REVIEW OF THE INDIA SKILL REPORT 2024 FOR REFORMS IN HIGHER EDUCATION POLICY WITH FOCUS ON AI

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Abstract **-** As India strives towards the Viksit Bharat Abhiyan, aiming to transform the nation into a developed economy, higher education policy reforms play a crucial role in achieving this vision. This paper explores the integration of skilling within higher education policy reforms in the context of the Viksit Bharat Abhiyan. By examining current policy frameworks and their alignment with national development goals, we investigate how enhanced skilling initiatives can support India's growth objectives. Through a comparative analysis of existing skilling programs and their impact on graduate employability, the study analyses the findings of The India Skills Report 2024 to provide a comprehensive analysis of the evolving landscape of employability and skill development in India. It highlights the benefits and challenges of implementing robust skilling strategies. The paper provides actionable recommendations for policymakers and educational institutions to align skilling efforts with the broader objectives of the Viksit Bharat Abhiyan, fostering a more skilled and competitive workforce essential for sustainable national development.

Keywords - Artificial Intelligence, Higher Education, Skill Report, Skill Gap

1. INTRODUCTION

India is rapidly emerging as a leader in AI, boasting a robust demand for AI skills and a significant talent pool. The country projected a talent gap of 213,000, with 416,000 AI and data science professionals already in the field. The demand-supply gap in key roles such as ML engineers, data scientists, DevOps engineers, and data architects ranges from 60% to 73%. The World Economic Forum anticipates a 22% shift in the job landscape by 2028, driven by AI roles. By 2025, AI is expected to inject up to $500 billion into India's GDP, a figure projected to rise to $967 billion by 2035. The AI software segment is also set for an annual growth of 18% until 2025, with investments projected to hit $881 million this year.

Globally, the demand for AI skills is surging, with a 33% increase across North America, Europe, and the Pacific. The OECD report highlights that the AI workforce, primarily consisting of high-skilled occupations such as mathematicians, software developers, ICT managers, and engineers, is highly educated and predominantly male. Many OECD countries have issued national AI strategies, yet not all have concrete actions to address evolving skill needs due to AI.

In India, the AI market is projected to grow to USD 28.8 billion by 2025, expanding at a CAGR of 45%. Government support, a conducive ecosystem, and collaborative efforts are positioning India as a potential global leader in AI. The education sector contributes significantly, with a digital talent pool of 1.6 million,

supported by dedicated degree programs and specialized courses in AI, data science, machine learning, and robotics. Initiatives like the National Skill Development Mission and Skill India Mission emphasize skilling the youth in AI-related areas. Despite these advancements, challenges such as uneven skill distribution, quality of education, and limited access to technology in rural areas persist.

Global trends indicate that automation could lead to the loss of 800 million jobs worldwide by 2030, while creating 950 million new ones. The World Economic Forum predicts that 65% of jobs will require new skills by 2025 due to AI adoption, and the OECD forecasts a potential 15% boost in global economic output by 2030 through AI adoption.

The paper is divided into 12 sections. It reviews different reports published in the current year to highlight the Skills Gap, the need for Industry-Academia Collaboration, Curriculum Reforms that can be done, promote Lifelong Learning and Upskilling, recommend policies that would be relevant in the Global Perspectives. The entire literature review is summarized in section 2. Section 3 talks about the AI landscape in which we have given in insights into how deeply AI has delved into different application areas in India. Section 4 emphasizes on the future of AI and potential challenges. Section 5 presents the key elements of the national AI strategy given by the government. In Section 6, we have listed the state-wise skill and employability analysis. Section 7 draws the attention towards the shifts in early career dynamics of the Indian students. Industry-specific trends are discussed in section 8. Section 9 underlines the implications for policymakers, educators, and businesses. Section 10 throws light on in-demand skills across India's youth population. The section illustrates this using a case study of Andhra Pradesh. Finally, the paper is concluded in section 11 and the paper closes by enumerating the references in section 12.

2. Review of Literature

The India Skills Report 2024 provides a comprehensive analysis of the evolving landscape of employability and skill development in India. The report highlights a significant increase in the demand for diverse educational backgrounds, with a notable rise in the employability of graduates from non-engineering disciplines such as BA, BCA, BBA, B.Com, and B.Sc. This shift underscores the growing recognition of diverse skill sets required in today's multifaceted business environment.

