

Enterprise AI Adoption in 2025: The Upskilling Imperative

Insights from the Codio Enterprise AI Readiness Survey

Introduction

AI has transitioned from experimentation to execution, but most enterprises still lack a crucial capability: people prepared to use it effectively.

To better understand the state of AI adoption in large U.S. enterprises, we surveyed 252 C-suite and VP-level executives at companies with over 1,000 employees.

Codio's 2025 Enterprise AI Readiness Survey of technology leaders shows that, while investments in AI training are increasing, the biggest obstacle now is the ability to educate and upskill teams.

This report examines where enterprises currently stand, how budgets and expectations are changing, and what organizations can do to bridge the AI skills gap at scale.

Key Findings

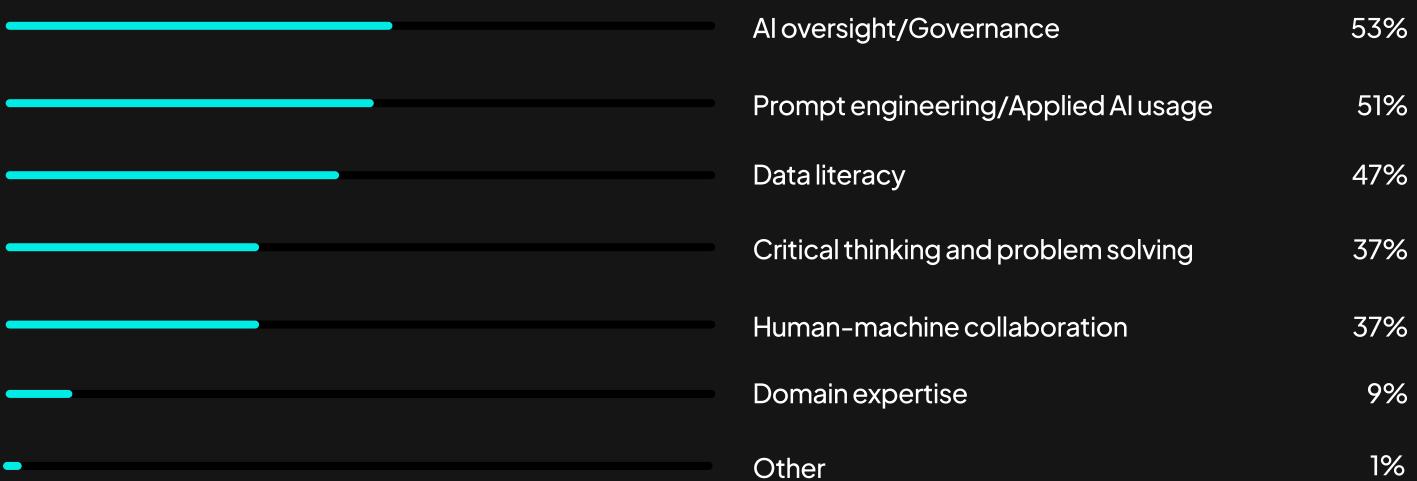
52% say understanding how to use AI is a critical barrier.

60% cite inability to properly upskill teams as their top barrier.

54% admit more than half of their workforce will require significant upskilling or reskilling.

37% of leaders expect three-quarters of core processes to be AI-augmented by 2030.

Skills Expected to be Most in Demand Due to AI



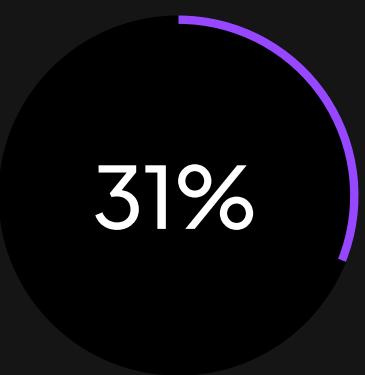
Where Enterprises Stand Today

AI adoption remains uneven. While enthusiasm is high, maturity levels vary dramatically:



