



# General Learning Difficulties/ Learning Disability

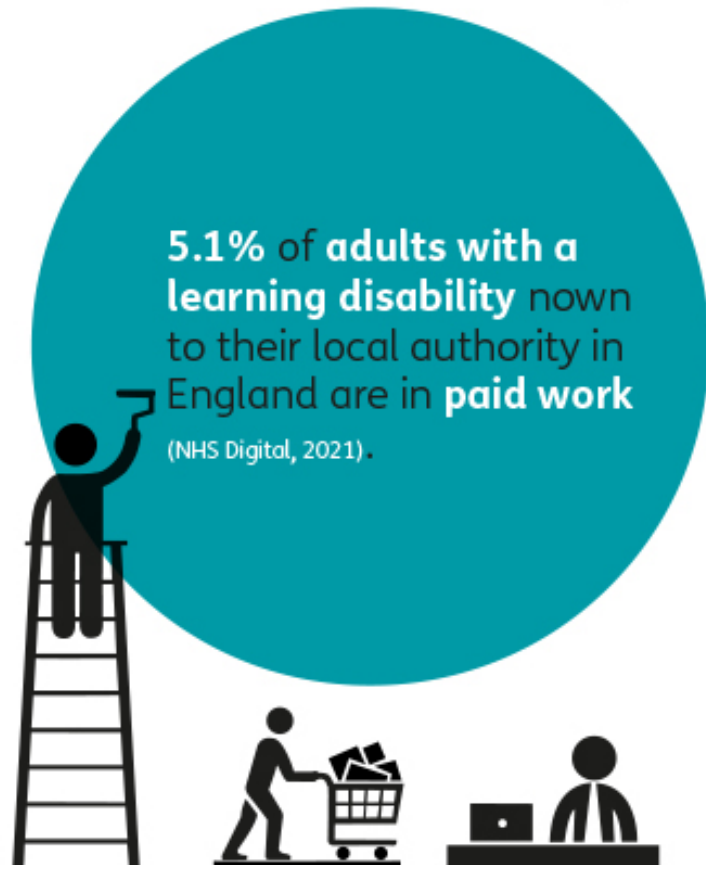
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# General Learning Difficulties

- The numbers
- What is a general learning difficulty/learning disability
- Good work
- What can help in employment

# The numbers

## England employment facts



**London (7%)** has the highest proportion of adults with a learning disability known to their local authority **in paid employment** (NHS Digital, 2020).



In England, a higher proportion of **men with a learning disability** known to their local authority (**6.2%**) are in paid employment than **women with a learning disability** known to their local authority (**5.3%**). (4.8%; NHS Digital 2020)

# What is a learning disability (LD)?

- Significantly reduced ability to understand new or complex information, to learn new skills (impaired intelligence)
- A reduced ability to cope independently (impaired social functioning), and
- which started before adulthood, with a lasting effect on development

(Dept of Health)

# The needs of people with LD's

Vary from person to person

Generally tend to take longer to learn

Cope better with structure and routine

Require support with complex information

Need assistance with communication

# What qualities and characteristics does an employee with a LD bring?

Reliable & good time-keeper

Keen to work and committed

Dedicated and puts in effort

Positive, willing and helpful

High attendance

Remains in job 3.5 times longer

# Vocational Rehabilitation

Any process that enables people with functional, physical, psychological, developmental, cognitive or emotional impairments to overcome obstacles to accessing, maintaining or returning to employment or other occupation

# Good work

Skills and interests match the role

Practical and manual

Structure and routine

Consistent support/supervision

Right training first time

Learning through practice and repetition

Fixed elements and limited multi-tasking.

Examples:

- Warehousing
- Administration
- Retail
- Customer service
- Cleaning
- Catering.



# Difficulties in today's world of work

Changes in work:

Fast paced

Ambiguity

Constant change

Reduced staff

Hybrid working

Impact Covid 19:

- Lost routine for work
- Diminished work skills
- Reduced communication skills
- Lack of stamina
- Confusion

# When it goes wrong!

Failing to recognise limitations

Not understanding their needs

Assuming everything is okay

Not proactively engaging and checking all's well

Not aware of other elements/aspects of their life

# At what stage is support needed?

Transition from education

Getting that first work experience

Moving into paid employment

During periods of change

When other life experiences occur

When losing a job.

# What can help?

Employability skills training – interviews and communication skills

Adjust recruitment process – application & interviews

Dedicated and consistent Employability Support

Work trials/experience

Job coaching

Job carving

Awareness sessions staff

Consistent supervision/buddy.

# Support available



# Examples of success

Florence – factory & cleaning

Tony – kitchen assistant

# Benefits of work

Confidence

Self-esteem

Sense of achievement

Financial income

Sense of purpose

Independent Adult.

# Role of Vocational Rehab

Understand the needs and difficulties

Recognise the strengths

Understand what Good Work is for each person

Know when you are likely to be able to help

Be aware of who else can provide assistance



# Thank you for listening

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