

EXECUTIVE SUMMARY

Dev Barometer:

A quarterly look inside the minds of senior software engineers

Q3 2025 - The Productivity Paradox: AI-Driven Talent in Lagging Companies

Developers are saving nearly a full workday each week by using AI to assist with coding: **7.3 hours on average**. Now, one-third (33%) use AI for over **25% of their coding**, yet they noted most companies have no structured plan to harness this productivity revolution.

BairesDev's inaugural Dev Barometer surveyed 1,129 developers (56% with 8+ years of experience) and 50 project managers across 125 software development projects. The results revealed a critical gap: **Developers feel ready to embrace AI, but they believe organizations are falling behind in supporting this shift.**

Developers reclaiming almost a full workday thanks to AI-assisted coding

Nearly

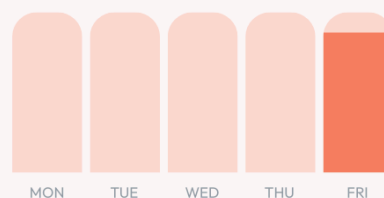
9 in 10

(88%) of developers say they have personally experienced benefits from using AI tools in their work.



Developers are saving almost **one day per week**

in coding time (~7.3 hours) by using AI tools.



Dev Barometer, conducted in July 2025 by BairesDev. Respondent base = 1,129 developers and 50 project managers managing 125 software development projects

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The Productivity Boom Is Here

AI is delivering real results, with **9 out of 10** developers personally benefiting from AI tools. In particular, they report:

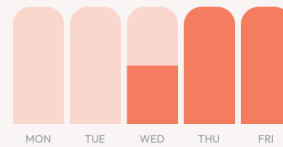
- Faster coding (65%)
- Accelerated learning (48%)
- Increased productivity (45%)
- Faster prototyping (34%)
- Better code quality (27%)

How AI is benefiting developers



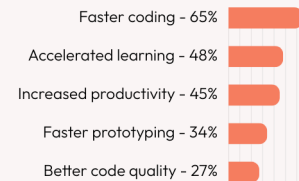
1 in 10 developers (11%) report that AI already saves them more than

20 hours per week.



Top 5 benefits

developers have experienced from using AI tools in their work:



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New Roles, New Opportunities

AI isn't just changing how developers work; it's reshaping what they do. A majority (88%) of developers surveyed see AI as a gateway to new career opportunities, enabling them to shift away from repetitive tasks and focus on higher-value, creative work.

The top 3 opportunities include automation, AI/ML specialization, and prompt engineering.

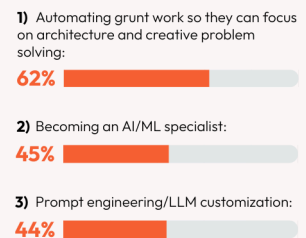
The AI Career Boost

More than three-quarters of developers



say that AI makes their work experience more fulfilling.

