Reasonable adjustment

# Case study cohort

## CPC40120 Certificate IV in Building and Construction



This group consists of seasoned tradespeople, aged 25 to 45, who have built their careers from hands-on roles like carpentry, bricklaying, and plumbing. Many come from families where construction is a multi-generational tradition, learning the trade from parents or older siblings. A few grew up in rural or regional areas where trades were the main career option and left school early to join the workforce.

They have extensive practical experience, having managed large-scale projects and led worksite teams, but a significant portion of the cohort struggles with dyslexia. This condition makes reading and interpreting construction blueprints, safety regulations, and technical manuals particularly challenging, often causing anxiety around written exams or paperwork-heavy assignments. Many have developed adaptive strategies, like relying on verbal instructions or using visual aids, but they face barriers when dealing with theory-heavy content.

Additionally, their past negative experiences with traditional education settings and a lack of confidence in academic abilities can impact their engagement. Balancing study with demanding work schedules and family responsibilities adds another layer of complexity. They are motivated to complete the qualification to formalise their knowledge, access higher-paying roles, or even start their own construction businesses.

### Images

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