Original Research Article

Open Access

Omniscient Pte.Ltd.

Research on Employee Skill Training in the Context of Industrial Intelligence

Jia-Tong Zhang[1,*], Lin Wang[2], Chang-Zhou Zhao[1,2], Wen-Ming Yang[3], Zi-Piao Yu[3]

[1]Changchun University of Finance and Economics, Changchun 130000, Jilin, China
[2]INTI International University, Nilai 71800, Negeri Sembilan, Malaysia
[3]Chongqing Finance and Economic College, Chongqing 400000, Chongqing, China

***Correspondence to:** Jia-Tong Zhang, Changchun University of Finance and Economics, Changchun 130000, Jilin, China, E-mail: 413346579@qq.com

Abstract: Industrial intelligence, as a crucial trend in current economic transformation, poses higher requirements for employees' skills. This research delves into the current situation of employee skill training in the context of industrial intelligence, as well as its positive effects on enterprise development and innovation performance. The study reveals that with the widespread application of intelligent technologies, the demand for employee skill training has changed remarkably, and digital skills have become a key training component. Although enterprises and social training institutions have actively carried out relevant training, issues such as a disconnect between training content and actual needs and a lack of diversity in training methods still exist. In response to these challenges, this research indicates that enterprises should pay more attention to the practicality and pertinence of training content and innovate training methods simultaneously to meet the diverse learning needs of employees.

Keywords: Industrial Intelligence; Employee Skill Training; Skill Improvement Effect; Innovation Ability Cultivation; Organizational Performance Enhancement; Innovation Performance

1. Introduction

1.1 Research Background and Problem Statement

With the rapid advancement of technology, industrial intelligence has become a prominent feature of the current era. Through the deep integration and application of new-generation information technologies such as digital technology, the Internet of Things, and artificial intelligence, various industries are gradually achieving multi-faceted transformation and upgrading towards automation, intelligence, and networking. In particular, the manufacturing industry, as the mainstay of the national economy, is accelerating its intelligent transformation.

The service industry is also actively exploring intelligent transformation. By leveraging digital and intelligent technologies, it not only improves service quality but also greatly enhances service efficiency, better meeting consumers' demands for efficient and convenient services. The high efficiency, flexibility, and synergy demonstrated by industrial intelligence provide a powerful driving force for industrial upgrading

© The Author(s) 2025. **Open Access** This article is licensed under a Creative Commons Attribution 4.0 International License (https://creativecommons.org/licenses/by/4.0/), which permits unrestricted use, sharing, adaptation, distribution and reproduction in any medium or format, for any purpose, even commercially, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license, and indicate if changes were made.

and transformation. This transformation poses new challenges and requirements for employees' skills. In the context of intelligence, employees need not only to be proficient in their professional skills but also possess interdisciplinary knowledge and skills to adapt to a more diversified and complex work environment.

Therefore, employee skill training in the context of industrial intelligence is of great significance. Currently, although some enterprises have started to explore and practice relevant training, as a whole, how to systematically enhance employees' skills to meet the needs of industrial intelligence remains an urgent problem to be solved. This research will deeply explore the current situation of employee skill training in the context of industrial intelligence and analyze the positive effects and innovation performance of skill training, aiming to provide targeted suggestions and inspiration for enterprises and the government.

1.2 Research Objectives and Significance

Industrial intelligence has a profound impact on employee skill training. With the widespread application of intelligent technologies, the skill requirements of enterprises for employees are constantly changing and evolving. Understanding the impact of industrial intelligence on employee skill training not only helps enterprises better adapt to this trend but also provides crucial support for enterprises to maintain their competitive edge in the fierce market competition.

In-depth analysis of the current situation of employee skill training in the context of industrial intelligence is the key to revealing problems and proposing solutions. Through detailed research on the current situation, we can identify the deficiencies of employee skill training in the face of the challenges of industrial intelligence, such as the disconnection between training content and actual needs and the outdated training methods. The existence of these problems seriously affects the effectiveness of employee skill training and thus restricts the rapid development of enterprises in the context of industrial intelligence.

