

Education is Broken

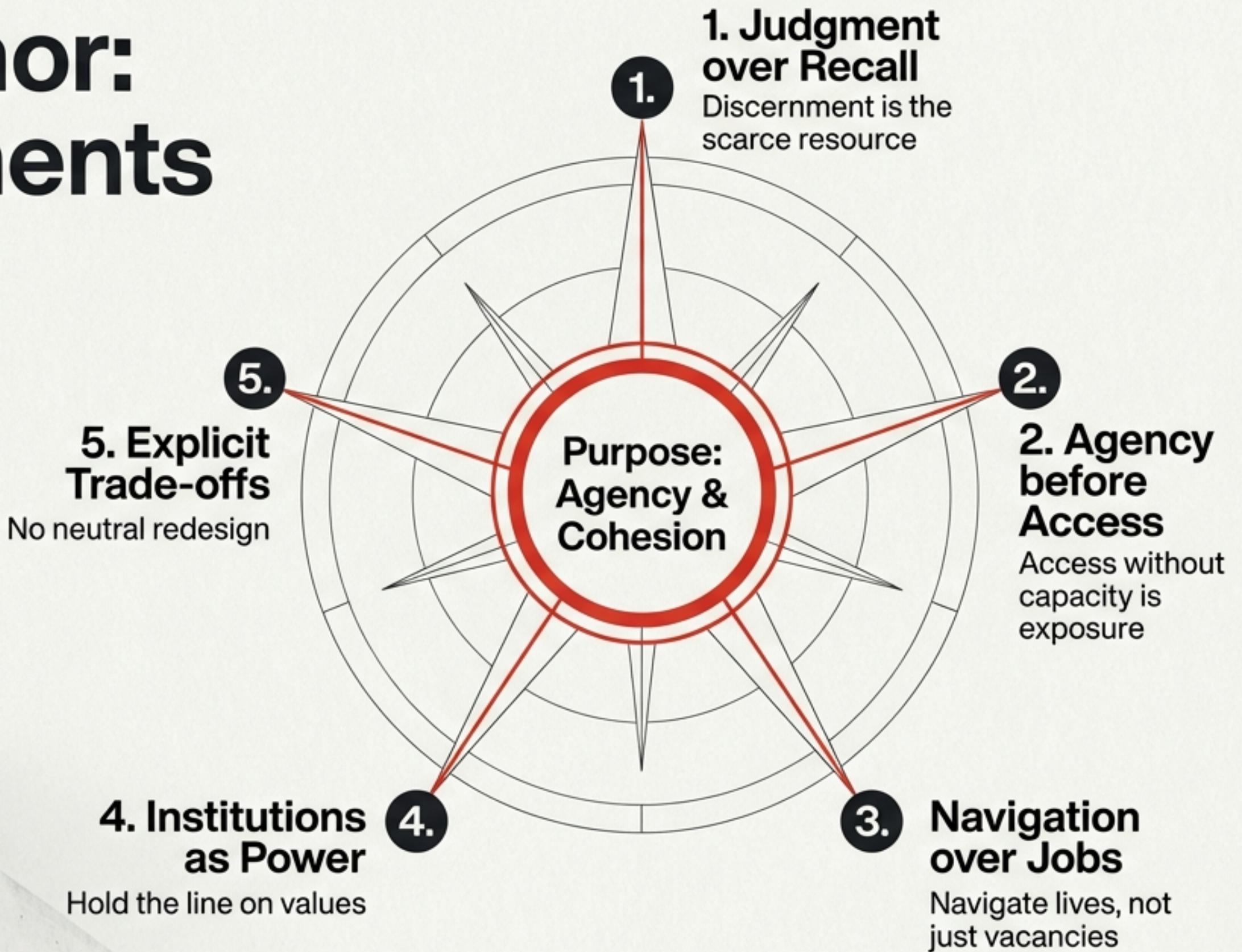
Human Work in Times of AI

A Normative Manifesto for the Age of Manufacturable Intelligence.

