

BIM REALITIES:

Mind the gap



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Framing the BIM capability conundrum

The AECO (architecture, engineering, construction and operations) sector is investing in digital tools, cloud platforms, automation and AI. They are changing what people do, how work is organised and which tasks can be supported or automated.

But we know from experience that technology alone does not improve project outcomes. What's key is having the capability to apply these tools effectively in practice – people who understand where these technologies add value and how to apply them within real project workflows.

Around the world, AECO is an important sector. But it is under pressure to increase productivity gains, and deliver more efficiently and sustainably.

It follows that digital is now playing more of a role. Whereas digital transformation and innovation had previously been sluggish across AECO – factors such as scarcity of trained labour, heightened stakeholder expectations for data transparency and integration, and a need to speed up construction timelines, seem to be driving a surge in digital adoption¹.

BIM has moved beyond its origins as a way of creating 3D models. Increasingly, it is understood as part of a wider approach to managing and sharing project information, supported by common data environments, cloud collaboration and standards such as ISO 196502.

Research reflects this shift: seven in ten professionals report using BIM, while a growing proportion now see BIM as a collaborative information-management process rather than simply “3D models with data”

But BIM adoption and digital maturity are not uniform. Organisations may have access to increasingly sophisticated technologies without necessarily having the skills, processes and capability to use them effectively. In a survey of construction organisations in MENA, 60% said their organisation had a digital strategy, yet the region's adoption of digital construction technologies remains a developing journey⁴.

The challenge is therefore shifting from adopting BIM to building the capability to make digital ways of working deliver value.



THE SECTOR TODAY

280 million people are employed in construction – around 8% of the global workforce.

The sector is under pressure to deliver more efficiently as demand grows.

The availability of skilled workers is cited as a high-impact productivity constraint – **59% in the Middle East and Africa** (MEA).



WHAT'S CHANGING

Views of BIM are shifting from 3D modelling towards information management, collaboration and standards such as ISO 19650.

AI, automation, cloud technologies and digital twins are creating new possibilities for how construction data and workflows are managed.

Data is increasingly flowing across disciplines, project stages and the wider supply chain, creating greater expectations for collaboration and interoperability.



THE CHALLENGE

Digital adoption is growing, but maturity varies across organisations and regions.

The industry needs people with the skills to work effectively with increasingly digital tools, data and workflows.

Having access to new **technology alone is not enough**. Organisations need the skills, processes and capability to apply them effectively and realise value.

The AECO industry is undergoing a major transformation as Artificial Intelligence revolutionizes BIM technologies, addressing challenges from Issued for Construction (IFC) designs across Architecture, Structure, and MEP to As-Built Models. Skilled engineers leveraging these advanced tools will drive innovation, efficiency, and excellence in digital construction.

Dr Waleed Salah,
Radiance, Egypt

The most significant change we're seeing in AECO is the shift from BIM as a modelling activity to a connected, data-driven way of delivering projects, where collaboration, information quality, automation and interoperability are increasingly as important as modelling skills.

Lusine Harutyunyan,
NUACA, Armenia

Technology is changing. Are skills and capability keeping pace?

As BIM becomes more connected with digital workflows, data and AI, the capabilities required on projects are changing too. It is changing what organisations need from their people.

The challenge is no longer simply having access to the right software. It is having people who can apply BIM effectively within real project environments – and organisations with the processes, workflows and standards to support them.

“The shift from isolated BIM files to connected, cloud-based project environments is changing how teams collaborate and share information.

Mahmoud Samir,
BIM Solutions, Egypt.

Autodesk's 2025 State of Design & Make found that:

61%

of business leaders
say new employees
with the right
technical skills are
difficult to find

58%

of business
leaders say access
to skilled talent is
a barrier to growth

Taking the point about skills one step further – organisations actually need to develop capability. This is reflected in comments from practitioners across the Autodesk Learning Partner network.

“The main challenge is no longer simply access to software or basic training. The challenge is developing professionals and organisations that can integrate BIM into real project workflows.

Zhyldyz Bekbolotova,
ARCHI-LAB in Kyrgyzstan



Organisations need people who...

- know and can use the latest BIM tools and workflows.
- can apply BIM effectively to live projects.
- can work effectively across functions, organisations and geographies.
- can rely on project data to make better decisions and improve outcomes.
- know how and where AI can add value to support their work.
- can keep developing as technology and requirements change.

