



2.3 Social Innovation Lab



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**ETHICS, FINANCE &
DIGITAL
EMPOWERMENT**

SOCIAL HUB MINDSET: BUILD, TEST, LEARN

CNBC What The Rise Of Fake Job Listings Says About The Job Market

CNBC
SERIES

**THE
RISE OF
GHOST
JOBS**

Work / Life

Copy link

Watch on YouTube

Social business card



The article highlights two barriers young jobseekers increasingly face: “ghost jobs” (postings with no real hiring intent) and the growing use of AI-driven screening in recruitment. Drawing on youth workshop insights, it shows how repeated silence after applications fuels frustration, explains why companies (and scammers) publish such ads, and outlines how automated filters can unfairly exclude candidates and reinforce bias (including a well-known Amazon case). It also links these risks to the wider policy context, including the EU AI Act and the need for greater transparency in hiring.

[Read full article](#)

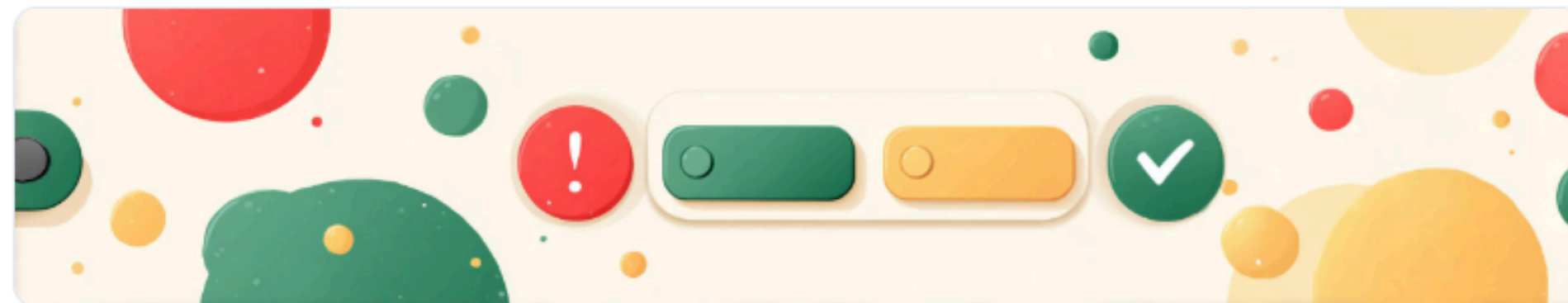


Quiz: Is this a ghost job signal?

It's an interactive, game-like quiz where the user reviews short snippets from job ads and decides whether each one is a potential ghost job warning sign (red flag) or neutral. The questions appear one at a time (e.g., “the ad is refreshed every few days with no content changes”), the user selects one of two options, navigates with “Next question,” and can check their results at the end using “Check answers.”

Step 3 - Quiz: Is this a ghost job signal?

You will see short elements from job ads. Decide whether each is a red flag or neutral.



Question 1 of 15

1. The job ad is refreshed every few days for weeks with no content changes.

☐ May indicate ghost job (red flag)

☐ Does not have to mean ghost job (neutral)

Previous question

Next question

Check answers

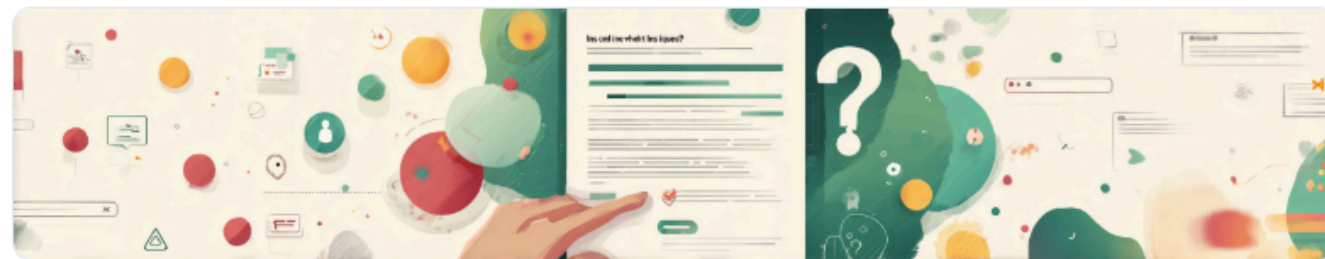
[Play in the game](#)

Game: What is wrong in this ad?



