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The Value and Paths of Artificial Intelligence Empowering Labor Education for College Students

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ABSTRACT
With its core advantages in data processing, intelligent analysis, and scenario simulation, artificial intelligence (AI) enriches educational content, optimizes the educational process, and innovates educational evaluation for labor education among college students, demonstrating its unique epochal value. However, AI empowerment of college students' labor education still faces practical dilemmas, including insufficient digital literacy of teachers, outdated educational models, imperfect intelligent ecosystem, and prominent ethical risks. These dilemmas can be addressed through paths such as leveraging teachers' subjective wisdom, innovating intelligent education models, building an intelligent ecosystem, and improving ethical norms and mechanisms.

Keywords: *Artificial intelligence, Labor education for college students, Value, Paths.*

1. INTRODUCTION

With the rapid iteration of artificial intelligence technology, core elements such as big data, algorithms, and computing power have penetrated into all fields of social production and life, driving profound changes in the labor sector. Traditional repetitive labor is gradually replaced by intelligent machines, and labor forms are transforming toward intelligence, personalization, and creativity, which put forward higher requirements for workers' scientific and technological literacy, innovative ability, and ethical awareness. As the core force of the future labor force in society, the cultivation of college students' labor literacy is directly related to national scientific and technological progress, industrial upgrading, and social development. As the core carrier for cultivating college students' labor values, labor skills, and labor qualities, labor education is an important part of building an education system for the all-round development of students in terms of moral grounding, intellectual ability, physical fitness, aesthetic sensibility, and work ethic.

2. CORE VALUE OF ARTIFICIAL INTELLIGENCE EMPOWERING LABOR EDUCATION FOR COLLEGE STUDENTS

In essence, AI empowerment of college students' labor education refers to the use of intelligent technology to optimize educational content, educational processes, educational environments, and educational evaluation, while taking into account the dual orientation of individual development and social needs.

2.1 Enriching Educational Content to Meet the Labor Demands of the Intelligent Era

Traditional labor education content for college students is mostly dominated by traditional labor forms and basic labor skills. The integration of AI has realized the enrichment, diversification, and modernization of labor education content.

On the one hand, AI expands the content boundary of labor education. With the development of intelligent technology, intelligent machines have become new means of labor, data has become a new object of labor, and creative and intelligent

labor has become the mainstream form of labor. Empowered by AI, labor education for college students has added emerging content such as basic AI knowledge, intelligent labor skills, data processing capabilities, and algorithmic ethics. College students can master basic skills such as algorithm design, data annotation, and intelligent device operation, laying a foundation for engaging in intelligence-related labor in the future.

On the other hand, AI optimizes the selection and presentation of labor education content. Through big data analysis, AI can accurately capture college students' learning interests, cognitive levels, and personalized needs, intelligently screen and integrate massive labor education resources, and provide personalized educational content for college students of different majors and levels. At the same time, AI can transform obscure labor theories and complex labor skills into visual and concrete content. Through VR/AR immersive experience, virtual simulation of labor scenarios and other forms, college students can experience different types of labor in a virtual environment, enhancing the attractiveness and appeal of educational content.

2.2 Optimizing the Educational Process to Improve the Scientific Level of Labor Education

The process of labor education is a purposeful, planned, and organized process in which educators exert influence on the educated, guiding them to establish correct labor values and develop good labor literacy. The integration of AI has promoted the intelligent upgrading of the labor education process, realizing the precision, efficiency, and personalization of the educational process.

First, it promotes the dimensional upgrading of educational elements. At the teacher level, AI can help teachers break the constraints of time and space, grasp college students' learning status and ideological dynamics in a comprehensive and multi-dimensional manner, and assist teachers in formulating more targeted education plans. At the education object level, AI can stimulate college students' subjective initiative. Through intelligent learning platforms and online Q&A systems, college students can carry out independent learning anytime and anywhere, timely solve problems encountered in learning, enrich labor practice experience, and improve cognitive levels. At the education medium level, AI enhances the intelligence level of education media, and can actively supply educational content according to college students' characteristics and future development plans, achieving a subtle and imperceptible educational effect.

