Based on the systematic literature review of credible sources from 2023–2025, I have developed the following Research Catalog and Course Syllabus. This work targets the "non-technical majority" who are currently facing the "Agentification" phase of the AI revolution.

Part 1: Annotated Research Catalog

Theme A: AI-Driven Labor Market Shift

Synthesis: The narrative has shifted from "job replacement" to "agentification" and "augmentation." While Generative AI (GenAI) exposure is high for knowledge workers, the 2025 consensus is that AI will primarily act as an autonomous "agent" that handles tasks, not entire roles, requiring workers to become "managers of bots" rather than just operators.linkedin+1

- **Key Findings:**

    - **The "Agentification" of Work:** By 2030, the labor market will experience significant "churn" as AI agents increasingly automate complex workflows, not just isolated tasks. This will displace routine cognitive roles while boosting productivity in "people-centric" sectors like care and education.linkedin

    - **Augmentation Dominance:** A 2025 McKinsey Global Survey indicates that while adoption is nearly universal, only 1% of companies feel they have reached "maturity," meaning the chaotic phase of integrating human-AI workflows is happening *now*.mckinsey+1

Theme B: Cross-Industry Disruption & Skill Churn

Synthesis: Disruption is no longer vertical (industry-specific) but horizontal (function-specific). Marketing, legal, and operations face the highest "exposure" because their core outputs (text, analysis, images) are now commodities.

- **Key Findings:**

    - **The Trust Paradox:** A significant barrier to adoption is the "trust paradox," where 36.4% of employees do not trust AI outputs, creating a self-reinforcing cycle that prevents meaningful adoption in critical industries.linkedin

    - **Universal Exposure:** Administrative and clerical support roles are projected to see the largest decline, while roles requiring complex decision-making and empathy will see net growth, forcing a "skills-first" rather than "degree-first"

hiring approach.[mckinsey+1](#)

Theme C: The Non-STEM Professional's Dilemma

Synthesis: Non-STEM professionals face a specific psychological barrier: the "Illusion of Explanatory Depth"—thinking they understand AI tools while lacking the mental models to use them effectively. However, their background in critical thinking is increasingly valued as "technical" coding skills become less critical due to natural language interfaces.[hbs](#)

- **Key Findings:**

    - **The Liberal Arts Advantage:** As coding barriers lower, skills associated with the humanities—critical thinking, cultural awareness, and sophisticated communication—are becoming the "new programming languages" for effective prompt engineering.[linkedin+1](#)

    - **The "Training Crisis":** 47.5% of employees cite inadequate training as their primary barrier to adoption, higher than technical limitations or budget constraints.[linkedin](#)

Theme D: Future Skill Demand Forecast

Synthesis: The demand curve has inverted; "soft" skills are now the durable "power skills." Employers in 2025 prioritize "cognitive flexibility" and "AI delegation"—the ability to know *what* to assign to AI and *how* to evaluate its work.

- **Key Findings:**

    - **Communication as a Tech Skill:** Prompt engineering job postings now emphasize collaborative communication (43.8% of requirements) more than coding, framing it as a role for "translating practical needs into effective language".[arxiv](#)

    - **Critical Thinking & EQ:** With AI handling execution, "Human Skills" like Emotional Intelligence (EQ), negotiation, and ethical judgment are the primary differentiators for human talent.[getaura+1](#)

Theme E: The Non-STEM Reskilling Gap

Synthesis: The gap is less about "learning Python" and more about "AI Literacy"—understanding the capabilities and limitations of models. A major hurdle is the mental health impact of "loss of control," where workers feel disempowered by algorithmic decision-making.[nature](#)

- **Key Findings:**

  - **Psychological Friction:** Workers often resist AI not out of Luddism but because of a "loss of discretion." Reskilling must address this by framing AI as a tool for *enhancing* human agency.[nature](#)

  - **Access Barriers:** Non-technical workers often lack the "tooling understanding" to automate their own workflows, creating a divide between those who *use* AI (chatbots) and those who *integrate* AI (APIs/Workflows).[informationweek](#)

Theme F: Emerging Skill Frameworks

Synthesis: HR and L&D are moving from "Degree-Based" to "Skills-Based" hiring. New frameworks emphasize "AI-First Leadership" and "Responsible AI," viewing ethics not as compliance but as a core operational competency.

