

21st Century Toolkit For IT Graduates

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Hiring in the Age of AI – Audience Scenario

Let's divide up into groups here and do an offline exercise!

You are the hiring group for a software development team at a mid-sized tech company. You're hiring a new graduate for a full-time developer role. AI is increasingly integrated into your workflows, and your team also builds and maintains custom software for clients across industries.

Part 1: What Skills Do You Need?

Instructions: List the top 6–8 skills you're looking for in a candidate. Include both AI-related and general skills.

Skill	Why This Skill Matters

Notes:

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Part 2: Interview Questions

Instructions: For each skill above, write 1–2 interview questions that would help you assess whether a candidate possesses it.

Skill	Investigative Interview Questions

Notes:



Part 3: The Tie-Breaker

Scenario: You've interviewed two candidates. Both are technically strong, have solid AI literacy, and good cultural fit. You can only hire one.

Prompt:

What would place one candidate ahead of the other? Why?



Now Let's Debrief!

- Which skills were most commonly selected across groups?
- Are these skills being taught or assessed in your current curriculum?
- How would you **integrate** these skills into your course?
- What changes could help better prepare students a successful career, given what employers are looking for?