Second, it optimizes the implementation links of education. The formulation of traditional labor education plans mostly relies on teachers' empirical judgment, lacking scientific data support. Through big data analysis, AI can fully understand college students' labor foundation, learning needs, and development potential, providing an accurate basis for the formulation of education plans. In the process of education implementation, AI can monitor college students' learning progress and acceptance in real time, automatically push personalized learning tasks and review materials according to their learning situation, helping them fill in knowledge gaps and improve learning effects.

Third, it helps the educational process follow objective laws. Labor education must be carried out in accordance with the laws of education and the physical and mental development laws of college students, otherwise it will get half the result with twice the effort. Through algorithm analysis, AI can identify links in the labor education process that do not conform to educational laws, help teachers adjust educational strategies in a timely manner, make educational elements work in the same direction, and improve the scientificity and effectiveness of labor education.

2.3 Innovating Educational Evaluation to Realize a Comprehensive Evaluation System

Traditional labor education evaluation for college students is mostly result-oriented with a single evaluation method, which is difficult to fully and objectively reflect college students' labor attitude, labor skills, and labor qualities. The integration of AI has promoted the intelligent, comprehensive, and diversified development of the labor education evaluation system.

Through big data technology, AI can collect multi-dimensional data of college students' labor education in real time, including learning progress, practical performance, and labor achievements, to conduct a comprehensive analysis and objective evaluation of their labor literacy. By analyzing college students' operation process, completion quality, and innovative performance in virtual labor scenarios, it can accurately score their labor skills and innovation ability. By analyzing college

students' labor logs and practice reports, it can conduct a comprehensive evaluation of their labor attitude and labor qualities.

AI has broken the single teacher-led evaluation model, and built a multi-subject evaluation system combining teacher evaluation, student self-evaluation, peer mutual evaluation, and parent evaluation, ensuring the objectivity and comprehensiveness of evaluation results. In addition, AI can generate personalized improvement suggestions for college students based on the evaluation results, helping them identify their own shortcomings, continuously improve their labor literacy, and realize a virtuous circle of "evaluation-feedback-improvement".

2.4 Taking into Account Individuals and Society to Realize Two-Way Value Empowerment

On the one hand, it realizes personalized development. AI empowerment of college students' labor education can help college students establish correct labor values, cultivate innovative thinking and practical ability, and enhance their competitiveness in adapting to the labor market in the intelligent era. With the assistance of intelligent technology, college students can break through their own limitations, access a broader field of labor, discover their own labor potential, and achieve personalized development.

On the other hand, it provides talent support for socialist modernization. AI empowerment of college students' labor education can cultivate a large number of high-quality workers with intelligent literacy, innovative ability, and labor spirit for the society, promote industrial upgrading and scientific and technological progress, boost the healthy development of the national AI industry, and provide talent support for socialist modernization.

3. PRACTICAL DILEMMAS OF ARTIFICIAL INTELLIGENCE EMPOWERING LABOR EDUCATION FOR COLLEGE STUDENTS

Although AI has brought many opportunities for the development of college students' labor education, it still faces a series of practical problems in practical application. These problems are intertwined and mutually influential, restricting the full play of the effect of AI empowerment.

3.1 Insufficient Intelligent Literacy of Teachers and Deficient Empowerment Capability

Teachers are the core force of AI empowerment of college students' labor education, and their intelligent literacy and empowerment capability directly affect the effect of labor education. However, the current intelligent literacy of the labor education teacher team for college students in China is generally insufficient, which is difficult to adapt to the development requirements of labor education in the intelligent era.

First, teachers' intelligent education concepts are lagging behind. Some teachers still adhere to traditional labor education concepts and teaching methods, have insufficient understanding of AI empowerment of labor education, and lack the awareness and ability to actively use intelligent technology to innovate labor education models. Some teachers only regard AI as a teaching tool, and fail to fully explore its empowerment value in educational content, teaching methods, educational evaluation and other aspects, resulting in the superficial integration of intelligent technology and labor education.

Second, teachers' ability to apply intelligent technology is insufficient. Many teachers cannot skillfully use AI to carry out labor education. Some teachers lack mastery of basic AI knowledge, intelligent teaching equipment and teaching platforms, and cannot skillfully use intelligent technology to carry out labor education and teaching activities, making it difficult to give play to the empowerment role of AI.

