

AIGC + Vocational Education: Dual-Drive for Lifelong Education Empowerment of Young-Old Adults and Intergenerational Collaborative Development of New-Quality Productive Forces

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Abstract

China boasts abundant labor resources of young-old adults, and active aging provides an opportunity for their development. They still contain rich potential in terms of knowledge capital, human capital, social capital, and innovation capital. Western countries such as those in the OECD entered a deeply aging society earlier than China. They have placed intergenerational collaboration at an important position in economic development and taken knowledge and skills as the fulcrum to tap into the labor value of young-old adults. China's advantages lie in a high degree of national autonomy and a profound foundation of Confucian cultural inheritance. Against the backdrop of China's comprehensive construction of a moderately prosperous society, the "Millennials", as digital natives of the digital era, have inherent advantages in new-quality productive force elements. Empowered by "AI + vocational education", young-old adults can realize the transfer of knowledge and skills in fields such as health care, education, domestic services, and consulting, becoming fertile ground for the development of new-quality productive forces.

Keywords

Young-old Adults; New-quality Productive Forces; Intergenerational Collaboration; AI; Vocational Education Empowerment.

1. Abundant Labor Resources of Young-Old Adults in China

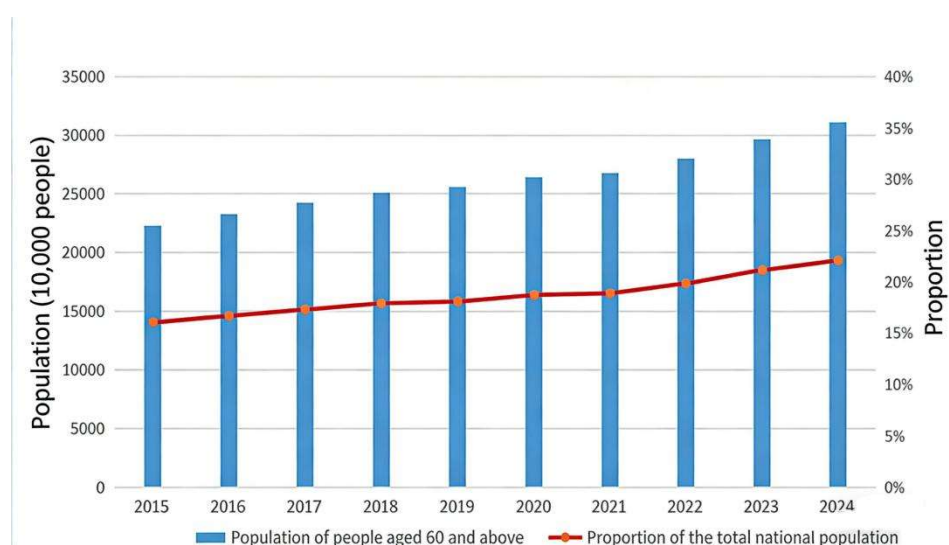


Figure 1. Number and Proportion of the National Population Aged 60 and Above (2015-2024)[1]

According to the 2024 National Aging Career Development Bulletin released by the Ministry of Civil Affairs of China in 2025, by the end of 2024, the number of people aged 60 and above

nationwide exceeded 300 million, accounting for 22% of the total population (see Figure 1). The population aged 65 and above reached 220.23 million, accounting for 15.6% of the total population, and the elderly dependency ratio stood at 22.8%, marking that China has officially entered a deeply aging society.[1]

On the other hand, the cultural quality of China's elderly population is constantly improving. According to the data of the Seventh National Population Census, among the population aged 60 and above, the proportion of those with senior high school education or above is 13.90%, showing a year-on-year upward trend.[2][3] In terms of physical fitness, with the comprehensive completion of building a moderately prosperous society, the proportion of disabled people has declined steadily, the health status of the elderly has improved significantly, and their ability to take care of themselves has been steadily enhanced. The 2023 Statistical Bulletin on the Development of China's Health and Health Undertakings released by the National Health Commission shows that China's average life expectancy has reached 78.6 years.[4] This means that from the perspective of human resources, all aspects of the quality of the elderly population have been significantly improved, and the elderly group contains enormous potential.