MIND THE GAP

But what we're seeing...

- people who can use the software but struggle with real project workflows.
- graduates and others who know the tools but lack project experience.
- teams still working in silos or with inconsistent standards.
- gaps in information management, coordination and data workflows.
- growing interest in AI, but a need to connect it to real industry workflows.
- one-off training still being relied on to address evolving needs.



The biggest BIM capability gap we're seeing is the difference between being able to use BIM software and being able to apply BIM methodology effectively and collaboratively on a real project.

Mustafa Tutuk,
AEC Akademi, Türkiye.

Shifting from skills to capability

As BIM becomes more connected to data, digital workflows and AI, the real test is whether people can use it to solve problems, make better decisions and deliver better project outcomes.

Indeed, at the heart of this is the difference between skills and capability. Skills give people the ability to use a tool. Capability is the ability to apply those skills effectively within a project, organisation and wider workflow.



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BIM for digital construction, powered by AI, is the future of construction management. Coordinating all disciplines (Architecture, Structure and MEP) in one environment reduces indirect costs by saving time and preventing errors, both in design and during construction.

Dr Waleed Salah,
Radiance, Egypt

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An effective BIM professional understands not only how to use the tools, but also when and why to use them.

Mahmoud Samir,
BIM Solutions, Egypt

From **Technical knowledge** to **Project capability**

Knowing the software	➔	Applying it effectively on real projects
Individual skills	➔	Ability to work across teams and disciplines
Technical knowledge	➔	Using knowledge to solve project problems
Using BIM tools	➔	Working with connected data and digital workflows
Learning once	➔	Continuous development as tools and workflows change

People with strong BIM capability can:

1. Understand the why:

know why an approach or information requirement matters – not just how to use the software.

2. Work in context:

understand project requirements, standards, roles, workflows and how their work connects to others.

3. Make decisions:

use information and professional judgement to determine what needs to happen and when.

4. Solve problems:

apply knowledge to real project challenges rather than simply following a predefined process.

5. Collaborate:

work across disciplines, teams and organisations, communicating and coordinating effectively.

6. Keep learning:

adapt as technology, workflows, standards and roles evolve.

Across the Autodesk Learning Partner network, we see how people make the biggest leap in capability when they're tackling real-world challenges – this could be project work, through competition-based learning or through work-based projects.



Learners develop real-world BIM skills when they have to solve realistic project problems, make decisions, collaborate with other disciplines, work with imperfect or changing information and receive feedback on both the outcome and the process.

Lusine Harutyunyan,
NUACA, Armenia

Capability isn't only about what individuals know. Organisations need the standards, processes, roles and workflows that allow people to apply those skills consistently.



Reality checks from the Autodesk Learning Partner community



Story 1

Team CAD, Israel

From software knowledge to project capability

Story 2

Kayan Academy, Egypt

Connecting skills to the complete project deliverable

Story 3

Consultations Projets Afrique, Cameroon

From individual skills to collaborative project delivery

Story 4

ARCHI-LAB, Kyrgyzstan

From BIM awareness to practical implementation

Story 5

AEC Akademi, Türkiye

BIM is becoming the way projects are delivered

Story 6

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BIM is becoming a connected, project-wide capability

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The Design Company Training Centre, UAE

From modelling to managing information

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BIM is becoming a business requirement

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Turning BIM expertise into organisational capability

Story 10

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From BIM modelling to AI-enabled workflows

Story 1

From software knowledge to project capability

Debby Mashiah, Team CAD, Israel



BIM is increasingly moving from software training towards practical project delivery and collaboration. Customers who may have started with basic Revit training are now coming back for more advanced, project-based support – including templates, modelling standards, multidisciplinary coordination, data and BIM implementation within their organisations. They are looking for help understanding how BIM workflows work in practice, rather than simply learning individual tools and commands.

The biggest capability gap we see is between knowing the software and understanding how to apply it within a real project workflow.

New learners can become focused on tools and commands, while experienced professionals may need to move away from established CAD-based ways of working towards BIM-based collaboration. Applying BIM effectively requires an understanding of project requirements, standards, coordination and deliverables, as well as the ability to make decisions when working with real project constraints, deadlines and other disciplines.

Practical, project-based learning is particularly effective in closing this gap. Learners develop stronger capability when they work through realistic scenarios and understand how their decisions affect coordination, documentation and project outcomes. For organisations, training has greater impact when it is combined with internal BIM standards, mentoring and role-specific development for project teams and managers. BIM capability develops when software knowledge is connected to the way projects are actually delivered.



