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Post AI Workforce Design and Analysis: Preparing for Future Guaranteed Carriers in Era of AI

Neha Ajay Jadhav, Siddhi Pradip Mungase, Pritiam Kamidan Parade
Dnyaneshwari Prakash Patil, Prof. Sharad Jadhav
Department of Computer Engineering
Dr. D.Y. Patil College of Engineering and Innovation, Pune
nehaajayjadhav2@gmail.com, mungasesiddhi@gmail.com
pritampatil0017@gmail.com, dnyaneshwaripatil1790@gmail.com

Abstract: *The rapid growth of Artificial Intelligence (AI) is transforming jobs and skills across all industries. As machines take over routine tasks, people need to focus on creativity, problem-solving, and emotional intelligence. This research paper studies how the workforce can adapt to these changes and prepare for secure, future-ready careers. It examines how AI affects job roles, skill needs, and workplace design while suggesting ways for individuals and organizations to work effectively with AI. The goal is to help build a flexible, skilled, and adaptive workforce for the AI-driven future.*

Keywords: Freelancing, Mentorship, Machine Learning, Recommendation System, Web Application, Personalized Learning, Secure Payment

I. INTRODUCTION

Artificial Intelligence (AI) is quickly transforming how people work, learn, and build their careers. As machines handle repetitive and routine tasks, humans must now focus on creativity, critical thinking, and emotional intelligence—skills that AI cannot replace. This research paper studies how the modern workforce can adjust to these changes and prepare for a future where humans and AI work together. It looks at which types of jobs will grow, what new skills will be needed, and how education systems and organizations must adapt to support future careers. By examining current trends and AI's impact across industries, this study emphasizes the need for a workforce that is adaptable, technologically skilled, and ready for lifelong learning in the age of AI.

II. LITERATURE REVIEW

Recent studies on AI and workforce transformation have examined automation, new skill requirements, and career changes. However, most focus on specific areas and do not provide a complete approach for designing a future-ready workforce. There is still a need for an integrated system that combines AI insights, skill analysis, and career planning to prepare people for the jobs of the future.

A. Tech Trajectory: AI-Enhanced Career Guidance System

The paper "Tech Trajectory: AI-Enhanced Career Guidance System" uses AI to suggest career paths based on users' skills and interests. It helps in basic career planning but has some limitations, such as using a small dataset, limited personal- ization, and no real-time job market updates. It also lacks predictive learning and integration with multiple data sources, which reduces its accuracy and adaptability for different users. [2], [6], [7]

B. Artificial Intelligence and the Future of Work: Job Shifting Not Job Loss

A. Shaji George (2024), explains that AI will change how people work by shifting job roles instead of completely removing them. It highlights how humans and AI can work together to improve productivity and create new types of jobs. However, the paper mainly provides general insights and does not include practical models or

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personalized solutions. It also lacks detailed data analysis and does not focus on specific strategies for reskilling or adapting to new job roles.. [3]

C. Navigating the Era of Generative AI

S. K. Patel et al. (2024) The paper "Navigating the Era of Generative AI" discusses how generative AI is changing com- puter science education and career paths for new graduates. It focuses on developing AI literacy and preparing students for future technologies. However, the study mainly centers on education and lacks real-world career mapping or placement analysis. It does not connect skills learned with actual job opportunities, making it less effective for guiding students toward specific AI-related careers. [5], [7]

D. Artificial Intelligence for Career Guidance

S. Westman (2021)discusses how AI can help people choose suitable careers by analyzing their skills, interests, and goals. It focuses on using AI tools to make career planning easier and more accurate. However, the paper is mostly theoretical and lacks real-world testing or predictive models. It does not in- clude detailed data analysis or personalized recommendations, which limits its effectiveness for individual users.
[4]

E. The Future of Employment: How Susceptible Are Jobs to Computerisation

C. B. Frey and M. A. Osborne (2013), It studies how automation and computer technologies may affect different types of jobs. It predicts which occupations are most at risk of being replaced by machines and highlights the growing role of technology in the workplace. However, the paper mainly focuses on the risk of job loss rather than how jobs can evolve with AI. It also lacks real-world career adaptation strategies and does not address how education and training can prepare workers for these changes. [1], [5]

F. AI and Jobs: The Role of Demand

James E. Bessen (2018) in The paper "AI and Jobs: The Role of Demand" studies how Artificial Intelligence affects employment by focusing on how demand for new products and services can create more jobs. It explains that while AI automates some tasks, it also increases demand in other areas, leading to job growth. However, the paper mainly looks at the economy as a whole and lacks a personalized view of how individuals can adapt. It also does not include real-time data or predictive tools to show which specific skills or roles will be most in demand in the future. [7]