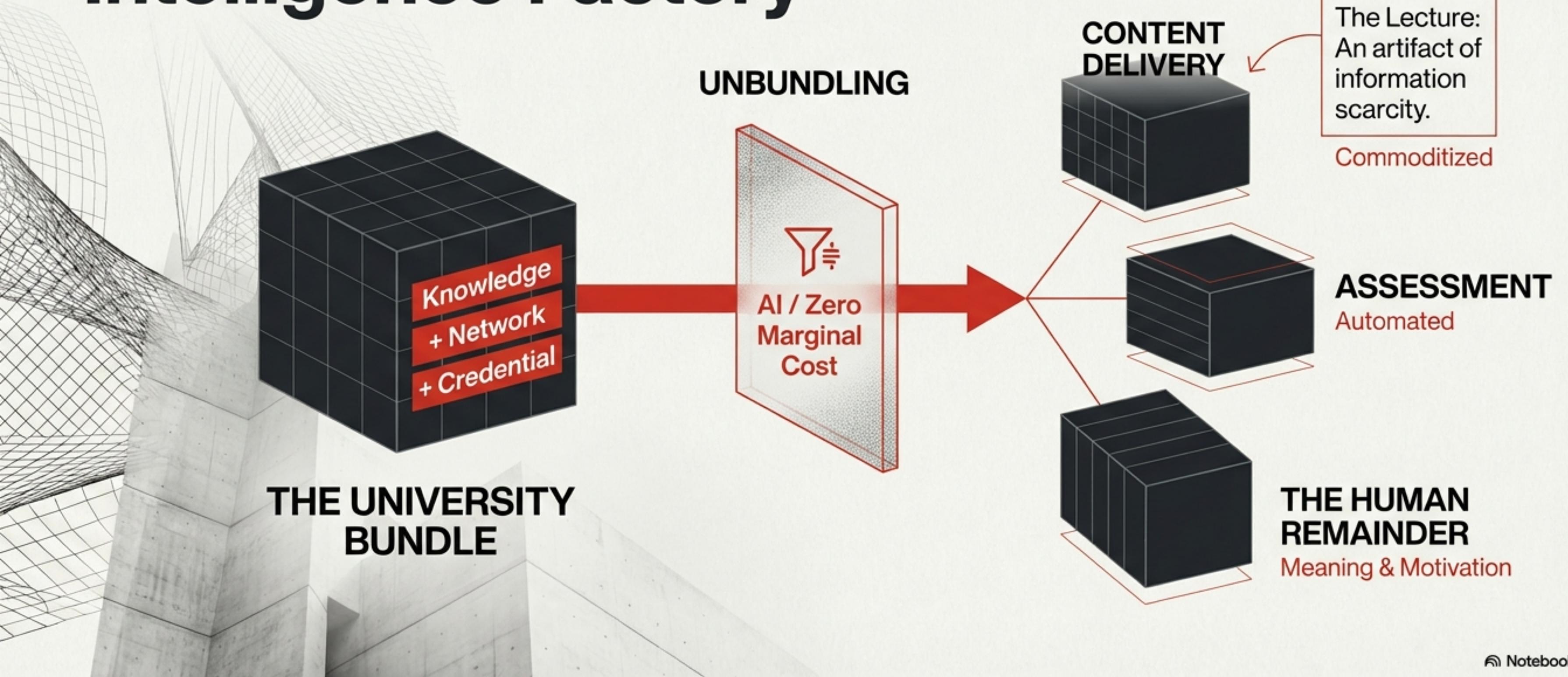
The Core Claim: Education isn't broken because it missed a software update. It is broken because it has lost clarity on what it is for.



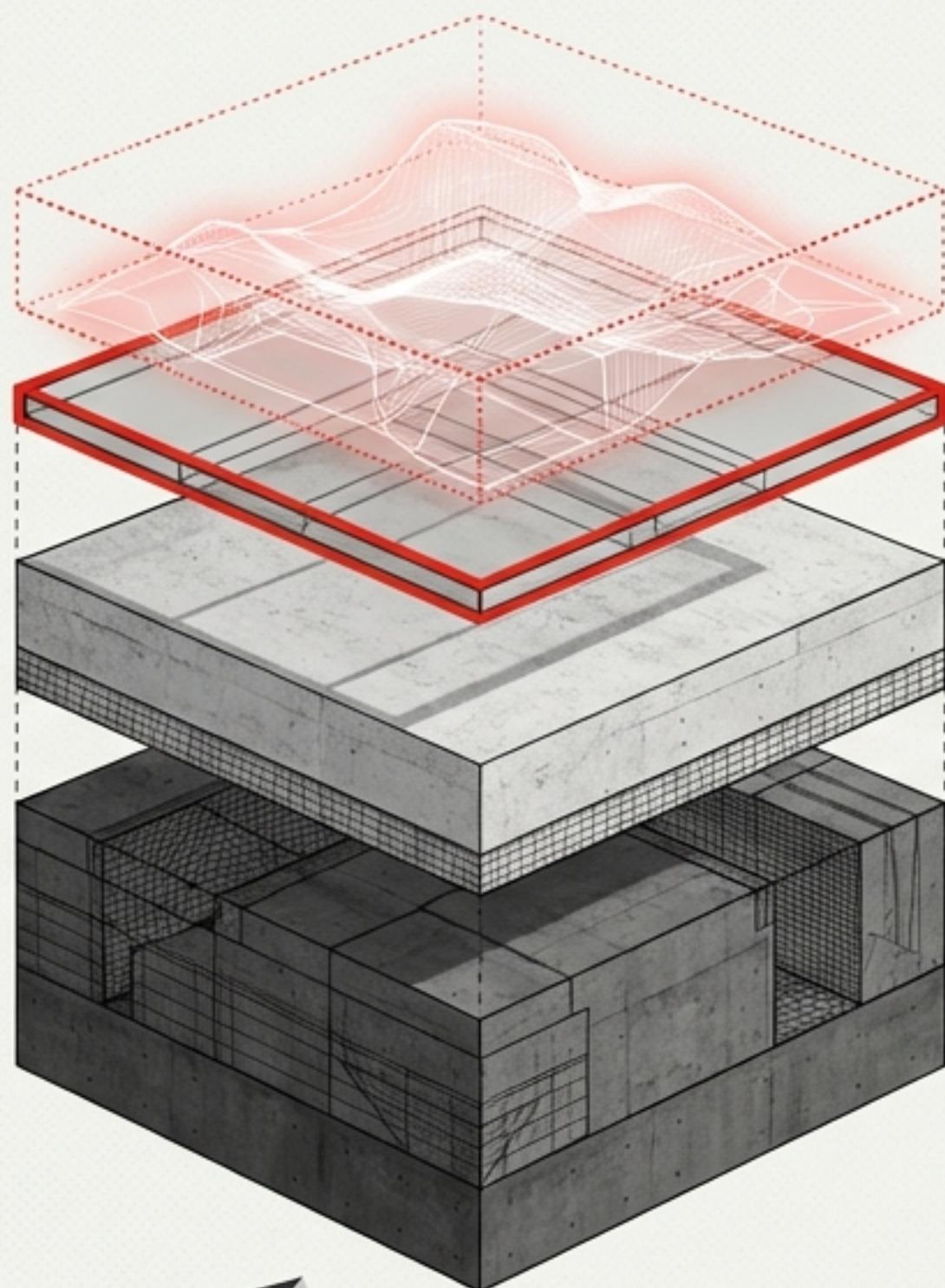
The New Anchor: Five Commitments



The Rise of the Intelligence Factory



The New Signaling Stack



Layer 4: Behavior

AI-Derived Patterns. Learning velocity & collaboration.