Third, the development of the teacher team is lagging behind. Some colleges and universities lack intelligent labor education talents, and the teacher training system is imperfect, making it difficult to effectively improve teachers' intelligent literacy. At the same time, the teacher incentive mechanism is not sound, lacking encouragement and support for teachers to use intelligent technology to carry out labor education, which affects teachers' enthusiasm and initiative.

3.2 Outdated Educational Models and Poor Empowerment Effectiveness

At present, the labor education models of some colleges and universities have not been fully innovated in combination with the advantages of AI technology, resulting in insufficient in-depth integration of AI and labor education and poor empowerment effectiveness.

First, the education model is single and rigid. Some colleges and universities still adopt the traditional labor education model of "classroom teaching + simple practice", failing to make full use of AI's advantages in scenario simulation and intelligent analysis, and lacking personalization, interactivity and innovation. For example, the labor education courses in some colleges and universities are still dominated by theoretical teaching, with less application of virtual practice and online interaction, which is difficult to stimulate college students' learning interest and participation enthusiasm.

Second, the educational content is disconnected from actual needs. The intelligent labor education content of some colleges and universities lacks pertinence, and fails to be designed in combination with college students' professional characteristics and the needs of the labor market, resulting in a disconnect between educational content and college students' actual needs. For example, for some non-computer major college students, the intelligent labor education content is still dominated by complex algorithm design and programming technology, ignoring the cultivation of intelligent labor skills related to their majors, which is difficult to improve college students' employment competitiveness.

Third, the practical link is weak. The essence of labor education is practical education. At present, the intelligent labor education in some colleges and universities lacks effective practical links, and the integration of virtual practice and real practice is not close enough, making it difficult for college students to truly master labor skills and labor qualities.

Fourth, the educational evaluation system is imperfect. Although AI provides new means for labor education evaluation, the labor education evaluation in some colleges and universities is still result-oriented with a single evaluation method, failing to make full use of the advantages of AI to build a comprehensive and objective multi-dimensional evaluation system, which is difficult to fully reflect college students' labor literacy and learning effects.

3.3 Imperfect Intelligent Ecosystem and Weak Empowerment Foundation

The intelligent ecosystem is the foundation of AI empowerment of college students' labor education, which covers multiple elements such as education participants, educational resources, educational technology, policies and systems, and requires the coordinated efforts and benign interaction of all elements. However, the current intelligent labor education ecosystem in China still has many imperfections, which have become an important factor restricting the empowerment effect.

First, the intelligent infrastructure is insufficient. There are barriers for colleges and universities to use AI to carry out labor education. Some colleges and universities lack sufficient intelligent teaching equipment, virtual practice platforms and data servers, which cannot meet the needs of intelligent labor education. For example, some colleges and universities lack immersive teaching equipment such as VR/AR, and cannot provide virtual labor practice scenarios for college students; the intelligent teaching platforms of some colleges and universities have imperfect functions, making it difficult to achieve accurate data collection and analysis.

Second, the integration of educational resources is insufficient. At present, AI-related labor education resources are scattered in different colleges and universities, scientific research institutions and enterprises, lacking an effective integration and sharing mechanism, resulting in resource waste and redundant construction. At the same time, some labor education resources are disconnected from college students' professional needs and labor market needs, making it difficult to meet college students' personalized learning needs. An important reason for the unsatisfactory learning gains of college students' labor education in the AI era is the insufficient pertinence and practicability of educational resources.

Third, the collaborative education mechanism is not sound. The "campus-family-society" three-in-one collaborative education mechanism has not been fully established, and the participation of families and society in intelligent labor education is low. Schools lack effective linkage with families and society, and cannot form a joint force for education; parents have insufficient understanding

of AI empowerment of labor education, and lack guidance and support for college students' labor education; labor education resources from all sectors of society have not been fully opened to college students, making it difficult to provide diversified labor practice opportunities for them.

3.4 Prominent Ethical Risks and Lack of Normative Mechanisms

While empowering college students' labor education, AI has also brought a series of ethical risks, while the relevant ethical norms and mechanisms have not been improved, which cannot effectively prevent and resolve these risks, affecting the healthy development of intelligent labor education.