G. The Impact of Artificial Intelligence in the Workplace and Its Effect on Digital Wellbeing.

Centre for Management Studies, Jain University (2024) published The paper *"The Impact of Artificial Intelligence in the Workplace and Its Effect on Digital Wellbeing"* studies how AI affects employees' work and mental wellbeing. It shows that technology can improve efficiency but may also cause stress and imbalance. However, the paper is limited because it only uses surveys, lacks deep analysis, and does not suggest clear ways to improve digital wellbeing or job design. [7]

H. AI and the Future of Work

C. Peppiatt (2024) The paper *"AI and the Future of Work"* discusses how Artificial Intelligence is transforming industries, changing job roles, and influencing the skills needed in the modern workplace. It explains the growing importance of human–AI collaboration and continuous learning. However, the paper mainly provides a general overview without interactive analysis or real-time data. It also lacks practical solutions or frameworks for workforce redesign, making it more descriptive than actionable. [7]

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I. Generative Artificial Intelligence: A Systematic Review and Applications

Sandeep S. Sengar et al. (2024),The paper *"Generative Artificial Intelligence: A Systematic Review and Applications"* explains how generative AI tools are used in various fields for automation and creativity. However, it mainly focuses on technical details and does not cover their impact on jobs or skills. It also lacks practical applications for career growth and does not connect AI technologies with real-world workforce needs. [7]

J. The Shifting Paradigm in AI: Why Generative AI is the New Economic Variable

T. Chakraborty et al. (2024) in The paper *"The Shifting Paradigm in AI: Why Generative AI is the New Economic Variable"* explains how generative AI is changing industries and driving new economic growth. It highlights AI's role in boosting creativity and productivity. However, it is mostly theoretical, with no real data or examples. It also lacks career-related analysis, practical models, and clear strategies to show how generative AI impacts jobs or workforce planning. [7]

III. PROPOSED SYSTEM

The proposed system, Post-AI Workforce Design and Anal- ysis , is an AI-driven framework designed to help organi- zations and individuals adapt to the evolving job landscape shaped by Artificial Intelligence. It aims to analyze the impact of AI on current job roles, identify emerging AI-integrated career opportunities, and recommend effective reskilling and upskilling strategies. The system focuses on ensuring that human potential and AI technologies work together to create a sustainable, future-ready workforce.

A. System Overview

The system is composed of multiple interconnected modules designed to streamline data collection, analysis, and prediction. It gathers information from job portals, market reports, and AI trend analyses to identify shifts in job roles and skills demand. By using analytical tools such as Python and Power BI, the system processes this data to detect which jobs are most likely to be affected by AI and to uncover emerging opportunities. Based on these insights, it provides intelligent recommendations for training and skill development, helping users prepare for upcoming AI-driven career opportunities.

B. Workflow Description

The overall workflow of the system is illustrated in Figure 1. The overall workflow of the system is shown in Figure The process begins with data collection from various input sources and user questionnaires. These inputs are processed to gather information from job boards and collect user responses.

In the processing stage, the system analyzes current market trends, identifies future skills related to AI, and trains machine learning models to predict job transformations. The results are stored in a workforce database and cloud storage, where they are further refined. The system then redesigns roles and re- sponsibilities within the workforce and implements necessary organizational changes to align with future demands.

Finally, in the output stage, the new workforce model is deployed. The results are presented as career suggestions and a personalized Power BI dashboard, allowing users to explore suitable career paths and monitor skill development progress.

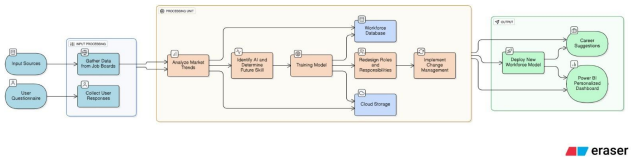

Fig. 1. Workflow of the Post AI workforce design and analysis: Preparing for future guranteed carriers in era of AI .

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C. System Advantages

The proposed system helps identify job risks and new career opportunities early, allowing people to learn the right skills in time. It combines AI analysis with human knowledge to give accurate career predictions. The system encourages continuous learning, connects education with real industry needs, and supports stable employment in the AI-driven future.

IV. SYSTEM DESIGN

The system architecture shown in Figure 2 represents how different components of the Post-AI Workforce Design and Analysis system work together. It includes modules for data collection, analysis, and user interaction.

• Data Aggregation Layer: This layer collects data from multiple job portals such as Indeed, Naukri, and Glassdoor using a web scraper. The collected data is stored in a central database for further processing.

• AI Analytics Service: The stored data is analyzed using AI models to identify job trends, skill demands, and career growth patterns. This service helps generate insights for workforce planning and prediction.

• Analysis and Modeling Layer: This part of the system includes tools like Career Path Predictor and Job Trend Analytics. It processes the analyzed data to forecast future job roles and skill requirements, helping users understand which careers are most secure in the AI era.

