UiPath



2026 State of AI and Automation Professionals

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Introduction

Welcome to the 2026 **State of AI and Automation Professionals.**

Introduction

Enterprise AI is entering a new phase.

Last year, we explored the rise of agentic automation. This year, the conversation has shifted. Organizations are moving beyond experimentation and into production, and builders are taking on new responsibilities.

Our sincere thanks to the more than 1,200 automation professionals from around the world who shared how their work is evolving, the technologies they're using, the challenges they're facing, and the skills they believe will matter most in the years ahead.

Our goal is to document how the field is changing, equip builders for the next stage of their careers, and help organizations better understand the capabilities that support successful business orchestration and automation initiatives.

Throughout the report, you'll find Builder insight comparing professionals at different proficiency levels and Program insight highlighting actionable ideas builders can use to improve their organizations' programs.

We hope these findings spark new ideas, help you identify opportunities to grow, and better prepare you for the next phase of automation and AI.



Key findings

While most measures remained broadly consistent with last year's, several meaningful shifts emerged that signal how the profession continues to evolve. The findings that follow highlight the trends that changed most significantly.

1. AI has entered its operational era.
Organizations are moving beyond AI experimentation and into production. The primary challenges are no longer in deciding whether to adopt AI, but in integrating it with enterprise systems, establishing governance, demonstrating value, and scaling solutions across the business.

2. Builders are becoming AI system orchestrators.
The automation role continues to expand beyond implementation. Professionals are spending more time designing AI-enabled systems, orchestrating workflows, validating outputs, collaborating across teams, and supporting production environments.

3. Modern automation requires cross-stack fluency.
Success increasingly depends on working across programming languages, AI platforms, APIs, business orchestration tools, and enterprise systems. Rather than specializing in a single technology, successful builders demonstrate adaptability across an expanding technical ecosystem.

4. Learning has become more hands-on and AI-assisted.
Builders are increasingly developing new skills through AI tools, experimentation, and on-the-job experience rather than relying primarily on traditional learning resources. The most successful professionals consistently invest in practical, applied learning.

5. Despite rapid change, confidence remains high.
Automation professionals remain optimistic about their careers and the future of automation. Most expect continued investment from their organizations and view the expanding role of AI as an opportunity to increase and not diminish their impact.



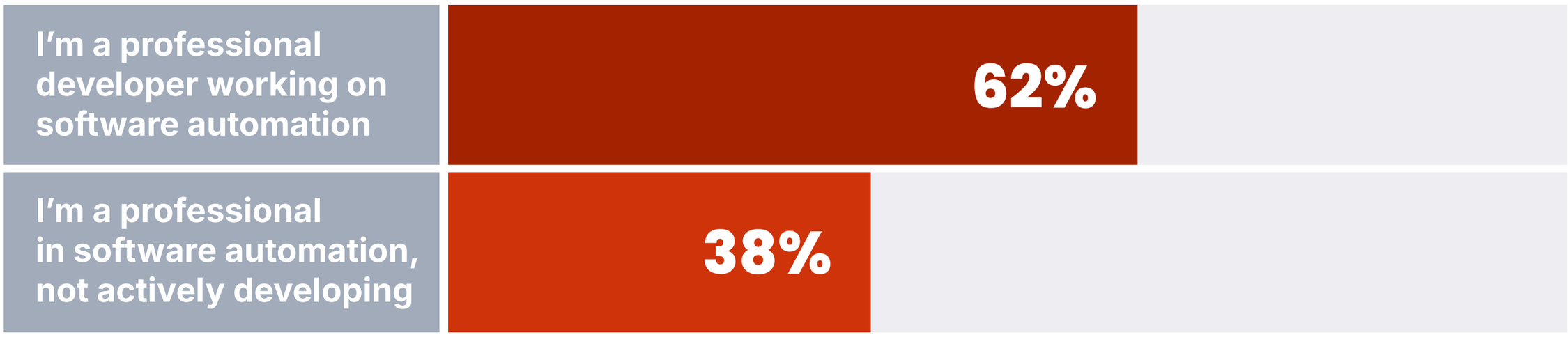
Who we surveyed

More than 1,200 automation professionals from around the world participated in this research, representing a broad cross-section of industries, organizations, roles, and experience levels.

Role

The automation and AI professionals surveyed for this report represent a mix of developers and non-developers (architects, engineers, and others) who design, build, or maintain automation and AI solutions. Throughout this report we refer to our collective respondent audience as “builders.”

Which of the following best describes your current experience with software automation?

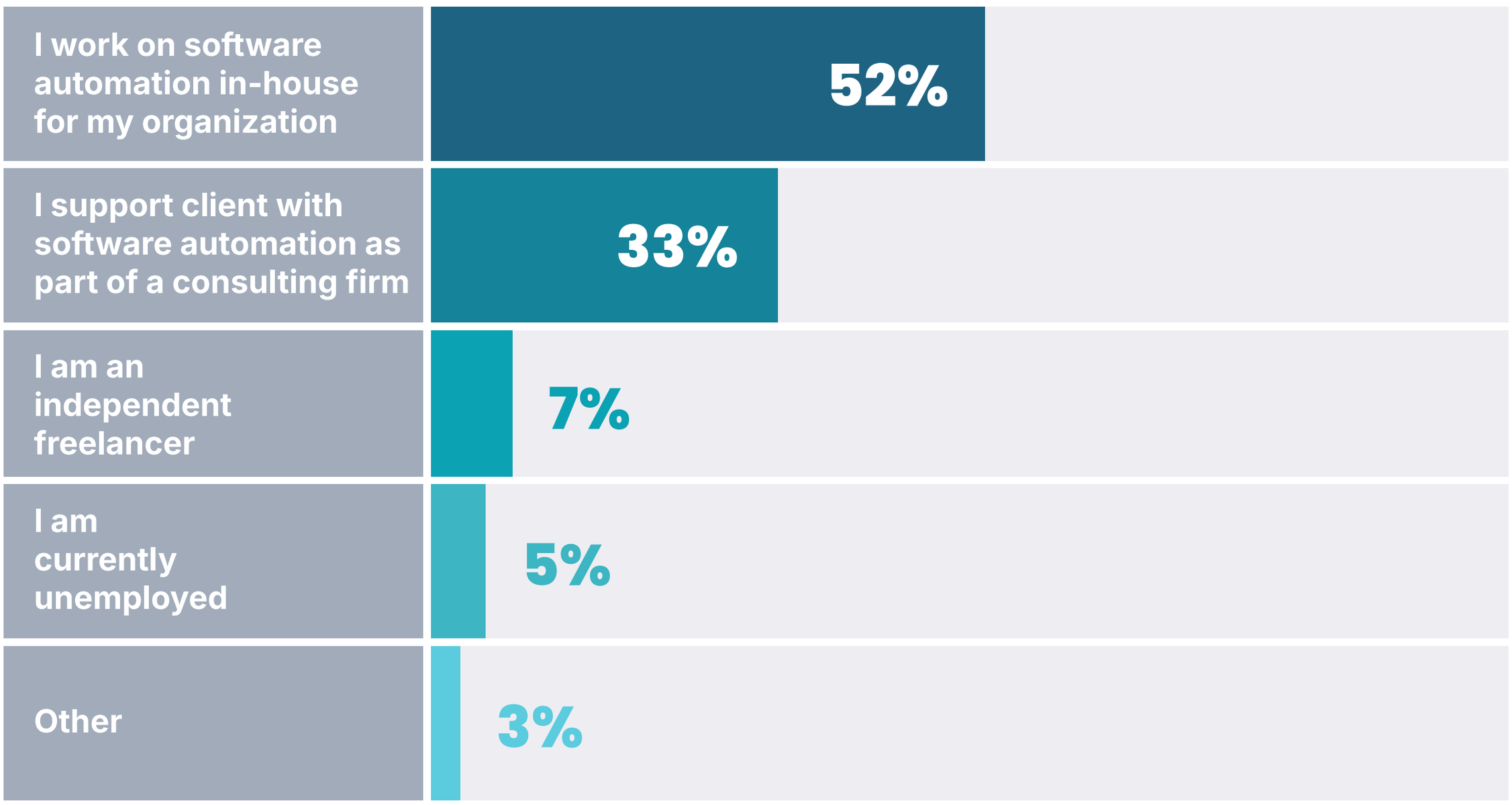




Type of company

Most automation professionals who responded continue to work in-house, supporting their own organizations. However, we see a slight uptick in those who report that they are independent freelancers.

Which of the following best describes your current work situation?

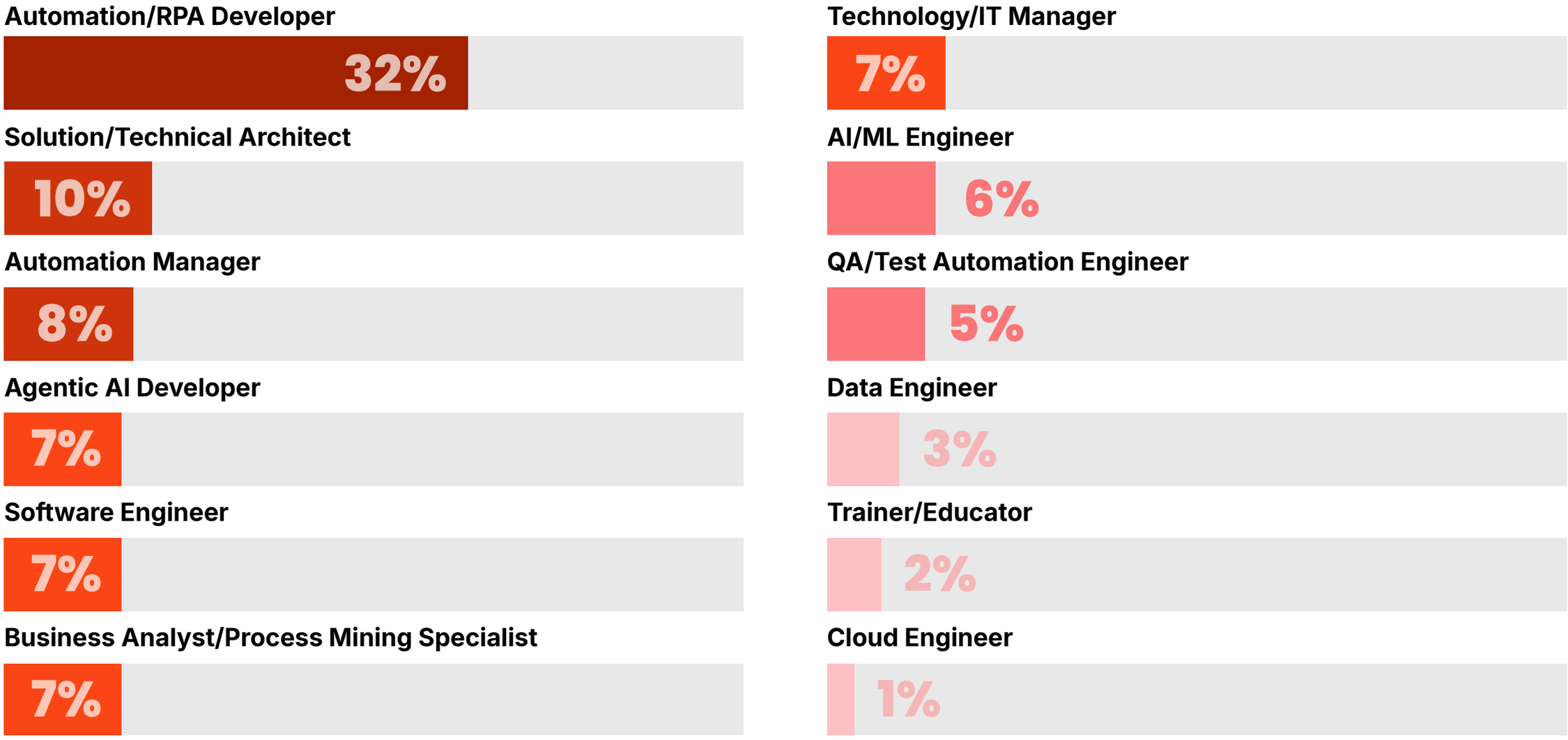




Common roles

Survey respondents span a wide range of automation and AI-related roles, reflecting the increasingly diverse responsibilities within the profession.

Which of the following best describes your role?

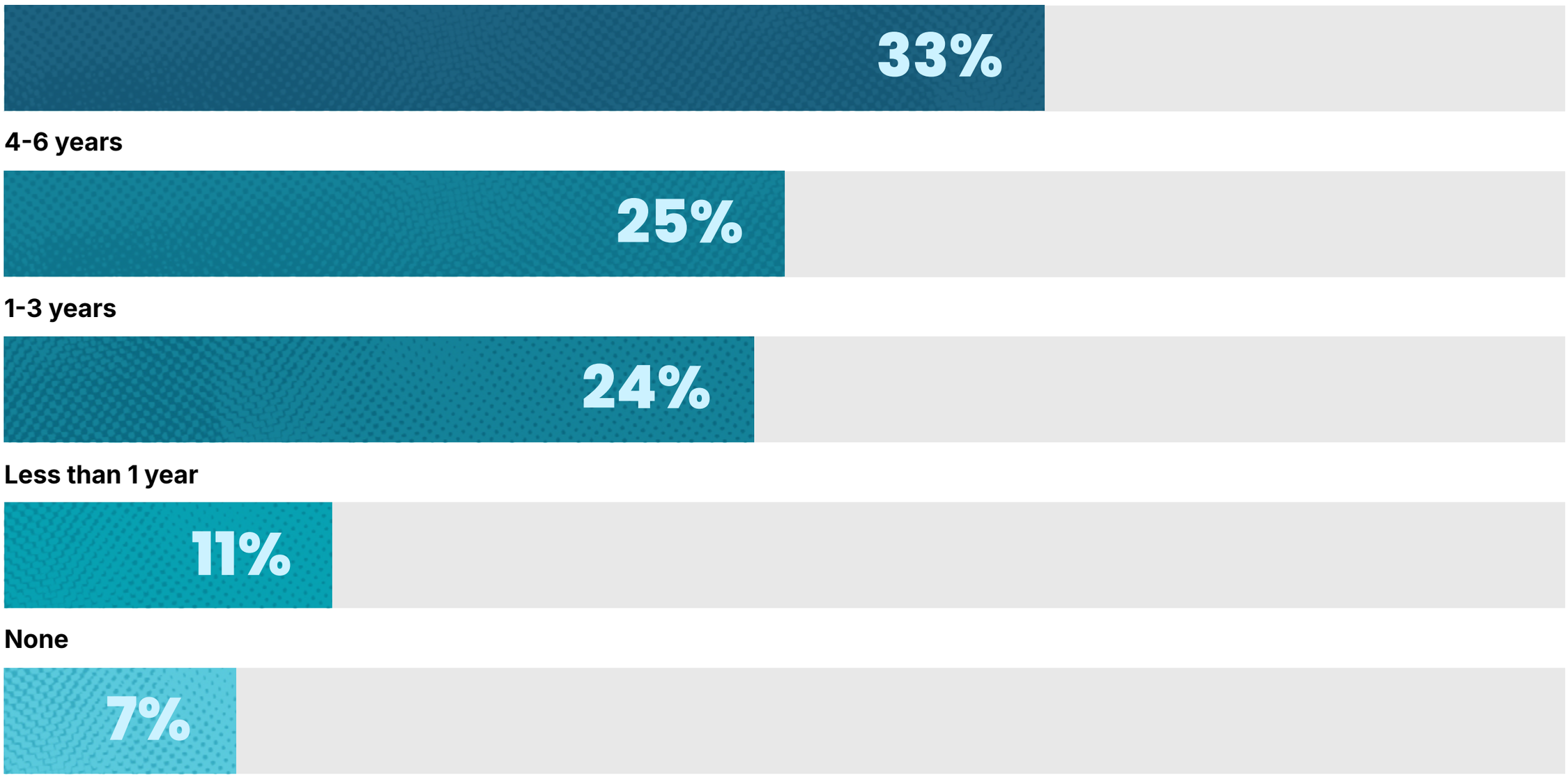


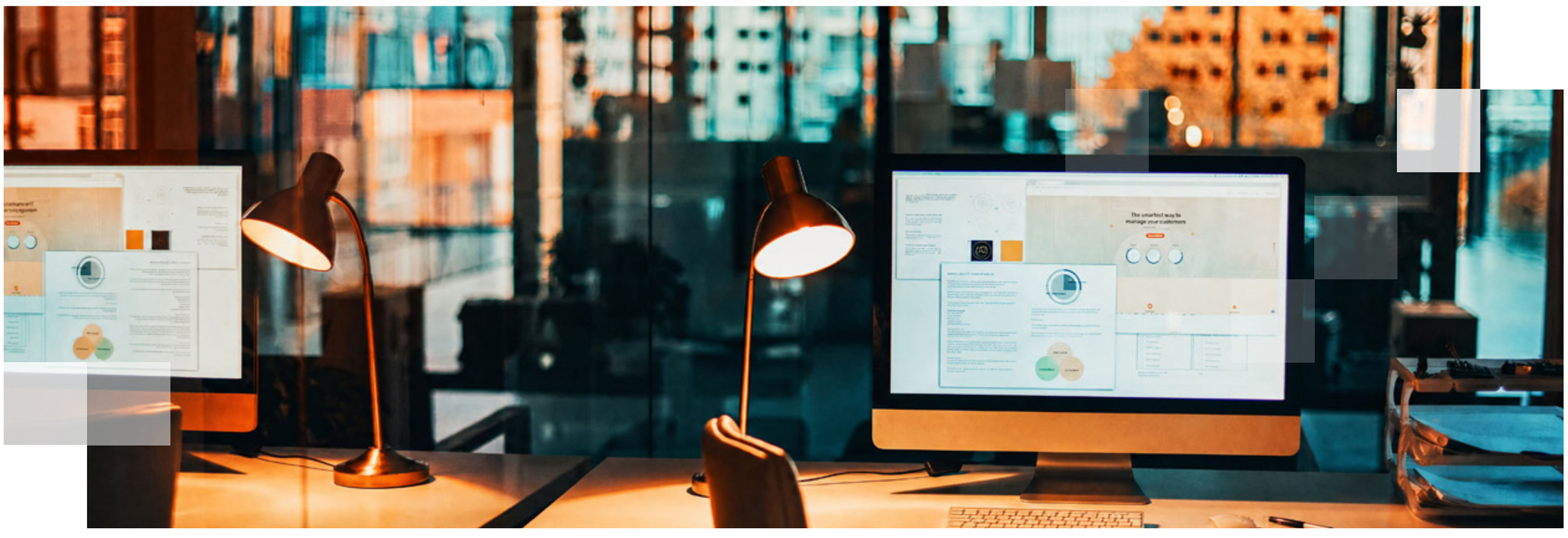


Years of hands-on coding experience

While the respondents include builders with decades of coding experience, this year's survey saw an increase in respondents with less than one year of hands-on coding experience (18% this year compared to 10% last year).

How many years of hands-on coding experience do you have?





Profile: Developer profile

WHAT THEY BUILD

68% build individual automations

66% integrate APIs or data workflows

61% use AI agents for tasks or workflows

42% orchestrate across systems, agents, and processes

57% still work mostly or fully with deterministic automation

THEIR TECHNICAL EDGE

Top languages: Python 71%, SQL 66%, JavaScript 42%

Their most used LLM providers: OpenAI 67%, Gemini 61%, Anthropic 52%

77% use at least one AI coding agent

48% deploy AI-generated code into production

HOW THEIR ROLE IS CHANGING

83% say their role changed in the past year

87% feel positive about the evolution

95% are satisfied with their careers

83% influence technology selection

89% expect investment in automation and AI roles to increase

WHAT SUCCESS LOOKS LIKE

79% feel successful meeting organizational goals

88% consider themselves to be a part of the UiPath Community

54% hold a certification

Successful builders are more likely to:

- Move agents into production
- Coordinate multi-agent systems
- Work across a broader technology stack

Developers are defined as those who selected “professional developer” as their role.

Actionable insights for builders and their programs

The survey results reveal what is happening in the automation community as a whole, but that's only part of the story.

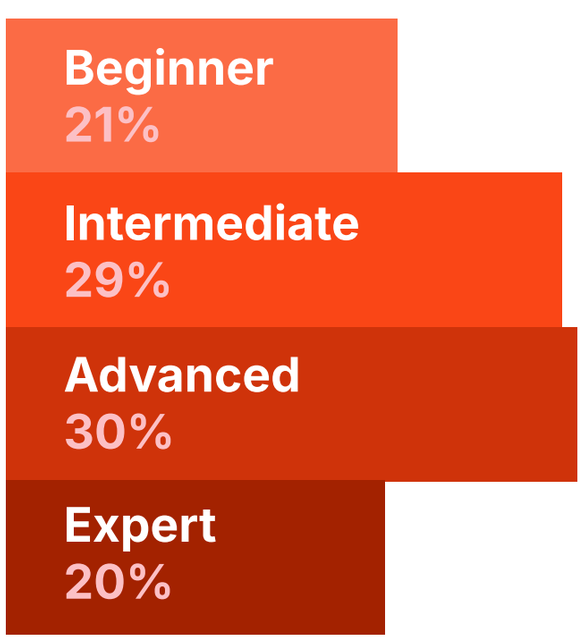
New this year, we've added **Beyond the topline** callouts that highlight meaningful patterns beneath the overall results, helping readers translate the findings into practical ideas for their careers and automation programs.

BEYOND THE TOPLINE

Builder insight

Builder insight compares professionals at different proficiency levels to show how skills, priorities, and ways of working evolve as builders advance. Whether you're just getting started or leading complex automation initiatives, these findings can help you identify practical steps to grow your expertise.