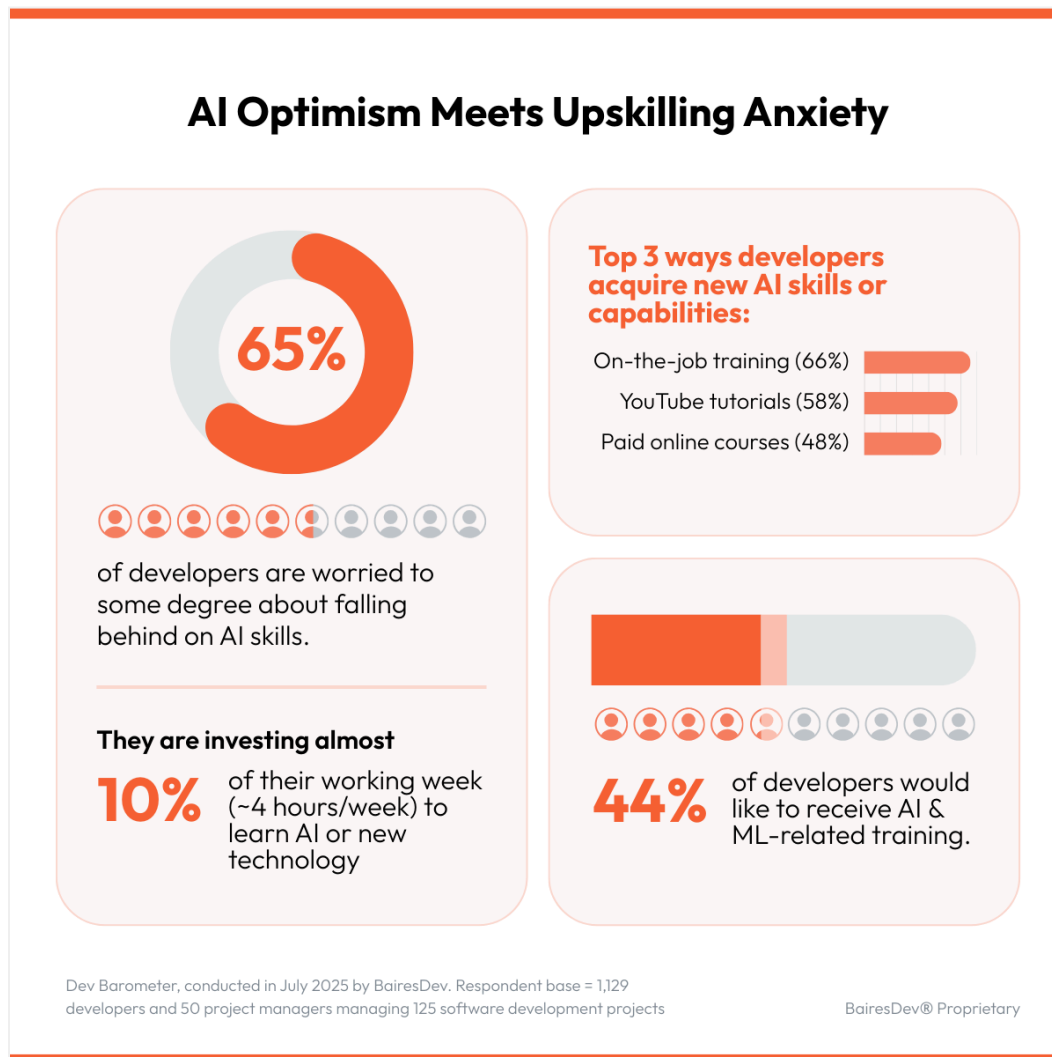
Top 3 ways developers believe AI will create new opportunities for their career:



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Developers are Upskilling Informally



Almost two-thirds of developers (65%) worry about falling behind on AI skills. To keep pace, they're spending an average of **4 hours per week** learning AI and other new technologies, with AI and machine learning topping their priorities. They're taking charge of their own development:

- **66%** rely on learning by doing
- **58%** turn to YouTube tutorials
- Just **15%** use formal certifications

When asked about their top skill priorities over the next three months, nearly half (44%) said AI and machine learning, far surpassing all other skill areas.

Corporate Strategy Lags Behind

While developers charge ahead, organizations are struggling to keep up. Across all projects, only 15% of project managers report having structured AI upskilling programs, and 64% cite a shortage of AI/ML specialists as their top challenge. Among Fortune 500 projects, that shortage rises slightly to 65%, and more than half still lack a plan. Overall, just 3% of projects have AI embedded at their core.

AI integration lagging – here's why

Project managers reported that

64%

of their projects are still in the early stages of AI implementation, while just

3%

of projects were deemed to have AI as core to delivery.

Top 3 talent challenges projects face in AI adoption and scaling:

1) Business/context knowledge gap

43%

2) Shortage of AI/ML specialists

41%

3) Lack of internal upskilling programs

38%

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What's Holding Companies Back?

Both developers and project managers agree that **security and data privacy concerns** are a top barrier (cited by 64% of developers and 38% of project managers). But their views diverge on other obstacles. Developers point to legacy infrastructure and restrictive company policies, while project managers cite a lack of AI business strategy and limited resources.

