Bringing into Full Play the Role of Model Worker Innovation Studio in Employee Training

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Abstract. In order to improve the training effect of grassroots staff of electric power enterprises, this paper discusses the issue of giving full play to the role of model worker innovation studio (MWIS) in training in the way that part-time managers for grassroots employee training in electric power enterprises focus on MWIS, watch and learn MWIS and its professional activities, incorporate MWIS training into departmental or unit annual training programs, conduct training activities with MWIS, publicize training activities of MWIS, etc. It focuses on the basic forms of training activities participated in by MWIS including skill training, technical exchanges, professional competition tutoring, guidance for engineering master's thesis and technical collaboration. The necessity, urgency and possibility of the methods described in this paper are reflected in required skills and techniques of employees by high-skilled and high-tech knowledge-intensive enterprises and distinct features of model workers possessing excellent morals and professional competence.

Keywords: Model worker, innovation studio, job training, vocational education

Introduction

The laws for grassroots employee training in electric power enterprises are a long-lasting research subject keeping pace with the times. [1]-[6] Model workers,
figures possessing both excellent morals and professional competence, are representatives of creating new ideas and starting new businesses, authorities of technologies and skills, models of cherishing their posts and devoting wholeheartedly to their work, or moral models of the times. In terms of life mentor, skill-based mentor, technical instructor and innovative entrepreneurial mentor, model workers share the same qualities with life mentors and most of them have at least one potential of skill-based mentor, technical instructor or innovative entrepreneurial mentor. Competent departments naming MWIS has the strict and clear assessment mechanism for the completion of personnel training tasks. The exploration for how to give full play to the training role of MWIS not only has positive effects on the training of grassroots employees in electric power enterprises, but gives a new impetus to activities of MWIS.

**Focusing on MWIS**

Part-time managers for grassroots employee training in electric power enterprises should focus on MWIS. They should know the availability of MWIS, and understand the professional orientation, available resources, staff composition of MWIS and business expertise of outstanding model worker and other members. Since the cross-unit training of MWIS can be carried out, part-time managers for grassroots employee training in electric power enterprises can choose MWIS at company level, provincial company level, or corporation level. Still, teachers employed from provincial companies or companies in neighboring provinces are more realistic choices when their travel time and funds cost are taken into consideration. MWISs can be classified into technology study type, technique teaching type and demonstration management type. By understanding types of MWISs, we can know the main orientation of innovation studios and identify the conjunction of different MWISs and departmental or unit training so as to choose suitable studios for training. Activities of MWISs are generally organized by trade union and information on MWISs is available from related working staff in trade union.

**Watching and Learning MWIS and its Professional Activities**

Before initially choosing MWIS to perform training, part-time managers for grassroots employee training in electric power enterprises had better personally watch and learn MWIS’s exhibition rooms together with related personnel, hold discussions with its outstanding model workers, understand its professional information, achievements, practical training and laboratory instruments through fact-finding investigations, and watch and learn its activities. By making on-site visits to skill, technological innovation or management activities of MWIS, we can identify the suitable MWIS for departmental or unit planned training.
Incorporating the MWIS Training into Departmental or Unit Annual Training Programs

When making a one-year training plan, part-time managers for grassroots employee training in electric power enterprises can take into account cooperation with related MWIS by communicating with related MWIS in advance and identifying the feasibility of cooperation. According to the actual situation of departmental or unit training and MWIS's expertise, we should choose right courses and subjects at proper time to cooperate with suitable MWIS that can include related training into its annual working plan.

Conducting Training Activities with MWIS

Training activities can be conducted together with MWIS by utilizing what outstanding model workers and other members from MWIS are specialized in, choosing the time frame beneficial to training, communicating with MWIS in advance and receiving the approval of leaders of the unit or department.

Skill Training. New employees and those working for a short time can be trained in skills, specialized in by outstanding model workers and other members of MWIS to use professional job training materials for practicing their jobs. Part-time managers for grassroots employee training in electric power enterprises need to take into account that on-board training for new comers arranged by higher departments should avoid repeated training contents wasting manpower and time Skill training is designed to solve practical problems at work.