2. New-Quality Productive Force Elements Worth Exploring in Young-Old Adults

New-quality productive forces are a new type of high-level productive forces, mainly including high and new science and technology, high-quality labor force, and new-type high-quality means of production. Their main characteristics are informatization, networking, digitalization, intelligence, automation, greening, and high efficiency.[5] Although young-old adults are not nominal new laborers nor digital natives, they still have the following four capital advantages in terms of improving production efficiency and social value through the optimization of knowledge, technology, innovation, and organizational methods.

Knowledge Capital

(1) A long life experience has cultivated rich life wisdom, especially in family education, community conflict mediation, and resource coordination, where the wisdom of the elderly can be fully demonstrated.

(2) Young-old adults have accumulated a large amount of experiential knowledge and skills, and assume the roles of "knowledge transmitters" and "cultural inheritors". In the professional field, they not only have technical experience but also inherit professional ethics and values, especially practical skills in traditional crafts, medical care, education, engineering technology, as well as market insights and interpersonal relationship management in enterprise management.

(3) Carriers of cultural inheritance. They bear many invisible historical heritages in intangible cultural heritage, preservation of historical memories, traditional ethics, and philosophy, such as local dialects, festival customs and rituals, social changes, geomancy divination, and folk beliefs.

Human Capital

With changes in population structure and technological evolution, young-old adults, relying on their unique experience, adaptability, and stability, are gradually becoming an irreplaceable "resilient force" in the labor market. This resilience is reflected in their ability to fill key job vacancies, buffer population structure shocks, adapt to economic and technological changes, and provide a sustained and stable labor supply for society.

Social Capital

The social capital of young-old adults refers to the advantages formed through long-term accumulated social relations, resources, skills, and identity recognition. This capital is not only of great significance to personal quality of life but also can create value for society. These advantages are mainly reflected in family and social ties, community connections, industry networks, family authority, and social prestige.

Innovation Capital

Once the knowledge capital accumulated by young-old adults undergoes AI cross-border learning and practice, traditional experience can be combined with modern technology to spawn new service and production models. The innovation capital of young-old adults not only extends the cycle of personal social value but also alleviates labor shortages and promotes intergenerational knowledge transfer. This AI integration model of "experience + technology" is gradually becoming an important growth point of the silver economy.

3. Trends and Enlightenments of Intergenerational Resource Collaborative Integration in OECD Countries

OECD countries entered a deeply aging society earlier than China and have rich experience in tapping into the labor value of young-old adults. They have actively or passively placed intergenerational collaboration at an important position in economic development. They believe that the key to the future development of an aging society lies in building a digital platform-supported intergenerational value exchange network, establishing an evaluation system based on contribution rather than age groups, and ultimately realizing intergenerational Pareto improvement of social productive forces. Coincidentally, the Ministry of Civil Affairs of China has also put forward the goal of improving the digital literacy of the elderly to actively respond to population aging.[6]

In terms of intergenerational collaboration, OECD countries mainly have the following three dimensions of integration trends:

Two-Way Integration and Innovation of Intergenerational Knowledge Spectrum

(1) Digital reconstruction and inheritance of experiential productive forces

In the context of an aging society, the implicit industry knowledge (Tacit Knowledge) accumulated by silver-haired workers is standardized and encapsulated through AR/VR technology. For example, Mitsubishi Heavy Industries of Japan has developed a "skill inheritance system", which converts the welding techniques of senior technicians into digital models through motion capture, improving the learning efficiency of young workers by 40%.

(2) Reverse empowerment of digital natives

Digital natives refer to the "Generation Z", i.e., those born between 1995 and 2010, who empower young-old adults. For example, Generation Z employees create "micro-training" content on platforms such as TikTok to help middle-aged and elderly managers break through cognitive barriers in digital transformation.

Spatio-Temporal Reorganization of Productive Force Elements

(1) Flexible allocation in the time dimension

Flexible allocation in the time dimension refers to flexibly adjusting and utilizing various production factors according to technological development, economic environment, and historical constraints in different periods to promote economic growth in an optimal state. For example, Siemens engineers can focus on work at the age of 30, return to study at 40, and output experience at 50, just like the charging and discharging process of a battery. It allows workers to flexibly store and release working hours at different ages to achieve optimal allocation of productive forces throughout the life cycle.

