

Supporting Learning Differences Employer FAQs

What is EMC's Supporting Learning Differences Initiative?

EMC's Learning Differences initiative is a national project designed to provide manufacturers and their employees with tools, resources, and supports to understand their learning styles and receive access to strategies and resources that will improve training outcomes and workplace performance. As part of this initiative, EMC is piloting two key program elements:

- The LDORI: An online screening tool developed by VLS Canada to identify an individual's risk for experiencing learning barriers.
- VLS Personalized Supports: Eligible manufacturing employees enrolled in EMC training programs can receive one-on-one support from a VLS Canada Learning Strategist, designed to enhance their training experience and support their success in training and beyond.

What are the eligibility requirements for employers?

To participate in the Supporting Learning Differences initiative, your organization must:

- Legally operate in Canada under relevant provincial, territorial, or federal regulations.
- Employ individuals who will be participating in skills training and development with EMC.

Participating employees must:

- Be Canadian citizens, permanent residents.
- Be legally entitled to work in Canada.

What are the benefits to me as an employer?

Participating in EMC's Supporting Learning Differences initiative helps you build a stronger, more capable workforce. When employees understand how they learn best – and receive the right support – they are better prepared to succeed in training and on the job.

Benefits to your organization may include:

- Improved training outcomes and job performance
- Increased employee engagement, confidence, and retention
- A more accessible workplace that supports diverse learning styles

Do my employees need to be enrolled in an EMC training course to take the LDORI?

No. However, you must commit to enrolling employees in an EMC training program within 3-4 months from the time they complete the LDORI in order to receive access to VLS personalized support. This ensures EMC can assess the impact of learning support in the context of job-related training.

How do I register my employees?

Employers registering their employees for training are introduced to the LDORI opportunity during the EMC training registration process. If you have employees who may benefit and are thinking about future training, contact EMC directly. Contact: Randy Kolowrocki, Project Coordinator, rkolowrocki@emccanada.org.

What are the steps involved for participation of my employees?

1. Confirmation of current enrollment or commitment to enroll in future EMC training.



2. Employees complete a consent form to participate in the LDORI.
3. Employees are provided with online access to the LDORI.
4. Once the LDORI is completed, EMC will connect your employee with a Learning Strategist at VLS Canada to review their LDORI result in a 30–45 minute virtual session.
5. If additional supports are recommended as determined by their LDORI result, employees will have the opportunity to work with the Learning Strategist at VLS Canada to receive fully funded personalized learning supports.

How much does the LDORI cost?

The LDORI is fully funded for eligible EMC training participants. This initiative is funded in part by the Government of Canada's Opportunities Fund for Persons with Disabilities.

What will employees receive from taking the LDORI?

Employees will receive insights into their learning styles and discover opportunities for growth. Based on their results, they may be referred to work with a VLS Canada Learning Strategist for personalized support, tools, and strategies to support their training and workplace goals.

Who is eligible to receive VLS personalized supports?

To access VLS Canada's personalized supports, employees must complete the LDORI and be identified as likely to benefit from additional support. While employees do not need to be actively enrolled in training at the time of completing the LDORI, they must be enrolled in an EMC training program within 3–4 months.

EMC will work directly with both the employer and employee to identify applicable upcoming training opportunities that align with their role and learning goals. This ensures the support provided is meaningful, relevant, and applied in a real training and workplace context.

How much do VLS personalized supports cost?

This initiative is fully funded for eligible EMC training participants and their employers. There is no cost to you as an employer to have your employees receive VLS personalized support. It is funded in part by the

Government of Canada's Opportunities Fund for Persons with Disabilities.

What if my employee does not want to disclose their participation?

Participation in the LDORI is confidential and entirely voluntary. Employees are not required to disclose their participation to you. EMC and VLS Canada will only use their information to provide personalized support. You can still support your employees by encouraging a culture of inclusivity and reminding them that resources are available if and when they are ready.

How will I know if my employees are receiving support?

Due to confidentiality, details about an employee's participation cannot be shared. If an employee chooses to participate in this initiative, they may choose to disclose their participation with you as their employer; however, this is not a requirement.

Where can employers find additional resources?

EMC offers a variety of resources to help employers support employees with learning differences. These include training strategies, industry-informed best practices, and an Employer Toolkit designed to enhance training effectiveness across manufacturing workplaces. Stay updated on Learning Differences events, webinars, and newly added resources by contacting Randy Kolowrocki, rkolowrocki@emcanada.org or by visiting our website.

Who can I contact if I have any questions?

Contact Randy Kolowrocki, Project Coordinator, EMC at rkolowrocki@emccanada.org.