Debby Ruach Mashiah is the Training Centre Manager at aCADemia @TeamCAD Israel, where she leads professional training in Autodesk technologies, CAD, and BIM. Her purpose is to bridge the gap between rapidly evolving technology and the practical skills professionals need for real-world projects. Passionate about continuous professional development and innovative learning, she develops training and curricula combining hands-on industry knowledge, emerging technologies, and AI tools to help professionals and organizations build relevant capabilities, adapt with confidence, and turn new technology into practical value.

Story 2

Connecting skills to the complete project deliverable

Selim Badwy, Kayan Academy, Egypt

BIM training is increasingly about understanding how individual modelling skills contribute to the wider project. Our programmes now connect Revit modelling with documentation, quantity take-off, coordination and information management, reflecting the reality that a model is not an end in itself. Learners are also asking how technologies can help with practical tasks such as checking information, reducing repetitive work and producing useful project data.

The biggest capability gap we see is connecting what someone can do in the software with what a project team needs them to deliver.

Learners may know how to create individual elements, but producing a complete project deliverable requires them to understand parameters, drawings, schedules, quantities, model organisation and coordination, and how changes affect other people's work. This is particularly important when moving from an individual file to a shared project environment.

New entrants need experience completing projects rather than isolated exercises, while experienced users increasingly need skills in coordination, automation and information management.

We've found that project-based learning is particularly effective in closing this gap. Using a realistic project such as a residential villa gives learners a clear outcome and allows modelling, documentation, quantity take-off and coordination to be taught as connected activities rather than separate software exercises. The same principle applies to organisations: training is most valuable when it is linked to the work people are expected to deliver, supported by agreed templates, regular review and opportunities to apply new skills. Learners develop real-world BIM capability when they have to produce and explain a connected piece of work – not simply demonstrate that they know how to use the software.

Kayan Academy is an Egypt-based company specializing in professional training, technical support, and engineering software solutions. Since 2009, it has supported professionals and organizations in adopting CAD and BIM technologies through practical training and innovative learning programs. With operations across Egypt and the Gulf region, Kayan Academy focuses on developing technical skills, improving digital workflows, and supporting professional growth in the AEC industry.

Story 3

From individual skills to collaborative project delivery

Bibiane Etoa Epse Mengu, Consultations Projets Afrique, Cameroon

More customers are now asking for projects to be delivered using BIM, and that is changing what they need from training. Learners are asking more about how different disciplines can collaborate on a project, while many project teams are still working in silos. The challenge is therefore moving beyond individual software skills towards understanding how people, processes and tools need to work together to deliver a project effectively. Increasingly, the focus is on using BIM to support better coordination and quality project delivery.

We see an important skills gap among new entrants, who may have acquired software skills through training but can find it difficult to apply them in a professional project environment.

Knowing the software is different from understanding the workflow. Real project work requires people to understand how their role fits into the wider process, collaborate with other disciplines and adapt their skills to the requirements of a particular project. Learners can also find the transition from a controlled training environment to the realities of a live project challenging, particularly when they encounter different working practices, teams and project conditions.



Collaboration is a key part of closing that gap. Training needs to help people understand not just how to use the tools, but how to use them as part of a coordinated project workflow. Organisations also need to keep employees aware of emerging developments in automation, AI and new ways of working, and give them opportunities to apply those skills. We have seen the impact this can have when someone moves from a predominantly AutoCAD-based workflow into an AEC/BIM environment: with the right support, they can develop the capability to deliver projects more effectively, including meeting project timescales and budget requirements.

Bibiane Etoa Epse is the Country Manager for **Consultations et Projets d'Afrique** (CPA), overseeing Central Africa. She advocates for BIM implementation in Cameroon and Gabon, with a focus on involving more qualified women professionals across different sectors. CPA is a Pan-African company specializing in digital transformation for engineering, infrastructure, and construction. It supports organizations and academic institutions in adopting innovative solutions. As an Autodesk Authorized Training Center (ATC®), CPA aims to equip current and future generations with the skills needed to move Africa forward.