First, the risk of college students' over-reliance on AI. The convenience of AI makes some college students overly rely on intelligent devices, lack independent thinking and hands-on practical ability, and gradually lose the awareness and ability of independent labor. For example, when completing labor practice tasks, some college students rely too much on the assistance of intelligent tools and are unwilling to take the initiative to think and try, resulting in difficulty in improving their labor skills and innovation ability.

Second, the risk of algorithmic bias and value alienation. The algorithm design of AI relies on data input. If the data is biased, it will lead to algorithmic bias and affect the fairness of labor education. At the same time, some colleges and universities excessively pursue the instrumental rationality of technology, ignoring the educational essence of labor education, leading to the value alienation of labor education and deviating from the goal of cultivating college students' correct labor values.

Third, the ethical norms and mechanisms are not sound. At present, China's ethical norms and laws and regulations on the application of AI in the education field are not yet perfect, lacking clear ethical guidelines and supervision mechanisms, and effective constraints on the R&D, application and management of AI, resulting in the failure to timely and effectively solve the ethical problems in intelligent labor education.

4. OPTIMIZATION PATHS OF ARTIFICIAL INTELLIGENCE EMPOWERING LABOR EDUCATION FOR COLLEGE STUDENTS

Combined with the development requirements of the intelligent era and the physical and mental development characteristics of college students, starting from building an intelligent teacher team, innovating intelligent education models, constructing an intelligent labor education ecosystem, and improving ethical norms and mechanisms, we can promote the in-depth integration of AI and college students' labor education, and effectively improve the effectiveness of labor education.

4.1 Building an Intelligent Teacher Team to Improve Empowerment Capability

Building a professional, innovative and intelligent teacher team with high intelligent literacy is the core support for AI empowerment of college students' labor education. It is necessary to improve teachers' intelligent literacy and empowerment capability from three aspects: talent introduction, teacher training, and incentive mechanism.

4.1.1 Increasing Talent Introduction to Optimize the Team Structure

Colleges and universities need to increase the introduction of intelligent labor education talents and optimize the team structure. First, combined with the status of teachers and the development needs of intelligent labor education, clarify the job requirements and standards for talent introduction, and introduce interdisciplinary talents with both AI academic background and labor education experience on demand. Second, formulate scientific talent evaluation indicators, improve the introduction process, strictly implement the assessment and evaluation system, and ensure the quality of talent introduction. Third, create a good working environment, provide generous salary and benefits and broad development space, attract and retain talents, and maintain the stability and sustainability of education.

4.1.2 Improving the Teacher Training System to Enhance Intelligent Literacy

Colleges and universities should establish a sound teacher training system and carry out targeted training. First, investigate teachers' needs through questionnaires and interviews, clarify their difficulties and improvement directions in intelligent labor education, and customize personalized training programs. Second, adopt diversified training methods combining online and offline, on-campus and off-campus, such as building a virtual teaching and research office for labor education, inviting experts to give lectures, and carrying out inter-school joint training with other colleges and universities. Finally, build a comprehensive training evaluation system centered on the improvement of teachers' intelligent literacy, evaluate from the dimensions of training foundation, organization, methods and results, and carry out long-term evaluation by tracking the teaching application of teachers to ensure the training effect.

4.1.3 Improving the Incentive Mechanism to Stimulate Work Vitality

A sound incentive mechanism can stimulate teachers' enthusiasm to carry out intelligent labor education. First, integrate spiritual and material, positive and negative, short-term and long-term incentive means, such as setting up the honorary title of intelligent teacher and special reward fund, and giving conversation reminders to teachers who fail to meet the standards. Second, ensure the fairness of incentives, break egalitarianism, evaluate according to teachers' performance, tilt salary to teachers with high intelligent literacy and good teaching effects, and unblock promotion channels. Third, enhance the flexibility of incentive schemes, formulate them by classification according to teachers' needs and adjust them in a timely manner with the change of needs, to improve the effectiveness of incentives.

4.2 Innovating Intelligent Education Models to Improve Empowerment Effectiveness

Innovating intelligent education models and promoting the in-depth integration of AI and labor education is the key to improving empowerment effectiveness. It is necessary to realize the intelligent upgrading of labor education from four aspects: educational content, teaching methods, practical links, and evaluation system.