Layer 3: Evidence

Portfolios. "Show me what you've built." GitHub, Projects.

Layer 2: Skills

Micro-credentials.
Verified specific competencies.

Layer 1: Degrees

The Baseline. Gatekeeping
for regulated professions.

**The future is not
“no degrees.” It is
a layered signal
where evidence out-
weighs seat time.**

Models in the Wild

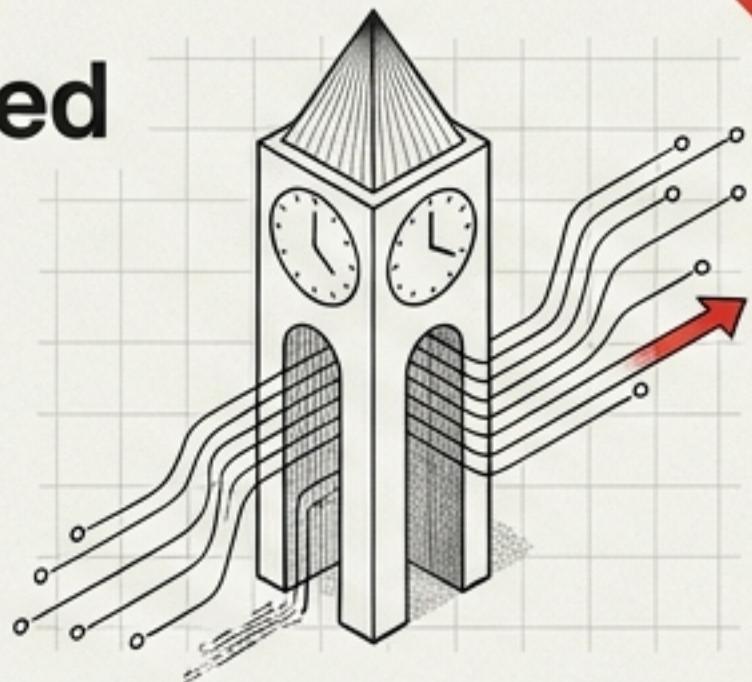
Competency-Based (WGU)

Crimson Pro:

Time is variable,
learning is constant.

Risk:

The Measurement Trap.



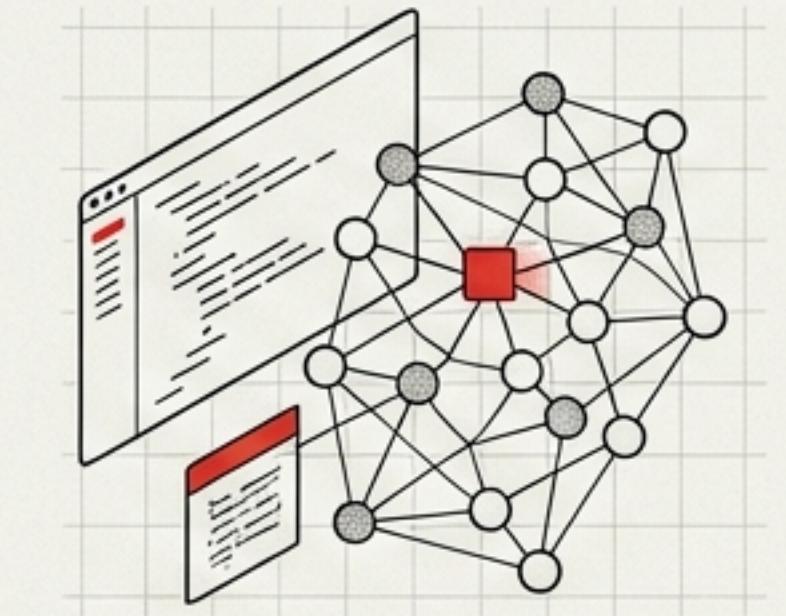
Peer-Driven (42 School)

Detail:

Teacher-free, peer-graded,
zero tuition.

Risk:

Selects for pre-existing agency.



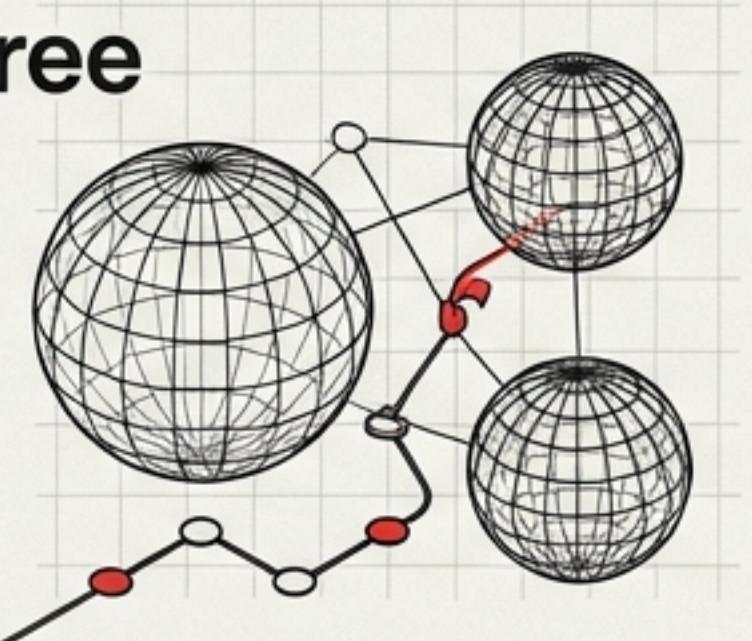
Global Campus-Free (Minerva)

Detail:

Active learning, global rotation.