We segmented people based on this question: **How proficient are you at software automation development?**

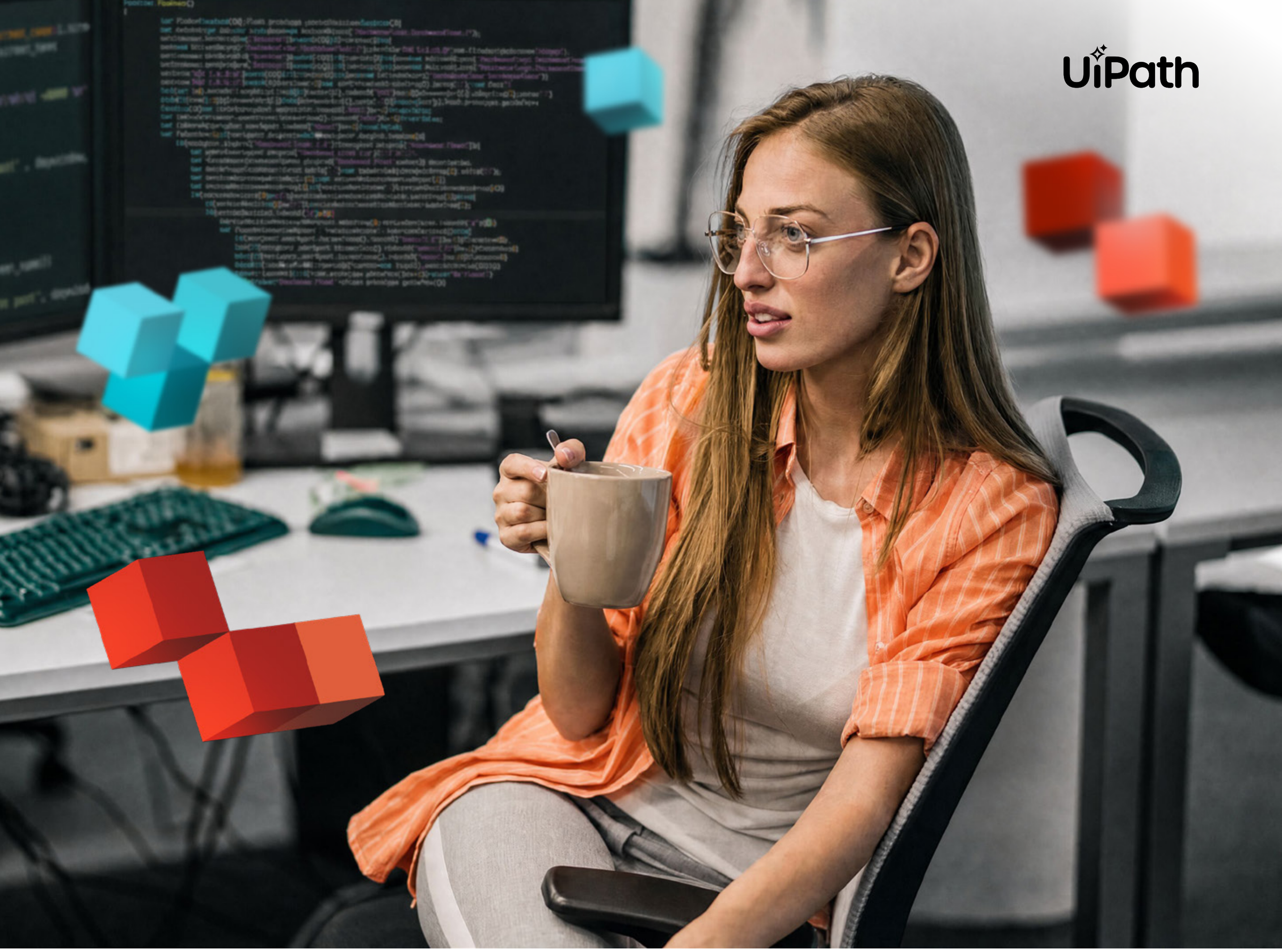


BEYOND THE TOPLINE

Program insight

Program insight offers ideas on what is happening at the organizational level based on various cuts of the data. The goal is to offer ideas organizations can use to strengthen their own approach.

The detailed data for all builder and organizational insights can be found in the appendix.



How the industry is changing

Enterprise AI is moving from experimentation to execution. Organizations aren’t replacing traditional automation with AI; they’re building on it. As AI becomes part of production workflows, success increasingly depends on integrating deterministic automation, AI, governance, and human oversight into reliable enterprise systems.

Builders are blending deterministic automation with AI-driven workflows

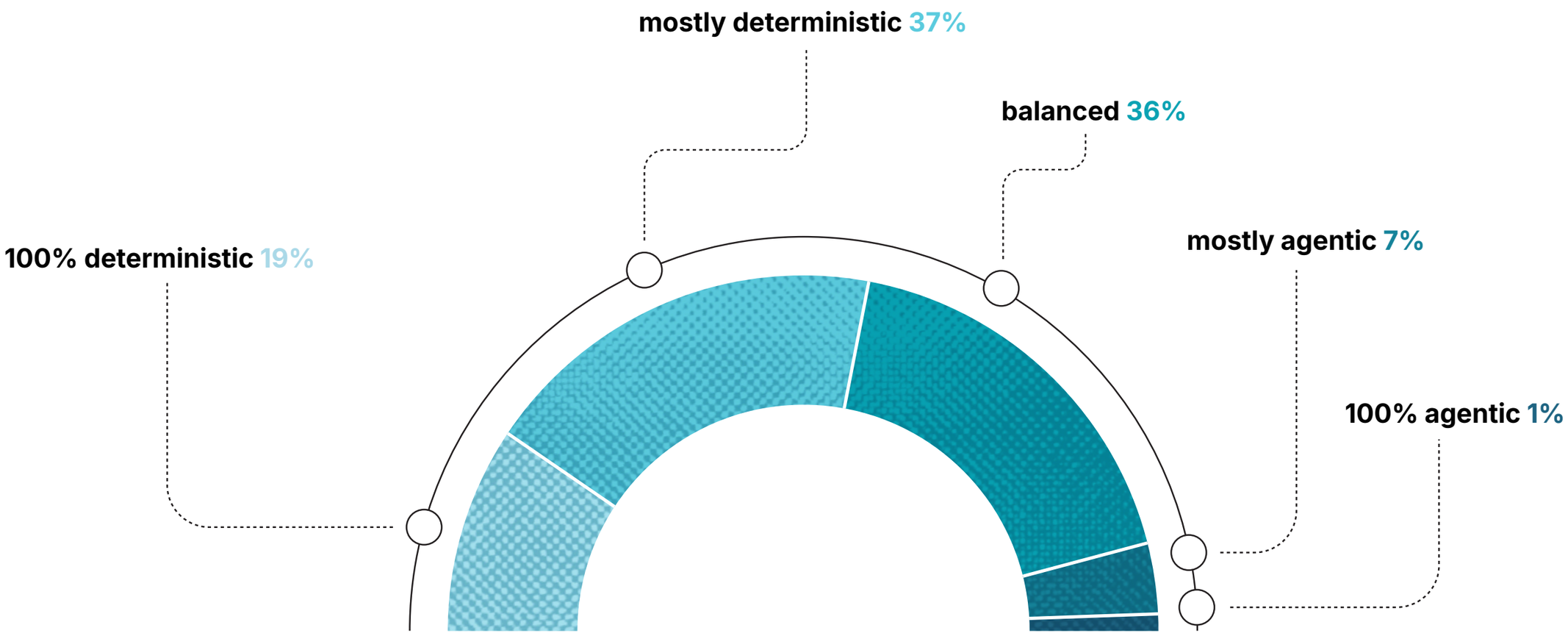
Nearly three-quarters of builders say most of their automation work is still deterministic, while fully agentic environments remain rare. Rather than replacing existing automation programs, builders are layering AI onto proven foundations.

BEYOND THE TOPLINE

Program insight

AI adoption isn't replacing deterministic automation—it is changing the mix. Organizations with AI agents widely used in production are much more likely to report a balanced combination of deterministic automation and agentic AI than organizations still evaluating AI agents.

Roughly what share of your automation work today is rule-based/deterministic (RPA, API workflows) vs. agentic/AI-driven?



UiPath

Enterprise AI is moving into production

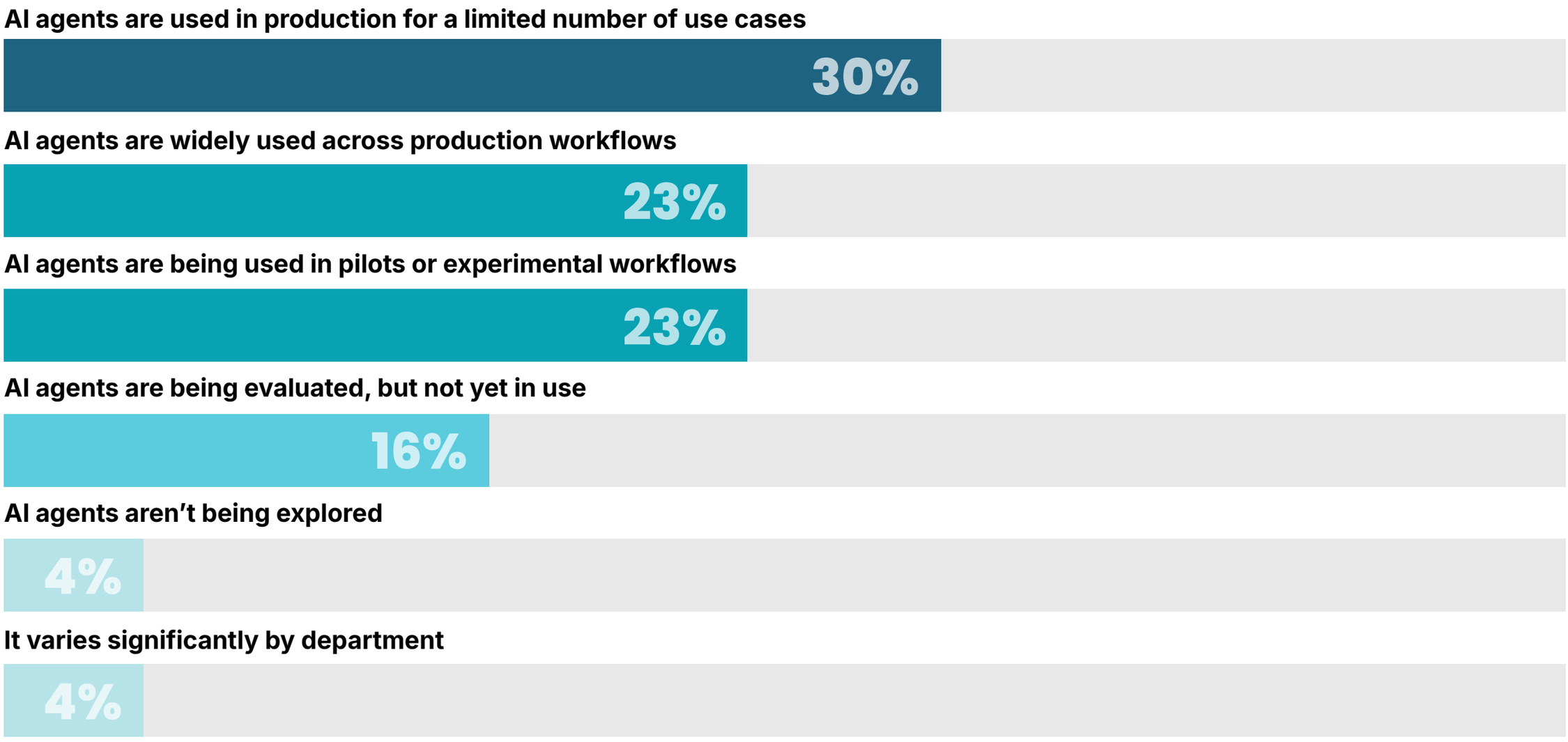
Over half of respondents say AI agents are already being used in production in their organizations, while another 23% say their organizations are piloting agentic workflows. Only one in five organizations remain in the evaluation stage or have yet to explore AI agents, highlighting how quickly agentic AI is moving beyond experimentation.

BEYOND THE TOPLINE

Program insight

Builders already using AI agents widely in production are the most likely to anticipate continued organizational investment. Nearly all (94%) expect automation and AI-related investment to increase over the next 12 months, compared to 65% of those whose organizations aren't yet exploring AI agents.

How would you describe your organization's current use of AI agents?



The biggest barriers to using AI agents in production are operational

As builders move AI agents into production, the biggest challenges shift from experimentation to execution. Respondents are far more likely to cite operational concerns (such as security, testing, and integration) than technical limitations. Only 7% say they are not facing any barriers to scaling AI agents.

What is currently limiting your organization's ability to move AI agents into production or scale their use?





** Respondents were able to select more than one option.



How builders are designing AI systems

AI isn’t changing what organizations build—it’s changing how they build it. As AI agents become part of enterprise workflows, builders are shifting from designing standalone automations to building connected systems that combine AI, deterministic automation, integrations, orchestration, and human oversight.

Organizations are balancing speed and reliability

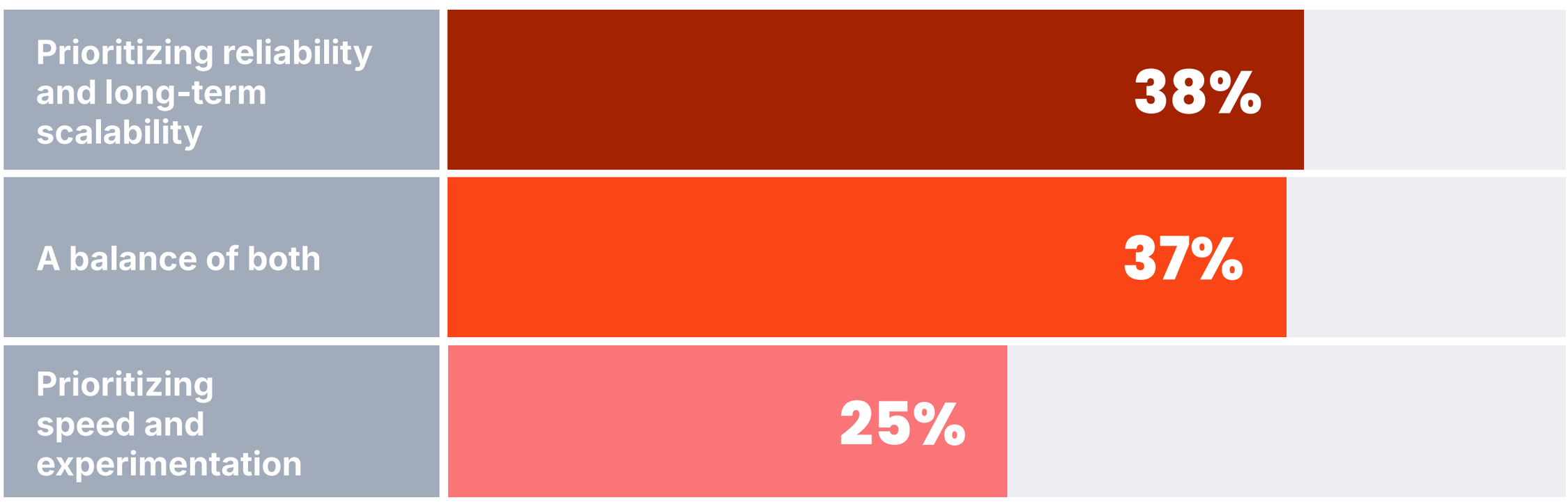
Organizations are taking different approaches as they integrate AI into automation. While one-quarter of respondents report their organization prioritizes speed and experimentation, most emphasize long-term scalability or strive to balance innovation with reliability.

BEYOND THE TOPLINE

Program insight

Builders at organizations already using AI agents widely in production are more likely to say their organization prioritizes speed and experimentation, while builders at organizations still evaluating AI agents are more likely to say their organization balances speed and reliability.

Which approach does your organization prioritize most when building automation or AI solutions?



Automation is evolving from standalone workflows to connected intelligent systems

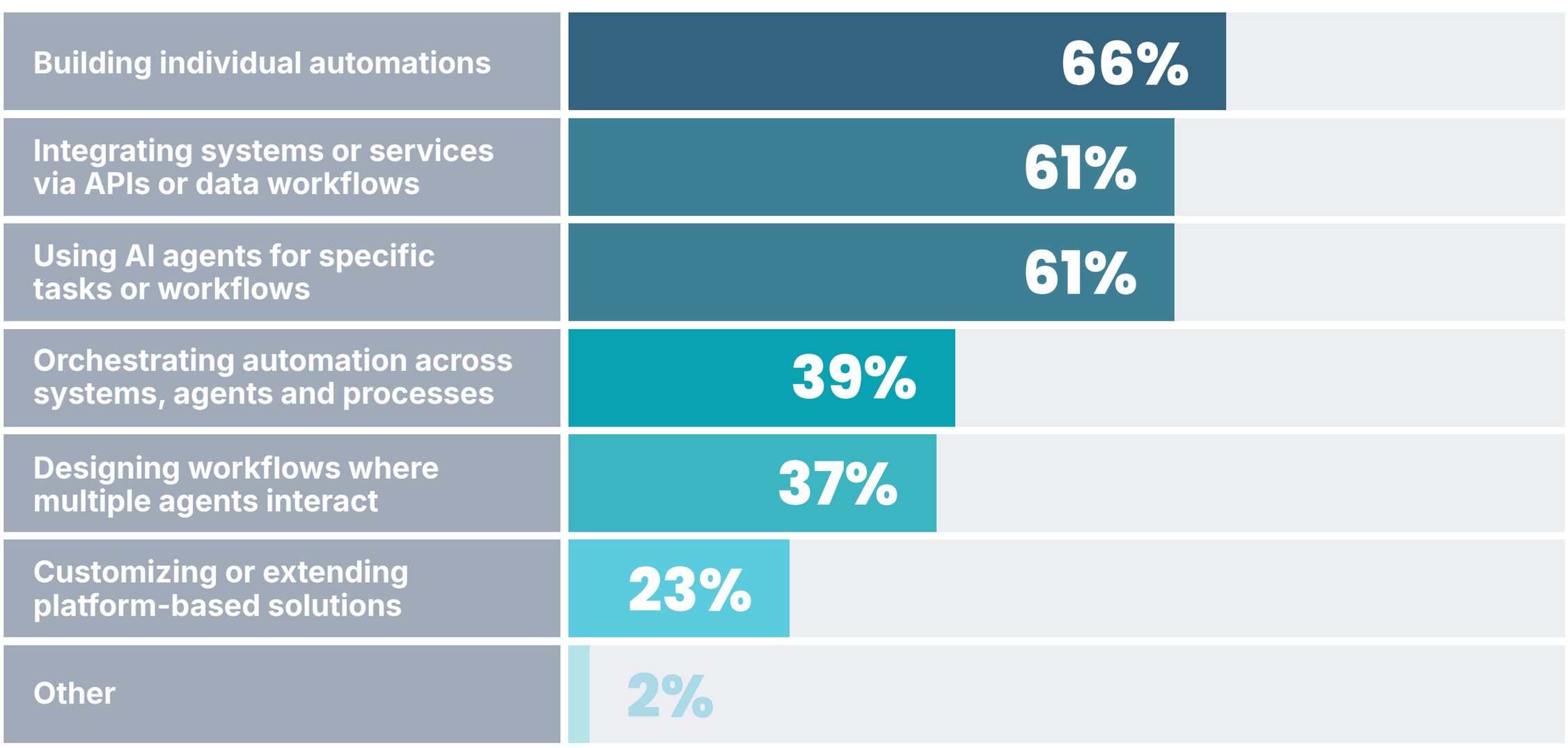
Automation is becoming increasingly interconnected. Rather than only building isolated workflows, builders are designing systems that combine AI, deterministic automation, APIs, enterprise applications, and human oversight.

BEYOND THE TOPLINE

Program insight

Builders expecting significant investment growth are already building differently. They are consistently more likely to report integrating systems, using AI agents, and orchestrating workflows across multiple technologies than builders expecting investment to remain unchanged.

Which of the following best describes how you build automation and AI solutions today?



