



**Virtual training and  
eLearning  
Employers**

# Virtual training versus eLearning

<u>Virtual training</u>	eLearning
<p>Live via video conferencing.</p> <p>In small groups of up to 15.</p> <p>Run by one of our trainers.</p> <p>5 hours per module, in 2x 2.5 hour sessions.</p> <p>Available as open courses for our core modules.</p> <p>Bespoke options available for organisations.</p> <p>Requires a computer and internet connection capable of video calling.</p> <p>Counts towards our accredited Level 2 &amp; 4 accredited programmes.</p>	<p>Available any time via Moodle.</p> <p>Can take the content at your own pace and in chunks of your choosing.</p> <p>Available to access for up to 12 months from purchase.</p> <p>Works well on slow internet connections.</p> <p>Counts towards our accredited Level 2, 3 and 5 courses.</p>

# Virtual training for employers

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“I found the sessions really informative and now feel so much more confident in my ability to understand dyslexia.”

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“I enjoyed the course. It was incredibly informative and gave ample opportunities for discussion.”

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“The technical support in the session was fantastic and any issues I had were quickly and successfully attended too. The instructor was extremely knowledgeable and answered questions extremely well. The session had a good pace to it and was as good as I think you could get without being an in-person session.”

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# Overview of virtual training

When the COVID-19 lockdown came into effect, we started work to convert our in-person training programme over to virtual training to replicate the benefits of in-person training but from the comfort and safety of your home.

Virtual training is live and interactive. In order for you to get the most out of this, we limit sessions to 15 delegates. Expect what you would from our in-person training, Q&A time, videos, activities and material you can take away to support with putting your new knowledge into action.

The technology is easy to use and a host is available on each session to support with any technical hitches you might hit. If you have a computer and internet connection you have successfully used for video calling via software like Skype or Zoom in the past, you'll be able to access our virtual training.

# Open virtual training

If you are looking for you or a few of your team to get to grips with dyslexia in the workplace, our regular open virtual training session for employers a great approach.

## **Managing Dyslexia at Work: Practical Solutions for Employers**

This session deals with many of the thorny issues faced by line managers and those working in HR. It seeks to address these in a realistic fashion giving attendees a road map that will enable them support employees and the organisation effectively.

This course is suitable for employers involved with supporting dyslexic employees in the workplace, either as line managers or part of the HR team. You can sign up individually or on behalf of a few colleague, and the total attendees will be up to 15.

From the session you will learn:

- Understanding of the range of neurodiversity, the signs and indicators that can be observed in the workplace
- Issue of disclosure and how to support this
- Legal parameters of the Equality Act and how reasonable adjustments fit with the law, what is reasonable
- Workplace Needs Assessments, how to get one, what they do and funding to support the implementation of reasonable adjustments
- Immediate “first aid” to support employees
- How reasonable adjustments fit within the performance management process

To enquire about Managing Dyslexia at Work: Practical Solutions for Employers email [training@bdadyslexia.org.uk](mailto:training@bdadyslexia.org.uk).

# Bespoke virtual training

If you are looking to train a number of staff at the same time, a bespoke virtual training course is best for you.

Bespoke virtual training can include any combination of topics covered in our other training courses, or we can design a solution tailored to fit your specific needs.

Bespoke virtual training often works out considerably cheaper per-head than our other courses for groups of eight or more, allowing you to train a larger number of staff within your available budget. They also have the additional benefit of being delivered to your team so can be great for staying connected and as a team building activity.

Depending on the topic and the level of interaction you need, our bespoke virtual training can be run for groups larger than 15 - up to hundreds or even thousands of people in your organisation.

To enquire about bespoke virtual training, email [onsitetraining@bdadyslexia.org.uk](mailto:onsitetraining@bdadyslexia.org.uk).

## **Lunch and Learn: Dyslexia at Work (1 hour)**

This is a short session is designed to provide a brief overview of dyslexia and neurodiversity. What they are, what you might observe and signposts to important information.

These sessions are an ideal way for an organisation to put this issue on the agenda in a low key and friendly way. We recommend you invite people who have an interest in neurodiversity, so they are usually attended by individuals who are dyslexic, line managers, HR professionals, and also by employees who have or think they might have children who are dyslexic or neurodiverse.

A tried and tested effective first step to raising awareness that can move open the door to mainstreaming this agenda within an organisation.

£400 + VAT for up to 50 people. To enquire, email [onsitetraining@bdadyslexia.org.uk](mailto:onsitetraining@bdadyslexia.org.uk).

