Construction of Employment Ability Simulation Training System in Artificial Intelligence Era

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Abstract. Artificial intelligence has brought a short-term destructive substitution effect on the employment of college graduates. At present, the lack of employability development in colleges and universities is mainly manifested in four aspects: two-way choice of supply and demand, individual’s growth, vocational education and artificial intelligence environment demand. On the basis of employment intelligent module and as the guidance of individual’s growth needs, this paper constructs a graduate employment simulation training system for different levels, different jobs "work environment", with the interaction of professional assessment and planning system, employment information intelligent system, career counseling.

Keywords: Artificial Intelligence, Employment, Work Situation, the Simulation Training

1. Introduction

According to the Report on 《The Development of China's New Generation ARTIFICIAL Intelligence Technology Industry •2020》，there are 797 key AI enterprises in China, which are widely distributed in 18 application fields such as enterprise technology integration and solution provision, intelligent robotics, key technology r&d and application platform, digital new media and intelligent medical treatment. In the future, artificial intelligence is a strategic technology leading the development. Its deep application and integrated development in the real economy will further strengthen the artificial intelligence industry. The rapid development of artificial intelligence has brought a strong impact on the labor market, and its short-term destructive substitution effect and long-term creative compensation effect have brought opportunities and challenges to the cultivation of talents.

Substitution effect and compensation effect of artificial intelligence era on economic development. One of the first to put forward the idea of substitution effect is That Marx mentioned in Das Kapital that the emergence of machines promoted the development of productivity and became the competitor of laborers, posing a threat to laborers. The higher the degree of machines, the greater the risk of laborers losing their jobs. Artificial intelligence exhibits a level of technology similar to the ability of workers, so as soon as the data of labor with artificial intelligence is available, it begins to stifle the possession of workers. Schumpeter also put forward the idea of "creative destruction" in 1934. He believed that every large-scale technological innovation would destroy and reorganize the old knowledge and structure, and the technological innovation was bound to be accompanied by the
destructive effect on employment [1]. Compensation effect is in recent years, a relatively positive factors of market relations of artificial intelligence, Acemoglu, Restrepo scholars call it productivity effect, promote artificial intelligent productivity development is mainly manifested in two aspects, one is the production cost is reduced, enlarged the total demand for products, in order to expand production and increase the enterprise automation tasks demand of labor force, the second is the development of artificial intelligence industry itself brings new demand for Labour [2]. In short, the development of artificial intelligence has brought about a profound change in the labor market. The competition among workers has become more intense, and the quality of workers has been further improved. Then, how to grasp the trend of technology overlapping and social development? How to train college students to meet the requirements of this changing times? How to guide college students to acquire high-quality employability in the era of artificial intelligence? All of these require us to attach great importance to the cultivation of artificial intelligence working environment suitable for the needs of industrial intelligence, the construction of "work situation" employability training simulation system, and the continuous improvement of college students' professional ability, innovative thinking, practical practice and other comprehensive qualities through the "work situation" simulation training.

2. The Missing Dimension of Employability Training in the Era of Artificial Intelligence

2.1. The Lack of Employability Simulation Training Is Reflected in the Choice of Supply and Demand

Labour value reflected by unit of choose and employ persons and laborer labor employment relations, laborer labor force directly determines whether employed by unit of choose and employ persons, namely have engaged in some kind of work and the ability to maintain this kind of work, accord with unit of choose and employ persons provides post responsibilities and work content, to have the opportunity to obtain employment of unit of choose and employ persons [3]. If both sides appear on their own demand dislocation, the employment force of the laborer does not match with the post requirements, or does not meet the post requirements, then the employment relationship between the laborer and the employer cannot be formed. This kind of mismatch between supply and demand widely exists in the current campus recruitment of colleges and universities. In most job fairs, enterprises find it difficult to recruit ideal graduates, so they can only lower their requirements and standards, and graduates can only accept their first job with the mentality of "employment first, then choosing a career".

According to the job-hunting survey data of graduates recruited from B universities, 81% of the graduates have a low cognition level of the working environment (including little or no understanding), and 73% of the graduates have a lack of working experience (work experience once or less). It shows that graduates lack practice before job-hunting, and they ignore the understanding of the working environment and the working world, so that they do not have a clear sense of goal in job-hunting. From the random interviews of the graduates, it is revealed that the graduates have high expectations and opinions on the improvement of the school's practical teaching, and they hope to apply the theoretical knowledge they have learned to specific practical work.