Story 4

From BIM awareness to practical implementation

Zhyldyz Bekbolotova, ARCHI-LAB, Kyrgyzstan

BIM is moving from awareness towards practical implementation. The industry is increasingly looking beyond software skills to understand how BIM can support coordination, information management and decision-making across a project. This is reflected in growing interest in BIM integration, multidisciplinary workflows, model coordination and clash detection, alongside emerging interest in automation and AI. As the country's digital construction environment and BIM requirements develop, organisations are having to build both the technical skills and organisational capability needed to put BIM into practice.

The biggest challenge we see is the gap between knowing the software and being able to apply BIM effectively on a real multidisciplinary project.



Learners may be able to complete individual tasks in Revit or other tools, but real projects bring incomplete information, changing requirements, different modelling approaches, coordination issues and the need to work with other disciplines. Managers and organisations face a parallel challenge: understanding how to establish standards, roles and workflows and how to support teams as they make the transition. The skills challenge exists at every level, from graduates developing practical experience to experienced professionals adapting established ways of working.

What works best is a combination of software training, real project work, multidisciplinary coordination and mentoring. Giving learners a realistic project to work through helps them understand BIM as a project process rather than a collection of software tools. For organisations, closing the gap requires the same principle at a larger scale: BIM needs to be supported by standards, pilot projects, management commitment and continuous development. In a market where BIM capability is still developing, practical experience and organisational support are particularly important in turning awareness into effective implementation.



Archi-Lab KG, represented by **Zhyldyz Bekbolotova**, CEO/Founder of the company, is a leading provider of engineering software, BIM technologies, and professional training in Kyrgyzstan. Archi-Lab KG is the only Autodesk Authorized Training Center (ATC®) in Kyrgyzstan and an authorized Autodesk reseller. The company successfully supports BIM implementation in organizations, helping them integrate digital workflows, improve collaboration, and enhance efficiency throughout the building design and construction process.

Story 5

BIM is becoming the way projects are delivered

Mustafa Tutuk, AEC Akademi, Türkiye

BIM is moving well beyond being a specialist skill or a software capability. It is increasingly becoming a way of working across the AECO industry, driven by more interdisciplinary project delivery, common data environments, interoperability and evolving public-sector requirements. We're seeing this reflected in the questions learners ask: rather than simply asking how to learn Revit, they want to understand where BIM fits in the project, how disciplines work together, how information is exchanged and coordinated, and what these changes mean for their careers.

There is a clear difference between being able to use BIM software and being able to apply BIM effectively on a real project.

Learners may be confident creating a model, but real projects require them to work to standards, manage information, coordinate with other disciplines, deal with revisions and understand how their work affects others. Organisations may invest in technology without always developing the processes, standards and team capabilities needed to use it effectively. Automation and AI are adding another layer, with growing interest in how these technologies can be integrated into everyday workflows rather than treated as separate tools.

Closing that gap means bringing software skills, BIM methodology and project experience together. Project-based learning, realistic scenarios and interdisciplinary workflows give learners the opportunity to make decisions and solve problems in ways that reflect what happens on a real project. BIM capability is therefore not something that can be achieved through a single software course: it needs to be developed and reinforced through practical application, organisational standards and continuous professional development.

Mustafa Tutuk is an architect and the founder of **AEC Akademi**, an Autodesk Authorized Training Center. AEC Akademi provides live online training and consultancy for architecture, engineering and construction professionals, covering BIM methodology, Revit and other practical project skills. Its training team includes more than ten instructors, including BIM Managers working internationally and university academics.



Story 6

BIM is becoming a connected, project-wide capability

Ashot Mkhitarian, NUACA, Armenia

The biggest change we're seeing is the shift from BIM as primarily a modelling and documentation activity towards a more connected, data-driven way of delivering projects. Learners are asking less about individual software commands and more about how tools, disciplines and workflows connect – including cloud collaboration, information management, interoperability, automation and increasingly AI. Projects are more multidisciplinary and information-heavy, so the ability to coordinate, manage and exchange information reliably is becoming as important as modelling itself.

Knowing the software is no longer enough: people need to understand how and why to use it within a real project workflow.



Learners can often complete a structured training exercise successfully, but applying that knowledge when requirements change, information is imperfect, multiple disciplines are involved and decisions have downstream consequences is much harder. We're seeing gaps across career stages – from new entrants connecting software knowledge with project reality, to experienced professionals adapting established ways of working.

