakes at the beginning of your professional journey.

To be able to support youth, we offer you free content:

- **Learning platform**, offering a course on how to avoid common mistakes in navigation on the labor market, which you can use in your daily activities with young people
- **Short informative videos** offering solutions to the main problems and mistakes presented in this e-book.
- **Guides** for youth workers and career advisors on how to deliver workshops
- **e-books**

Follow our website: <https://hirefireproject.eu>

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