Research on the Teaching Reform of Aged Policies and Regulations Based on the Improvement of College Students' Employability

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Abstract: In recent years, the number of college graduates has continued to increase, while the global economy is showing a mild recession trend, which has created unprecedented employment difficulties for college graduates, and employment pressure is increasing. Therefore, it is crucial to strengthen the correlation between course teaching and employability training in talent cultivation in schools, and thus improve the employability of college students. In order to solve the problem of integrating the course with the employability of college students, the paper uses USEM model to analyze how the course can improve employability of college students. The employability can be break down into five aspects, including disciplinary understanding, skills, self-efficacy, metacognition, and professional quality. Moreover, based on the improvement of employability, the overall course design, course objectives, course content, teaching methods and teaching evaluation are used to study the teaching reform of 'Aged Policies and Regulations'. Specific measures include that the overall design of the course should focus on innovation and application, and innovate the design of the teaching objectives from three dimensions of universal legal education objectives, ideological and political education objectives, and innovative educational objectives for female college students. Reconfigure the course contents including knowledge system classification and content innovation integration the latest national policies and regulations to form a suitable teaching system for undergraduate colleges classroom in China. Integration and innovation of teaching methods to construct a modern teaching system and formative assessment is used for course assessment. These teaching reform are designed to improve the college students' employability and achieve high-quality employment.

Keywords: Employability, College Students, Aged Policies and Regulations, Teaching Reform

1. Introduction

Since 1999, the number of college graduates has continued to increase [1, 2]. The number of college graduates in China is expected to reach 11.58 million in 2023, an increase of 820,000 year-on-year, according to the Ministry of Education. The total number of college graduates has reached a new high, while the global economy is showing a mild recession, college graduates have to face unprecedented employment problems. The employment of college students is an issue of global commonality and Chinese individuality [3], and it is also an issue of general concern to all sectors of society and colleges and universities. The key to improving the employment rate is to improve the employability of college students. Employability was the ability to get and keep a job, which was not just about the ability to get a job, but also the ability to consistently complete and achieve good career development [4]. The concept of employability was first proposed by Beveridge in 1909 [5]. Hillage and Pollard proposed that employability consists of four elements, such as the assets of knowledge, skills, and attitudes of the employees, the deployment of resources by the employees, the performance of the employees, and the adaptability to the environment [6]. The Career EDGE Model illustrated the components of employability, including career development and learning, qualifications, expertise, understanding, skills and emotional intelligence [7]. British Higher Education Survey Committee considered that communication, digital

applications and information technology are the most critical skills for employability [8, 9]. American Association for Training and Development categorized employability into six categories, namely basic skills, communication skills, adaptability, and self-development skills, group communication skills, and influencing skills [8, 10]. Chinese scholar Zheng Xiaoming proposed that employability skills include five dimensions, including learning ability, mental ability, practical ability, interview ability and adaptability [11]. Meanwhile, Zhu Xincheng categorized employability into intrinsic employability and extrinsic employability [12]. The paper studies the course teaching reform of ' Aged Policies and Regulations ' based on the improvement of college students' employability, improves college students' comprehensive ability and professional quality through the course reform, and promotes high-quality employment of college students.

2. Employability Design for College Students

The employability of college students was the sum of the knowledge, skills and attitudes that college students have learned to meet the needs of society through their studies in school [13]. Different scholars in different countries have explored the measurement indicators of college students' employability [14-19]. Zhang Tong and others believed that the employability of college students can be divided into psychological-social constructive employability model, USEM employability model and Career EDGE employability model [3], and the USEM model was the most typical representative, which defines employability from four aspects including understanding, skills, efficacy beliefs, and metacognition. Please see Figure 1 for details.
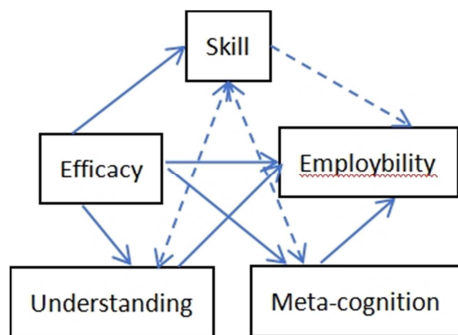

Figure 1. USEM model.

