

Exploring the technology and communication systems used to improve the efficiency and employability within Nurseries.

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Introduction

Modern technology has experienced such an enormous growth in the recent years, leading to its extensive use from people of all ages. As we are in the 21st century we have seen that technology has discerned such a substantial amount in our social, work and educational lives. Most adults, teenagers, young adults and children have access to computers, the Internet, tablets, mobile phones, video games, and many more other modern-day technology.

My argument within this report is Modern technology and communication systems has had a major impact on employability, such as in healthcare and educational sector of care such as nurseries which I believe is a topic that is not commonly spoken about which I will be explaining in detail.

Rationale

As someone who worked in childcare for 3 years, I have noticed the use of technology in the classroom has been increasing, many teachers now use digital devices/resources in a variety of ways when teaching. This has had an impact within early years childhood learning facilities such as nurseries, as staff are now able to use teaching material from online resources. This can help facilitate learning at a faster pace as well as for children with special circumstances which has made work much easier for members of staff.

Research shows that “Technology plays a positive role in children’s development and learning. Through the use of technology, teachers have access to more innovative and improved teaching methods that allow them to promote learning and create an active learning environment for children”. (1)

Regarding employability in nurseries, I believe that modern technology and communication systems have definitely had a major impact on employability within this field of work. Modern technology has now enabled individuals to have access to online courses that help job seekers gain skills and knowledge on childcare without having to physically go to a college or university, which has helped people in areas where courses are outside of traveling distance & especially during the current Covid restrictions.

Objectives

There are two main objectives that will be covering throughout the remainder of this report there are the following:

- Understanding how technology has improved employability.
- To understand how the use of communication systems are used to improve the efficiency of employability in nurseries.

Secondary data analysis

Objective 1- Understanding how technology has improved employability.

As well as affecting a number of jobs, modern technology has also had a great impact on job quality. There are people who have worries that due the extremely fast pace growth in technology many believe these digital gadgets and machines will steal many jobs,

meanwhile others argue that the advancement in technology has in fact improved jobs. Reality shows that both of these arguments are correct as we can see in our day to day lives modern technology has affected jobs all across the skill spectrum, both increasing and decreasing the demand for employability of different skill levels. There are also some cases where due to efficiency and unexpected circumstances employers may outsource to fully digital ways of doing things.

We can all agree that technology has had a tremendous impact on both unemployment and employment globally.

The impact of modern Technology on Unemployment - Research shows that “technology expansion has raised the concern that it can replace various jobs of the unskilled employee that are not much aware with the recent technological changes”. (2)

This has been shown in factories the most in recent years, with more factories switching to automated systems instead of people on the factory floor.

The impact of modern Technology on employment – “Development of Technology has a great impact in the workplace with increased productivity, efficiency, performance and at the same time eliminating the risk and human errors”. (3)

So far, we can see from this brief explanation that modern technology has had a fairly 50/50 positive and negative impact on employment.

When analysing the influence technology has had within employment in the UK, we have seen that in prime places of care like the NHS and Educational facilities of care such as nurseries there has been a major effect on employability. Research states that “**Almost three quarters of UK businesses surveyed say that they will, net, employ more people in future and most think that technology will have a significant or very significant impact on their businesses**”. (4) this information shows the effect that modern technology has on employability.

In early March 2020, the UK was made aware of how serious Covid-19 had become which caused the country to go into an emergency lockdown. This lockdown caused major disruption in places of work all over the country to the extent where many individuals had sadly been either made redundant or simply let go from there jobs. Statics shows the redundancy rate within the UK of last year was as “**estimated at 7.3 people per thousand employees**”. (5)

During and after the lockdown I believe there were peaks where the unemployment rate was extremely high. However, this is now stabilising, and employment is getting back to normal in certain sectors. The statistics here shows evidence of the rate of unemployment within the first lockdown “**The UK unemployment rate was estimated at 4.9%, 0.9 percentage points higher than a year earlier**” (6) compared to this information which shows the rate of employment within the second lockdown “**The UK employment rate was estimated at 75.1%, 1.4 percentage points lower than a year earlier**” (7) both pieces of evidence were recorded around December 2020 to February 2021.

