I've been watching junior developers use AI coding assistants well. Not vibe coding—not accepting whatever the AI spits out. Augmented coding: using AI to accelerate learning while maintaining quality. [...]

The juniors working this way compress their ramp dramatically. Tasks that used to take days take hours. Not because the AI does the work, but because the AI collapses the search space. Instead of spending three hours figuring out which API to use, they spend twenty minutes evaluating options the AI surfaced. The time freed this way isn't invested in another unprofitable feature, though, it's invested in learning. [...]

If you're an engineering manager thinking about hiring: **The junior bet has gotten better.** Not because juniors have changed, but because the genie, used well, accelerates learning.

— **Kent Beck,** The Bet On Juniors Just Got Better

Posted 16th December 2025 at 1:25 am

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