Key sectors such as automotive, IT, and BFSI exhibit a high demand for engineering graduates, while the IT and services sectors show an increasing need for postgraduates with advanced skills. The report also emphasizes the crucial role of internships in bridging the gap between education and employment, with a significant percentage of youth across various states expressing a strong interest in internship opportunities.
The report details the impactful contributions of the Additional Skill Acquisition Programme (ASAP) Kerala, which has successfully upskilled over 2.5 lakh individuals through industry-relevant training programs. ASAP Kerala's initiatives include setting up Community Skill Parks, establishing Centers of Excellence in emerging technologies, and aligning courses with the National Skills Qualification Framework (NSQF).

The report also highlights the positive trend in women's employability, with Haryana and Andhra Pradesh leading in the concentration of highly employable female talent. Table I gives a summary of literature review conducted.

TABLE I: Literature Review for Skill Gap

Aspect	Key Findings/Recommendations	Source
Skills Gap	Only 48% of graduates are employable, highlighting a critical mismatch between education outcomes and industry requirements.	Wheebox (2024)

Aspect	Key Findings/Recommendations	Source
Industry-Academia Collaboration	Strengthening partnerships between industry and academia is essential for enhancing skill development and ensuring graduates are job-ready.	Confederation of Indian Industry (CII, 2024)
Curriculum Reforms	Emphasizes dynamic curriculum incorporating emerging technologies and interdisciplinary learning to meet industry needs.	Ministry of Education (2024)
Lifelong Learning and Upskilling	Promotes flexible learning pathways and micro-credentials to facilitate continuous upskilling and lifelong learning.	National Skill Development Corporation (NSDC, 2024)
Policy Recommendations	Suggests incentivizing industry-academia collaboration, promoting research and innovation, and establishing centers of excellence in skill development.	National Institution for Transforming India (NITI Aayog, 2024)
Global Perspectives	Aligning Indian education systems with global standards and benchmarking against international best practices can help identify improvement areas.	Organisation for Economic Co-operation and Development (OECD, 2024)
Case Studies	Successful collaborations between universities and tech companies in Germany and Singapore have resulted in highly employable graduates, providing a model for India to follow.	World Economic Forum (2024)
Overall Recommendation	Urges comprehensive reforms in higher education to bridge the skills gap, including enhancing industry-academia collaboration, reforming curricula, promoting lifelong learning, and more.	Wheebox (2024), CII (2024), Ministry of Education (2024), NSDC (2024), NITI Aayog (2024), OECD (2024), World Economic Forum (2024)

3. INDIA'S AI LANDSCAPE

India is home to 416,000 AI professionals, a number projected to reach 1 million by 2026. The country ranks 5th globally in the number of AI experts. Several government initiatives, such as the AI Task Force and NITI Aayog's AI Strategy Paper, have been implemented to promote AI across healthcare, agriculture, education, smart cities, and infrastructure. The National AI Portal was launched to facilitate AI knowledge sharing and research.

AI skill penetration in India scores 3.09, reflecting robust adoption and readiness. Currently, 40% of Indian firms have adopted AI, compared to the global average of 25%.

India has already started leveraging the AI technology across several sectors. In healthcare, AI improves diagnostics and patient support, with AI-driven chatbots handling over 30% of patient interactions. Predictive analytics being used to reduce treatment costs by 50%. In finance, AI enhances security through fraud detection, saving the industry billions annually, and personalized investment advice sees a 20% higher return on investments. Manufacturing benefits from AI-powered robots and predictive maintenance, increasing efficiency by up to 30% and reducing supply chain management costs by 15%. In retail, AI enhances customer experience with personalized recommendations, boosting sales by 10%, and reduces stockouts by 20%.

Thus, AI is being used to automate repetitive tasks, leading to new roles in AI development, maintenance, and oversight. While 37% of Indian jobs are at risk of automation, AI is also expected to create millions of new opportunities. Government programs such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY) have trained over 10 million individuals in industry-relevant skills, emphasizing AI and digital technologies. The Skill India Mission aims to train 400 million people, focusing on AI and digital skills, while the Atal Innovation Mission (AIM) supports over 5,000 startups, many focusing on AI solutions. The National Program on AI emphasizes research, development, and skill enhancement to position India as a global AI leader.

