

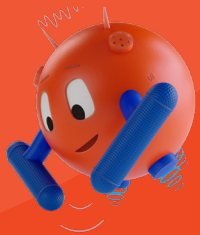
State of the RPA Developer 2022



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Introduction



For three years in a row we have taken the pulse of the RPA developer community. The aim is to understand through a series of quantitative and qualitative questions, the background, tech stacks, level of satisfaction, learning resources, and more. Dive into the data to find out what RPA developers are experiencing in the working environment, how easy they find to transition in this role and insights on their level of competence.

From this annual survey, we've learnt that the number of RPA developers is increasing for a committed and inspired workforce. Teams are growing, and more than half of the respondents agreed that their organization will “definitely” hire more developers in the upcoming year.

A relevant aspect is that the satisfaction of RPA developers is growing year over year with more than 65% declaring that they're very satisfied with their career.

Overall, we notice the RPA industry maturing. More than 50% of RPA developers have at least three years' experience. This year, 30% report that their organization has used RPA for 5+ years compared to 16% last year.

We also noticed that beginners struggle with lack of training while experts are most frustrated when they are asked to automate processes not suitable for automation.

This year we have dived deeper into UiPath usability and satisfaction. RPA developers see themselves continuing to build expertise on core UiPath products like UiPath Studio and UiPath Orchestrator and are expanding into UiPath AI Center™ and UiPath Document Understanding.

With this report you can learn about the state of the RPA developer in the main modules; demographics, attitudes, education and training, benefits, habits, RPA technologies, and UiPath.

Thank you all for being a part of this extensive research. This is our opportunity to learn and continue to guide RPA developers and automation professionals. We support automation journeys through meetups, forums, and hackathons hosted by the most valuable professionals (MVPs) and top contributors in the UiPath Community.

Methodology

This report is based on a survey of 1500 robotic process automation developers collected globally. Respondents were recruited primarily through channels owned by UiPath. The main sources accessed are blog posts, email lists, social media, and onsite messaging. The average time spent in the survey was 15 minutes. The data collection took place in April and May 2022.

Similar to previous years, the vast majority of respondents were RPA developers, followed by the student segment.

The UiPath Community is spread globally, and we received responses from all areas, with APJ providing the highest volume similar to previous years. There's a good mix of different roles of the professionals we interviewed.

1,500

Robotic process automation professionals responded.

Their job title included:

- RPA developer (43%)
- Student (31%)
- RPA lead/manager (8%)
- Solution architect (6%)
- RPA technical consultant (4%)
- RPA director/head (2%)
- RPA citizen developer (2%)
- RPA CoE (2%)
- RPA infrastructure engineer (1%)
- RPA document understanding developer (1%)

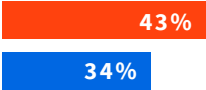
** Note: Because of rounding, some percentages may not add to 100%

Key Findings



01. **RPA continues to grow, and organizations go for accelerated automation**
The vast majority (91%) of RPA developers expect their organization will be hiring more developers in the next 12 months. 43% work for companies with 25+ people in RPA-related roles, up from 34% last year. Three in five developers have transitioned to RPA from another role, most often from software development roles. 53% say it was an easy transition.
02. **RPA developers are optimistic about their future in automation**
Regardless of their experience, RPA developers see themselves growing in the automation space. 65% report they're very satisfied—a figure that's been trending upward since we first conducted this survey in 2020. (At that time, 51% said they were very satisfied.) In fact, RPA developers are more likely to report being “very satisfied” with all aspects of their job. We can see an increase in job satisfaction and they're proud of the work they're doing. 90% think RPA will have a positive impact on society—up from 87% last year.
03. **RPA developers are involved in choosing the automation technologies in their organizations**
The RPA developers that build solutions have an impact on decision making. Four out of five RPA developers influence which tools they use at work. 82% report their organization values the work they do as an RPA developer.
04. **More than half of RPA developers are moving towards proficiency with more than three years' experience in the field**
Three in five RPA developers have moved into RPA from other roles. 83% report their job as an RPA developer will have a positive impact on their next career move. On average, RPA developers are using 4 ways to educate themselves, most commonly video tutorials, online courses, documentation, and online forums.
05. **UiPath supports automation journeys and is an essential resource for RPA developers**
Developers prefer UiPath because it is user friendly, it's easy to learn, and its community. Those who use UiPath have a sense of belonging, with 77% considering themselves to be a part of the UiPath Community. Developers are most interested in using UiPath Studio, UiPath AI Center™, UiPath Orchestrator and UiPath Document Understanding to build their careers.
06. **The new generation of RPA developers is rising in diversity and learning interests**
This group is more diverse than the sample of developers. Almost half (48%) identify as female) and 72% are considering a job with RPA development after they graduate. These students have a powerful desire to learn on the job as well, with 77% reporting they're interested in an internship, and 17% saying they've completed or are working in one. Top reasons students are interested in RPA development careers: it's an interesting technology, easy to learn, and salaries are competitive.

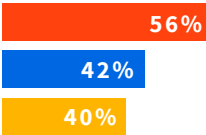
Trend Zone



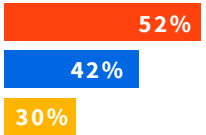
Percentage of developers who work for companies with 25+ people in RPA-related roles



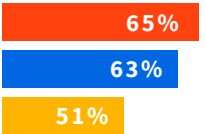
Percentage who report their organization has used RPA for 5+ years



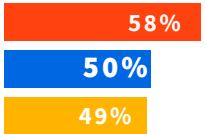
Percentage who think their organization will “definitely” hire more RPA developers



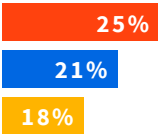
Percentage of RPA developers who have at least 3 years of experience in RPA



Percentage of RPA developers who report they are “very satisfied” with their career



Percentage of RPA developers building automations for finance and banking



Percentage of developers who identify as female

2022 ■ 2021 ■ 2020 ■



Demographics

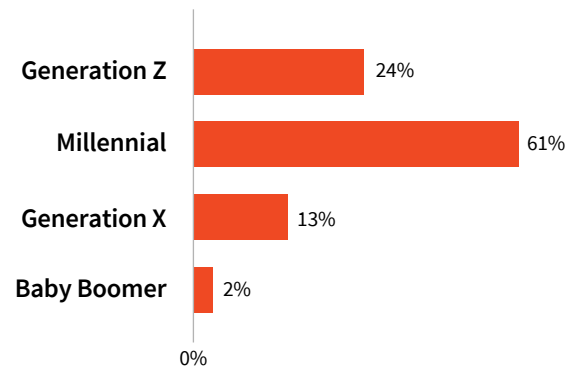
As we see each year, RPA developers come from a wide range of locations and backgrounds. This year, we not only see a significant rise in developers with more experience, but also see an increase in those who are new to the profession as well.

Who participated?

DEMOGRAPHICS

Age

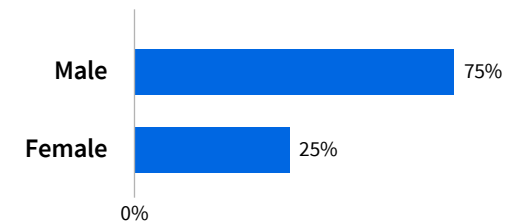
Even though RPA is still relatively new, developers of all ages are actively working in the field.



What generation are you a part of?