4.2.1 Optimizing Educational Content to Fit Actual Needs

Optimizing educational content combined with college students' professional characteristics and labor market needs to improve pertinence and practicability. First, it is to build a diversified content system covering basic AI knowledge, intelligent labor skills, labor values, and ethical norms, taking into account both theoretical and practical training. Second, it is to design personalized content combined with majors, and integrate intelligent labor education with professional learning. For example, computer majors focus on algorithm design and data processing, while humanities and social sciences majors focus on the application of intelligent tools and the cultivation of social service capabilities. Third, it is to track the development trend of AI technology and the labor market, timely incorporate emerging intelligent labor forms and skills into educational content, and keep pace with the times.

4.2.2 Innovating Teaching Methods to Enhance Interactivity and Interest

Innovating teaching methods relying on the advantages of AI can stimulate college students' learning interest. The first is to use VR/AR technology to carry out immersive teaching, simulate labor scenarios such as industrial production, agricultural planting, and voluntary services, and enhance students' sense of labor experience. The second is to implement personalized teaching with the help of AI big data analysis function, accurately capture students' learning needs and cognitive levels, customize learning plans, push learning resources, and realize teaching students in accordance with their aptitude. The third is to use intelligent teaching platforms and online Q&A systems to build interactive platforms, carry out interactive teaching, encourage communication and discussion between teachers and students, and among students, to improve learning effects.

4.2.3 Strengthening Practical Links to Promote the Integration of Virtual and Reality

The essence of labor education is practical education. It is necessary to strengthen the practical links of intelligent labor education and promote the integration of virtual and real practice. First, use AI technology to build a virtual labor practice base,

simulate real labor scenarios, and allow students to accumulate practical experience. Second, organize students to participate in real labor practices such as on-campus work-study programs, social practice, and professional internships, and guide them to use intelligent skills to solve practical problems. Finally, promote the in-depth integration of virtual and real practice, realize "virtual training for real-world application", apply the skills mastered in virtual practice to real labor scenarios, and test the effect of virtual practice through real practice.

4.2.4 Improving the Evaluation System to Realize Comprehensive and Objective Evaluation

Improving the labor education evaluation system with the help of AI can realize comprehensive, objective and diversified evaluation. First, it is to build a scientific evaluation indicator system including labor attitude, labor skills, labor achievements, innovation ability, and ethical awareness. Second, it is to optimize the evaluation algorithm in accordance with the principle of fairness, eliminate algorithmic bias, improve the transparency and interpretability of the algorithm, and ensure the fairness of evaluation results. Third, it is to integrate teacher evaluation, student self-evaluation, peer mutual evaluation, parent evaluation, and enterprise evaluation to build a multi-dimensional evaluation system that fully reflects students' labor literacy. Fourth, it is to improve the evaluation feedback mechanism, use AI to analyze evaluation results, generate personalized improvement suggestions for teachers and students, and promote the virtuous circle of "evaluation-feedback-improvement".

4.3 Building an Intelligent Ecosystem to Consolidate the Foundation for Empowerment

Building a sound intelligent labor education ecosystem is the prerequisite for AI empowerment of college students' labor education. It requires the coordinated efforts of the government, colleges and universities, families, and society to integrate resources and form a benign education pattern.

4.3.1 Strengthening Top-Level Design and Enhancing Policy Support

The government needs to strengthen the top-level design of intelligent labor education and improve the policy system. The first is to formulate special policy documents, clarify development goals, main tasks, implementation paths and safeguard measures, and guide colleges and universities to carry out intelligent labor education. The second is to set up special funds, increase capital investment, and guide social capital participation to ensure that funds are used for intelligent infrastructure construction, resource development, teacher training, etc. The third is to formulate standards and norms for intelligent labor education, clarify educational content, teaching methods, evaluation systems, teacher requirements, etc., to standardize the development of education. The fourth is to improve laws and regulations on the application of AI in the education field, clarify requirements for data security, privacy protection, and ethical norms, to provide legal guarantee.

