

CAN WE MANUFACTURE EXPERIENCE?

Filling the talent gap with AI-trained new grads

LUIGI LA CORTE
CO-FOUNDER & CEO, PROVISION
AMG BOSTON · SEPTEMBER 29, 2026

We're all hiring the same estimator.



Hire graduates. Develop them with AI.



Use AI, real work and senior feedback to help graduates grow.

How to enable this.

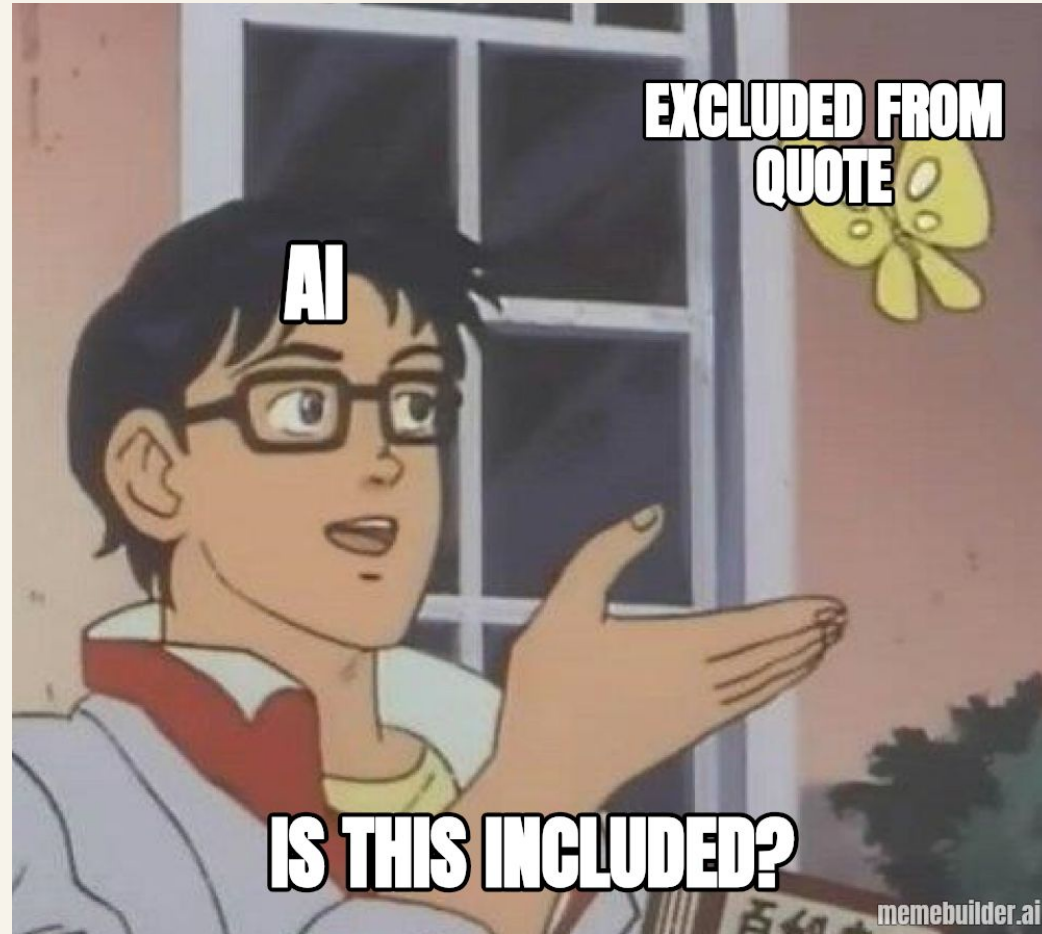
- Give everyone access to AI.
- Give juniors work they can **fail at safely**.
- Have senior staff review the decisions.
- Reflect on failures. Apply the lesson next time.

Give them responsibility, supervision and a chance to learn.

The objections we need to work through.