** Respondents were able to select more than one option.

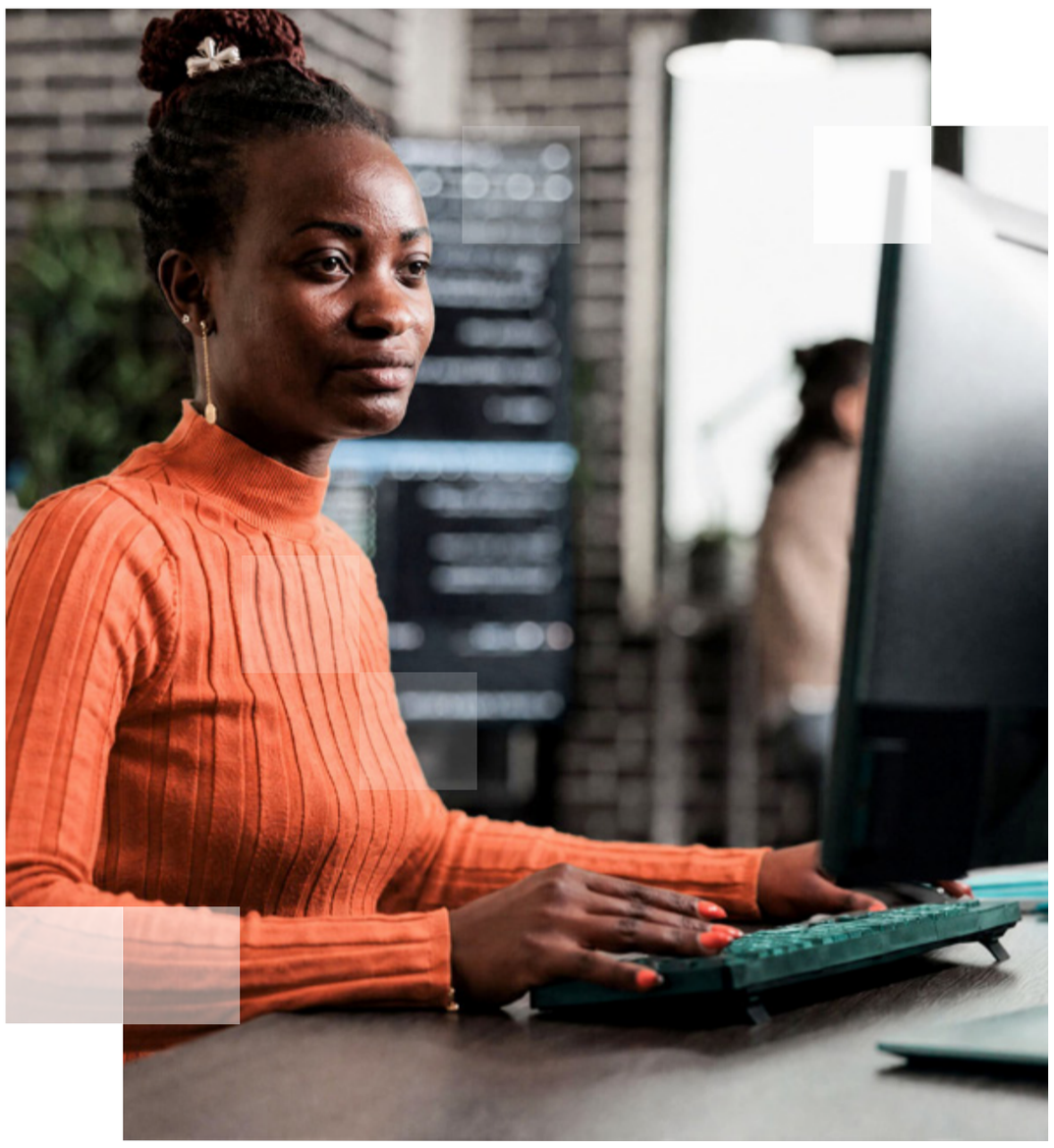
AI-assisted development has become part of the builder workflow

AI coding assistants have quickly become a standard part of software development. Nearly half of builders use them daily, and seven in ten rely on them at least weekly.

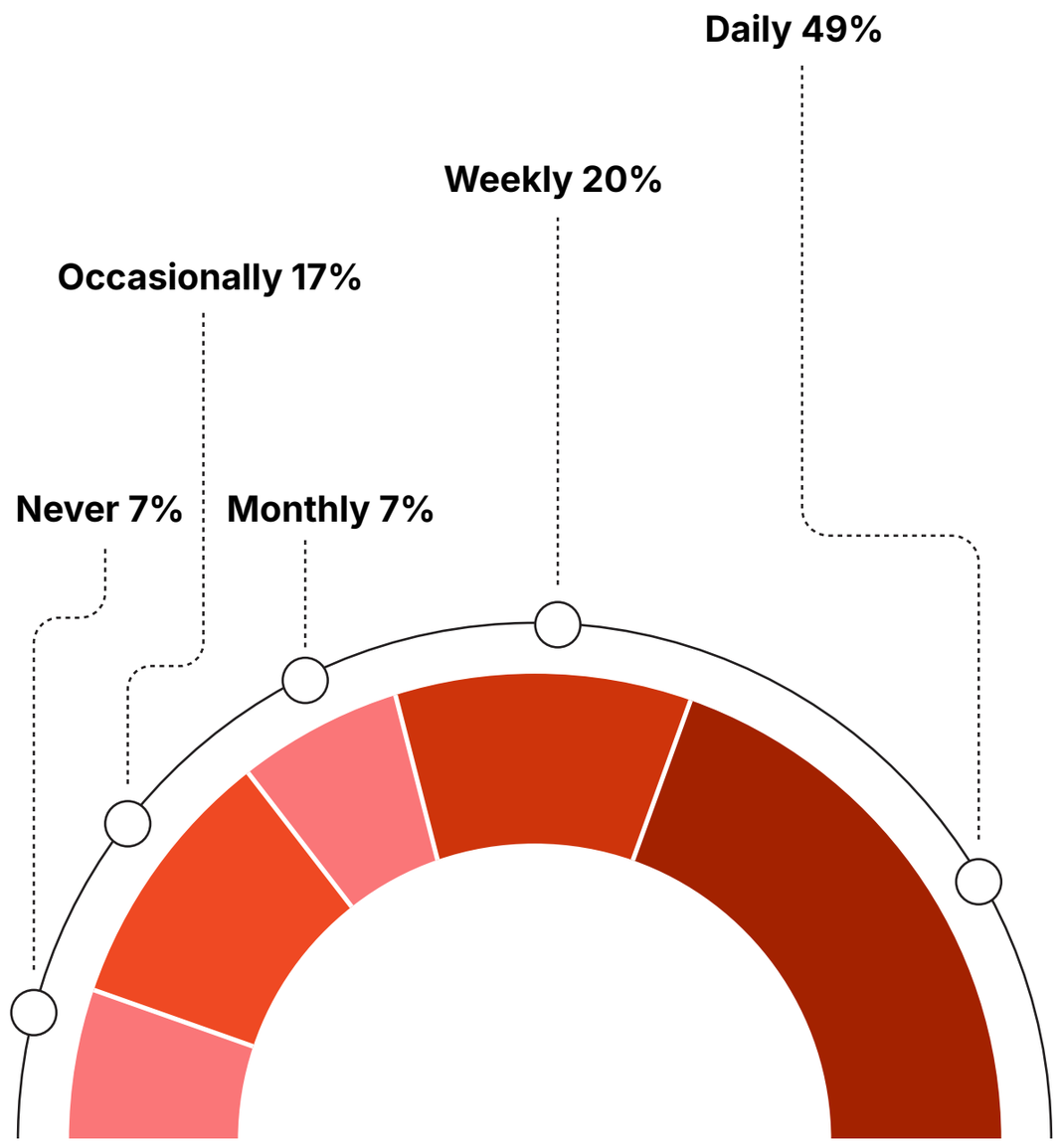
BEYOND THE TOPLINE

Program insight

Builders at organizations using AI agents widely in production are far more likely to use AI coding assistants regularly. Nearly nine in ten (88%) use them at least weekly, compared with just over half (52%) of builders at organizations still evaluating AI agents.



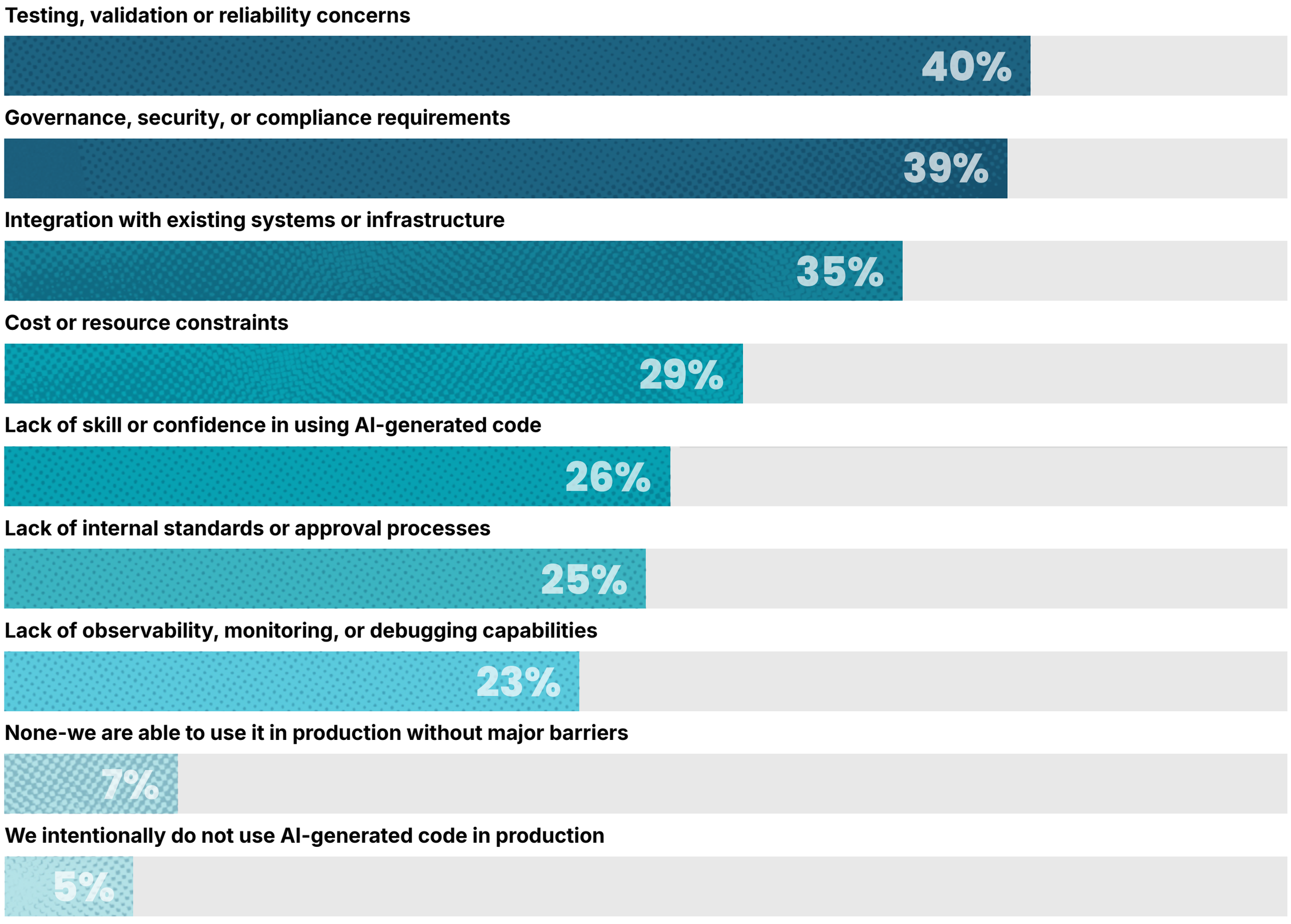
How often do you use AI coding or development assistants for code generation in your work?



The biggest challenges emerge when AI-generated code reaches production

AI can accelerate software development, but production introduces a new set of challenges. Builders are more likely to struggle with validating AI-generated code, ensuring security and compliance, maintaining quality, and integrating solutions into enterprise environments than with generating code itself.

What challenges do you have when using code generated by AI coding agents in production?



** Respondents were able to select more than one option.

AI is expanding from developer assistance to intelligent workflows

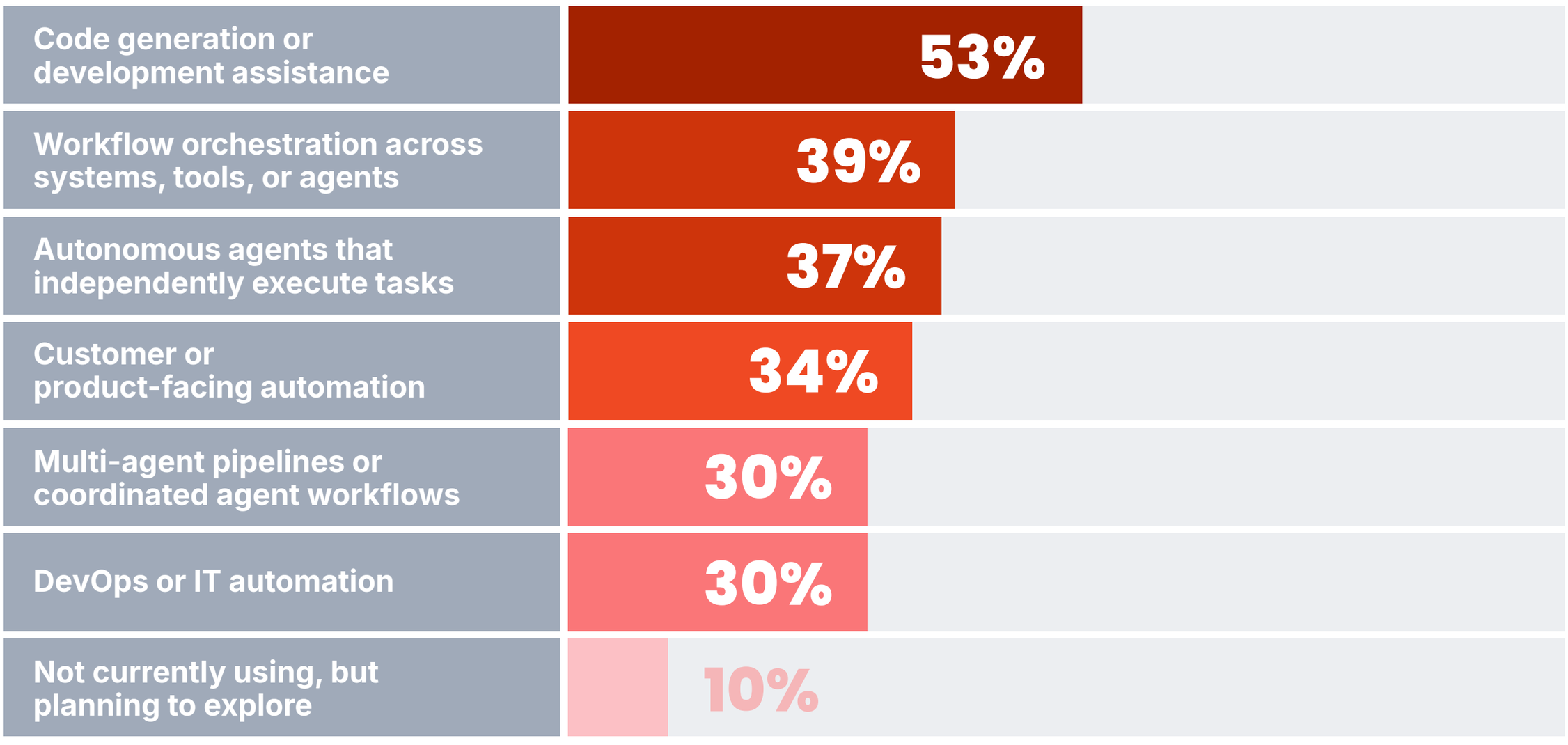
Builders are applying AI across a growing range of use cases, most commonly through code generation or developer assistance.

BEYOND THE TOPLINE

Program insight

More-experienced builders are adopting AI in more ways. Expert builders are far more likely than beginners to use AI agents for code generation and workflow orchestration. As expertise grows, AI increasingly becomes part of the architecture rather than simply part of the development process.

In which of the following ways are you currently applying AI agents or AI-driven systems in your work?



** Respondents were able to select more than one option.

Builders are orchestrating AI agents into workflows

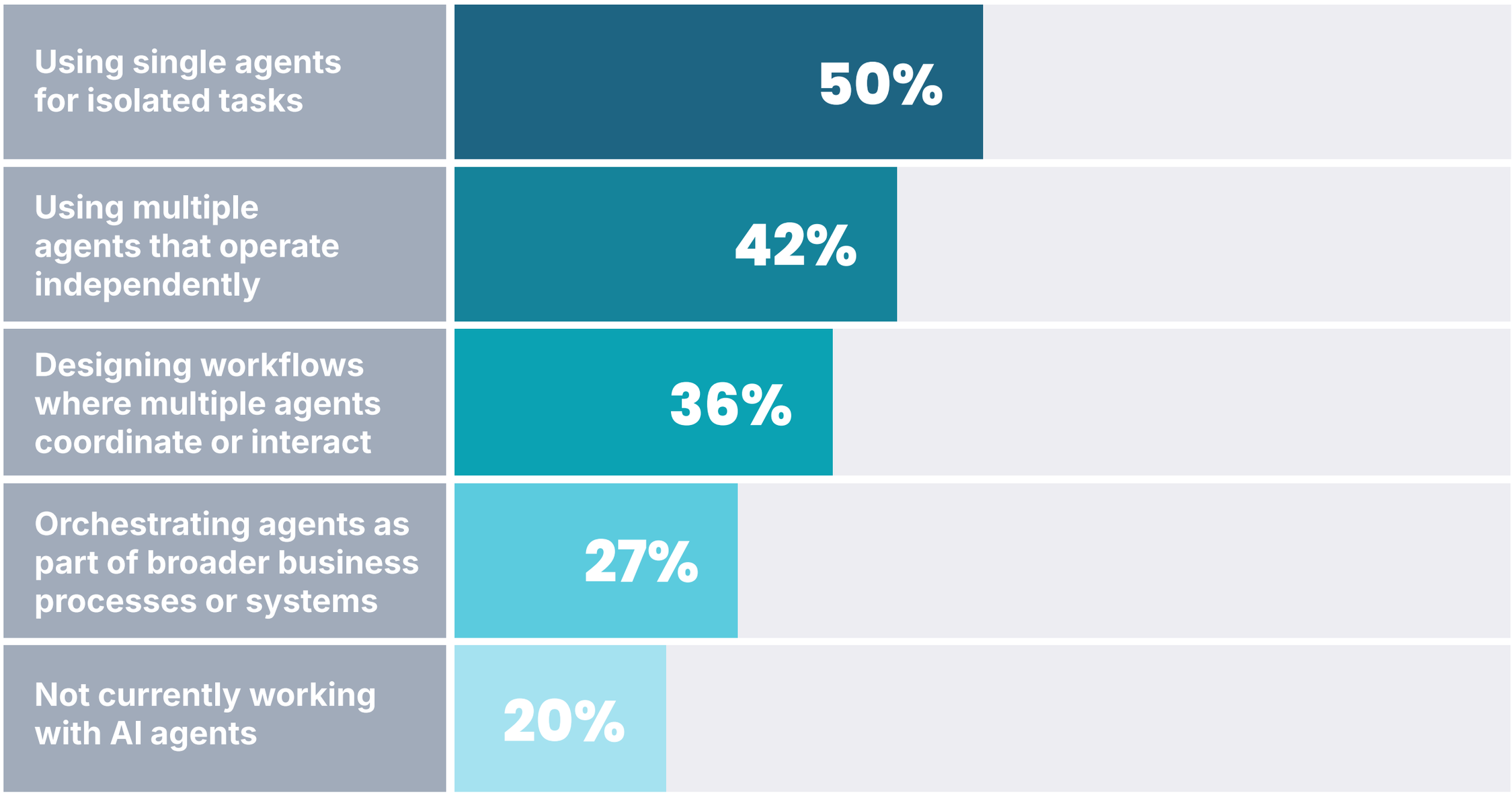
Most builders have begun working with AI agents, but the majority still use them for isolated or independent tasks. More advanced approaches in which multiple agents coordinate with one another or are orchestrated as part of broader business processes are less common.

BEYOND THE TOPLINE

Program insight

Builders expecting significant investment growth are more likely to report using AI agents as part of broader business systems. They are more than twice as likely to say they orchestrate AI agents across business processes as builders expecting investment to remain unchanged (33% vs. 13%).

How are you currently working with AI agents in your workflows?



** Respondents were able to select more than one option.

Builders are connecting AI with the systems that already run the business

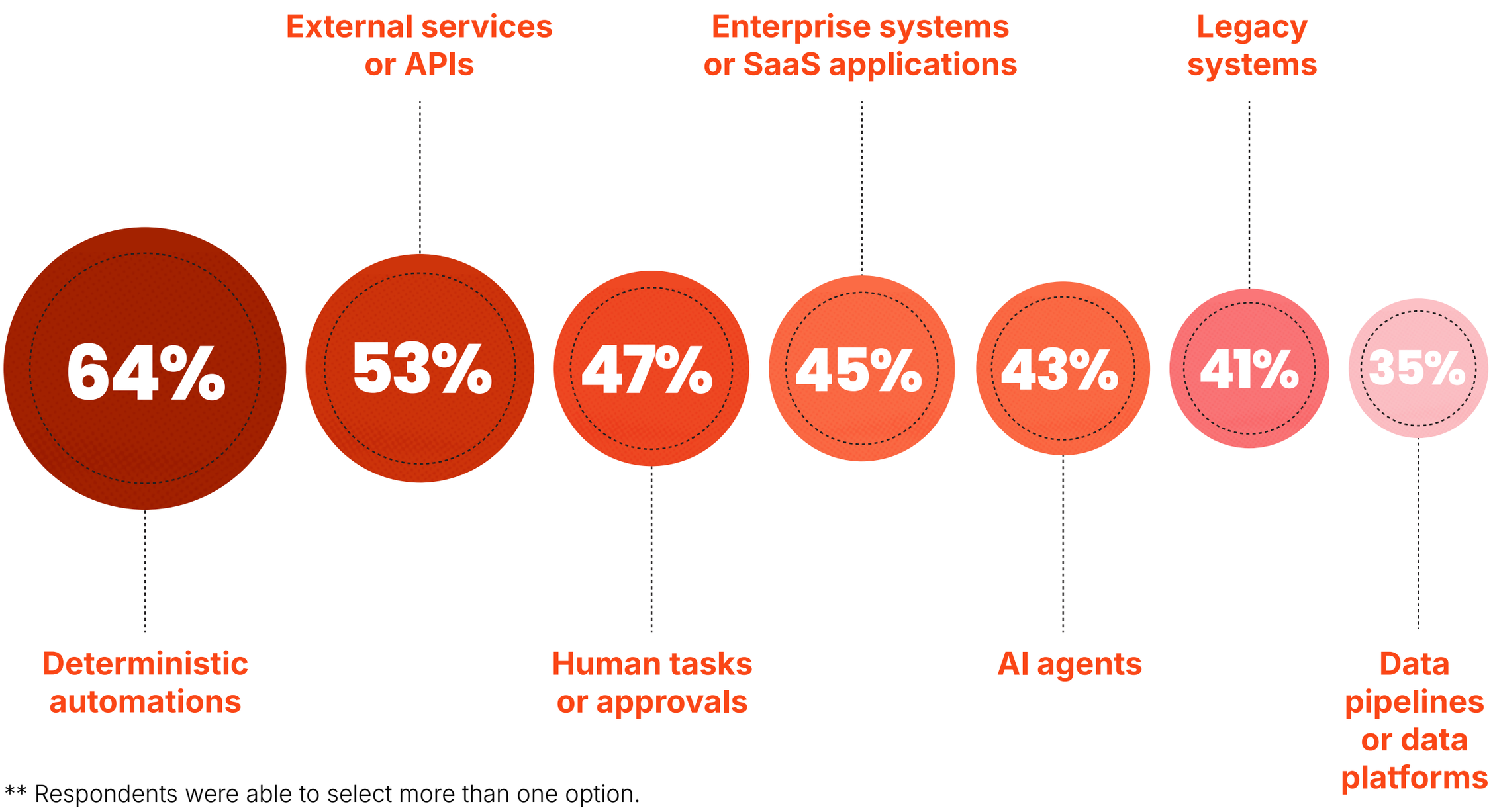
AI doesn’t operate in isolation. Builders are increasingly integrating AI with the applications, data, and business systems organizations already rely on—from CRM and ERP platforms to APIs and enterprise databases. Rather than replacing existing technology, AI is extending it by becoming part of everyday business workflows.

