

# HIRE-FIRE

**A GUIDE FOR YOUTH WORKERS  
AND CAREER ADVISORS**

**MODULE 6**

**NEW TECHNOLOGIES IN CAREER  
ORIENTATION**



# MODULE OVERVIEW

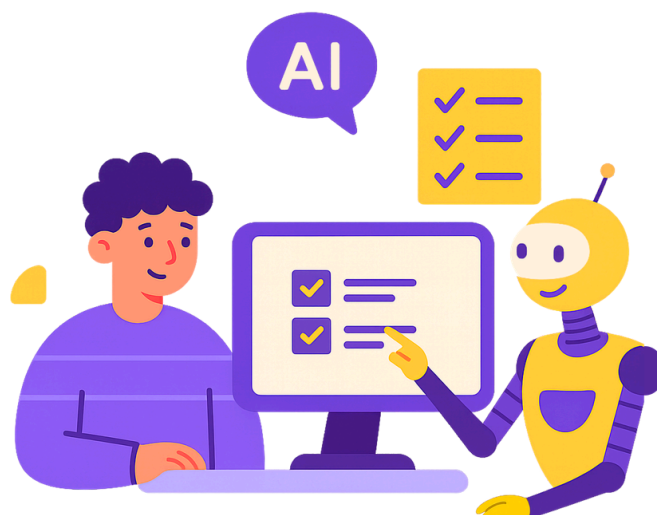
This module introduces young people to the rapidly changing world of work shaped by AI, digital tools, and remote work. It builds understanding of how technology reshapes job searching, recruitment, and workplace collaboration, and helps learners develop confidence rather than fear when navigating these changes. The module encourages critical reflection on what “future-proof” really means and why flexibility, digital literacy, and continuous learning matter more than choosing one perfect career path.

The module aligns with current research on the future of work (OECD, 2021; ILO, 2022; McKinsey, 2022) and supports digital readiness required in contemporary labour markets.

## 1. LEARNING OBJECTIVES

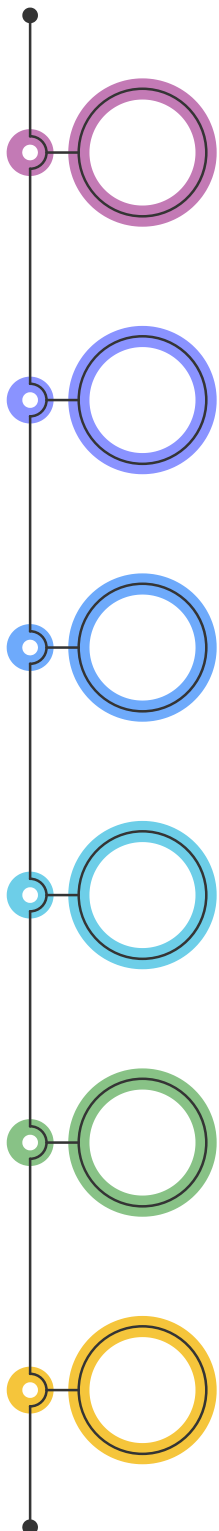
After completing the module, participants will be able to:

- **Explain** how AI and digital technology are transforming jobs and job searching.
- **Identify opportunities** and challenges related to AI in recruitment.
- Understand the rise of remote and hybrid work and the skills needed to succeed.
- **Define** what a “future-proof career” is and recognize key transferable skills.
- **Use examples of AI tools** for CV building, interview preparation, and job search.
- **Reflect critically** on ethical and social aspects of AI, including bias and the digital divide.



## 4. SUGGESTED SESSION FLOW

Estimated duration: 120 minutes



**1. Warm-up (10 min):** “How is technology shaping your everyday life?” Participants share examples of apps, tools or AI systems they use daily.

**2. Input & discussion (20 min):** The world of work is changing. Short presentation on technological trends, based on module content. Discuss emotions young people feel when facing these changes (excitement, fear, confusion).

**3. Activity (20 min):** “How technology transforms jobs” Groups choose an everyday job (e.g., teacher, cashier, mechanic, designer) and map how it has changed due to digital tools, automation, or remote collaboration.

**4. Input (20 min):** AI in recruitment – opportunities & challenges. Educator summarises ATS systems, chatbot interviews, gamified assessments, and AI-based CV screening.

**5. Activity (20 min):** “Talk to AI” demo Participants explore an AI tool (CV builder, interview simulator, or job-tracking app) through examples provided by educator.

**5. Input & reflection (15 min):** Remote work & hybrid workplaces. Discuss benefits (flexibility, global access) and challenges (isolation, boundaries).

