



AI-Enabled Smart Skills for Employability Enhancement: Preparing Learners for the Jobs of Tomorrow

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Abstract

The rapid evolution of artificial intelligence (AI) and digital transformation is reshaping the global employment landscape, placing unprecedented demand on learners to acquire smart skills that enhance employability. In India, strategic educational reforms — notably the National Education Policy (NEP) 2020 and the Skill India Mission — emphasize integrating skill development, industry engagement, and future job readiness. This paper explores how AI-enabled learning systems can promote smart skills (cognitive, digital, socio-emotional) aligned with India's education policy goals. It discusses adaptive learning, predictive analytics, virtual simulations, and competency mapping that enhance personalized education and workforce readiness. The study also examines challenges such as infrastructure, ethical AI use and equitable access. Integrating AI with NEP 2020 and Skill India frameworks can bridge the skills gap, foster lifelong learning, and create a future-ready workforce. Strategic policy implementation and stakeholder collaboration are essential to maximize positive outcomes.