The most effective learning happens when training reflects reality. Learners develop real-world BIM capability when they have to solve actual project problems, make decisions, collaborate and work with changing information – not simply follow a series of software exercises. The goal is not simply to create people who can use the tools, but people who can use them effectively to improve how projects are delivered.



Ashot Mkhitarian is an engineer, architectural designer, doctorate researcher, and lecturer at the Department of Technology and Organisation of Construction Production at the National University of Architecture and Construction of Armenia (NUACA). He holds a Master's degree in Engineering, specialised in Building Design. His professional expertise encompasses architectural design, BIM, digital technologies in construction, and construction project management, with a particular focus on integrating innovative digital approaches into architectural and construction practices.

Story 7

From modelling to managing information

Bijal Shah, The Design Company Training Centre, UAE

BIM has moved well beyond 3D modelling and clash detection towards information-driven project delivery. Cloud collaboration, Common Data Environments, model-based deliverables, digital twins and AI-supported workflows are becoming increasingly relevant, and customers are asking about these areas alongside more established BIM tools. The focus is shifting from creating a model to understanding how information is created, shared, coordinated and maintained throughout the project and asset lifecycle.

This is exposing a skills gap that goes beyond software proficiency.

Professionals transitioning from CAD-based workflows into BIM roles, and organisations implementing BIM at scale, need a stronger understanding of BIM processes, project standards, information management and multidisciplinary coordination.

Learners can understand how to create a model but still struggle to work within a BIM Execution Plan, maintain data quality, coordinate with other disciplines and deliver under real project deadlines. Knowing the software creates models; understanding BIM helps deliver project outcomes.

The most effective approach we see combines real project-based learning, mentoring and structured BIM implementation. Organisations need to give equal attention to people, processes and standards rather than treating BIM as a technology investment alone. We have seen multidisciplinary teams move from isolated modelling towards coordinated BIM workflows, reducing clashes and improving delivery efficiency. Learners develop genuine capability when they can apply BIM processes on live projects, with guidance from experienced practitioners and the opportunity to keep developing their skills.

Bijal Shah is a BIM, VDC, and Digital Transformation professional and Lead Instructor with extensive experience in digital design delivery, BIM implementation, and project coordination across the AEC industry. She is passionate about helping professionals bridge the gap between technology and practical project delivery. She represents **The Design Company (TDC)**, a Dubai-based design consultancy founded by Paul Derrick, specializing in Signage & Wayfinding, Environmental Graphics, Identity Development, and Communication Design. TDC has recently expanded to include a dedicated Training Center focused on BIM, VDC, Digital Transformation, and AEC technologies, supporting the industry's digital evolution

Story 8

Beyond BIM: how digital construction and AI are shaping the future

Dr Waleed Salah, Radiance, Egypt

BIM is shaping the future of the engineering industry, as clients, consultants and contractors across the Middle East now recognise the benefits that digital construction, powered by BIM and AI, brings to their projects. This awareness is changing how every project is planned, designed and delivered. Inspections and design submittals for all disciplines (Architecture, Structure and MEP) will no longer be trusted or approved unless they rely on digital models, which confirm that coordination is free from major clashes and that all the information needed for facility management and maintenance is included. AI gives us the inspiration to upgrade all our tools and turn the obstacles we face every day on site and in design into real solutions, serving the main goal of digital construction: a brilliant, well-coordinated design delivered with a suitable budget, on time and with fewer mistakes.

Software skills are no longer the only or main challenge. The bigger gap is knowing how to manage information and apply BIM and AI within a live project.

Graduates may know the commands but not how a building is coordinated, while experienced engineers and project managers may understand construction but not yet use BIM and AI as part of decision-making. Smaller consultants, contractors and specialist subcontractors can also be asked to adopt digital construction without the standards, templates or BIM leadership to support it. Learners often struggle when they move into someone else's standards and must coordinate imperfect information, changing designs and other people's models under real project deadlines.

Engineers across the AECO sector are well trained in modeling and its tools, but the real gap is applying that ability through coordination in formal construction workflows, so they become part of digital construction and can extract all the information needed from the design stage to the as-built stage. AI tools should be used to translate the requirements of the construction industry into digital models, making them effective for every BIM operation, from coordination to facility management.

Dr. Waleed Salah is the CEO of **Radiance Group** and Head of its BIM and Structural Design Departments, an Autodesk Certified Instructor with a PhD in Structural Engineering and ACP BIM Management and RICS certifications.