Gender

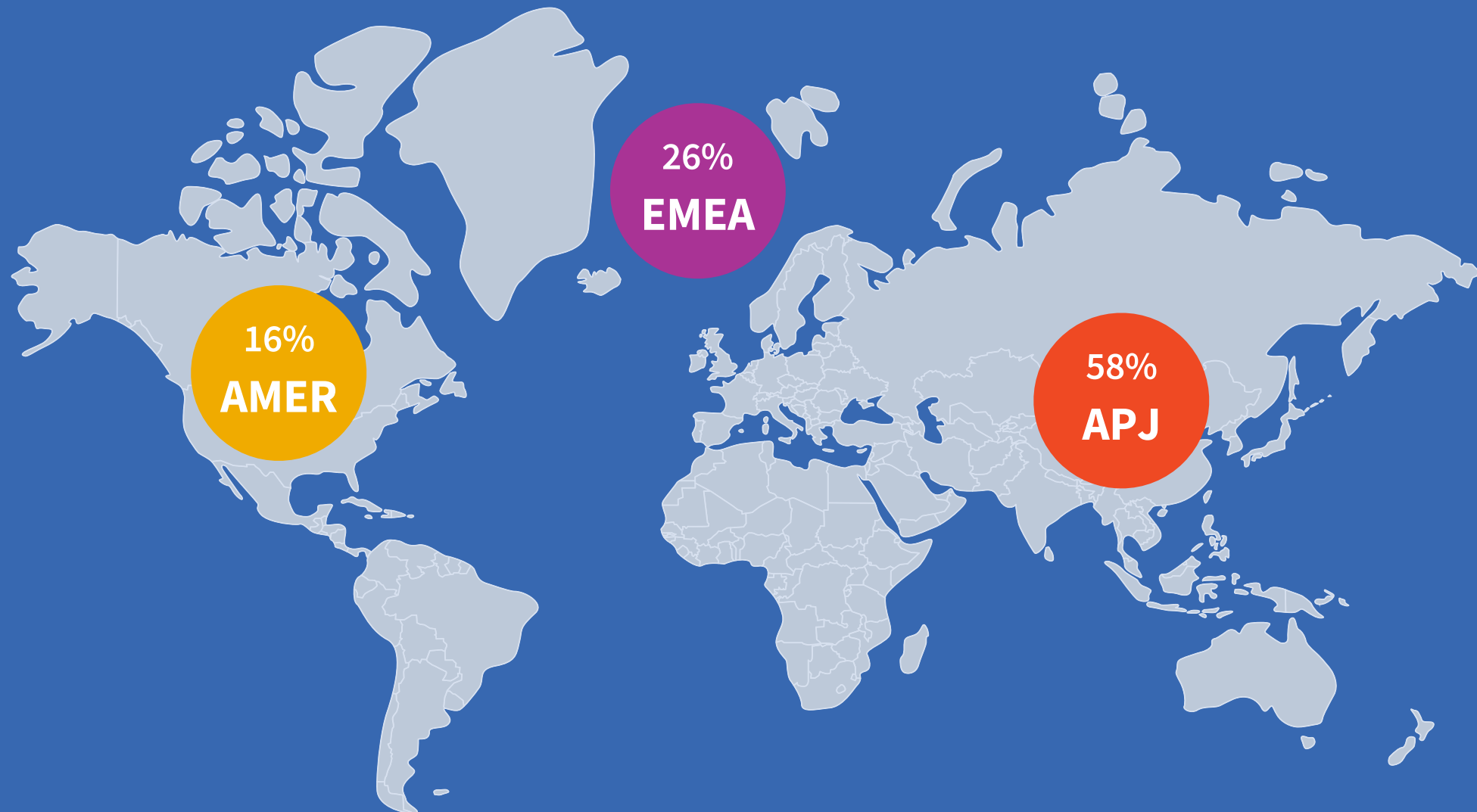
One in four respondents is female, up from 18% in 2020 and 21% in 2021.



What is your gender identity?



Geographical presence

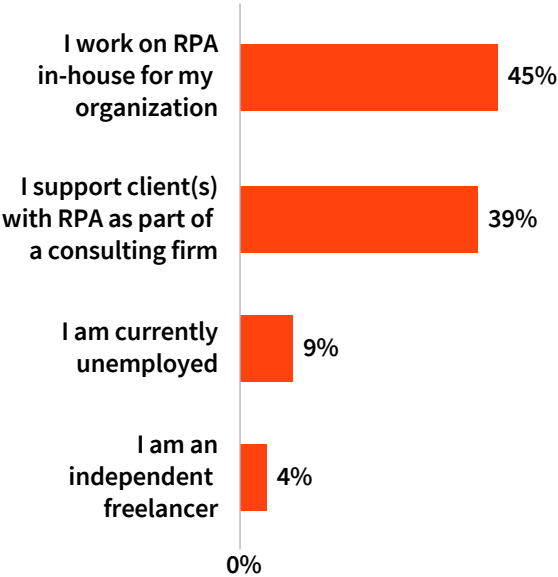


Who participated?

DEMOGRAPHICS

Type of company

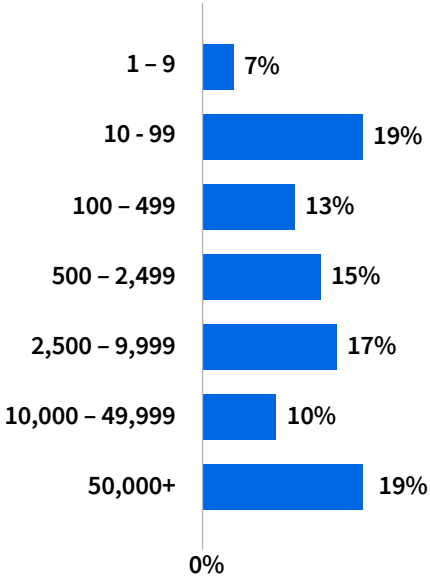
Almost half of the respondents work for RPA in-house.



Which of the following best describes your current work situation?

Number of employees

Almost half of the respondents work for a company with at least 2500 employees.



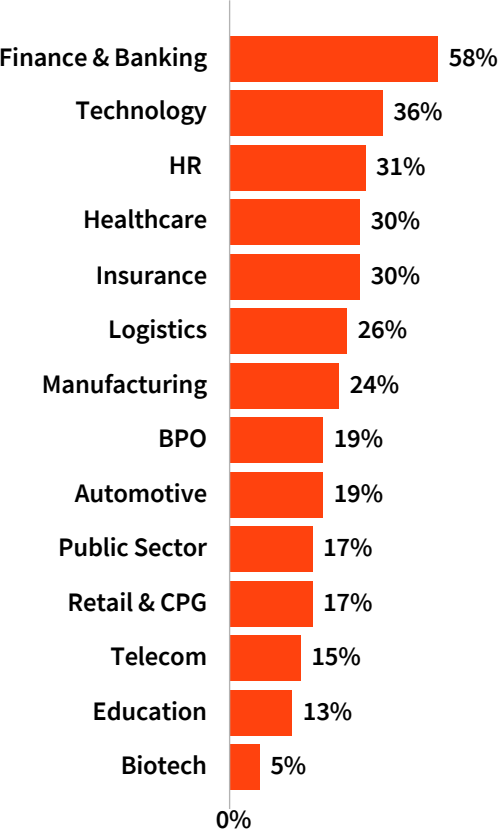
How many employees does your organization have across all locations?

Who participated?

DEMOGRAPHICS

Industry Focus

Finance and banking continue to be the most common industries where participants are building automations.



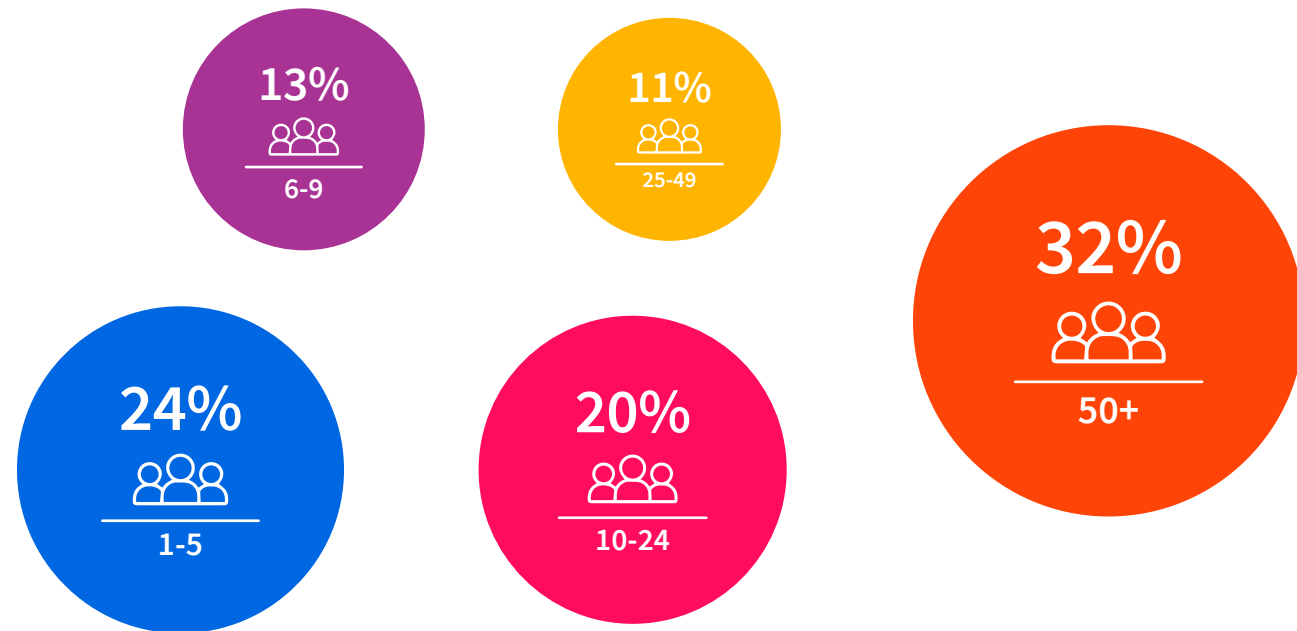
For what industry are you building automations?

