



Primary ITO

Rōpū Whakangungu Ahuwhenua Ahumahi

Helping you succeed

Literacy and Numeracy

Whāia te iti kahurangi ki te tūohu koe me he maunga teitei

Following your passion is like climbing a mountain,
every step is one day closer to achieving all the
treasures of life that await you.
Never give up, keep going and surround yourself
with good people to help you succeed.

Kia ora. Welcome to our new on-line resource created to help you, our Primary ITO trainees, to get your paperwork completed.

Many of the most capable workers struggle with paperwork. If this is you, then this online resource is for you!

It includes ways you can get help and things you can do to take charge of your own learning.

There are useful videos, websites and success stories from other trainees who found ways to get the paperwork sorted.

With a little support and some strategies, you **can** achieve your qualifications.

What is the issue for you?

There are lots of reasons that can make paperwork a bit of a challenge.

- It could be motivation, or confidence.
- It could be organisation and time management.
- Maybe school wasn't for you, or you missed parts of your education through illness or changing schools often.
- You could have dyslexia, which may not have been identified or supported.



Tools to help you achieve

Primary ITO has many services to help you achieve to your potential.

1. Mentors

Primary ITO has over 400 mentors spread around the country.

Mentors are people who volunteer to work one-to-one with trainees, or in small groups to help trainees get their paperwork done. For many trainees, having a mentor makes a real difference.

2. Study nights

Study nights are available in some parts of the country.

Groups of trainees turn up to a local venue to work together on their book work. Often there are Mentors, Training Advisors or Tutors there as well. Trainees often get a lot of book work finished and they get the chance to connect with other trainees as well.

3. You may be dyslexic

Dyslexia is not a bad thing, however it is helpful to know if you have it.

If you have not already been screened, we can arrange this for you. It's easy, takes less than one hour, and can be done on-line, or face-to-face.

If you do have dyslexia, we have many ways to help you:

- We provide quality information to help you to understand your dyslexia and manage it.
- We can help you get clever technology to help you complete your paperwork and other reading, writing and spelling tasks in your workplace.

- We can arrange to have your training resources printed on coloured paper, if you have Irlen's Syndrome.

If you struggle with reading, writing or if you find it hard to read black writing on white paper we can show you some apps and tools to help increase your skills such as

www.pathwaysawarua.com

If English is your second language you can use translation apps, Pathways Awarua and attend study groups where there are mentors to help you understand.

Could you be dyslexic?

Up to one in five people working in the primary sector are dyslexic. Having dyslexia is not a bad thing. There are good bits about being dyslexic, along with the challenges.

Do any of these apply to you?

Struggle to remember instructions – especially lots of detail.



Sometimes take longer to complete tasks even though you are trying hard.

Don't want to read or write in public.

DON'T LIKE GOING TO MEETINGS, OR TRAINING COURSES.



Did not like school and left early



Often uses both left and right hands as well as each other.



Good at doing your job, not as good at the paperwork.

The good side of your dyslexia

There are lots of good things about being dyslexic. You may have some advantages that your workmates will not have.

Every dyslexic person is different, however the special skills that dyslexic people often have include:

Very good at looking at things in a different way - some can even see things in 3-D



Are often good at seeing the big picture and able to go straight to the answer without getting held up by the little details.



Very good at building things, solving puzzles and other hands-on activities.

OFTEN VERY DRIVEN AND PROJECT FOCUSED.



able to see things from other people's point of view.

MANY ARE CURIOUS AND IMAGINATIVE.



often very creative and have lots of ideas



Able to see patterns and connections that other people do not see.

Really good at solving problems

ALL OF THESE ARE GOOD QUALITIES TO HAVE.

Dyslexia video resources

Primary ITO has heaps of resources for living with Dyslexia. Check out these videos, about coping strategies and our support programme. These are both available on YouTube.

Primary ITO's Dyslexia support programme



Dyslexia coping strategies

Could you have Irlen's Syndrome?

This picture shows what text can look like for people who have Irlen's Syndrome.

These patterns occur if they have to look at text for a long time. If this applies to you, we can help by screening you for Irlen's Syndrome and printing your training resources on coloured paper.

matched control group. Significant improvement for the experimental group was noted for time needed to locate words on a printed page, timed reading scores, length of time for sustained reading, and span of recall, as well as other perceptual tasks. Additionally, seven of the 23 experimental found employment, but none of the control group was employed by the end of the semester.