BEYOND THE TOPLINE

Program insight

As builders gain experience, they shift from automating individual tasks to designing end-to-end business processes. Expert builders are substantially more likely than beginners to integrate AI with a broader range of enterprise systems.

When designing automation workflows, which of the following components do you typically connect?

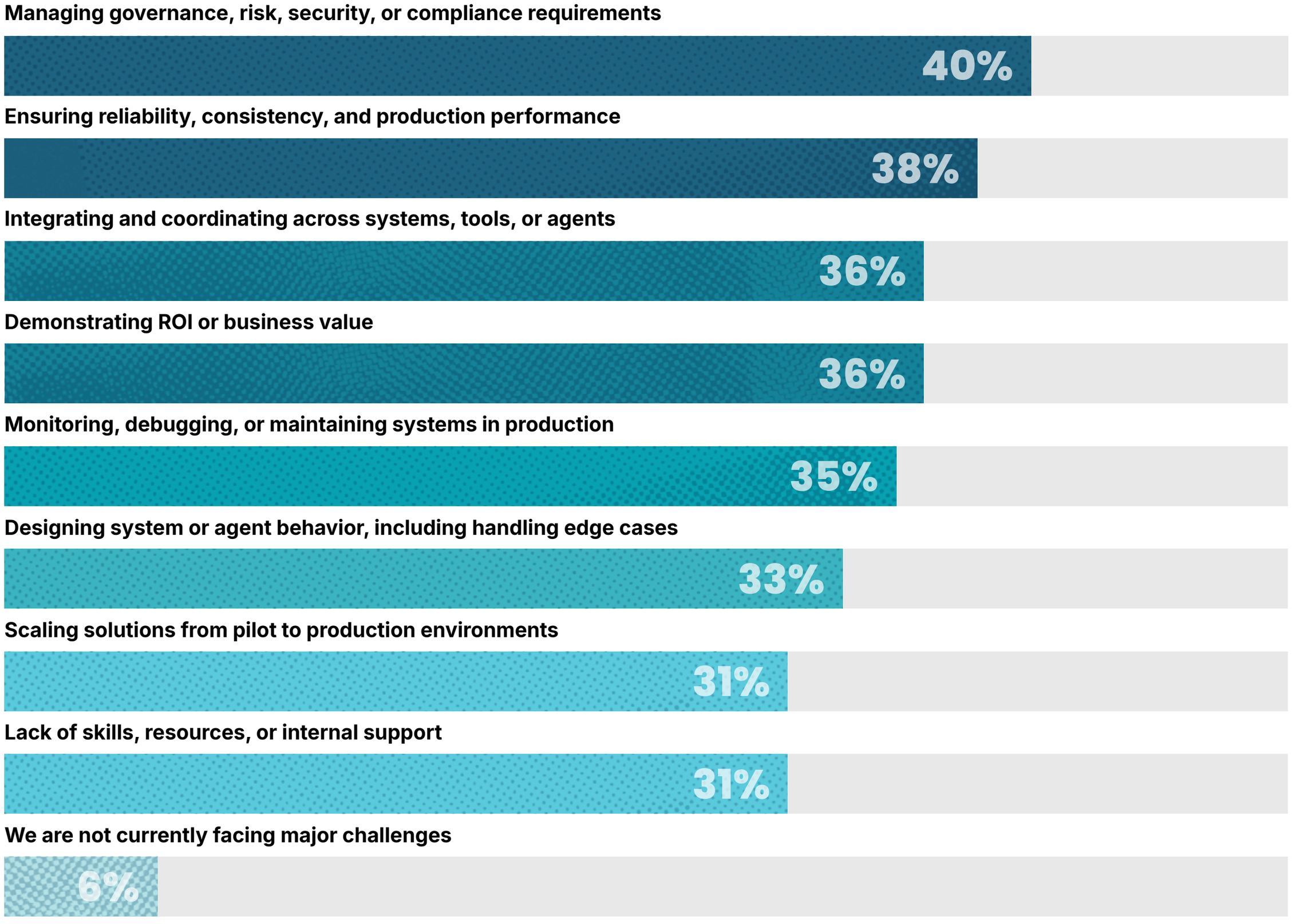


** Respondents were able to select more than one option.

Building enterprise AI is a multidisciplinary challenge

The challenges of enterprise AI are broadly distributed across the development lifecycle. Builders report similar levels of difficulty across many challenges, highlighting that success requires improving multiple capabilities simultaneously rather than removing one primary obstacle.

What challenges are you currently facing when building or scaling automation and AI solutions?

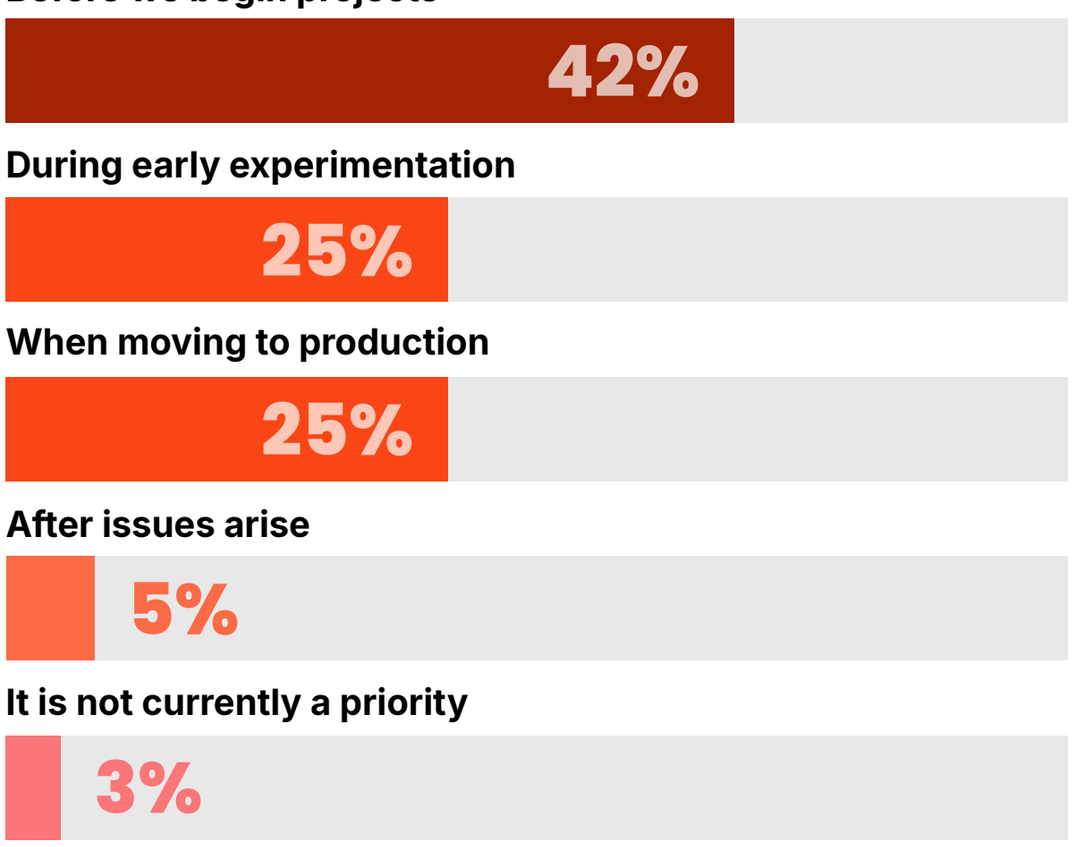


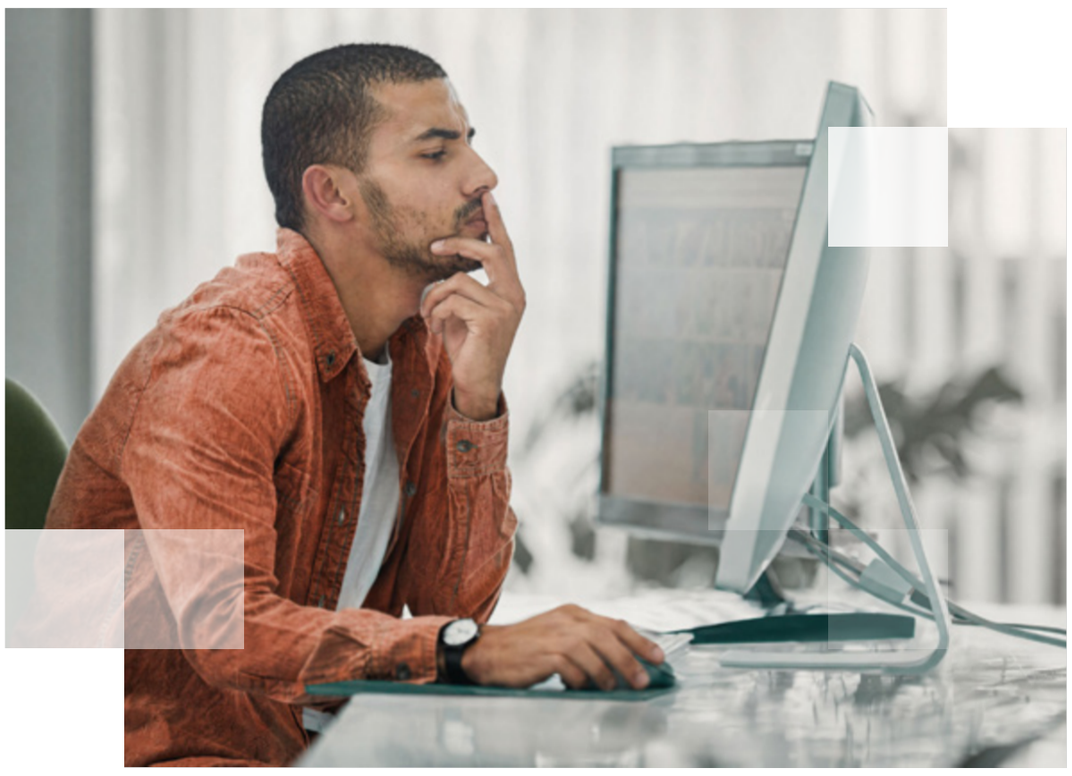
** Respondents were able to select more than one option.

Builders are embedding governance into the development process

Nearly half of builders say governance is prioritized before projects begin, and many have a formal approach.

At what stage of your AI or automation work does governance typically become a priority?



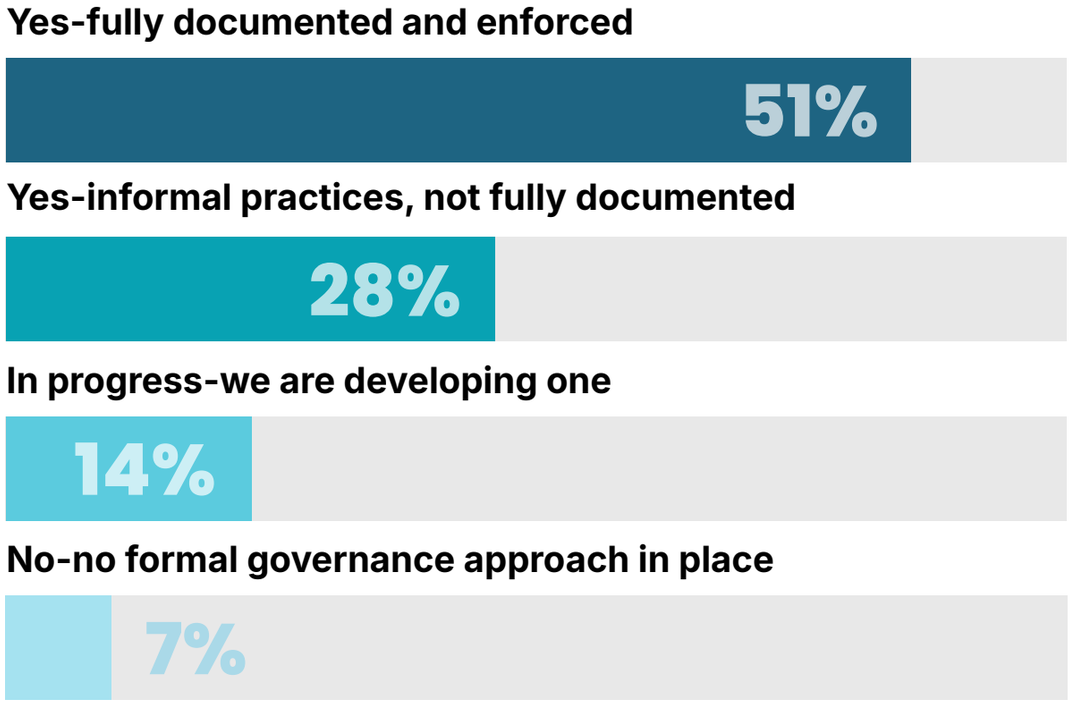


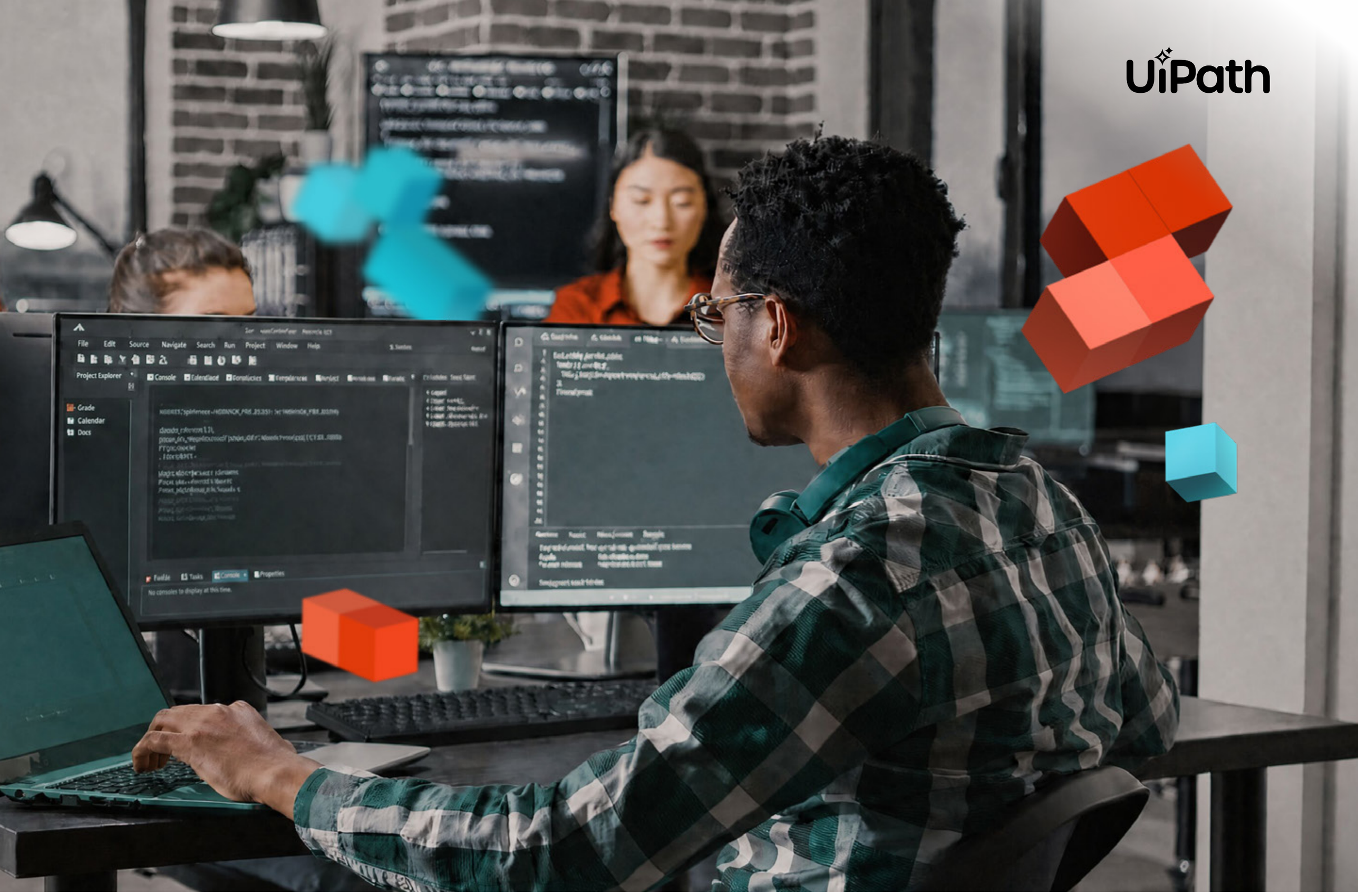
BEYOND THE TOPLINE

Program insight

Builders at organizations already using AI agents widely in production are nearly twice as likely to report having a fully documented and enforced governance approach as builders at organizations still evaluating AI agents (72% vs. 36%).

Does your organization have a formal governance approach?





How builders are expanding their technical toolkit

The modern automation builder’s toolkit is expanding rapidly. AI models, programming languages, business orchestration frameworks, APIs, and enterprise platforms all play a role in building production-ready AI systems. Rather than mastering a single technology, today’s builders increasingly combine multiple tools to design, integrate, and operate intelligent automation.

Most builders have influence over the technology stack they use

82%

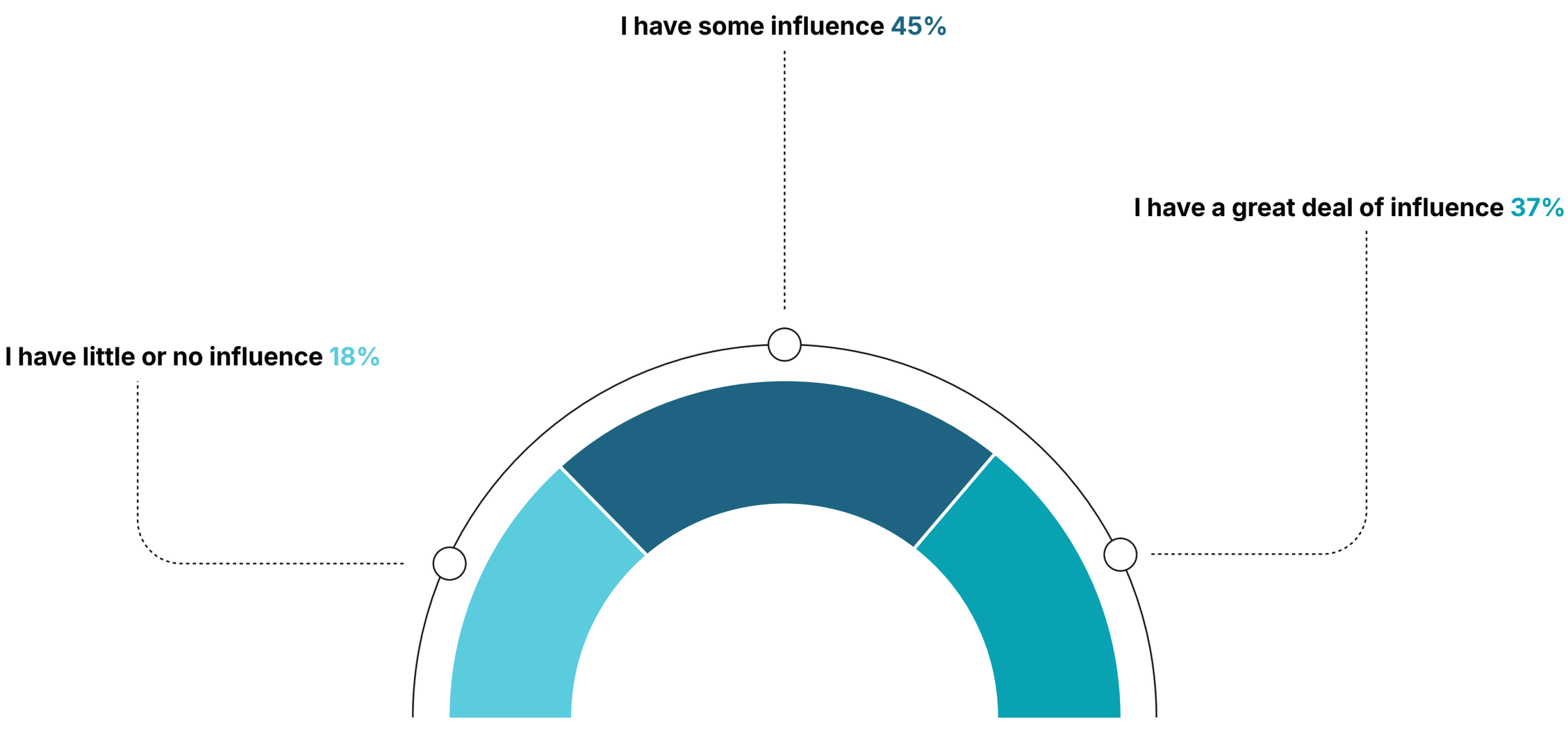
of builders have some influence over the technologies they use, reflecting the growing role automation professionals play in shaping enterprise AI and automation strategies.