Main Barriers to AI Implementation

From Developers' Perspective:

- Concerns around data privacy and security

64%

- Legacy systems or infrastructure

44%

- Restrictive client policies on AI use or unclear guidelines on where AI can be applied

42%

From Project Managers' Perspective:

- Lack of clarity on how AI can deliver ROI or address specific business needs

38%

- Concerns around data privacy or security

38%

- Limited resources

36%

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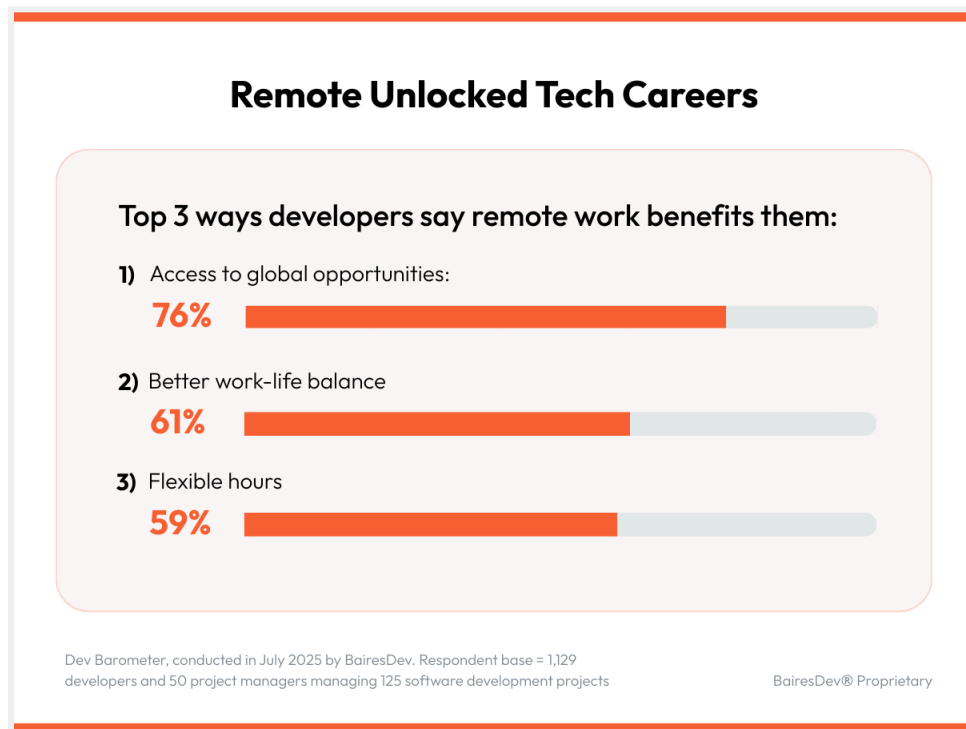
The Stakes Are Rising

This disconnect is about competitive risk. With **87%** of developers ranking generative AI as the most likely to disrupt business models in the next 12 months, companies failing to bridge this gap risk losing market share to competitors and experiencing talent flight, as AI reshapes entire industries. Yet developers remain optimistic about their AI-powered future:

- 88%** say AI is opening new career opportunities
- 76%** believe AI makes their work more fulfilling

Remote Work: The Other Revolution

As AI transforms *how* developers work, remote work continues to transform *who* can work in tech. **Four in five** developers say that remote work has enabled them to pursue a career in tech. This work model persists as an inclusion driver expanding the global talent pool and enabling innovation beyond traditional tech hubs.



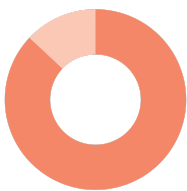
A Moment of Tension and Opportunity

The first Dev Barometer captures a moment where developers are moving faster than the organizations. What happens when the people building the future are learning faster than the companies? With 78% saying remote work opened the door to tech careers, AI development is now truly borderless. Where will the next big tech breakthroughs emerge? The Dev Barometer's Q4 2025 edition will explore where these breakthroughs might emerge through the eyes of the developers shaping them.

About the Dev Barometer Survey

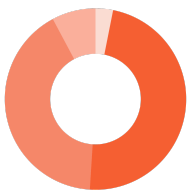
The survey was conducted in July 2025 among 1,129 developers, 56% of whom had 8+ years of experience, and 50 project managers working across 125 projects. In total, BairesDev surveyed 1,179 professionals in 63 countries, primarily in key Latin American tech hubs. As a nearshore software development company, 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.

Demographic breakdown:



Gender

- Men **86.7%**
- Women **12.3%**



Age

- <25 **2.8%**
- 25-34 **43.4%**
- 35-44 **37.6%**
- 45-55 **13.1%**