



National Disability Coordination Officer Program
AN AUSTRALIAN GOVERNMENT INITIATIVE

Working effectively with people with people with learning disability

What is a learning disability?

- Varied group of conditions which impact on the development and use of listening, spelling, reading, writing, reasoning or mathematical skills
- Has a significant effect on learning but is **NOT** an indicator of intelligence
- Learning disabilities include:
 - Dyslexia – difficulty with language processing
 - Dyspraxia – difficulty with fine motor skills or coordination
 - Dysgraphia – difficulty with writing, spelling or composition
 - Visual processing disorder, e.g. Scotopic sensitivity
 - Auditory processing disorder

Affects of learning disability in the workplace

- An employee with a learning disability may have difficulties with:
 - Processing auditory material – understanding oral instructions
 - Expressing information in a written format – spelling, grammar, sentence structure, legible handwriting
 - Reading speed and comprehension
 - Comprehension of new information

Reasonable adjustments for learning disability

- Reasonable adjustments need to be individualised to meet employees' specific needs.
- It is important to **ask** the employee what would be most helpful for them.
- Some examples of reasonable adjustments that may help employees with learning disability include:
 - Instructions presented in both written and oral formats
 - Breaking new tasks into smaller steps
 - Allowing time for clarification and questions
 - 'To do' lists and checklists
 - Use of a Personal Digital Assistant – e.g. Blackberry, iPhone
 - Screen reading software – e.g. Jaws

- Speech recognition software – e.g. Dragon NaturallySpeaking
- Proof reading assistance

Sources

JobAccess

http://jobaccess.gov.au/ServiceProviders/Assisting_job_seekers/Supporting_jobseekers_with_different_types_of_disability/Pages/home.aspx

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