Women in AI have increased by 25% in the past five years, with new roles such as AI ethics specialists and AI-driven project managers emerging.

4. Future Outlook and Challenges

AI is projected to contribute $967 billion to India's GDP by 2035, increasing annual economic growth rates by 1.3 percentage points. However, challenges such as the skill gap, with only 22% of India's workforce possessing digital skills, and improving rural infrastructure, remain. Proactive skill development and policy initiatives are crucial to harnessing AI's potential fully.

The journey towards establishing India as a leader in AI adoption faces several challenges that must be addressed by the government, industry, and academia to ensure inclusive and responsible AI integration.

Shaping a Skilled Workforce*:* India is actively promoting AI education from primary school to university levels and fostering partnerships between businesses and educational institutions for apprenticeships and on-the-job training. Despite these efforts, there remains a significant skill gap that needs to be addressed to fully leverage AI's potential across industries.

Ethical Concerns*:* India's National Strategy for Artificial Intelligence, unveiled in 2020, is a pivotal initiative aimed at regulating and fostering the responsible adoption of AI. This framework underscores India's commitment to harnessing AI's potential while ensuring it is deployed ethically and beneficially. It positions India not just as a participant but as a leader in the global AI landscape.

These efforts highlight India's proactive stance in preparing its workforce and regulatory frameworks for the AI era, albeit challenges such as skill shortages and ethical considerations remain critical areas for ongoing development and refinement.

5. Key Elements of the National AI Strategy

India's National Strategy for Artificial Intelligence (AI) outlines key elements crucial to fostering responsible AI adoption and ensuring India's leadership in the global AI landscape.

Task Force for Ethical, Legal, and Societal Issues: Central to the strategy is the establishment of a task force dedicated to addressing ethical, legal, and societal implications of AI. This includes privacy, security, fairness, and workforce impacts, ensuring thoughtful deployment of AI technologies.

AI Regulatory Authority: The strategy proposes setting up an AI regulatory authority to define standards and guidelines for AI development and implementation across sectors. This authority aims to promote trust and accountability in AI practices.

Driving Responsible AI Adoption: Emphasizing the balance between innovation and ethics, the strategy encourages the development and use of AI technologies that benefit society while mitigating risks and misuse.

Infrastructure Changes: India is investing heavily in digital infrastructure like the BharatNet project to provide broadband connectivity to all villages, supported by private sector data center investments. These

efforts are crucial for scaling up AI adoption across the country, promising profound transformations in the economy, society, and workforce.
Recognized globally, India ranks sixth in AI investments, totaling USD 7.73 billion from 2013 to 2022. Studies project generative AI could contribute USD 621 billion to productive capacity, nearly a fifth of India's GDP in 2021. The AI services market is expected to grow to USD 7.8 billion by 2025 at a CAGR of 20.2%, driving job creation and role transformations.

The strategy underscores India's commitment to preparing its workforce through initiatives like the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which focuses on AI-related skills training. This holistic approach aims to address unemployment, gender disparity, and skill gaps, ensuring inclusive growth amid the AI revolution.

As India navigates the AI revolution, the focus remains on leveraging AI's transformative potential while upholding principles of fairness, transparency, and ethical use. This comprehensive strategy positions India to harness AI for societal advancement and economic prosperity in the digital age.
The India Skills Report 2024 has proved that India is much more capable of dealing with global challenges by leveraging its skilled youth and AI-driven solutions across different sectors. ***AI can add $1.5 trillion to India's economy by 2035. More than 10 million rural students are benefitted through AI-backed platforms.***

Demand for AI skills is likely to grow by 50 percent in India over the next five years. The AI talent deficit can be overcome only by adopting AI education, apprenticeship programmes, and close academia-industry collaboration.

Organizations like the National Skills Development Corporation and IIT Madras are working toward the usage of AI in personalized learning and job matching. Government programs like PMKVY skill the youth for AI-related jobs, thereby keeping them safe from unemployment and reducing gender disparity.

