AI at Workplaces of Engineers in Finland – Survey results

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What study?

- The AI study examined the use and perceptions of artificial intelligence in engineering/technology workplaces in Finland.

- The study was conducted as part of the annual labour market surveys by the Union of Professional Engineers in Finland and the Academic Engineers and Architects in Finland TEK, with data collection carried out via web surveys in October-November 2024.

- The target group consisted of TEK and IL members in the labour market. Approximately 18,900 responses were received, with a response rate of 21%.

- Of all respondents, 77.1% were men and 22.6% were women, with 60 persons (0.3%) choosing the option "other/prefer not to say". The median age was 43 years.

- Most common degrees were Master of Science in Engineering/Technology (40% of respondents) and Bachelor of Engineering/Technology (39%). Majority of respondents (94%) were employed full-time, most commonly in the industry sector (42%).

- In this report, the results are examined based on the respondent's position (management, middle management, expert) and whether the respondents belong to the so-called 'AI elite'.
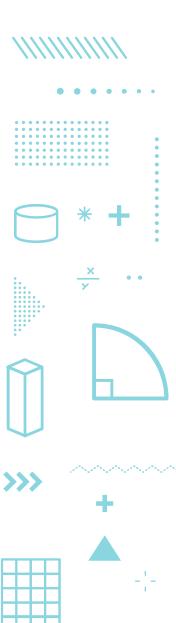
Key findings

- The study identified the so-called AI elite, who are responsible for the adoption of AI tools in Finnish engineering/technology workplaces.

- The AI elite are mostly men, often aged 40-49, and work in management, middle management, or highly demanding IT expert roles.

- The AI elite use AI in their work significantly more and in a more versatile manner than other professionals in the field of technology. They also believe it has improved their productivity.

- Additionally, at the time of the survey, managers used AI somewhat more than those in middle management or expert roles.

- More than half of the respondents reported that practices and guidelines for AI use in the workplace have been defined, but not necessarily sufficiently. There is also a need for upskilling and reskilling.

- The AI elite are slightly more concerned about privacy and biases than other respondents about the implementation of AI in the workplace.
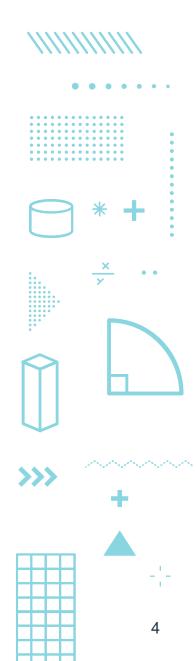
Involvement in AI tool design or development

Are you involved in the design or development of the AI tools your company uses or is planning to use?

Legend:
- I don't know
- No
- Yes, I provide input but am not directly involved
- Yes, I am directly involved

Management (n=1305): 58% No, 30% input, 11% directly involved
Middle mgmt (n=3634): 76% No, 17% input, 5% directly involved
Expert (n=12468): 80% No, 13% input, 4% directly involved
TOTAL: 78% No, 15% input, 5% directly involved

