

# Learning Disabilities

## **Accommodation Ideas** \*\* [Job Accommodation Network \(JAN\) - United States Department of Labor](https://www.dol.gov)

<https://www.dol.gov> › ODEP › ODEP Research and Technical Assistance Resources

### Deficits in Reading:

- *Tape-recorded directives, messages, and materials*
- *Screen reading software for computer use*
- *Color-coded manuals, outlines, and maps*
- *Reading Pen*

### Deficits in Writing:

- *Personal computers/laptop computers*
- *Voice output software that highlights and reads (via a speech synthesizer) what is keyed into the computer*
- *Speech recognition software that recognizes the user's voice and changes it to text on the computer screen*
- *Locator dots for identification of letters/numbers on the keyboard*
- *Word processing software*
- *Word prediction software*

### Deficits in Mathematics:

- *Fractional, decimal, statistical, and scientific calculators*
- *Talking calculators*
- *Computer Assisted Instruction (CAI) software for arithmetic/mathematics*
- *Computer Assisted Design (CAD) software for architecture/engineering*
- *Large display screens for calculators, adding machines*
- *Colored Mylar templates, colored coding for maintaining ledger columns*

### Deficits in Organizational Skills, Memory, and Time Management:

- *Day Planners or Electronic organizers/schedulers*
- *LCD watches, data bank watches, timers, counters, and alarms*
- *Use of electronic mail (e-mail) for memory deficits*

### Barriers in the Physical Environment:

- *Room enclosures/cubicles to reduce auditory and visual distractions*
- *Private office space*
- *Use of "white noise" by using a sound soother/environmental sound machine*
- *Use of colored files*
- *Use of headphones or ear plugs*