



Artificial Intelligence for Skill Development and Future Job Readiness in Higher Education

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Abstract

The growing skills gap between higher education outcomes and labour market demands has intensified the need for innovative approaches to prepare students for future employment. Artificial Intelligence (AI) has emerged as a transformative tool in enhancing skill development and improving job readiness through personalized learning pathways, adaptive training systems, virtual simulations, and data-driven career guidance. This paper examines key AI applications that support both technical and soft skill development in higher education and explores their role in aligning academic learning with evolving workforce requirements. Drawing on case examples from Indian universities and leading international institutions, the study highlights effective AI-driven practices that enhance employability and workforce preparedness. The paper further discusses how successful global models can be adapted within the Indian higher education context to address large-scale skill gaps, promote inclusive learning, and strengthen industry-academia linkages. By synthesizing current applications and practical experiences, this study underscores the potential of AI to transform higher education into a more responsive and future-oriented system capable of producing skilled, job-ready graduates.