Who participated?

DEMOGRAPHICS

Number of people who work in RPA

The size of RPA teams is growing. Last year, 34% worked for companies with 25+ people in RPA-related roles, compared to 43% in 2022.



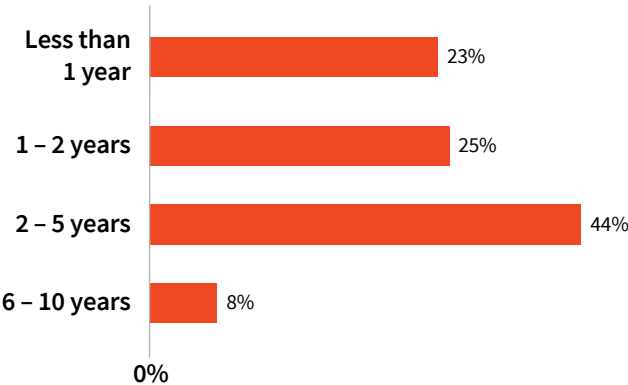
How many people are working in RPA-related roles at your company?

Who participated?

DEMOGRAPHICS

Years of experience

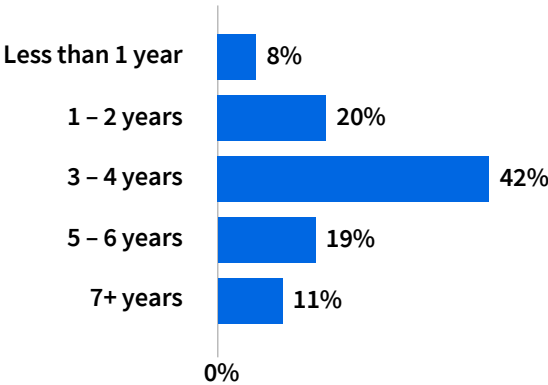
This year, more than half of the respondents have at least 3 years of experience with RPA compared to 42% in 2021 and 30% in 2020. We're seeing an increase in those who are new to the field as well.



How many years of experience do you have with RPA development?

Organization's experience with RPA

RPA is maturing in organizations. This year, 30% report their organization has used RPA for 5+ years compared to 16% in the last year.



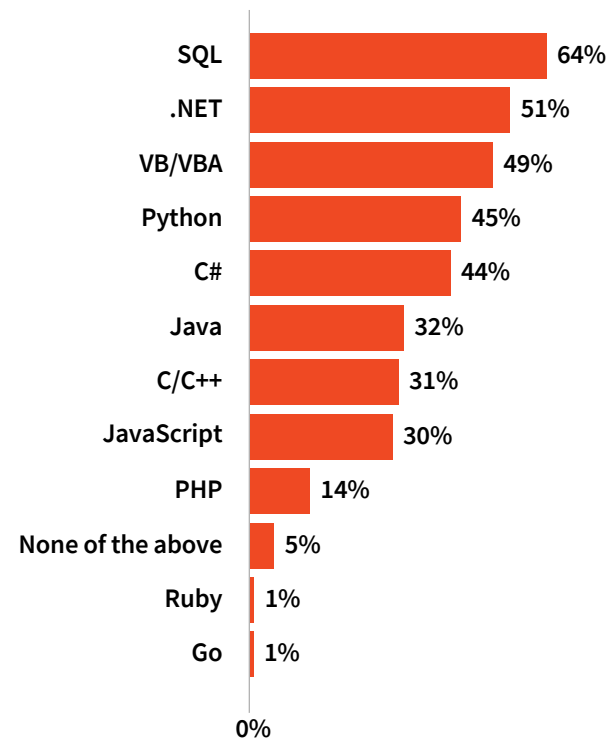
How many years has your organization been using RPA?

Who participated?

DEMOGRAPHICS

Additional programming languages

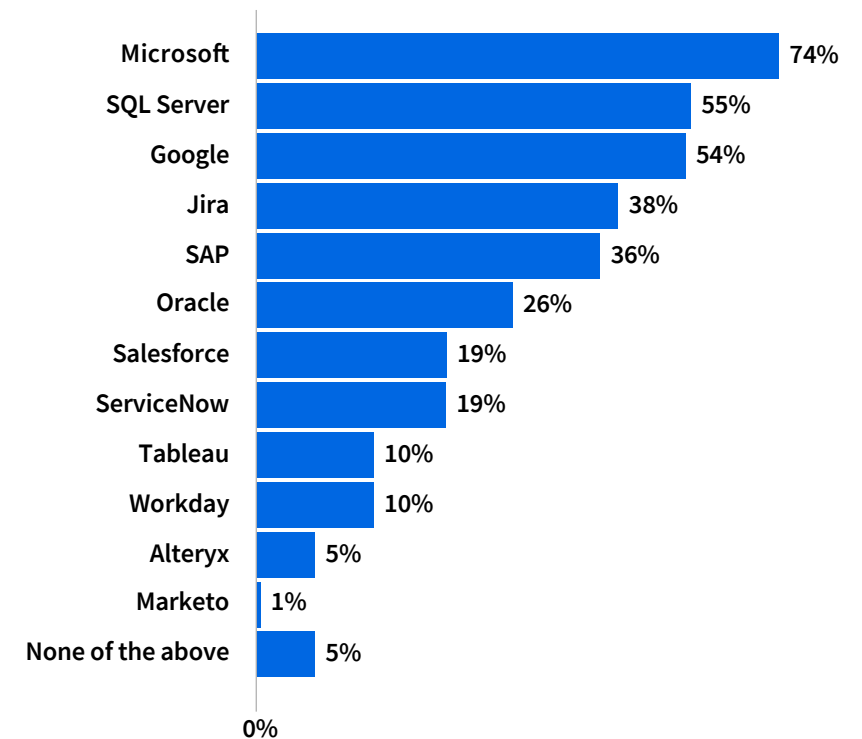
RPA developers most commonly know SQL, but the percentage of developers who report this knowledge has been decreasing each year.



Which languages do you know?

Additional technologies they know

These are the most common technologies used by RPA developers.



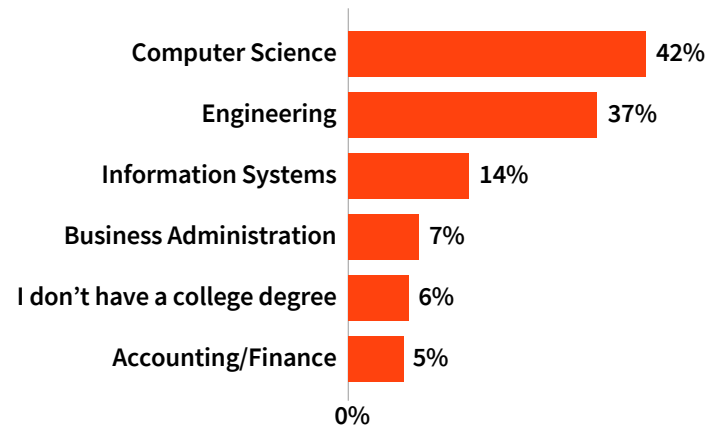
What other technologies are you using?