In response to these problems, this research aims to put forward suggestions for improvement and innovation. These suggestions include but are not limited to updating training content, adopting diversified training methods, and strengthening the integration of training with actual work. Through these improvement measures, enterprises can better adapt to the trend of industrial intelligence, enhance employees' skills and qualities, and thus strengthen their core competitiveness. This research aims to clarify the impact of industrial intelligence on employee skill training, reveal existing problems and deficiencies, and propose improvement and innovation suggestions. This research has important theoretical and practical significance and is expected to provide useful guidance and support for enterprises and the government in the context of industrial intelligence. In the context of intelligent transformation, the cultivation of highly skilled talents is particularly important. Some scholars have proposed that teaching reform of relevant training courses should be carried out from the new development perspective of artificial intelligence to meet new industry demands and provide more professional talents for enterprises. In addition, the use of Internet technology can achieve the effective integration of skill training and resource management, thereby improving the intelligence level of talent education, training, and enterprise talent supply.

2. Current Situation of Employee Skill Training in the Context of Industrial Intelligence

2.1 Changes in Employee Skill Training Demands

With the in-depth advancement of industrial intelligence, the skill requirements of enterprises for employees are undergoing unprecedented changes. The widespread application of intelligent technologies such as data analysis, artificial intelligence, and the Internet of Things is gradually changing the traditional work model, leading to significant changes in the demand for employee skill training.

In traditional industries, employees' skills were mainly concentrated on specific and repetitive tasks. In the context of industrial intelligence, employees not only need to master these basic skills but also possess digital skills to adapt to the new work environment. For example, in the manufacturing industry, with the introduction of automated and intelligent equipment, employees need to learn how to operate and maintain these high-tech devices and have the ability to analyze data to extract valuable information from a large amount of production data and further optimize the production process.

Industrial intelligence also requires employees to deepen and expand their original professional skills. As intelligent technologies make work processes more complex, employees need to master more refined and comprehensive skills to meet various challenges. This means that employees not only need to excel in their professional fields but also possess certain interdisciplinary knowledge and skills.

Facing the challenges of industrial intelligence, the demand for employee skill training has changed remarkably. Training content needs to pay more attention to the cultivation of digital skills, including training in technologies such as data analysis, artificial intelligence, and the Internet of Things. Industrial intelligence poses new challenges and requirements for employee skill training. Enterprises need to keep up with the pace of the times, continuously update training content and methods, and enhance employees' skills and qualities to better adapt to the trend of industrial intelligence and achieve sustainable development.

2.2 Existing Training Systems and Resources

Many enterprises and social training institutions have deeply realized the increasing importance of employee skill training in the context of industrial intelligence and have actively carried out relevant training work. In terms of training system construction, some enterprises have established relatively complete training mechanisms, covering multiple links such as training plan formulation, training content selection, training activity organization, and training effect evaluation, ensuring the systematicness and effectiveness of training work.

In terms of training resources, enterprises and social training institutions have also accumulated rich resources and experience. This includes excellent training faculty with profound theoretical knowledge and rich practical experience, who can provide professional guidance to employees. At the same time, advanced training facilities such as simulation equipment and practical operation sites provide a good practical environment for employees. In addition, there are rich training materials that combine theory and practice, helping employees better understand and master relevant skills.

However, there is also a problem of the monotony of training methods. Existing training methods often mainly rely on traditional face-to-face teaching, lacking innovation and diversity. Such a single training method is difficult to meet the diverse learning needs of employees, especially those who prefer self-directed learning and online learning. Therefore, it is particularly important to explore more diversified training methods.

Although the existing employee skill training system and resources are relatively complete, they still need to be improved and optimized in response to existing problems. By strengthening the practicality of training content, innovating training methods, and establishing a sound training evaluation mechanism, the effectiveness and quality of employee skill training can be further enhanced to better meet the development needs of industrial intelligence.