BEYOND THE TOPLINE

Builder insight

Even early-career builders often have a voice in technology decisions. Nearly three-quarters of beginners report having at least some influence over the automation and AI technologies they use. As proficiency grows, that influence becomes even stronger.

How much influence, if any, do you have over selecting the software automation technologies you use at work?



Automation builders rely on a broad technical toolkit

Python and SQL are the most widely used programming languages among automation builders, but experience extends well beyond those two. Many builders also report working with JavaScript, Java, PowerShell, and Bash/Shell scripting, reflecting the broad technical toolkit that supports automation development.

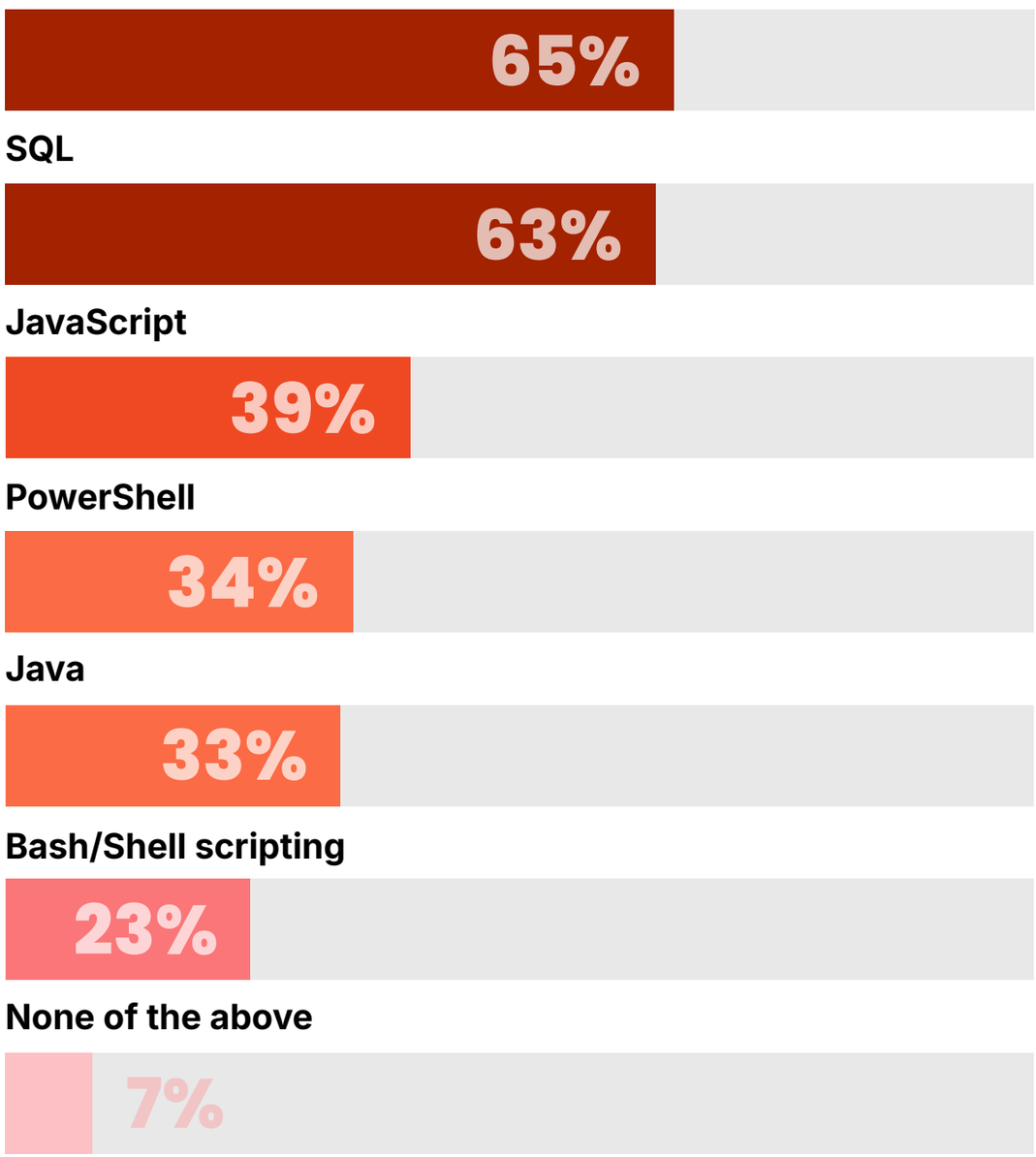
BEYOND THE TOPLINE

Builder insight

More-proficient builders work across a broader range of technologies, suggesting that technical breadth grows alongside automation expertise. Developing skills beyond a single language can help builders tackle more complex integration, scripting, and development tasks.



Which programming languages and scripting languages do you have experience with?

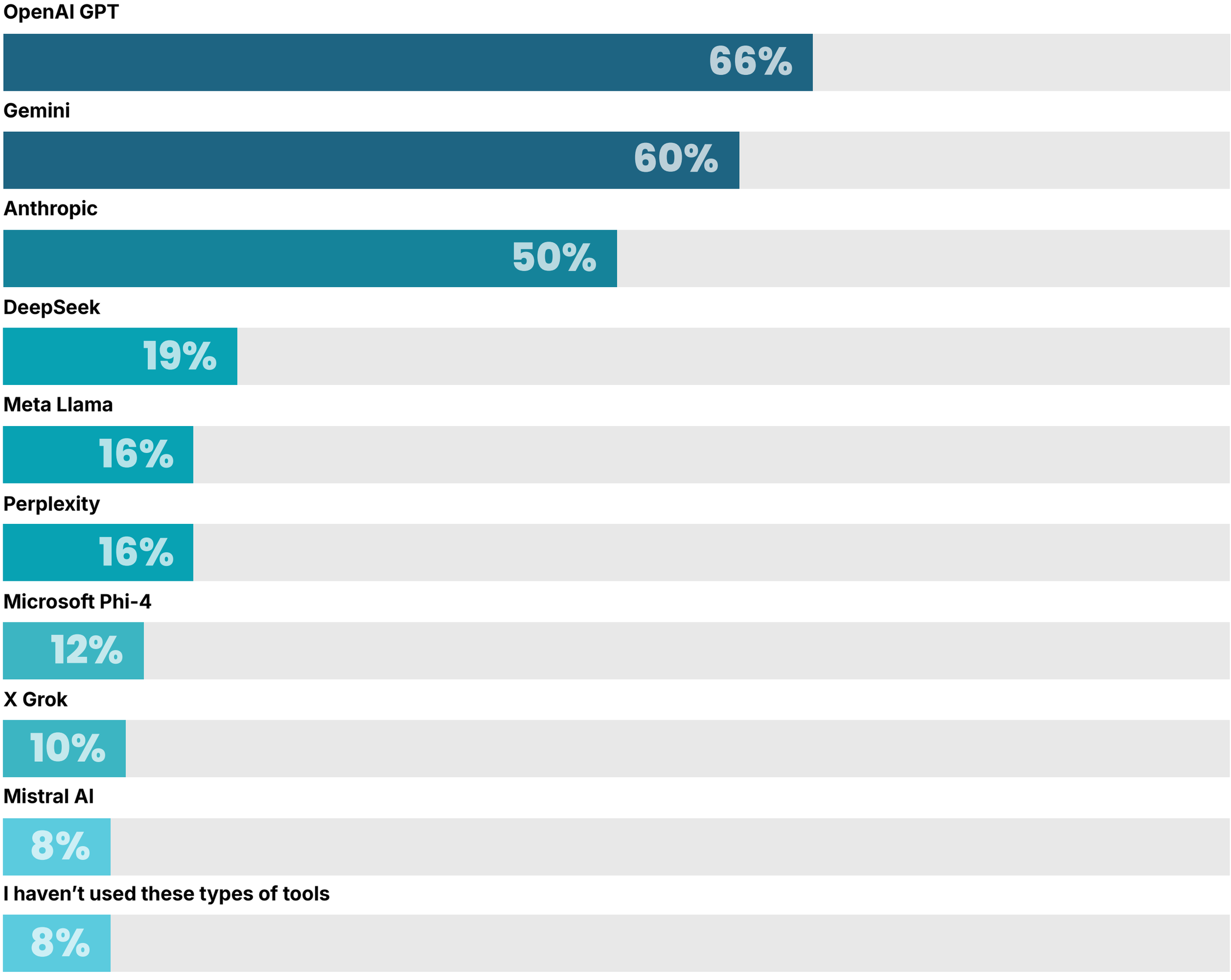


** Respondents were able to select more than one option.

The LLM landscape continues to evolve rapidly

OpenAI, Gemini, and Anthropic remain the most widely used LLM providers for automation professionals. OpenAI continues to be the most commonly used LLM provider, but Anthropic experienced the fastest growth, doubling its share of respondents from 25% to 50% year over year.

Which platforms/tools have you used as an LLM model provider?



** Respondents were able to select more than one option.

AI requires multiple AI platforms and frameworks

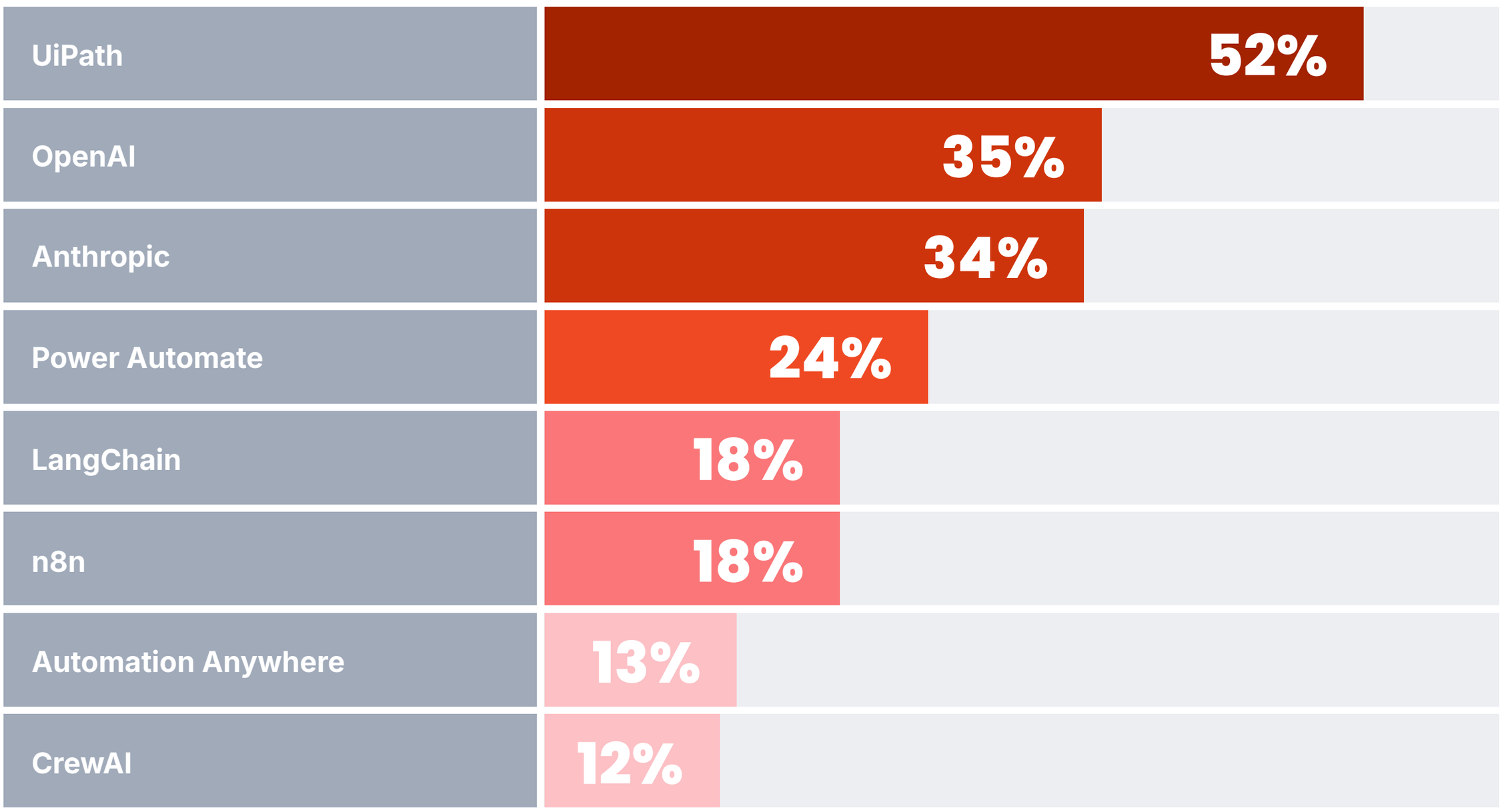
While UiPath remains the most widely used platform for building and deploying AI agents, builders increasingly combine automation platforms with foundation model providers and agent frameworks. As AI ecosystems mature, development is becoming less about a single tool and more about knowing how to work across technologies.

BEYOND THE TOPLINE

Builder insight

As builders gain proficiency, they're increasingly likely to use platforms such as UiPath and Power Automate alongside agent frameworks like LangChain.

Which platform/tools have you used for building and deploying AI agents?



** Respondents were able to select more than one option.

UiPath is a frequently used platform for business orchestration

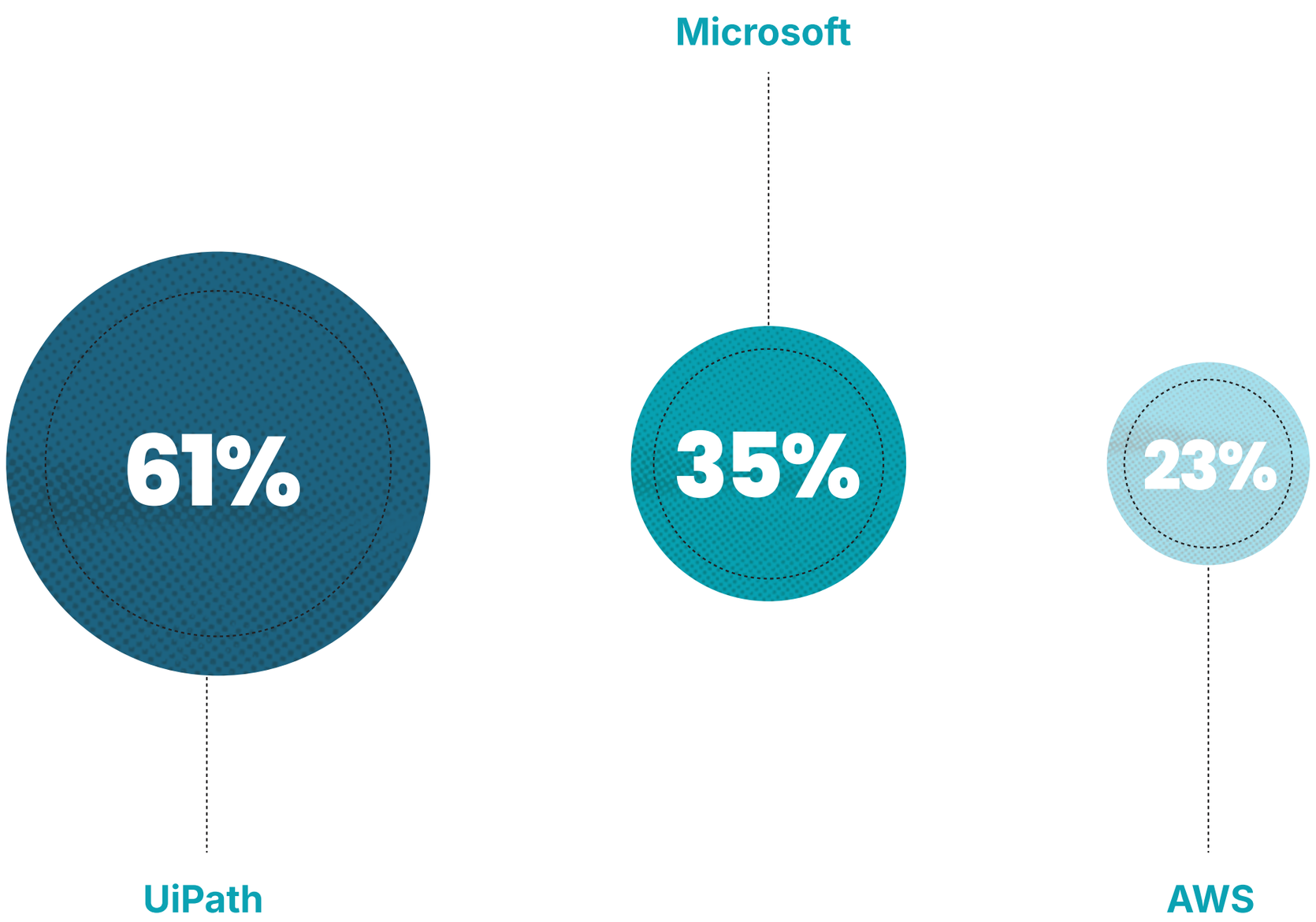
UiPath is the most widely used platform for orchestrating business processes, with nearly two-thirds of builders reporting this.

BEYOND THE TOPLINE

Builder insight

Builders with greater proficiency are substantially more likely to report using UiPath for business orchestration, with adoption rising from 45% among beginners to 80% among experts.

Which platform have you used for orchestrating business processes?

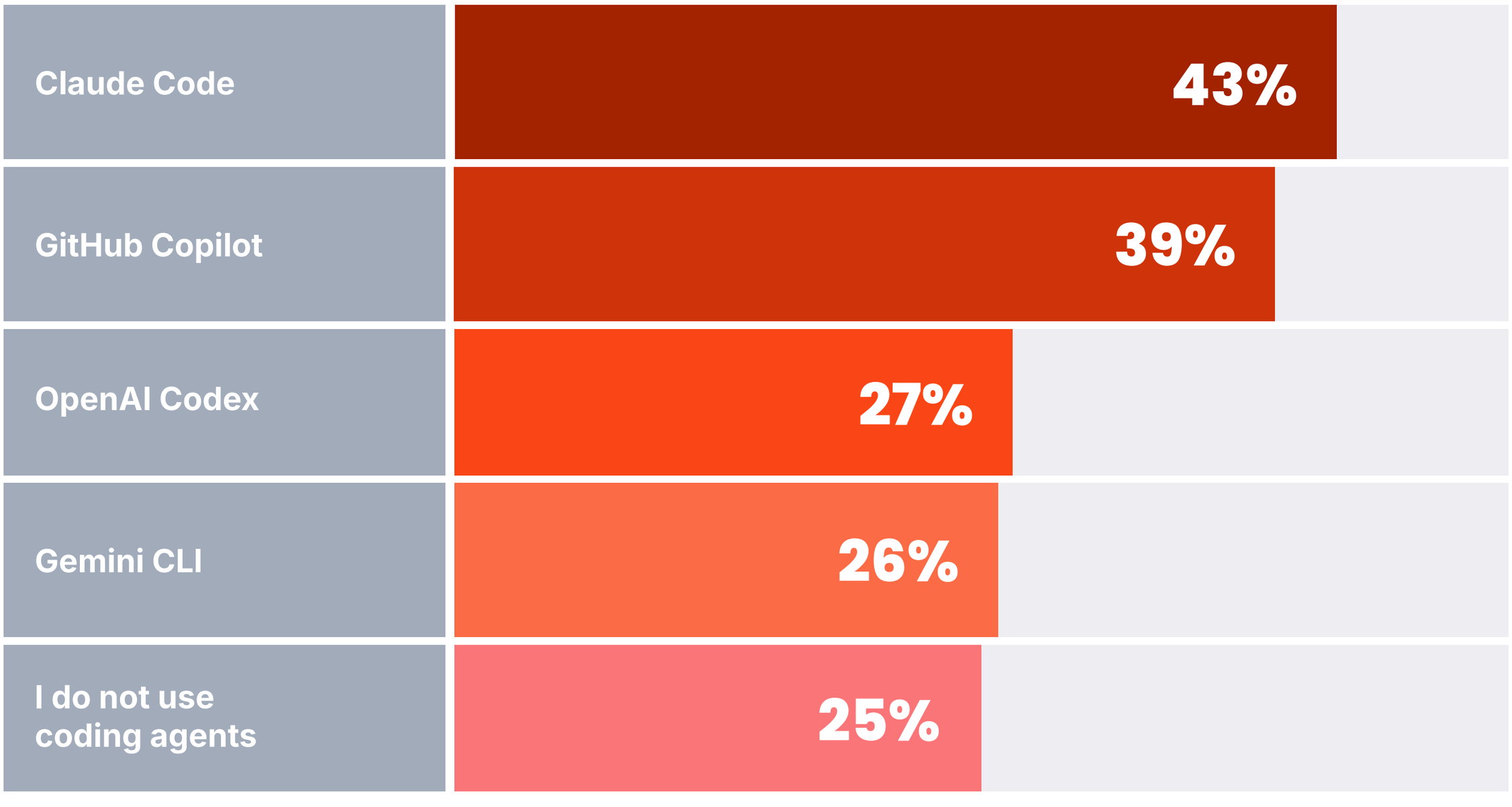


** Respondents were able to select more than one option.

Builders are experimenting with multiple coding assistants

Claude Code and GitHub Copilot are the most widely used AI coding assistants, with OpenAI Codex and Gemini CLI also seeing meaningful adoption.

Which of the following AI coding agents do you currently use in your workflow?



** Respondents were able to select more than one option.

AI-generated code is moving beyond experimentation.