Risk:

Elite selectivity maintained.



Employer-Sponsored (Guild)

Detail:

Debt-free, corporate-paid.

Risk:

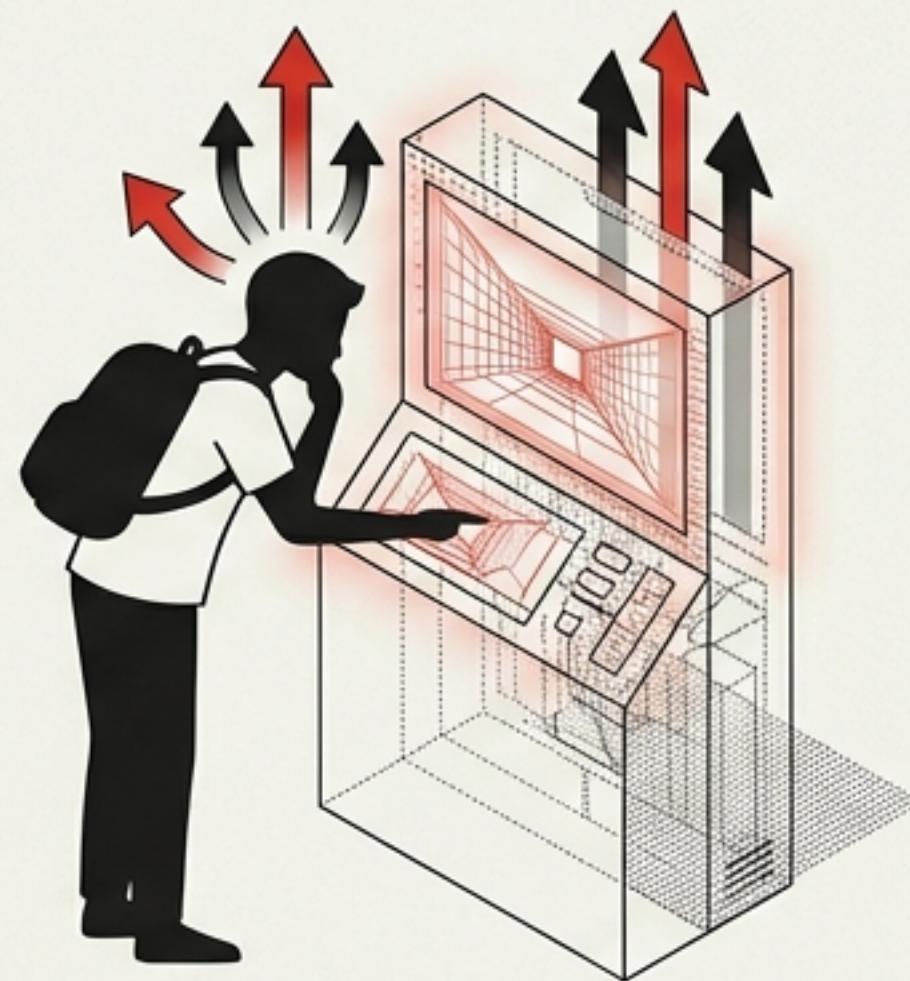
Worker lock-in / Golden Handcuffs.



We have proofs of concept, but each carries specific failure modes regarding equity.