2.3 Training Effect Evaluation and Feedback

In the context of industrial intelligence, the evaluation and feedback of employee skill training effectiveness are particularly important. Currently, although many enterprises have established certain training effect evaluation mechanisms, these mechanisms often expose many problems in actual operation. For example, evaluation indicators may be too one-sided to comprehensively reflect employees' actual skill levels; evaluation methods may lack scientificity, leading to distorted evaluation results; and the feedback of evaluation results may not be timely, resulting in delays in training adjustment and optimization.

In response to these problems, enterprises need to construct a complete and efficient training effect evaluation and feedback system. First, in the design of evaluation indicators, enterprises should comprehensively consider factors such as knowledge acquisition, skill improvement, work attitude, and teamwork to ensure the comprehensiveness and objectivity of evaluation indicators. For example, in terms of knowledge acquisition, written tests can be used to test employees' mastery of professional knowledge; in terms of skill improvement, practical operation assessments can be used to evaluate employees' actual operation abilities.

In the selection of evaluation methods, enterprises should focus on the combination of scientificity and practicality. In addition to traditional questionnaires and practical operation tests, more advanced evaluation methods such as 360-degree feedback and key performance indicators (KPI) can be introduced to

improve the accuracy and reliability of evaluation results. These evaluation methods can comprehensively reflect the training effects of employees from different perspectives and provide strong support for subsequent training work.

Timely feedback of evaluation results is also crucial. Enterprises should establish an effective information feedback mechanism to ensure that evaluation results can be communicated to employees and management in a timely manner. In this way, employees can understand their training effects in a timely manner and clarify areas for improvement, while management can adjust training plans in a timely manner based on evaluation results to achieve the optimal allocation of training resources.

When constructing a training effect evaluation and feedback system, enterprises can also draw on successful cases and advanced experience in related fields. Establishing a sound training effect evaluation and feedback system is the key to enhancing the effectiveness of enterprise employee skill training. By designing comprehensive evaluation indicators, adopting scientific evaluation methods, and ensuring the timely feedback of evaluation results, enterprises can more effectively evaluate employee training effects, adjust training plans in a timely manner, and thus promote the continuous improvement of employees' skills and the continuous enhancement of the enterprise's core competitiveness.

3. Enhancement Effects of Employee Skill Training in the Context of Industrial Intelligence

3.1 Skill Improvement and Work Efficiency

In the context of industrial intelligence, employee skill training is of great significance. Skill training not only helps employees improve their individual skill levels but also promotes the overall work efficiency of enterprises at a macro level. This improvement is not only manifested in the increase of production speed but also in the improvement of work quality, the reduction of error rates, and the optimization of work processes.

Take the manufacturing industry as an example. With the widespread application of intelligent manufacturing technology, workers on the production line need to master more skills related to robot collaboration, equipment debugging, and data analysis. Through systematic skill training, employees can operate intelligent equipment more proficiently, reducing downtime and debugging time during the production process and thus significantly improving production efficiency. At the same time, employees' in-depth understanding of the equipment helps to detect potential problems in a timely manner, reducing production accidents and ensuring product quality.

In the service industry, skill training also demonstrates its important value. With the rise of digital services, customers have increasingly higher requirements for service efficiency and quality. Through training, employees can master more digital tools and service skills, such as using big data to analyze customer needs and providing customer service through social media. The application of these skills can not only improve the service response speed but also accurately meet customer needs and enhance customer satisfaction.

Employee skill training also helps to cultivate employees' innovation awareness and teamwork ability. In an intelligent work environment, employees need to continuously adapt to new technologies and work models, and skill training can provide them with the necessary support and guidance. Through training, employees can be exposed to the latest industry knowledge and technological trends, stimulating their innovative thinking and bringing more innovative achievements to the enterprise. At the same time, the teamwork and case analysis links in skill training also help to enhance employees' teamwork ability and improve the overall combat effectiveness of the enterprise.

Employee skill training plays a significant role in skill improvement and work efficiency enhancement in the context of industrial intelligence. Enterprises should attach importance to and strengthen employee skill training to adapt to the development trend of the intelligent era and enhance their core competitiveness.