(2) Distributed collaboration in the spatial dimension

Distributed collaboration in the spatial dimension originally refers to the use of high-performance computing and distributed collaborative technology in the field of spatial information to enable hardware or software components in different physical locations to work collaboratively to process large-scale, multi-physical coupled spatial data simulation and computing tasks. Here, it refers to different age generations undertaking different module tasks in the same project in different spaces. For example, in a blockchain-based DAO (Decentralized Autonomous Organization), post-60s industry experts, post-90s product managers, and post-00s programmers form an intergenerational project team through network communication in different regions.

Innovation of Intergenerational Balance Mechanism Based on Knowledge Iteration

(1) Intergenerational cycle mechanism of education investment

This mechanism originates from the intergenerational cycle model of education investment. In a narrow sense, the intergenerational cycle model of education investment refers to the process of education investment and its impact among different generations in a family. In this model, parents' education level usually affects their career choices and economic capacity, thereby enabling them to provide better educational resources and opportunities for their children. Through receiving better education, children may obtain higher wages and better jobs, thus providing more education investment for their own next generation. Here, it is extended to the government level. For example, Singapore's "SkillsFuture" program has established a tripartite contribution account for individuals, enterprises, and the government to realize a lifelong learning mechanism. By establishing a special contribution account, the program encourages individuals to continuously learn new skills, enables enterprises to cultivate and improve employees' capabilities, and the government promotes the above processes through policy support, forming a closed loop of "youth learning - middle-aged application - elderly teaching". This system has increased the participation rate of re-training for workers over 45 years old from 18% in 2015 to 53% in 2023, promoting talent training and innovation.[7]

(2) Tapping into experience value to promote the upgrading of intergenerational contracts for social security

The intergenerational contract of social security refers to a social contract in which different generations support each other through the social security system, which embodies the principles of social solidarity and intergenerational mutual assistance. The intergenerational contract is the core of the social security system, but under the background of population aging and economic changes, it is facing great challenges and must be adjusted and innovated through policies to ensure its sustainability. For example, in Finland's pilot "digital pension" program, the elderly accumulate virtual points through "online knowledge sharing", which can be exchanged for actual pension security.[8] This non-monetary intergenerational transfer payment externalizes the value of implicit experience and creates a new mode of productive force exchange.

In the above intergenerational integration and innovation models of OECD countries, they all have one thing in common: whether it is the two-way integration of knowledge spectrum, the spatio-temporal reorganization of productive force elements, or the intergenerational balance mechanism based on knowledge iteration, they all require the elderly to have a high academic degree or high skill level, and lifelong education is also the core factor for young-old adults to become competitive elements of new-quality productive forces. At present, although the cultural level of young-old adults in China has been significantly improved, there is still a gap compared with countries that entered industrialization a century earlier than us. Therefore, China should develop strengths and avoid weaknesses, optimize and integrate intergenerational resources based on traditional Oriental Confucian culture, and promote the development of new-quality productive forces as soon as possible.

4. Young-Old Adults as Catalysts for the Rapid Development of New-Quality Productive Forces

With high skills and academic qualifications, young-old adults can become elements of new-quality productive forces under certain conditions. However, most young-old adults in China do not currently have such levels, so we should give play to their intergenerational advantages based on national conditions.

Influence of Oriental Tradition and Confucian Culture

(1) The underlying logic behind the negative correlation phenomenon in economic activities

Many Chinese scholars have found a fact contrary to the mainstream Western phenomenon when studying the participation of young-old adults in market economic activities: there is a negative correlation between the cultural level of young-old adults in China and the frequency of participating in market economic activities, that is, the higher the cultural level of young-old adults, the lower the frequency of participating in market economic activities.[9]

The underlying logic behind this contradictory phenomenon is that the differences between Eastern and Western cultures lead to different value orientations of families. Confucianism emphasizes the relationship between family, society, and the country, and pays more attention to building society through ethical expansion. China has comprehensively built a moderately prosperous society in 2021. With no worries about food and clothing, elderly people with higher cultural levels generally devote more energy to family care. For example, compared with additional income after retirement, they are more concerned about the growth and academic performance of their grandchildren, hence the negative correlation with the frequency of market economic activities.

(2) Distortions and tragedies in Japan and South Korea

The cultures of Japan and South Korea, which are geographically adjacent to China, are also deeply influenced by Confucianism. Why is there a positive correlation between the employment rate of elderly people with high education levels in these two countries? This stems from China's high degree of autonomy, which is different from the colonial attributes of Japan and South Korea.