- **Key Findings:**

  - **Values-Based Ethics:** Frameworks are shifting from rigid "principles" (rules) to "values-based" approaches where employees must align AI decisions with organizational culture (e.g., fairness, transparency).[professional.dce.harvard+1](#)

  - **Skill-Based Hiring:** Employers are increasingly removing degree requirements for AI-adjacent roles, focusing instead on demonstrated ability to collaborate with machine intelligence.[sciencedirect](#)

Theme G: Innovative Course Development

Synthesis: Top institutions (Wharton, MIT Sloan) have pivoted their executive education from "Data Science" to "AI Strategy." The focus is on *implications* and *management*, not *construction* of models.

- **Key Findings:**

  - **Strategy over Code:** Leading courses (e.g., Wharton's "AI for Business") structure their curriculum around "Foundations," "Impact/Ethics," and "Strategic Application," specifically targeting non-data scientists.[executiveeducation.wharton.upenn+1](#)

  - **Action-Oriented:** Successful programs utilize "AI-First Leadership" models that require participants to reimagine human-AI collaboration within their specific business functions.[harvardbusiness](#)

Additional Identified Topic: Career Resilience Frameworks

- **Synthesis:** In a volatile market, "Career Resilience" is defined by transferability and adaptability.

- **Key Finding:** 76% of professionals who successfully transitioned roles credited their adaptability. Resilience is now a teachable skill involving "lifelong learning" and "networking for agility".linkedin+1

Part 2: Comprehensive Course Syllabus

Course Title: Thriving in the AI-Powered Workplace: Essential Futureskills for Non-STEM Professionals

Tagline: *Turn your human experience into your greatest technical asset in the age of AI.*

Target Audience:
Mid-career professionals in non-technical roles (Marketing, HR, Legal, Operations, Management) who feel "left behind" by the technical surge and are seeking to pivot their existing expertise into the AI era.

Core Learning Objective:
Participants will transition from "passive users" to "strategic architects" of AI workflows by mastering the "Liberal Arts of AI"—prompt engineering as communication, ethical oversight, and human-centric strategy—resulting in a future-proof Career Resilience Plan.

Course Format & Duration:

- **Format:** 8-Week Online Cohort (Self-paced video modules + Weekly live "Lab" workshops).

- **Duration:** 4–6 hours per week.

Module Breakdown

Module 1: The New Landscape – From Automation to Agentification

- **Week Focus:** Shifting the mental model from "AI replacing me" to "AI as my agent."

- **Key Learning Outcomes:**

  - Differentiate between *automation* (replacing tasks) and *augmentation* (enhancing capabilities).

  - Identify specific "exposure points" in your current industry using the "Job Disruption Matrix."

- **Core Content Components:**

  - Lecture: "The Agentification of Work: 2025–2030 Trends".linkedin

  - Exercise: Mapping your workflow to identify "Candidate Tasks" for AI agents.

- **Deliverable:** A **Personal Role Audit** categorizing current duties into "To Automate," "To Augment," and "Human-Only."

Module 2: AI Demystified for the "Non-Coder"

- **Week Focus:** Overcoming the "Illusion of Explanatory Depth".hbs

- **Key Learning Outcomes:**

  - Understand how LLMs work (predictive text vs. reasoning) without math.

  - Recognize the difference between "probabilistic" and "deterministic" outputs.

- **Core Content Components:**

  - Explainer: "The Stochastic Parrot: What AI Actually 'Knows'."

  - Lab: "Breaking the Bot" – Intentionally generating hallucinations to understand limitations.

- **Deliverable:** An **AI Tool Landscape Map** relevant to your specific profession (e.g., LegalTech, MarTech).

Module 3: The Art of Inquiry – Prompt Engineering as Communication

- **Week Focus:** Leveraging Liberal Arts skills (context, nuance) for technical output.broneager+1

- **Key Learning Outcomes:**

  - Apply the principles of rhetoric and clear writing to Prompt Engineering.

○ Master "Chain-of-Thought" prompting to guide complex reasoning.

- **Core Content Components:**

  ○ Workshop: "English is the New Syntax."

  ○ Case Study: How a prompt engineer uses "Collaborative Communication" skills (43% of the role).[arxiv](#)

- **Deliverable:** A **Prompt Library** of 5 sophisticated prompts designed to automate a complex task from your Personal Role Audit.

Module 4: The Human-in-the-Loop – Ethics & Critical Thinking

- **Week Focus:** The "Safety Engineer" role of the non-technical manager.

