

# Dev Barometer



A quarterly look inside the minds of senior software engineers.

The survey was conducted in July 2025 among 1,129 developers, 56% of whom had 8+ years of experience, and 50 project managers working across 125 projects. In total, BairesDev surveyed 1,179 professionals in 63 countries. As a nearshore software development company, BairesDev leverages the top 1% of LATAM tech talent to build and scale software solutions for companies of all sizes, from startups to Fortune 500 enterprises.

Q3 - 2025

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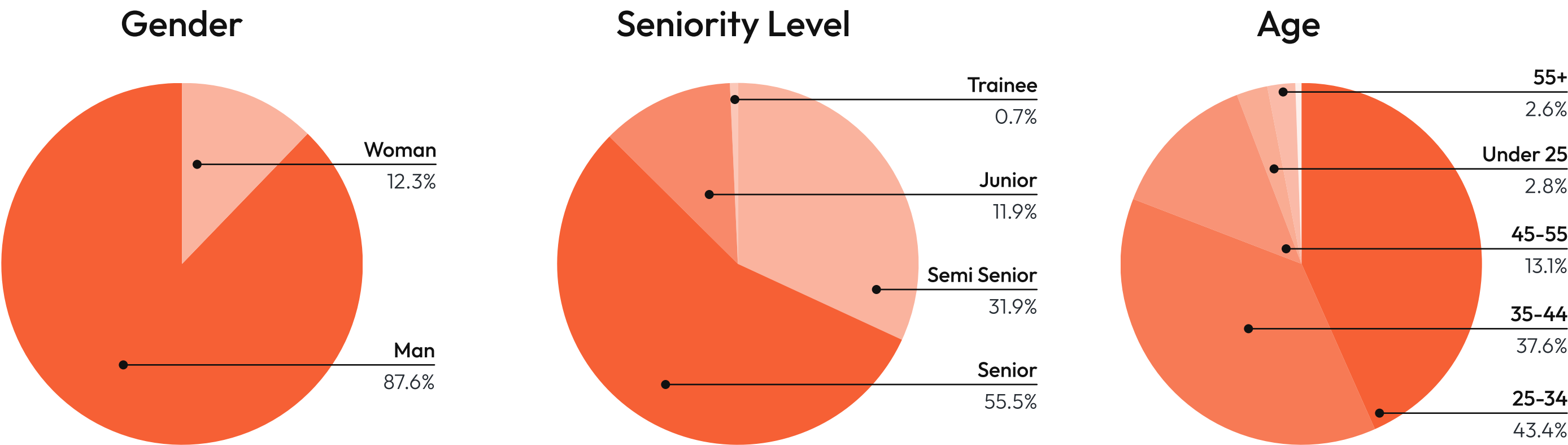
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### 2. Project Managers Survey

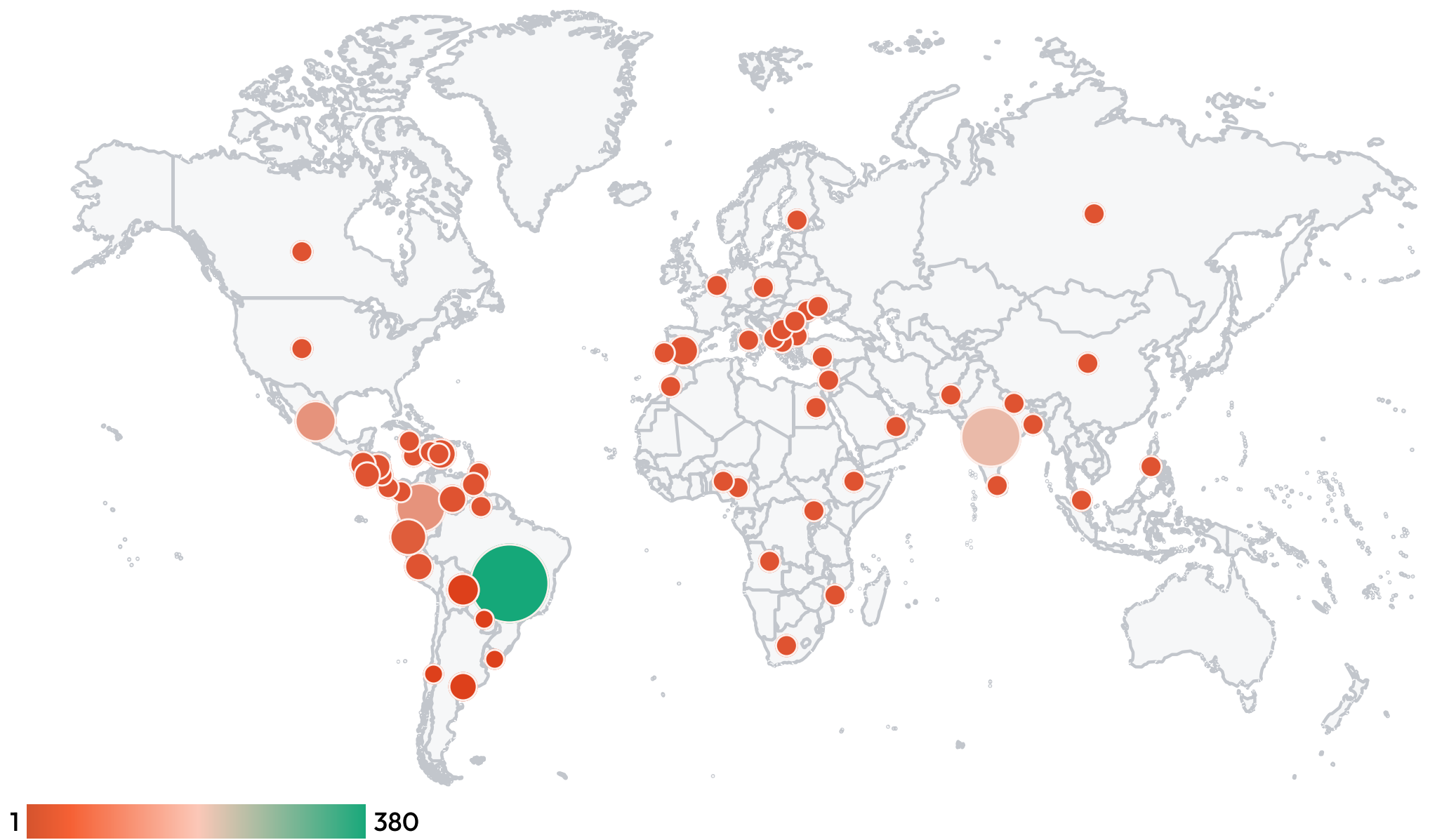
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# Demographics & Respondent Profile

Total Respondents - 1,129



## Where are they from?

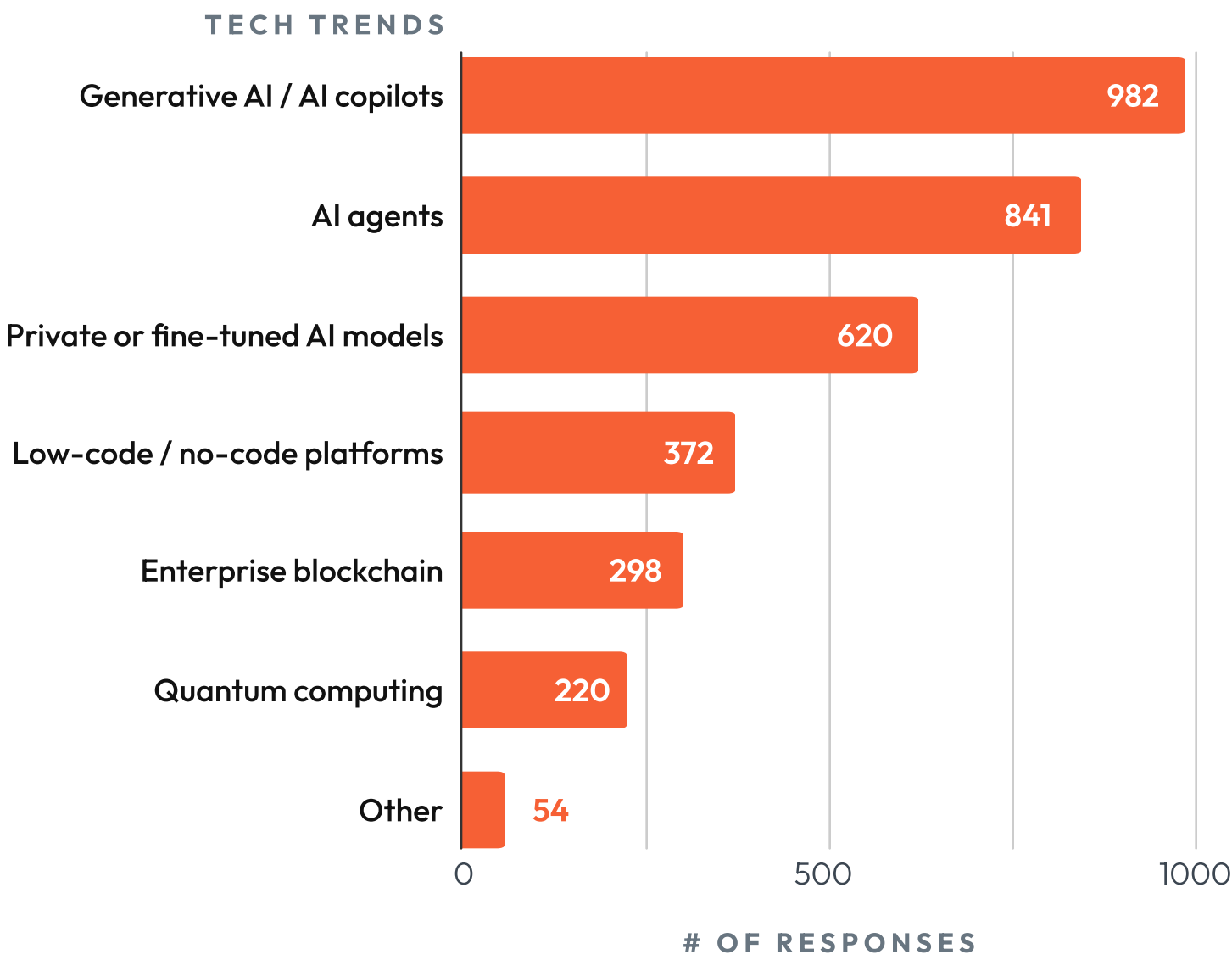


- |            |                    |           |             |              |                      |
|------------|--------------------|-----------|-------------|--------------|----------------------|
| Angola     | China              | Guatemala | Mexico      | Panama       | Spain                |
| Argentina  | Colombia           | Guyana    | Moldova     | Paraguay     | Sri Lanka            |
| Bangladesh | Costa Rica         | Haiti     | Montenegro  | Peru         | Trinidad & Tobago    |
| Barbados   | Cuba               | Honduras  | Morocco     | Philippines  | Turkey               |
| Bolivia    | Dominican Republic | India     | Mozambique  | Poland       | Uganda               |
| Brazil     | Ecuador            | Italy     | Nepal       | Portugal     | Ukraine              |
| Bulgaria   | Egypt              | Jamaica   | Netherlands | Romania      | United Arab Emirates |
| Cameroon   | El Salvador        | Lebanon   | Nicaragua   | Russia       | Uruguay              |
| Canada     | Ethiopia           | Macedonia | Nigeria     | Serbia       | US                   |
| Chile      | Finland            | Malaysia  | Pakistan    | South Africa | Venezuela            |



