

AI isn't solving the talent shortage

It's changing how scarce talent gets used





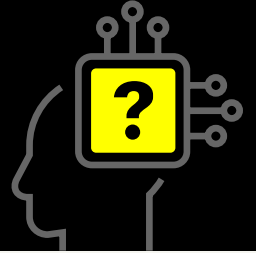
Introduction

Transportation organizations continue to face the constraint: not enough skilled people to meet demand.

Artificial intelligence (AI) hasn't removed that constraint.

It has changed how organizations operate within it, according to the 900 transportation leaders and experts Autodesk surveyed and interviewed for *the 2026 State of Design & Make: Spotlight on Transportation* report.

The assumption vs. **The reality**



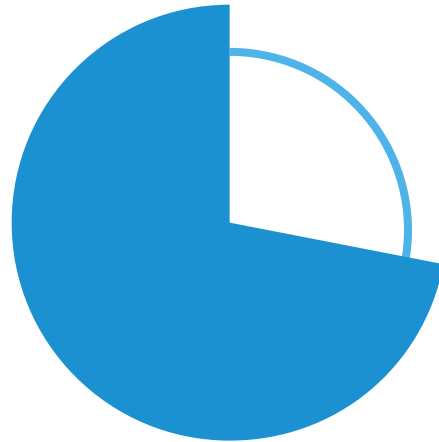
The assumption

AI is expected to be the solution to the workforce problem.

Across the industry:

72%

of leaders and experts believe AI can help bridge the talent gap



The reality

AI doesn't reduce the need for skilled people.

Even among AI leaders—organizations that have fully integrated AI into their transportation projects:

- Talent concerns remain high
- Workforce constraints still exist

Global talent concern

Leaders and experts in Asia-Pacific show the highest level of concern regarding their industry's talent pool.