The Danger: The Agency Divide

The Thought Partner

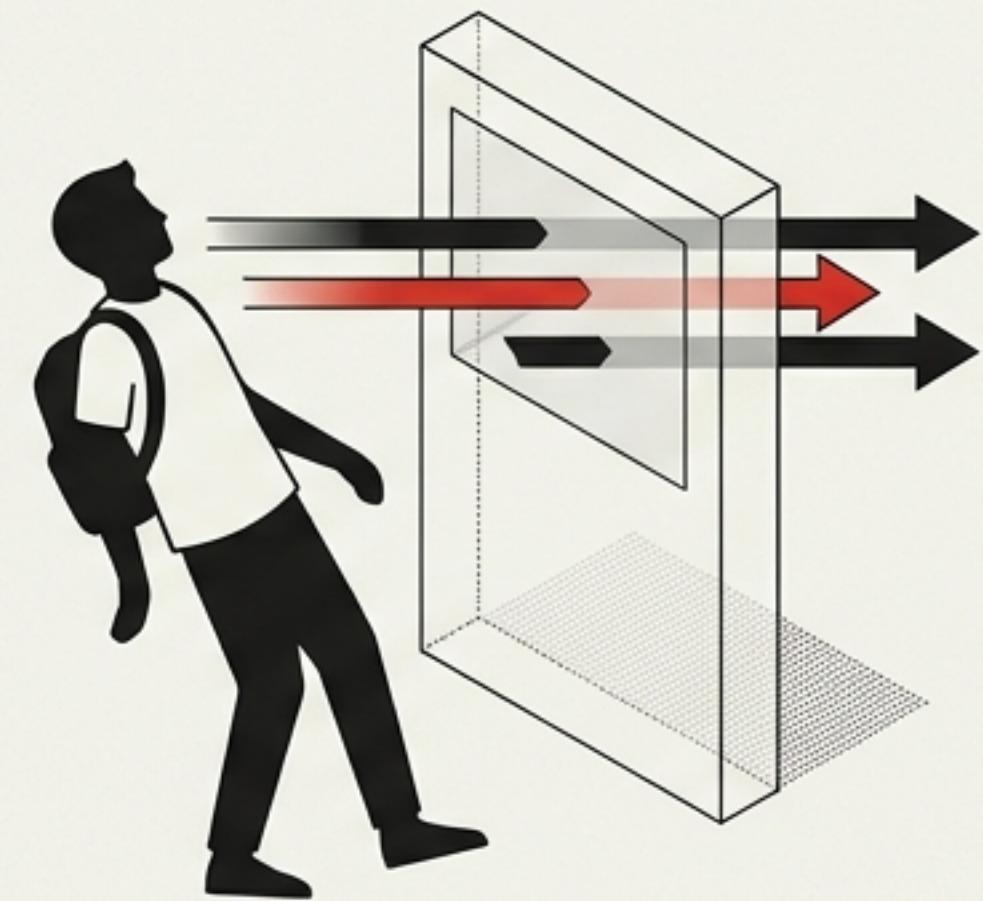


Crimson Pro:

Acceleration. Questioning. Iterating.

The Bypass

“Access without agency is not opportunity; it is exposure.”

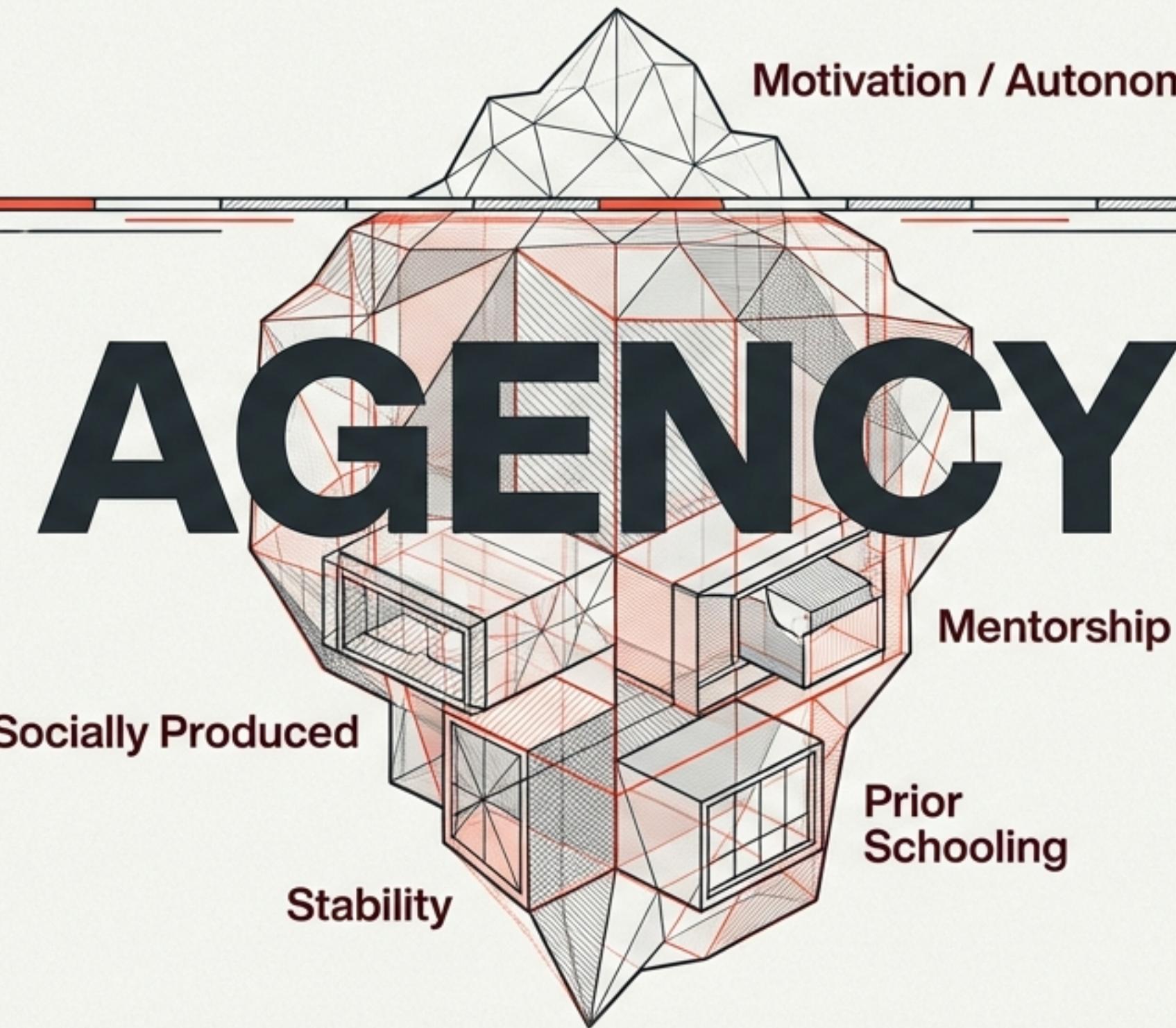


Crimson Pro:

Passive consumption. Generating without thinking.

Tools that require self-direction privilege those who have already been taught how to learn.

Agency is Infrastructure



Agency is not a personality trait. It is built.