Who participated?

DEMOGRAPHICS

Most common degrees

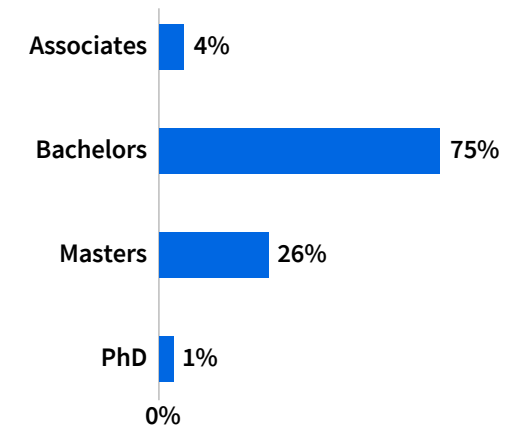
94% of RPA developers have a college degree while the vast majority have either a computer science or an engineering degree.



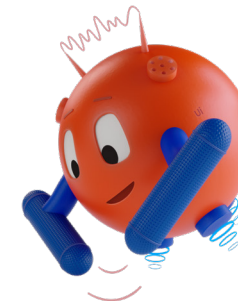
What was your major in college / university?

Type of degree

1 in 4 RPA developers have a master's degree.



What type of degree do you have?





Job satisfaction

As we see each year, RPA developers continue to feel very satisfied and optimistic with their chosen career.

“

I enjoy working as an RPA developer just because creating automations is amazing. Being an RPA developer, it's easy to learn though having less coding knowledge. The available tools like UiPath makes it very easy to learn and understand the concepts, also the help available through online platforms like forums and certifications are enough to train us.

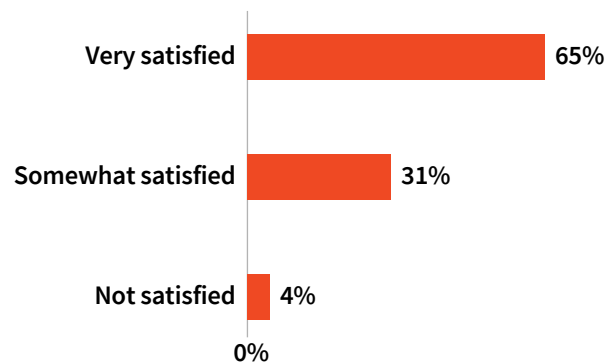
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The satisfaction of RPA developers is increasing each year and they would recommend this career.

JOB SATISFACTION

Career satisfaction

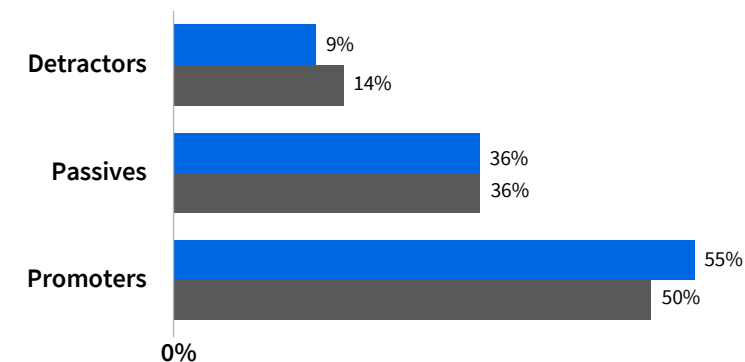
This year, 65% of RPA developers report being very satisfied, compared to 63% in 2021 and 51% in 2020.



How satisfied are you with your career as an RPA developer?

A recommended career

While the majority of you would most likely recommend this career, those who rely on UiPath are even more likely to do so.



How likely are you to recommend RPA development as a career?

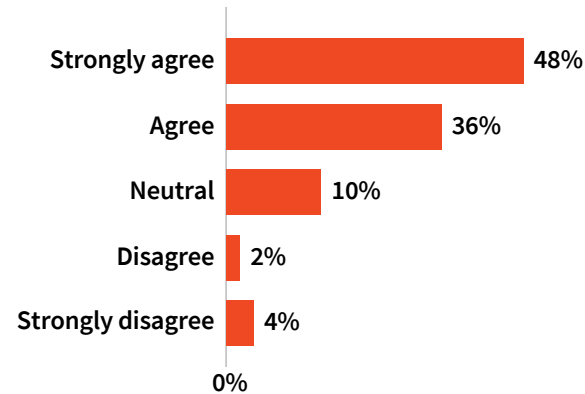
Prefer UiPath ■ Does not prefer UiPath ■

RPA developers think that RPA has a positive impact on society and will continue to grow.

JOB SATISFACTION

Industry's growth potential

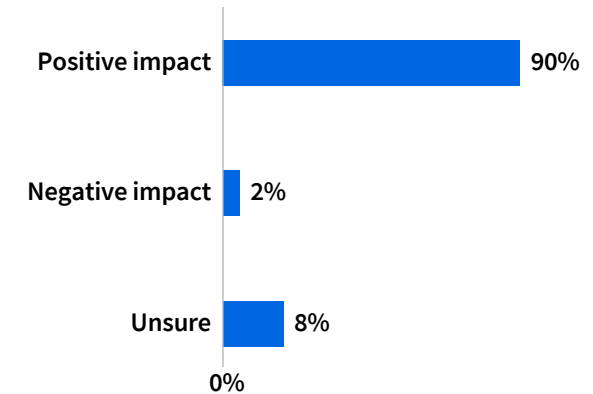
84% think the industry has a high potential for growth.



I think the RPA industry has a high potential for growth over the next 5 years.

RPA's impact on society

RPA developers say not only is this a high growth industry, but it will also have a positive impact on the society.



Do you think RPA will have a positive or negative impact on society?

“

In my first year, we started with a team of two that eventually expanded to five people. During that time, we have created automations that saved the government about \$25 million. By the end of this year, we are on track for \$100 million. Saving tax payers all that money gives me a good feeling, and drives the rest of my team.

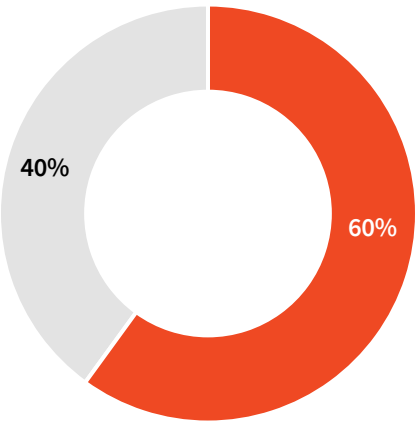
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RPA developers most commonly come from a software development background and the transition to RPA is easy.

JOB SATISFACTION

Career impact

6 in 10 RPA developers started in a different role, mostly in software development.

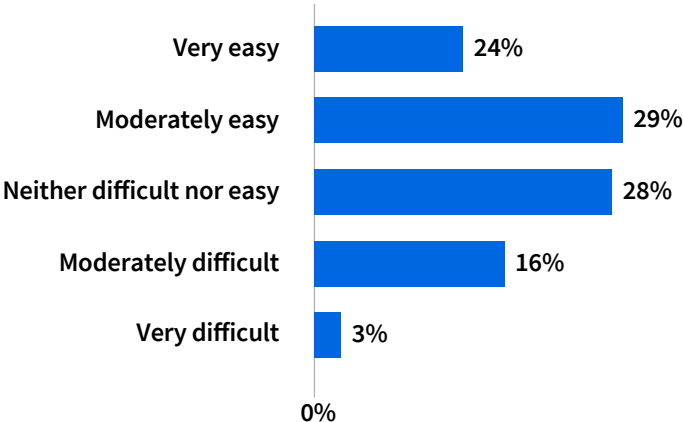


Is your job as an RPA developer your first professional role?

Yes ☐ No ☒

Transition to RPA

Of those who came to RPA from a different field, 53% report it was an easy transition.