Based on the USEM model and the actual situation of college students, the paper divides employability into five aspects: subject understanding, skills, self-efficacy, metacognition and professional accomplishment, as shown in Table 1.

Table 1. Employability structure of female college students.

Subject understanding	Professional knowledge
	Ability to understand knowledge and information

Skills	Professional identification
	Team cooperation ability
	Communication ability
	Ability to analyze and solve problems
	Information technology capability
	Practical application ability
self-efficiency	Confidence
	Responsibility
	overall situation awareness
	Self-management Skills
	Self-cognition ability
	Self-motivation ability
meta-cognition	Empathy ability
	Language expression ability
	Learning ability
	Innovation ability
Accomplishment	Career planning ability
	Social ability
	Adaptability
	Compressive ability

3. Teaching Reform of Course Based on Improving Employability for Female College Students

3.1. Focuses on Innovation and Application in the Overall Curriculum Design

The overall design of the Aged Policies and Regulations course maintains the guidance of high-quality employment and competency-based teaching philosophy, constructs a scientific curriculum system that integrates legal education, female innovation, and curriculum ideological and political education, actively adopts the integration and innovation of teaching methods, and innovate to build a modern teaching system to ensure teaching effects. The teaching process focuses on innovation and applicability, integrates the latest national policies, standards and regulations, introduces advanced academic achievements in aged policy and regulations research, and sets up a positive motivation and example for students in elderly care service and management, so that students can correctly analyze the national strategy on population aging, reduce the negative stereotype of students who major in elderly care service and management, and strengthen the professional identity and pride of female college students. Meanwhile, market demand and professional characteristics should be fully explored, reforms of practical teaching and assessment methods should be strengthened, which enable students to equip with scientific knowledge, professional skills, and accomplishment, and to enhance high-quality employability.

3.2. Innovative Design of Curriculum Objectives

Combined with the 'Trinity' curriculum system, the teaching objectives of "Aged Policies and Regulations" are innovatively designed from three dimensions:

3.2.1. Universal Legal Education Objectives

Students should understand the professional knowledge of

aged policies and regulations, process the basic quality of elderly care service and management, exercise thinking in terms of the rule of law, improve the ability to analyze and solve problems gradually, and finally improve the ability of elderly care service and management, then provide legal basis and innovative perspective for management, and further enhance the theoretical analysis and practical application ability.

3.2.2. Ideological and Political Education Objectives

Combining ideological and political elements into the course, students can learn professional courses, and meanwhile establish scientific world outlook, life outlook, values outlook, career outlook. The course education can cultivate students to respect the elderly and form the professional concept of elderly care service and management, enhance the awareness of service rules for the elderly, and guide students to establish scientific socialist values. Gradually students can develop good character with love the elderly, professional dedication, observe law and discipline, patient and meticulous, innovative, and further enhance confidence, responsibility and employability.

3.2.3. Innovative Educational Goals for Female College Students

The severe situation of population aging in China and the background of relevant policies and regulations for the elderly should be understood, which can reverse the negative social stereotype of elderly service and management, and strengthen female legal consciousness, and strengthen professional identity and team cooperation ability and communication ability, form good psychological quality, and have adaptability and compressive ability, and then promote the spirit of female innovation.

3.3. Design the Teaching Content Based on Employability Development of College Students

3.3.1. Reconfigure the Course Contents of "Aged Policies and Regulations", Including Knowledge System Classification and Content Innovation

(1) Knowledge system graded design

In order to improve the understanding of professional knowledge and information, and information technology ability of students, and to cultivate the overall situation awareness and learning ability of students, the existing knowledge modules of the course "Aged Policies and Regulations" will be labeled and graded with knowledge system, and the content will be classified into three dimensions: "cognitive", "analytical" and "applied", and the teaching weight will be reasonably allocated, so as to the teaching dilemma of not being able to thoroughly explore the key contents in 32 class hours can be avoided.