6. State-Wise Skill and Employability Analysis

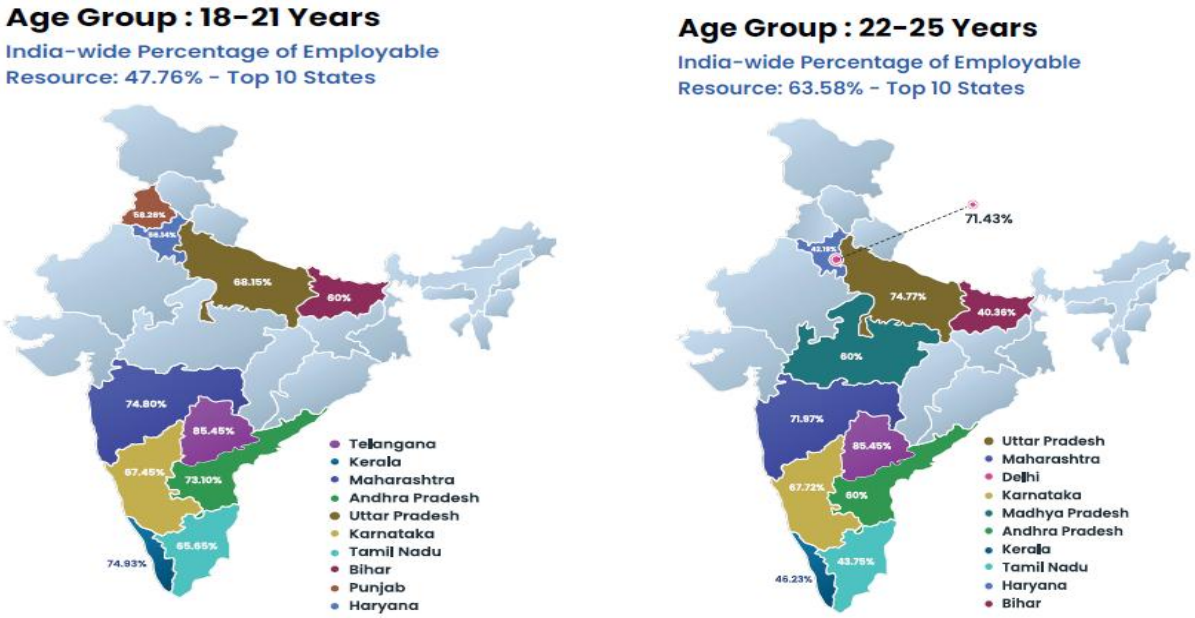
The report shows the excellence of Karnataka and Telangana in the field of numerical skills in English proficiencies. While Bengaluru leads in both English and numerical skills, critical thinking finds its leaders in Telangana, Maharashtra, and Andhra Pradesh. High availability of talents is noted in Maharashtra, Uttar Pradesh, and Kerala—very important information for academia, industry, and governmental strategies. The all-pervasive impact of technology underlines the need for wedding human skills with industry advancements. The outlook for 2024, according to surveys, points to a large number of job openings, particularly in the form of internships for freshers and early-career professionals. High employability rates are witnessed among Telangana and Kerala individuals aged between 18-21 years. A rise in the female labor force participation fuels competition and creates a better gender balance. The fields that are gaining high employability include B.Com, MBA graduates, and the pharmaceutical sector. The positive hiring intent spills over into 2024 from 2023, targeting candidates with 1 to 5 years of experience and freshers with required digital literacy and strategic skills. MBA Passouts and IT professionals are high in terms of employability index. In the case of engineering graduates, IT and Computer Science remain on top. Pharmaceutical and aviation sectors remain bright. There exists and improvement in gender balance in employability.

These strong contributors— IT, agriculture, electric cars, electronic systems, aviation, and biotechnology— will make India's economic future bright. The government-guided initiatives in skilling drive job opportunities through public-private partnerships. The India Skills Report 2024 goes deep inside the country's employment landscape and highlights how different age groups and regions contributed to the workforce. Young Talent (18-21 Years): States like Telangana, Kerala, and Maharashtra are building promising young professionals with great starts in their careers (refer figure 1)

Early Career (22-25 Years): Finally, Uttar Pradesh, Maharashtra, and Delhi take the lead in the monotony of transitioning from a young adult into a bit more established roles, pointing out growing opportunities.
Mid-career (26-29 Years): Gujarat, Jharkhand, and Maharashtra continue to foster skilled professionals in this age bracket, thereby sustaining their employability.

Pune has been glowing bright with regards to employment across all age brackets and just goes on to cement the fact that it is an emerging vibrant job market. Bengaluru and cities in Maharashtra, similarly, come out as leaders in terms of hosting vibrant ecosystems for young talent.