# Emerging Technology Trends

Q: Select the top 3 emerging tech trends you believe will disrupt business models in the next 12 months

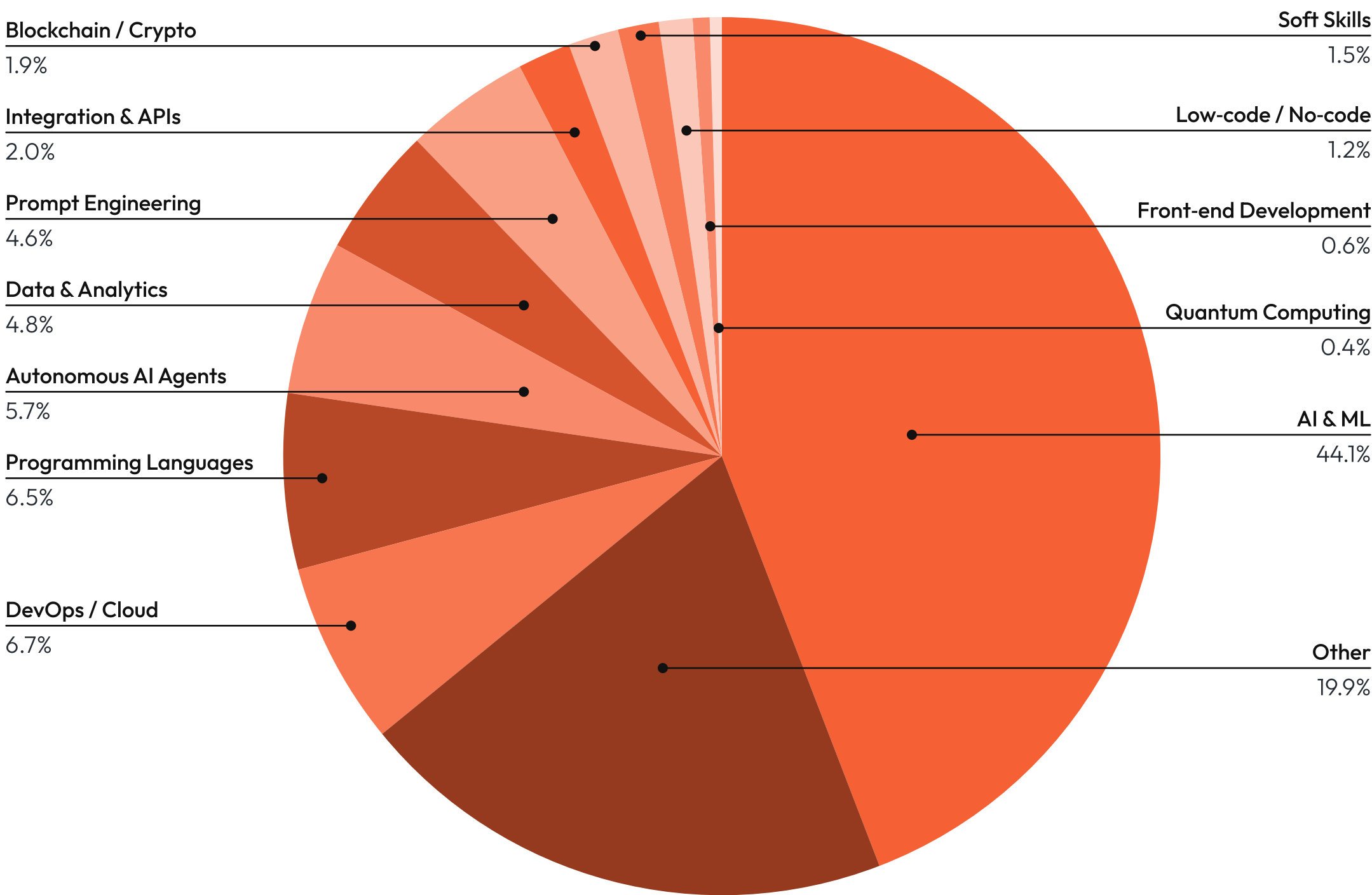


## Top Emerging Trends

- 1 **Generative AI/AI Copilots** | 87%
- 2 **AI Agents** | 75%
- 3 **Private or fine-tuned AI models** | 55%

# Desired AI & Tech Skills (next 3 months)

Q: What's one skill you would like to develop or improve over the next 3 months?