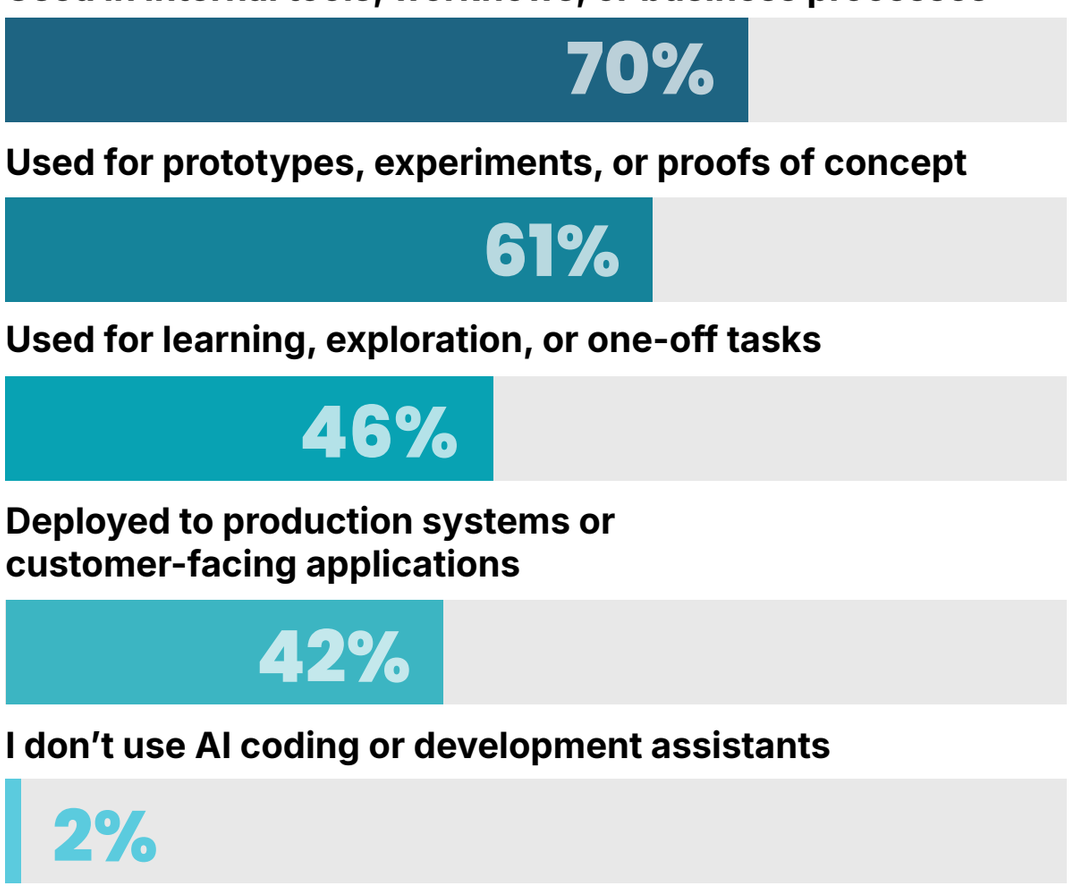
Organizations are applying AI-generated code across multiple stages of development. While internal applications and prototypes remain the most common uses, a substantial share of builders are already deploying AI-generated code into live production environments.

BEYOND THE TOPLINE

Builder insight

As builders gain proficiency, AI-generated code becomes more than a development aid. Expert builders are significantly more likely to incorporate AI-generated code into production applications, suggesting a shift from experimentation to operational use.

When you use AI coding agents, where is the generated code used?



** Respondents were able to select more than one option.



Builders rely on a broad range of UiPath capabilities

While Studio and Orchestrator remain the foundation for many builders, respondents report using a wide range of UiPath capabilities spanning AI, business orchestration, integration, application development, testing, and process intelligence. This breadth reflects the increasingly connected nature of modern automation and AI solutions.

BEYOND THE TOPLINE

Program insight

Builders at highly successful organizations report broader adoption across the UiPath Platform™, particularly for integration, business orchestration, and AI capabilities.



AI adoption depends on more than technology.

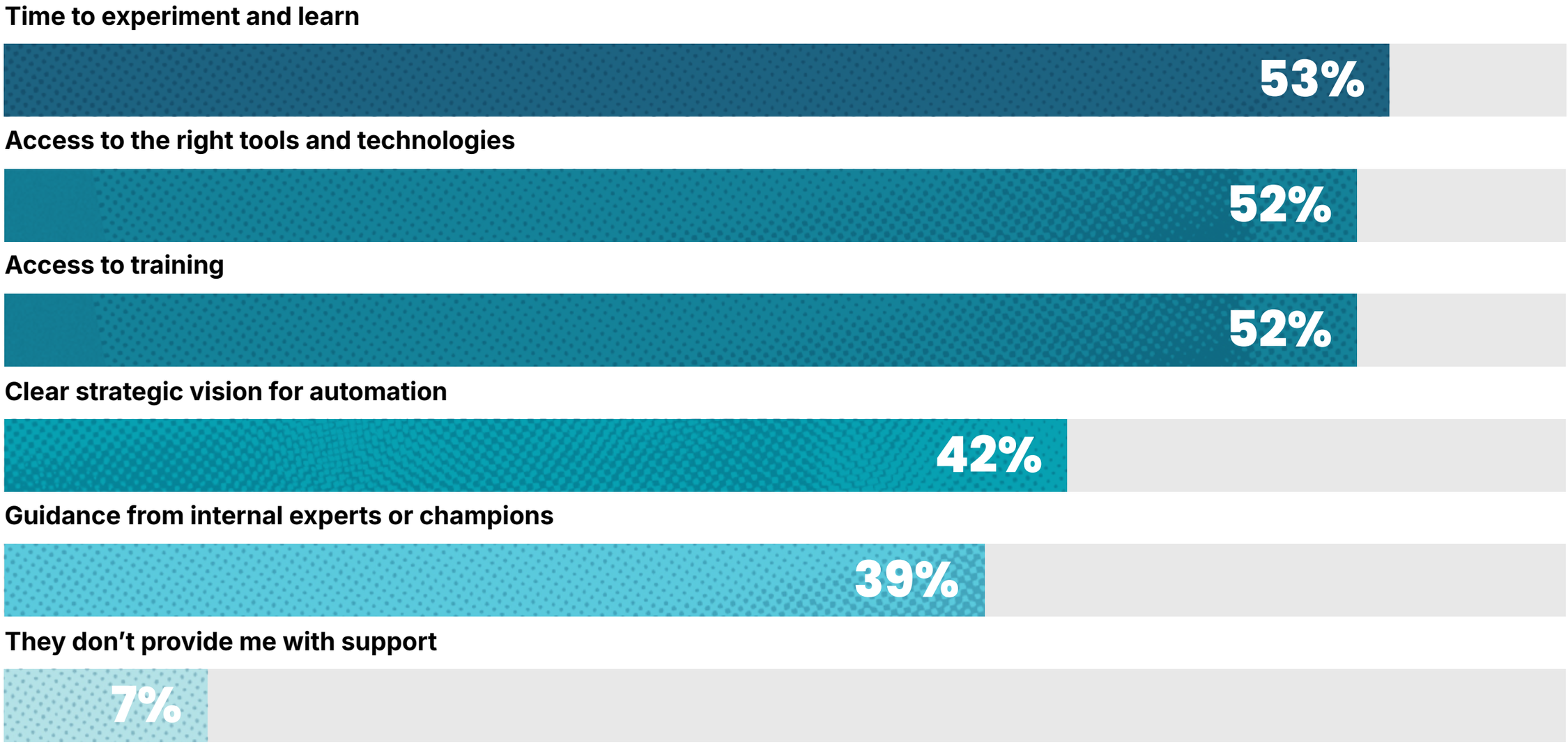
Supporting AI adoption means more than providing technology. Compared with last year, more builders say their organizations are giving them dedicated time to experiment and access to internal AI champions, while investments in tools and training remain widespread.

BEYOND THE TOPLINE

Program insight

Expectations for future investment extend beyond technology. Builders expecting significant investment growth are consistently more likely to report receiving organizational support through strategy, training, tools, dedicated time, and internal AI champions.

Which of the following types of support does your leadership provide to help you adopt new automation tools, including AI agents?



** Respondents were able to select more than one option.



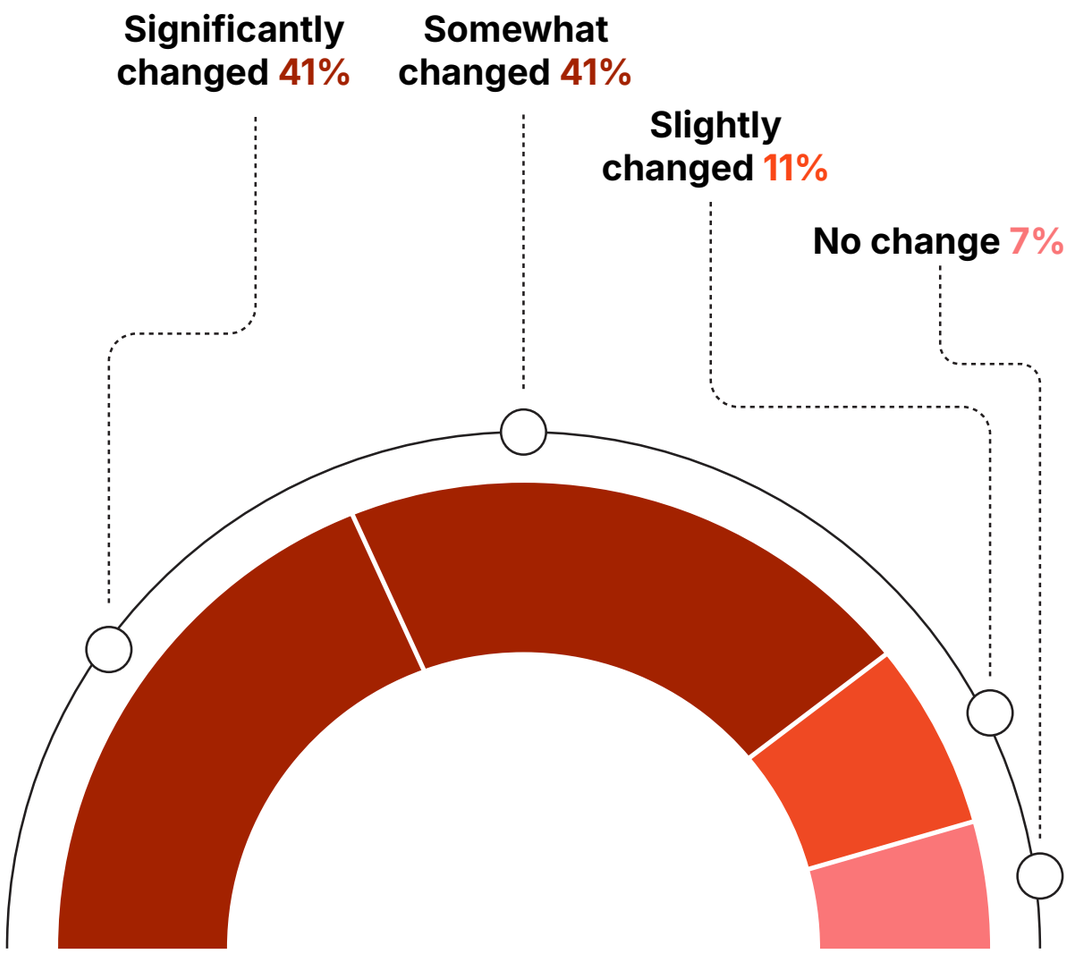
How the builder role is changing

The automation builder role is expanding beyond implementation. As organizations deploy AI at scale, builders are playing a larger role in designing, integrating, governing, and operating intelligent automation solutions.

AI is reshaping the automation builder role—and most builders are optimistic about the change.

More than 9 in 10 builders say their role has changed over the past year. While responsibilities continue to evolve, most builders remain optimistic about where their role is headed.

How much has your role changed in the past year because of the advancements in AI and automation?

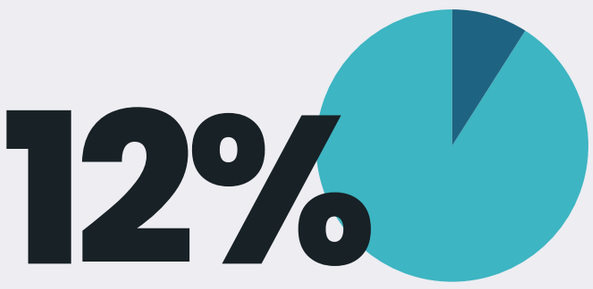


How do you feel about how your role is evolving?



49%
Very positive

36%
Somewhat positive



12%
Neutral

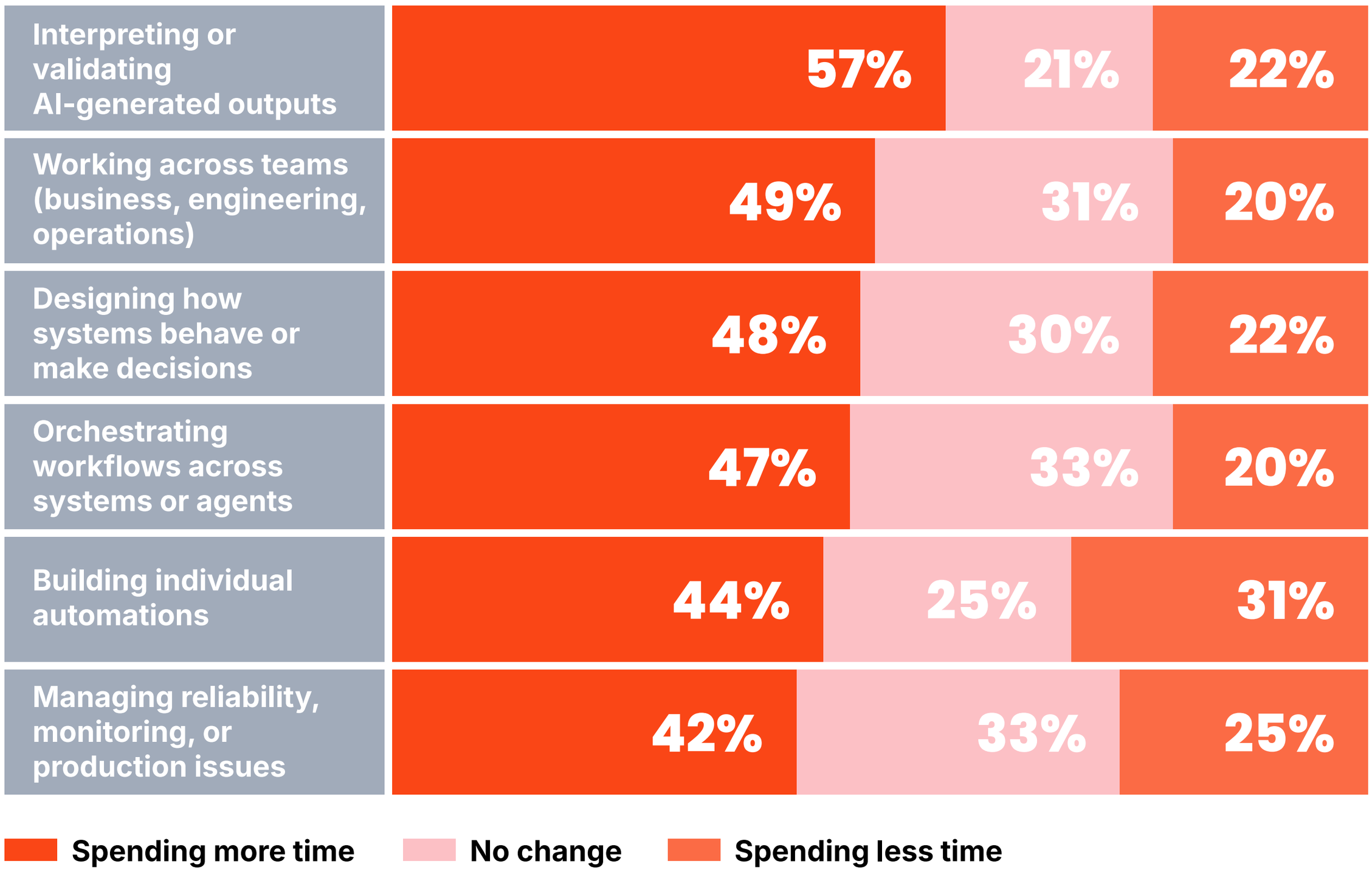
3%
Somewhat negative

0%
Very negative

AI is changing how builders spend their time

While building automations remains important, the builder role is expanding beyond implementation. Across nearly every stage of the AI lifecycle, builders report increased involvement in designing, validating, orchestrating, deploying, and operating intelligent systems.

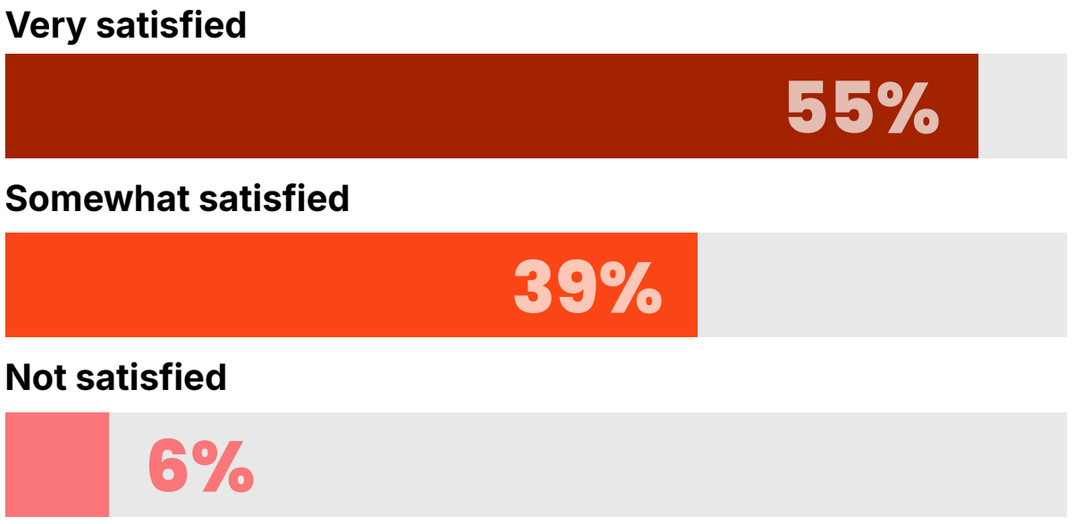
Compared to a year ago, how has your time spent on the following activities related to AI agents changed?



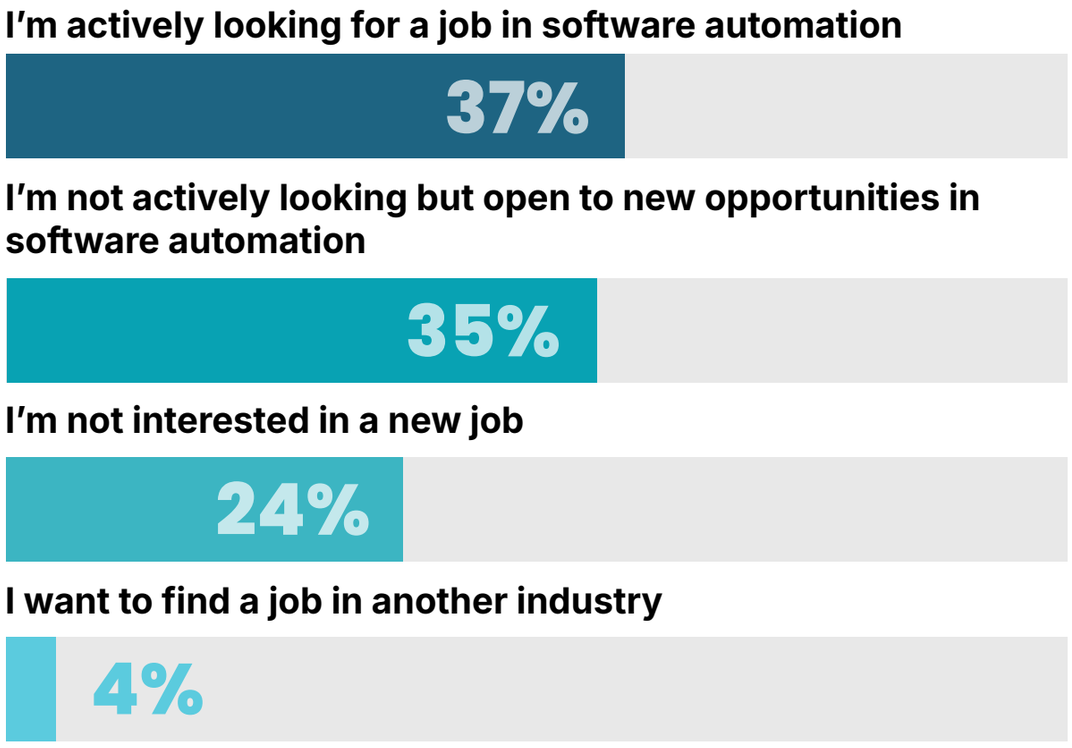
Builders are satisfied with their careers and open to new opportunities

Builders remain highly satisfied with their careers, though the share who say they are **very satisfied** declined from 62% to 55% year over year. At the same time, many are exploring their next move, with nearly three-quarters either actively looking or open to new opportunities.

How satisfied are you with your career as an automation professional?



Do you plan to get a new job in the next 12 months?