2.2. The Lack of Employability Simulation Training Is Reflected in Individual'S Growth

The quality of talent training in colleges and universities is directly reflected in the quality of graduates' employment. Students are the main body of talent training in higher education. The orientation, training objectives and training process of colleges and universities all affect the quality of talent training. Under the unified recruitment and examination system, the "double first-class" colleges and universities have a better source of high-quality students, high-quality teaching resources and social resources, and the quality of their personnel training is generally higher than that of general colleges and higher vocational colleges. However, no matter whether the "double first-class" universities are faced with a group of students with common characteristics. This group has been integrated into the study of scientific and cultural knowledge in stages since the enrollment in the early childhood, but their concept of "work" has not been established and their cognition of the working
environment and the world around them is still deficient. Therefore, a person who has never worked before will find a job upon graduation. Such a sharp change of personal career will inevitably lead to psychological problems such as loss, anxiety, fear and escape.

2.3. The Lack of Employability Simulation Training Is Reflected in the Employment Education

The absence of the main body standard in employment education. The school's employment education attaches too much importance to the teaching of job-hunting skills, which is the teaching of encoded knowledge. No matter it is a scattered special lecture or an infusing course of employment education, it ignores the decisive role of student orientation on the effect of employment education and the cultivation of tacit knowledge. First of all, the differences of endogenous traits of individuals. Each individual has its own inherent characteristics, their vocational interest and value objectives, characteristics, etc, has a unique form of existence, in the cultivation of the unified way cannot effectively play to the initiative of the individual, in the course system of higher education system, each are not identical, different professional students employment direction unified regulation of employment education would be tantamount to confine the development of students' vocational ideal and life vision, unified employment education teaching can't meet the demand of the students' differences. In short, the current employment education lacks attention to the individual-based, lacks in individual differences and environmental coping styles, and lacks in pertinence and interaction.

The lack of practicality in education. The significance of the practice of employment education lies in the process in which individuals carry out operational training of their known or unknown job-seeking knowledge and skills in practice, which is to solidify knowledge into habitual behaviors [4]. However, in practice, it is often difficult to find practical employment practice of students. The absence of such employment education scenario is just like drawing a cake to satisfy one's hunger, and the good always stays in the planning without practicing the acquired sexual behavior mode. This deep subject to school teaching system, students practice on my own time mainly concentrated in the summer and winter vacations, and China's traditional holiday during winter vacation, the students more choices vacation home with their family, so basically students choose practice time on summer vacation, they can choose to match the enterprise to undertake professional internship practice. The survey found that more than 80% of the students who participated in the practice believed that in the field of work, there were fewer opportunities to communicate with teachers and classmates, and communication was not convenient.

2.4. The Lack of Employability Simulation Training Is Reflected In the Development Demand of Artificial Intelligence

One is the lack of recognition of the working environment of artificial intelligence. The widespread application of artificial intelligence technology, marking the fourth industrial revolution, people living and working in all aspects of a huge change, the production of three main factors are undergoing profound changes, artificial intelligence, the production structure of the old impact and damage at the same time, also create new industries and new jobs, increase labor demand, produce higher creative compensation effect. With the in-depth development of artificial intelligence, the demand for talents in new industries has gradually increased, and the demand for high-end talents has become more vigorous. In the era of artificial intelligence, workers are required to pay attention to the development and progress of technology, and individuals are required to update their knowledge in real time in the working environment of artificial intelligence, so as to maintain the ability and habit of learning new knowledge.

The second is the lack of application of artificial intelligence technology. As a high-tech means, artificial intelligence is the core driving force for innovation and development. It is also a powerful tool for making new innovations. In the process of employability acquisition, the technical support of artificial intelligence can improve the level of employability training, expand the coverage of working world cognition, and help graduates find a suitable job successfully. Therefore, taking artificial
intelligence as the medium, it is particularly important to build a simulation system of the working world, which can promote college students to strengthen their core employability in repeated training.

