



Meet Your New Colleague

A 15-minute KS4 AI literacy starter. Built for tutor time, the last quarter of a lesson, or as a hook into a wider PSHE or Careers topic. Students meet Riley, a fictional AI agent working at a real-shaped company, and walk away with one question they cannot stop thinking about.

Year group	KS4 (Years 10–11)
Length	15 minutes
Subject	PSHE / Citizenship / Careers
Resources	Slides or whiteboard. Mini whiteboards optional.
Prep	2 minutes — read Riley's profile below

Aligned to the OECD AILit Framework & PISA 2029

What this means. In 2029, the OECD's PISA assessment will test 15 year olds on Media and AI Literacy (MAIL) for the first time. The assessment is built on the AILit Framework, which organises AI literacy into four domains.

AILit domain	Depth	Where in the lesson
Engage with AI	Introduced	Reading Riley's profile. Identifying AI in workflows.
Manage / Design / Create with AI	—	Developed in the 30 and 60-minute versions.

Riley's profile

Project this on screen as students walk in. Don't introduce it. Let them read it.

MERIDIAN GROUP · EMPLOYEE PROFILE · MG-A0142			
NAME	Riley	TYPE	AI agent (autonomous)
JOB TITLE	Junior Marketing Coordinator	REPORTS TO	Sarah Chen
START DATE	January 2026	SALARY COST	\$12,000 / yr (vs \$42,000 human)
WORKING HOURS	24 / 7	BUILT ON	Microsoft Agent 365



Lesson run

0–4 min**Set the scene**

- Project Riley's profile on screen as students walk in. Say nothing.
- Once the room is settled: **"This is Riley. Riley started at this company in January. Riley is doing the job a junior marketing coordinator would have done. Riley's salary cost is a quarter of a human's. Riley works 24/7. Riley does not exist as a person."**
- Pause. Let it land.

4–10 min**One question**

- On the board: **"Should Riley be on the company's organisational chart?"**
- Take three or four answers. Probe. Don't agree or disagree.
- Surface this: if Riley *is* on the org chart, what counts as Riley's "line manager"? If Riley *isn't*, who is responsible when Riley makes a mistake?
- Land the term: in 2026, real companies are putting AI agents like Riley on real org charts. Microsoft's Agent 365 launched on May 1 to manage them. More than half of HR leaders are planning to add agents to their teams this year.

10–13 min**The bigger question**

- On the board: **"In ten years, my first job will probably involve ____."**
- Take three or four answers.
- Don't predict. Don't catastrophise. The honest answer to "will your job exist?" is *nobody knows*. The honest move is to navigate uncertainty.

13–15 min**Plenary: land the line**

- Write on the board: **"AI agents are entering workplaces faster than HR systems can track them."**
- Tell them: that one sentence is the lesson. Move on.



How this lesson maps to the AILit Framework

Engage with AI — introduced

Students read a corporate document (Riley's employee profile) and identify what is novel about it. They practise asking *where is AI in this picture?* as a default stance toward workplace artefacts.

PISA 2029 MAIL link: the assessment will test students' ability to identify and evaluate AI in real-world contexts. The profile artefact is exactly that task in miniature.

If they want more

- There are 30-minute and 60-minute versions of this lesson with the mistake scenario, the responsibility debate, the quarterly review, and the Cappelli vs Bersin debate.
- If they're still talking about it at break, that's the goal. Don't over-teach a starter.

Safeguarding and framing

- **The pronoun choice is pedagogical.** Throughout this lesson, Riley is referred to as "it." Anthropomorphic pronouns prejudice the question of whether AI agents should be treated like fellow employees. If students switch to "they" or "she," ask them why.
- **Don't catastrophise.** The honest framing is *this is happening in some industries in 2026; what does it mean for how we prepare?* — not *your career is doomed*.

Sources

- Microsoft: Agent 365 launch announcement (general availability May 1, 2026).
- Korn Ferry: HR and Talent Trends Shaping 2026.
- Cappelli, P. (February 2026). *The fallacy of treating AI agents as fellow employees*. HR Executive.
- OECD & European Commission: AILit Framework, draft for review (May 2025).
- OECD: PISA 2029 Media and AI Literacy (MAIL) assessment framework.

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