(2) Richness and innovation of elderly care service and management content

As a key part of the teaching content of elderly care service and management, intelligent elderly care module is reconstructed and innovated in the following teaching contents: Firstly, the diversification of intelligent elderly care teaching

tools, namely, through the integration of "Internet +", "Big Data" and "Artificial Intelligence", the management logic in the intelligent elderly care module is reconstructed, and the innovation ability and information technology ability of students are cultivated. Secondly, a shift of teaching ideas in "description → analysis → application", and further the ability to analyze and solve problems are improved, and practical application ability is strengthened. Thirdly, case study system for elderly care service and management is established, standardized case teaching is conducted in teaching the rights and obligations of the elderly, the understanding of knowledge and information for students is improved, the professional ethical demands and empathy ability for students is cultivated, and team cooperation ability, communication ability, language expression ability and cultural confidence for students are improved. Fourthly, integration the classical and advanced development of intelligent elderly care service and management, the thinking model in intelligent elderly care service and management is constructed, and the learning ability and innovation ability for students is enhanced.

3.3.2. Integration the Latest National Policies and Regulations to Form a Suitable Teaching System for Undergraduate Colleges Classroom in China

The course forms a three-dimensional class content system of Aged Policies and Regulations which includes the following features:

(1) Introduce detailed legal content in each module of the course, so that students can fully understand the connotation of the legal needs for the elderly, the negative "stereotype" of students who major in elderly care service and management can be reduced, and the professional identity and pride of female college students is strengthened.

(2) Introduce advanced academic achievements in the research of aged policies and regulations and analysis of national policies for the elderly, so that students can correctly analyze the national strategy of population aging, and think about the trend and development of aged policies and regulations, and then career planning ability, self-cognition ability and self-motivation ability can be improved.

(3) Systematically introduce cases related to the elderly into the course to set up positive motivation and example for students major in elderly care service and management. Make full use of the resources of the retired leaders and teachers in CWU, docking the knowledge promotion and course guidance of aged policies and regulations, and the learning ability and social ability of students is improved.

(4) Design teaching content to strengthen team collaboration ability and communication ability.

3.3.3. Integration Course Ideology and Politics to Construct Teaching System of Socialist Core Values

It is an important content of the course to establish correct legal concepts and socialist core values. The course is committed to construct a teaching system with socialist core

values, which mainly include the following aspects:

(1) The basic knowledge module integrates party history and policies development to establish socialist values.

Firstly, In the overview module, the evolution process from the establishment of the Communist Party of China to China entry into the population aging society and then to the great rejuvenation of the Chinese nation as a macroeconomic background, comparative analysis of aged policies and regulations in the United States, Japan and other countries will be made, and guide students to understand the policy logic of the elderly service and management in China from a macro perspective. Secondly, the current problems of aged policies and regulations in China are analyzed, and guides students to think and analyze the social significance of elderly care service and management, so as to understand the national strategy of population aging and to improve social responsibility. Finally, through the re-thinking on the purpose of elderly care service and management, the socialist core values can be established.

(2) The elderly care service module integrates party and government policies and population characteristics to establish the values of education for sustainable development.

In the elderly care service module, a detailed explanation of the rights and obligations of the elderly under the new situation of national policies and international population changes are introduced, the course guides students to grasp the changing trends of elderly policies, identifies sustainable and innovative elderly care service and management content in the view of science and development, and improves professional knowledge and innovation ability of students.

4. Integration and Innovation of Teaching Methods to Construct a Modern Teaching System

The course is guided by elderly care service and management, and organically integrates theoretical knowledge system and case study into each module, so that students can get experience of case analysis and application while learning theoretical knowledge, and then a modern teaching system combining theory and practice is constructed.