3. The Design of Artificial Intelligence Employability Simulation Scenario Training System

3.1. Construct the Vocational Assessment and Planning System, and Define the Target Orientation of Individual Employability Training

In the era of artificial intelligence, the constant changes of science and technology and the reform and innovation of social and economic system make the working environment faced by people rapidly change, presenting the characteristics of digitization and intelligence [5]. College students in the face of complex and changeful environment, only by strengthening the study of professional knowledge and skills, widely with multidisciplinary knowledge, at the same time to gradually explore the personality traits, a clear tendency to personal career interests, clarify the individual value system, and so on, strengthen individual tacit knowledge acquisition and the formation of personality, to individuals of the same should be change. Therefore, from the perspective of individual self-cognition, the establishment of a career assessment and career planning system can help individuals clarify their life goals and career goals, so as to establish the goal system of individual employability development. Career evaluation and career planning system includes personality types, vocational values, vocational interest, professional skills and employment status quo and such tests of five modules, personality types mainly through daily behaviors in access to energy, attention to aspects of orientation, mode of thinking and action style, evaluation results to guide the student to the awakening of individual personality and shape. Career values clarify value choice and guide students to choose career type by analyzing future career value orientation. Vocational skills are in the field of knowledge of natural sciences and humanities and sociology, to understand students' mastery of knowledge and skills. The assessment of the current situation of employability is to assess the students' employability based on the theory of multiple intelligences, such as listening, speaking, thinking and interpersonal skills, so as to promote the students' further understanding of themselves and new thinking, inspire the students' core skills of some weak points, and improve them through learning and training. By means of artificial intelligence, each module test for students to consolidate the results of analysis, to provide a professional assessment report for students, students use evaluation of the self assessment report, think and self consistent, which can be combined with professional exploration situation, to the establishment of career goals and develop career planning; If it is not consistent with the self, it is necessary to re-evaluate or ask for the help and intervention of a consultant. After consultation, it is confirmed that it is consistent with the self, and then the next step can be made.

3.2. Construct the Career Consultation System and Set the Path Choice of Individual Employability Personalized Development

Individual differences determine that individual growth, cultivation and ability development need targeted and personalized guidance. On the basis of career assessment and planning, it further clarifies personal values and personality traits. With the intervention of professional consultants, it helps students revise their goals and set the choice path of employability development starting from the end. The vocational consultation system is not only a supplement to the loopholes in the vocational assessment and planning system, but also an effective way to reduce the risks of the vocational assessment and planning system. The construction of the career counseling system includes the functional design of two parts, namely, appointment and appointment of students and counselors. In the part of student appointment, it is necessary to set up the student information registration and login menu. After entering the personal system, it is necessary to design the consultant information that can be freely selected by students according to the type of questions they intend to consult, such as the time and place to make an appointment, so as to realize the spatiotemporal determinacy of both parties. In the consultant should section, you need to set up consulting teachers quality audit, can provide consulting category of problem, and can make an appointment time, place, etc, on the basis of ensure
consulting teachers quality, to ensure that an effective reservation consultation, after the consultation management menu, set the visitor problem identification, visitors oral content, looking forward to solve or mentoring entry, if you need further information such as consulting, comb summary, case of visitors to the student information form the case database. The continuous accumulation of case database can not only find the universal law by classification, but also provide the basis for the improvement of vocational planning education and employability, as well as provide guidance and innovation for the cases of repeated consultation.

3.3. Big Data Platform Is Applied To Establish an Intelligent Support System for Individual Employability Matching Employment Information

In the two-way choice of supply and demand in the job market, the matching between enterprises and applicants is of vital importance, which is abbreviated as person-job matching or person-job matching [6]. Applicants are required to find their own positions in the mass of employment information according to their own career positioning [7]. The existing employment information search engine only stays in the search of keywords, and the responsibilities and requirements of the recruitment positions of enterprises need to be collected manually. Through artificial intelligence technology, an intelligent system of employment information can be established and data can be exchanged with the career assessment and planning system, so as to realize accurate docking between individual career goals and positions required by enterprises. Employment information intelligent system enterprise but the background to the companies in the input information, see the graduate resources, interact with students and schools in recruitment, student login individual account, can enter the basic information, upload your resume and search for enterprise information, make an appointment to interview and schools to students and business review, permissions, maintenance, problem handling, such as functional management. The construction of the employment information intelligence system is to provide enterprises with the display function of demand information. It adopts the forms of independent registration and declaration and school audit and release to conduct intensive management of the recruitment demand of enterprises, which not only reduces the work burden of receiving and recruiting enterprises, but also saves the cost of recruitment for enterprises. Second, it provides students with visual recruitment information classification projects and makes independent choices in part-time, internship, full-time and other jobs, which provides convenience and reliability for students to obtain employment information. The responsibilities and requirements of enterprises' recruitment positions also provide targets for individual employability training.