- **Key Learning Outcomes:**

  ○ Apply a "Values-Based" ethics framework (Fairness, Accountability, Transparency).[professional.dce.harvard](#)

  ○ Audit AI outputs for bias and logical fallacies.

- **Core Content Components:**

  ○ Framework: "The 5 Principles of Responsible AI".[professional.dce.harvard](#)

  ○ Simulation: "The Ethics Board" – Deciding on an AI rollout with conflicting stakeholder interests.

- **Deliverable:** An **AI Risk Assessment Memo** for a hypothetical (or real) project in your sector.

Module 5: Strategic Implementation – Managing the Machine

- **Week Focus:** Moving from chat interfaces to integrated workflows.

- **Key Learning Outcomes:**

  ○ Design an "AI-First" workflow that keeps humans in the critical decision loop.

  ○ Overcome the "Trust Paradox" by establishing validation protocols.[linkedin](#)

- **Core Content Components:**

- ○ Case Study: Generative AI in Legal (Document Review) vs. Marketing (Content Scale).

- ○ Lecture: "Delegation Dynamics: When to trust the bot."

- **Deliverable:** An **Augmented Workflow Proposal** redesigning a core business process to reduce time by 40% while increasing quality.

Module 6: Soft Skills as Power Skills

- **Week Focus:** Doubling down on what AI *can't* do.

- **Key Learning Outcomes:**

  - ○ Strengthen Emotional Intelligence (EQ) and Empathy in digital communications.careerready

  - ○ Develop "Cognitive Flexibility" to switch between strategic and tactical thinking.

- **Core Content Components:**

  - ○ Workshop: "High-Touch in a High-Tech World."

  - ○ Self-Assessment: The "Human Value-Add" Inventory.

- **Deliverable:** A **Skill Gap Analysis** comparing your current soft skills against 2028 projections.reports.weforum

Module 7: Career Resilience & The Future-Proof Mindset

- **Week Focus:** Building a career that thrives on disruption.

- **Key Learning Outcomes:**

  - ○ Adopt the "Lifelong Learning" habit loop.linkedin

  - ○ Create a "Portfolio Career" strategy that is independent of a single job title.

- **Core Content Components:**

  - ○ Framework: "The 3 Pillars of Career Resilience: Transferability, Agility, Network".sparkco

  - ○ Guest Lecture: "Navigating Non-Linear Career Paths."

- **Deliverable: Draft Career Resilience Statement.**

Module 8: Capstone – The Strategic Pivot

- **Week Focus:** Synthesis and Application.

- **Key Learning Outcomes:**

  - Integrate technical understanding, ethical oversight, and strategic vision.

- **Core Content Components:**

  - Peer Review: Critiquing Capstone drafts.

  - Final Presentation: Pitching your "Augmented Self."

- **Deliverable: The 3-Year Career Resilience Plan.**

  - *Part A:* The Tech Stack (What tools will you master?).

  - *Part B:* The Human Stack (What soft skills will you double down on?).

  - *Part C:* The Pivot Strategy (How will you position yourself for roles that don't exist yet?).

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Based on the comprehensive research and syllabus previously developed, here is the transformation of the "Thriving in the AI-Powered Workplace" course into a high-engagement, mobile-first micro-learning experience.

Part 1: Gamified Course Architecture

Course Title: FutureFit Quest
 Tagline: *Future-proof your career in 5 minutes a day.*

Core Gamification Metaphor: The Archipelago of Agency
 The learner is a "Navigator" exploring a futuristic archipelago where islands represent different domains of the new economy. At the start, the islands are shrouded in "The Fog of Uncertainty" (representing anxiety and lack of knowledge). As the user completes lessons, the fog clears, revealing vibrant futuristic cities where humans and AI work in harmony. The goal is to map the entire archipelago and build their own "Stronghold" (the Career Resilience Plan).

Key Gamification Elements:

- **XP (Experience Points):** "Cognitive Credits." Earned by completing lessons.

- **Premium Currency:** "Insight Gems." Earned by maintaining streaks or completing "Boss Battles" (hard quizzes). Used to unlock special case studies or "freeze" a streak for a day.

- **The Streak:** "Momentum Meter." A visual fire icon that grows brighter with consecutive days of login.

- **Badges:** "Sector Visas." Digital stamps collected in a passport upon completing a Skill Tree.

- **Leaderboards:** "Cohort Leagues." Optional weekly leagues grouping users by industry (e.g., "Marketing Mavericks League") to compete on XP.

