

**Persons with learning disabilities can be successful when:**

- ☺ strengths are emphasized.
- ☺ employers and education centres make accommodations that allow for success.

**Adults with Learning Disabilities can be helped in the work place by:**



- ✓ Hiring for the skills they have instead of those they don't have (e.g. written reports)
- ✓ Reducing the necessity for written reports or instructions
- ✓ Providing assistive devices such as speaking computer software, when written reports are necessary
- ✓ Encouraging working with a partner or mentor
- ✓ Providing training that respects different learning styles (visual, auditory, kinesthetic)
- ✓ Asking the employee what would help them be successful at their job or training
- ✓ Referring employee (or client) to an adult support program (see Useful Contacts)

**Ask your client these questions:**



**Do you have trouble with...**

- Writing (even though you may read well)
- Spelling
- Reading out loud
- Recognizing words you know
- Reading big words
- Hearing the sounds of the letters
- Giving clear answers
- Focusing attention
- Making sense of what you read
- Sounding out words
- Reversing letters
- Remembering how words look
- Seeing words moving or shifting
- Making sense of too many verbal instructions
- Pronouncing words
- Memorizing
- Organization
- Noticing mistakes in your writing
- Seeing patterns



**USEFUL CONTACTS**

Learning Disabilities  
Association of Ottawa-  
Carleton

**Destination  
Employment Program**  
**(613) 567-5027**  
[www.ncf.ca/ldao-c](http://www.ncf.ca/ldao-c)

**Ottawa-Carleton Coalition  
for Literacy**  
Information about adult  
literacy programs

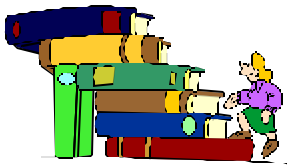
**ABC Line**  
**(613) 233-3232**  
[www.occl.ca](http://www.occl.ca)

# Learning Disabilities,

# Literacy

and

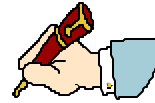
# Employment



For Employers and Employment  
Counsellors

## Literacy and Learning Disabilities

Literacy is the set of reading and writing skills required for a person to meet his or her educational, employment and personal goals. In adults, there is often a link between low literacy skills and learning disabilities.



## Learning Disabilities can:

- create barriers for people who have an average or higher intelligence but who find it difficult to process written material.
- be mild or severe and can make it difficult for people to achieve their personal, educational or employment goals.

Between 10% and 25% of adults have a form of Learning Disability such as Dyslexia.

Famous people with Learning Disabilities include: Thomas Edison, Winston Churchill, Albert Einstein, Whoopi Goldberg and Walt Disney.

## What it means to have a Learning Disability

Learning Disabilities can affect the way a person receives, expresses, understands, or remembers information.



## Learning Disabilities can affect:

- Relationships
- School
- Work
- Self-Esteem, confidence
- Daily life

On the job, an adult with learning disabilities may have trouble with some of the following:

- ✍ Filling in forms
- ✍ Writing reports, memos etc.
- ✍ Reading manuals, memos etc.
- ✍ Reading cursive handwriting
- ✍ Reading labels
- ✍ Taking down phone messages or written orders
- ✍ Inputting data
- ✍ Remembering names or faces
- ✍ Organizing information in a calendar or appointment book
- ✍ Reading maps