**5. Summary & grounding (15 min):** “Which future-proof skills do I already have?” Group identifies strengths related to adaptability, digital literacy, communication and continuous learning

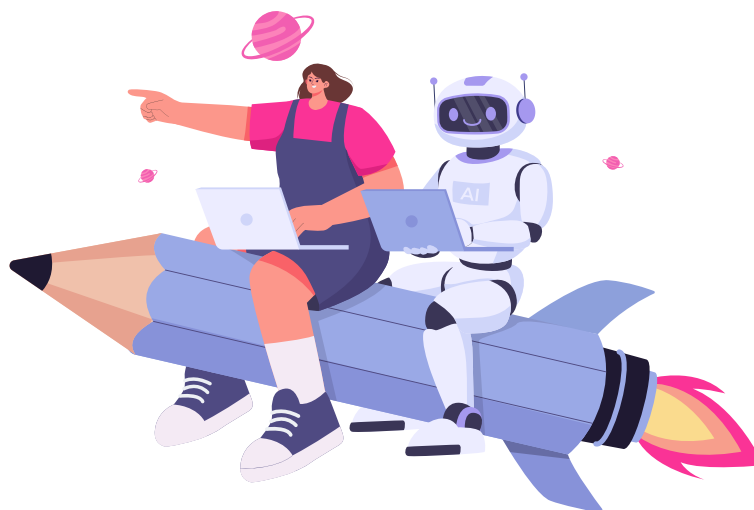
## 3. DISCUSSION QUESTIONS & ACTIVITIES

### Discussion questions

- Which part of technological change feels exciting to you? Which part feels intimidating?
- How is AI already shaping the tasks you do at school or in daily life?
- What does “future-proof career” mean to you?
- In what situations do you prefer human support over automated systems?

### Active methods

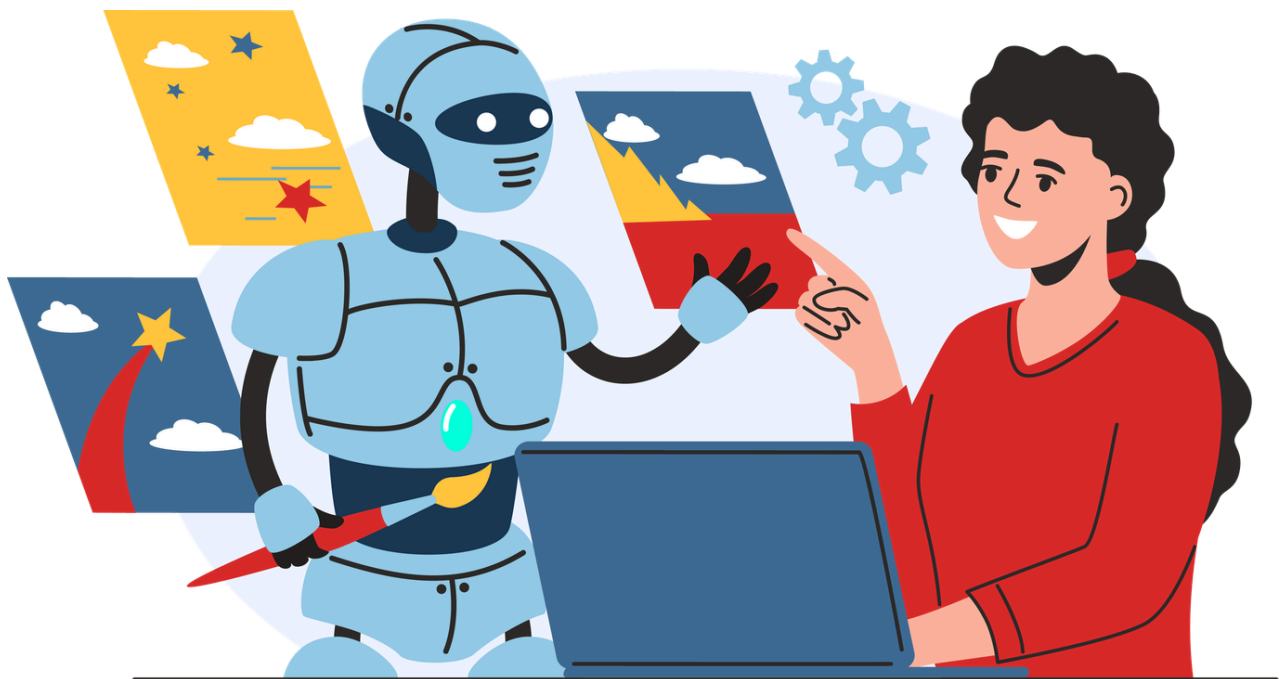
- **“My AI Map”** Participants create a visual map of all AI tools they use daily.
- **Job of the future – creative brainstorming.** Teams design a new job that might appear in 10–15 years.
- **Remote work simulation.** Participants complete a short collaborative task using online tools (Docs, Miro, Trello).
- **Ethical dilemmas carousel.** Groups rotate between stations with dilemmas (AI bias, digital divide, privacy).



