An Artificial Intelligence-Based Study of the Intelligent Construction of the College Students' Career Adaptability

Wang Ke

Beijing International Studies University, Beijing, China

Abstract: With the rapid development of modern society, college students are now facing an ever-changing and complicated labour market, and their career development is full of uncertainty. Therefore, they need to improve their career adaptability in response to the changes in their life career. With the rapid advances of AI technology, the application of AI technology into the intelligent construction of college students' career adaptability has come to the foreground in the academic world. This thesis focuses on the intelligent construction of college students' career adaptability with the help of the AI technology, which will help college students better adapt to the ever-changing environment in their life and career.

Keywords: Career Adaptability; Artificial Intelligence; Intelligent Construction

1. Introuction

As the era of digitization is coming, the education of college students' life career planning is in urgent need to transform in order to train a host of talents who can better adapt to the digitalization and intellectualization. Career adaptability refers to students' ability to actively adjust themselves to the changes and challenges in the process of their career development, which is a key part of college students' life career planning. Good career adaptability is conducive to helping individuals better adjust their mind, mood and action to adapt to a new environment. The advances of AI technology gives a boost to the intelligent construction of college students' career adaptability.

2. The Importance of Developing College Students' Career Adaptability

For college students, career adaptability is of great significance, which has an outsize impact on their future career development and individual growth, especially in the rapidly changing social environment and labor market. For all these reasons, cultivating college students' career adaptability is becoming increasingly important.

2.1 Improving the Competitive Edge and the Ability to Adapt to the Vocational Revolution

The past few years have witnessed a stormy revolution in the labour market. The combination of technological disruption, globalization and the adjustment of industry structure contributes to the disappearance of traditional jobs and the sprouting of new occupations. Students who are equipped with greater career adaptability can better adapt to these changes, adjust their vocational direction flexibly and acquire new skills. Besides, students with greater career adaptability are far more likely to be impervious to the fallout triggered by the vocational transformation. As the global economic tussle is becoming more straitened, students who have gone through some special training are more likely to stand out, since they can quickly adapt to a new environment to satisfy the employers' needs [1].

2.2 Promoting Better Life Career Planning and Personal Growth in an All-Round Way

Career adaptability helps college students to have a clear understanding of their own interests, skills and values, and to make effective career planning. By understanding the dynamics of the job market and industry trends, students can formulate forward-looking and sustainable career development plans. Career adaptability development is not only about career development, but also about overall growth. Through continuous learning and adapting to new environments, students can improve their overall quality, utilize their strengths, reduce limitations, and give full play to their potential.

2.3 Increasing Mental Toughness and Ability to Cope with Diverse Work

Career adaptability development involves not

only skills and knowledge updating, but also resilience at the psychological level. In the face of career challenges and uncertainty, resilient college students are better able to maintain a positive mindset, recover from setbacks, and enhance psychological resilience. This is crucial for long-term career development and helps to cope with work stress and adversity. As today's working environments become increasingly diverse, college students with strong career adaptability are more likely to adapt to diverse work environments, work with workplace partners from different backgrounds, and improve teamwork efficiency [2].

3. Problems in the Development of College Students' Career Adaptability

With social change and career restructuring, college students face increased pressure for career choice and adaptation. However, there are many problems with the traditional way of career adaptability training.

3.1 Large Variations in University Students, Psychological and Attitudinal Problems

College students vary greatly in terms of disciplinary backgrounds, interests, and personality traits, and existing studies tend to use standardized models that are unable to comprehensively consider diversity characteristics. Standardized career adaptability models are difficult to provide accurate analysis and ignore specific needs. In addition, students' psychological qualities and attitudes are also important aspects. Lack of self-knowledge may lead to unclear career goals and strengths and affect career planning. Some college students resist new environments due to fear of change. As a result, some of them would be engulfed by a flood of negative thoughts, which will greatly affect their development of adaptability [3].

3.2 Limitations in Career Planning Education and Uncertainty in the Working Environment

Colleges and universities pay too much attention to the teaching of theoretical knowledge and lack the cultivation of vocational skills and practical application ability. Although students acquire rich theoretical knowledge, they lack operational experience and feel helpless when facing practical problems. Colleges and universities do not respond in time to the development trend of emerging occupational fields and industries, and lack of changes in

training methods and contents, which leads to a disconnect between graduates and market demand and makes it difficult for them to adapt to the rapidly changing market. The modern workplace is undergoing changes in technology, globalization and industrial restructuring, making the career environment complex and uncertain. The rise of new industries and the decline of traditional industries make it difficult for college students to predict future career opportunities and development directions. Rapid changes in occupational skills put pressure on the workforce, reducing the time and opportunities for trial and error, which require workers to update their skills to meet new demands.