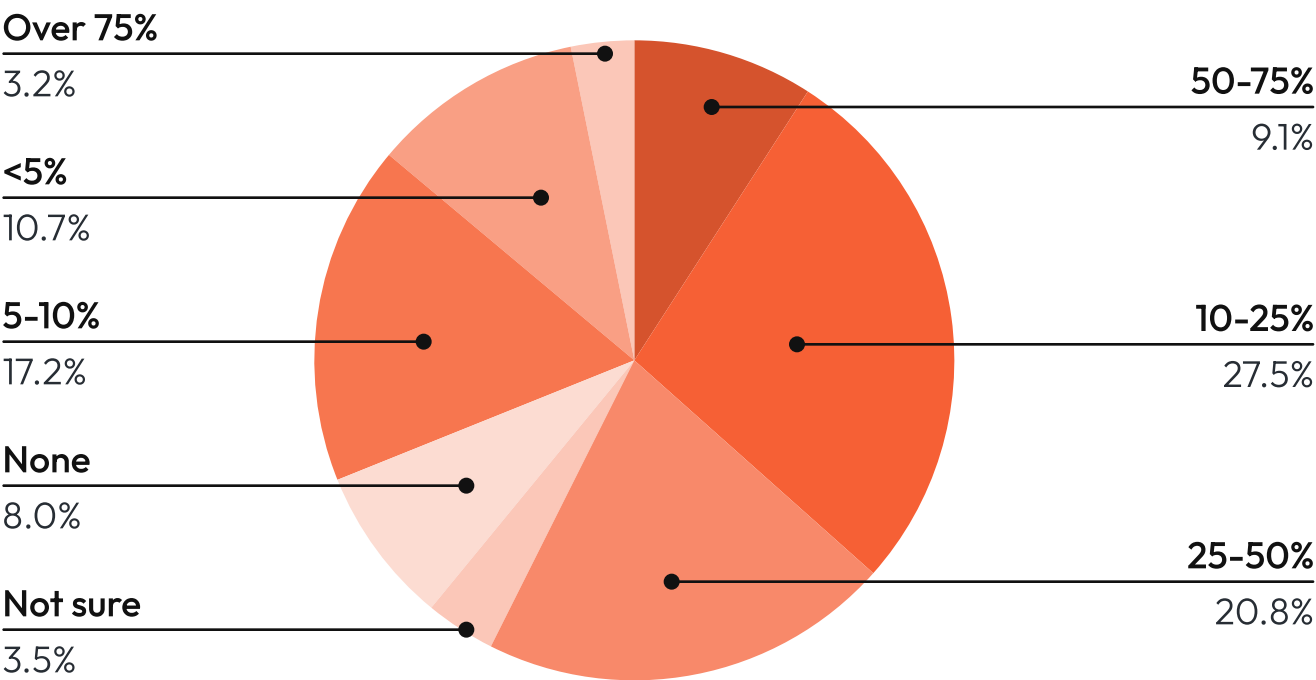


- 1 **AI & ML Related Skills** | 44%
- 2 **DevOps/Cloud** | 7%

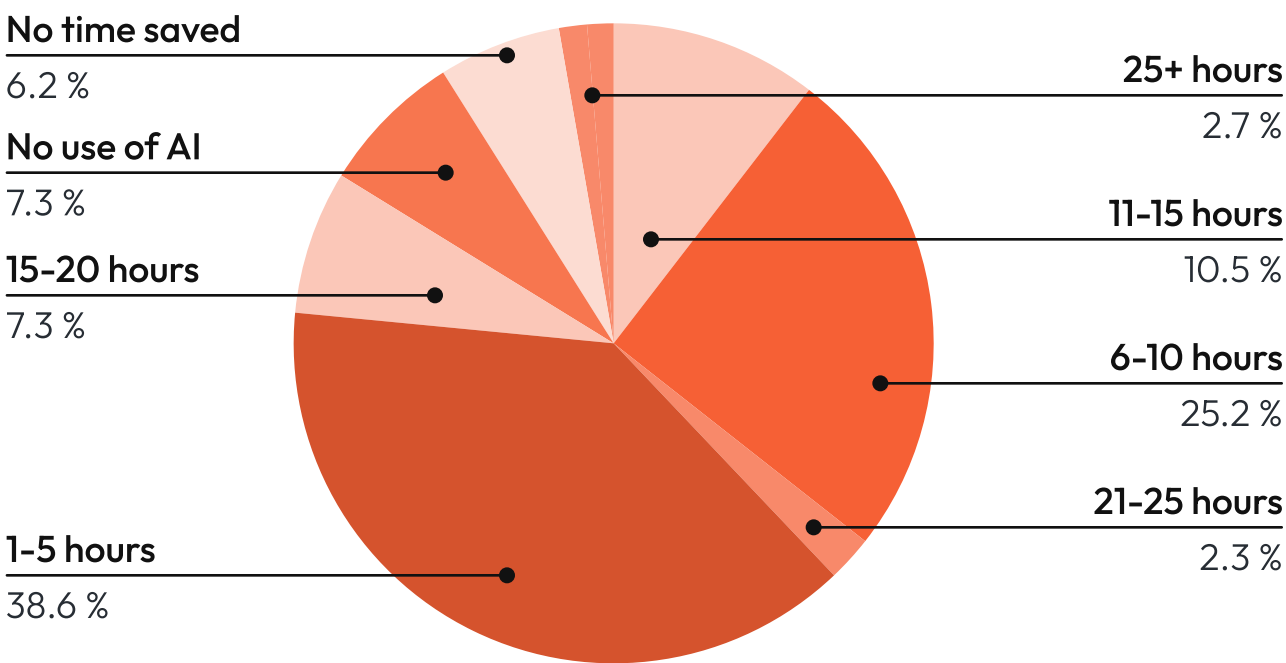


# AI Adoption & Impact

Q: Approximately what percentage of your code is now assisted by AI tools?

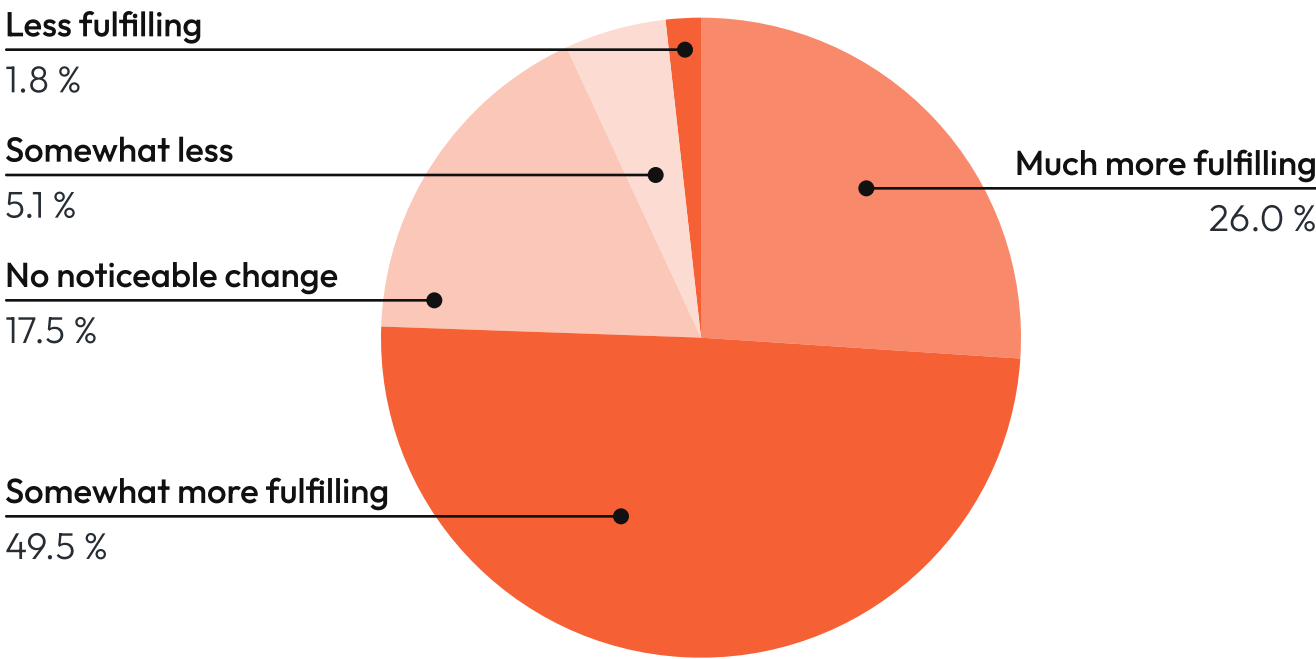


Q: How many hours a week do you save by using AI tools to assist with coding?



**7.3** Avg. coding hours saved by developers per week

Q: How has AI changed your overall experience in your role?



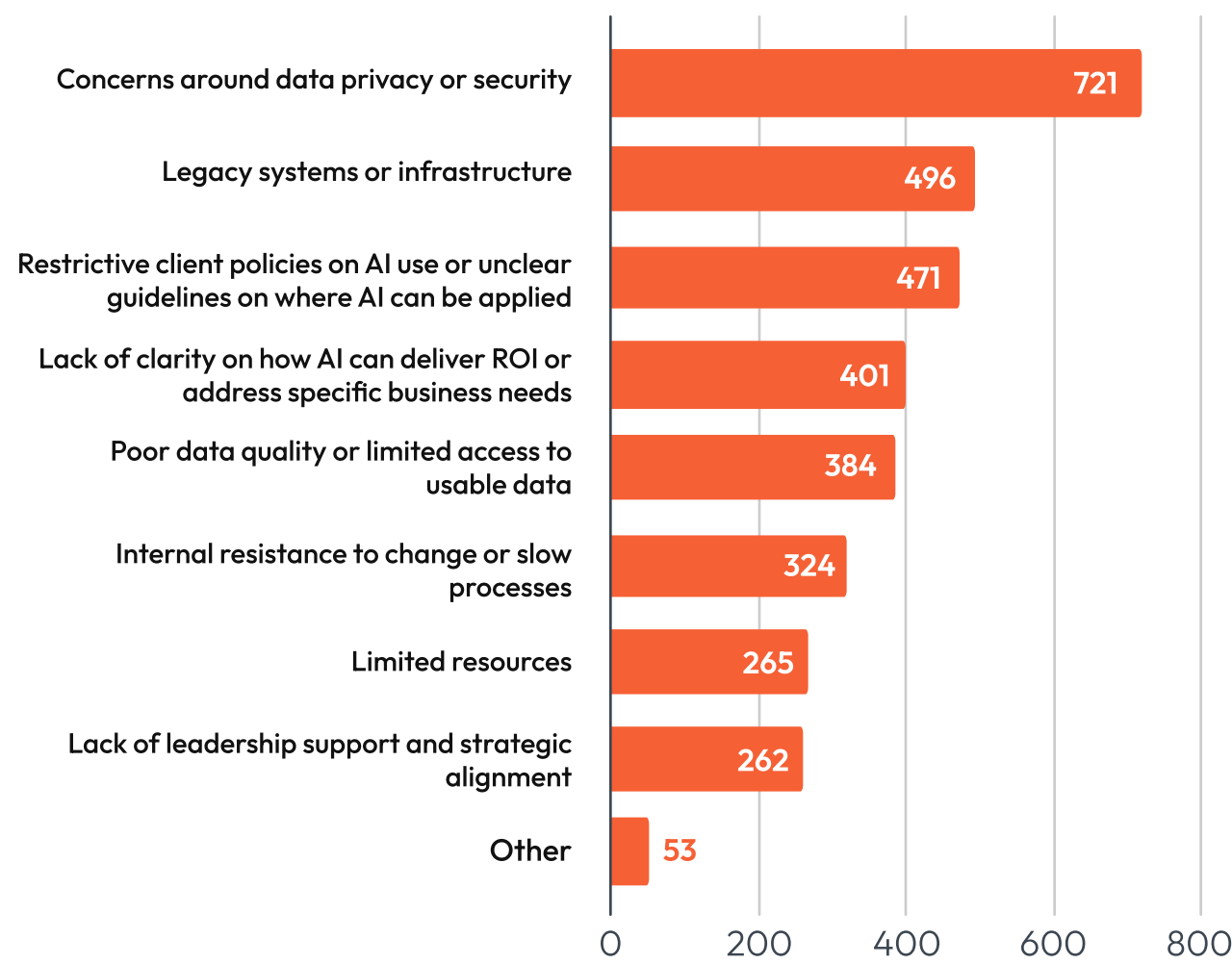
**76%** believes AI makes their experience more fulfilling





## AI Adoption & Impact (Client side)

Q: In your experience, what are the biggest barriers to adopting AI successfully at client companies? (Select all that apply)



### Top Barriers

- 1

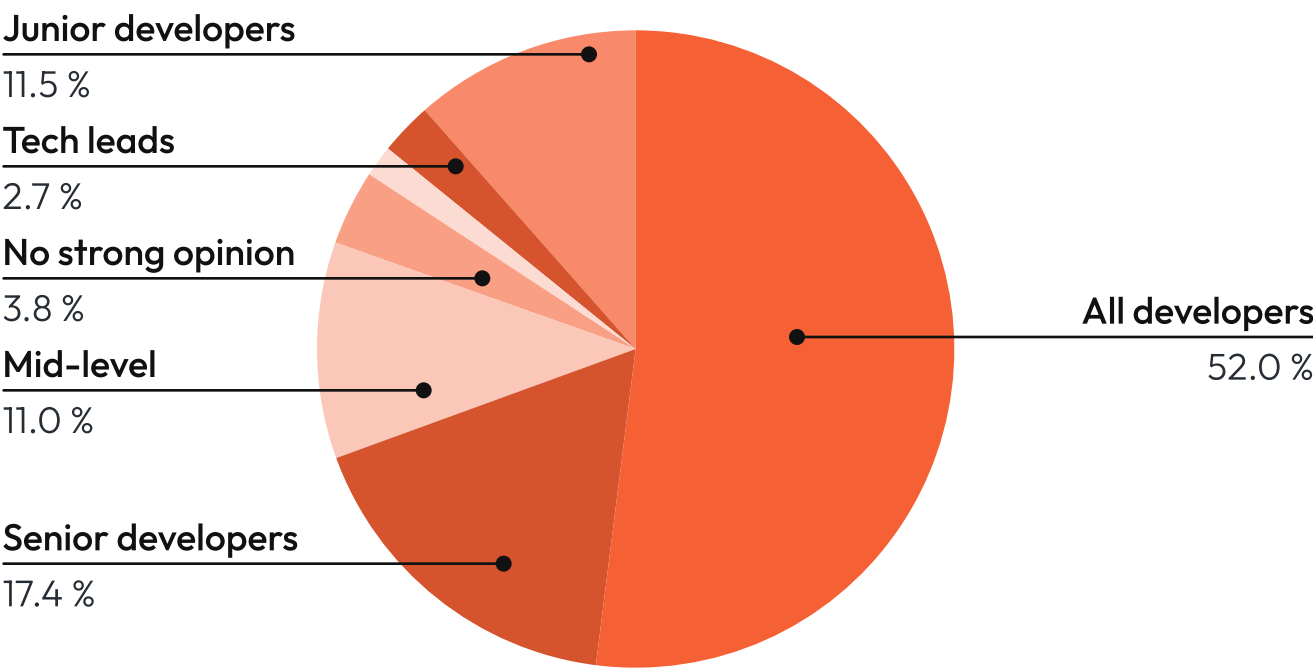
Concerns around data privacy and security\* | 64%
- 2