When national strength does not allow high welfare, even with the influence of Confucian culture, more young-old and even middle-old and elderly people are forced to participate in market economic activities. The economic retrogression of the West has been shifted to Japan and South Korea, forcing them to bear more economic debts. According to statistics, one in five people in South Korea is over 65 years old. Due to economic pressure and labor shortages, the employment rate of people over 70 years old has exceeded 30%, and the situation is even more serious in Japan. Under such exploited colonial attributes, how can they afford to enjoy family happiness and live a comfortable retirement life? It is also accompanied by a long-term negative growth in the birth rate.

As shown in Figure 2, according to the labor force survey released by Japan's Ministry of Internal Affairs and Communications, the employment rate of the same age group in Japan was 53.5% for those aged 65-69, 34.5% for those aged 70-74, and 11.5% for those aged 75 and above in 2023.[10]

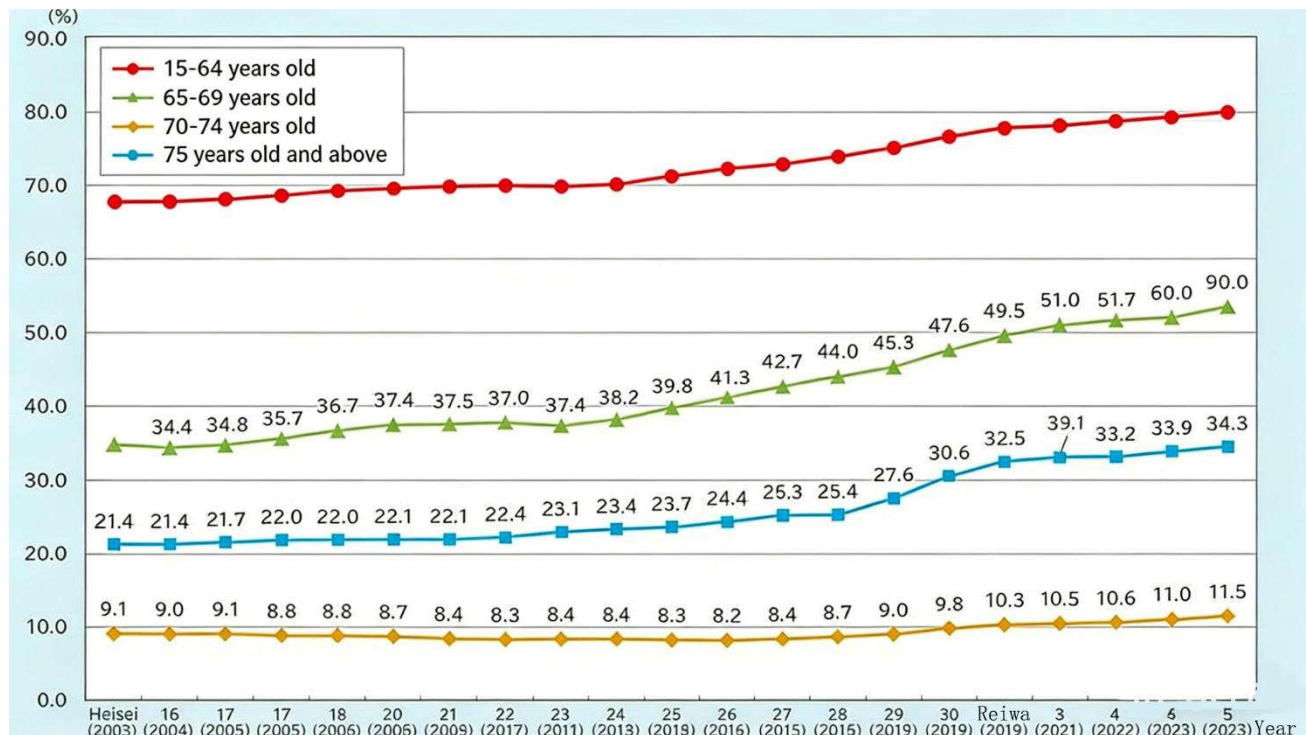


Figure 2. Employment Rate of the Same Age Group in Japan (Source: Labor Force Survey by Japan's Ministry of Internal Affairs and Communications)[10]

Easily Ignored Invisible Labor

Mencius mentioned fish and bear's paw in Mencius·Gaozi Shang to interpret sacrificing one's life for righteousness. Here, both fish and bear's paw are ingredients. Similarly, market economic activities and family care are both labor. Due to different value orientations, young-old adults will face the dilemma of choosing one or even multiple options at a certain point in time.