61%

Asia-Pacific

50%

North America

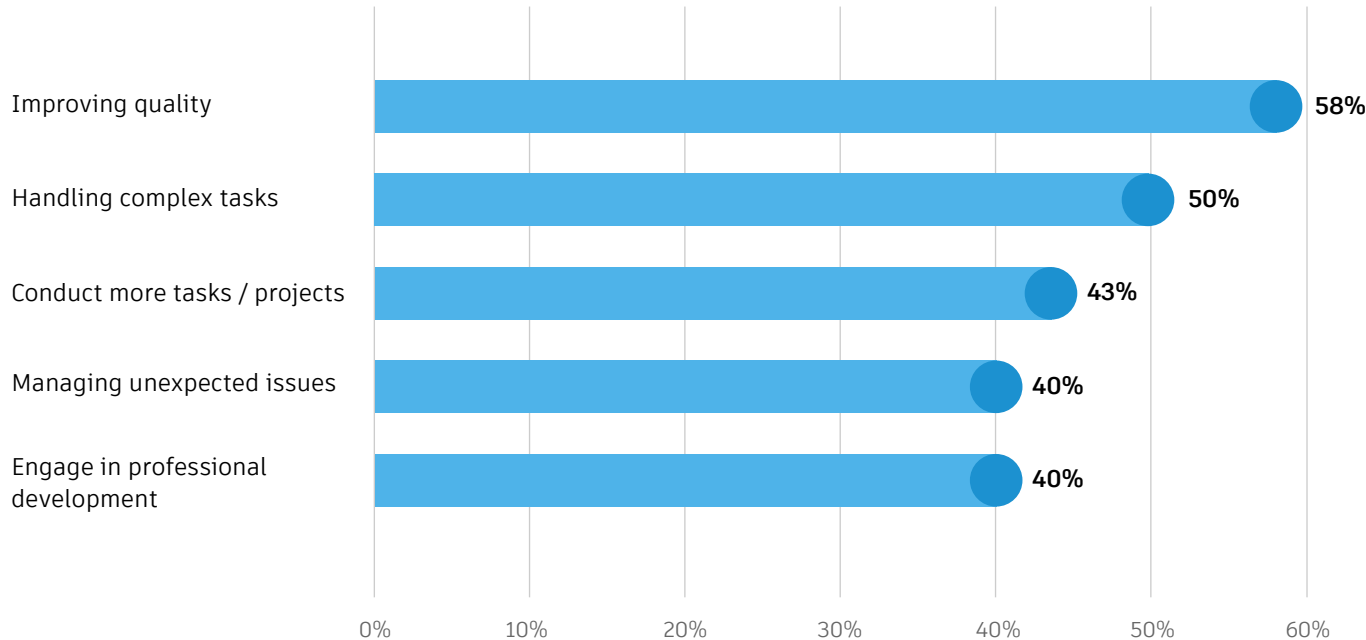
45%

Europe

What actually changes is how work gets allocated

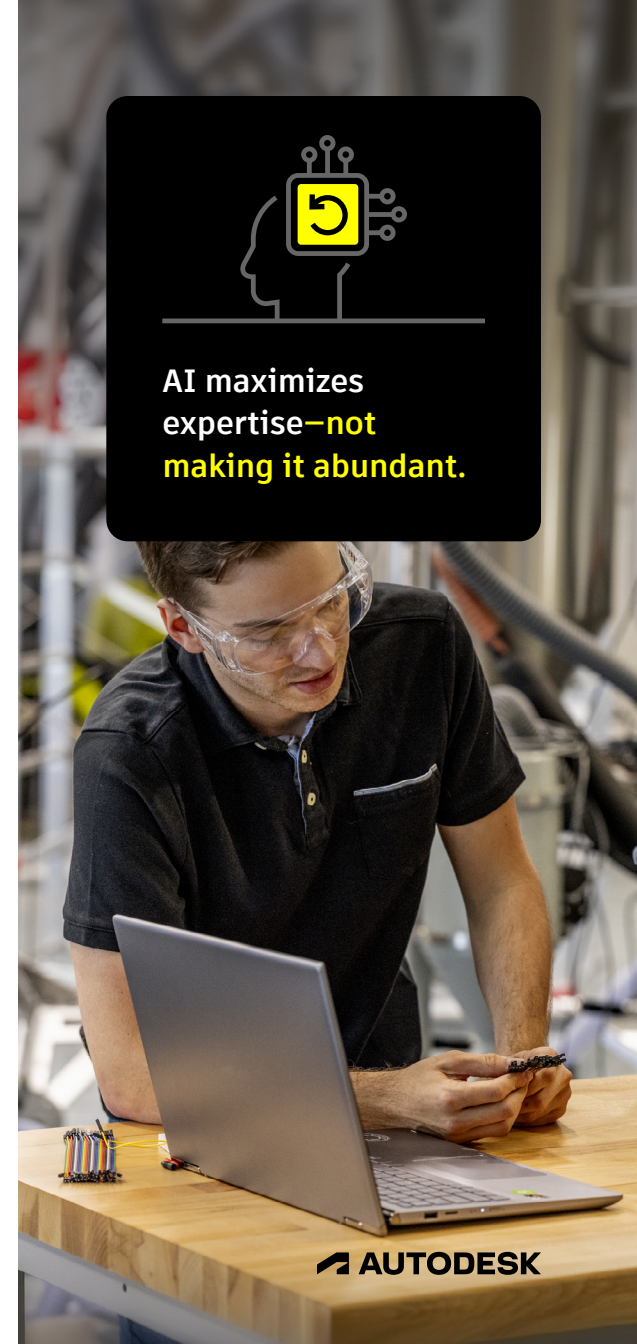
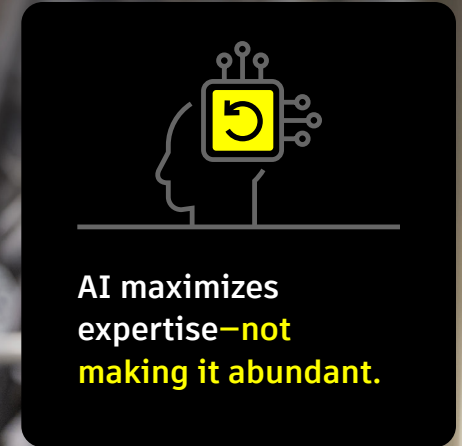
AI doesn't eliminate work. It **redistributes** it.