Legacy systems or infrastructure | 44%
- 3

Restrictive client policies on AI user or unclear guidelines on where AI can be applied | 42%

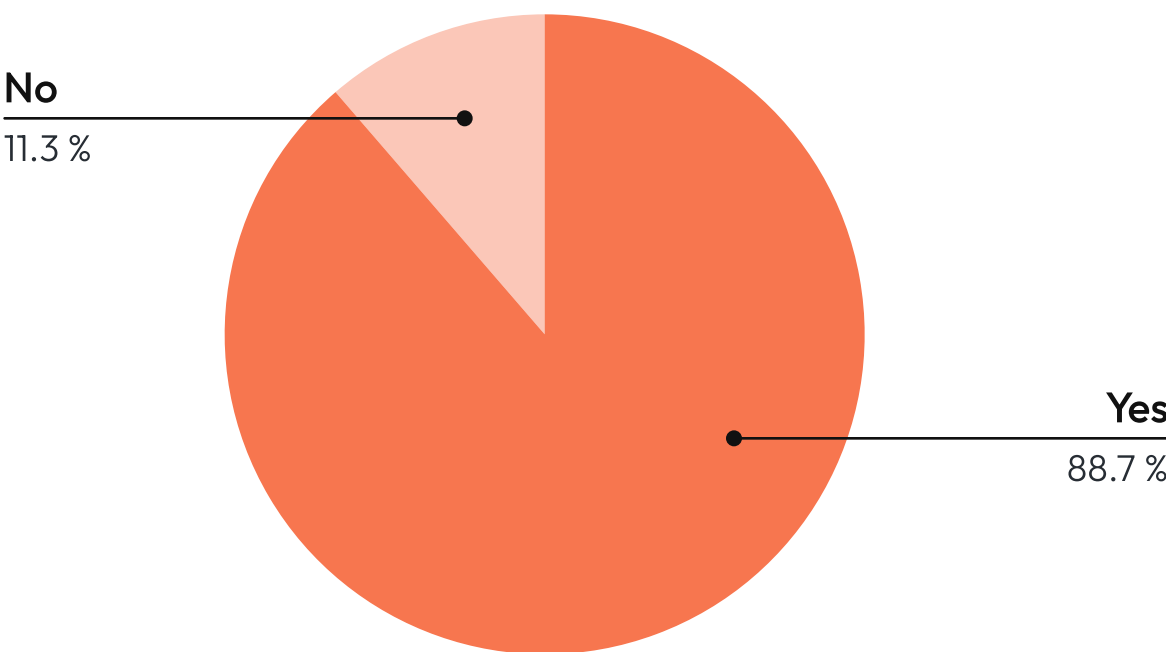
## Developers Benefiting from AI

Q: Which level of developers benefit the most from AI tools?



**52%** believes all developers benefit from AI

Q: Have you personally experienced any benefits from using AI tools?

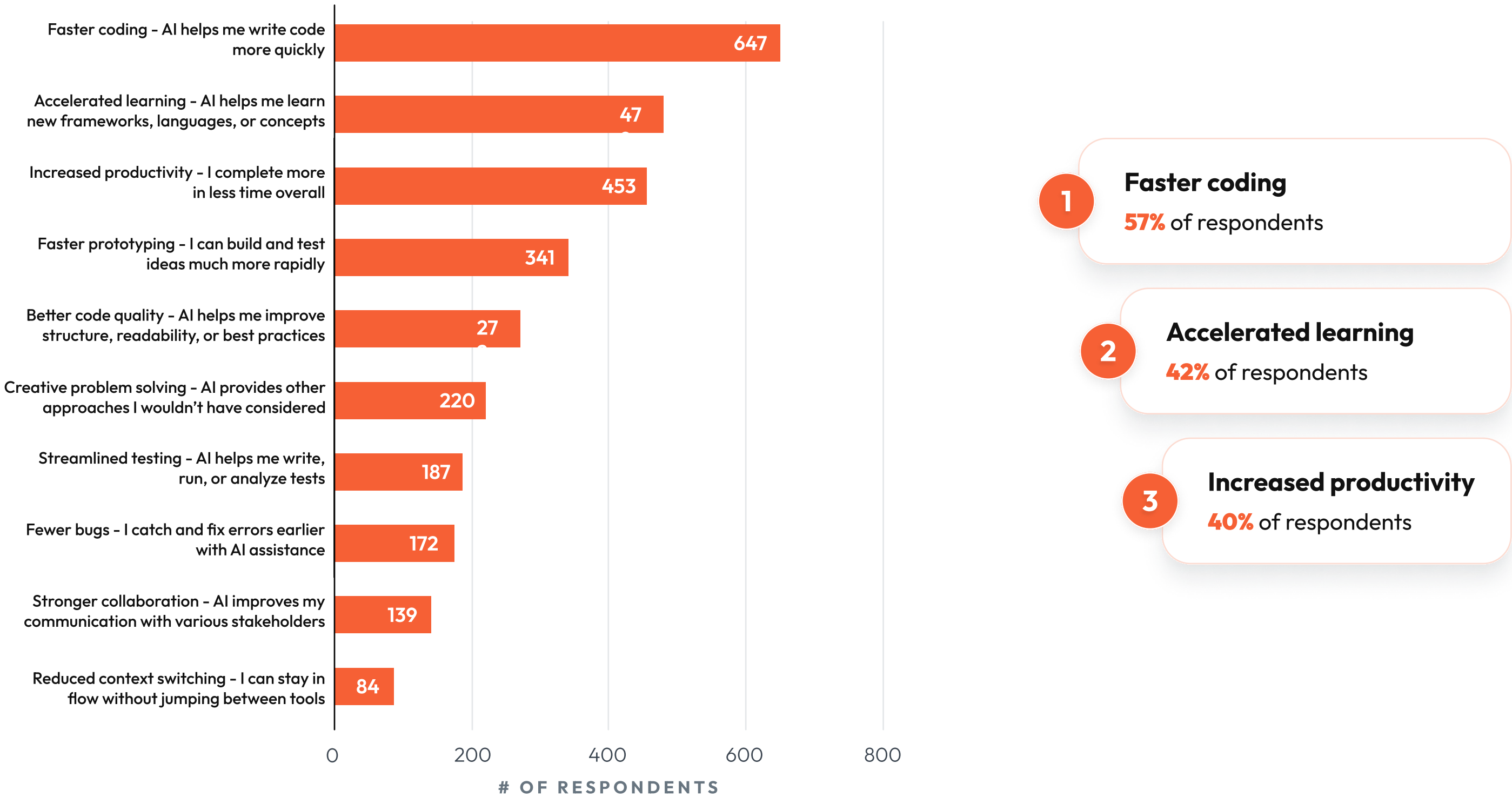


**89%** have personally benefitted from AI tools



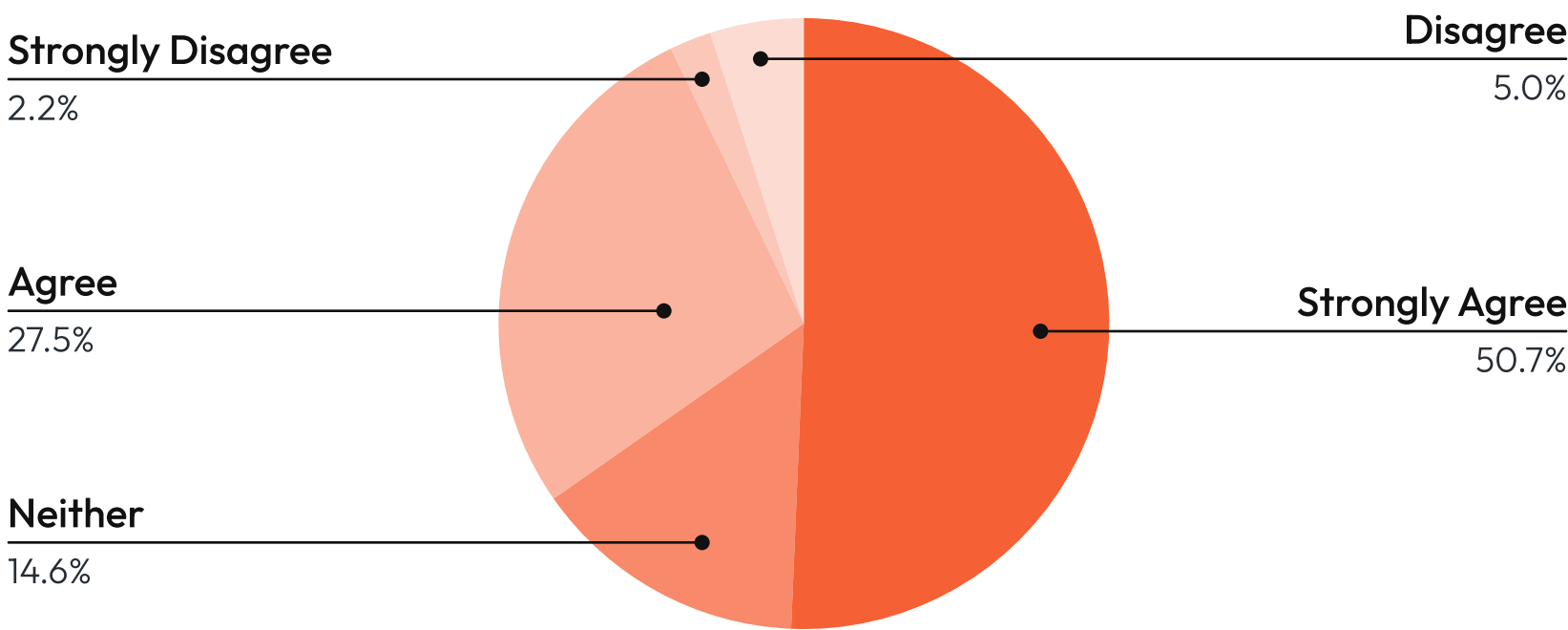
# Personal Benefits from AI

Q: Please select the top 3 benefits you have experienced from using AI tools in your work