4.3.2 Improving Intelligent Infrastructure and Integrating Educational Resources

Colleges and universities should increase the construction of intelligent infrastructure to provide software and hardware support for intelligent labor education. First, build smart classrooms and virtual labor practice bases, equip with VR/AR, intelligent terminals and other equipment, and create diversified labor education scenarios. Second, build a cloud platform for intelligent labor education, integrate internal and external resources, realize co-construction and sharing, and provide students with personalized learning resources and practice opportunities. Third, strengthen cooperation with enterprises and scientific research institutions, introduce advanced intelligent technology and educational resources, develop professional-related courses and practice projects, and promote the connection between educational content and labor market needs.

4.3.3 Building a Collaborative Education Mechanism to Form a Joint Education Force

Building a "campus-family-society" three-in-one collaborative education mechanism helps to gather the joint force of education. Schools should play a leading role, build online parent schools and home-school interaction platforms, disseminate intelligent labor education concepts, and guide parents to participate. Families should enhance their dominant position, rely on intelligent technology to understand students' labor learning situation, strengthen labor guidance and support, and cultivate students' labor habits. The society should

strengthen its service role, encourage enterprises, scientific research institutions, and social organizations to open labor education resources to students, provide internship positions and practice opportunities, and allow students to improve their labor ability in real scenarios.

4.4 Improving Ethical Norms and Mechanisms to Prevent Ethical Risks

Preventing AI ethical risks and improving ethical norms and mechanisms are important guarantees for the healthy development of AI empowerment of college students' labor education. It is necessary to build a comprehensive ethical risk prevention system from three aspects: education, system, and technology.

4.4.1 Strengthening Ethical Education to Enhance Ethical Awareness

Colleges and universities need to strengthen AI ethical education for teachers and students to improve their ethical awareness and prevention capabilities. First, it is to incorporate AI ethical education into the labor education curriculum system, offer relevant courses to help students establish a correct ethical outlook, and enhance their awareness of privacy protection and academic fraud prevention. Second, it is to strengthen teacher ethical training, improve their AI ethical literacy, and guide them to standardize the use of intelligent technology in teaching. Third, it is to carry out ethical publicity and education activities through case analysis, debate competitions, theme lectures and other forms to strengthen the ethical cognition of teachers and students.

4.4.2 Improving Ethical Systems to Standardize Codes of Conduct

Establishing and improving the ethical system of AI empowered labor education can standardize the behavior of all parties. First, it is to formulate an ethical system for intelligent labor education, clarify the rights and obligations of educators, educatees, and technology developers, and incorporate the principles of people-oriented, fairness and justice, and privacy protection into the system. Second, it is to standardize the application guidelines for AI technology, require that technology design and application aim at improving the educational environment, data and algorithms take into account every teacher and student, and completely record the educational process for accountability. Finally, it is to improve the supervision mechanism. The government should set up AI product inspection institutions and improve the access and approval system; colleges and universities should set up ethical supervision groups to inspect and evaluate educational activities; encourage teachers and students to participate in supervision and report unreasonable behaviors.

4.4.3 Strengthening Technology Governance to Prevent Technical Risks

Strengthening governance through technical means can prevent the technical risks of AI. The first is to enhance the transparency of data acquisition, break the "algorithm black box", standardize the data use process, strengthen the security management of storage, and prevent privacy leakage. The second is to optimize algorithm design, improve data collection technology, select representative and time-sensitive data for analysis, adjust the diversity of algorithm recommendations, make up for the narrowing of knowledge horizon, and protect students' independent choice. The third is to set up educational audit institutions to carry out algorithm audits, avoid unreasonable data use, and enhance data security and algorithm fairness.

5. CONCLUSION

AI empowerment of college students' labor education is an inevitable trend of the development of labor education in the intelligent era, helping college students become new intelligent labor talents with intelligent literacy, innovative ability and labor spirit. The practical dilemmas faced by AI empowerment of college students' labor education require the coordinated efforts of the government, colleges and universities, families, and society to deeply analyze the internal law of the integration of AI and labor education, continuously improve and optimize the paths, give full play to the empowerment value of AI, promote the high-quality development of college students' labor education, cultivate high-quality workers that meet the development needs of the intelligent era for the society, and provide solid talent support for national scientific and technological progress and social development.

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