'AI Elite'
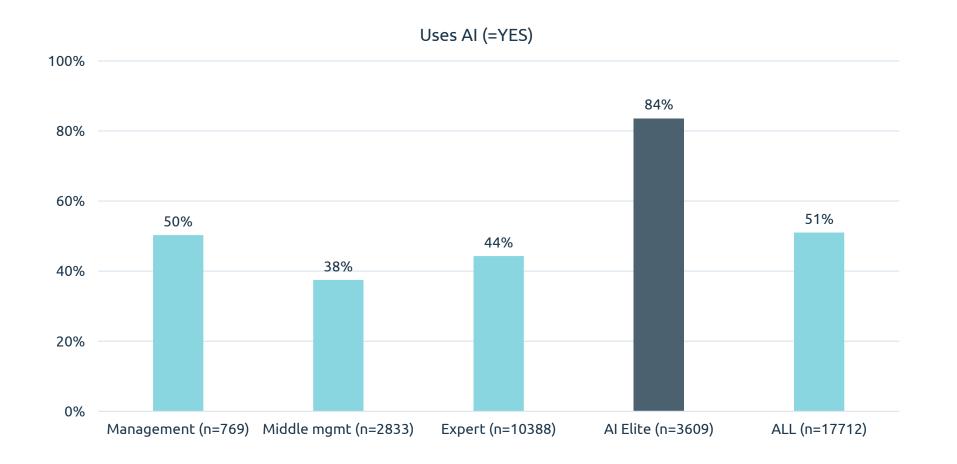
AI Elite

A respondent belonging to the 'AI Elite' is more often than other respondents (all differences are statistically highly significant):

- Man

- 40-49 years of age

- Master of Eng/Tech, Licentiate or Doctor, MPhil (computer science)

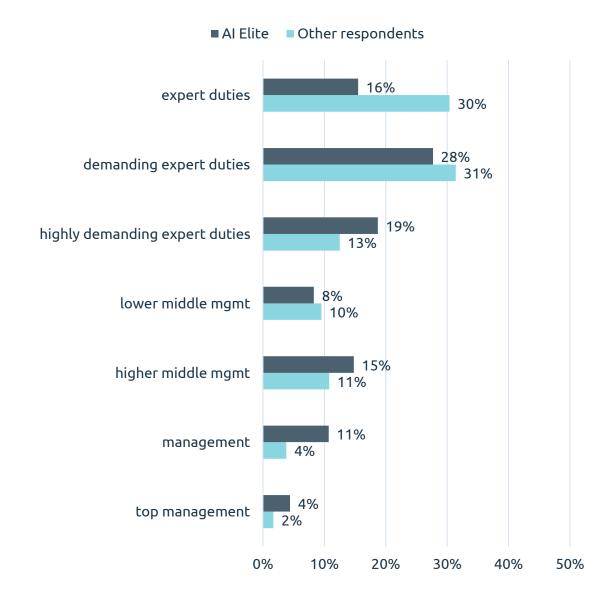- Position: management (incl. top management), higher middle mgmt, highly demanding expert duties [graph]

- Main tasks relate to IT/ICT or management (e.g., strategic management)

- Employed in the private sector, e.g., in IT services sector

■ AI Elite　■ Other respondents

	AI Elite	Other respondents
expert duties	16%	30%
demanding expert duties	28%	31%
highly demanding expert duties	19%	13%
lower middle mgmt	8%	10%
higher middle mgmt	15%	11%
management	11%	4%
top management	4%	2%