# Remote Work & Tech Career Impact

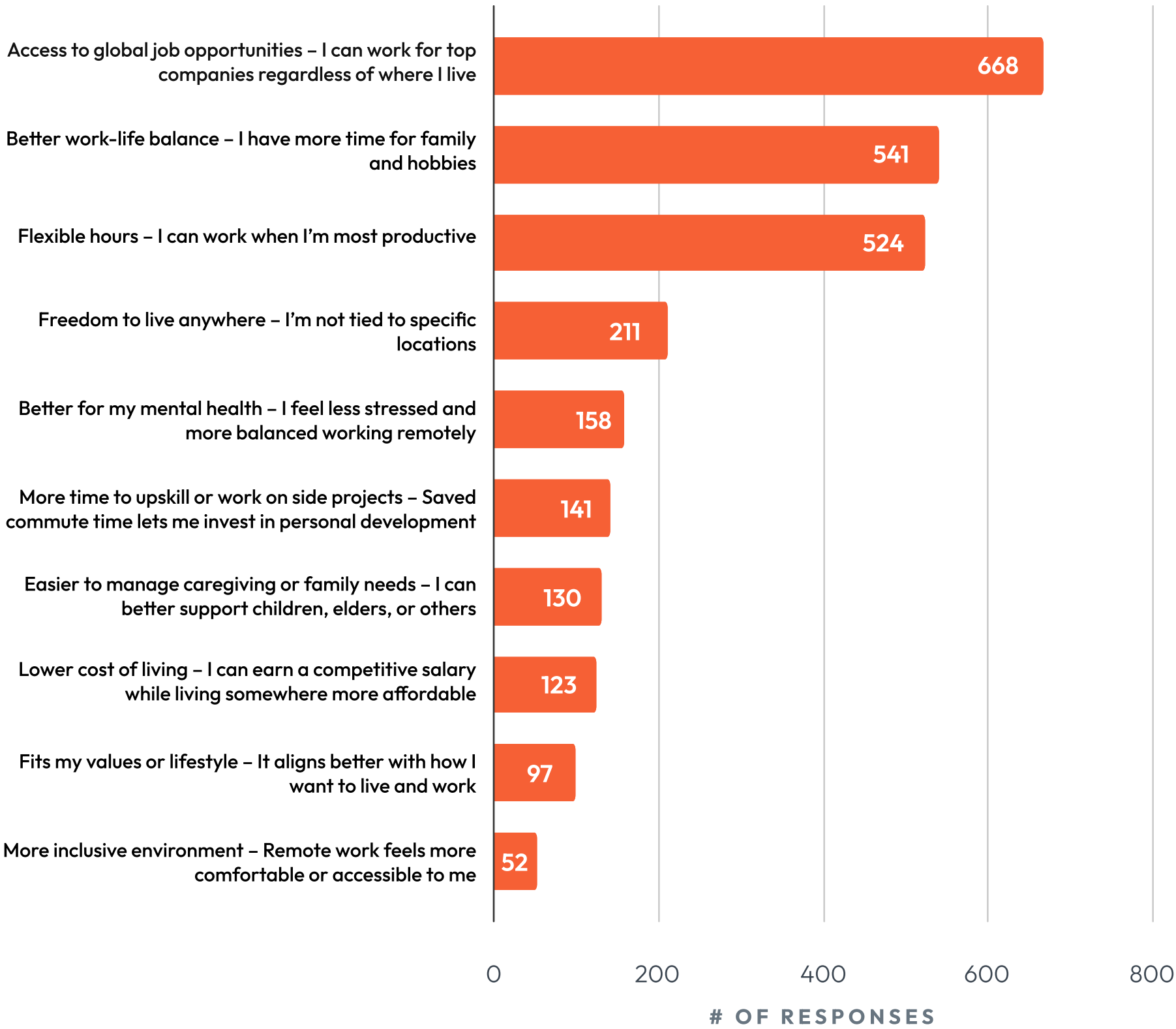
Q: To what extent do you agree or disagree with the following statement:  
Remote work has enabled me to pursue a career in tech.



**78%** agree at some level that remote work has enabled them to pursue a career in tech.



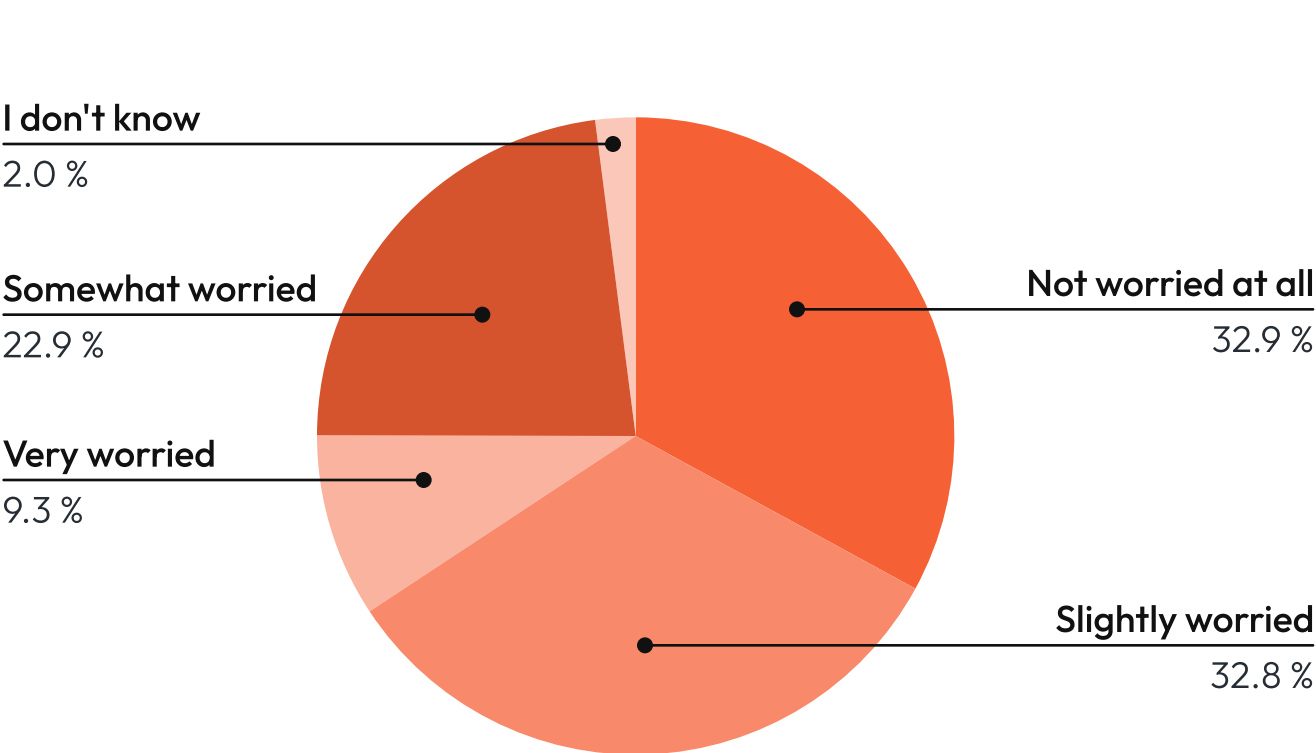
Q: Select the top 3 ways remote work has enabled you to pursue a tech career



- 1 Access to global opportunities**  
59% of respondents
- 2 Better work-life balance**  
48% of respondents
- 3 Flexible hours**  
46% of respondents