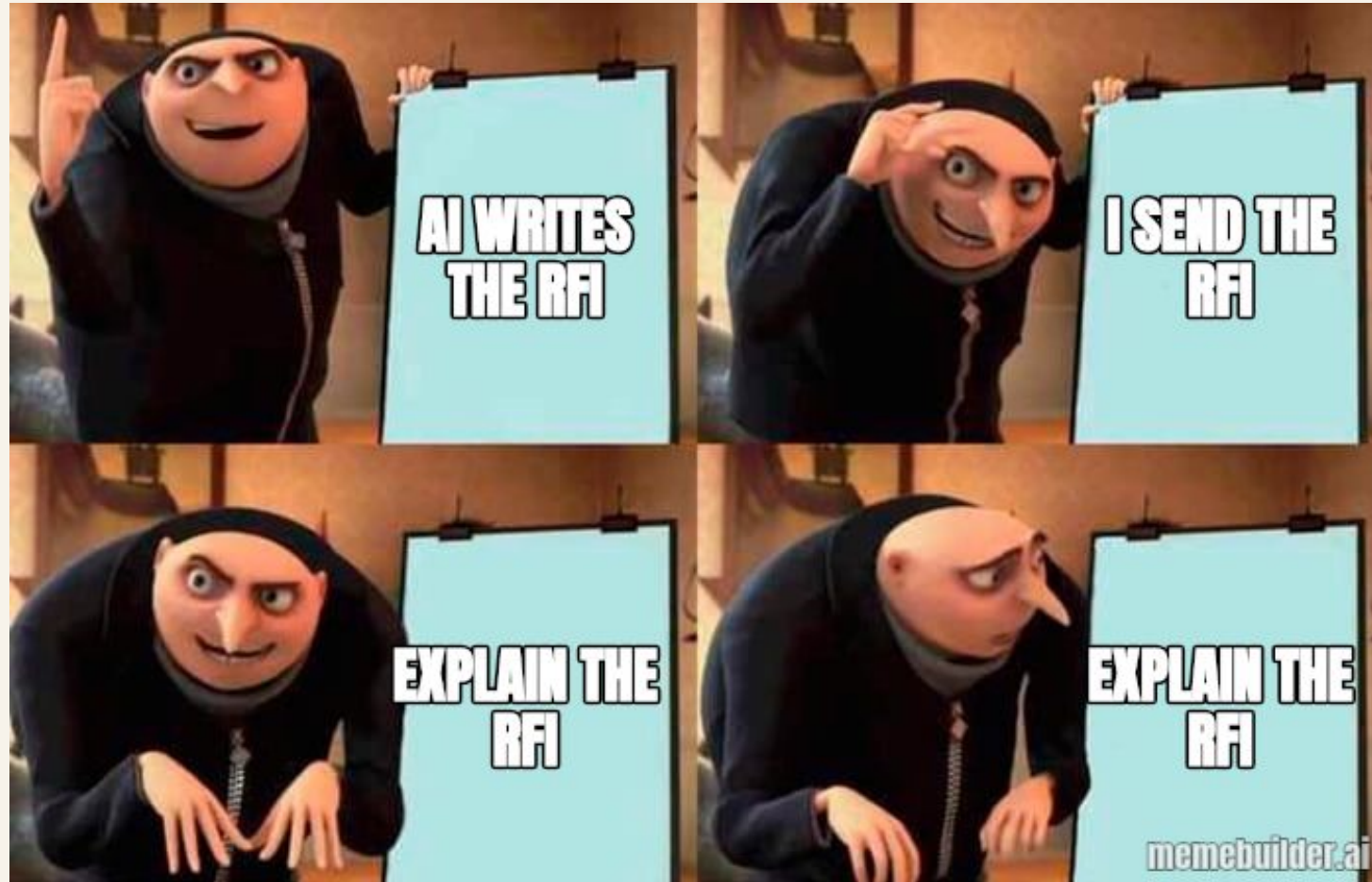
- AI is dumb.
- People don't learn with AI.
- It's expensive.
- Our seniors don't have time to teach.
- What if we train them and they leave?

AI is dumb.

