

## Original Research Article

## Practical challenges, development opportunities and practical paths of labor education in the digital era

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**Abstract:** In today's era, the labor field is undergoing profound changes due to the development of digital technology. These changes have not only innovated production and life models, but also put forward new demands for labor education. Exploring the development opportunities and practical challenges faced by labor education in the digital era is of great significance to the development path and direction of labor education in the digital era, promoting labor education innovation, and cultivating workers who adapt to the new era.

**Keywords:** digital age; labor education; opportunities and challenges

### 1. Introduction

Labor education is an educational activity that aims to allow students to form labor education values and hone labor literacy through labor practice. Labor can build morality, increase intelligence, strengthen the body, and cultivate beauty. Nowadays, with the continuous development of digital technology, we are gradually drawn into the torrent of the digital age. In this process, traditional labor forms and division of labor continue to change, which has intensified labor education to a certain extent. complexity.

The digital era brings opportunities to labor education, enriches its connotation and form, promotes innovative courses, expands educational resources and time and space boundaries, and improves the efficiency of students' mastery of labor knowledge and skills. However, technological changes have led to changes in labor patterns and employment structures, and traditional education models are difficult to adapt to the needs of the new era, causing implementation difficulties. Therefore, it is of great significance to deeply analyze the ethical dilemmas and opportunities of labor education in the digital era and explore coping strategies. This will not only help integrate digital technology and labor education and improve the theoretical system, but also optimize educational practice and cultivate all-round development talents with adaptability and labor literacy in the digital era.

### 2. Development opportunity of labor education in digital age

#### 2.1. Labor education model changes

Faced with the rapid advancement of digital technology, we must seize this historical opportunity, use creativity as the source of social progress, always insist on taking security as the prerequisite for development, and regard universal benefit as the core of achieving social equity. Labor education is no longer limited to manual labor, but allows students to learn labor knowledge and skills through practical projects, gradually transforming into mental labor and innovative labor. The application of digital technology has given rise to new labor models that require workers to have professional knowledge and skilled digital skills. Through activities such as employment experience and industry expert lectures, students' interest in emerging careers is stimulated and more possibilities for future career choices are provided. Labor education has become an important means to promote the all-round development of students' morality, intelligence, physical education, art and labor. In this process, labor education is no longer regarded as purely physical exercise, but as an important educational means that can promote students' morality, intelligence, physical education, beauty, and labor.

#### 2.2. Expansion of labor education resources

The digital era has opened up a vast world for the expansion and sharing of labor education resources.

Massive, diverse and high-quality educational resources flow like a tide, injecting vitality into labor education. Students can access labor education courses around the world through online platforms, ranging from basic skills to cutting-edge digital labor knowledge to meet different needs. Digital databases of books, journals and papers provide students with resources to conduct in-depth research on labor theory. Cloud computing and network technology allow educational resources to transcend regional and school limitations. Students in remote areas can also enjoy high-quality courses and promote educational equity. Schools can jointly build virtual laboratories and practical case libraries to improve resource utilization efficiency. Therefore, driven by digital technology, in the face of rich and diverse labor education learning materials, students can independently plan learning paths according to their own rhythm and interests. During the exploration process, students can experience the joy and responsibility of labor and realize the meaning of labor education.

### **3. Practical challenges of labor education in the digital era**

#### **3.1. Outdated concepts of labor education**

In the digital age, traditional concepts of labor education have become disconnected from the demands of the times, constraining their educational effectiveness. Historically, labor education has placed excessive emphasis on manual labor and production skills, overlooking the cultivation of labor values and innovative thinking. This approach has made it difficult for students to grasp the diverse values of innovation, collaboration, and other aspects of labor in the digital era, resulting in a narrow understanding of labor and a lack of capability to navigate complex digital work environments, which contradicts the original intent of labor education. Moreover, influenced by exam-oriented education, labor education is often treated as a "secondary subject," leading to insufficient class hours and a lack of resources. This makes it challenging to ignite students' enthusiasm for learning and hinders the development of their comprehensive abilities. In terms of evaluation systems, labor education tends to overemphasize tangible outcomes, such as the craftsmanship of handmade products or the speed of task completion, while neglecting students' efforts and innovations in areas like digital design, teamwork, and problem-solving during the process. This one-sided evaluation dampens students' motivation to participate and is detrimental to achieving educational goals.