Established in 2012, Radiance Group is a leading engineering training company, certified by the Egyptian Engineers Syndicate and Autodesk, that has trained more than 20,000 engineers across the Middle East in BIM and engineering services.



Turning BIM expertise into organisational capability

Mahmoud Samir, BIM Solutions, Egypt

The BIM landscape is becoming more connected, automated and data-driven. We're seeing growing adoption of cloud-based Common Data Environments, particularly for collaboration and information exchange across multidisciplinary teams, alongside increasing demand for automation and AI to improve productivity, reduce delivery time and control costs. At the same time, customers are looking beyond design and construction towards how BIM and connected information can support the operational phase of assets. As a learning provider, we're responding to a much broader set of needs than traditional software training.

One of the biggest capability gaps we see is a lack of structured and documented ways of working. Organisations can have experienced BIM Managers and capable teams, but still rely heavily on individual knowledge, verbal instructions and different approaches to modelling and coordination.

Without clear standards, BIM manuals, templates and repeatable workflows, it becomes difficult to achieve consistent and scalable delivery. Learners face a similar challenge: they may understand individual tools, but struggle to apply them within a BIM Execution Plan, Common Data Environment, project standards and multidisciplinary workflow.

The most effective learning is therefore closely connected to live projects and practical implementation. Providing learners with real project scenarios, ready-to-use templates, standards and automation tools helps turn knowledge into repeatable practice. We've seen this in action where training enabled a client to connect Revit-based design with Inventor-based manufacturing, automating elements of design, pricing and production and creating a more integrated workflow. The wider lesson is that closing BIM skills gaps is not simply about teaching people to use new technology; it is about helping organisations turn individual expertise into consistent systems, processes and ways of working.

BIM Solutions is a company specializing in Building Information Modeling (BIM), professional training, and engineering services. It offers practical training in Autodesk technologies, including Revit, Navisworks, Civil 3D, and 3ds Max, across architecture, structural, civil, and electromechanical engineering. Through BIM modeling, implementation support, and technical mentoring, BIM Solutions helps professionals and organizations develop digital skills, improve workflows, and enhance project delivery.

Story 10

From BIM modelling to AI-enabled workflows

Abdul Rahman Gada, Omnix International, UAE

AI is starting to change how BIM work gets done. For AECO organisations, the shift towards AI-enabled production, automation and data-connected workflows is presenting new skills requirements – and exposing gaps in existing capability.

We're seeing a gradual introduction of AI into AECO, alongside a move from model-centric to data-centric delivery.

Customers are increasingly asking us about integrations and data analytics, and how to connect platforms. Mandated common data environment (CDE) workflows, structured data requirements and leaner project teams are also changing how work is delivered.

These all mean our training has to reflect the varying needs of different learner groups. Mid-career practitioners invariably have limited exposure to automation, graduates know the software without having experience of real project workflows, whereas managers sometimes lack confidence in governing AI and automation.



We strive to connect training to real project work. We combine role-based training using learners' own project data with on-project support – this approach is proven to be an effective way to develop capability.

If organisations want to embed new ways of working, we encourage them to invest in protected time to practise, internal champions and training for managers. Progressing from knowing software to using it effectively comes down to practical experience and understanding why a workflow exists – not simply which buttons to press.

It is our belief that as AI and automation become more integrated into BIM production, continuous upskilling will be essential to turning technological change into practical project capability.

Abdul Rahman Gada is a BIM Implementation Consultant and certified Information Management practitioner at **Omnix International**, with more than 8 years of experience leading the implementation and adoption of BIM and CDE workflows. With 37 years of experience across the Middle East, Omnix is a trusted technology partner helping organisations in the built environment, engineering and government embrace digital transformation. From BIM and connected construction to asset digitalisation, Omnix combines technology with consulting, implementation and training to turn digital investment into real project outcomes.

OMNIX



Closing the gap

There isn't one solution for closing the gap. Building capability is an ongoing process: organisations need to understand what skills they need, identify where the gaps are, develop people in ways that reflect their roles, and give them opportunities to apply what they learn.

- 1. Identify:** what skills and capabilities does the organisation or project actually need?
- 2. Assess:** where are the current strengths and gaps?
- 3. Develop:** create learning pathways that reflect different roles, experience levels and capability needs.
- 4. Apply:** give people opportunities to use their skills on realistic projects and workflows.
- 5. Keep current:** continue developing capability as technology, roles and ways of working change.