3.2 Innovation Ability Cultivation

Employee skill training has a profound impact on the cultivation of innovation ability. In the wave of industrial intelligence, if enterprises want to gain a foothold in the fierce market competition, they must continuously promote innovation. Employees, as the most valuable resources of enterprises, their innovation ability is the key to the continuous innovation of

enterprises. Through systematic skill training, employees can be widely exposed to cutting-edge new knowledge, new technologies, and new thinking that leads the development of the industry. This continuous knowledge update and vision broadening greatly stimulate employees' innovation awareness and innovative thinking.

More importantly, skill training does not stop at the theoretical teaching level but also provides employees with rich practical opportunities. In these practices, employees have the opportunity to combine the learned theoretical knowledge with actual work. Through continuous attempts, explorations, and innovations, they can further enhance their innovation ability. This practice-oriented training method enables employees to "learn by doing and do by learning," achieving the in-depth integration of knowledge and skills.

The valuable experience and achievements formed by employees during the innovation process can also feed back into the enterprise's innovation system, providing a continuous impetus for the enterprise's technological progress and product development. From this perspective, employee skill training not only facilitates the personal career development of employees but also lays a solid foundation for the long-term development of the enterprise and the enhancement of its industry competitiveness.

The cultivation of innovation ability is not achieved overnight. It requires a long-term and systematic training process. Therefore, enterprises need to establish a sound training system to ensure that employees can continuously receive high-quality skill training. Only in this way can an employee team with a high level of innovation ability be cultivated in the context of industrial intelligence, leading the enterprise to a more glorious future.

3.3 Organizational Performance Improvement

In the context of industrial intelligence, the importance of employee skill training has become increasingly prominent, especially in improving organizational performance. Organizational performance, as a key indicator to measure the operation efficiency and effectiveness of an organization, is closely related to employees' abilities, attitudes, and teamwork.

Employee skill training directly enhances employees' work abilities and comprehensive qualities. With the in-depth application of intelligent technologies, traditional work processes and business models are undergoing profound changes. Through systematic skill training, employees can quickly master new work methods and tools and complete tasks more efficiently. For example, in the field of data analysis, professionally trained employees can more accurately extract valuable information from massive amounts of information, providing strong support for enterprise decision-making.

Skill training also plays an important role in enhancing teamwork and communication skills. In a diversified work environment, effective communication and collaboration among employees are the keys to the success of the organization. Through training, employees not only improve their professional skills but also learn how to play their roles in the team and work in collaboration with others. The improvement of this teamwork ability helps to break down departmental barriers, promote information sharing, and further improve work efficiency.

Employee skill training also has a positive impact on the shaping and inheritance of organizational culture. During the training process, employees not only learn specific work skills but also subtly accept the organization's values and cultural concepts. This cultural infiltration and inheritance help to enhance employees' sense of belonging and loyalty, thereby improving the organization's cohesion and centripetal force.

Employee skill training promotes the improvement of organizational performance through multiple efforts such as enhancing employees' abilities, strengthening teamwork, and shaping organizational culture. In the wave of industrial intelligence, this improvement not only enhances the short-term benefits of the organization but also lays a solid foundation for the long-term development of the organization. Therefore, enterprises should attach great importance to employee skill training and regard it as an important means to enhance organizational performance and competitiveness.

4. Innovation Performance of Employee Skill Training in the Context of Industrial Intelligence

4.1 Innovation in Training Content and Methods

Driven by the wave of industrial intelligence, employee

skill training is facing unprecedented challenges and opportunities. To adapt to this change, enterprises must make bold innovations in training content and methods. This innovation is not just a superficial adjustment but a deep exploration into the core of the training system to ensure that employees can truly master the core skills suitable for the intelligent era.