#### **3.2. Virtualization of labor education space**

The essence of labor lies in physical and mental engagement, accompanied by a strong physical experience. In the digital era, labor education is showing a trend of virtualization and three-dimensional, and virtual practice has gradually occupied a dominant position. Although it has the advantages of unlimited time and space and low cost, it also weakens students' perception of the real working environment. Relying too much on virtual scenes makes it difficult for students to experience the physical effort, teamwork and actual pressure in physical labor, which may easily lead to problems of underestimating physical labor and having high eyes and low hands. For example, in the virtual "Enterprise Creation" course, students complete tasks through simple operations and cannot experience the capital operation and market challenges in real entrepreneurship. In addition, the construction of digital resources for labor education often lags behind technological updates, and development and maintenance costs are high, resulting in the inability of some resources to be updated in a timely manner and it is difficult to reflect the latest labor skills and industry dynamics. Taking artificial intelligence as an example, if the application cases in the course are not updated in time, the content students learn may lag behind the needs of the industry and affect their competitiveness.

#### **3.3. Lack of labor education teachers**

With the widespread application of digital technology, labor education teachers are facing the problem of "digital divide". Some teachers have long been accustomed to traditional education models and lack the ability to apply digital technology, which makes them feel powerless when using online teaching platforms and digital tools. This situation caused by teachers' lack of digital technology capabilities is not only unable to provide students with a more high-quality and efficient labor education learning experience, but is also very likely to hinder the smooth advancement of the entire teaching process due to numerous technical obstacles. During the teaching process, when teachers encounter technical problems such as online interaction, they often cannot solve

them quickly, which in turn affects students enthusiasm and experience for learning, hinders the development of labor education, and fails to meet society's needs for digitally literate labor talents. It can be seen that the lack of teachers with professional educational capabilities can not only fully tap the rich advantages contained in digital technology, but may even hinder the overall teaching process because their unfamiliarity with digital technology, thus affecting students learning experience and knowledge acquisition.

## 4. Practical paths for labor education in the digital era

### 4.1. Change the teaching model

The development of labor education in the digital era is inseparable from the collaboration of families, schools and society. Family is the first classroom for children to grow up. Parents should set an example, pass on the value of labor, and cultivate their children's labor habits and basic skills. Schools should strengthen labor education courses and practices, combine communities, enterprises and other resources, and carry out volunteer service and other activities to enhance students sense of glory in labor. Society should create a cultural atmosphere that advocates labor, the media report model workers, cultural venues hold labor-themed activities, and the government issue relevant policies to ensure labor education. Only through cooperation between families, schools and communities can labor education continue to develop. In short, by building a collaborative support network of homes, schools, and communities, labor education can go further in the digital era.

### 4.2. Building a home-school-community integrated support network

Labor education in the digital era requires close collaboration between families, schools and society. Families should set an example, convey the value of labor and cultivate children's basic life skills and labor habits; schools need to optimize labor education courses, expand cooperation in off-campus resources, and carry out activities such as volunteer services; society should create an atmosphere that advocates labor and encourages innovation, and the media should promote labor model, public institutions enrich students 'extracurricular experience, and the government improves relevant policy guarantees. Only by working together can families, schools and communities promote the sustainable development of labor education.

### 4.3. Establishing an evaluation system for labor education

In recent years, the leap-forward development of digital infrastructure has brought new opportunities for labor literacy evaluation. Digital technologies, such as big data and artificial intelligence, bring new opportunities for the evaluation of college students labor literacy. They can conduct multi-dimensional evaluations accurately and in real time, avoid cumbersome data collation, and provide feedback for educational improvements. Evaluation should focus on humanization, pay attention to students difficulties, provide personalized guidance, and help students establish a correct view of labor. Labor education needs to be deeply integrated with professional courses to avoid "mere formality". Through accurate evaluation and continuous improvement, we will promote all-staff, full-process and all-round labor education, improve the overall effect of labor education, and promote students to better understand the value and significance of labor.

## 5. Conclusion

In the process of China's modernization, technological advancements are evolving at an unprecedented pace. It is essential to adopt a dialectical perspective on the multifaceted impacts of digital technology and, more importantly, to recognize that labor education in the digital era presents both opportunities and challenges. On the one hand, research on labor education must closely track cutting-edge developments, accurately seize opportunities, and respond to challenges with innovative thinking and practical measures to implement actionable pathways. On the other hand, it is crucial to delve into the potential applications of emerging technologies in labor education, analyze their transformative power over educational models, resource allocation, and evaluation systems, and proactively formulate strategies to ensure that educational practices keep pace with the times. In summary, against the backdrop of the digital era, labor education will increasingly demonstrate its significance as technology continues to advance rapidly. How to promptly seize and effectively leverage the opportunities of the digital age to promote the holistic development of students amidst the currents of contemporary progress,

and how to appropriately address the current dilemmas faced by labor education, remain pressing issues that educators must continually reflect upon and resolve.

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