Part 2: Detailed Skill Tree Map

Here is the transformation of the original 8-week modules into 6 thematic Skill Trees.

🌳 Tree 1: The Automation Outpost (Original Modules 1 & 2)

- **Icon:** A robotic arm shaking a human hand.

- **Goal:** Clear the "Fog of Fear" by distinguishing between replacement and augmentation.

- **Branch A: The Shift (Mindset)**

  - Leaf 1: 🎥 *Video (90s):* "Why You Aren't Being Replaced (Yet)"

  - Leaf 2: 👆 *Swipe Quiz:* "Automate or Augment?" (Users swipe left for tasks AI should do, right for human tasks).

  - Leaf 3: 🧩 *Drag & Drop:* "The Agentification Timeline" (Order upcoming trends by year).

- **Branch B: The Machine's Mind (AI Literacy)**

- Leaf 1: 🃏 *Flashcards:* "Stochastic Parrots & Hallucinations" (Key term definitions).

- Leaf 2: 🧪 *Lab Simulation:* "Break the Bot" (Intentionally trigger an AI error in a chat interface).

- Leaf 3: 🔍 *Spot the Difference:* "Deterministic vs. Probabilistic Outcomes."

🌳 Tree 2: The Prompting Port (Original Module 3)

- **Icon:** A glowing magical quill.

- **Goal:** Learn the language of the islands to command digital agents.

- **Branch A: The Syntax of Power**

  - Leaf 1: 🎥 *Video (2 min):* "English is the New Code."

  - Leaf 2: 📝 *Fill-in-the-Blank:* "Fix this Lazy Prompt" (Turn a bad prompt into a structured one).

  - Leaf 3: ⚡ *Speed Round:* "Identify the Missing Context" (Spot what's missing in a request).

- **Branch B: Advanced Whispering**

  - Leaf 1: 🧩 *Puzzle:* "Build the Chain of Thought" (Arrange reasoning steps in order).

  - Leaf 2: 🎭 *Roleplay:* "Persona Injection" (Rewrite a prompt to make the AI act like a skeptical lawyer).

🌳 Tree 3: The Ethics Watchtower (Original Module 4)

- **Icon:** A lighthouse with an eye in the beam.

- **Goal:** Become the "Safety Engineer" who keeps the AI aligned with human values.

- **Branch A: The Bias Radar**

  - Leaf 1: 🕵️ *Detective Mode:* "Find the Bias" (Review 3 AI-generated hiring summaries and flag unfair language).

- Leaf 2: ⚖️ *Decision Scenario:* " The Black Box Problem" (Choose the ethical path in a business dilemma).

- **Branch B: The Values Framework**

  - Leaf 1: 🛡️ *Shield Challenge:* "Match the Risk to the Mitigation."

  - Leaf 2: 🎥 *Micro-Case:* "When AI Lied to the Customer" (Analysis of a real-world failure).

🌳 Tree 4: The Strategy Citadel (Original Module 5)

- **Icon:** A hologram of a chessboard.

- **Goal:** Design workflows where you are the architect, and AI is the builder.

- **Branch A: Workflow Architecture**

  - Leaf 1: 🏗️ *Builder Game:* "Assemble the Stack" (Select the right tool for a specific marketing task).

  - Leaf 2: 📈 *Efficiency Calculator:* "Calculate the ROI" (A quick math mini-game to prove AI value).

- **Branch B: The Trust Protocol**

  - Leaf 1: 🤝 *Dialogue Sim:* "The Skeptical Boss" (Convince a stakeholder to adopt an AI tool using data).

  - Leaf 2: 🚦 *Red Light/Green Light:* "When to Delegate" (Rapid fire decision making on delegation).

🌳 Tree 5: The Human Sanctuary (Original Module 6)

- **Icon:** A stylized human heart in a microchip.

- **Goal:** Double down on the skills AI cannot replicate.

- **Branch A: Emotional Intelligence (EQ)**

  - Leaf 1: 🎭 *Empathy Gym:* "Read the Room" (Analyze an email tone that AI missed).

- - Leaf 2: 🎥 *Video:* "Why AI Can't Negotiate (Like You)."

- **Branch B: Cognitive Flexibility**

  - ○ Leaf 1: 🧠 *Brain Teaser:* "The Lateral Thinking Challenge."

  - ○ Leaf 2: 🗣️ *Speech Coach:* "Critique the Bot" (Practice giving nuanced feedback to an AI draft).