I believe while the country was on a lockdown people who became unemployed began using apps such as LinkedIn even more to understand what companies were looking for which helped with employment later on, learning from the first lockdown’s problems. Those who remained employed also were able to work to become stronger in their fields. Nurseries were one such places of care that were closed during the pandemic. Schools/places of higher learning were also closed, this caused a lot of problems for teachers as it interrupted

and sometimes even hampered the learning process for some. Luckily, due to modern technology teachers were still able to use tools such as zoom to provide e- learning for most of these students. With this they were able to complete online courses to gain skills and knowledge for work which enabled many to survive redundancy.

Objective 2 - To understand how the use of communication systems has helped to improve the efficiency of employability in nurseries.

Communication helps improve the efficiency of employability as employers key character trait they want in an employee is communication skills. Communication is the fundamental skill to have in any place of work, lack of communication can put someone at risk of losing their job as you can receive complaints from clients, managers and other colleagues due to lack of communication. It can even have an effect on health and safety if vital information is not shared quickly and clearly between parties.

Modern technology has created easier communication systems that help make life easier for the unemployed and employed with the use of messaging apps such as WhatsApp, IOS messaging, texts, calls, emails, LinkedIn and much more.

There are not many communication systems used within nurseries the reason for this is because most communication in nurseries requires mostly face to face interaction. There are only two main communication system used within a nursery they are written communication and ICT.

Written communication- Written communication are things such as letters home and newsletters which are normally sent home or uploaded up on to the website of the company which has to be constantly updated with new information. Written communication has such a positive impact in nurseries as it helps teachers create relationships with parents. Employability is increases when a prospective employee is able to clearly convey important information and write in a professional manner. In my previous experience I would communicate with the parents via emails/letters when an important situation arises, due to positive feedback I was able to receive a good reference for my CV for future employment. This shows that even during employment it written communication can have a positive impact on the future of a person's career. The main importance of Written communication in nurseries is it enables key workers to keep parents up to date with their child's progress.

ICT – ICT is yet another communication system that is used within nurseries. The use of ICT enables information to be captured, updated and monitored quickly and consistently. This means that parents can then receive and access information about their children's progress and development when and however they want, this extends to emails & in some cases even sites where personal accounts are used and managed to further in volve parents. This not only cuts down on time and administration but, allows contact to be much more frequent, keeping those concerned up to date. An additional benefit is that information can be quickly and easily tailored – for example, changing the language it is written in – to suit individual needs.

ICT also has a big impact on keeping information safe and confidential. Children's health requirements can be kept track of the access restricted between authorised users. With knowledge in ICT, it can make a person have more appeal when looking for employment, with proficiency comes the chance for employers to bolster their quality of service.

Methodology

This study was undertaken to present a wider understanding of the impact of modern technology and the communication systems which are used to improve the efficiency and employability within Nurseries.

There are different methods in which you can boost these skills to raise employability such as slowly introducing yourself to computing skills, this could be in the form of email writing or through courses. Communication skills can be helped by better understanding general literacy skills, this for example can be learning different forms of writing in different situations. All together this creates a better environment to learn communication systems further down the line.

Due to some people's belief that the future can be further impacted by technology, it is imperative that these skills are learnt to keep up.

Discussion

The methods stated above can help in learn term employability as employers as of recent have made it know that they are looking for indivial who meet these criteria.

Communication has always been a key and much requested skill, learning these things can greatly increase the chances of employability. As well as making yourself more of a competent to employers.

However, with the advancement in modern technology individuals should still strive to learn these skills personally and not rely solely on technology.

Conclusion/ Recommendation

Overall, I personally believe that technology is changing with time and we can see that everything in this century is moving very quickly. I believe both modern technology and communication systems brings both the good and bad to employment that being within nurseries and also other places of work all over the world. I would recommend that people should start taking initiative of the online courses that are accessible for anyone to take and gain some knowledge on how modern technology can affect employability. I believe years from now many places of work are going to only employ people who have great skill in technology & computer skills in general.

Reference list

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