

How Hands-On Training Unlocks the True Value of AI in Schools

Research Details

Title: [AI Works 2025 Research Report: A people-first skills pilot, exploring AI adoption in the workplace](#)

Authors: Google UK in collaboration with Public First

Date: March 2025

Peer-Review Status: Not peer-reviewed. This is a policy-oriented pilot report designed to inform education stakeholders and government policy, not an academic journal submission.

Aims & Methodology

Aim: To test how training affects the adoption of AI by UK school staff and whether AI delivers the time-saving benefits predicted in earlier models.

Methodology: 475 educators across two MATs. A 2.5-hour introductory in-person training. Followed by optional online sessions over 3 months.

Focus Areas: Understanding AI, Practical AI tool use, Responsible use and ethical considerations
Data Collection: Pre and post training surveys

Report Findings

AI Reduces Teacher Workload

- AI could save up to 109 hours per year. This equals a 16% increase in teacher-pupil time.
- More relevant for teachers burdened by admin tasks, this finding suggests AI could improve wellbeing and retention, freeing time for curriculum planning and student support.
- Subjects with high planning or marking demands benefit more.

AI Adoption is Low Due to Perceived Irrelevance, Not Lack of Trust

- Only 22% prioritised AI training when given options.
- Trust was not the primary barrier. “Not relevant to my job” was cited by 38%
- Post-training, daily AI use rose from 19% to 47%
- Training should connect AI tools to real teaching tasks. Focusing on relevance, not just tech literacy, is more effective.

Institutional Support and Cultural Change Drive Adoption

- Teachers feared AI use might be viewed as “cheating”.
- After training, they became active advocates, and peer-to-peer demonstrations increased
- Leaders should explicitly permit and model AI use, creating policy frameworks to overcome hesitation.

AI is Most Effective in Administrative and Planning Tasks

- After training 77% used AI for writing/communications.
- After training 60% used it for simplifying documents.
- After training 47% used it for lesson planning.
- Also used in email templating, meeting notes, and poster design.

Effective Training Builds Confidence, Habits, and Curiosity

- 90% said training surprised them with what AI could do.
- New habits and experimentation formed quickly.
- Post-training, participants created their own use cases and shared them with others.
- Time to explore and “play” is vital. Embed this in inset days, CPD, and coaching models.

Remaining Concerns

- 38% still worried about reliability.
- 20% still didn't trust AI in high-stakes situations.