3.4. Construct the Employability Simulation Scenario Training System to Realize the Whole Process Management of Individual Employability Training

At present, the evaluation of college students' career planning, employment information network, resume delivery system, video network interview and other technologies are becoming more and more mature, and have achieved very significant results. From domestic artificial intelligence into the Labour market, in the service of employment, the overall situation is not optimistic, especially the ordinary undergraduate course colleges and universities, attaches great importance to the students' learning theory knowledge, despite the cultivation of students' practical ability, the artificial intelligence technology in-depth integration of employment is a rare case, all kinds of different career development and employment information service platform for themselves, to become a "information island", even some resources for redundancy, abandon a pity, therefore, need to get through the closed resources, realize the sharing of resources and data to build community employment [8]. With the goal of improving students' employability, this community integrates the vocational assessment and planning system, vocational consultation system and employment information intelligence system to build an employability simulation scenario training system. This is not the simple superposition and unification of various systems, but the establishment of docking association between various elements within each system to achieve the Shared data interaction function [9]. Employability simulation scenario training system, with employability as the main body, follows the idea of reverse design and
starts with the end. The first step is to integrate the three systems, with the career assessment and planning system as the traction force, the employment information intelligence system as the control force, and the career counseling system as the adjustment machine to form the basic framework. Through career assessment, students can recognize their personal characteristics and establish their career goals. Through the employment information intelligence system, students can search and understand the job requirements of recruitment enterprises, so as to improve the cognition level of occupational environment. The second step is to construct the interactive relationship among the systems and among the system elements [10]. The more clear and reasonable the individual career planning is, the higher the matching degree of employment information is, the greater the traction is and the faster the growth rate of employability is. The average level of individual career planning, high matching degree of employment information, or high level of individual career planning, low matching degree of employment information, will affect the growth of employability; On the contrary, low level of individual planning and low matching degree of employment information mean that the greater the traction, the faster the growth rate of employability is. The three are the relationship of mutual influence and checks and balances. The third step is to design the employability simulation scenario training path. The first is the goal level orientation, from the low, middle and high three levels, according to their own determined career goals, students draw up the desired goals, and then choose different positions in different industries, in the post set work environment to complete a variety of tasks. Second, based on the position type, we first determine the matching position type, select one of administrative, management, sales and R&D, set the expected goal, and then complete various tasks in the working environment set by the position. Third, based on endogenous occupational characteristics, the target is determined according to occupational values, occupational interests, personality tendency and work ability, and different positions in different industries are selected. Then, various tasks are completed in the working environment set by the posts. The fourth step is the process management of employability simulation scenario training. When students in the simulation system is carried out in accordance with the goals and tasks of the selected training, may be to early to self-image and career cognitive wondering, too high or too low or the selected target, and so on, this need career counseling system intervention and regulation, to clear positioning and post matching, to select the simulation scenarios to training, until the individual feel satisfied. The fifth step is to evaluate the effectiveness of employability simulation scenario training. In the labor force simulation scenario training, need to get back into professional evaluation and planning system, the individual vocational values, vocational interest, personality tendency, and quantitative evaluation, the present situation and problems of labor force evaluation by simulation scene training income, is a summary of this paragraph scene training, and inspiration are put forward on the next round of simulation scenario training.

4. Conclusions
Employability simulation scenario training system is based on the in-depth development of artificial intelligence, which effectively integrates the career development with employment service system platform of different functions, and constructs a set of ecosystem with employability enhancement as the core. The system has a distinct goal orientation and stage characteristics, require students to give full play to the individual initiative, actively explore the endogenous self qualities and professional environment, accurate reasonable goals for personal career development orientation and route choice, in this environment simulation scenario, repeated training core skills in different positions of different industries, promote the competitiveness of the employment. Career development has its own extensibility, which also requires students to carry out simulation training of employability according to the actual situation of different stages, and then move forward in turn to promote personal growth.

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