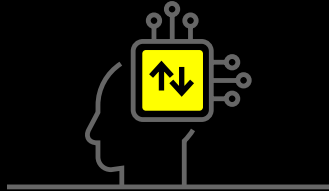
Time saved from automation is redirected toward:



→ **The result:** Capacity gets reinvested in higher-value work: quality, complexity, and resilience

Survey question: If you save time with AI tools, how do you utilize that time? Multiple answers possible. Percent selected.



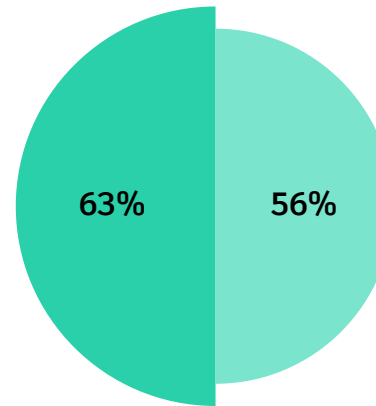


The difference isn't adoption. It's prioritization.

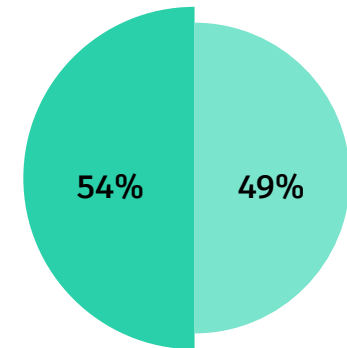
AI leaders don't just save time—they use AI differently

AI leaders are more likely to focus on:

Quality improvement



Complex, high-value work



● AI leaders ● Non AI leaders

Non-AI leaders: Use AI to increase output or throughput

Survey question: If you save time with AI tools, how do you utilize that time? Multiple answers possible. Percent selected.

Using AI to scale output misses the point

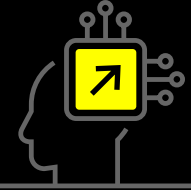
Organizations that use AI only to:

- Increase volume
- Accelerate existing workflows

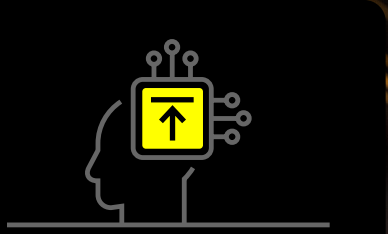


Risk:

- Scaling inefficiencies
- Reinforcing low-value work



Efficiency without
reprioritization just
scales the problem.



Work is moving up the value chain.

The shift isn't automation. It's elevation.

The role of teams is changing:

From:

- Producing outputs
- Executing workflows



To:

- Evaluating trade-offs
- Solving complex problems
- Improving business outcomes

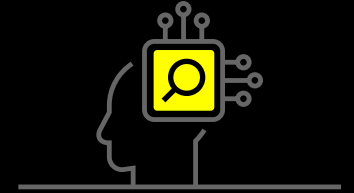
What this means for leaders

The question isn't:

- Do we use AI?

It's:

- Where are we allocating time?
- What work are we prioritizing?
- Are we improving business outcomes—or just increasing output?



**AI exposes how
you run your
organization.**

Putting effort where it matters most

In a constrained labor market, the priority isn't "more AI"—it's building the conditions for AI to deliver: trusted data, aligned teams, and job-ready skills.

1 Build a trusted data foundation for AI-powered decisions

Consolidate and standardize project data in a common data environment so insights are reliable, decisions are auditable, and teams spend less time reconciling versions and more time improving outcomes.

2 Increase decision velocity across teams and time zones

Create shared, real-time project context so distributed teams can align faster, reduce delays, and prevent late-stage rework caused by miscommunication.

3 Reallocate scarce expert time to higher-value work

Automate repetitive workflows and routine documentation so experienced talent can focus on quality, complex problem-solving, and risk mitigation—not production churn.

4 Make AI adoption operational, not experimental

Embed AI assistance directly into everyday workflows so improvements show up in predictable outcomes—cycle time, quality, and resilience—rather than isolated pilots.

5 Accelerate workforce readiness with applied skilling and validated capability

Train people in real workflows, validate proficiency through role-relevant credentials, and connect learning to hiring and ongoing upskilling so talent ramps up faster and stays current.



Your next step

Get in touch with us for a consultation session now to understand how you can integrate AI into your workflows to help you with prioritization and improve business outcomes.

→ [Contact us](#)



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