

Impact of Artificial Intelligence on Skills, Work and Mobility

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Introduction:

Wheebox, a prominent player in remote proctored assessments and consulting services with its headquarters in India and a presence in GCC Countries, conducts numerous assessments globally for corporations, institutions, and governments. In collaboration with key stakeholders such as CII, AICTE, AIU, Sunstone, Pearson, AWS, Economic Times, and Taggd, the report synthesizes inputs from 152 corporations representing 15 diverse industries. Focused on the theme "Impact of AI on the Future of Work, Skilling & Mobility," the report derives insights from the Wheebox National Employability Test (WNET), administered to 3.88 Lakhs candidates across academic institutions in India.

Key Findings:

- **AI Talent Landscape in India:**
India holds a prominent global position in AI skill penetration and talent concentration. As of August 2023, there were 4.16 lakh AI professionals, with an anticipated increase to 1 million by 2026.
- **Demand-Supply Disparities:**
India faces a 60%-73% demand-supply gap in key roles such as ML engineer, data scientist, DevOps engineer, and data architect.
- **Young Employability Improvement:**
Overall young employability in India has shown improvement, reaching 51.25%. States like Haryana, Maharashtra, Andhra Pradesh, Uttar Pradesh, Kerala, and Telangana demonstrate high concentrations of highly employable youth.
- **Regional Employability Variations:**
Haryana leads in employable youth concentration with 76.47%, while Telangana tops employable talent in the 18-21 age group at 85.45%. Gujarat has the highest employable resources in the 26-29 age group with 78.24%.
- **City-wise Employability:**
Pune tops the list for employable talent in the 18-21 age group at 80.82%, followed by Bengaluru and Trivandrum. Lucknow secures the highest employability in the 22-25 age group at 88.89%, followed by Mumbai and Bengaluru.
- **Gender and Location Preferences:**
Kerala emerges as the most preferred state for both male and female employable talent. Cochin is the most preferred area for female test takers.

- **Integration of AI in Learning:**
AI integration into learning science is viewed as a key differentiator, enabling personalized, analytics-driven, and actionable insights. Companies are expected to invest more in upskilling initiatives, especially for early career programs.
- **Government, Business, and Education Collaboration:**
The report highlights the necessity for collaborative efforts among government bodies, businesses, and educational institutions to address challenges and promote inclusive upskilling initiatives.
- **Kerala's Employability Standing:**
Kerala secures the second position in overall employability among the 18-21 age group, showcasing a robust talent pool. Thiruvananthapuram leads in nurturing computer skills, contributing to Kerala's third position overall among states for computer skills.
- **Government Initiatives Recognition:**
The report acknowledges the Kerala government's robust initiatives, including ASAP (Additional Skill Acquisition Programme) Kerala, impacting skill training for over 2.5 lakh higher secondary students. Community skill parks and centres of excellence in Kerala are recognized as exemplary models for training in advanced technologies nationally.

Conclusion

In conclusion, the India Skills Report 2024 sheds light on the nation's thriving AI talent ecosystem and the intricate dynamics of regional employment. While celebrating achievements in employability, a notable challenge arises in addressing the pronounced demand-supply gap for crucial roles. Mitigating this challenge necessitates concerted efforts in refining education curricula, bolstering upskilling initiatives, and fostering public-private partnerships. The report underscores the imperative for a collaborative approach among government bodies, businesses, and educational institutions. Emphasizing inclusive upskilling initiatives is pivotal for navigating the transformative impact of AI on the future of work. This strategic alignment is fundamental to ensure a resilient and agile workforce prepared for the evolving demands of the job market.

Read More: https://wheebox.com/assets/pdf/ISR_Report_2024.pdf

Author: Shambhavi Thite, PILOT at Pratham