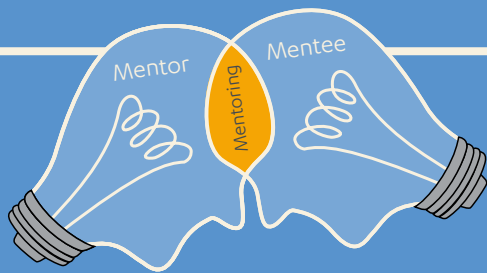
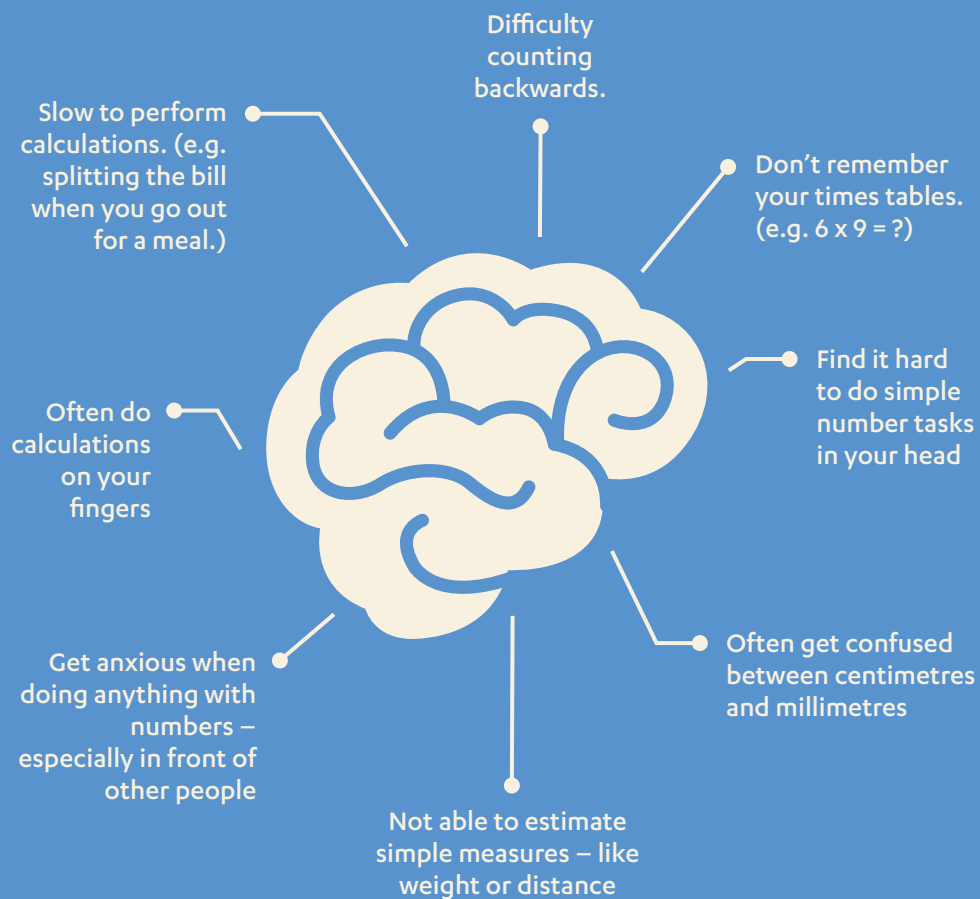
In contrast, Winters (1987) was unable to find differences in this study. Winters gave 15 elementary school children four minutes to locate and circle 68 examples of the letter "b" on three pages, each page of which contained 600 random letters in 20 lines of



**“WHY FIT IN WHEN
you were BORN to
STAND OUT?”**

Difficulty with numbers

Tell-tale signs for dyscalculia are:

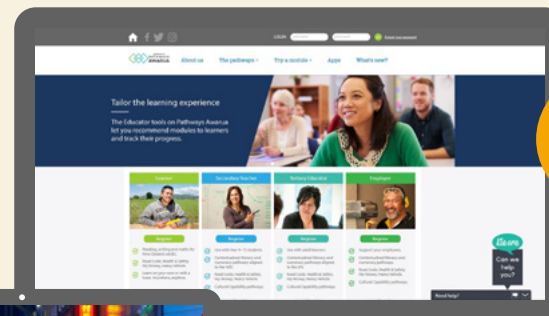


If these symptoms seem like you, a mentor could help you a lot. **Our Mentors are here to help.** They may not be experts in what you are studying but will help you to get your thoughts down on paper.