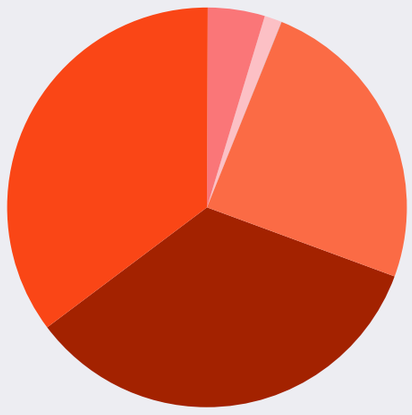


The majority of builders feel successful at delivering automations

Most builders report being successful at delivering automation or AI solutions that meet their organization's goals. Nearly three-quarters describe themselves as somewhat or very successful, while only 5% say they have not been successful.



How successful do you feel you are at delivering automation or AI solutions that meet your organization's goals?



37%
Somewhat successful

36%
Very successful

22%
Neutral

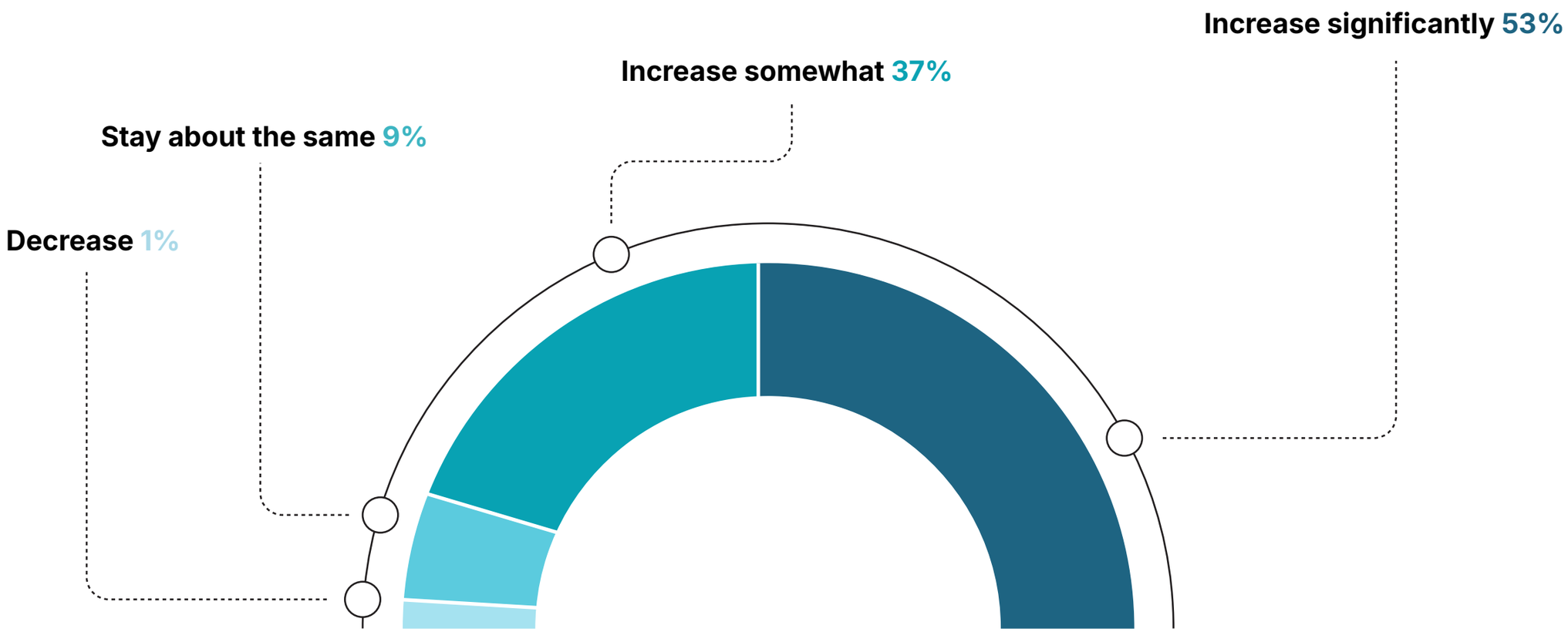
4%
Not very successful

1%
Not successful at all

Builders expect their organizations to increase investment in automation and AI talent

Nine in ten builders expect their organizations to increase investment in automation and AI-related roles over the next year, with more than half anticipating significant growth.

How do you expect your organization's investments in automation and AI-related roles to change in the next 12 months?







How builders are developing new skills

As automation and AI evolve, builders are relying on hands-on experience to keep pace. Practical application, experimentation, and community engagement have become essential complements to formal training and certification.

Education

Nearly half of automation builders hold a professional certification

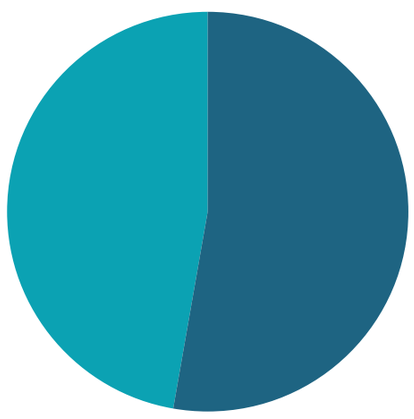
Professional certification has become a common part of career development for automation professionals, with nearly half of builders reporting they have earned a credential. The percentage of builders who have a certification is down since last year (63%), but this is likely because this year's survey responses included a higher percentage of early-stage builders.

BEYOND THE TOPLINE

Builder insight

Builders who report higher proficiency are substantially more likely to hold a professional certification, suggesting many continue investing in formal learning as their careers advance.

Do you have a professional software automation certification?



52%
No

48%
Yes



Automation builders learn by doing

Builders are changing how they learn. AI tools have become the most valuable learning resource (66%, up from 42% last year), and on-the-job experience has nearly doubled (56% vs. 30%). At the same time, fewer builders rely on structured learning resources such as online courses and technical documentation even though they remain foundational.

BEYOND THE TOPLINE

Builder insight

As builders gain experience, they rely more on documentation, hands-on work, and AI tools to continue developing new skills.

Which of the following have been valuable in helping you learn automation or AI in the past 12 months?



** Respondents were able to select more than one option.

Builders improve fastest when they have opportunities to practice with AI

Builders believe the fastest way to develop AI skills is through practice. Time to experiment, hands-on environments, access to tools, and real-world examples rank ahead of formal guidance or organizational support.

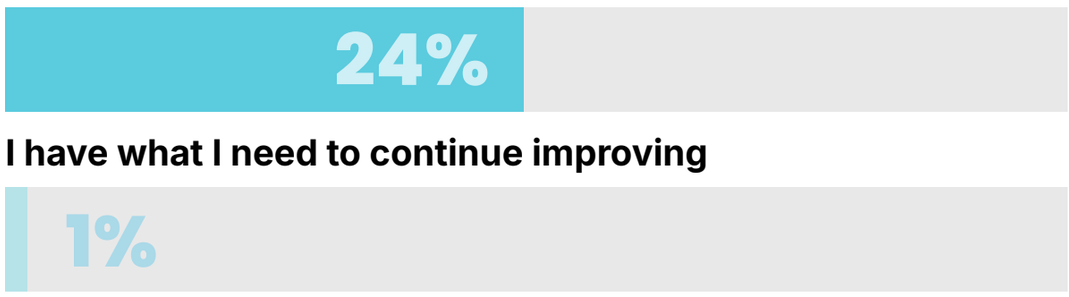
BEYOND THE TOPLINE

Builder insight

Learning priorities shift as builders gain experience. Beginners are more likely to value guidance on what to learn next, while expert builders place greater importance on opportunities to learn by doing through experimentation, hands-on environments, and access to tools and APIs.



What helps you improve your skills the most?



** Respondents were able to select more than one option.

Builders want to learn about both AI and enterprise automation

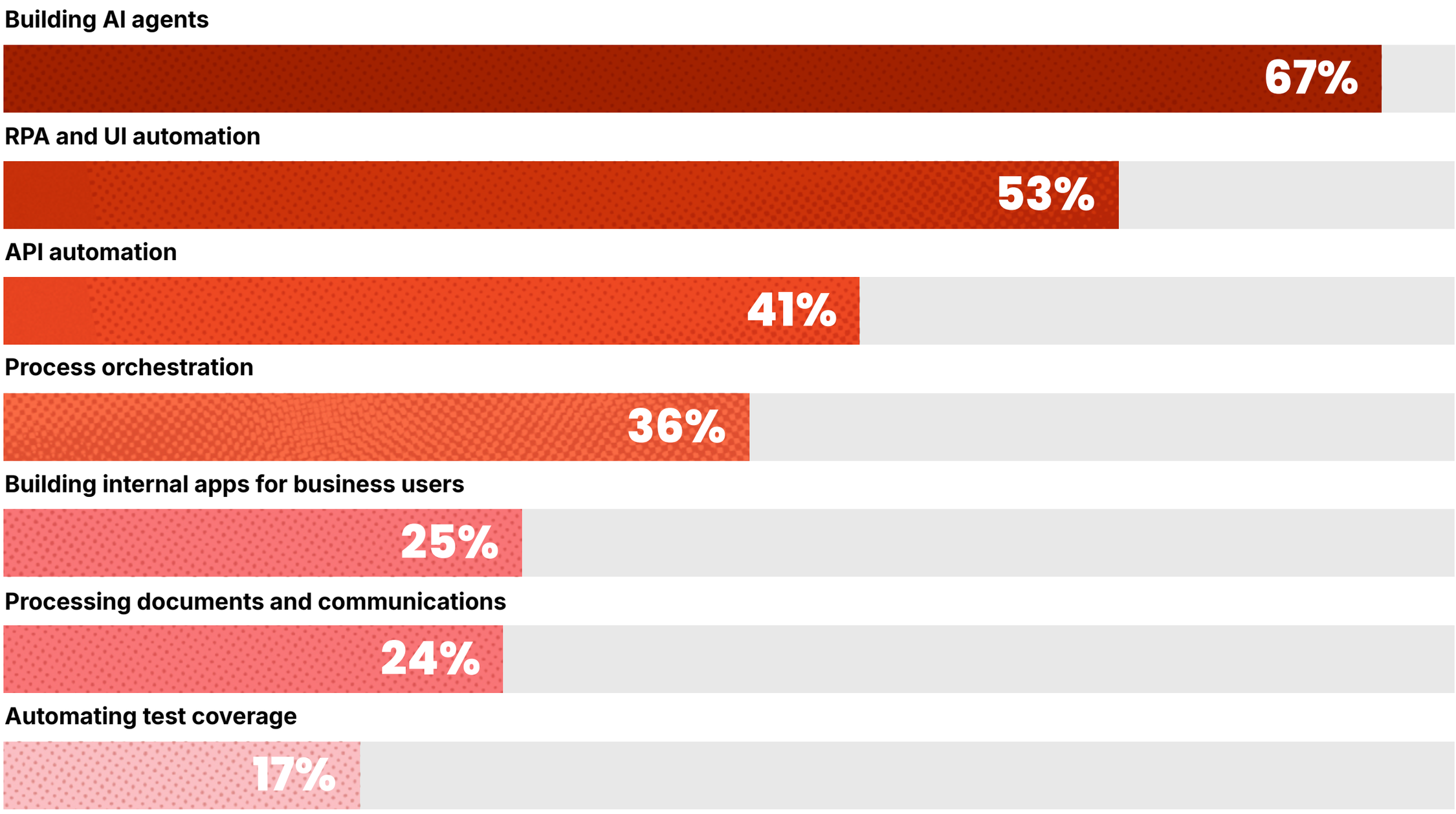
Builders are most interested in learning about building AI agents, followed by RPA, API automation, and business orchestration.

BEYOND THE TOPLINE

Builder insight

Interest in AI doesn't fade with experience. Expert builders are the most likely to want to deepen their expertise in AI agents and business orchestration, reflecting the shift toward designing and coordinating intelligent systems.

Which of these topics are you most interested in building expertise in for your career?



** Respondents were able to select more than one option.

The UiPath Community is a cornerstone of professional development

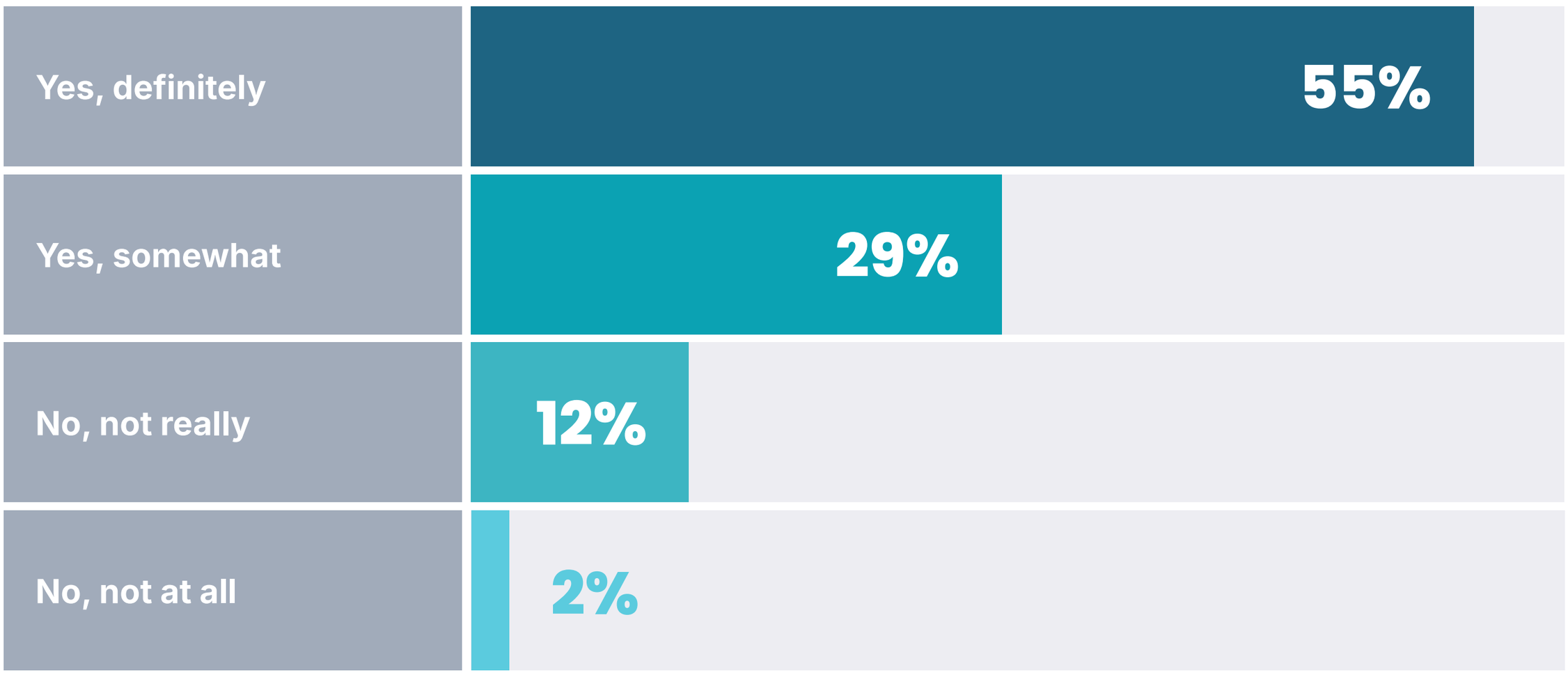
As we see each year, the vast majority of UiPath users consider themselves to be part of the community.

BEYOND THE TOPLINE

Builder insight

Builders who identify as advanced or expert are more likely to consider themselves part of the UiPath Community.

Do you consider yourself to be a part of the UiPath Community?

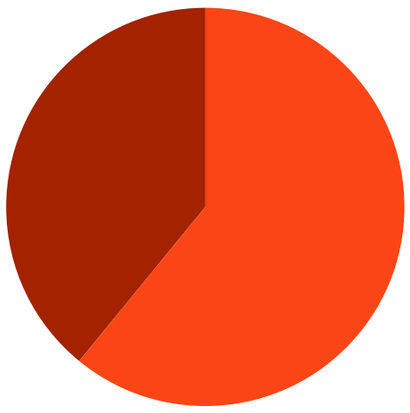


Methodology

This report is based on a global survey of

1,226

automation professionals.



62%

are developers working on software automation.

38%

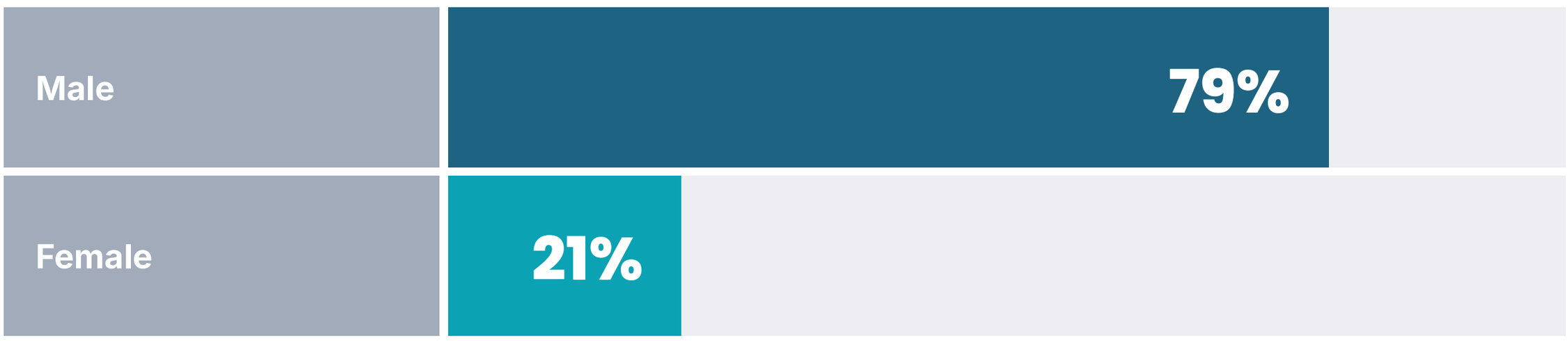
are in software automation, but not actively developing.

We collectively refer to our respondents as “automation professionals” and “builders.” They come from a diverse range of roles, such as automation developers, solution/technical architects, and automation engineers, etc.

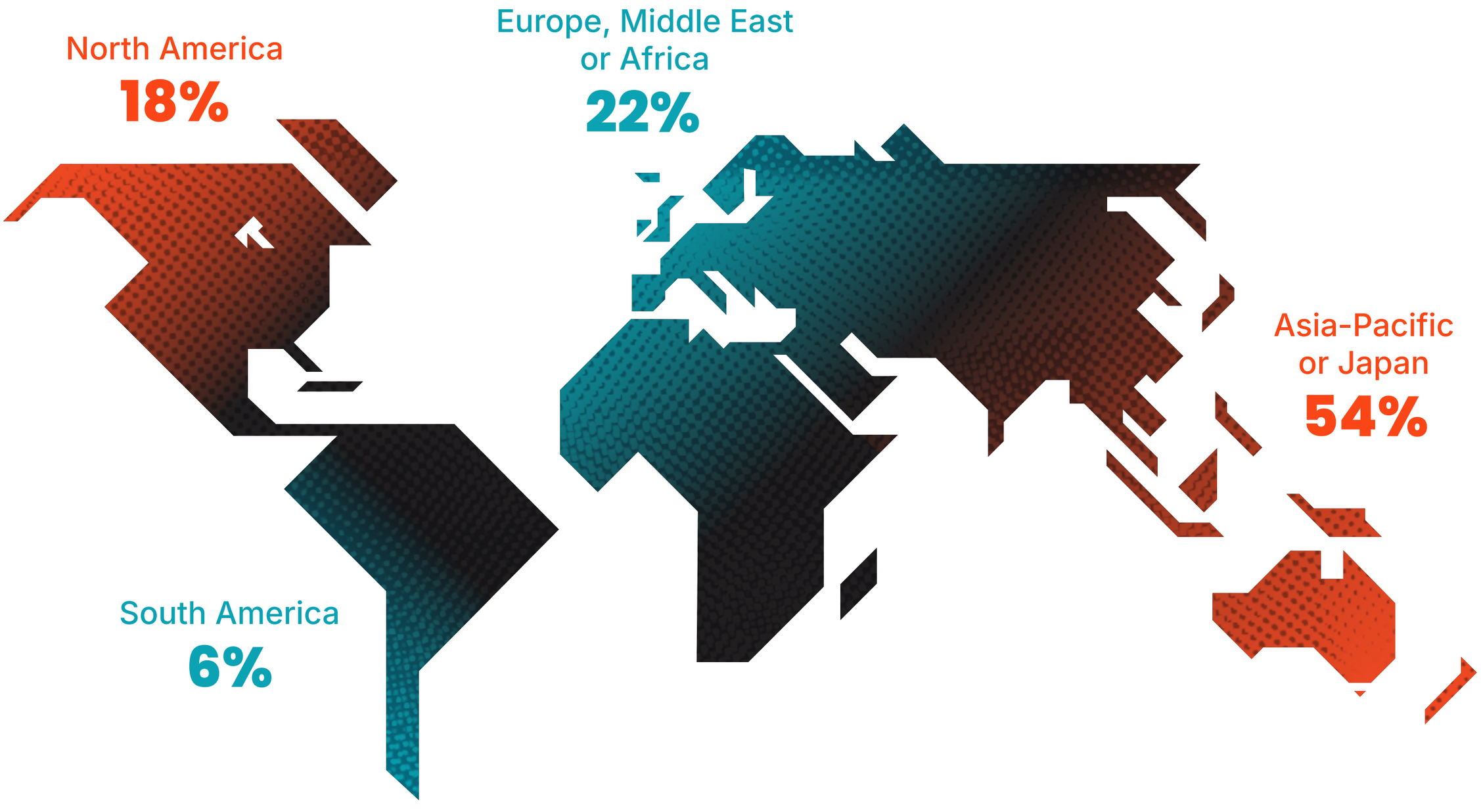
Respondents were recruited primarily through channels owned by UiPath. The main sources of business automation professional respondents were email lists, newsletters, social media, banner ads, and onsite messaging. The data was collected in June and July of 2026.