Marx said: "Labor is first of all a process between man and nature, a process by which man, through his own activities, mediates, regulates, and controls the metabolism between himself and nature." Its underlying logic is that labor is a creative process of material transformation between man and nature. For example, as the saying goes, "Behind every successful man stands a good woman", so we cannot one-sidedly negate invisible labor such as family care.

Compared with invisible labor such as family care, market economic activities are more directly oriented to immediate rewards, which are clear and quantifiable. On the contrary, invisible labor such as family care cannot fully show its created value immediately, and its reward is also difficult to be quantified. However, we cannot ignore or even deny that it is a creative process of material transformation between man and nature.

The Development of New-Quality Productive Forces Cannot Do Without High-Quality Soil

(1) The importance of new-quality productive forces from the perspective of elderly dependency ratio

The old-age dependency ratio (ODR) refers to the ratio of the number of elderly people to the number of working-age people in a certain population, indicating how many elderly people each 100 working-age people have to support. Although the dependency ratio of people aged 65 and above in China has risen to 22.8% by the end of 2024,[1] the social and market economic value created by young laborers, the denominator in the ODR formula, is not what it used to be. If we cultivate all young laborers in the dependency ratio into new-quality productive forces and replace the concept of the denominator in the formula with the social and market economic

value created by new-quality productive forces, the impact of ODR data on China's economy will be negligible.

(2) Young-old adults are the soil for the development of new-quality productive forces

From an efficiency perspective, the value created by most young-old adults in China through market economic activities cannot be compared with that of the "Millennials", the digital natives of the digital era, especially in the primary and secondary industries. Obviously, most young-old adults have no room and potential to become high-quality laborers among new-quality productive force elements in terms of productive labor. However, in the process of transforming "Millennials" into high-quality laborers, the role of families and the elderly cannot be underestimated. Figure 3 below compares the value of market-oriented economic labor and invisible family labor of young-old adults. It can be seen that in the process of transforming "Millennials" into high-quality laborers, the significance of the material or spiritual objects that the elderly contribute and create for the family is no less than their participation in market economic labor, except that it is invisible and easy to be ignored. But it is precisely this neglected invisible labor, like the "spring mud" for the development of new-quality productive forces, that nourishes countless high-quality laborers and enables them to emerge from their families and become elements of new-quality productive forces. Now, with the passage of time and changes in circumstances, China has comprehensively built a moderately prosperous society, and participating in market economic activities is no longer the best choice for most young-old adults. Confucian family and country culture make every family in China potentially a high-quality soil for the development of new-quality productive forces. This is the advantage of combining China's system and cultural inheritance, and it is also the optimal solution for China's intergenerational Pareto improvement at present.

