

Research on the Isomorphic Symbiosis of Labor Education and Career Education for College Students in the New Era

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Abstract: In the context of the new era, the integration of labor education and career education for college students has become an important topic in higher education. This paper aims to explore the connotations and characteristics of both, their isomorphic symbiotic relationship, points of convergence, and the implementation paths for their symbiosis, in order to provide a reference for higher education reform. By analyzing the intrinsic connection between the two, specific measures are proposed to promote their coordinated development, with the goal of enhancing students' overall qualities and employment competitiveness.

Keywords: New era; college students; labor education; career education; isomorphic symbiosis

Introduction

With the rapid development of society and the widespread expansion of higher education, the employment pressures and challenges faced by college students are growing. To address these challenges, universities need to focus on cultivating students' practical abilities and professional qualities, with labor education and career education being crucial paths to achieve this goal. This paper delves into the isomorphic symbiotic relationship between labor education and career education for college students in the new era, discussing their connotations, characteristics, points of convergence, and implementation paths, to provide valuable insights

for higher education reform.

1. The Connotations and Characteristics of Labor Education and Career Education for College Students in the New Era

1.1 The Connotation and Characteristics of Labor Education

Labor education aims to cultivate students' sense of social responsibility and work habits through practical activities, as well as to enhance their innovative consciousness and practical abilities. In the new era, labor education places greater emphasis on practicality and comprehensiveness, highlighting the integration of labor with technology and focusing on fostering students' innovation capabilities and entrepreneurial awareness.



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1.2 The Connotation and Characteristics of Career Education

Career education aims to help students establish correct employment concepts, clarify career goals, and enhance professional qualities. In the new era, career education focuses more on personalized guidance and practical teaching, emphasizing close connections and cooperation with society, in order to develop students' adaptability to careers and their innovation abilities.

2. The Isomorphic Symbiotic Relationship between Labor Education and Career Education for College Students in the New Era

2.1 The Promoting Role of Labor Education in Career Education

Labor education plays a vital role in the education of college students in the new era. It not only serves as a key pathway for developing students' hands-on and practical abilities, but also lays a solid foundation for career education. By participating in various labor practice activities, students can personally experience different work environments and requirements of various professions, thereby gaining a deeper understanding of the diversity and complexity of the professional world. This practical experience helps students clarify their professional interests and career development directions, while also enhancing their career adaptability and competitiveness^[1]. During labor activities, students encounter various challenges and problems, and through continuous attempts and adjustments, they can develop problem-solving skills, which are equally crucial in their future careers. Furthermore, labor education fosters teamwork and communication skills, both of which are indispensable qualities in professional careers.

2.2 The Guiding Role of Career Education in Labor Education

Career education also holds a significant place in the education of college students in the new era, as it not only helps students set clear career goals and development directions but also guides the content and methods of labor education. Through career planning, students can better recognize their strengths and weaknesses, allowing them to select labor practice projects that suit their abilities more effectively. This targeted selection not only enhances the relevance and effectiveness of labor education but also enables

students to gain a deeper understanding of their career interests and capabilities during the practical process. Meanwhile, career education provides students with more information and resources about professions, helping them better understand the job market and industry trends, thus enabling them to make wiser decisions for their future career development. Under this guidance, labor education becomes more than just simple skills training; it evolves into an educational activity closely tied to career development, offering strong support for students' all-round development.

3. Points of Convergence between Labor Education and Career Education for College Students in the New Era

3.1 Consistency of Goals

In the context of higher education for college students in the new era, labor education and career education have different emphases, but their ultimate goals are highly consistent: both aim to cultivate students' comprehensive qualities and enhance their employment competitiveness. Labor education, through practical activities, focuses on developing students' hands-on, practical, and innovative abilities, thus laying a solid foundation for their future career development. Career education, on the other hand, helps students clarify career goals and improve their employability through career planning and professional development. Both share the common goal of promoting students' overall development and enhancing their career adaptability, jointly aiming to cultivate high-quality talents with innovative spirit and practical abilities.

3.2 Complementarity of Content

There is significant complementarity between labor education and career education in terms of content. Labor education emphasizes the cultivation of practical abilities, allowing students to experience the process and value of work through various labor activities, thus fostering their work habits, sense of social responsibility, and innovative awareness. Career education, in contrast, focuses more on career planning and professional development, helping students clarify their career goals and improve their professional qualities and skills through career guidance, assessments, internships, and training. The content of the two complements each other: labor education provides the practical foundation for career education, while career education offers direction and goals for labor education,

together promoting students' comprehensive development.

3.3 Synergy of Methods

Labor education and career education exhibit high synergy in teaching methods. Both can adopt practical teaching methods such as case studies, role-playing, and hands-on activities to enable students to learn and grow through practice. For example, labor education can organize students to engage in production internships and social practices, allowing them to develop practical and innovative abilities in real work environments. Career education can employ methods like mock interviews, workplace experiences, and career planning workshops to enhance students' professional qualities in settings that simulate the real world of work. The shared and synergistic use of these teaching methods not only improves educational effectiveness but also promotes the overall enhancement of students' comprehensive qualities^[2]. Furthermore, both can leverage modern educational technologies, such as virtual reality and online courses, to provide students with diverse learning resources and experiences, thereby deepening the integration and development of labor education and career education.