Figure 1: Age-Wise Employability



Karnataka leads the table when it comes to English skills—key to IT and the service sector—while Telangana shows a lead in numerical abilities that are required for finance and analytics roles. The focus of Telangana is on critical thinking skills and the State-of-the-art tech prowess of Maharashtra set them apart in creating innovation and digital readiness.

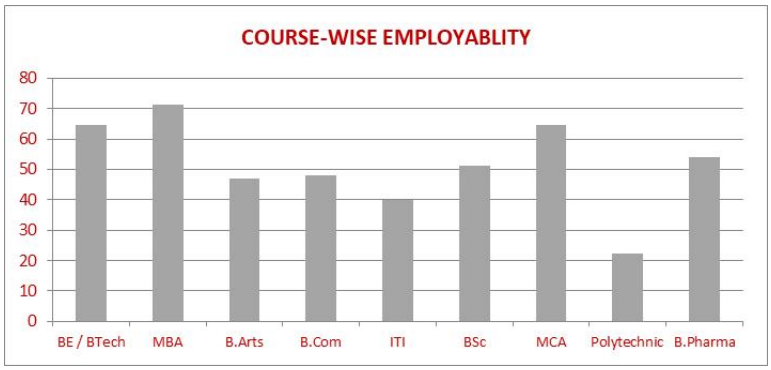
While the male employability at the national level is slightly higher as compared to females, States like Maharashtra for males and Haryana for females lead in creating opportunities which goes on to talk volumes of the need for inclusive policies that should be framed.

7. SHIFTS IN EARLY CAREER DYNAMICS

The talent landscape in 2024 is expected to generate numerous job opportunities, particularly internships for freshers and early-career professionals. There is a growing trend of applicants seeking internships, revealing a substantial talent pool that corporations can utilize to shape India's economic future. The increase in female labor force participation fosters healthy competition and addresses gender imbalances. Employability spans various age groups and domains, with B.Com and MBA graduates highly employable, and the pharmaceutical sector showing significant growth.

India's youthful population, with 26.31% aged 0-14 and a median age of 28.4 years, aligns with a robust employability rate of 51.25%. The IT sector contributes 8% to the GDP and serves as a global IT hub. MBA graduates are a significant part of the highly employable talent pool, with 71.16% scoring above 60% on the WNET test.

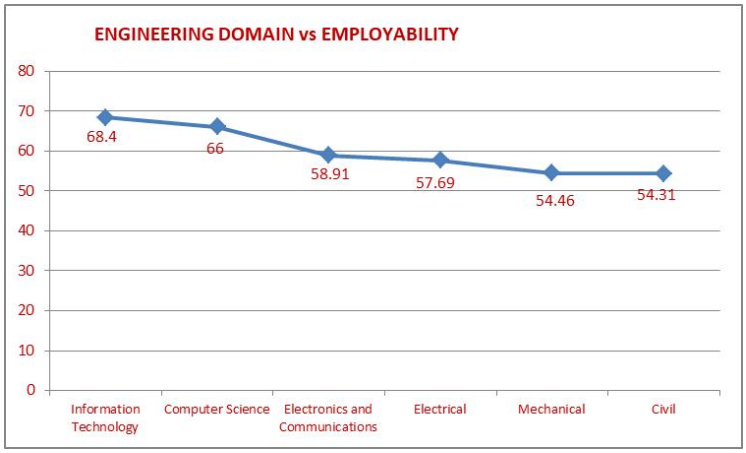
Figure 2: Course-wise Employability



Emerging startups in the IT industry demand proficient business analysts, decision-makers, and C-suite executives. The agricultural sector, employing over 50% of the population, benefits from a $1.4 billion investment in food processing, enhancing economic resilience. The transportation sector's shift towards electric cars and the electronic systems market, contributing 2.9% to the GDP, anticipate recruiting more skilled labor.

The engineering and computer applications fields show high employability, with Maharashtra leading in BE/BTech talent at 80.56%. B.Pharma graduates' employability has increased to 54%, complementing India's growing biotechnology prowess (refer figure 2). Figure 3 shows employability percentage with respect to different domains in engineering.

Figure 3: Employability percentage vs Different domains in engineering.