• User Interface Layer: The results are displayed through an interactive Workforce Dashboard, allowing users to view insights, trends, and career recommendations. An authentication service ensures that user access and data are secure.

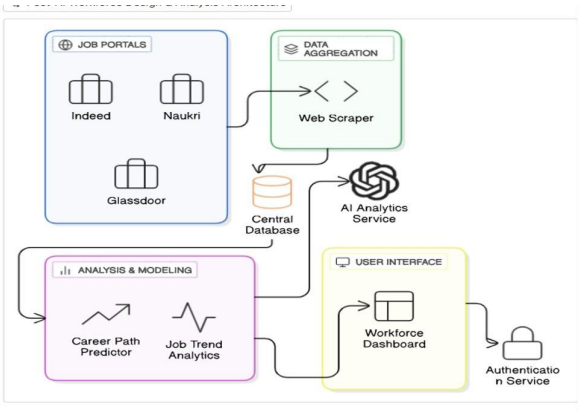

Fig. 2. System Architecture.

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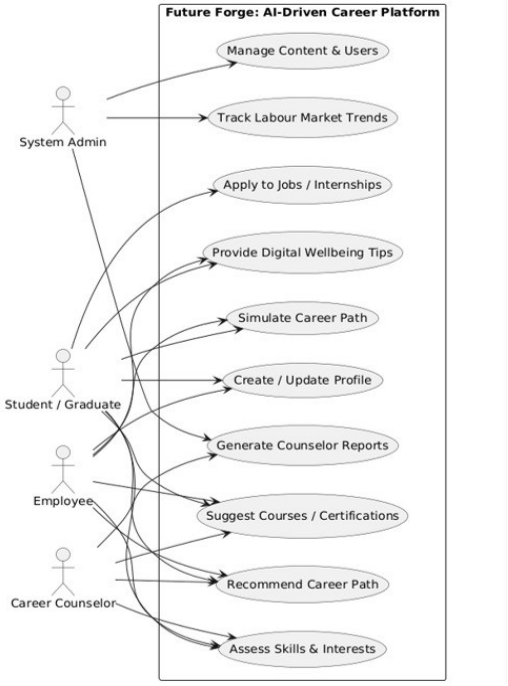

Fig. 3. Use Case Diagram

Figure 3 shows the use case diagram depicting major actors and their interactions.

V. METHODOLOGY

A. Overview

This project uses AI and data analysis to study how jobs and skills are changing in the modern world. It follows a step-by-step process to collect data, analyze trends, and build a system that helps predict future career needs.

B. Development Approach

The project follows the the Agile method, which allows work to be done in small steps with regular testing and updates. Each stage focuses on building and improving parts like data collection, AI analysis, and career prediction. This makes the system flexible and easy to improve over time.

C. System Modules and Process Flow

The system consists of multiple interconnected modules that work together to collect, process, and visualize data effectively. The main modules are:

• User Authentication Module: Ensures secure registra- tion and login for learners, experts, and administrators using encryption and role-based access control.

• Data Aggregation Module: Collects job and skill data from online job portals such as Indeed, Naukri, and Glassdoor using web scraping.

• AI Analytics Module: Uses AI algorithms to analyze labor market data, identify skill trends, and predict emerg- ing job roles.

• Analysis and Modeling Module: Includes tools like Career Path Predictor and Job Trend Analytics to forecast future workforce needs and skill requirements.

• User Interface Module:Provides an interactive Work- force Dashboard where users can view insights, reports, and recommendations.

• Authentication Module: Ensures secure login and access control for users and administrators.

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D. Data Flow and Machine Learning Integration

The system collects data from job portals and market reports, which is stored in a central database. The AI analytics engine processes this data through stages such as cleaning, feature extraction, and trend modeling. Using predictive algo- rithms, it identifies future job demands and skill gaps. The insights are then displayed on the dashboard, helping users plan and prepare for sustainable careers.

E. Tools and Technologies Used

The development of OpenGig utilizes the following tech- nologies and tools:

- Frontend: HTML, CSS, and React.js
- Backend: Python (Flask / Django)
- Database: MySQL/MongoDB
- Data Analysis Tools: Power BI, Pandas, NumPy
- AI Tools: Machine Learning Models for trend prediction
- APIs and Libraries:Web Scraper, Matplotlib, Scikit- learn

VI. RESULTS AND DISCUSSION

The system analyzes job data and shows how AI is changing work trends. It identifies which jobs are growing, which are at risk, and what new skills are needed. The results also show that careers combining human creativity and AI skills are more secure. Overall, the project helps people and organizations plan better for future careers in the AI era.

VII. CONCLUSION AND FUTURE WORK

This study shows how AI is changing jobs and skill needs across industries. The system helps find job trends, skill gaps, and future career opportunities. In the future, it can be improved by using real-time job data and AI tools to give more accurate and personalized career guidance.

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