

FireHire: Reignite Careers

1. Solution

The Problem

Despite being qualified, many students face repeated rejection during the job application process due to:

- **AI-powered resume screening** tools that filter based on keywords, not potential.
- **Language barriers** and communication gaps in interviews.
- **Cultural biases** and limited networks that prevent them from accessing opportunities.
- **No strong network** within/outside the campus as a result of **lack of soft skills**.

These issues disproportionately affect international students and those without strong industry connections.

User Insights

Through interviews conducted with students at **Luiss University**, key insights emerged:

- **Soft skills and networking** play a more critical role in hiring than technical prowess.
- Rejection often feels **final and opaque**, with no feedback or second chance to prove capability.

How FireHire Works

FireHire is a university-managed platform that empowers students to "**fire back**" at rejection and earn their place through skill demonstration. The key features include:

- **Skill Entry:** Students input both **technical** and **soft skills** into the app.
- **AI-Based Game Assessment:** A dynamic, gamified interface is generated to assess the claimed skills in real time.
- **Cosine Similarity Matching:** Based on performance scores and skill profiles, the AI matches students with **3 companies that previously rejected them**, but where a high fit is identified.
- **2-Week Job Trial:** Students can **select one company** to do a 2-week trial job. The company is simply notified and onboarded automatically through the app.
- **Stakeholder Roles:**
 - **Career Centre:** Administers and manages the app.
 - **Students:** Use the platform to gain second chances.
 - **Companies:** Are notified and participate passively, reducing their resource burden.

2. Process

Phases

1. Problem Identification

- Conducted interviews with students to identify key pain points in job applications.

2. Ideation

- Brainstormed solutions that emphasize **skill-based evaluation** over traditional resumes or networking.

3. AI Integration Planning

- Explored how to use **natural language processing, game-based learning, and vector similarity models** (cosine similarity) for matching.

4. Prototype Development

- Created mock interfaces and defined system architecture using AI-assisted prototyping.

5. Testing & Feedback

- To be done in collaboration with Luiss Career Centre and pilot student groups.

Assumptions

- University career centres have access to **historical application data** and **company job descriptions**.
- Companies are open to **non-traditional trial hiring models**.
- AI-based skill games can **accurately assess both technical and soft skills**.
- Students are **motivated** to re-engage with companies that initially rejected them.

3. AI Use

AI Involvement

- **Persona Simulation:** ChatGPT acted as various stakeholders—students, recruiters, university staff—to simulate discussions and refine pain points.
- **Prototype Design:** AI generated interface suggestions and structured workflows for the app.
- **Matching Algorithm:** Embeddings model was used to generate vector representations for student skills and scores as well as job descriptions. This was used to calculate cosine similarity between skills and requirements to result top 3 companies.
- **Gamification Ideas:** Suggested how to embed real-time assessments through adaptive game modules targeting communication, decision-making, and collaboration.

Key Prompts Used

- you are a team member during a prompt-a-thon for AI and higher education, your team members are students from different countries in the EU with different experiences and background. act as a excellent team player and a professional in higher education and career counselling. for the prompt-a-thon we have to do an assignment on finding solutions for students who have difficulties in finding jobs after graduating in Italy, the students say the problem is related to networking and the lack of soft skills related to it
- we are thinking interviewing students to get insights to create a solution for their networking & soft skills, give some questions we should ask them to attain a solution to this problem
- we have interviewed three more students, A, B and C. A was an international student and said that he lacks communication and presentation skills, finds difficulties in public speaking, he thinks AI is not good for soft skills since it lacks human touch but can be good for soft skills by giving better strategies on how to improve them. B is also an international student, she finds that language is the bigger struggle, she finds career events helpful, she thinks AI is helpful in preparing new ideas and improve soft skills. C is a local student and part of student representatives, he participates in a lot of event and is extrovert, uses linkedin and AI to get connections and referrals, he proposes that students should use the career center even before they are close to graduating so during their first years to get internships, summer internships, etc.
- we finally chose a solution, we are going to develop an AI tool called "fire hire" with the motto "fire the hiring process", the tool will match students and companies with the catch that students will be the ones who choose the companies that previously have rejected them, students get top 3 companies which they got rejected from and do an internship for 2 weeks
- Create an app powered by AI that matches students with companies for internships, the students have the power to select the companies, the students were previously rejected from these companies, the name of the app is FireHire.....