8. INDUSTRY-SPECIFIC TRENDS

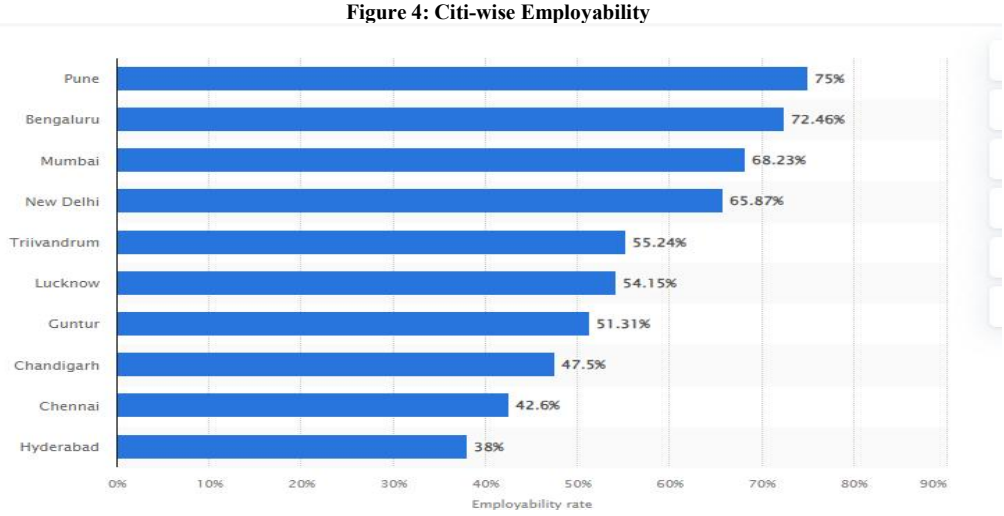
The aviation sector expects a 15.9% growth in international tourist travel, boosting the travel and tourism industry, which employs around 90 million people. Improved gender balance in employability is evident, with 51.8% of male and 50.86% of female applicants deemed highly employable, reflecting the rise in women's employability.

The demographic data reveals a substantial employable workforce. The IT sector's significant GDP contribution and growth in agriculture, electric cars, electronic systems, aviation, and biotechnology paint a promising economic future. Strategic focus on technology-oriented practical training and digital literacy positions India's skill ecosystem as a fundamental driver of job creation and learning.

These scores highlight the diverse strengths of India's youth and the dynamic job market's demand for technical and managerial skills, emphasizing the need for a well-rounded, adaptable skill set in 2024.

Among the states, Maharashtra comes second with an impressive score of 73.03%, followed closely by Andhra Pradesh, Uttar Pradesh, and Kerala. Telangana, Karnataka, and Punjab also secure notable positions, showcasing a robust presence of well-performing candidates across diverse regions. However, the standout performer is Haryana, recording an exceptional score of 76.47%, magnifying its prominence in nurturing high-scoring individuals in the years leading up to 2024.

Figure 4: Citi-wise Employability



Shifting the focus to cities, Pune emerges as the frontrunner, with an impressive 75% of candidates scoring above 60%. Bengaluru and Mumbai follow, demonstrating their significance as urban centers fostering a high-caliber talent pool. Delhi, Trivandrum, and Lucknow secure notable positions, further highlighting the geographical diversity of well-performing candidates (refer figure 4). Cities like Guntur, Chandigarh, and Chennai also boast a vast majority of candidates with scores exceeding 60%.

The decentralization of high-scoring individuals suggests a promising trend of talent dispersion beyond major urban hubs. This trend signifies a more inclusive participation in skill development and employment readiness. Traditionally, major urban hubs have been perceived as the primary contributors to the skilled workforce, leading to a concentration of opportunities in specific geographic locations. However, the WNET data challenges this notion by showcasing that talent and proficiency are not limited to metropolitan areas alone. This diversification broadens the pool of skilled individuals, creating a more geographically distributed talent landscape as evident from the numerous states that are in contention for highly employable talent.

9. IMPLICATIONS FOR POLICYMAKERS, EDUCATORS, AND BUSINESSES

For policymakers, educators, and businesses, recognizing and nurturing talent in non-metropolitan areas become crucial. Tailoring skill development initiatives and educational programs to cater to the specific needs and aspirations of individuals in these regions can further amplify the positive impact. Additionally, businesses looking to expand or set up operations could explore untapped talent pools in these areas, fostering economic growth in previously overlooked regions.