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Role-based BIM and AI training gives engineers the capability to coordinate, decide and deliver projects.

Dr Waleed Salah,
Radiance, Egypt.

Looking ahead: the gap will keep moving

The challenge will not stand still. As technology and workflows evolve, so will the capabilities people need.

- **AI and automation:** new tools will change tasks, workflows and roles – creating a need to understand both how to use them and where human judgement remains important.
- **Data and connected workflows:** BIM capability increasingly extends beyond modelling into information management, connected data and collaboration across disciplines and project stages.
- **Continuous learning:** being "BIM trained" once is becoming less relevant as technology, standards and ways of working continue to change.



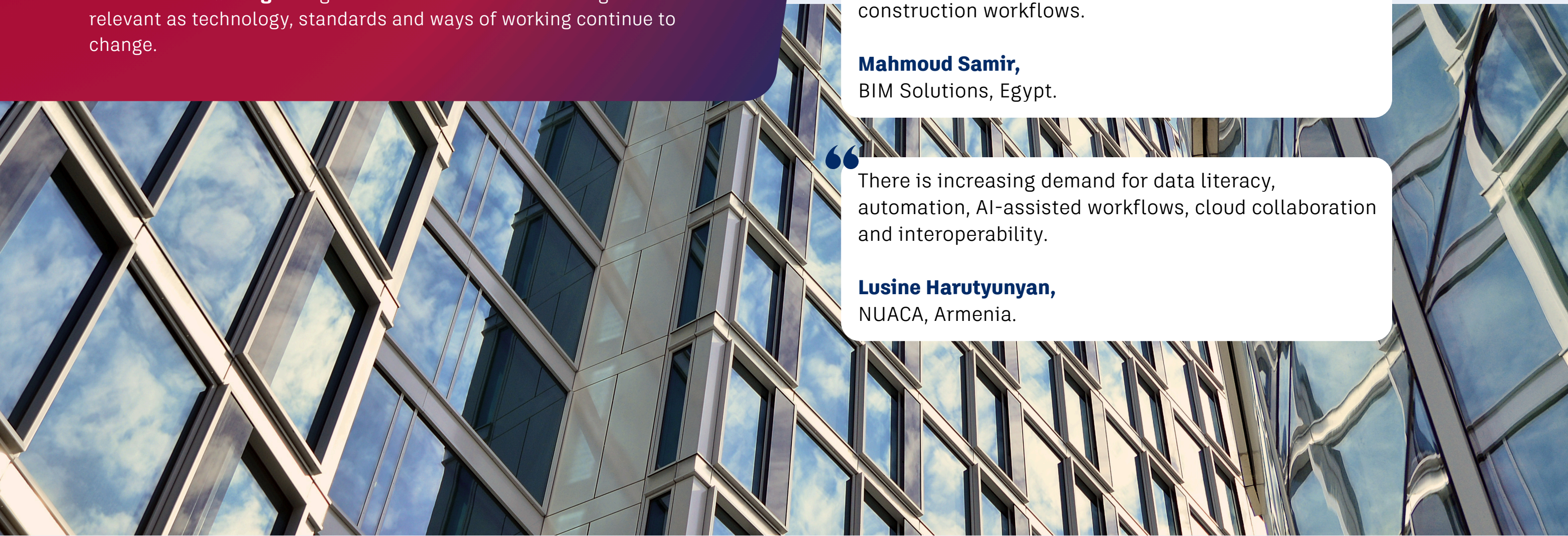
Customers and learners are increasingly asking about how AI can be adopted within BIM and digital construction workflows.

Mahmoud Samir,
BIM Solutions, Egypt.



There is increasing demand for data literacy, automation, AI-assisted workflows, cloud collaboration and interoperability.

Lusine Harutyunyan,
NUACA, Armenia.