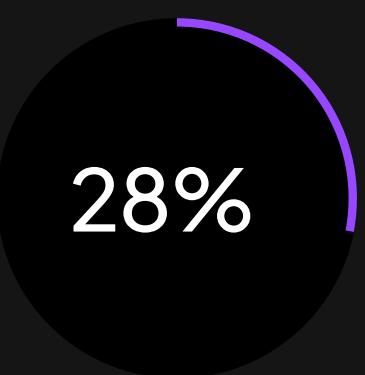
13%

13% of companies report widespread AI deployment



31%

31% are running pilots or select deployments

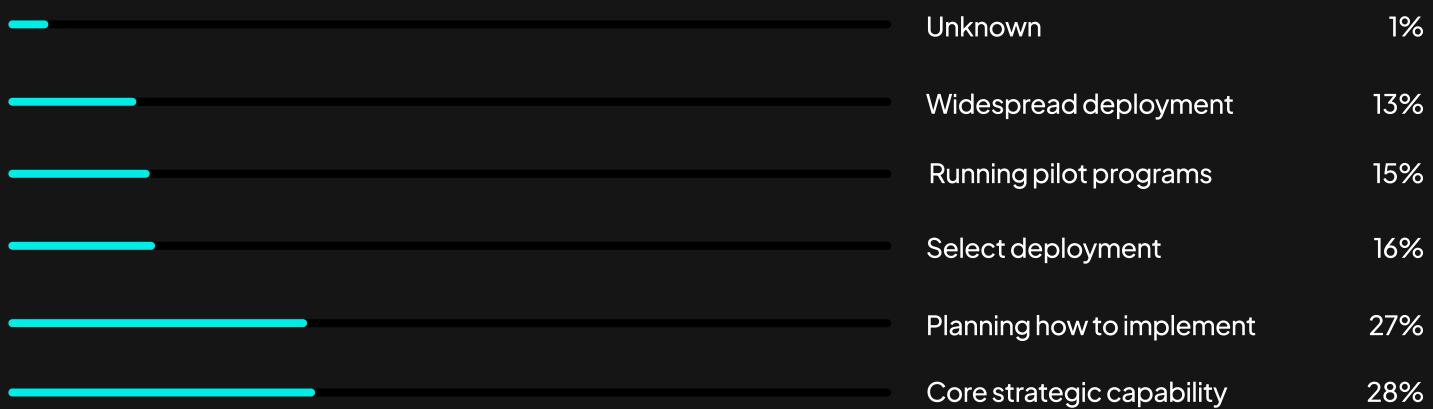


28%

28% treat AI as a core strategic capability

The remainder are still in planning stages:

Current AI Adoption Stage

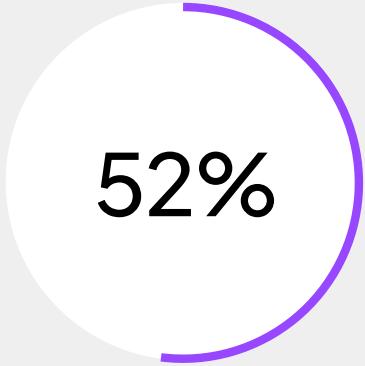


Why It Matters

Enterprises are experimenting rapidly, but few have built sustainable AI capability.

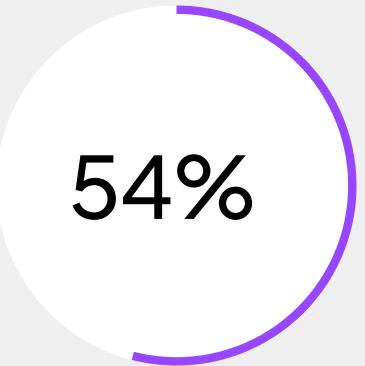
The People Gap Is the Greatest Barrier

Even among the most advanced organizations, talent readiness is holding back progress.



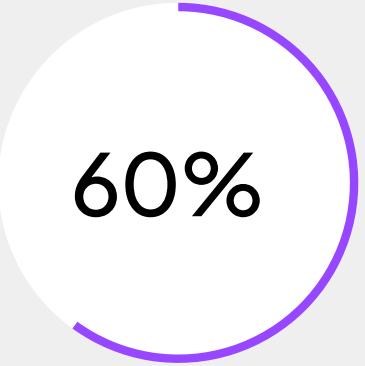
52%

52% struggle with understanding how to use AI effectively — even at the conceptual level.



54%

54% admit over half their workforce will need significant reskilling or upskilling.



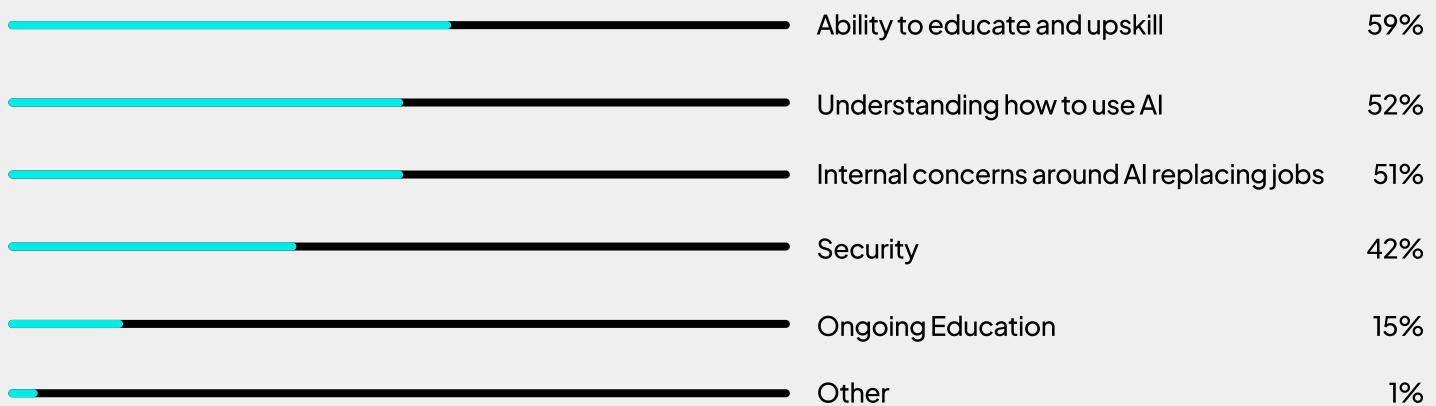
60%

60% cite inability to properly educate and upskill teams as their top barrier.

