

Exploration on the Path of College Labor Education Talent Training in the Digital Age

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Abstract: In the digital age, it is extremely necessary to innovate the content, ways and methods of labor education in colleges and universities, and enhance the epokality of labor education. This paper first expounds the necessity of digital reconstruction of college labor education system, explains the difficulties faced by college labor education in the digital age, and puts forward the path of talent training for college labor education in the digital age.

Keywords: Digitalization; Colleges and universities; Labor education; Personnel training

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1. Introduction

In the digital age, the labor form has undergone fundamental changes, and labor education should highlight the characteristics of The Times. With the rapid development of information technology, the digital age is coming. Emerging technologies such as big data, cloud computing, 5G technology, and artificial intelligence have profoundly changed the form of social development, reconstructed the new pattern of labor, and also put forward new requirements for the transformation and development of labor education^[1]. In the “Opinions on Comprehensively Strengthening Labor Education in Primary and Secondary Schools in the New Era” (hereinafter referred to as the “Opinions”), China puts forward five basic principles of labor education, which mentions that labor education should reflect the characteristics of The Times, adapt to the development of science and technology and industrial changes, focus on new forms of labor, new technological support and social service changes. On the one hand, since the digital age has triggered profound changes in society and shaped a new form of social development, it has put forward new demands for labor education. On the other hand, all the competition is still the competition of talents in the final analysis, and the labor talents with high digital literacy are the important direction of talent training in the digital age. Enhancing college students’ digital literacy through college labor education is an important way to cultivate digital talents, and the Internet supported by digital technology has become an important field of labor in the new era, and should become an important focus of labor education.

2. The dilemma of college labor education in the digital age

2.1 Dilute students’ labor concept of integration of knowledge and practice

A correct understanding of the relationship between knowledge and practice is the basis of the implementation of labor education. However, with the gradual improvement of people’s living standards, schools currently attach too much importance to exam-oriented education in primary and secondary education. In addition, the vigorous development and application of artificial intelligence equipment has liberated people’s hands. Over time, people’s dependence on artificial intelligence devices has gradually increased. However, under the influence of parents’ incorrect labor concept education and the development and general application of intelligent society, college students’ cognition of the concept of “labor creates a better life” is increasingly fading. According to the survey results, 56.40% of college students think that physical labor is as honorable as other forms of labor, but they are still unwilling to engage in

such labor in practice. It can be seen that some college students, even if they agree with the idea that labor is the most glorious and the greatest, are merely verbal forms, and have not been internalized in the heart, let alone externalized in the practice.

2.2 Separation of physical and mental work

However, with the acceleration of the industrialization process, mental work has gradually occupied a larger space in people's production and life, and has become a form of labor respected by people, and even a bad idea that mental work is better than physical labor has appeared. In the practice and practical training in colleges and universities, some college students show great interest in virtual simulation, but they are forced to complete the practical training that needs to pay a certain amount of physical strength^[2].

2.3 Digital skills mismatch with the job market

Since higher education is the stage of students' transition from school to society, labor education in colleges and universities has some differences from primary and secondary education, for example, most of the students have to go to employment positions after graduation. The characteristics of work in the digital age are as follows: in the environment, it presents a flat organizational structure, a work form of human-computer interaction and a division of labor mode of team cooperation; In terms of skill demand, the training window period is getting shorter and shorter, and soft skills are gradually paid attention to^[3]. Among them, in addition to the hard skills required for work, soft skills also include coordination ability, management ability, cooperative organization ability, etc. However, the internship of specialized courses organized by colleges and universities does not match the future employment of students. For example, there are problems in the internship that the labor content is simple, the professional knowledge learned is not really applied to the internship process, and the training of digital skills is more about skill demonstration rather than actual training operation.

3. The path of college labor education personnel training in the digital age

3.1 Reconstruction of labor education curriculum system

It is necessary for colleges and universities to set up labor compulsory courses and labor elective courses, which are designed to systematically teach the history of labor education development and the policies issued by the state at the present stage, in order to deepen college students' understanding of labor education, and clarify the quality and accomplishment of contemporary college students in labor education, so as to lay a good foundation for future studies and employment. In the digital age, the characteristics of labor education can be shown in the integration of disciplines, such as the combination of professional courses, ideological and political courses, innovation and entrepreneurship courses, career and employment guidance courses. In the aspect of labor elective courses, we can combine the characteristics of the school and develop elective courses through the investigation of students' interests, which not only conforms to the law of psychological development of college students, but also fully mobilize their enthusiasm for learning. At the same time, the two types of courses should integrate online teaching resources in terms of content, and focus on cultivating students' information literacy, so as to realize the integration of information literacy and labor professional literacy.

3.2 Promote permeable labor education

In different courses, teachers can educate students by applying a variety of intelligent teaching devices or enumerating digital technology cases. This method requires all teachers to make a good teaching plan, and then carry out labor education penetration in a purposeful and planned way in the teaching process, imparting modern labor thoughts quietly like curriculum thinking and politics, so that students can feel the influence and change brought by the application of digital technology in the classroom. According to the different fields, social changes brought by digital technology in the new era can also be penetrated in the practice process outside the classroom. For example, some colleges and universities have now applied the function of smart library, and self-service book borrowing and returning machines have saved a lot of time and energy wasted by sorting and classification for work-study students, and also let students understand that social changes have changed the original face of labor. Furthermore, students are encouraged to focus on the development and application of digital technology.

3.3 Broaden the channels of labor education

The study life in colleges and universities is rich and colorful, and there are also various ways to cultivate it, such as campus cultural publicity, community activities, peer effect and so on. In their spare time, students can participate in a variety of campus activities to appreciate the convenience of digital technology to campus life. For example, universities can organize cultural activities that students enjoy, so that they can enhance their digital literacy and strengthen their awareness of digital labor. Through slogans,

school broadcasts, etc., to spread digital and intelligent labor concepts; Examples of innovative application technologies and typical innovative model workers are disseminated through information platforms such as documentaries, short videos, Weibo, and wechat public accounts, so as to publicize the spirit of intelligent labor and innovation and creation, and avoid bad habits such as Internet addiction caused by incorrect Internet surfing among college students.

3.4 Building a digital teaching team

While steadily expanding the training scale of labor education teachers, colleges and universities also need to ensure the high-quality training of teachers. Therefore, in order to adapt to the development of labor education in the new era, it is necessary to strengthen the professional training of labor education teachers. Labor education in colleges and universities is to train talents to meet the needs of society on the basis of cultivating a correct view of labor, so it is best for labor education teachers to choose among professional teachers. At present, firstly, in order to cultivate students' positive professional emotion, teachers should set an example and master and practice labor values; Secondly, in order to ensure that college students fully understand the career development of their major, teachers should be selected from their own major or related majors. Finally, teachers should have the technical skills that fit with the talents needed by the current society, so as to ensure that the professional setting of colleges and universities is in line with the needs of social talents.

Conclusion

To sum up, in the process of carrying out labor education in colleges and universities, the traditional mode has gradually turned to digital and intelligent development, and its teaching methods, evaluation methods and students' personality development have quietly changed. Through the reconstruction of the curriculum system of labor education, the implementation of penetrative labor education, the expansion of labor education channels, the construction of digital teacher teams, and the cultivation of talents in the digital age. In the future, colleges and universities should rationally view the changes brought by the digital age to higher education, and carry out labor education suitable for socialism with Chinese characteristics in the face of opportunities and challenges.

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