## AI Skill Anxiety & Learning Approach

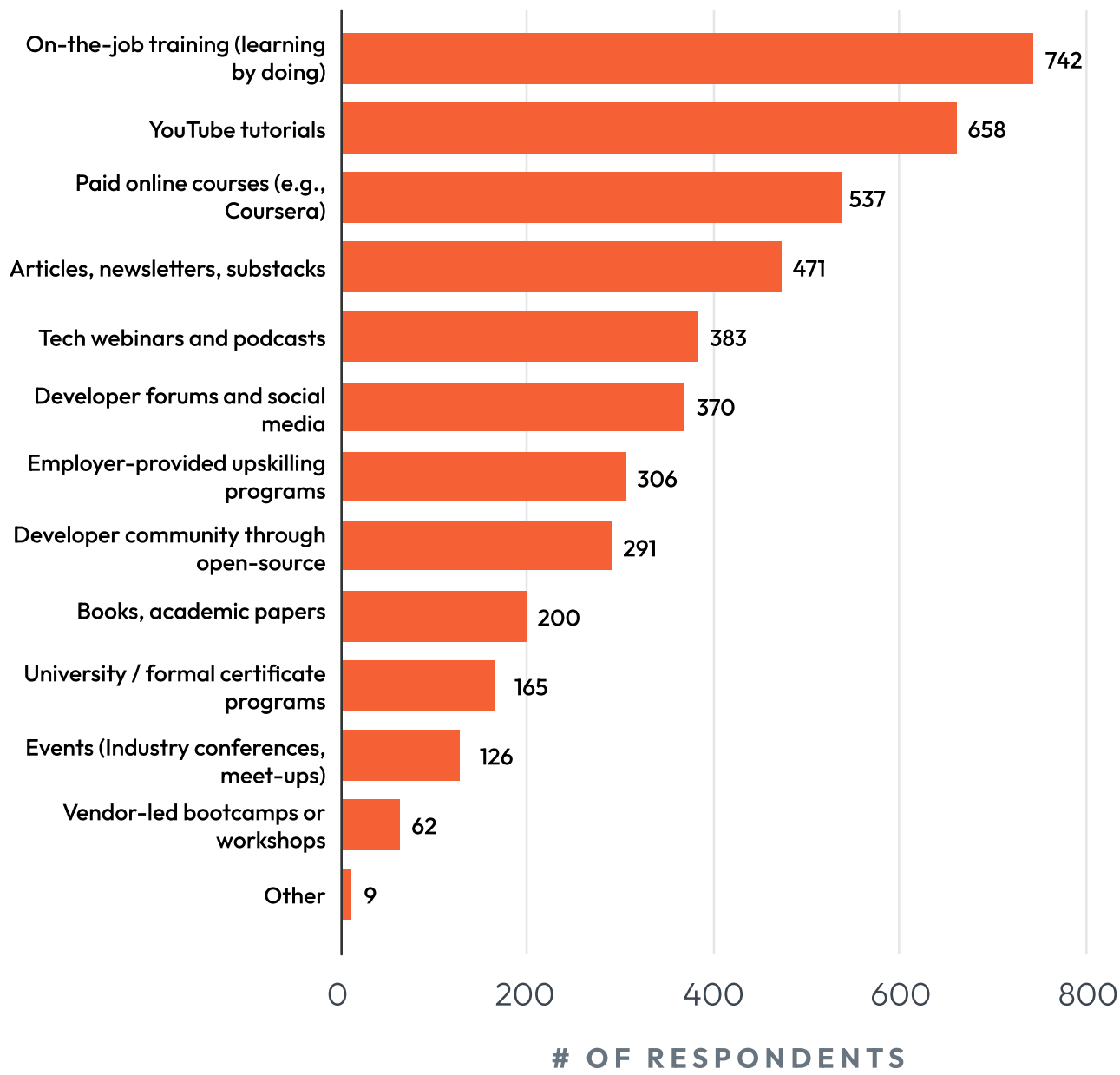
Q: How worried are you about falling behind on AI skills?



- 65%** worried at some level about falling behind on AI skills
- 33%** not worried about falling behind on AI Skills
- 33%** slightly worried about falling behind



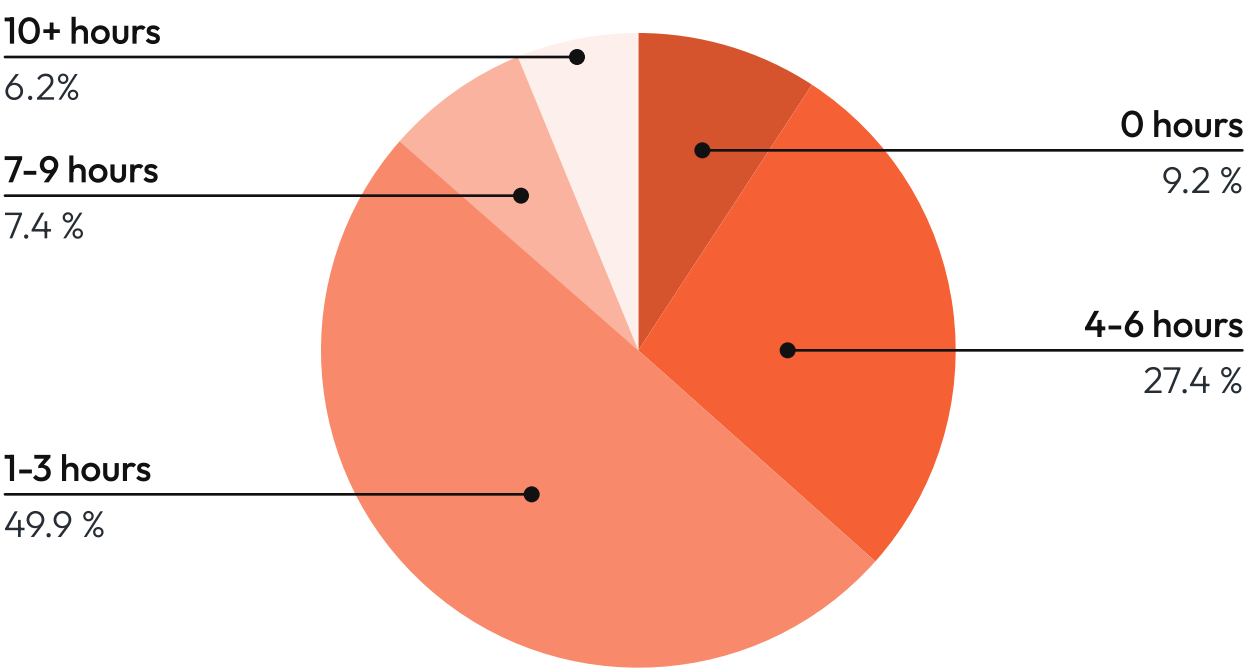
Q: How do you acquire new AI skills or capabilities?



Preferred learning methods:

- 1. On-the-job training (66%)
- 2. YouTube tutorials (58%)
- 3. Paid online courses (48%)

Q: Approximately, how many hours per week do you spend learning how to use AI or new technologies?