The impact on the Indian job market is noteworthy. The dispersion of high-scoring candidates beyond urban centers implies that businesses and industries in non-metropolitan regions may witness an upsurge in access to well-prepared and proficient professionals. This could lead to a more balanced distribution of employment opportunities across the country, reducing the overreliance on metropolitan areas and potentially addressing issues related to migration for employment. Moreover, the promising trend in non-urban India suggests that efforts in skill development, education, and employment readiness programs are making inroads into diverse regions. This decentralization aligns with broader national goals of inclusive

growth, where opportunities are not confined to specific pockets but are accessible to talent across the country.

10. In-Demand Skills Across India's Youth Population

The data on skills distribution across states and cities in India reveals valuable insights into the preparedness of the country's workforce. Here are key takeaways and justifications for the impact of these trends on the future of India's job market and talent landscape:

*English as a Second Language:*Karnataka emerges as a leader with 73.33% proficiency, reflecting the state's emphasis on language skills. Uttar Pradesh and Maharashtra follow closely, showcasing a diverse geographic spread of English proficiency. Proficiency in English is crucial for various industries, including IT and customer service. States with high proficiency are likely to attract more job opportunities in these sectors, fostering economic growth.

Numerical Skills: Telangana exhibits remarkable numerical skills at 78.68%, emphasizing the state's focus on quantitative abilities. Bengaluru and Vijayawada lead in cities, indicating strong numerical capabilities in major urban hubs. Proficiency in numerical skills is vital for roles in finance, data analytics, and STEM fields. Regions excelling in this domain are poised for growth in these industries, contributing to a technologically advanced job market.

Critical Thinking: Telangana tops the list with 37.70%, showcasing a culture that values analytical thinking. Maharashtra and Andhra Pradesh closely follow, indicating a trend toward developing critical thinking skills. Critical thinking is essential in problem-solving and innovation. States fostering this skill set are likely to witness advancements in research, technology, and entrepreneurship, shaping a dynamic job market.

Computer Skills: Maharashtra, Uttar Pradesh, and Kerala lead in computer skills, underscoring their commitment to technological advancements. Bengaluru emerged as a technology hub, leading among cities. Proficiency in computer skills is foundational in the digital age. Regions excelling in this area are poised to become technology hubs, attracting industries seeking a technologically adept workforce (refer figure 5).
Kerala consistently appears in the top states across different skills, showcasing a well-rounded talent pool. Uttar Pradesh and Bihar, while excelling in numerical skills, exhibit diverse proficiency levels in other domains. Regions with diverse skill sets are better equipped to meet the multifaceted demands of an evolving job market, ensuring resilience and adaptability. Overall, the geographic spread of skills in India indicates a positive trajectory toward a well-prepared and diverse talent pool. The emphasis on language, numerical, critical thinking, and computer skills aligns with the demands of a globalized and technology-driven job market. The trends observed suggest that states and cities fostering a holistic skill development approach are likely to lead in attracting diverse industries, contributing significantly to India's economic and job market growth.

