

India's AI Readiness Gap: 5 Numbers Every L&D Leader Needs to Know

Primary research across 287 future professionals · Metro, Tier-2 & Tier-3 India · 11 cities · 3 languages

Source: *The Geography of Skills*, Shivani Rawat, ISTD Batch 91 (2025)

61 pts

The Device Divide

Metro laptop ownership sits at 74%. Tier-2 is at just 13%. This 61-point gap is the single strongest predictor of every AI readiness score in the study — more than motivation, more than prior education.

Geography of Skills, 2025 · H3 Strongly Confirmed

2.44/5

Tier-2 Digital Ethics Score

The lowest ethics awareness score of all three cohorts. 54% of Tier-2 respondents do not recognise submitting unedited AI-generated text as plagiarism. This is a training gap — not a values gap.

Geography of Skills, 2025 · AI Plagiarism Awareness Likert Item

74%

Tier-2 Prefers Human-Led Learning

74% of Tier-2 and 66% of Tier-3 respondents prefer Classroom or Hybrid training formats. Only 16–19% prefer self-paced digital. The standard corporate LMS rollout reaches less than 1 in 5 non-metro learners effectively.

Geography of Skills, 2025 · H2 Strongly Confirmed

0.89 pts

The Behaviour-Intention Gap

Tier-2 self-reports 3.20/5 on GenAI usage. Under simulated workplace pressure, only 45% apply AI. This 0.89-point gap — the largest in the study — tells us confidence, not competence, is the training target.

Geography of Skills, 2025 · Scenario-Based Cross-Tabulation

43%

Tier-2 Is Anxious — Not Aspirational

Contrary to popular assumptions about "aspirational Bharat," 43% of Tier-2 respondents expressed AI anxiety — the highest of all cohorts. Meanwhile, Tier-3 matched Metro energy at 67% excited. Tier-2 has just enough AI exposure to feel the pressure — but not enough support to respond to it.

Geography of Skills, 2025 · Learning Agility / H1 Partially Rejected

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Research basis: The Geography of Skills: A Comparative Training Needs Analysis (TNA) of AI Readiness Among Future Professionals in Metro and Tier-2/3 Cities · Shivani Rawat, ISTD Batch 91, Reg. 28187 · Mentor: Dr. Sagi Srilalitha Girija Kumari, GITAM School of Business · N=287 · Mixed-methods · Trilingual