



Bridging the Skills Gap: Artificial Intelligence as a Catalyst for Future Job Readiness

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Abstract

Artificial Intelligence (AI) is transforming labor markets globally by redefining skill requirements, occupational structures, and employability standards. In India, where demographic advantage intersects with rapid digital expansion, AI adoption is reshaping workforce readiness across sectors such as information technology, banking, healthcare, manufacturing, and education. According to the India Skills Report (2026), national employability has risen to 56.35%, with more than 40% of the IT and gig workforce using AI tools, reflecting accelerated digital integration. Government initiatives including FutureSkills PRIME, Skill India Digital, and reforms under the National Education Policy (2020) aim to institutionalize AI literacy from school to professional levels. However, disparities in AI adoption, infrastructure gaps, and skill mismatches persist. This study analyzes secondary data, policy frameworks, and Indian case examples to evaluate AI's role in future job readiness. It concludes that systematic reskilling, industry-academia collaboration, and inclusive AI governance are essential to harness India's demographic dividend in the AI-driven global economy.