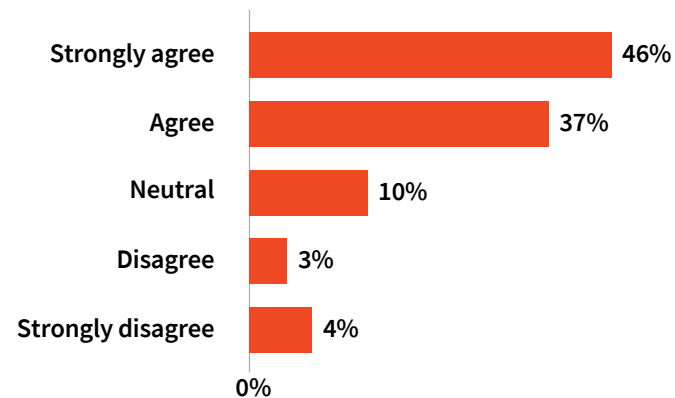
How easy/difficult was it to transition into your role as an RPA developer?

RPA developers think their job will have a positive impact on their career path.

JOB SATISFACTION

Career impact

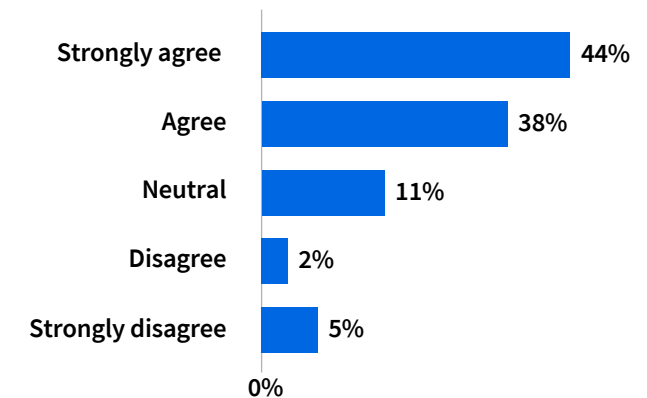
83% think their job as an RPA developer will have a positive impact on their next career move.



My job as an RPA developer will have a positive impact on my next career move.

Value in the organization

82% feel valued in their organization.



My organization values the work I do as an RPA developer.

“

More businesses are finding the value in automation in order to reduce cost, and manual effort, and to improve the accuracy of daily tasks. There is great value in establishing automation within organizations to allow them to remain competitive in their respective markets.

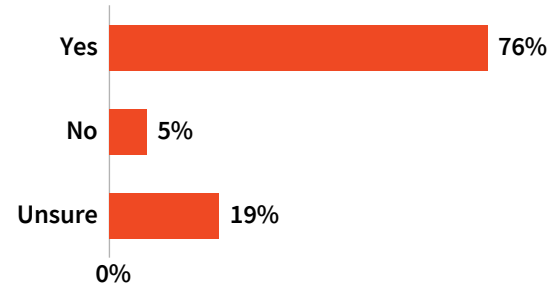
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RPA developers believe their organization will hire more developers in the upcoming year.

JOB SATISFACTION

Likelihood of remaining in RPA

A vast majority of respondents believe they will remain in RPA for at least 5 years.



Do you think you will be in RPA/automation for at least the next 5 years?

“

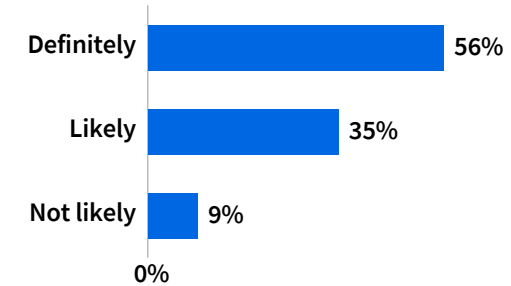
RPA has helped many people re-think the way they look at the world and how to eliminate mundane tasks from their everyday work life. This is a great change to the way we work and has a great impact on the future generation.

”

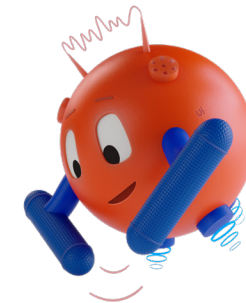
Probability of hiring

Your organization understands the value of RPA – and think they will hire more talent.

Compared to previous years, more RPA developers believe their organization will “definitely” be hiring



Do you expect your organization will hire more RPA developers in the next 12 months?

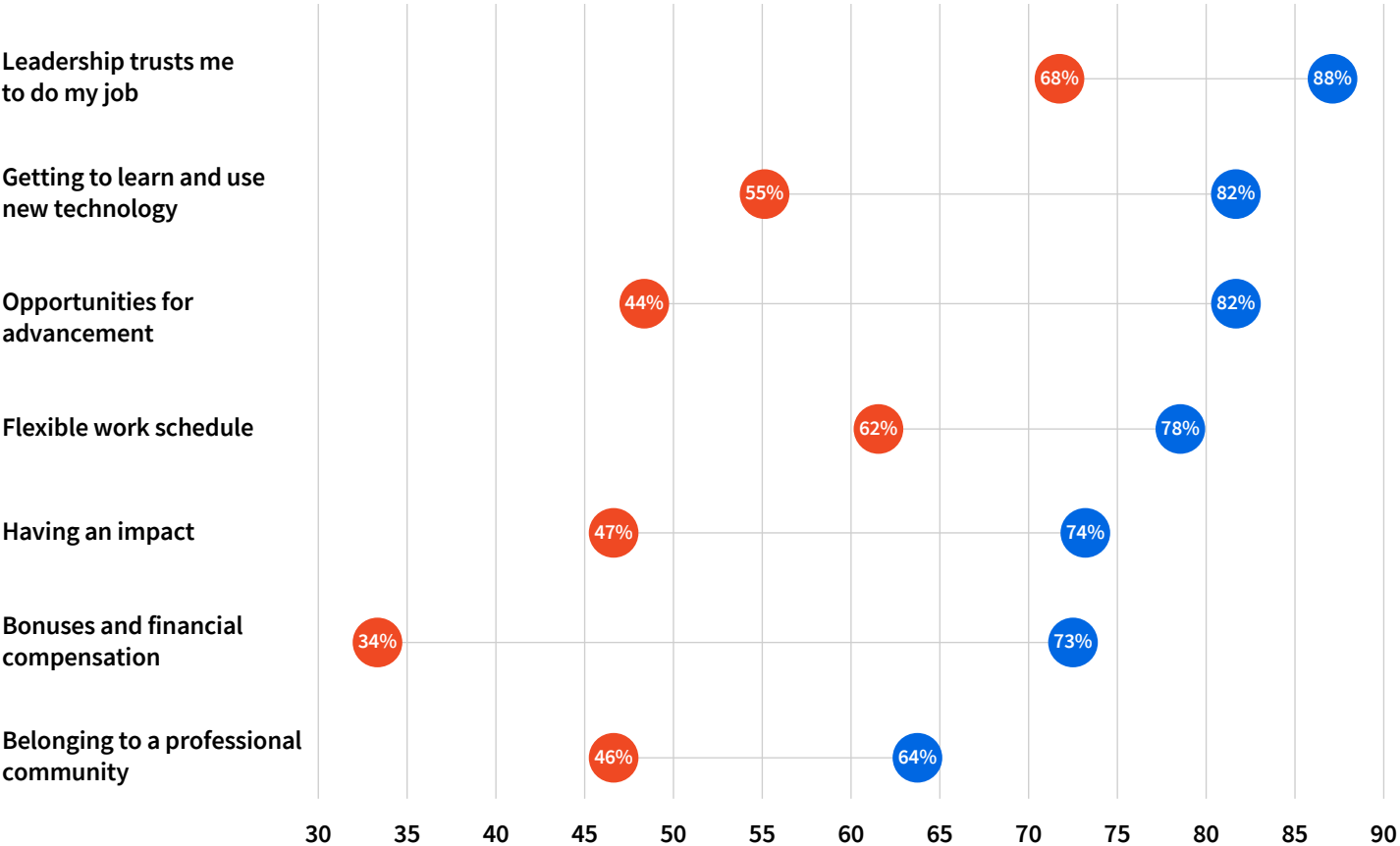


Importance versus satisfaction of key job attributes.