0%　10%　20%　30%　40%　50%

AI Elite use AI tools in their work considerably more than other respondents
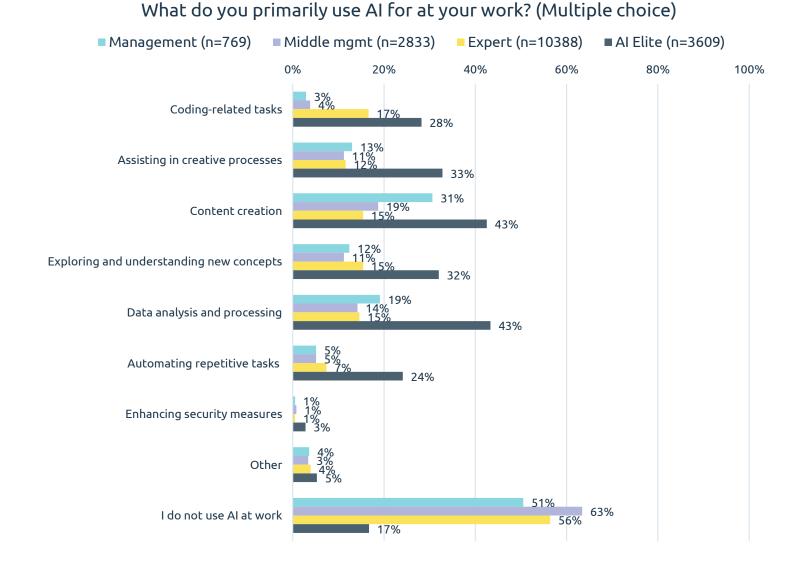
Uses AI (=YES)
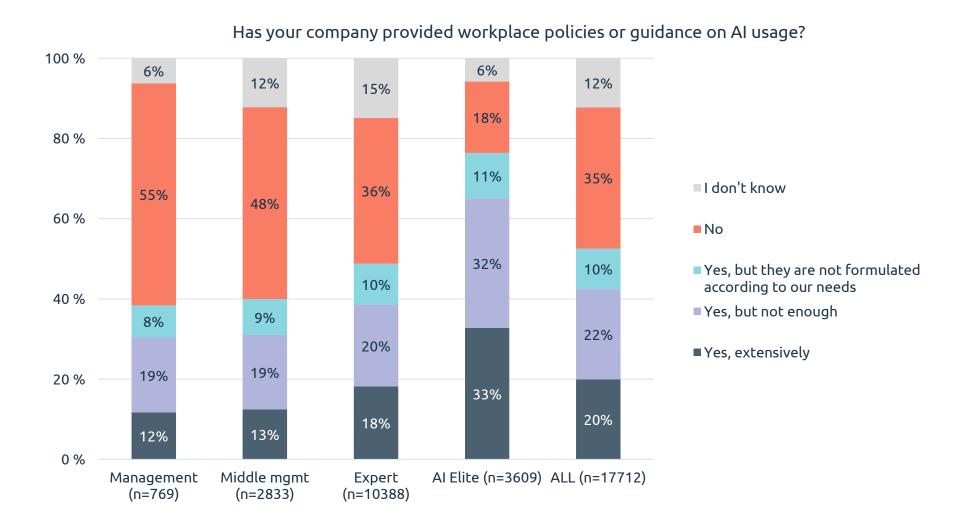
Clear differences in usage of AI

- Respondents belonging to AI Elite use AI clearly more and in a more versatile manner.

- Usage of AI for various purposes also differs among respondents holding different positions.

- For example, respondents belonging to AI Elite or management use AI for content creation more often than others (43% and 31%, respectively).

What do you primarily use AI for at your work? (Multiple choice)

■ Management (n=769) ■ Middle mgmt (n=2833) ■ Expert (n=10388) ■ AI Elite (n=3609)

Coding-related tasks
- 3%
- 4%
- 17%
- 28%

Assisting in creative processes
- 13%
- 11%
- 12%
- 33%

Content creation
- 31%
- 19%
- 15%
- 43%

Exploring and understanding new concepts
- 12%
- 11%
- 15%
- 32%

Data analysis and processing
- 19%
- 14%
- 15%
- 43%

Automating repetitive tasks
- 5%
- 5%
- 7%
- 24%

Enhancing security measures
- 1%
- 1%
- 1%
- 3%

Other
- 4%
- 3%
- 4%
- 5%

I do not use AI at work
- 51%
- 63%
- 56%
- 17%

Workplace policies or guidance on AI usage

Has your company provided workplace policies or guidance on AI usage?

Reskilling and upskilling related to AI

Have you received any re-skilling or up-skilling related to AI?

Legend:
- I don't know
- No, and I don't feel the need to
- No, but I would like to
- Yes, but I need more
- Yes, extensively

	Management (n=769)	Middle mgmt (n=2833)	Expert (n=10388)	AI Elite (n=3609)	ALL (n=17712)
No, and I don't feel the need to	23%	27%	29%	16%	26%
No, but I would like to	53%	52%	44%	31%	43%
Yes, but I need more	19%	15%	18%	36%	22%
Yes, extensively	4%	4%	5%	16%	7%

AI and job security

How has the impact of AI affected your perception of your job security?

