## Career Compass: Navigating the Redesign

In the "Redesign" future, the traditional single-credential model has been replaced by a layered **signalling stack** . Employers no longer just ask where you went to school; they ask what you have built and how fast you can learn.

This guide helps you translate your **Capabilities Dossier** into the high-value signals that modern hiring systems—both human and algorithmic—are designed to recognize.

### 1. Translating the Signalling Stack

When presenting yourself to an employer, structure your narrative around the four layers of the stack to provide a comprehensive picture of your value.

* **Layer 1: The Baseline (Your Degree):** Present your degree as proof of sustained intellectual engagement and your ability to complete a multi-year commitment.
* **Layer 2: The Skills (Micro-credentials):** Highlight your blockchain-secured certifications that prove current, specific technical competencies .
* **Layer 3: The Evidence (Your Portfolio):** Direct employers to your technical artifacts, such as GitHub repositories or published policy briefs, to prove what you can do right now .
* **Layer 4: The Behavior (Learning Velocity):** Use your "Pivot Logs" to demonstrate your ability to detect errors, adapt to feedback, and iterate quickly.

### 2. Showcasing "Evidence of Capability"

In a world where skills-based hiring can increase the eligible candidate pool by nearly 16 times, tangible proof beats abstract claims.

* **The Artifact-First Approach:** Lead with your most impressive project output. Whether it is a traffic simulation or an ethical impact statement, show the "shipped" product first.
* **Contextual Reasoning:** For every item in your portfolio, explain the "crucible" it was forged in—the real-world stakes, the community partners involved, and the specific human-AI workflow you employed .
* **AI-Enabled Expertise:** Explicitly demonstrate how you used AI as a thought partner to stress-test your logic, rather than just as a content-delivery machine.

### 3. Proving Your Learning Velocity

In the Redesign future, the half-life of a skill is short; your most valuable asset is your ability to stay in motion.

* **Document the Pivot:** Employers value "Questioners" who can strip away assumptions and build again . Highlight moments where you identified an algorithmic bias or a logical error and radically shifted your strategy.
* **Quantifiable Growth:** If your learning analytics show a steep trajectory—moving from novice to proficient in a complex domain in weeks rather than months—present that data as a primary signal of your future performance .

### 4. The Interview Strategy: Human vs. Algorithmic

Modern hiring is a hybrid process. You must be prepared to speak to both audiences.

* **For the Algorithm:** Ensure your technical artifacts contain the transparent metadata and skills taxonomies that Al-powered sourcing tools recognize.
* **For the Human:** Focus on the "uniquely human" elements of your dossier: your empathy in stakeholder negotiations, your ethical judgment in ambiguous situations, and your resilience during project shocks .

### 5. Summary Checklist for Your Dossier

* [ ] **Legibility:** Are your credentials blockchain-verifiable and cross-border recognized?
* [ ] **Portability:** Do you own your data, or is it locked into a specific platform?
* [ ] **Breadth:** Does your stack show both technical AI fluency and deep domain expertise?

Would you like me to draft a sample "Pivot Log" entry that a student might include in their dossier to prove learning velocity?