

# AI isn't solving the talent shortage

It's changing how scarce talent gets used





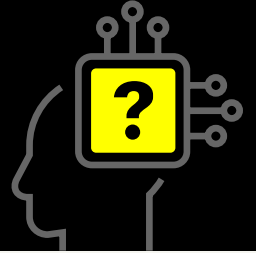
# Introduction

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**



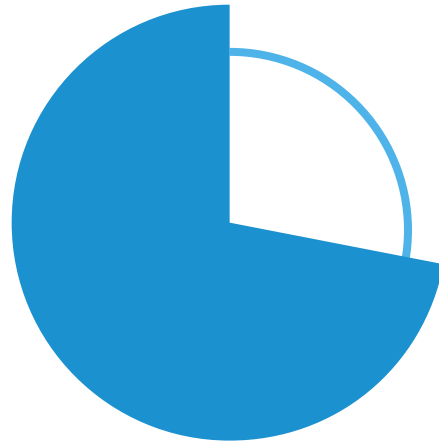
## The assumption

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

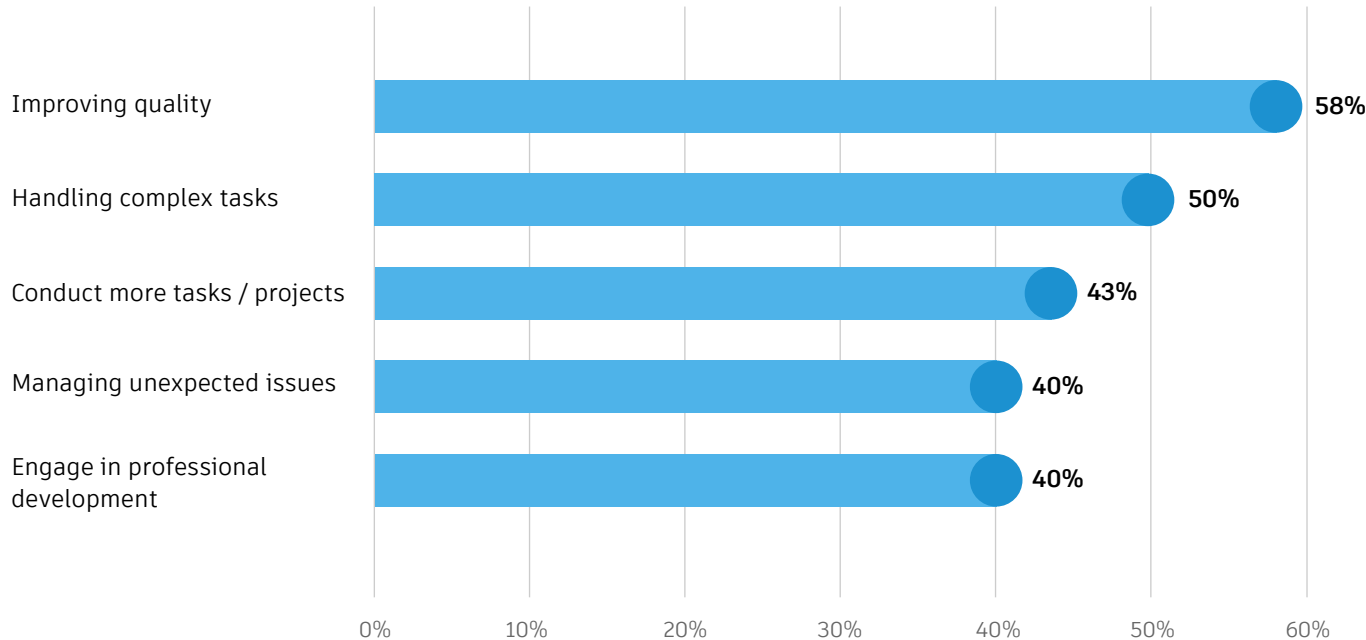
**45%**

Europe

# What actually changes is how work gets allocated

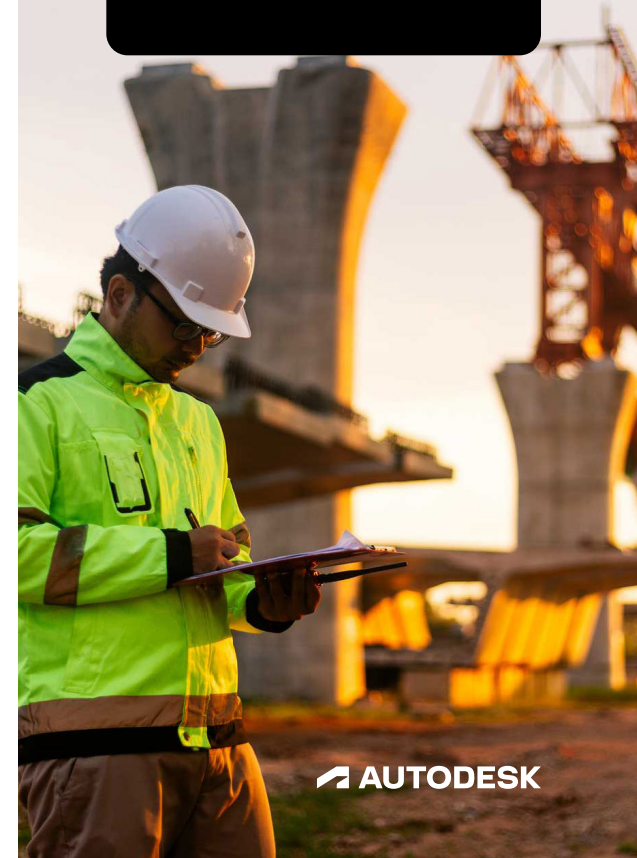
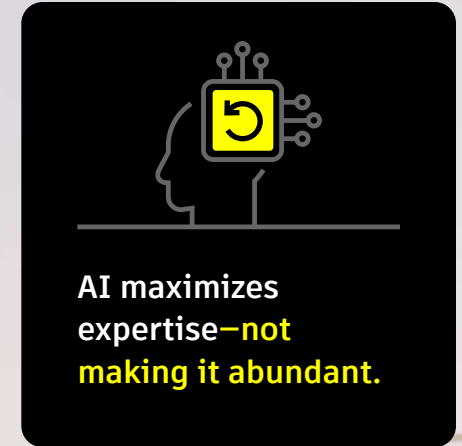
AI doesn't eliminate work. It **redistributes** it.

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.





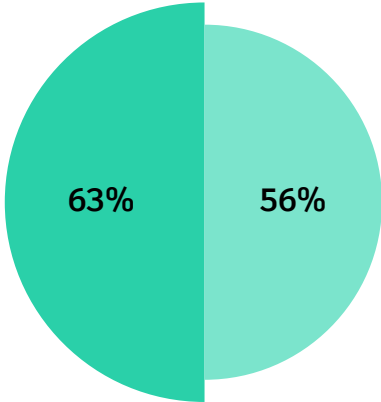
The difference isn't adoption. It's prioritization.



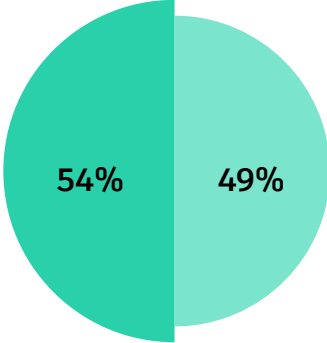
# AI leaders don't just save time—they use AI differently

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

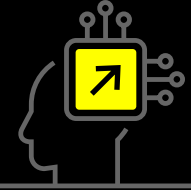
Organizations that use AI only to:

- Increase volume
- Accelerate existing workflows

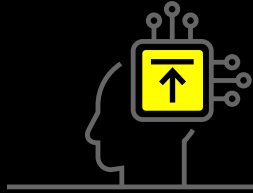


## Risk:

- 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

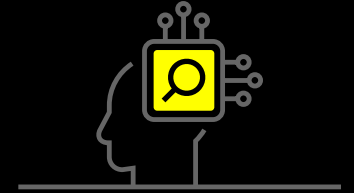
# What this means for leaders

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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