At the training content level, traditional skill training can no longer meet the needs of intelligent production and services. Therefore, enterprises need to keep up with the pace of technological development and incorporate cutting-edge technologies such as artificial intelligence, big data analysis, and cloud computing into the training system. These technologies are not only the keys to future industrial development but also the only way for employees to enhance their competitiveness and achieve career growth. By introducing these courses, employees can have a deeper understanding of the principles and applications of intelligent technologies and thus be more proficient in their work.

In addition to the improvement of professional skills, enterprises should also pay attention to the cultivation of employees' interdisciplinary knowledge. In the intelligent era, single professional skills are difficult to cope with the complex and changeable work environment. Employees need to have a broader knowledge background to better understand and deal with various work scenarios. Therefore, training content should cover multiple disciplinary fields to help employees establish a comprehensive knowledge system.

In terms of training methods, enterprises also need to make bold innovations. Although traditional offline training methods have their advantages, they have significant limitations in terms of time and space. To meet the diverse learning needs of employees, enterprises should actively explore new training methods such as online training and blended training. These methods can not only break through the limitations of time and space, allowing employees to learn anytime and anywhere, but also improve employees' learning enthusiasm and effectiveness through rich interaction and feedback mechanisms.

Using virtual reality (VR) and augmented reality (AR) technologies for simulation drills and practical operation training is also an innovative method worth trying. These technologies can provide employees with a more realistic and vivid learning experience, enabling them to quickly master relevant skills in practice. In this way, employees can not only improve their practical abilities but also enhance their ability to deal with unexpected situations, providing a strong guarantee for the stable development of the enterprise.

Employee skill training in the context of industrial intelligence requires comprehensive innovation in training content and methods. Only in this way can enterprises cultivate high-quality employees who are truly suitable for the intelligent era and lay a solid foundation for their sustainable development.

4.2 Innovation Atmosphere and Cultural Construction

In the context of industrial intelligence, employee skill training is not only an important way to improve skills but also a crucial means to create an enterprise innovation atmosphere and shape corporate culture. Through carefully designed training courses, enterprises can effectively instill innovation concepts into employees, guide them to formopen and flexible ways of thinking, thus stimulating their internal innovation awareness and innovative thinking.

Practice is the sole criterion for testing truth and also the source of innovation. Therefore, employee skill training should not only focus on theory but also attach great importance to practical operations. Enterprises can organize various practical activities, such as innovation projects and technical competitions, to provide platforms for employees to showcase their innovation capabilities. These activities not only allow employees to constantly explore and experiment in actual operations, thereby achieving technological or process innovation, but also enhance their teamwork and problem - solving abilities.

The construction of an innovation atmosphere and corporate culture is a continuous process that requires enterprises to promote it from multiple levels. Firstly, enterprises should actively advocate the concept of lifelong learning, encourage employees to continuously learn new knowledge and skills to adapt to the changing market environment and technological trends. Secondly, enterprises should establish an open and inclusive communication environment, encourage employees to put forward new ideas and suggestions, and provide resources and support for valuable innovation ideas. In addition, enterprises

can also provide more innovation opportunities and resources for employees by holding internal innovation competitions and setting up innovation funds.

In terms of the incentive mechanism, enterprises should establish a perfect reward system to commend and reward employees who perform outstandingly in innovation activities. This reward is not only an affirmation of employees' innovation achievements but also an incentive and spur for other employees. By setting up innovation examples, enterprises can guide more employees to participate in innovation practices, thus forming a good innovation atmosphere and corporate culture.

Employee skill training plays an important role in creating an enterprise innovation atmosphere and cultural construction in the context of industrial intelligence. By spreading innovation concepts, providing practical platforms, and establishing a sound incentive mechanism, enterprises can stimulate employees' innovation awareness and thinking and promote the continuous innovation and development of enterprises.

4.3 Innovation Achievement Transformation and Application

In the context of industrial intelligence, the far - reaching impact of employee skill training is not only reflected in the improvement of employees' individual skills but also in the transformation and application of enterprise innovation achievements. This transformation and application are a direct manifestation of training effectiveness and an important driving force for the sustainable development of enterprises.