The Trap: Innovative models (MOOCs, 42 School) often select for agency rather than building it. This repackages privilege as merit.

The Failure Modes of Equity



The “Free” Trap

Scales horizontally (more campuses) but not inclusively. Requires intense self-regulation.



The Corporate Trap

Solves debt but creates “Golden Handcuffs.” The employer decides what is worth learning.

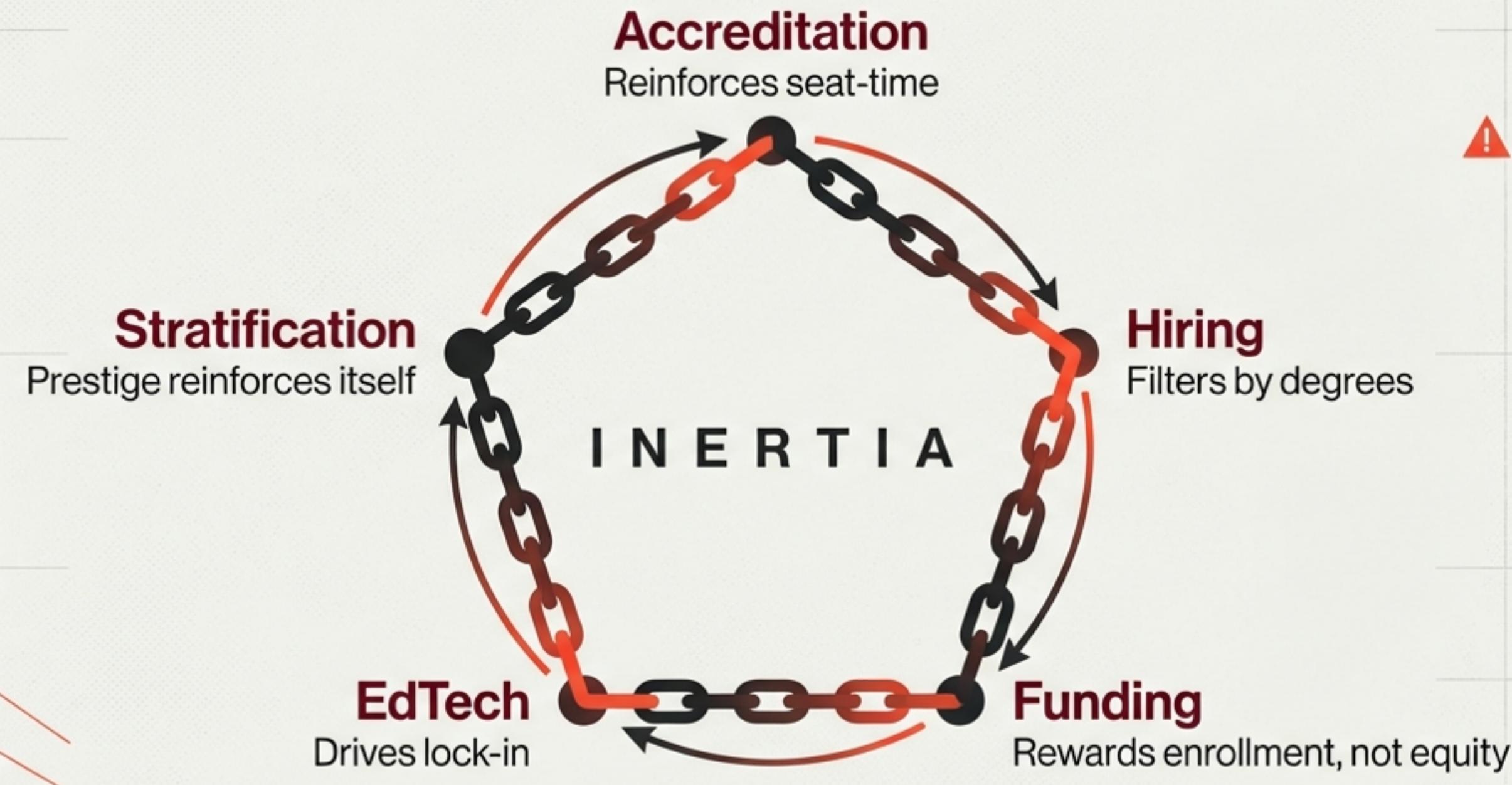


The Matthew Effect

Resources concentrate in already-wealthy institutions (Core vs. Periphery).