4.1. Using Multi-Dimensional Theoretical Teaching Methods to Realize Cognitive and Experiential Understanding of Aged Policies and Regulations

In theoretical class of "Aged Policies and Regulations", classroom teaching, case-based learning and scene simulation method are adopted to improve the cognitive and experiential understanding of the theoretical content for students, and further improve the understanding of knowledge and information and the ability to analyze and solve problems.

4.1.1. Innovation and Application for Case-Based Learning

Based on the case-based teaching model, the past story and shallow level of case description can be gotten rid of, and the teaching process of "material learning → group case discussion → classroom discussion and analysis" can be finished to help students to conduct scientific analysis and evaluate cases related to the elderly according to the theoretical knowledge that they have learned, and improve the team collaboration ability, communication ability, problem analysis and solving ability, information technology ability, empathy ability and language expression ability.

4.1.2. Innovation and Application of Scene Simulation Method

Scene Simulation backgrounds was set and relative materials were provided. And then students carry out identity substitution discussion and decision-making, so as to understand theoretical knowledge. For example, in the module of talents team construction for the elderly care service and management, the talents cultivation and incentive scene simulation is set up. Through the talents cultivation and incentive system, the experiential learning of the content of the elderly service and management talents team can be realized, and the self-motivation ability and professional identity is improved.

4.2. Innovation of Teaching Method for Intelligent Elderly Care Practice to Realize the Perception and Experience of Elderly Care Service and Management

In practical teaching, the course is designed to realize the perceptive experience and understanding of elderly care service and management for students by visiting elderly care service institutions and salon as the main line and combining theoretical knowledge. Following up the preliminary research and practice, innovative teaching activities for intelligent elderly care are designed and organized which can let students experience intelligent elderly care wearable devices and data testing and analysis, and then increase the perception experience of the elderly. Students can experience the whole process of elderly care service and management activities by experiencing the creation and operation of simulated elderly care institutions. Career planning ability, information technology ability, adaptability and compressive ability of students are improved.

4.3. Module Relationship Match with Many Teaching Methods to Construct Modern Teaching System

The above teaching methods and theories and cases-based methods are modularly matched with the teaching process to form a systematic, replaceable modern teaching integration system. In class, the teaching of basic knowledge is strengthened, while accumulation and application of professional knowledge for students is cultivated, and the understanding ability is strengthened, the relevance of knowledge is highlighted, the practical application ability is strengthened, and further the employment competitiveness is enhanced.

5. Reform and Innovation of Teaching Evaluation

The course assessment uses the formative assessment system, including the assessment of regular grade and final grade, the total score is based on the percentage system.

5.1. Case Study and Scene Simulation Designed as the Main Body of the Regular Grade

The regular grade is 40% of the total score, including 10% attendance, 30% case study and scene simulation.

5.2. Elderly Care Service and Management Designed as the Main Body of Final Grade

The final grade is 60% of the total score, and it is required to work in small team through planning the content of course and PPT roadshow, and planning accounted for 30%, PPT roadshow accounted for 30%. The planning content for the elderly care service and management can be such as how to build a five-star elderly care institution, how to adapt the family to the aging transformation, how to apply for various subsidies for the elderly, how to build a livable community for the elderly or transform the environment, the operation and service of the elderly service institution, the training and incentive of the elderly service personnel, elderly education and etc. The standardization of the planning format, the scientific content, the innovation, feasibility and social value of the project are comprehensively investigated. While completing this course, team collaboration ability, communication ability, language expression ability, social ability, innovation ability and other career competitiveness for students can also be improved.

6. Conclusion

The employability of college students is an important indicator to evaluate the level of university and college, so it is crucial to enhance the employability of students. In conclusion, ways to improve the employability of students in the process of talents cultivation should be actively explored in universities and colleges, such as career planning, strengthening the relevance between curriculum teaching and employability development, paying attention to the specific demands of the market for employability, flexibly adjusting teaching design, teaching objectives, teaching content, and teaching methods of courses, and further employability of students is improved, and the high-quality employment is promoted.

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Conflicts of Interest

The author declares no conflicts of interest.

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