JOB SATISFACTION

RPA developers

Importance vs satisfaction of key job attributes



How important/satisfied are you in each of these areas in your current role?

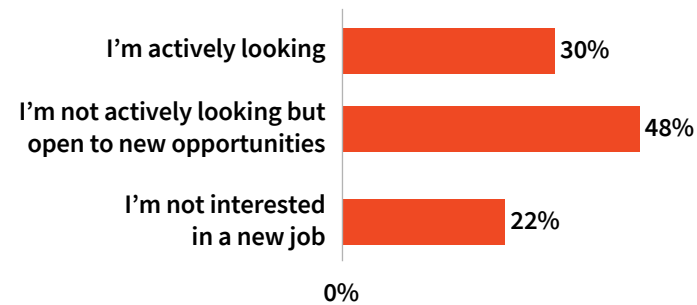
Very important ■ Very satisfied ■

Those who are looking for a new job are doing so because of salary, career advancement and a desire to learn new skills.

JOB SATISFACTION

Job seekers

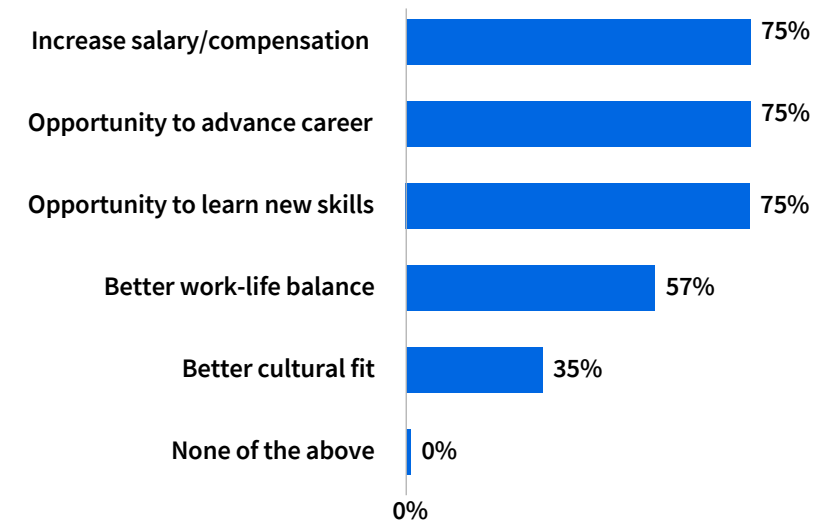
As we have seen since 2020, about a third of developers are actively looking for a new job.



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

Reasons why RPA developers are looking for a new job

The top reasons RPA developers are seeking a new job have been consistent since we started collecting this data in 2022.



Why are you interested in a new job?



Life as an RPA Developer

What does it feel like to be an RPA developer?
It differs based on your experience.

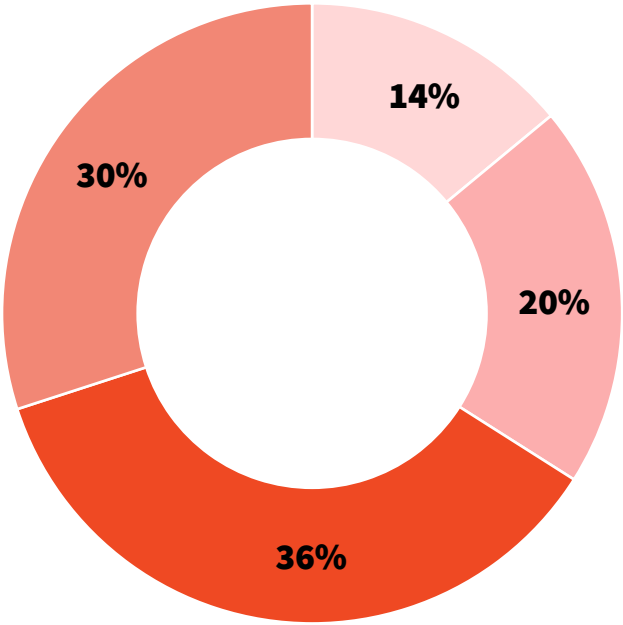


Learning RPA has made me revisit some of the traditional concepts of software. It also encourages a different way of thinking to solve a business problem. That's because working with a robot will need that kind of creative thinking. Therefore, I strongly encourage both technical and business users to learn RPA at the basic level.



Proficiency

RPA developers were asked to self-rate their level of proficiency.



How proficient are you at RPA development?

- Beginner
- Intermediate
- Advanced
- Expert

Even though the “day in the life” of an RPA developer varies by proficiency, some things are the same across all groups:

- They believe RPA will have a positive impact on society
- They think they will be in RPA/automation for at least the next 5 years
- They think RPA has a high potential for growth
- They would recommend RPA development as a career

The activities you work on vary depending on your proficiency.

LIFE AS AN RPA DEVELOPER

What you work on weekly

Those who are new to RPA are less likely to be building RPA solutions compared to their peers.

Which of these activities do you work on at least weekly?

- 0-25%
- 25-50%
- 50-75%
- 75-100%



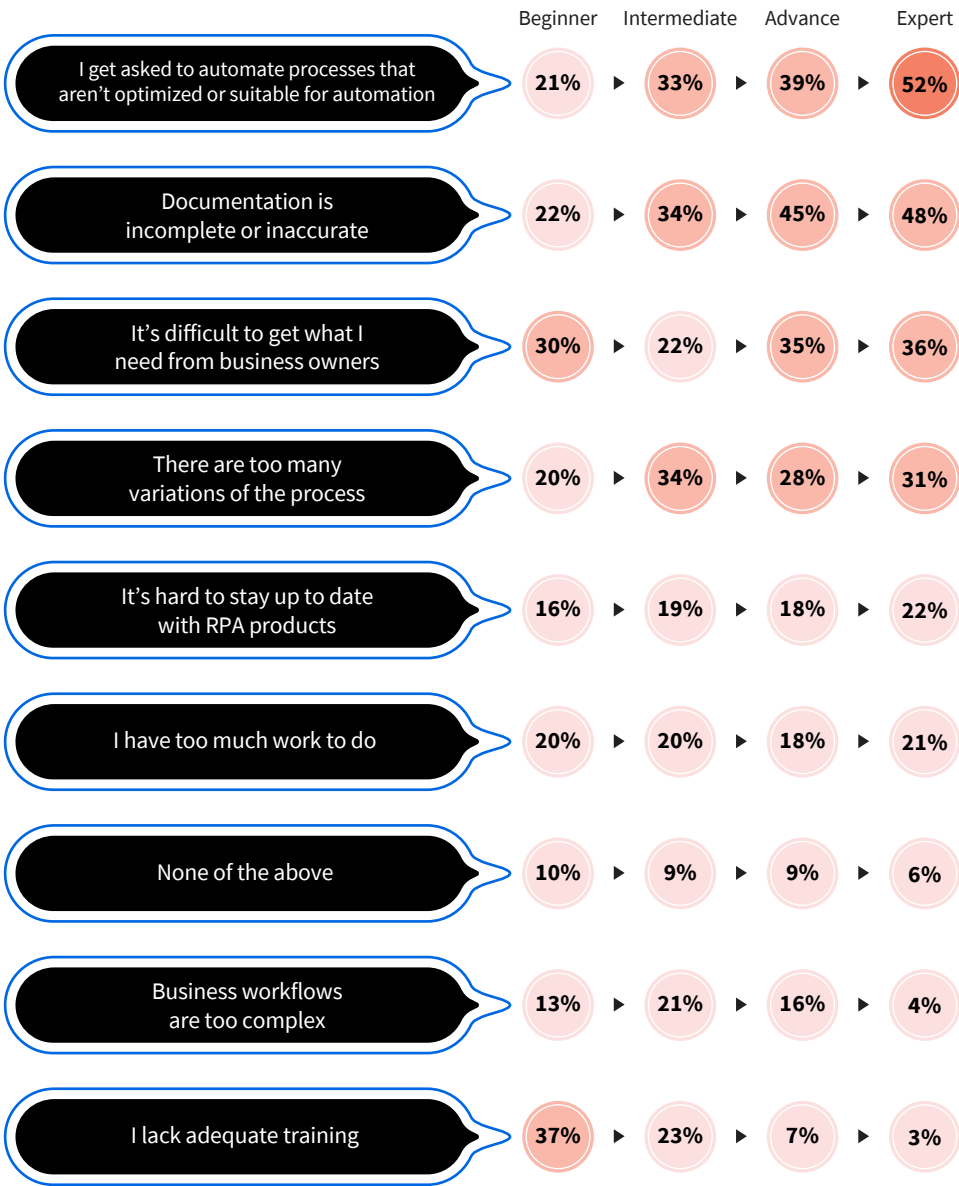
Beginners struggle with lack of training while experts are most frustrated when they are asked to automate processes that aren't suitable for automation.