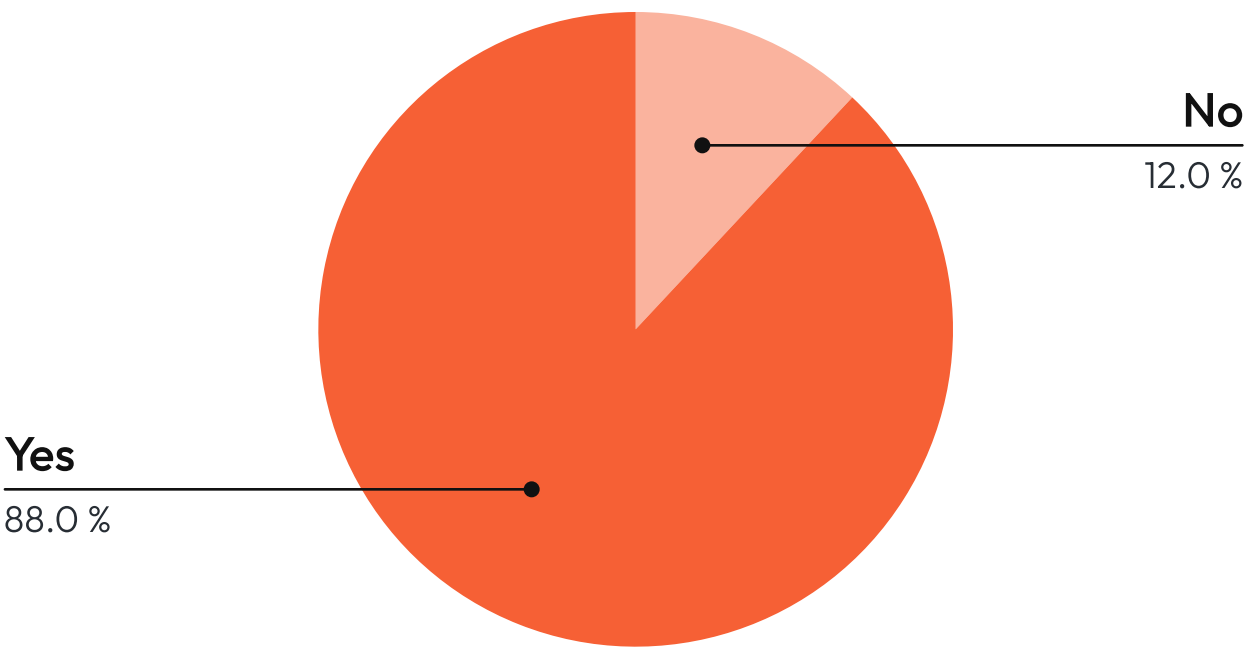


50% spends 1-3 hrs a week learning new skills

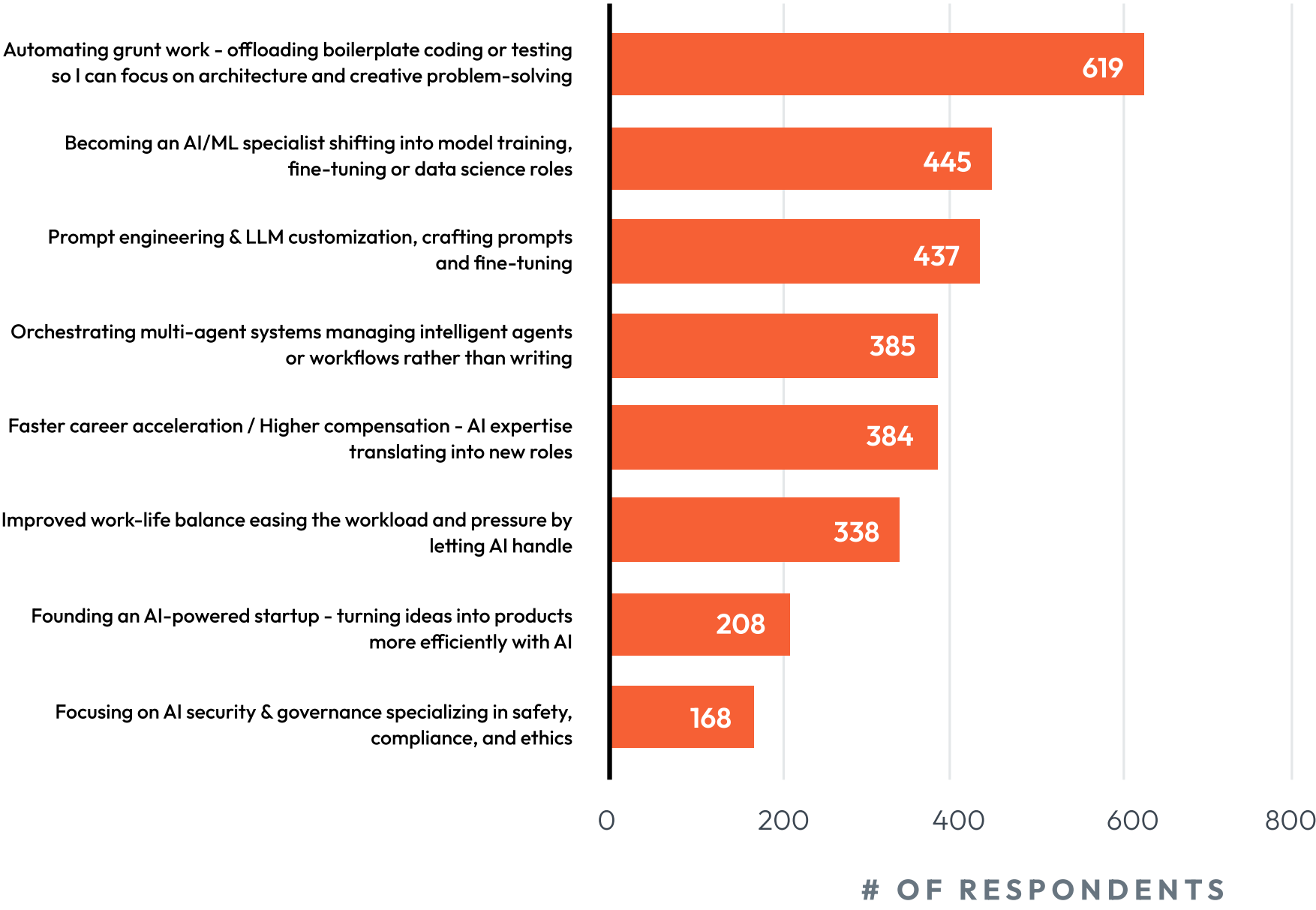
4 hours is the average learning time per week

Career Opportunities & AI Outlook

Q: Do you see AI creating new opportunities for your career?



Q: If yes, please select the top 3 opportunities you believe AI will create for your career



Top 3 Career Opportunities

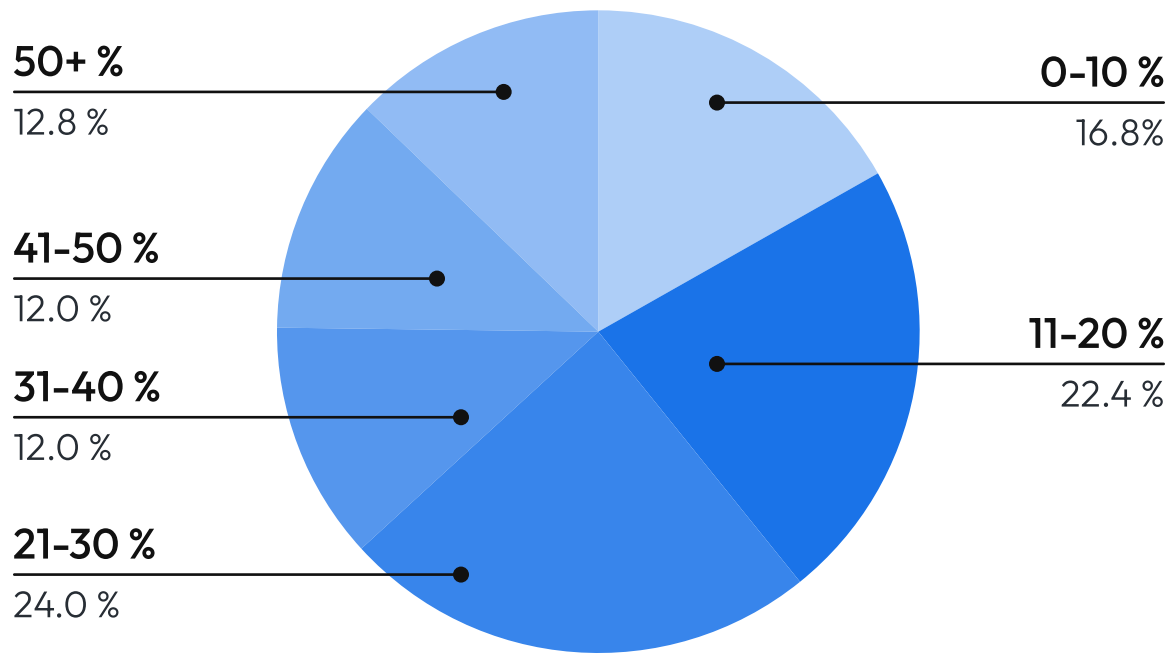
- 1 Automating Grunt work | 55%
- 2 Becoming an AI/ML Specialist | 39%
- 3 Prompt Engineering & LLM Customization | 39%





## AI Workflow Potential

Q: What percentage of the client’s project workflows could AI handle?

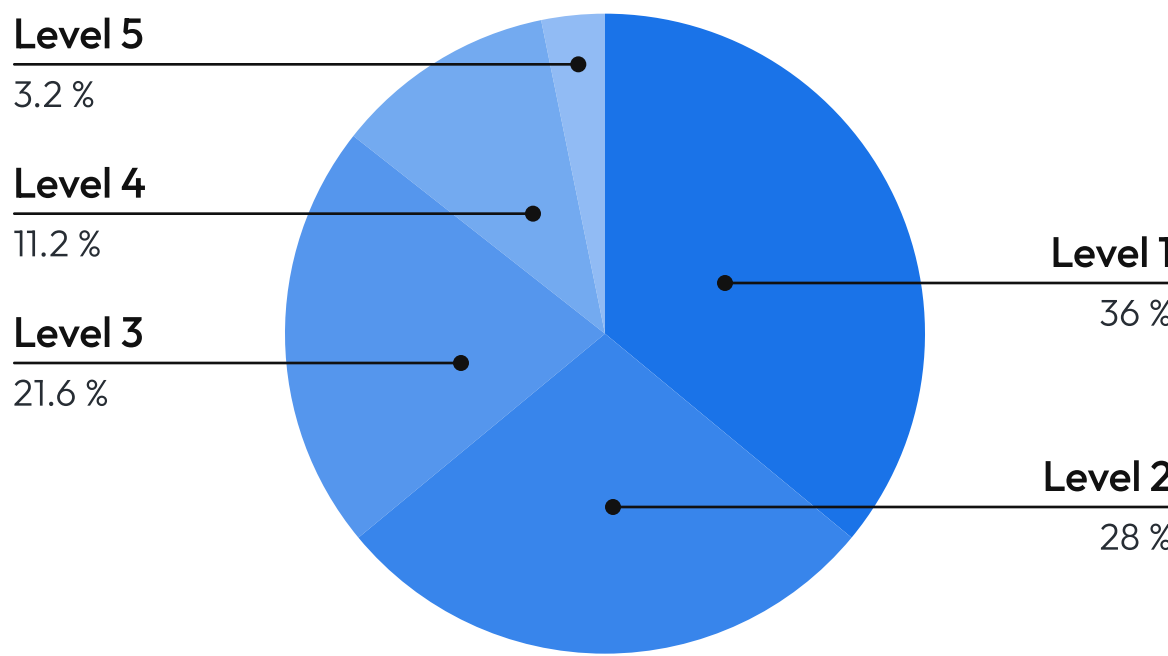


**46%** believed between 11-30% of clients’ project workflows could be handled by AI

Average of **33%** of clients’ project workflows could be handled by AI

## AI Maturity

Q: What is the perceived level of AI maturity at your client's company?



**3%** of projects consider AI core to delivery

**2.2 / 5**  
Average Maturity

### Levels of AI maturity

- 1. Exploratory**  
The organization is starting to explore AI with limited research and small-scale experiments, but no defined use cases.
- 3. Structured Adoption**  
Multiple use cases and pilots exist with a roadmap for expansion, though integration remains fragmented.
- 5. Strategic / Transformational**  
AI sits at the core of the business strategy, fully integrated across areas and driving innovation through proprietary or specialized models.

