Artificial Intelligence for Skill Development and Future Job Readiness: A Strategic Framework for Workforce Transformation

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Abstract

Artificial Intelligence (AI) is fundamentally transforming global workforce landscapes, creating both disruption and unprecedented opportunities. This research examines AI's dual role as driver of workforce transformation and solution for preparing workers to thrive in AI-enabled economies. Analysis reveals that nearly half of workers' core skills will be disrupted by 2027, yet AI-powered personalized learning can accelerate reskilling at unprecedented scale. We examine critical skills for 2026—including AI literacy, data analytics, and adaptive learning—while exploring how organizations can leverage AI-driven learning systems, micro learning platforms, and intelligent skill gap analysis. Policy frameworks from India's AI Talent Mission and World Economic Forum initiatives provide implementation roadmaps. Achieving workforce readiness requires coordinated investment in AI-powered education infrastructure, continuous learning ecosystems, equitable access, and collaborative partnerships. Strategic integration of AI into skill development, while maintaining human-centered approaches, enables adaptive, resilient workforces prepared for future digital economies.

International Advance Journal of Engineering, Science and Management (IAJESM)
Multidisciplinary, Multilingual, Indexed, Double-Blind, Open Access, Peer-Reviewed, Refereed-
International Journal, Impact factor (SJIF) = 8.35

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