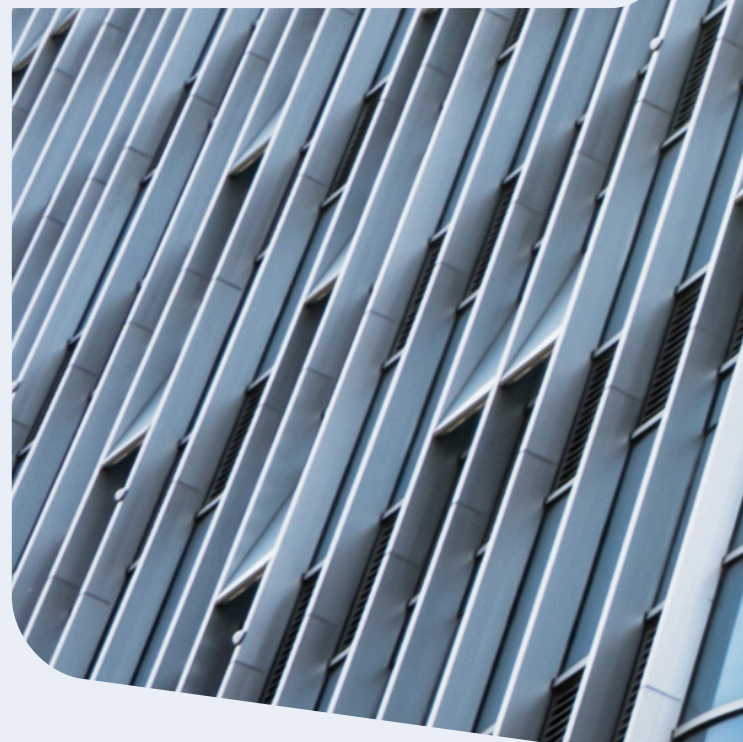
The role of learning

It is clear that effective capability development goes beyond putting people on courses.

- **Role-relevant:** learning should reflect what people actually do, the decisions they make and the workflows they work within.
- **Practical:** people need opportunities to apply knowledge, solve problems and work with realistic project requirements.
- **Recognised:** assessment and certification can provide a benchmark of knowledge and help individuals and organisations identify areas for further development.

Connecting this learning to application is key. Learning builds knowledge. Application turns knowledge into capability. Assessment helps identify what has been achieved and where further development is needed.

The technology may be moving quickly. The capability to use it effectively has to keep pace.



“Training should be linked directly to live projects and treated as a continuous capability-development process rather than a one-time course.

Mahmoud Samir,
BIM Solutions, Egypt.

“Training is most effective when learners work through realistic scenarios, solve project problems and collaborate with others.

Lusine Harutyunyan,
NUACA, Armenia.

“Training should equip engineers to use the power of AI and updated tools in solving project coordination issues, so every project achieves its requirements and is delivered successfully, on time and with fewer errors.

Dr Waleed Salah,
Radiance, Egypt.

About the Autodesk Learning Partner Program

With Autodesk courses and certifications, businesses can gain the knowledge and skills needed to create high-quality building and infrastructure designs. Students can develop the skills they need to build productive careers in the AECO sector.

Autodesk Learning Partners with the Authorized Training Center (ATC®) authorization deliver recognized(/official/authorized) training services on Autodesk products and technology.

Training providers in the network are experienced at supporting employee professional development. They work with Autodesk Certified Instructors (ACIs) who are recognized for their product mastery and instructional skills. Working with employers to evaluate business needs, they can adapt their training to workflow and processes. Offering flexible delivery methods from classroom to instructor-led virtual training, they ensure your team gain the required skills in a way that minimizes business interruption.

Working with the academic market, training partners across the network help with faculty professional development and add value to programs and courses. Offering comprehensive end-to-end service packages, they can combine training with access to Autodesk software and curriculum resources. They embed Autodesk professional certification within their courses, which are of value to faculties and students. In addition, they often support and recognize students by rolling out projects, competitions, and extra-curricular training activities.

<https://autodesk.com/partners/learning>

About KnowledgePoint

KnowledgePoint makes complex partner and learning programmes work in practice. We bring together people, partners, systems and processes into operationally effective enablement models that scale. Combining hands-on delivery with a pragmatic, collaborative approach, we help organisations to strengthen and run learning ecosystems they cannot – or choose not to – manage alone.

As the Autodesk Learning Partner Distributor for the EMEAR territory, we manage the training partner network including recruiting, revenue management, and providing ongoing support and enablement to academic, training and learning partners. We provide operational support, recruit and enable global networks of training providers, and assure high quality delivery and learner experiences.

If you'd like to explore how you can develop and verify the skills your organisation needs for BIM success, the team at KnowledgePoint can connect you with an Autodesk Learning Partner in your market. With learning delivery and content aligned to certifications, Autodesk Learning Partners offer resources and tools designed to help businesses like yours to develop and verify BIM skills.

<https://knowledgepoint.com/autodesk/>



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