

Related Web Site Links:

<http://www.ldao.ca/introduction-to-ldsadhd/ldsadhs-in-depth/articles/about-employment/disclosure-of-lds-for-employees/> (Should I Tell My Boss? Disclosure of LDs for Employees)

<http://www.ldao.ca/introduction-to-ldsadhd/ldsadhs-in-depth/articles/about-lds/possibilities-and-pitfalls-employment-and-learning-disabilities/>
(Possibilities and Pitfalls: Employment and Learning Disabilities)



NOARC/CÉRNO

NORTHERN ONTARIO
ASSESSMENT AND RESOURCE
CENTRE

1400 Barrydowne Rd
Sudbury, ON P3A 3V8
Canada

(705) 560-1889 – TTY
(705) 524-7397 – Telephone
(705) 524-6779 – Facsimile
noarc-cerno@CambrianCollege.ca

NORTHERN ONTARIO ASSESSMENT AND RESOURCE CENTRE



Transition From School to the Workplace

Moving from post-secondary school to work will require some adjustment in terms of what is expected from you, in much the same way that the move from secondary school to post-secondary school required change.

TRANSITION FROM SCHOOL TO THE WORKPLACE

You can help make the transition from school to work go smoothly by choosing a job that is a good match for you. To do this you will need to:

- ◆ Know your strengths, skills, and talents and apply for positions that will make use of them
- ◆ Request a copy of the “role description” for any jobs you are applying for so you can have a better idea of what the job requires
- ◆ Know that the employer has the right to set standards that an employee is required to meet; it may be helpful to ask your employer to give you a written document outlining the expectations he or she has of you.



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In order to receive reasonable accommodations you will need to disclose (tell your employer) about your disability.

- ◆ Talking to your employer or perspective employer about your disability may be one of the hardest, most personal risks you’ve ever taken.
 - Be prepared. Know what you are going to say ahead of time. Be ready to be a successful self advocate.
 - Explain your learning disability in simple language without using jargon.
 - Know your strengths and be able to describe them to your employer.
 - Discuss the strategies you have developed that will help you perform your job and be willing to talk with your employer about workplace accommodations that can help you.

- Good communication with your employer is essential for successfully implementing workplace accommodations.
- ◆ Every company has its own culture. That is, each company has its own set of rules, values and policies that all employees follow, but it is often unspoken.
 - It is important to observe how your co-workers dress, communicate and interact.
 - Know what is expected of you. If you don’t know – ask!
- ◆ Job coaching services can be accessed through the Ontario Disability Support Program – Employment Supports (ODSP).