Through systematic skill training, employees can deeply understand and master new - generation information technologies, such as artificial intelligence and big data analysis. The mastery and application of these technologies enable employees to put forward more innovative solutions in actual work, thus promoting the technological innovation and process optimization of enterprises. For example, in the manufacturing industry, employees use the learned intelligent technologies to transform the production line into an automated one, which not only improves production efficiency but also reduces production costs, bringing tangible economic benefits to the enterprise.

Employee skill training also promotes the formation of an innovation culture within the enterprise. Influenced by this culture, employees are more actively involved in innovation activities, forming a virtuous innovation cycle. Enterprises, through measures such as building innovation platforms and setting up innovation rewards, further stimulate employees' innovation enthusiasm, resulting in an endless stream of innovation achievements.

However, the transformation and application of innovation achievements are not easy. It requires enterprises to establish a perfect innovation management mechanism, covering all aspects such as the screening, evaluation, implementation, and promotion of innovation projects. Only in this way can innovation achievements be effectively implemented and bring long - term competitive advantages to the enterprise.

Intellectual property protection is also an indispensable part in the process of innovation achievement transformation and application. With the rapid development of technology and the intensification of market competition, the importance of intellectual property is becoming more and more prominent. Enterprises need to establish a perfect intellectual property protection system to ensure that their innovation achievements are not infringed. At the same time, they should also respect the intellectual property of others to avoid unnecessary legal disputes.

Employee skill training plays a decisive role in promoting the transformation and application of innovation achievements. By strengthening skill training, creating an innovation culture, improving innovation management, and intellectual property protection systems, enterprises can better transform employees' innovation potential into actual innovation achievements, enabling enterprises to ride the waves in the tide of industrial intelligence and achieve sustainable development.

5. Research Conclusions and Enlightenments

5.1 Research Conclusions

This research finds that effective employee skill training can significantly contribute to the creation of corporate culture and innovation atmosphere. Through training, employees not only acquire new knowledge and skills but also cultivate the spirit of exploration and continuous innovation in practice. The spread and

deepening of this spirit within the enterprise help to form a more open, inclusive, and dynamic corporate culture, further stimulating employees' creativity and innovation enthusiasm.

In the context of industrial intelligence, employee skill training also plays a crucial role in the transformation and application of innovation achievements. Through training, employees can better understand and master new technologies and methods and then apply them in actual work, promoting the technological innovation and business model innovation of the enterprise. This not only helps to enhance the market competitiveness of the enterprise but also provides broader development space and business opportunities for the enterprise.

This research believes that employee skill training is of great significance in the context of industrial intelligence. Enterprises should attach great importance to employee skill training, continuously optimize the training system and methods to adapt to the rapidly changing market environment and technological trends. At the same time, the government and all sectors of society should also pay sufficient attention and provide support to jointly promote the development of employee skill training and provide strong talent support for industrial upgrading and transformation.

This research also provides some specific practical suggestions for enterprises: First, enterprises should regularly conduct surveys on employees' skill training needs to ensure that the training content is closely related to actual work requirements. Second, enterprises should actively introduce advanced training methods and technical means to improve the interesting and effectiveness of training. Finally, enterprises should establish a sound training evaluation mechanism to timely track and feedback the training effect, so as to continuously optimize and adjust the training strategy. By implementing these measures, enterprises can comprehensively improve employees' skill levels and comprehensive qualities, stand out in the fierce market competition, and achieve sustainable development. At the same time, employees can also grow and progress continuously during the training process and maximize their self - value.

5.2 Practical Enlightenments

Innovation in Training Models and Practical Exploration: In the context of industrial intelligence, traditional employee skill training models are difficult to meet the rapid development needs of enterprises. Therefore, it is particularly important to innovate training models and conduct practical exploration. Enterprises can try to combine online and offline training to create a blended training model. Online training can use rich network resources and advanced technical means to provide employees with convenient and efficient learning experiences; offline training focuses more on practical operations and teamwork, helping employees transform theoretical knowledge into practical work abilities. In terms of practical exploration, enterprises should actively seek cooperation with universities and scientific research institutions to jointly carry out employee skill training. Universities and scientific research institutions have rich educational resources and research capabilities, which can provide enterprises with cutting - edge course content and professional teaching staff support. At the same time, this cooperation model also helps to promote the integration of industry, education, and research and facilitate the transformation and application of scientific and technological innovation achievements.