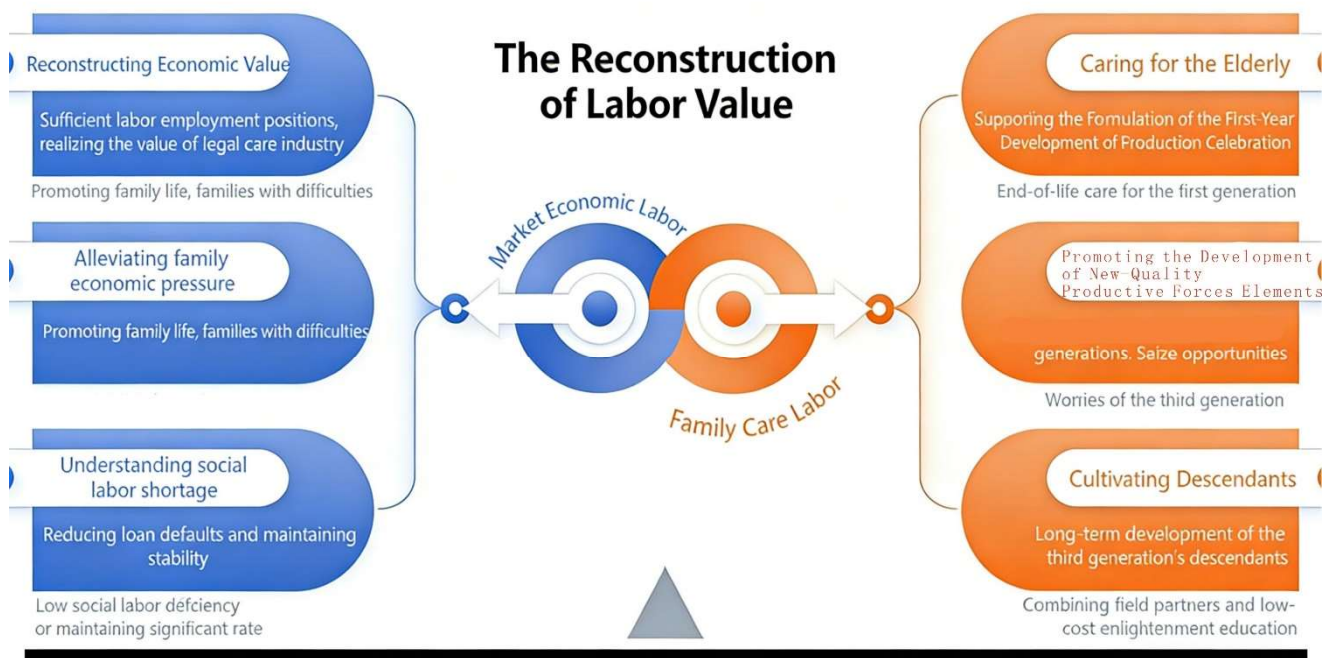


Figure 3. Value Comparison Between Market-Oriented Economic Labor and Invisible Family Labor of Young-Old Adults

5. AIGC + Vocational Education Empowers Lifelong Education for Young-Old Adults

Give Play to Dislocation Advantages and Define Empowerment Directions

As mentioned earlier, whether based on the Confucian traditional family-oriented ideology or the multi-dimensional trend of future intergenerational collaboration, for young-old adults to effectively transform or assist new-quality productive forces, lifelong learning must be placed at the top of the agenda. China's "Millennials" have grown up in the information age, have inherent advantages, and are the main force of labor elements in new-quality productive forces. Although young-old adults grew up in the early stage of reform and opening up when materials were relatively scarce in the last century, they also have their dislocation advantages. Confucianism emphasizes "cultivating oneself to bring peace to others". The empowerment of young-old adults needs to start with personal cultivation, and then gradually expand to family, society, culture and other aspects to promote the rapid development of "Millennials" into high-quality laborers among new-quality productive force elements.

(1) Practical orientation in personal cultivation

For young-old adults of the current second generation (born around 1960), from a practical orientation, they need to grasp the main contradictions in their work and living environment. China has always advocated the Confucian ethics of benevolence and filial piety. If the first generation is still alive, health management involving end-of-life care should be prioritized. After all, if one regrets not being able to support their parents when they pass away, this regret cannot be redeemed. Therefore, health management skills such as basic disease care for the elderly can be the main empowerment direction, which not only fulfills filial piety but also improves independent health capabilities and reduces social burdens.

If the main contradiction is concentrated on the work competition pressure of the third generation (Millennials), young-old adults can alleviate the predicament of Millennials through housework and spiritual encouragement. Compared with docking social domestic services, family members can ignore the space and cost of running-in and fault tolerance, achieve seamless docking, and more easily keep up with the rhythm of Millennials. However, young-old adults must also accept intelligent living skills in the new era. In addition, the mental enlightenment and nutritional science of the fourth generation have also put forward new challenges to young-old adults.

(2) Skill Transfer and Interest-Driven Learning

Skill transfer refers to the transfer of professional skills accumulated by young-old adults in their original positions to new positions due to physical reasons that make it impossible to bear the pressure of the original positions, or to draw inferences from one instance in new fields, and develop new skills under the guidance of AI and the drive of interest. Skill transfer helps young-old adults extend the cycle of personal social participation and promote reemployment, and also alleviates the labor shortage pressure in some industries of society.

In addition, in terms of interests, because young-old adults grew up in an era of material scarcity, the educational communication channels and teaching resources half a century ago were far less abundant than they are now, and their inner desire for knowledge has not been fully released. When educational resources and communication channels become extremely abundant, they can put interest-driven learning into systematic practice when time and energy permit, making learning an enjoyment rather than a burden. For example, they can choose to learn calligraphy, painting, photography, opera, gardening, musical instruments, foreign languages, cooking, etc. With the support of these skills, the enlightenment education of the fourth generation will undergo a qualitative leap, providing sustainable momentum and stamina for the national rejuvenation of Chinese civilization.