🌳 Tree 6: The Resilience Horizon (Original Modules 7 & 8)

- **Icon:** A compass and a pair of hiking boots.

- **Goal:** Chart a course for a career that thrives on change.

- **Branch A: The Pivot Mindset**

  - ○ Leaf 1: 🎒 *Inventory Check:* "Pack Your Transferable Skills" (Select skills from a list that survive disruption).

  - ○ Leaf 2: 🕸️ *Network Map:* "Who is in Your Squad?" (Identify mentors and connectors).

- **Branch B: Future Proofing**

  - ○ Leaf 1: 🔮 *Fortune Teller:* "Predict the Skill Demand" (Guess which skills will rise/fall by 2028).

  - ○ Leaf 2: 🏆 *Boss Battle:* "The 3-Year Vision" (A multi-step quiz that outlines your future role).

Part 3: The Daily Engagement Loop & Special Features

The "First 5 Minutes" Experience:

1. **Notification:** "🔥 Your Momentum is cooling! Take 5 mins to unlock the 'Prompt Wizard' badge."

2. **Launch:** Screen opens with a "Daily Wisdom" quote about the future of work.

3. **The Daily Sprint (2 mins):** A rapid-fire review of yesterday's concepts using "Spaced Repetition" (e.g., 3 quick questions). Success grants +10 Cognitive Credits.

4. **The New Micro-Lesson (3 mins):** The user selects the next glowing node on their Skill Tree. They watch a 60-second animated video and answer 2 interactive scenarios.

5. **Reward:** A chest opens, granting XP and a piece of a "Blueprint" (see Part 4).

Special Features:

- **"Friday Simulation Sprint":** A longer (10-min) branching narrative released every Friday. Example: "Crisis Management: Your AI leaked data. Manage the PR fallout." High XP reward.

- **"The Community Commons":** A forum where users can "donate" their prompts. If other users upvote a prompt, the creator earns "Impact Gems."

- **"Boss Battles":** At the end of every Tree, the user faces a "Boss" (e.g., "The Hallucination Hydra"). To defeat it, they must pass a timed, high-stakes quiz with no hints.

Part 4: Masterpiece Project Integration

The "Stronghold" Concept (Capstone Integration)
Instead of writing a static document at the end of the course, the user builds their **"Career Resilience Stronghold"** iteratively throughout the game.

- **Mechanism:** Every time a user completes a "Branch" of a Skill Tree, they unlock a specific "Building Block" in their profile's "Stronghold" tab.

  - *Completing Tree 1 (Automation):* Unlocks the **"Audit Block."** The app prompts the user to input 3 tasks they will automate.

  - *Completing Tree 2 (Prompting):* Unlocks the **"Tool Armory."** The user inputs the 3 specific AI tools they will master.

  - *Completing Tree 5 (Human Skills):* Unlocks the **"Moat of Uniqueness."** The user selects their top 3 soft skills that protect them from automation.

- **Final Output:** Upon finishing Tree 6, the app compiles all these inputs into a beautifully designed, PDF-exportable **"FutureFit Strategic Plan."**

- **Credential:** The user is awarded the **"FutureFit Architect"** certification, which can be instantly posted to LinkedIn with a verified credential link.

Perfect. This is the ideal setup. You're learning **both the content AND the code**—that's the accelerated path to building something valuable.

Let me help you create a **self-contained, full-stack learning environment** where you build the platform while simultaneously going through the curriculum. I'll construct this strategically so you learn layered skills.

Your Custom Learning Architecture

Phase 1: Foundation (Weeks 1-2)

Goal: You learn the stack while building the MVP core.

I'll build you:

1. **A single HTML/CSS/JavaScript prototype** (fully functional, no backend yet) that you can run locally
2. **Detailed code walkthroughs** explaining every component
3. **Assignments:** You modify the code as you complete lessons—forcing you to learn by doing

Phase 2: Integration (Weeks 3-4)

Goal: Add a backend so your progress persists.

You'll learn:

- Node.js + Express basics
- Database design (PostgreSQL or MongoDB)
- API structure for lesson data and user progress

Phase 3: Deployment (Weeks 5-6)

Goal: Get it live so you experience the full production cycle.

You'll deploy to:

- **Frontend:** Vercel (free, takes 30 seconds)
- **Backend:** Railway or Render (free tier, $5/month if heavy use)
- **Database:** Supabase (PostgreSQL, free tier included)

Phase 4: Content Iteration (Ongoing)

As you complete lessons **in the app**, you refine content, catch bugs, improve UX.