3.3 Inconsistency between Skills Matching and Occupational Needs and Inadequate Access to Information

The skills acquired by some college students during their studies are out of step with actual career needs, and they need more time to adapt after entering the workplace. Academic specialization courses fail to keep up with changes in the industry, and the skills cultivated do not fully match the market demand, resulting in a skills gap in the initial workplace. College students lag behind in understanding emerging industries and career trends, and lack the will and motivation to acquire cutting-edge knowledge. Traditional information channels fail to provide relevant information in time, resulting in a lack of comprehensiveness and foresight when planning for the future [4].

3.4 Mismatch Between Technological Advances and Occupational Requirements

Rapid technological advances and changing career requirements are posing new challenges to the development of career resilience among university students. Some traditional occupations are less in demand due to automation and AI applications, while emerging occupations require higher technical skills and digital literacy. College students may face adaptation problems due to lack of skills or timely access to information. The importance of skills training and learning needs to be emphasized, and schools should provide flexible and customized training programs to help college students quickly acquire new skills. College students should have the awareness of self-learning, embrace new technologies and

working styles, and improve their ability to adapt to new technologies.

4. Application Areas of AI Technology in Career Adaptability Development

The wide application of AI technology provides new solutions to problems related to career planning. The New Generation Artificial Intelligence Development Plan puts up an idea-using intelligent technology promotes the reform of talent training mode and teaching methods, builds a new education system of intelligent and interactive learning, and puts tailored education services into place [5].

4.1 Personalized Career Planning and Skills Training

Personalized career planning is one of the key steps.AI technology generates personalized career planning advice by analyzing multi-dimensional data such as college students' education, skills, hobbies, and personality. Based on big data analysis and machine learning algorithms, this advice can more accurately match the characteristics of college students with the needs of the job market, allowing them to choose and plan their career paths in a more targeted manner.AI technology not only provides comprehensive career information, but also predicts career development trends, helping college students make forward-looking decisions.

4.2 Career Counseling, Relationships and Teamwork

AI technology plays an important role in career counseling and mental health support. Through tools such as intelligent chatbots, college students can get instant career advice and support to solve career problems and distress.AI technology assesses mental health by analyzing voice and text data and provides appropriate advice to help maintain a positive mindset and enhance the ability to cope with workplace stress. In the workplace, AI technology provides personalized collaboration advice by analyzing work styles, communication styles, and team roles, predicting potential conflicts, and improving teamwork efficiency. Real-time feedback and suggestions promote healthier, more efficient teams and help college students adapt to diverse working environments and team cultures.

4.3 Entrepreneurship and Self-Employment

As careers diversify, more college students are choosing entrepreneurship and emerging forms of employment.AI technology can provide entrepreneurs with comprehensive support. Through market analysis and big data prediction, it provides information on market trends and competitors to help make informed decisions.AI technology provides training on the skills and management knowledge required for entrepreneurship to build comprehensive career competencies. Real-time feedback and analysis help entrepreneurs adjust their strategies in time to adapt to market changes.

5. Systematic Solution of AI Technology in Career Adaptability Development

The era of digitization marks a high degree of combination of digitization and intelligence. By collecting and analyzing college students' behavioral data and constructing a machine learning model, it assesses and feeds back the learning effect in real time to achieve an adaptive learning state [6].

5.1 Components of the Intelligent Building System for Career Adaptability

5.1.1 Intelligent Career Planning System

Develop an intelligent career planning system that uses AI technology to analyze interests, abilities, and personality traits to provide personalized career planning advice and clarify the direction of future development. The system includes a front-end user interface, a back-end server, a database and an intelligent recommendation engine. Users input their personal information, and the system processes the request, obtains basic data, and generates personalized recommendations.Use machine learning algorithms to build predictive models that take into account factors such as academic performance, interests, and internship experience, and optimize the models to accurately predict career paths and resilience levels. Based on predicted adaptability levels, personalized recommendations are generated to suggest career fields, academic or vocational training paths, and provide specific steps for development plans [7].