Additional details about our survey respondents are below.

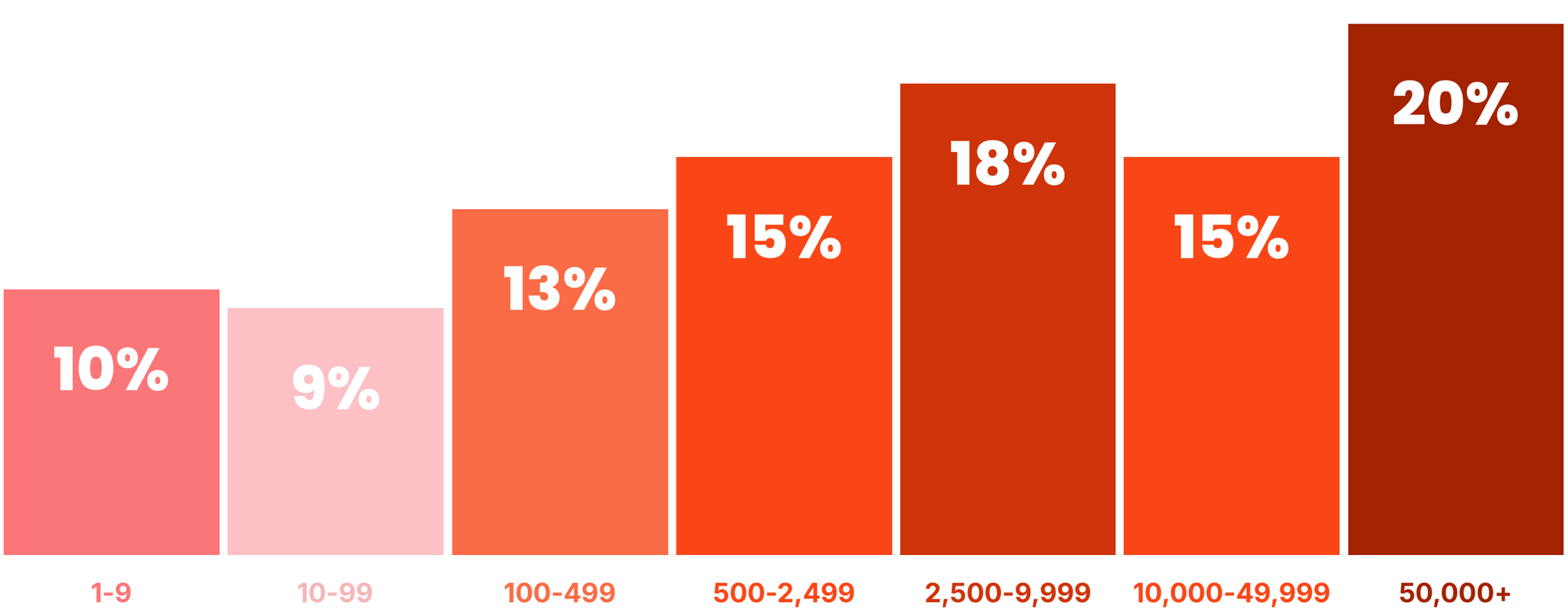
Gender



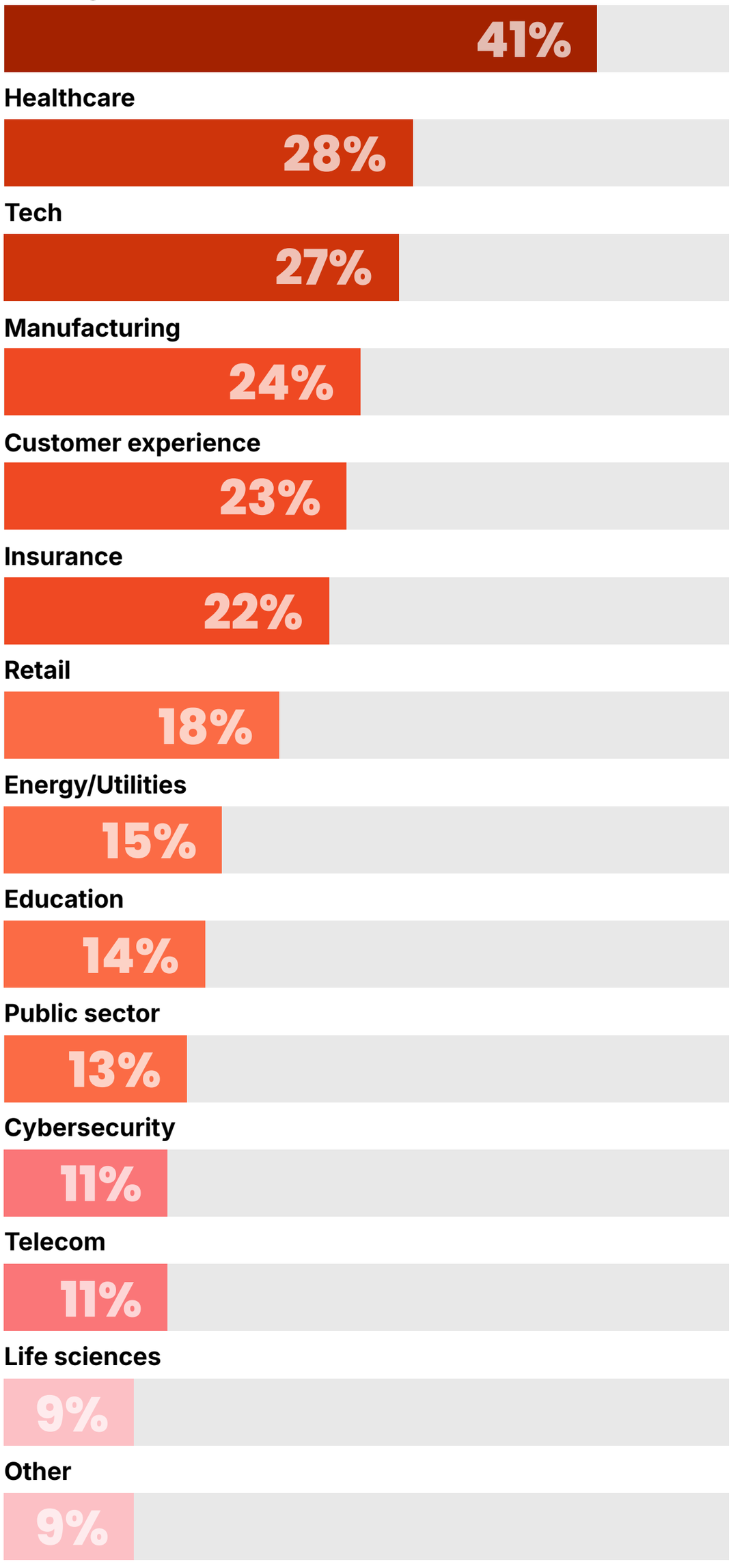
Geography



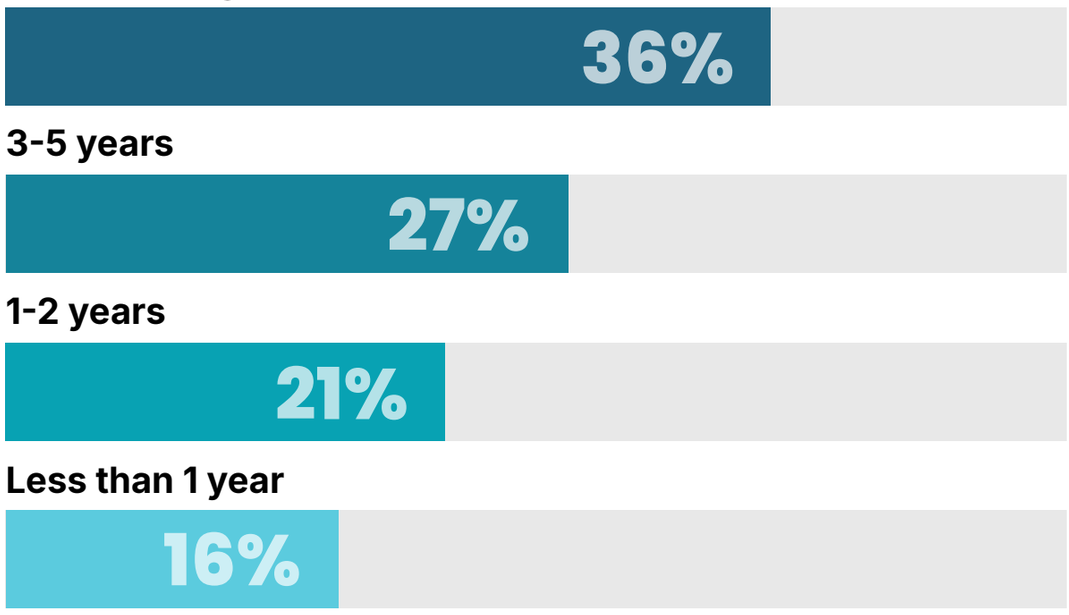
Company size



Industries respondents are building automations for



Years of experience



Data notes:

- Because of rounded figures, some percentages throughout the report may not add up to 100%.
- Respondents were often given the option to select “unsure.” In most cases, the “unsure” responses were removed and the data was recalculated based on the remaining sample size.
- Respondents were sometimes given the option to select “other” and write in a response. For simplicity, these responses were not included in calculating the percentages.



Crosstab data

The “Beyond the topline” callouts are based on comparisons between specific groups of respondents. The tables below show the data supporting each insight. To keep the appendix concise, only the comparisons referenced in the report are included.

How would you describe your organization's current use of AI agents?

Roughly what share of your automation work today is rule-based/deterministic vs. agentic/AI-driven?	AI agents are widely used across production workflows	AI agents are used in production for a limited number of use cases	AI agents are being used in pilots or experimental workflows	AI agents are being evaluated, but not yet in use	AI agents aren't being explored
100% deterministic	↑24%	↓11%	↓10%	↑37%	↑42%
Mostly deterministic	↓21%	↑48%	↑49%	36%	39%
Balanced	↑48%	34%	34%	↓20%	↓16%
Mostly agentic	6%	6%	7%	6%	3%
100% agentic	1%	1%	0%	1%	0%

Which approach does your organization prioritize most when building automation or AI solutions?	AI agents are widely used across production workflows	AI agents are used in production for a limited number of use cases	AI agents are being used in pilots or experimental workflows	AI agents are being evaluated, but not yet in use	AI agents aren't being explored
Prioritizing speed and experimentation	↑42%	22%	21%	↓19%	25%
Prioritizing reliability and long-term scalability	36%	35%	↑44%	38%	25%
A balance of both	↓22%	↑43%	35%	43%	50%

How often do you use AI coding or development assistants for code generation in your work?	AI agents are widely used across production workflows	AI agents are used in production for a limited number of use cases	AI agents are being used in pilots or experimental workflows	AI agents are being evaluated, but not yet in use	AI agents aren't being explored
Daily	↑68%	54%	↓38%	↓37%	42%
Weekly	20%	20%	23%	15%	11%
Monthly	↓4%	5%	↑13%	10%	3%
Occasionally	↓5%	16%	↑22%	↑25%	22%
Never	↓3%	5%	4%	↑13%	↑22%

Does your organization have a formal governance approach?	AI agents are widely used across production workflows	AI agents are used in production for a limited number of use cases	AI agents are being used in pilots or experimental workflows	AI agents are being evaluated, but not yet in use	AI agents aren't being explored
Yes—fully documented and enforced	↑72%	↑58%	↓40%	↓36%	41%
Yes—informal practices, not fully documented	↓19%	28%	↑39%	33%	21%
In progress—we are developing one	↓7%	11%	16%	↑19%	18%
No—no formal governance approach in place	↓2%	↓3%	5%	↑12%	↑20%

How do you expect your organization's investment in automation and AI-related roles to change in the next 12 months?

How would you describe your organization's current use of AI agents?	Increase significantly	Increase somewhat	Stay about the same	Decrease
AI agents are widely used across production workflows	↑32%	↓12%	↓11%	38%
AI agents are used in production for a limited number of use cases	↑34%	27%	22%	13%
AI agents are being used in pilots or experimental workflows	↓18%	↑31%	25%	12%
AI agents are being evaluated, but not yet in use	↓11%	↑21%	↑25%	12%
AI agents aren't being explored	↓2%	5%	↑14%	25%

Which of the following best describe how you build automation and AI solutions today?	Increase significantly	Increase somewhat	Stay about the same	Decrease
Integrating systems or services via APIs or data workflows	↑70%	67%	↓51%	62%
Using AI agents for specific tasks or workflows	↑67%	61%	↓52%	62%
Designing workflows where multiple agents interact	↑69%	↓58%	↓47%	38%
Orchestrating automation across systems, agents, and processes	↑40%	33%	↓26%	38%
Customizing or extending platform-based solutions	↑44%	↓35%	↓29%	25%

How are you currently working with AI agents in your workflows?	Increase significantly	Increase somewhat	Stay about the same	Decrease
Using single agents for isolated tasks	↑58%	↓43%	↓32%	33%
Using multiple agents that operate independently	45%	40%	37%	50%
Designing workflows where multiple agents coordinate or interact	↑40%	↓32%	33%	17%
Orchestrating agents as part of broader business processes or systems	↑33%	↓21%	↓13%	0%
Not currently working with AI agents	↓16%	22%	↑32%	33%

Which of the following types of support does your leadership provide to help you adopt new automation tools, including AI agents?	Increase significantly	Increase somewhat	Stay about the same	Decrease
Clear strategic vision for automation	↑50%	↓37%	↓26%	43%
Access to the right tools and technologies	↑59%	↓48%	↓38%	43%
Access to training	↑58%	↓46%	↓37%	57%
Time to experiment and learn	56%	54%	↓41%	14%
Guidance from internal experts or champions	↑47%	↓33%	↓30%	14%

Does your organization have a formal governance approach?

What is currently limiting your organization's ability to move projects into production or scale their use?	Yes—fully documented and enforced	Yes—informal practices, not fully documented	In progress—we are developing one	No—no formal governance approach in place
Limited understanding of how to integrate agents to make decisions	↓22%	28%	30%	27%
Difficulty integrating agents into existing systems and workflows	↓26%	↑35%	37%	23%
Lack of governance frameworks or oversight processes	↓23%	29%	↑34%	25%
Security or data privacy risks	42%	41%	38%	38%
Regulatory or compliance requirements	32%	29%	25%	25%
Lack of trust in outputs	↓18%	23%	↑28%	18%
Lack of leadership support or strategic alignment	↓13%	20%	23%	23%
Insufficient team skills or expertise	↓23%	29%	↑40%	↑43%
Difficulty demonstrating ROI or business value	30%	34%	31%	25%
Cost or resource constraints	41%	39%	35%	38%
We are not currently facing barriers to scaling AI agents	↑10%	↓3%	↓2%	10%

How proficient are you at software automation development?

In which of the following ways are you currently applying AI in your work?	Beginner	Intermediate	Advanced	Expert
Code generation or development assistance	↓36%	↓49%	↑63%	↑67%
Autonomous agents that independently execute tasks	33%	40%	36%	42%
Multi-agent pipelines or coordinated agent workflows	↓22%	33%	33%	33%
Workflow orchestration across systems, tools, or agents	↓31%	38%	44%	↑47%
DevOps or IT automation	25%	31%	33%	29%
Customer or product-facing automation	31%	35%	33%	36%
Other	4%	2%	1%	3%
Not currently using, but planning to explore	10%	8%	7%	10%
Not using and not interested	1%	1%	0%	0%

When designing automation workflows, which of the following components do you typically connect?	Beginner	Intermediate	Advanced	Expert
AI agents	39%	41%	46%	↑53%
Deterministic automations	↓47%	↓56%	↑72%	↑83%
Enterprise systems or SaaS applications	↓30%	↓40%	49%	↑60%
Legacy systems	↓33%	↓33%	42%	↑56%
Data pipelines or data platforms	31%	34%	36%	↑42%
Human tasks or approvals	44%	44%	47%	↑61%
External services or APIs	↓33%	↓47%	↑62%	↑72%
Other	1%	1%	0%	0%
We do not typically connect multiple components	↑7%	4%	2%	0%

How much influence, if any, do you have over selecting the software automation technologies you use at work?	Beginner	Intermediate	Advanced	Expert
I have a great deal of influence	↓31%	35%	39%	↑46%
I have some influence	43%	↑50%	43%	44%
I have little or no influence	↑26%	15%	18%	↓10%

Appendix

Which programming languages and scripting languages do you have experience with?	Beginner	Intermediate	Advanced	Expert
Python	↓49%	64%	↑74%	↑75%
JavaScript	↓27%	39%	41%	↑50%
Java	30%	31%	32%	↑44%
SQL	↓51%	↓56%	↑68%	↑80%
PowerShell	↓17%	35%	37%	↑45%
Bash/Shell scripting	↓16%	20%	26%	↑32%
Other	↓6%	11%	13%	↑21%
None of the above	↑17%	↓3%	↓3%	↓3%

Which platforms/tools have you used for building and deploying AI agents?	Beginner	Intermediate	Advanced	Expert
UiPath	↓40%	49%	55%	↑70%
LangChain	↓6%	16%	↑23%	↑26%
CrewAI	↓4%	15%	14%	15%
OpenAI	↓31%	40%	36%	38%
Anthropic	31%	33%	37%	38%
Power Automate	↓15%	22%	25%	↑36%
Automation Anywhere	↓8%	13%	14%	17%
n8n	↓14%	20%	20%	20%
I haven’t used these types of tools	↑18%	11%	12%	12%

When you use AI coding agents, where is the generated code used?	Beginner	Intermediate	Advanced	Expert
Deployed to production systems or customer-facing applications	36%	↓34%	46%	↑57%
Used in internal tools, workflows, or business processes	↓60%	73%	75%	72%
Used for prototypes, experiments, or proofs of concept	↓51%	57%	61%	↑75%
Used for learning, exploration, or one-off tasks	↓36%	43%	47%	↑56%
I don’t use AI coding or development assistants	4%	2%	2%	1%

Do you have a professional software automation certification?	Beginner	Intermediate	Advanced	Expert
Yes	↓36%	↓39%	↑54%	↑68%
No	↑64%	↑61%	↓46%	↓32%

What helps you improve your skills the most?	Beginner	Intermediate	Advanced	Expert
Time to experiment and learn on the job	↓39%	45%	51%	↑57%
Access to real-world use cases or examples	38%	42%	44%	48%
Hands-on environments	↓38%	46%	45%	↑57%
Access to tools, models, or APIs	↓37%	↓39%	↑50%	↑56%
Clear guidance on what to learn next	28%	24%	24%	20%
Strong support from leadership or my organization	24%	27%	24%	19%
Opportunities to learn from experienced mentors or peers	28%	35%	32%	26%

Which of the following have been valuable in helping you learn automation or AI over the past 12 months?	Beginner	Intermediate	Advanced	Expert
On-the-job experience	↓48%	↓48%	↑61%	↑71%
Documentation and technical resources	↓29%	42%	49%	↑59%
Video tutorials	51%	52%	60%	60%
Social media videos, reels	19%	↑27%	23%	20%
Online courses	49%	↓48%	↑58%	55%
AI tools	↓54%	65%	69%	↑76%
Peer learning	↓31%	37%	41%	↑45%
Mentorship or guidance from experienced professionals	↓18%	28%	30%	27%
Conferences or live events	↓19%	28%	↑34%	↑36%

Resources

UiPath Platform™

The UiPath Platform™ is where agents think, robots do, and people lead. State-of-the-art AI and automation unite to create powerful autonomous agents able to understand, build, and perform complex business processes. Flexible, secure, and fully governed, the platform works with your systems, your applications, and your teams.

https://www.uipath.com/product

UiPath Forum

The UiPath Forum is a support platform dedicated to the UiPath ecosystem, catering to expert developers and automation enthusiasts. The forum promotes sharing of best practices and innovative solutions to automation challenges. It serves as a hub for knowledge sharing, problem-solving, and product innovation.

https://forum.uipath.com

UiPath Academy

Since 2017, UiPath Academy has helped automation professionals around the world build their skills. More than 2.1 million people have learned with us, and over 400,000 have completed a role-based learning path. As the field moves into agentic automation and AI, the Academy now offers 15 learning plans and over 400 courses in 10 languages.

https://academy.uipath.com

UiPath Documentation

Gain an advantage in UiPath product knowledge by navigating our documentation pages. Discover the official information about product updates, or technical articles, such as feature descriptions, step-by-step procedures, or troubleshooting sections. Use the search functionality to find targeted information in all delivery options, be it cloud, standalone, or the complex Automation Suite. Parlez-vous Français? No worries, the content is available in multiple languages. Whether you are a novice or a pro user, start exploring with the UiPath Documentation portal.

https://docs.uipath.com

UiPath Community

The UiPath Community is a dynamic ecosystem where builders learn, collaborate, and grow together in the space of business orchestration and automation technologies. It's a hub for exploring innovative ideas, connecting with industry peers, staying updated on the latest in agentic automation, and advancing skills. Members engage with the UiPath Platform™ through community events, developer conferences, tutorials, hackathons, and many other community programs. The main core pillars are: learning, support, and networking. Today, the UiPath Community has over 3 million users, 110+ local chapters across 86 countries, and significant contributions with content to accelerate adoption and success in using agentic automation.

https://community.uipath.com

Contact

About UiPath

UiPath (NYSE: PATH) is a leader in business orchestration and automation, trusted by organizations worldwide to transform enterprise complexity into intelligent, secure operations where AI agents reason, robots act, and people lead. Built for the modern enterprise and the world's most regulated industries, UiPath integrates automation, orchestration, AI, and testing into governed, scalable workflows—unlocking innovation at the speed of business while delivering the controls and compliance enterprise leaders demand. Visit **www.uipath.com** for more information.

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