4. Implementation Paths for the Symbiosis of Labor Education and Career Education for College Students in the New Era

4.1 Building a Curriculum System

To realize the effective symbiosis of labor education and career education, universities need to carefully construct a curriculum system that integrates elements of both. This system should be deeply embedded into students' professional course learning, ensuring that they enhance both their practical abilities and professional qualities alongside acquiring solid academic knowledge. First, the curriculum system should clearly outline core courses for both labor education and career education, such as "Labor Theory and Practice" and "Career Planning and Management," making them mandatory for all students to ensure that each student acquires basic knowledge and skills. Secondly, courses should be tailored to the characteristics of different disciplines. For instance, science and engineering students could have courses like "Technology Innovation and Entrepreneurship Practice" to encourage them to apply scientific knowledge in practical work, cultivating innovative

thinking and entrepreneurial skills. Humanities students might benefit from courses such as "Social Service and Public Labor," involving community service and charitable activities to enhance their social responsibility and professional qualities. The curriculum system should also offer a variety of elective courses, such as "Vocational Skills Training" and "Industry Frontier Lectures," to meet students' diverse learning needs. These courses could invite industry experts and leaders to deliver lessons, providing students with cutting-edge vocational information and skills guidance. In terms of teaching methods, the curriculum system should focus on practical teaching and case analysis, enabling students to learn and grow through simulations of workplace environments and internships. The use of modern educational technologies, such as online courses and virtual reality, can further enhance the learning experience by offering more convenient and efficient learning resources.

4.2 Strengthening Practical Teaching

To deepen the symbiotic relationship between labor education and career education, universities need to further strengthen practical teaching, especially by cooperating with enterprises to provide students with richer and more authentic practical experiences. First, universities should actively establish stable partnerships with leading companies across various industries to set up internship and training bases. These bases should not only offer advanced equipment and technological support but also have professional mentors from the companies to provide on-site guidance, ensuring that students can learn and train in real work environments. Through participation in actual projects, students can experience workplace procedures and culture firsthand, thus better understanding professional requirements and improving their professional qualities. Additionally, universities can collaborate with companies to develop training courses that combine industry needs with educational goals, designing content that aligns with educational principles while meeting market demands. These courses can cover areas such as vocational skills training, teamwork, and project management, aiming to comprehensively enhance students' practical abilities and professional qualities. Universities can also invite industry experts to give lectures or workshops on campus, sharing insights on industry trends and career development experiences. Face-to-face interactions with entrepreneurs

can give students a more direct understanding of the diversity and possibilities of career paths, inspiring their career interests and motivation^[3]. Throughout the practical teaching process, universities should pay close attention to student feedback and assessment, adjusting teaching content and methods in a timely manner to ensure the quality and effectiveness of practical teaching. Moreover, a comprehensive practical teaching management system should be established, covering internship arrangements, assessments, and evaluations, to ensure that every student gains meaningful experiences and growth from practice.

4.3 Enhancing Faculty Development

To promote the coordinated development of labor education and career education, universities must prioritize faculty development, improving teachers' professional skills and teaching abilities. First, universities should create systematic training plans to regularly provide professional development opportunities for teachers. These trainings should cover labor education theory and practice, career planning methods and techniques, industry trends, and career development paths. Through such training, teachers can continuously update their knowledge base, improve their teaching levels, and strengthen their ability to guide students in career planning. Secondly, universities should encourage teachers to engage in industry practice, increasing their understanding of the business world and gaining practical experience. Teachers can take advantage of holidays or spare time to work as temporary staff in companies or participate in project collaborations, gaining in-depth insight into industry demands and career development paths. This practical experience can enrich teaching content and enable teachers to better guide students in career planning and practice. Additionally, universities can invite industry experts and career counselors to give lectures or serve as guest instructors, providing teachers with the latest industry information and career guidance. Through collaboration and exchanges with external experts, teachers can broaden their perspectives and enhance their expertise, injecting new vitality into the symbiotic development of labor education and career education. In building the faculty team, universities should also focus on fostering teachers' professional ethics and integrity, guiding them to adopt sound educational philosophies that support students' holistic

development. Moreover, a comprehensive faculty evaluation system should be established to assess teaching performance, research capabilities, and professional ethics, motivating teachers to improve and contribute more to the collaborative development of labor education and career education.

4.4 Improving the Evaluation System

To ensure the effective implementation of labor education and career education, universities need to establish a scientific evaluation system to comprehensively assess students' practical abilities and professional qualities. First, the evaluation system should cover multiple dimensions, including labor skills, practical abilities, professional qualities, teamwork, and collaboration. By setting clear evaluation criteria and standards, objectivity and accuracy in assessment can be ensured. For example, labor skills can be assessed through practical tests, practical abilities can be measured based on project completion and innovative outcomes, and professional qualities can be evaluated through aspects such as work ethics and attitudes. Secondly, the evaluation system should combine formative and summative assessments. Formative assessments should focus on students' performance during learning and practice, including participation, enthusiasm, and teamwork, to encourage students to actively engage in labor practices and career planning activities. Summative assessments should focus on final outcomes, such as internship reports and career plans, to evaluate students' learning achievements and improvements in professional qualities. Additionally, the evaluation system should emphasize feedback and motivation. By providing timely feedback on students' evaluation results, they can better understand their strengths and weaknesses, and identify areas for improvement^[4]. Establishing a reward system, such as honors for outstanding interns or career planning stars, can also encourage student initiative and creativity, promoting their comprehensive development. Finally, universities should periodically review and update the evaluation system to ensure its relevance and alignment with the evolving needs of labor and career education.

Conclusion

In the new era, the isomorphic symbiosis between labor education and career education for college

students has become increasingly prominent. Through the construction of a curriculum system, enhancement of practical teaching, strengthening of faculty development, and improvement of the evaluation system, the coordinated development of these two educational approaches can be promoted, thereby enhancing students' comprehensive qualities and employment competitiveness. In the future, universities should continue to explore new paths for integrating labor education and career education, making greater contributions to the cultivation of outstanding talent.

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