Step 4 - Game: What is wrong in this ad?

Review sample ads, mark suspicious elements, then choose your action.



Card 1

Card 2

Card 3

Card 4

Card 5

JOB OFFER

Junior Social Media Specialist

MarketPulse Group

Posted on
2026-01-12

Work mode
Remote

Salary range
Not provided

Location
Warsaw, Poland / remote

Contract type
Employment contract

AD DESCRIPTION

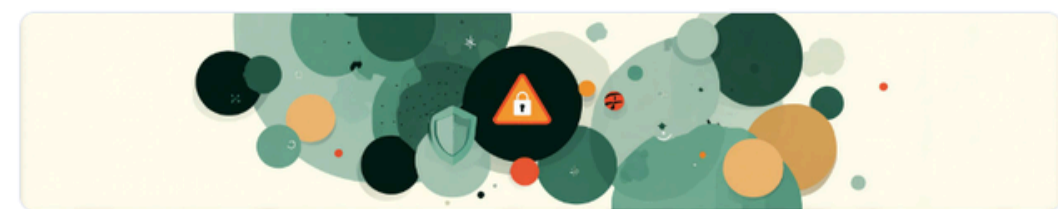
A dynamic digital company is looking for someone to run social media profiles. Scope: content creation, campaign planning, cooperation with the creative team. We offer flexible hours and 100% remote work. We are hiring immediately. Requirements: creativity, trend awareness, good organization.

It's an interactive, case-study style game where the user is shown a full sample job advertisement (role, company, posting date, location/work mode, contract type, description). Their task is to spot and mark suspicious elements in the offer (e.g., missing salary range, vague responsibilities, unclear conditions, "hiring immediately" pressure language). After highlighting the red flags, the user must decide what to do next—for example apply, ask for clarifications, verify the company/offer, or skip/report it. The activity is split into several cards so learners can compare different examples and practice recognizing warning signs.

[Play in the game](#)

Report a ghost job

This “Ghost Job Hub” section isn’t meant to build a formal database of listings, but to collect real-life examples of suspicious job ads so other learners can see what ghost jobs (and other scams) look like in practice. At the same time, submitting an ad is a hands-on exercise with real material: the user reviews an actual offer, flags specific warning signs (e.g., no verifiable company details, urgency pressure, suspicious application links, requests for sensitive data), and by doing so strengthens their ability to assess job ads and spot ghost-job patterns or fraud more quickly in future applications.



Step 5A - Where to report if it looks like a scam?

If the offer looks like phishing or data theft, report the incident to the proper response team.
The sooner you report, the lower the risk for others.

Sample CERT reporting path

1. Go to incydent.cert.pl and choose phishing/scam category.
2. Select reporter type: Individual.
3. If needed, choose: Other.
4. Describe the incident and include the link.
5. Add date and screenshots if available.
6. Submit and keep the case number.

Field names may change, but reporting logic is usually similar.

[Go to incydent.cert.pl](https://incydent.cert.pl)

Do not provide personal data or documents.

Step 5B - Report a ghost job in this course

Paste the job ad URL and submit. The system tries to fetch title/source, while salary and location are entered manually.

Job ad URL

<https://przyklad-oferty.local/oferta>

Step 5B - Report a ghost job in this course

Paste the job ad URL and submit. The system tries to fetch title/source, while salary and location are entered manually.

Job ad URL

<https://przyklad-oferty.local/oferta>

Report reasons

☐ Ad repeatedly refreshed without changes

☐ No verifiable company details

☐ Responsibilities are too generic

☐ Urgency pressure without clear process

☐ Suspicious application link

☐ Sensitive data requested at start

☐ Unrealistic pay/conditions

☐ Unprofessional contact channel

☐ Copy-paste text across many roles

☐ Many typos and inconsistencies

Salary

e.g. 7000-9000 PLN gross

City and country

e.g. Katowice, Poland

Comment, optional, max 300 characters

0/300

Send report

[Play in the game](#)

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