(3) Attach Importance to the Bridge Role of AIGC Empowerment

AI is an "ability enhancer" and "value amplifier" for young-old adults. The work experience, hobbies, and personality traits of young-old adults can be matched with suitable development directions through AI evaluation systems to achieve precise diversion. Then, AI tools are used to lower the learning threshold of new technologies, provide personalized learning paths, and recommend the most suitable micro-courses, learning materials, and practice projects to achieve "teaching students in accordance with their aptitude", greatly improving learning efficiency and confidence, and realizing the advancement of skill improvement. In practice, AI can assist the elderly in handling repetitive and high-intensity tasks (such as data entry, information retrieval, and report generation), allowing them to focus more on core work that requires human experience, emotional communication, and complex decision-making.

Deep Integration of Vocational Colleges and Universities for the Elderly to Promote Intergenerational Optimal Combination of New-Quality Productive Forces

As of March 2023, the National University of the Elderly in China has offered more than 400,000 courses covering four directions: leisure and entertainment, active health, skill improvement, and silver-haired dreams, providing nearly 4 million minutes of learning resources. The platform offers both online and offline learning methods, with most online courses being free. Relying on the teaching system of the Open University of China, the platform has set up 44 provincial branches nationwide, of which 30 have established special institutions for elderly education, and there are more than 55,000 elderly education learning points at the grassroots level.[11]

Compared with the abundant online learning resources, the offline elderly education learning points of the National University of the Elderly are slightly weak due to the accelerated aging of society. Vocational education, which is facing a future surplus of educational resources, can be a good supplement. The integration of vocational colleges and universities for the elderly can combine modern technology with traditional experience to promote knowledge iteration.

At present, the resource sharing of vocational college courses and teachers has initially emerged on the platform of the National University of the Elderly. On this basis, we can accelerate the construction of an education ecosystem with a co-built curriculum system, achieve two-way penetration of courses and mutual recognition of credits, and further co-build practice bases to realize an education ecosystem of "lifelong learning + intergenerational co-creation". In this ecosystem, young-old adults can be intelligently matched with "digital learning partners" through AI, and the most suitable vocational college students can be automatically matched as "digital learning partners" according to factors such as personality, skills, time, and interests, realizing the two-way integration of intergenerational knowledge spectrum, enabling cross-generational cooperation to achieve emotional complementarity and two-way empowerment, and realizing a win-win pattern of "the elderly have something to do and enjoy, young people achieve success, vocational education is dynamic, and society is warm". In short, through dislocation advantages and lifelong education empowerment, young-old adults can not only achieve "enjoying old age and realizing their values", but also promote intergenerational collaboration with the Confucian ideal of "great harmony under heaven", promote overall social progress, and form a virtuous circle of an "age-friendly society".

6. Conclusion

China is about to face a severely aging society. Against the background of the new era of comprehensively building a moderately prosperous society, we should re-examine the labor value of young-old adults. The value of young-old adults is not only reflected in social and economic participation but also in invisible labor such as family care and community services. These values are also worthy of being seen and respected. We should rationally arrange and

reshape the labor roles of young-old adults, and promote intergenerational collaboration through the lifelong education system, so that they can continue to provide fertile ground for the development of new-quality productive forces.

The experience of OECD and other Western countries in coping with aging can be critically absorbed. China should, based on national conditions such as Confucian family-oriented values and hometown friendship, develop strengths and avoid weaknesses, release the value of young-old adults in the family environment and social fashion needed for the development of new-quality productive forces, and then build high-quality soil for the germination of new-quality productive forces. Moreover, with the high-energy efficiency value created by new-quality productive forces, we can change the rule that ODR (old-age dependency ratio) as a core indicator affects social economy.

The deep integration of vocational colleges and the National University of the Elderly will gradually tilt vocational education resources towards young-old adults. With the bridge role of AI precise matching, we will build an education ecosystem of "lifelong learning + intergenerational co-creation" to empower young-old adults. The skill transfer and improvement of young-old adults are not only the reshaping and continuation of personal value but also an important resource for social sustainable development. Through the systematic design of "policy guidance + AI vocational education empowerment", we can realize the transformation from "supporting the elderly" to "utilizing the elderly", and build a more inclusive age-friendly society through intergenerational co-creation.

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