Legend:
- AI is not relevant to my job
- I am not sure how AI has affected my job security
- AI has not affected my job security
- AI has decreased my job security
- AI has improved my job security

Category	AI is not relevant	Not sure	Not affected	Decreased	Improved
Management (n=769)	26%	12%	53%	2%	7%
Middle mgmt (n=2833)	27%	15%	51%	4%	4%
Expert (n=10388)	20%	18%	52%	6%	4%
AI Elite (n=3609)	7%	10%	58%	6%	19%
ALL (n=17564)	19%	15%	53%	6%	7%

Productivity and AI
(only those using AI)

"AI has made me more productive at work"

■ Agree ■ Does not agree or disagree ■ Disagree

AI Elite (n=2936)
- 53%
- 38%
- 9%

Expert (n=4605)
- 40%
- 47%
- 14%

Middle mgmt (n=1061)
- 32%
- 53%
- 15%

Management (n=387)
- 38%
- 51%
- 11%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
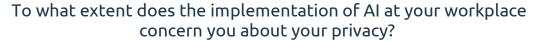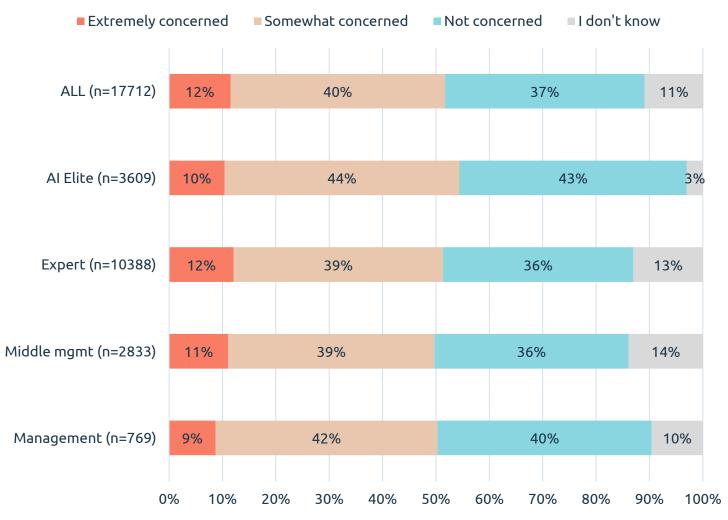
Concerns over privacy

- Over half of all respondents (52%) are at least somewhat concerned about their privacy when AI is implemented at their workplace.

- However, 37% are not concerned and 11% cannot say.

- The views of respondents belonging to AI Elite are divided, like those of the other respondent groups.

To what extent does the implementation of AI at your workplace concern you about your privacy?

■ Extremely concerned   ■ Somewhat concerned   ■ Not concerned   ■ I don't know

Group	Extremely concerned	Somewhat concerned	Not concerned	I don't know
ALL (n=17712)	12%	40%	37%	11%
AI Elite (n=3609)	10%	44%	43%	3%
Expert (n=10388)	12%	39%	36%	13%
Middle mgmt (n=2833)	11%	39%	36%	14%
Management (n=769)	9%	42%	40%	10%

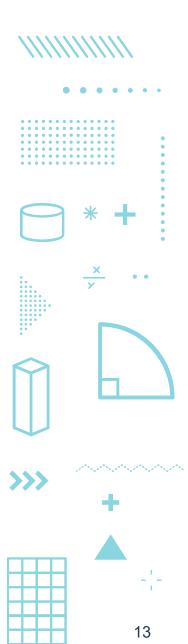0%   10%   20%   30%   40%   50%   60%   70%   80%   90%   100%

AI Elite worry more about bias and discrimination than others, but majority are not concerned

To what extent are you concerned about bias and discrimination when it comes to the implementation of AI at your workplace?

■ Extremely concerned   ■ Somewhat concerned   ■ Not concerned   ■ I don't know

Category	Extremely concerned	Somewhat concerned	Not concerned	I don't know
ALL (n=17712)	5%	25%	52%	18%
AI Elite (n=3609)	5%	28%	58%	8%
Expert (n=10388)	6%	25%	49%	21%
Middle mgmt (n=2833)	5%	24%	50%	21%
Management (n=769)	5%	24%	57%	14%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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