## 4. EDUCATOR'S ROLE & FACILITATION TIPS

### The educator should:

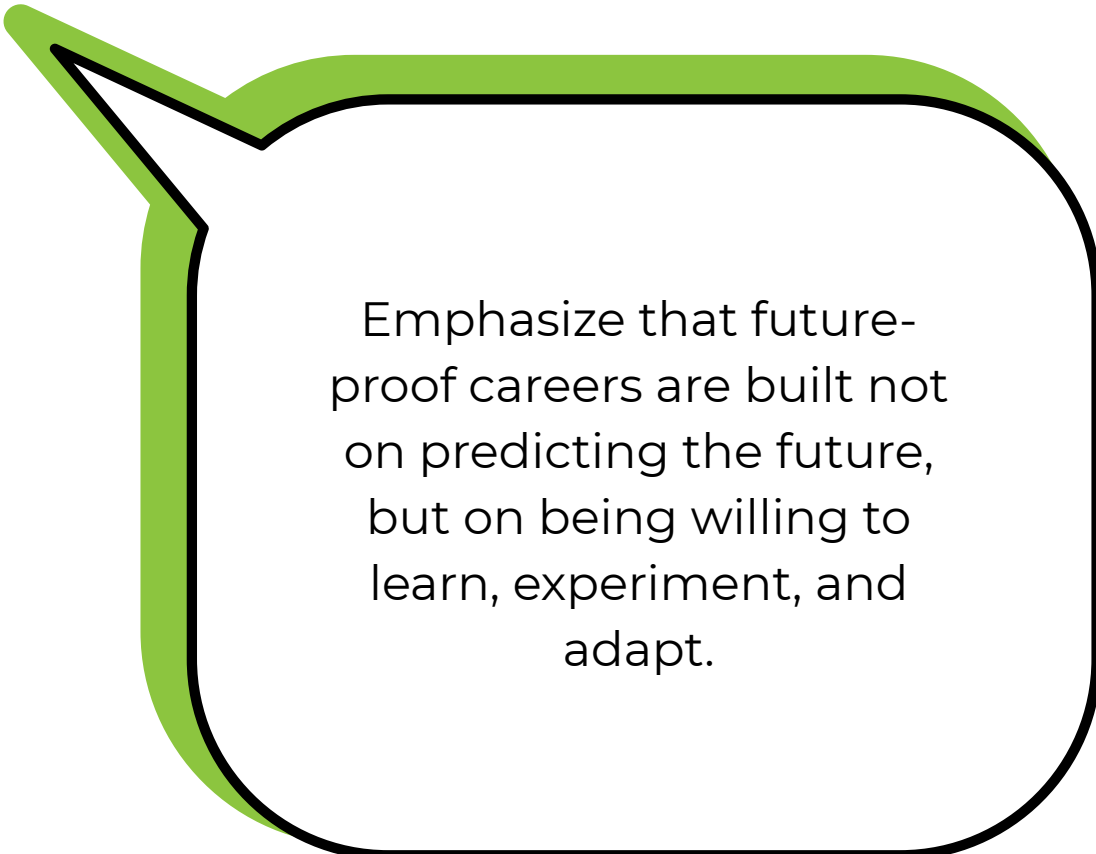
- **Normalize uncertainty** and reduce fear of new technologies through clear explanations.
- **Offer balanced perspectives:** AI brings opportunities and risks.
- **Encourage critical thinking** about digital tools rather than blind optimism or pessimism.
- **Support learners** with lower digital readiness to ensure inclusion.
- **Highlight skills** that remain uniquely human: empathy, creativity, judgment.
- **Use real examples** and demonstrations rather than theory alone.



## 5. SUMMARY & EVALUATION

To close the session, invite participants to reflect:

- What is one way I can use AI to support my learning or job search?
- What digital skills do I want to strengthen this year?
- What helps me stay confident in a changing world?



Emphasize that future-proof careers are built not on predicting the future, but on being willing to learn, experiment, and adapt.

# 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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**Brainstream**



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