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Building the future: BIM, training and evolving skills in Kazakhstan

Kazakhstan's architecture, engineering and construction (AECO) sector is undergoing transformation. A sector experiencing growth, both in production volume and employment – the latest data showed employment in construction had risen to more than 660,000²¹. Overall forecasts point to continued growth underpinned by public infrastructure spending and capital investment.

Government-backed infrastructure programmes, urban modernisation projects and significant foreign investment, are driving the industry to deliver more efficiently, sustainably, and collaboratively. However, there's a growing labour shortage across the sector – and the current unfilled roles are expected to double by 2030²².

BIM has a role to play in addressing the challenge – and in meeting evolving employer needs.

The government has signalled BIM adoption is a priority, particularly in state-funded projects. The growing use of international standards and digital processes is reshaping not only the way buildings and infrastructure are designed

but also how projects are managed and delivered. Across the country, large-scale developments such as transport hubs, energy facilities and new urban districts are central to national growth. For these, and the sector in general, BIM offers the promise of reduced costs, greater transparency, and improvements to long-term asset management.

Employers increasingly recognise technical proficiency alone is not enough; success in a BIM-enabled environment requires collaboration, communication, and the ability to think systemically.

Line Practic LLP, an Autodesk Learning Partner based in Kazakhstan, is working in partnership with employers to meet this emerging skills landscape.

From siloed disciplines to integrated teams

In the recent past, most architects and engineers worked in relative isolation, focusing on their own discipline. Today, demand for BIM skills – and associated need for collaboration – has grown.

For architects, proficiency in Autodesk Revit has become a baseline requirement. At the same time, the emergence of professional BIM managers – and the structured BIM teams they lead – marks a fundamental shift in how projects are delivered. Employers are now looking not only for technical expertise, but also for the ability to collaborate effectively across disciplines.

Leadership and adaptability help BIM managers drive organisational change. Clear communication ensures that project teams stay aligned. The ability to work in coordinated teams, following agreed standards, realises value from digital tools.

“Communication has improved in quality,” says Dinara Aitbayeva from Line Practic, “Whereas in the past it was often dominated by disputes, today it is characterised by structured interaction, common standards, and a clearer understanding of the purpose behind each change.”

In practice, this means that engineers are involved at earlier stages of the design process, project managers are working with real-time data, and contractors are better aligned with design teams. BIM has changed not just how documentation is produced, but how entire projects unfold.



Training for a changing market

Line Practic's training model leverages industry experience. All instructors are practicing professionals who continue to work on live projects whilst also training. This helps to ensure course content reflects the latest market demands, rather than static curricula.

“Our training is being constantly adapted. Each new programme launch takes into account the latest changes in the market. We structure the training in a way that ensures learners develop the skills needed to be fully prepared for real work as soon as they complete the course.”

Feedback from customers on training suggest the approach is landing well – analysis of the evaluations from 230 customers in the current year show an overall experience rating of 89.46%¹².

Practical experience is critical for anyone in a BIM-enabled workplace. Integrating into a coordinated BIM team takes time, as it requires not only technical skills but also a shared understanding of processes and standards.

BIM management requires a grasp of organisational processes that can only come from hands-on experience within a company. Early exposure accelerates readiness but must be complemented by ongoing professional development.

Certification: a standard for quality

Industry-recognised certifications, such as Autodesk credentials, are playing an important role in Kazakhstan's talent ecosystem. While certification cannot fully capture someone's practical abilities, it gives employers confidence in core competencies.

It also validates the quality of instruction: if a course is certified, learners know their instructors' skills have been assessed and endorsed at the highest level. For learners, this provides not only a career advantage but also access to answers and insights grounded in real project experience. As Dinara puts it: *“In real life, theory does not always work the way it is written in textbooks.”*



Advice for employers: get ahead of the market

For firms navigating this evolving landscape, the message is clear.

“Don't wait until a new technology is fully adopted by the government and used everywhere – if you do, you will probably be too late. Look at the risks, find the benefits and cost-effectiveness for your own company, and use those new technologies as a competitive advantage.”



Line Practic LLP is an Autodesk Learning Partner based in Astana, Kazakhstan. Established in 2006, it has extensive experience of developing and delivering practice-led training programmes which equip professionals with the skills needed to succeed in an evolving AECO landscape. As well as offering a range of training programmes, Line Practic regularly offers free webinars on topical issues affecting the sector.



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