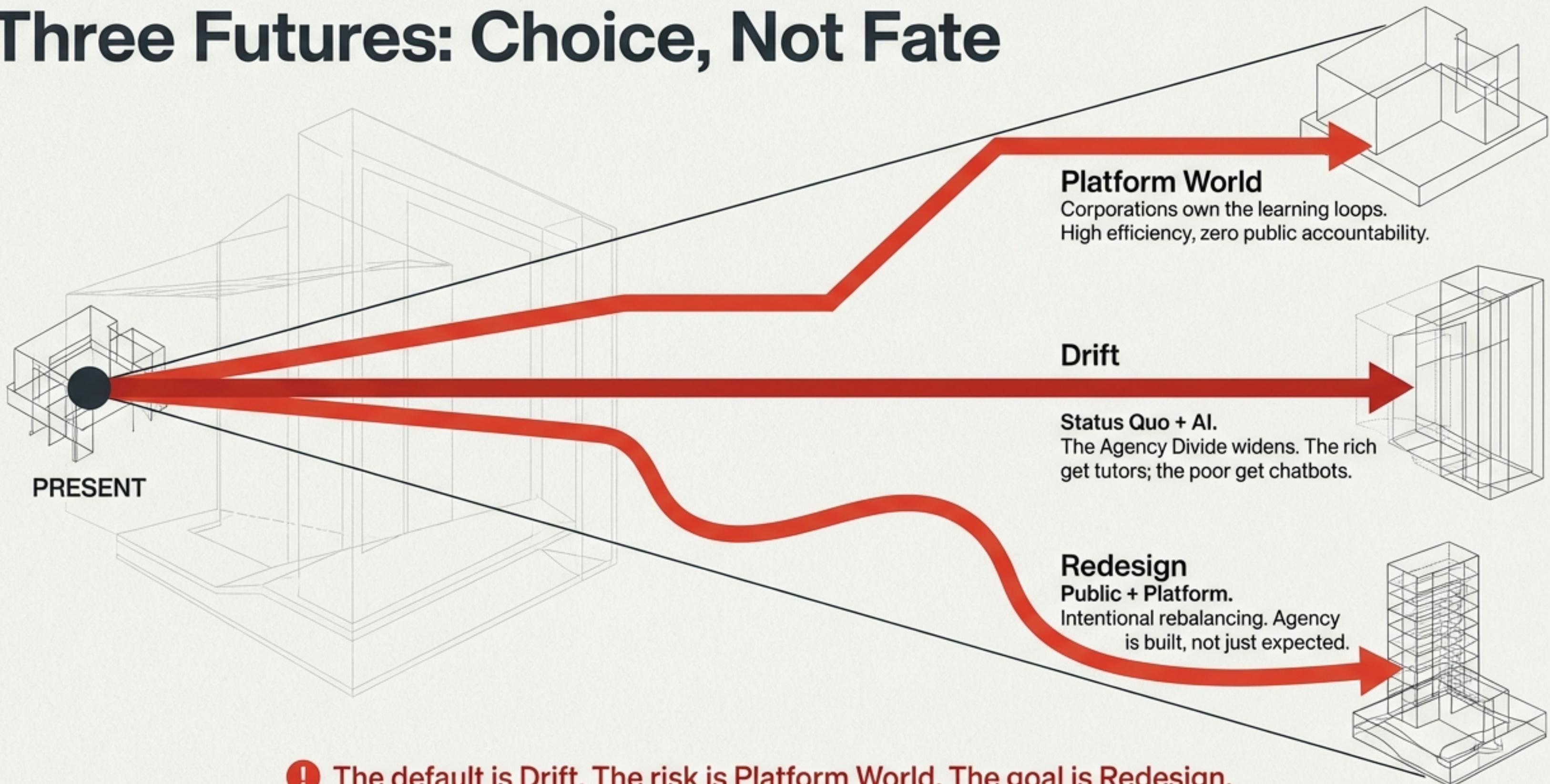
If you don’t design for the student with the least agency, you are designing a stratification machine.

Why Change is Slow: The Five Feedback Loops



You cannot fix one loop without addressing the others.

Three Futures: Choice, Not Fate



! The default is Drift. The risk is Platform World. The goal is Redesign.

The Hard Choices: What We Must Give Up

~~The Lecture~~ (as default unit of teaching)

~~Time~~ (as a proxy for learning)

~~The Illusion of Neutrality~~

~~Fairness as Sameness~~

⚠ Innovation requires subtraction. You cannot bolt AI onto the 19th-century university.

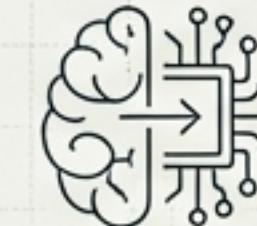
Design Principles for the Redesign

Agency as Outcome



The institution's job is to BUILD the capacity to learn.

Hybrid Intelligence



Humans + AI. Machines for routine delivery; Humans for meaning and motivation.

Continuous Curriculum

The static degree is dead.
Curriculum as a living stream.



