

# Supporting Learning Differences Employee FAQs



What are the eligibility requirements to participate in EMC's Supporting Learning Differences initiative?

Employees must:

- Be currently employed in manufacturing and enrolled in or committing to participating in an EMC training program
- Be Canadian citizens or permanent residents
- Be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations

**What is the LDORI?**

The LDORI is an online screening tool developed by VLS Canada to identify an individual's risk for experiencing learning barriers.

**Do I have to be enrolled in an EMC training course to take LDORI?**

No. However, you must commit to enroll in an EMC training program within 3-4 months from the time you complete the LDORI in order to receive access to VLS personalized supports.

**How much does taking the LDORI cost?**

The LDORI is fully funded for eligible EMC training participants, so there is no cost to you as an employee. It is funded by the Government of Canada's Opportunities Fund for Persons with Disabilities.

**Do I need special technology to complete the LDORI?**

No. You can complete the LDORI on any computer, tablet, or smartphone with an internet connection.

**Do I have to tell my employer I am taking the LDORI or share the results?**

No. Your LDORI results are confidential and will only be shared with you, EMC, and VLS Canada. Your employer will not have access to your results, unless you choose to share them.

**What will I receive if I take LDORI?**

By completing the LDORI, you will gain valuable insights into how you learn best and discover strategies to overcome challenges that might be affecting your training performance. Depending on your LDORI results, you may have the opportunity to work one-on-one with a VLS Learning Strategist, who will provide personalized supports, tools, and techniques tailored to help you succeed in your training and workplace journey. Additionally, you may also receive access to EMC resources designed to support your training and career development goals—all at no cost to you.

**What happens after I complete the LDORI?**

Once you complete your LDORI, EMC will connect you with a Learning Strategist from VLS Canada to schedule a virtual meeting to review your results and discuss the support options available to you.

### How will I know if I qualify for VLS personalized support?

Your eligibility for VLS personalized support is determined by a VLS Learning Strategist based on your LDORI results. If your results indicate that additional learning support could benefit you, a Learning Strategist from VLS Canada will review your assessment, contact you to discuss your results, and provide recommendations for next steps. To receive this support, you must be currently enrolled in EMC training or commit to participating in an EMC training program within 3-4 months.

### How much do VLS personalized supports cost?

This initiative provides eligible participants with personalized support services, valued at \$13,000 per person, at no cost. It is partially funded by the Government of Canada's Opportunities Fund for Persons with Disabilities.

### Can I talk to my employer about my participation in the program?

Yes, but that is entirely your choice. Your participation in the VLS program is completely confidential, and your employer will not be notified unless you choose to disclose. Engaging your employer in a conversation about learning support can be a strategic opportunity. By discussing how the supports you receive in this program can enhance your productivity and job performance, you may help create a more supportive work environment and even unlock additional training or workplace adjustments that benefit both you and your team.

### Who can I contact if I have any questions?

Contact Randy Kolowrocki, Project Coordinator, EMC at [rkolowrocki@emccanada.org](mailto:rkolowrocki@emccanada.org).