English language Support

If English isn't your first language you may find the terms Kiwis use in the workplace rather strange. We use a lot of slang terms and sayings. There are ways to improve your everyday English – just by speaking and listening to English with your workmates, friends, family, on TV and on some of these websites:

www.pathwaysawarua.com



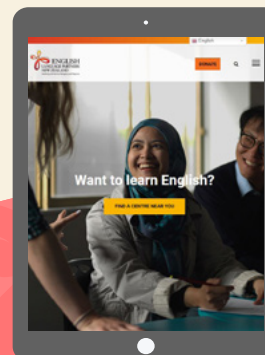
TIP
Keep a notebook and write down new words and their meanings.



www.languageguide.org



www.voicetube.com

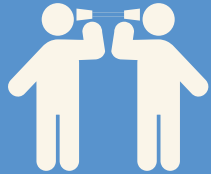


English language partners provide courses in English and if you are looking for residency, doing a course with them will help you to pass the English test.

www.Englishlanguagepartners.com

Good habits if you struggle with reading and writing, or have English as a second language

Here are some things you can do to be successful in your life, work and training.



Talk to other people who are dyslexic. Share tricks and strategies with them.

Keep trying - sometimes you might need to try different ways to master a new skill, or get the job done.



Try your best to use the technology that is available to help you. It will take a bit of effort at the start – **but it will be worth it.** Use your phone to take photos and the voice to text functions on your phones to send texts, emails and make notes for yourself.



Make a plan. Put your plan on the wall and break your study into bite-size pieces.

Let your boss know about your dyslexia or other struggles. Tell them about the things you find hard to do. Let them know the best way to give you instructions.



Be good at asking for help. Nobody is good at everything and asking for help often makes the person helping you feel good.



Do a little bit of study or book work each day. Little and often is best.



Get support from family, friends or your partner. Successful people with reading and writing struggles all have support people around them.



Be good at oral communication. You may struggle to get things down on paper, but you can be as good as anybody else at talking and listening.

Join study groups and work with a mentor.



Make an effort to understand yourself well. Learn what you are good at and what makes you struggle. The screening result will help with that.

Keep a notebook of key words that you need to use often.



In summary

The top three habits are:

- ✓ Having significant others in their life
- ✓ Good help-seeking behaviour
- ✓ Self-awareness

Would you like a mentor?

Talk to your Training Adviser. They can connect you to a mentor who lives close to where you live, or work. If you prefer, you can get a mentor without letting your manager or supervisor know.

It doesn't matter which part of your paperwork that you struggle with. A mentor will be able to help you.



The best education is to be in the company of capable people.

DYSLEXIA



Case study 01.

Mikaloh McAloon

Mikaloh manages a dairy farm in the Manawatu.

She has dyslexia – but is not defined by it. Like many people with dyslexia Mikalah was seriously short-changed in her education. She was assessed at primary school for her dyslexia but never given any support for it. Mikalah takes a lot of pleasure from the fact that she is able to succeed in spite of the poor deal she got in the school system.

She is currently studying for her Agribusiness Diploma.

Because Mikalah is a Primary ITO trainee, she has received some smart technology to help her and she uses a mentor as well. With this support and her determination, she is able to succeed in her studies.

Mikaloh is just one of many dyslexic Primary ITO trainees who are being supported to complete their training with the ITO.



Case study 02.

Cory Juffermans

Cory is a trainee who has Irlen's Syndrome.

This is related to dyslexia, but affects fewer people. Irlen's affects vision and the way the brain processes information from the eyes.

People with Irlen's find reading black text on white paper stressful. Their condition can be assisted if they lay a coloured filter over the paper they are reading or by wearing tinted glasses to reduce the stress.

Cory's life was transformed when a Primary ITO staff member screened him for Irlen's Syndrome as part of screening for dyslexia.

Cory does not have dyslexia but his Irlen's prevents him from reading regular text. With his Irlen's glasses, he can now sit down and read for 30 minutes.

"I wish I had been screened for Irlen's 30 years ago" said Cory. "My life has changed dramatically."



Got dyslexia?

So have these celebs...With a little extra effort and support, you **can** achieve your goals and dreams



I failed in
Some
SUBJECTS *in*
exam, but
MY FRIEND
passed IN ALL.
NOW he is an
ENGINEER FOR
Microsoft & I AM
THE *owner* OF
Microsoft

— BILL GATES —

dyslexia friendly

this resource was developed by someone with dyslexia



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