Biggest frustrations

Even though RPA holds a lot of promise, one of the biggest frustrations facing developers is being asked to automate processes that aren't suitable for automation.

What are your biggest frustration(s) in achieving good work/automations?

- 0-25%
- 25-50%
- 50-75%
- 75-100%



The more proficient an RPA developer is, the more likely they are to take advantage of various educational opportunities.

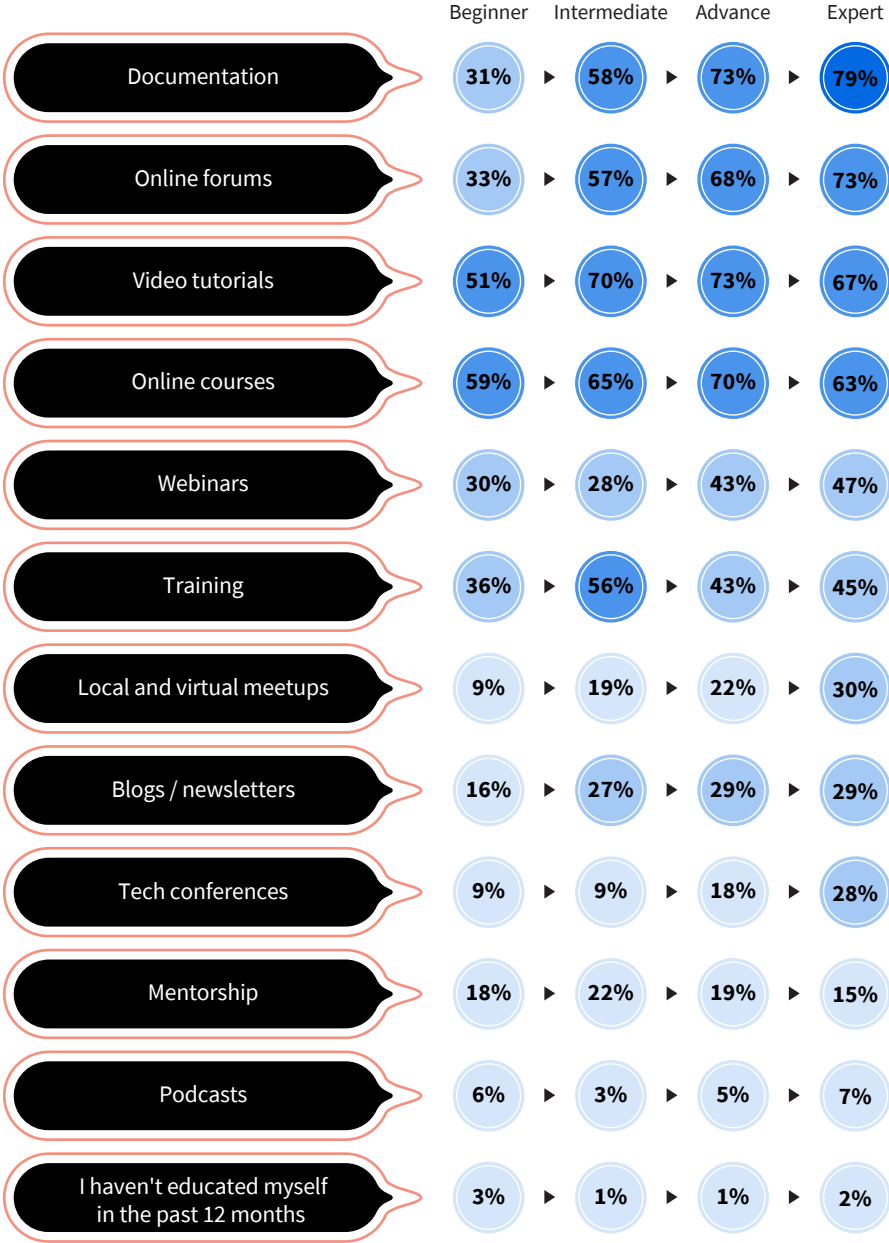
LIFE AS AN RPA DEVELOPER

How RPA developers are educating themselves

Beginners most commonly focus on online courses whereas experts focus on documentation.

How have you educated yourself about RPA in the past 12 months?

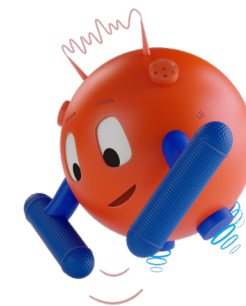
- 0-25%
- 25-50%
- 50-75%
- 75-100%



We asked you:

What RPA topic(s) are you focused on learning about in 2022?

- 01. Document understanding
- 02. AI
- 03. Machine learning
- 04. Process mining
- 05. Optical Character Recognition (OCR)





Spotlight on UiPath

We wondered how critical UiPath is for RPA developers and how we can support them as they progress through their career.



What word(s) best describe your experience with UiPath?

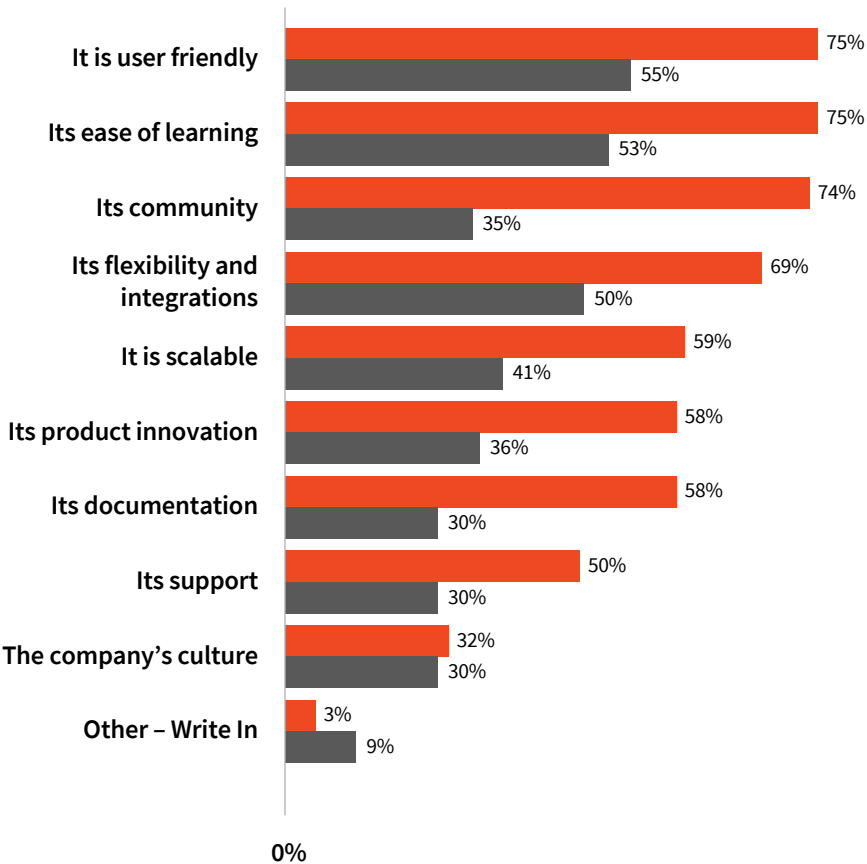
- User friendly & good community.
.....
- The community is accessible, we can easily have the information needed and quickly.
.....
- I feel UiPath is user friendly for technical and non-technical people. It is more user friendly for developers as well. The active community and sessions conducted are the best to enhance the knowledge.
.....
- Best RPA tool to start the automation journey, supportive community and plenty of learning resources.
.....
- UiPath is easy to learn and implement. I'm sure that this is a good turning point in our career. I'm proud to be a part of UiPath. We have lots to learn. In each release version, we are learning new updates. Also, we have different types of templates available in UiPath and we can pick it based on our requirements.
.....
- User friendly and very powerful.
.....
- The availability of training materials and community support have allowed me to continue to expand my knowledge. While I still feel that I have much to learn, I also feel confident enough in my skills acquired over the years to offer value to my company.
.....
- UiPath delivers greater results than the initial time investment. And it keeps getting better! My experience with UiPath has been great. I am constantly learning and seeing the results of my efforts - fast! UiPath makes me excited for the future of the world and my role in it!

