

AI and the Changing Nature of Work: Rethinking Student Employability for the Digital Age

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Abstract: This article explores the evolving AI technology is changing how we work today by providing automatic solutions for repetitive tasks, as well as creating digital jobs that didn't previously exist. These changes in the labor marketplace have increased the definition of employability for students from a degree based preparation to an adaptable skill based method of learning. This research provides analysis of the increasing demand for employment in the labor market due to AI and machine learning and the changes that result to the employee/employer relationship. This research combines qualitative and interdisciplinary methods in looking at policy analysis and presents literature on AI as well as the future of work. Results show an increase in the need for human-centered skills, which can be developed through the automation of repetitive tasks. Examples of these types of skills include critical thinking, creativity, adaptability, emotional intelligence, and ethical awareness. The results indicate a critical need for higher education settings to include digital literacy, experiential learning, interdisciplinary, and AI literacy in their programs of study. Additionally, it places further importance on working together as a group (academia, industry and policymakers) in order to develop inclusive reskilling ecosystems and equitable access to digital opportunities. The overall conclusion of this paper is that sustainable employability within the AI era necessitates a future-based educational framework for preparing youth as flexible, ethical and innovative contributors within a rapidly changing digital economy.

Keywords: Artificial Intelligence (AI), Student Employability, Digital Skills, Future of Work, Higher Education Reform

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