Technical Exchanges. In terms of some professional problem, technical exchanges with outstanding model workers and other members of MWIS are an effective form of training employees with some work experience. Identifying professional problems for technical exchanges in advance, both parties should prepare their own exchange materials. Owing to improved office facilities, PPT courseware is an ideal choice for technical exchanges. Before technical exchange meetings, they should deliver their own PPT courseware to each other and make good preparations for in-depth technical exchanges. In particular, they should find solutions to practical problems to be solved and make exchanges more effective, so that all parties attending the meetings can benefit from technical exchanges. If you need to go to substations or power lines, employees from other units must go through the procedures before entering the worksites.

Professional Competition Tutoring. Professional competitions, an institutional normal, have become standardized professional
“competition-for-training” activities, aiming to promote the in-depth development of professional training and cultivate and discover outstanding talented people in all professional fields. MWIS plays a positive role in training competitors and in particular, plays an irreplaceable role in such training as practical operation, operation and maintenance, and maintenance experience. As coaching staff, outstanding model workers from MWIS can participate in intensified training for competitors and draw up training plans according to competition outlines so as to make the training more targeted and effective; they can also impart their actual experience face to face to greatly shorten the time period of contestants developing their on-site experience and to improve competition scores and work competence of competitors so that these precious on-site professional experience can be broadened.

**Guidance for Engineering Master's Thesis.** MWIS has technological innovation subjects issued by higher authorities or chosen by it. Technological innovation subjects need to be conducted through a variety of procedures including theoretical research, hardware research and development, software development, hardware and software joint debugging, system testing, on-site installation and commissioning, open-loop test run and closed-loop test run, in which Engineering Master’s candidates (EMCs) are suited to participate. The fact that EMCs take part in technological innovation subjects of MWIS not only solves the problem of thesis materials for Master’s Degree in Engineering, but deepens the research on technological innovation subjects of MWIS, receiving a win-win result. Technological innovation subjects of MWIS as thesis materials for Master’s Degree in Engineering can improve the quality of EMCs’ theses and the technical level and technological innovation capacity of EMCs to avoid the problem of theses emphasizing theories while ignoring practical data; university document retrieval tools, simulation calculation platform and experimental instruments can provide strong technical supports for MWIS’s technological innovation subjects.

We should communicate with EMCs’ universities to employ outstanding model workers from MWIS to tutor EMCs on site, which benefits the smooth implementation of EMCs’ subjects; EMCs’ universities should confirm teaching loads of EMCs’ on-site mentors in written form, which is beneficial to the ongoing development of the tutoring.

**Technical Collaboration.** Technical collaboration is an effective form of solving actual problems in production and a good method of cultivating talented people through actual work. Throughout the whole process of technical collaboration, we can learn ideas, methods, specific technical solutions and noble professional ethics from MWIS’s outstanding model workers. In the phase of technical collaboration plan, all participants should
reach an agreement on division of tasks, ownership of technical innovation achievements (papers and patents) and application of sci-tech awards which are recorded in the forms of agreements or summaries for contact meeting to avoid disputes over intellectual property rights.

Publicizing Training Activities of MWIS

Publicizing training activities of MWIS aims to make MWIS and its outstanding model workers and training widely known so that MWIS and its outstanding model workers can play a bigger role in cultivating talented people for enterprises and MWIS’s activities can be promoted to continuously develop. News coverage should reflect precise time and places, participants, and specific training-related professional issues, emphasizing excellent pictures and essays, and timeliness.

Conclusions

Skill training, technical exchanges, professional competition tutoring, guidance for engineering master's thesis and technical collaboration are the basic forms of training activities participated in by MWISs. MWISs attending training activities can inspire trainees to increase their innovation capacity and to acquire skill-based and technical knowledge. They are highly suitable for high-skilled and high-tech knowledge-intensive enterprises to conduct employee training. The organization, communication and coordination of part-time managers for grassroots employee training in electric power enterprises are very important. The part-time managers understand the specialties of MWIS and its outstanding model workers and the training needs of employees from their units or departments, thus making effective connection between teaching and learning and bringing into full play the role of MWIS in employee training.

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