Explicit Transfer

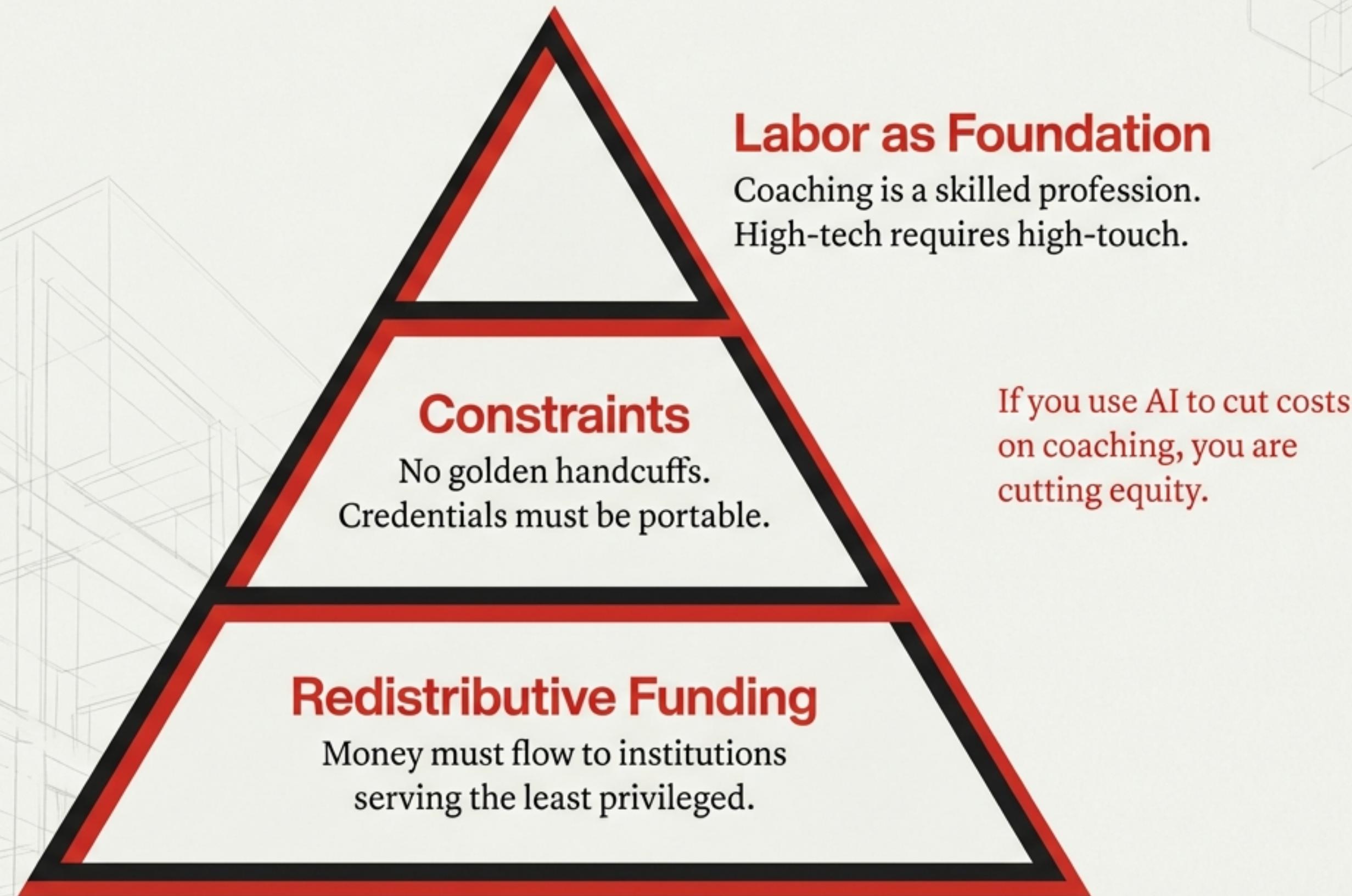


Teaching skills in varied contexts to survive the jump to reality.

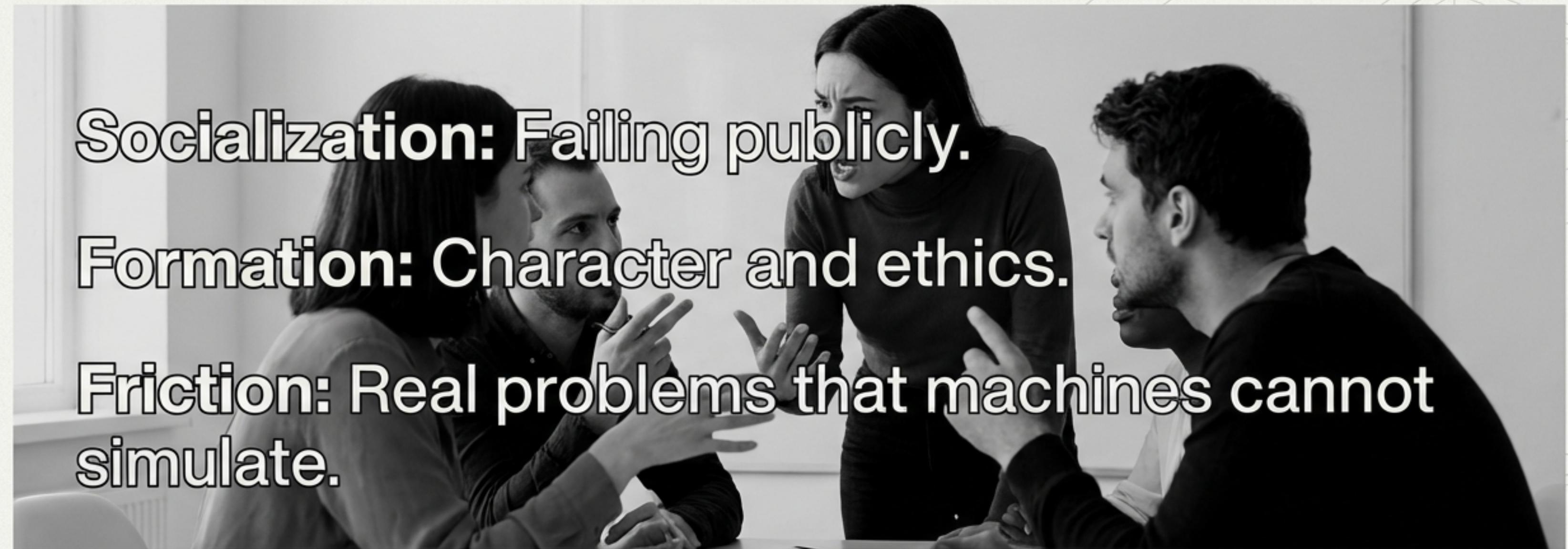


The future is intentional design, not accidental inheritance.

Operationalizing Equity: It Costs Money



The Human Anchor: The Crucible



Socialization: Failing publicly.

Formation: Character and ethics.

Friction: Real problems that machines cannot simulate.

As intelligence becomes cheaper, human judgment and connection become the premium value.

The Price of Relevance

If we refuse to give up what no longer serves us, we preserve the form but lose the meaning.

If we accept the hard choices, we recover the true purpose.

That is the price of relevance.