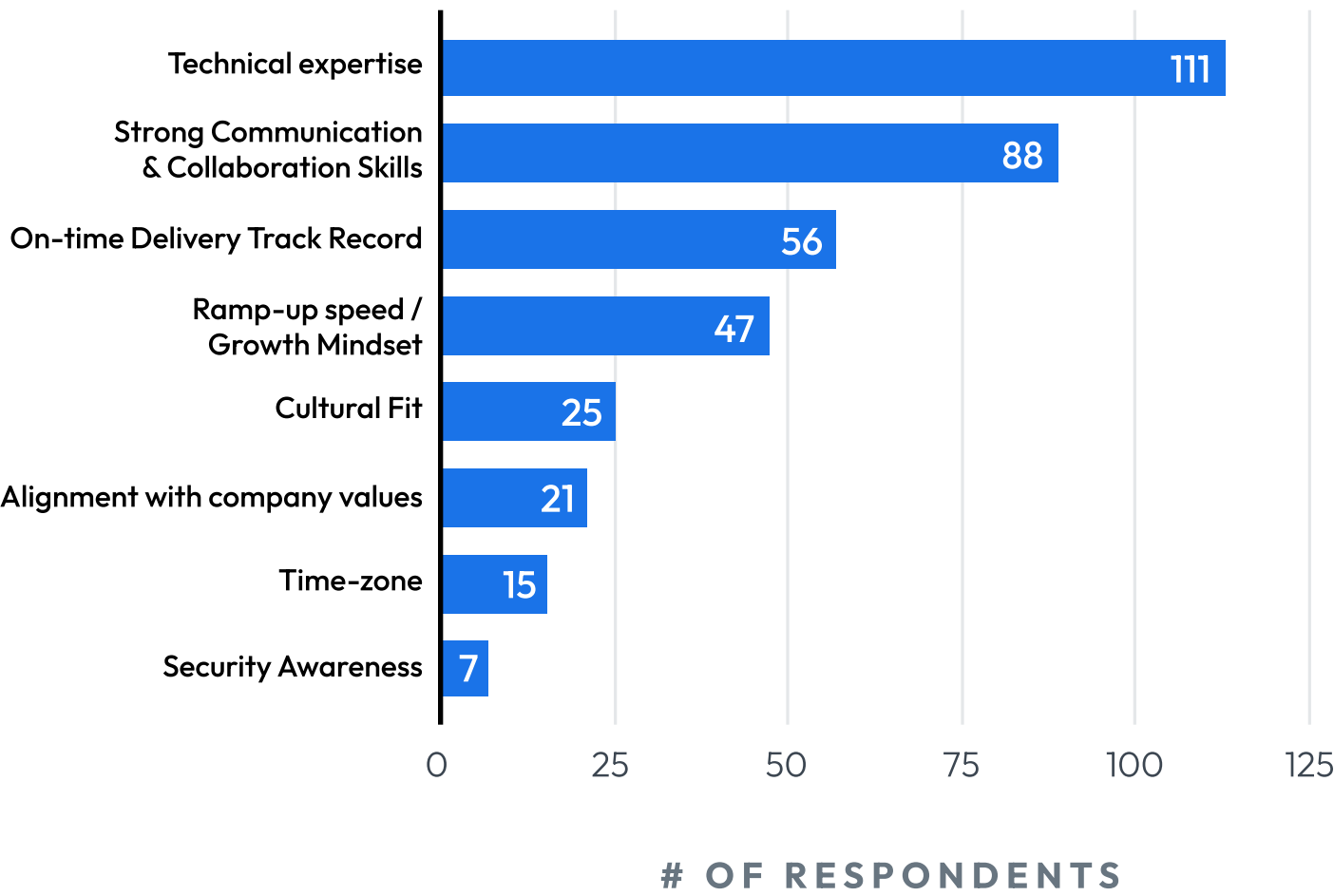
- 2. Early Pilots**  
AI pilots are underway in non-critical areas, with recognized potential but no formal strategy or consistent resourcing.
- 4. Scaled Adoption**  
AI is embedded across business functions with governance, impact metrics, and cross-functional teams in place.





## Client Priorities When Hiring Teams

Q: Select your client’s top three priorities when hiring developers/teams for the project



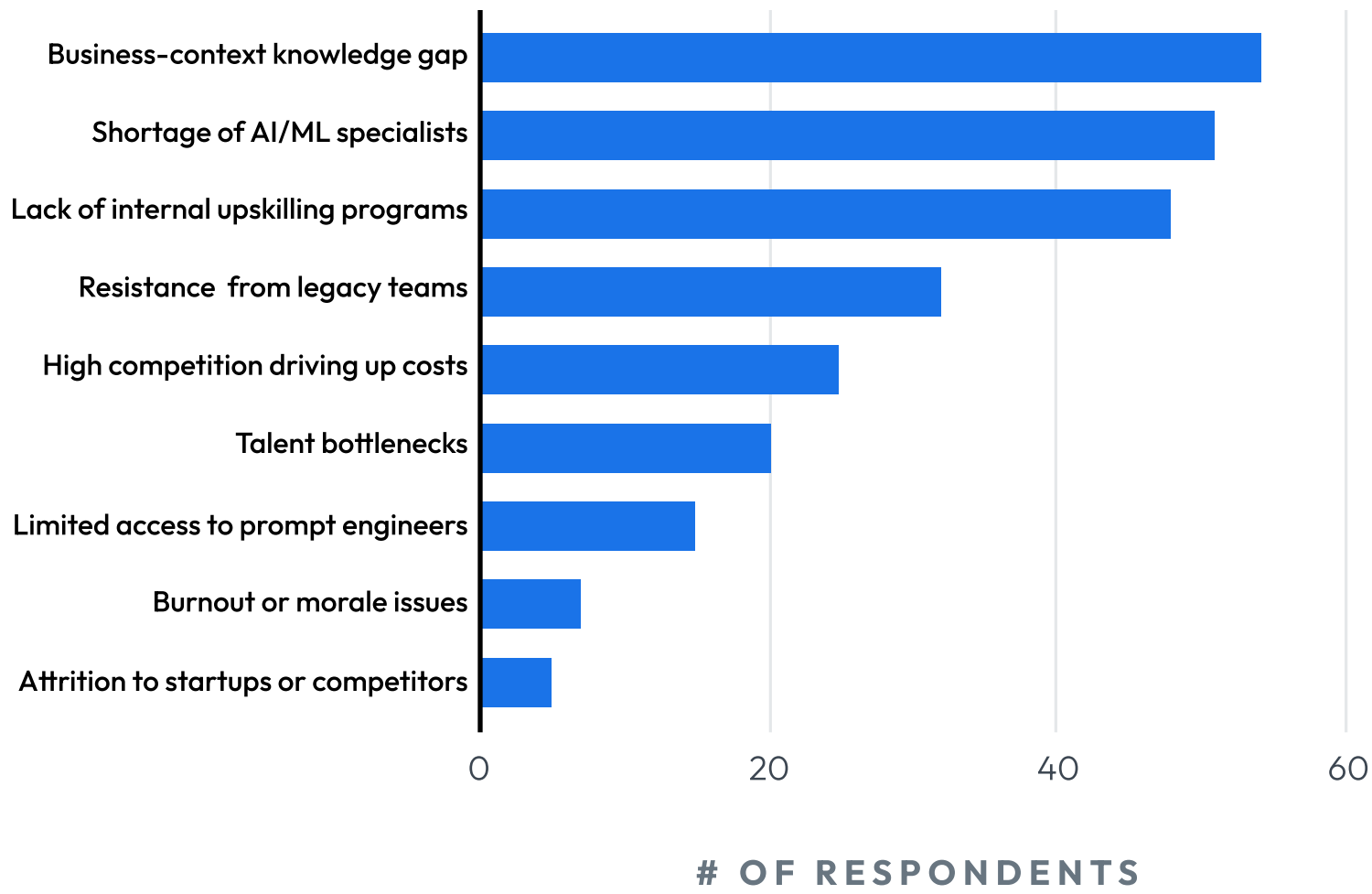
**89%** technical expertise

**70%** strong communication & collaboration skills

**45%** on-time delivery record

## Talent Challenges in AI Adoption

Q: What are the biggest talent challenges your clients face in adopting or scaling AI?



### Top Talent Challenges

**1** Business-context knowledge gap | 43%

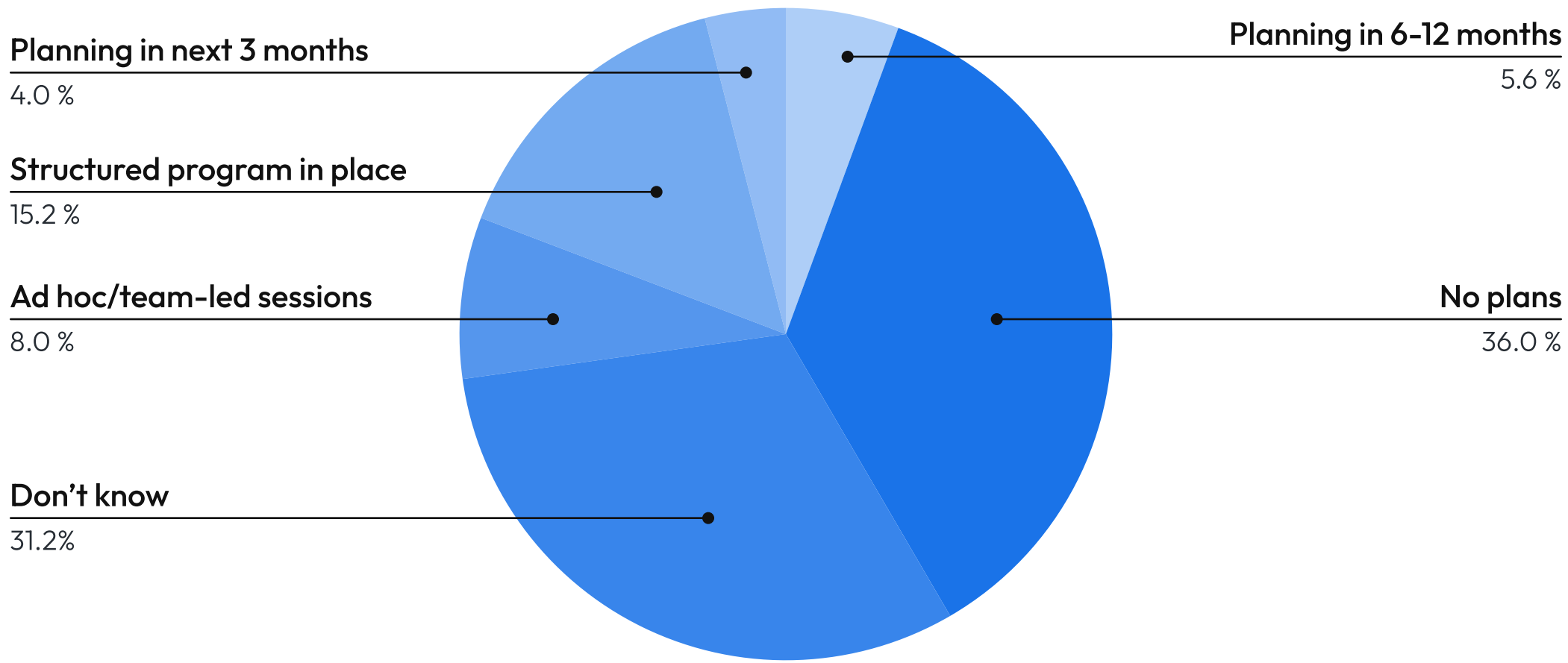
**2** Shortage of AI/ML specialists | 41%

**3** Lack of internal upskilling programs | 38%



# Clients' AI Upskilling Status

Q: What are the client's upskilling plans to help with AI adoption



# Biggest Barriers to AI implementation

Q:What are the biggest barriers to adopting AI successfully at client companies?

