

ADULTS WITH DYSLEXIA AND EMPLOYMENT

Adults who have a lot of difficulties associated with their dyslexia may find it difficult when it comes to getting a job. A bad experience at school can easily lead to lack of confidence and low self-esteem and especially if the difficulties were not recognised. Problems with reading and writing can also mean it may have been difficult to obtain GCSE, A-level and other qualifications and may make it difficult even to apply for jobs because of the need to fill in an application form!



If you are unemployed ask to see a Disability Employment Advisor (DEA) at the local Jobcentre Plus. If you explain that you are dyslexic and that you believe your difficulties are one of the main factors preventing you obtaining a job they should be able to offer help and guidance. You may find that you need to have a formal assessment to find out if you are dyslexic and the DEA should be able to help you with this. See Useful Information pages - [Useful information for Adults](#) for other ways of getting an assessment.

Help under New Deal

If you are receiving a benefit such as jobseekers allowance or incapacity benefit you may be eligible under New Deal for help and support. One of the criteria however is that you must be classed as having a disability. (Under the terms of the Disability Discrimination Act (1995) a disability means a "physical or mental impairment which has substantial and long-term adverse effect on the ability to carry out normal day-to-day activities.") Obviously we don't see dyslexics as having a disability

because in lots of ways they are very able, but dyslexics can be classed as having a disability and if this helps you get into work and get extra support then it may be worth considering.

Being dyslexic may therefore mean that you can go straight onto schemes like New Deal. This can provide help with finding an appropriate job, offer training to help improve relevant job skills, help with CVs and making applications, assist with interview techniques and ongoing support to work with an employer to make reasonable adjustments in the workplace to help you do the job once you've been offered one.

To find out of more contact the Disability Employment Advisor at your local JobCentre Plus or New Deal ☎ 0845 606 26 26 website

www.newdeal.gov.uk

Access to Work

They may also put you in contact with the Access to Work Advisor (ATWA), Richard Close, who may be able to help you with funding to provide such things as: a computer, a person to help you with organisational or time management problems, or even someone to take notes or write letters for you. (Contact on ☎ 01209 885821)

If you have recently started work it is useful to make contact with the ATWA within the first six weeks of your employment, as there will be more funding available during this period. If you contact them after the first six weeks your employer has to contribute some of the money. Self-employed people can also get help of this kind and the ATWA can arrange to assess your needs in the workplace to identify the most appropriate help for you.

Young Adults

Connexions for young people aged 13-19 (they will sometimes help young people who are older than 19) - information and advice with education, work, career guidance, training and getting a job as well as personal support (housing, health, money, relationships, rights etc).

Freephone ☎ 0800 9 75 51 11. Website www.connexions-cd.org.uk

Nextstep - Adults aged 20 and over whether in work or unemployed can get practical help and advice about learning and work from Nextstep, including where to get help if you have a disability. To access your local Nextstep service call ☎ 0845 8 50 50 70. Website www.nextstep-cds.org.uk

For further information see the BDA website www.bdadyslexia.org.uk and their information leaflets:

Help in the Workplace (Disability Discrimination Act 1995).

Reasonable Adjustments in the Workplace

Help in Finding a Job.

The Cornwall dyslexia Association can offer Dyslexia Awareness workshops for employers which can be delivered in the place of work. See Workshops/Training Sessions pages - Dyslexia Awareness Workshops Flyer for details.