Employee Skill Training and Career Development Planning: In the context of industrial intelligence, employee skill training is not only to meet the current development needs of enterprises but also for the career development planning of employees. Enterprises should closely combine employee skill training with career development planning to help employees clarify their career goals and development paths. Enterprises should also pay attention to the long - term career development needs of employees, encourage employees to continuously learn and self - improve. By establishing a perfect learning platform and resource sharing mechanism, enterprises can provide employees with rich learning resources and a good learning environment. This can not only enhance employees' sense of belonging and loyalty but also help to cultivate a high - quality and high - skilled talent team, laying a solid foundation for the long - term development of enterprises.

Integration of Skill Training and Corporate Culture: In the context of industrial intelligence, the integration of employee skill training and corporate culture is also of great significance. Corporate culture is the soul and

cornerstone of enterprise development. It can not only unite the consensus and strength of employees but also guide the enterprise to move forward continuously. Therefore, integrating corporate culture elements into the employee skill training process helps to enhance employees' sense of identity and belonging to the enterprise. Enterprises can intersperse corporate culture promotion and practical activities in training courses, enabling employees to have a deeper understanding of the enterprise's values, mission, and vision. At the same time, enterprises can also invite outstanding employees or leaders to share their work experiences and growth paths, inspiring employees' fighting spirit and innovation awareness. Through these measures, not only can employees better integrate into the enterprise family, but also promote the inheritance and development of corporate culture, helping to create a good corporate atmosphere and working environment.

References

[1] Li Rui. Enable More Employees to Master Digital Technical Skills. 2020

[2] Ren Lixin. A New Model of Post Skill Training for Employees of Power Supply Companies Based on Mobile Internet. Electrical Age, 2019. CNKI:SUN:DQSD.0.2019 - 08 - 030

[3] Yin Yifan. Research on the Impact of Artificial Intelligence Technology on Labor Skills. 2024

[4] Wang Yongyue. Technological Hollowing - out of Knowledge Workers in the Manufacturing Industry against the Background of Artificial Intelligence: Connotation, Generation and Impact Mechanism. Advances in Psychological Science, 2024. 10.3724/SP.J.1042.2024.02005

[5] Zhang Shuangzhi. Research on Employee Skill Training in the Context of Industrial Intelligence. Human Resources, 2022

[6] Zhang Shuangzhi. Technology and Skills: The Promotion Effect of Industrial Intelligence on Employee Skill Training. Enterprise Economy, 2022

[7] Wang Yi. Teaching Reform of Professional Courses for the Training of High - Skilled Talents in Coal Mines in the Intelligent Era. Inner Mongolia Coal Economy, 2018. CNKI:SUN:LMMT.0.2018 - 03 - 049

[8] Xing Zhigang. An Integrated System for Skill Training and Resource Management Based on the Internet

[9] Dong Xijian. Build a Chinese - Style Intelligent Training Port for Equipment Manufacturing —— The Framework of the First Domestic High - End Equipment Manufacturing Scenario Simulation Skill Training Center Debuts. Shanghai Enterprise, 2015. 10.3969/j.issn.1004 - 7808.2015.01.023

[10] Jin Yu. Discussion on the Problems and Solutions of High - Skilled Talent Training Based on Gas - Fired Power Plants. New Business Weekly, 2020

[11] Sun Zao. How Industrial Intelligence Remolds the Labor Employment Structure. China Industrial Economics, 2019. 10.19581/j.cnki.ciejournal.2019.05.004

[12] Gary J. Summers; GJ Summers. Today's Business Simulation Industry. Simulation & Gaming, 2004. 10.1177/1046878104263546