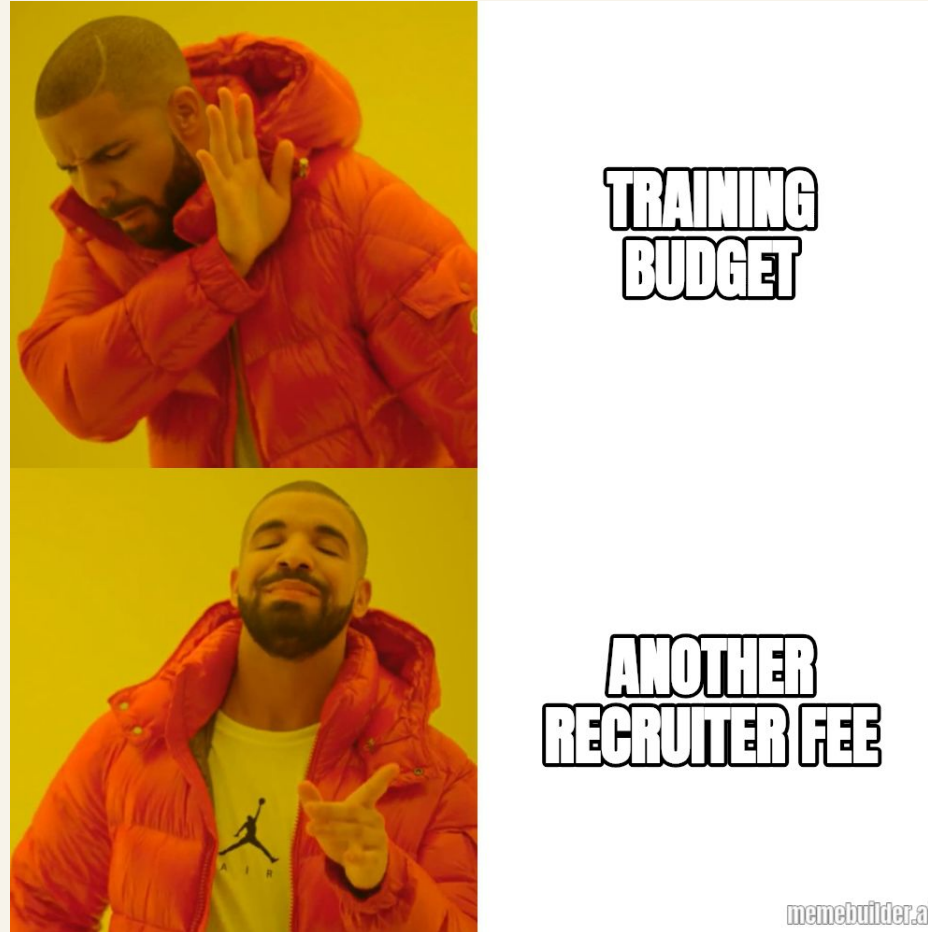


Give juniors evidence to check and a recommendation to explain.

People don't learn with AI.

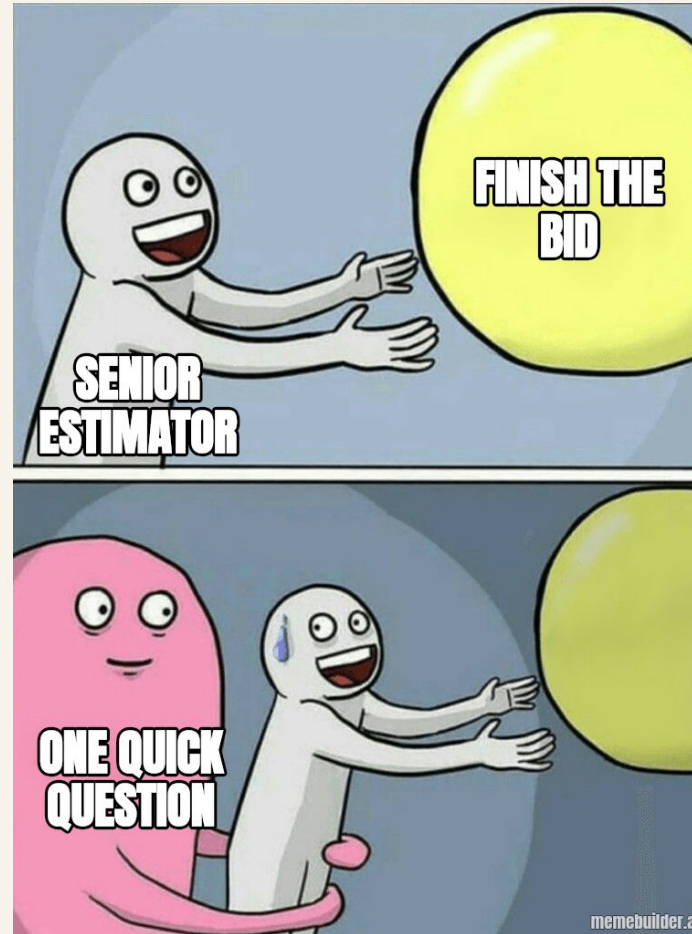


It's expensive.



Count everyone's effort. Look for more reliable work from the whole team.

Our seniors don't have time to teach.



Capture one good explanation. Use AI to help others understand it.

How to accelerate it.

- Make the junior's decisions traceable.
- Require AI to show its evidence and assumptions.
- Open the actual drawings, specifications and quotes.

BEFORE

1 senior → 1–2 juniors

OBSERVED RESULT

**4× as many juniors.
Same senior hours.**

Spend senior time on judgment, with the evidence in front of you.

What if we train them and they leave?



Offer a growth-oriented career. Keep developing people even if a few leave.

The three-week test.

1. **Baseline:** What can they handle today?
2. **Practise:** Checked cases, with and without AI.
3. **Retest:** An unfamiliar case, but explain your process.
4. **Measure:** Serious misses and review time per acceptable package.

Good quality, less help? Continue. More effort or mistakes? Adjust.