## **Dyslexia and Neurodiversity: Performance in the Workplace (0.5 days)**

Recommended as a half-day session (3 hours) that provides:

- Overview of the range of most commonly occurring neurodiversities
- Signs and indicators that may be observed in employee performance
- The law and what employers are required to do and what is best practice
- Simple but effective reasonable adjustments “first aid”

This session is suitable for line managers and HR professionals to gain an insight into what the signs are, what the law says and what they can do to support.

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“I generally feel more confident about identifying performance issues relating to neurodiversity and feel equipped to make practical support suggestions for my staff.”

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£500 + VAT for up to 15 people. To enquire, email [onsitetraining@bdadyslexia.org.uk](mailto:onsitetraining@bdadyslexia.org.uk).

## **Making Reasonable Adjustments in the Workplace (1 day)**

A full day of training that provides:

- Understanding of the range of neurodiversity, the signs and indicators that can be observed in the workplace
- Issue of disclosure and how to support this
- Legal parameters of the Equality Act and how reasonable adjustments fit with the law, what is reasonable

- Workplace needs assessments, how to get one, what they do and funding to support the implementation of reasonable adjustments
- Immediate “first aid” to support employees
- How reasonable adjustments fit within the performance management process

This session deals with many of the thorny issues faced by line managers and those working in HR. It seeks to address these in a realistic fashion giving attendees a road map that will enable them support employees and the organisation effectively.

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"I really wish I knew this sooner. The trainer presented a very balanced view that took account of the needs of both the employee and the employer. I could have saved myself a lot of sleepless nights."

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£1,000 + VAT for up to 15 people. To enquire, email [onsitetraining@bdadyslexia.org.uk](mailto:onsitetraining@bdadyslexia.org.uk).

### **Workplace Needs Assessor programme (3-4 days)**

For larger organisations it makes good economic sense to develop their own Workplace Needs Assessors. In this way an organisation builds the capacity to address issues of neurodiversity efficiently and in a cost-effective manner.

This is often an effective approach as those within an organisation are best placed to have the greatest knowledge and understanding of how that organisation operates and the specific nature of the various activities carried out within it.

Developing internal staff's knowledge and understanding of dyslexia and neurodiversity, the legal framework of reasonable adjustments, the types of reasonable adjustment available, best practice and report writing within this context to meet funding sources is a strategic solution.

This programme is accredited at Level 4 and leads to professional membership of the British Dyslexia Association upon successful completion of a workbook.

The course consists of three or four days training (depending on the length of the training day).

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“Having a group of us do this training has changed the landscape of how we support employees within our service.”

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£7,400 + VAT for up to 15 people, including Level 4 accreditation. (Individuals can undertake this award through our open training service provision or via eLearning at £1,404 + VAT.) To enquire, email [onsitetraining@bdadyslexia.org.uk](mailto:onsitetraining@bdadyslexia.org.uk).

# eLearning for employers

# Overview of eLearning

With our eLearning you can select from almost 20 modules and access them any time from any place on most devices, at a pace to suit you.

Our eLearning modules range from an introduction to dyslexia through to working towards our accredited qualifications via our eLearning.

eLearning is the perfect solution if you want to be able fit your training around a busy schedule. Hosted on Moodle, you can access a module at any time and work through it in chunks that fit the time you have available or the pace you want to work.

Our eLearning works well on a poor internet connect, so if your broadband isn't up to video conference go for eLearning instead of our virtual training.

# eLearning modules

## Core modules

If you are line manager or HR professional looking to get a general understanding of dyslexia, our [Fundamentals of Dyslexia Awareness](#) and [Fundamentals of Dyslexia Support](#) will give you all the essentials in approximately ten hours of training (five hours per module).

## Other modules

We also have a range of modules focused on individual topics including:

- [Specific learning difficulties and performance in the workplace](#)
- [Disability awareness and policy training](#)
- [Making reasonable adjustments for dyslexia](#)
- [Practical solutions for other hidden difficulties](#) (including autism, ADD, dyspraxia, dyscalculia)

## Accredited training courses

We offer a complete course to get you qualified to run Workplace Needs Assessments, our [Level 4 - Workplace Assessors Programme](#). This doesn't just give you the skills to deliver assessments, it will develop you into the dyslexia specialist for your workplace.



[onsitetraining@bdadyslexia.org.uk](mailto:onsitetraining@bdadyslexia.org.uk)  
[www.bdadyslexia.org.uk](http://www.bdadyslexia.org.uk) | [@bdadyslexia](https://www.instagram.com/bdadyslexia)