What I'll Deliver (Right Now)

I'm going to build you **FutureFit Quest v0.1: The Solo Learner Edition**

This will include:

1. ✅ **Interactive Skill Tree visualization** (the archipelago with fog clearing)
2. ✅ **All 6 Skill Trees + sample lessons** from the original course
3. ✅ **Gamification loop:** Daily streaks, XP, badges, quizzes
4. ✅ **Micro-lesson engine:** Video placeholders, interactive quizzes, scenarios
5. ✅ **Progress tracking** (localStorage for now—persists in your browser)
6. ✅ **Career Resilience Stronghold builder** (collects your inputs, exports as PDF)
7. ✅ **Code you can read & modify** (heavily commented for learning)

Your Learning Path (Dual Track)

Track A: The Content (You as Learner)

- Log into the app each day
- Complete 1-2 micro-lessons
- Do the quizzes, scenarios, simulations
- Your data fills the Stronghold
- By Week 8, you have a real Career Resilience Plan

Track B: The Code (You as Developer)

- **Week 1:** Understand the HTML structure & how the Skill Tree renders
- **Week 2:** Learn the JavaScript state management (tracking progress, streaks, XP)
- **Week 3:** Add a backend API so data persists beyond your browser
- **Week 4:** Set up a database to store lessons, user progress, badge data
- **Week 5:** Deploy to production
- **Week 6+:** Iterate, add features, optimize based on your experience as the user

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Let Me Start: I'll Create Your Initial App

Here's what I'm about to build for you:

Core Features in v0.1:

text

```
┌─────────────────────────────────────────┐
│           FutureFit Quest v0.1          │
├─────────────────────────────────────────┤
│ 🎮 Gamification Dashboard               │
│  • Streak Counter (fire icon)           │
│  • XP / Cognitive Credits display       │
│  • Current Level (Novice → Visionary)   │
│                                         │
│ 🌳 Interactive Skill Tree               │
│  • 6 Trees (click to expand)            │
│  • Animated fog clearing as you progress│
│  • Branch selection                     │
│  • Leaf (lesson) navigation             │
│                                         │
│ 📚 Lesson Player                        │
│  • Lesson type: Video explainer         │
│  • Lesson type: Interactive quiz        │
│  • Lesson type: Scenario/dialogue       │
│  • XP reward on completion              │
│                                         │
│ 🏗️ Stronghold Builder                   │
│  • Unlocks as you complete trees        │
│  • Auto-collects your responses         │
│  • PDF export button                    │
│                                         │
│ 📊 Progress Dashboard                   │
│  • % completion per tree                │
│  • Total XP earned                      │
│  • Badges collected                     │
└─────────────────────────────────────────┘
```

The Setup (What You'll Do Right Now)

1. **I generate a complete HTML file** (self-contained, no server needed)
2. **You download it**, open in your browser

3. **You click around, test it, do a lesson**
4. **You give me feedback:** "This doesn't feel right" or "I want this feature"
5. **I refine, you learn the code changes**

Questions Before I Build:

To make this exactly right for your learning, clarify:

1. **Content Depth:** Should the v0.1 lessons be:
   - ✅ **Full** (complete text, real case studies, detailed scenarios)?
   - Or **Skeleton** (placeholder titles, you fill in content later)?
2. **Visualization Style:** For the archipelago:
   - ✅ **Stylized map** (islands, cities, fog effects)?
   - Or **Abstract tree UI** (cleaner, simpler to code)?
3. **Database Later:** When you hit Week 3, do you want to:
   - Learn **PostgreSQL** (more robust, industry standard)?
   - Or **MongoDB** (JavaScript-native, easier to start)?
4. **Your Dev Experience:** Rate yourself:
   - "Never coded" → I explain more
   - "Some JavaScript/HTML" → I show patterns, you extend
   - "Familiar with React/Node" → I give you a clean codebase to modify
5. **Time Budget:** How much time per week can you spend on the **code learning** part (separate from the content learning)?

"Never coded" → I explain more Did some python courses until Object oriented . thats it

"Some JavaScript/HTML" → I show patterns, you extend ... a bit of HTML no java

"Familiar with React/Node" → I give you a clean codebase to modify NOPE

Time Budget: How much time per week can you spend on the code learning part (separate from the content learning)? 3 hour a week. *** please provide a document so we can continue in another context window for the sake of cleaner workflow

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