

Two gaping gaps in post-AI software engineering

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Introduction

- Former Smart Nation Fellow at GovTech
- Former CTO at Advance Intelligence Group and Atome Financial
- Tech advisor at Moonshot AI
- Founder of J.A.I.

Gap #1

The vanishing entry level

- Good old days
- Rise of AI
- Job market for new grads
- Demand for senior engineers



The revival of apprenticeship

- Medical residency
- Junior associates at law firms
- Structured apprenticeship for software engineers



Gap #2

The anachronic interview

- Work one way and hire another way
- Inertia
- Fear and confusion



The AI-ready assessment

- Design interviews that reflect how we work
- Focus on high-level skills that matter



Recap

Two gaps

Junior engineers can't get the experience they need to grow.

Our hiring practices don't match the new work reality.

Two proposals

Junior engineers can't get the experience they need to grow.

Build structured apprenticeship programs. Make senior engineers part of the solution.

Our hiring practices don't match the new work reality.

Redesign interviews to embrace AI, not treat it as cheating.

The end

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