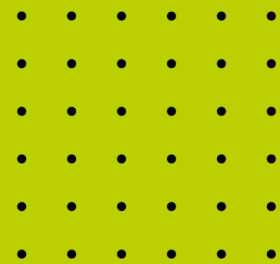


LESSON PLAN



AI in recruitment and the employee lifecycle

60-90 mins

Learning Objectives

By the end of the session, learners will be able to:

- Describe how AI is used across the end-to-end HR process
- Identify benefits and risks of AI in recruitment, development, and outplacement
- Reflect on how AI may affect their own career journeys

Lesson Outline

1. Starter (10 min)

Activity:

Show learners a short scenario or prompt:

“Your CV is screened by AI. You’re hired, trained, promoted, and later supported to reskill by AI.”

Discussion questions:

- Where do you think AI appears in this journey?
- Does this feel helpful, worrying, or both?

Capture ideas on a shared board.

2. Main activity 1: mapping the HR value chain (15 min)

In small groups, learners map where AI could be used across:

- Recruitment & applications
- Onboarding
- Development & coaching

- Performance management
- Upskilling/reskilling
- Outplacement

Each group identifies:

- One benefit of AI
- One risk or limitation
- One point where human judgement is essential

3. Main activity 2: case study analysis (20 mins)

Activity:

Provide a short case study (real or fictional) showing AI use in HR, for example:

- AI-assisted application screening
- An AI coaching or learning platform
- An AI-supported outplacement service

Prompt questions:

- What problem is AI solving here?
- Who benefits most?
- What could go wrong?
- How should people interact with the system?

Groups share back key insights.

4. Plenary: career reflection (10 mins)

Individual reflection or paired discussion:

- How might AI affect *your* job search or career development?
- What skills do you need to use AI well rather than be led by it?
- Where would you want a human involved instead of AI?

5. Optional extension / homework (15 min)

- Research a real organisation using AI in HR and summarise the circumstances and implications.
- Write a reflective paragraph: *"How I would use AI to support my career decisions."*