The responses show no clear consensus on how many roles require reskilling, signaling uncertainty and a lack of structure.

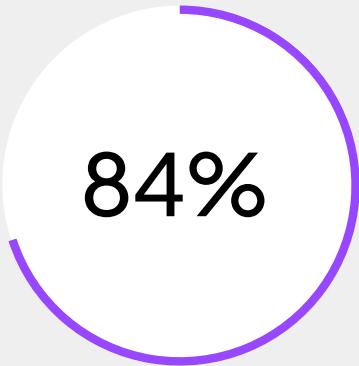
Key Takeaway: Companies are buying AI tools faster than they can train their people to use them responsibly and effectively.

The Biggest Constraints Slowing AI Adoption



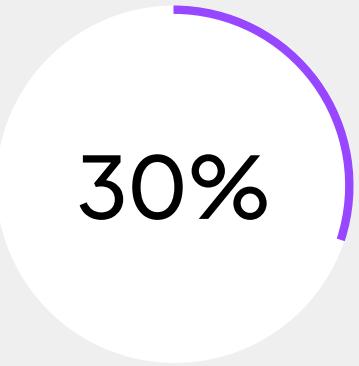
Budgets are Rising, But Strategy Lags Behind

Investment in training is strong, but often unfocused.



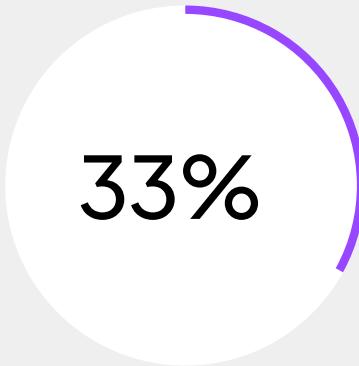
84%

84% of respondents expect training budgets to **increase** in the coming year.



30%

Nearly 30% expect a 30% increase in productivity gains



33%

Nearly one-third spend **\$1,000+** per employee annually on AI and data training.

The organizations spending the most also report the fastest adoption rates and the largest productivity gains — often double-digit improvements in under two years.

Key Insight: AI success correlates directly with training investment – but without measurement or alignment, ROI is hard to prove.

Expected AI Training Budget Change Over the Next Two Years



By 2030, AI Will Be Everywhere, But Teams Aren't Ready

The trajectory is clear: 40% of leaders expect 50% or more of their core processes to be AI-augmented in the next 24 months. Yet, most lack clarity on which roles, departments, or functions will need reskilling.

The Four Challenges of Enterprise AI Upskilling

Codio's research across both enterprise and developer communities reveals four systemic challenges that block scalable AI skill development.

Challenge	Effect on Enterprises	How Codio Helps
1. The Skills Gap	Talent shortages and uneven technical depth slow deployment.	Hands-on, project-based AI and data labs for workforce reskilling.
2. The Tooling Gap	Learners lack environments to safely experiment with real AI workflows.	Secure, browser-based sandbox environments – no setup or installs.
3. The Measurement Gap	Most organizations can't measure the impact of training programs.	Analytics that track skill progression and learning outcomes.
4. The Adoption Gap	Training is disconnected from live business challenges.	Codio integrates real enterprise datasets and projects for contextual learning.

Why It Matters

Organizations recognize AI's potential to transform productivity. But without clear visibility into who needs training, where skill gaps exist, and how to deliver hands-on learning at scale, investment alone won't close the capability divide.

AI transformation depends on education transformation, and Codio enables both.

About Codio

Codio provides hands-on, cloud-based learning environments that power AI, data, and computing education across enterprises and higher education.

Our platform helps organizations:

Build secure sandbox environments for AI experimentation

Deliver project-based learning that scales globally

Measure learning outcomes and workforce readiness

Integrate AI-powered coaching and feedback into every lab

Codio is trusted by leading universities and enterprises worldwide to upskill the next generation of technical talent.

Equip your teams for the AI era.

Explore how Codio enables scalable, data-driven AI training programs that deliver measurable results.

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codio.com/demo

The logo for Codio is centered on a dark, circular background. The word "codio" is written in a lowercase, sans-serif font, with the letter "o" being a small circle. The entire logo is white.

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