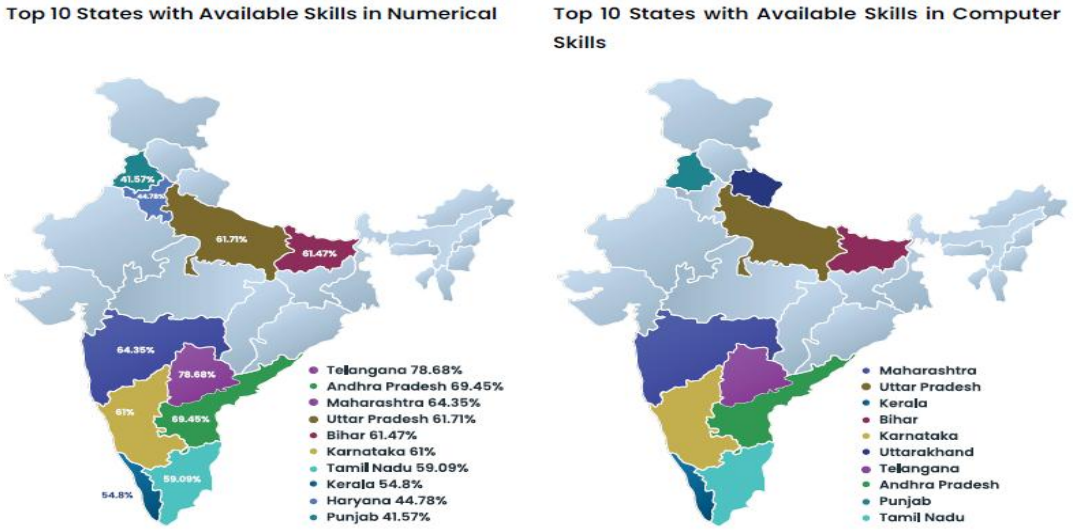


Figure 5: Skills Expertise State-wise

CASE STUDY: THE ANDHRA PRADESH STORY: ACHIEVEMENTS AND HIGHLIGHTS

The Government of Andhra Pradesh (GoAP) integrated all skill and vocational education wings under the Department of Skills Development & Training (SD&T), which oversees various wings like the Department of Technical Education, Directorate of Employment & Training, Andhra Pradesh State Skill Development Corporation (APSSDC), SEEDAP, and NAC.

Since 2019, the Skills Development & Training (SD&T) department of Andhra Pradesh has trained over 15.03 lakh beneficiaries, including 11.24 lakh students and 3.17 lakh unemployed youth. The department has facilitated placements for 1.74 lakh candidates through job melas and fairs.

The SD&T department has developed robust in-house training capabilities with 192 Skill Hubs across 175 Assembly Constituencies and 26 Skill Colleges in 25 Parliamentary Constituencies. Over 400 in-house trainers cover 21 sectors. Notable investments include Rs. 200 Crores for the National Skill Training Institute in Visakhapatnam and Rs. 560 crores for infrastructure and lab upgrades in ITIs and Polytechnics.

Collaborations with industries and Sector Skill Councils have streamlined job placements. The department introduced Industry 4.0 courses like Drone Technology, AR&VR, AI & ML, EV Technology, and IoT in ITIs and Polytechnics. The curriculum for 32 diploma courses has been updated, and a dedicated LMS portal provides digital content for over 200 subjects. Nine Government Polytechnics achieved National Board of Accreditation (NBA) status.

The Directorate of Employment & Training offers vocational training in 31 engineering and non-engineering trades, collaborating with over 150 industries. It has achieved an 80.8% placement rate, placing 33,601 candidates out of 41,548 trained. Industry 4.0 courses like Drone Service Technician and AR&VR have been introduced.

Andhra Pradesh State Skill Development Corporation (APSSDC) has developed a holistic framework to nurture Andhra Pradesh's talent and meet the skilled manpower needs of stakeholders. This includes Skills University, Skill Colleges, Skill Hubs, Skill Spokes, and Skill International, each playing a crucial role in the state's skill development.

The SD&T department has established CM Skill Excellence Centres in 100 engineering colleges and Employability Skill Centres in 498 degree colleges. These initiatives offer blended mode training, industry certification courses, employability skills, and soft skills training. The department has trained 10,56,831 students, collaborating with major industry partners. The SD&T department implements flagship skill development schemes of the Government of India, including PMKVY, ESDM, NFDB, NABARD, SANKALP, and JJM, training a total of 63,156 candidates.

The GoAP's flagship initiative aims to modernize state government institutions, including ITIs, Polytechnics, Skill Colleges, and NAC Centers, in collaboration with industries. This mission integrates industries into the skill ecosystem, introduces new technology training, and creates a competent skilled workforce.

11. CONCLUSION

The India Skills Report 2024 underscores the dynamic nature of the Indian job market and the evolving requirements of various industries. It is evident that there is a growing demand for a diverse range of educational backgrounds beyond traditional engineering degrees, including disciplines such as BA, BCA, BBA, B.Com, and B.Sc. This shift reflects the need for varied skill sets in the modern workforce.
Women's employability has shown positive trends, with states like Haryana and Andhra Pradesh emerging as leaders in highly employable female talent. Kerala's robust skill development ecosystem makes it a preferred state for both male and female employable talent.

The emphasis on internships as a bridge between education and employment is critical, with a significant percentage of youth expressing interest in these opportunities. The India Skills Report 2024 illustrates the importance of a diverse educational background, advanced skills, and practical training through internships. These elements are vital in addressing the dynamic and evolving needs of the Indian job market, ensuring that the workforce is well-prepared to contribute effectively to the country's economic growth.

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