Those who prefer UiPath do so because it is user friendly, is easy to learn and has a community.

SPOTLIGHT ON UIPATH

Reasons for UiPath

Those who prefer UiPath do so for several reasons.



Prefer UiPath ■ Prefer a technology that is not UiPath ■

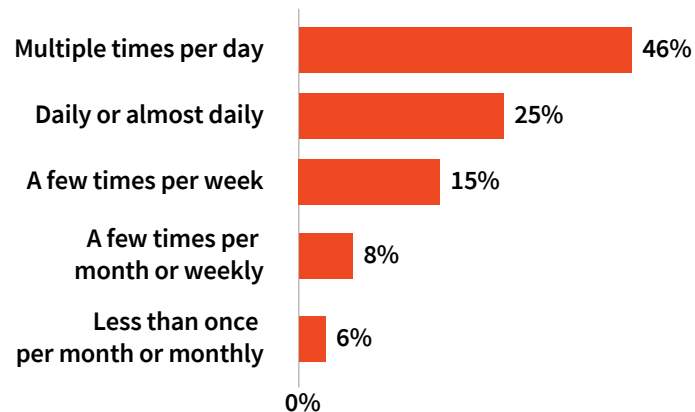
Why is this your preferred RPA technology?

You rely on
UiPath and feel
like you are part
of our
community.

SPOTLIGHT ON UIPATH

Reliance on UiPath

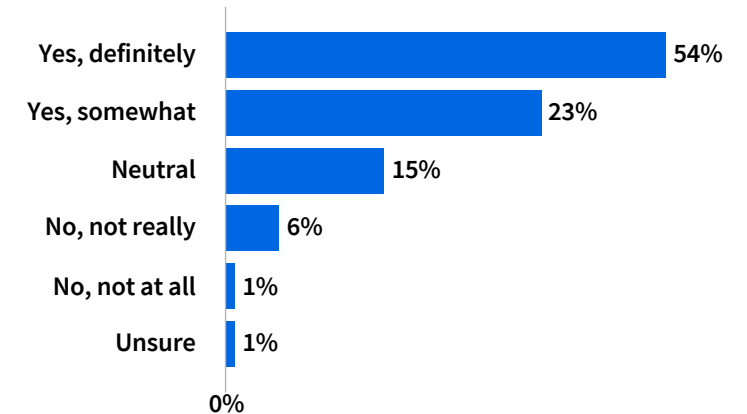
86% use UiPath at least a few times per week.



How often do you interact with UiPath
(including product, community, resources, etc.)?

Feeling part of the UiPath community

77% consider themselves to be a part of the UiPath Community.



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

There are many ways UiPath can support you in your future endeavors.

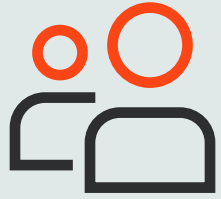
SPOTLIGHT ON UIPATH

How RPA developers want to use UiPath

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

- 0-25%
- 25-50%
- 50-75%
- 75-100%





Spotlight on students

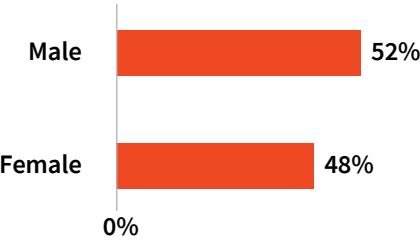
What can we learn about the upcoming students into this field – and how are they different from the developers who are actively working in the industry?

Spotlight on students.

SPOTLIGHT ON STUDENTS

Gender

While only one-quarter of RPA developers are female, almost half of students who are interested in RPA are female.



What is your gender identity?

Geographical presence

The vast majority of student respondents live in Asia, Pacific and Japan.



What country do you live in?

Spotlight on students.

SPOTLIGHT ON STUDENTS

64% are interested in a career in RPA because they would be able to use an interesting technology

79%

say they first heard about RPA through a college course

72%

are considering a job with RPA development after they graduate

77%

are interested in an internship (and an additional 17% have completed/are working in one)

86%

are working towards a computer science degree

82%

who have used online courses consider them to be valuable

49%

have a UiPath Certified RPA Associate Certification and 38% plan to get this certification within the next 12 months

88%

know C/C++

30%

have a UiPath Certified Advanced RPA Developer Certification and 42% plan to get this certification within the next 12 months

72%

who have used mentorships consider them to be valuable

Resources

Path™ Community

A vibrant global ecosystem of developers, business professionals, citizen developers and students that interact and collaborate to succeed in their automation journey. With more than 2 million users worldwide, you can easily get up to speed with the latest features of the UiPath Platform and connect with others. This shared space encourages you to start with RPA, push boundaries in automation, and share your learnings with others. There are plenty of resources to explore: forum, courses, blogs, programs, events, hackathons, and many more.

Path™ Platform

A mix of UI, API and AI automation, cloud native, with robust governance and security, and with a proven ability to scale. As a developer, you can use UI automation, API automation, and machine learning predictions in the same design environment. You can start with the free community edition to get trained and certified. Finally upgrade to the enterprise version of the product.

Path™ Academy

Launched five years ago with a library of more than 900 courses in ten languages, it has reached 1.2 million users. For the automation world, this became the first educational program openly offering training and certification. This continuously expanding learning space can help you grow and build your career path. There are plenty of courses available on every level of expertise.

Path™ Forum

A core platform in the community ecosystem where developers get crowdsourced support and give product feedback. This shared space explores product usability through use cases. In other words, a dedicated hub to interact with experts where you can get solutions, technology, and community updates.

Path™ Documentation

This portal is at your fingertips when you start building automation scenarios. This is the place where you can find cross-product reference information, localization support, compatibility matrices, and more. In this knowledge base, you can find overviews on product availability, lifecycle, localization, and data residency. The delivery options are displayed in the comprehensive UiPath Automation Cloud™ and the automation suite guides so you can easily scale your solutions. There's a section with the release notes with the latest product updates and a customer area where troubleshooting and support can be received.

Path™ Marketplace

A web library of prebuilt RPA content meant to optimize and scale your automation journey. There are over 1450 reusable listings, covering numerous industries and use cases. The value of the marketplace is such that you can re-use components and code snippets created by others, or you can add your own reusable components for others to benefit from. There's the option to become a vendor in UiPath Marketplace. Monetization is currently open to custom activities and business solutions. UiPath handles the payment, tax calculation, and invoices.

About UiPath

UiPath has a vision to deliver the fully automated enterprise™, one where companies use automation to unlock their true potential. UiPath offers an end-to-end platform for automation, combining the leading robotic process automation (RPA) with a full suite of capabilities that enable every organization to rapidly scale digital business operations. UiPath streamlines processes, uncovers efficiencies, and provides insights, making the path to digital transformation fast and cost-effective.



I enjoy working as an RPA Developer just because creating automations is amazing. Being an RPA Developer, it's easy to learn even with less coding knowledge. Available tools by UiPath make it easier to learn and understand the concepts through online platforms like forums and certifications, which are enough to train us.

Learning RPA has made me revisit some of the traditional concepts of software. It also encourages a different way of thinking to solve a business problem. That's because working with a robot will need that kind of creative thinking. Therefore, I strongly encourage both technical and business users to learn RPA at the basic level.



Join the UiPath Community to connect, learn and succeed in your automation journey!

<https://community.uipath.com/>

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