5.1.2 Career Information Intelligent Feed System

Establish an AI-based career information feed system to analyze interests and career needs and regularly push relevant industry news and job

information. Integrate career information sources such as job boards, official corporate websites, social media, etc., to build a huge database. Analyze and understand content using natural language processing technology to extract key information. Based on interest, area of specialization and behavioral data, using recommended algorithms to produce accurate career information can make sure the timeliness and relevance.

5.1.3 Vocational Skills Matching Assessment System

Developing a vocational skills matching assessment system to analyze professional skills and career requirements and provide personalized training recommendations to improve workplace adaptability and competitiveness. Utilize natural language processing and machine learning technologies to automatically identify and assess skills, including professional skills, soft skills, and practical experience. Collect and analyze occupational field skill requirements and build a database. Generate personalized training suggestions and recommend online courses, internships and training programs based on existing skills and targeted career requirements.

5.2 The Process of Realizing the Intelligent Construction System of Career Adaptability

5.2.1 Data Acquisition and Analysis

Establish a database of personal information of college students, including academic performance, hobbies, social activities, internship experiences, etc., and extract key information through data mining and analysis. Data collection and analysis is the key link. Establish a personal information database to collect information on academic performance, interests, social activities, internship experiences, etc., and build a comprehensive profile. Perform data cleaning and pre-processing to remove duplicate data, deal with missing values, and standardize the data format. Through statistical analysis and correlation analysis, select the features that have a greater impact on career resilience, reduce data dimensions, and improve the efficiency of model training.

5.2.2 Machine Learning Algorithms

Use machine learning algorithms to train on large amounts of data to build intelligent system models that accurately predict career planning needs, career interests, and skill matches. Select applicable algorithms such as decision trees,

support vector machines, neural networks, etc. Train the model using historical data and make the system learn career resilience needs, interests and skills matching through supervised learning. Evaluate the model using methods such as cross-validation and adjust parameters to improve accuracy and generalization.

5.2.3 Artificial Intelligence Recommendations

Based on machine learning models, we develop intelligent recommendation engines that analyze users' historical data and behavioral patterns to provide personalized services. Monitor behavior, including search history, click records, etc., to understand interests and needs. Using collaborative filtering, content recommendation and other algorithms, recommend career information, training courses and other content based on personalized needs. With real-time data stream processing technology, dynamically update recommendation results to improve user experience.

6. Future Prospects

6.1 Smarter Personalized Career Planning and Comprehensive Psychological Support

AI technology will be smarter in the future, providing more accurate and personalized planning through deep data analysis and machine learning. The system will comprehensively consider factors such as skills, interests, personalities, and values to develop a career plan that matches characteristics and development potential. Predict career market trends and provide long-term development advice. Mental health has risen to the level of national strategy, and the AI system will focus on the mental health of college students and provide comprehensive psychological support. Understand the emotional state through sentiment analysis and provide mental health advice. Virtual counseling robots provide career and psychological counseling services anytime and anywhere to facilitate coping with workplace stress and challenges.

6.2 Deep Integration of Virtual and Physical Experiences, Social Networking and Professional Development

Future AI technology will focus on the integration of virtual practice environments to provide authentic and diverse career experiences. Virtual practice is not limited to skills training, but also includes simulated work scenarios,

leadership challenges, and teamwork. Introduce augmented reality and virtual reality technologies to enhance practical skills and adapt to complex career challenges. Deeply integrates social networks and analyzes social media activities to understand social relationships and influence. Provide personalized advice on career opportunities, industry dynamics and network expansion, and leverage social platforms to promote career development and build a professional brand.

7. Conclusion

Intelligent construction of college students' career adaptability based on AI technology is a new way of cultivation. It provides efficient and accurate services through intelligent assessment and recommendation. Intelligent career planning, career information feed and skill-matching assessment subsystems help college students adapt to the challenges of the workplace, improve career competitiveness, and contribute to the sustainable development of individuals and society.

The future outlook of AI technology in the field of career adaptability cultivation is in the direction of more intelligent, personalized and comprehensive development. The research can further optimize the algorithm and system performance, improve the level of intelligence, and better serve the career planning and development of college students. Integrating advanced technology and data analysis, the AI system will become a powerful assistant for college students' career development and promote adaptation to future career challenges.

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