ADA AUDIO Conference
ADA National Network

ADA Audio Conference Series
January 17, 2017

This session is scheduled to begin at
2:00pm Eastern Time

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Customize Your View

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- Resize/Reposition the Chat, Participant and Audio & Video panels by "detaching" and using your mouse to reposition or "stretch/shrink". Each panel may be detached using the icon in the upper right corner of each panel.

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- **To turn off notifications (audible/visual)(PC Users)**
  - Select "Edit" from the tool bar at the top of your screen
  - From the drop down menu select "Preferences"
  - Scroll down to "General"
    - select "Audible Notifications" Uncheck anything you don't want to receive and "apply"
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- **MAC users**
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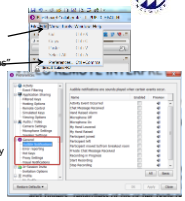

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  2. **By Email** webinars@ada-audio.org ; or
  3. **Call** 877-232-1990 (V/TTY)

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Understanding Disability & Entrepreneurship

Great Lakes ADA Center Webinar, January 17th, 2017

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CHICAGOLAND ENTREPRENEURSHIP CEED EDUCATION FOR PEOPLE WITH DISABILITIES

Employment & Disability

Employment Rate

(people with disabilities compared to people without disabilities)

- Nationally: 34% vs. 74%
- Illinois: 35% vs. 75%

Why so low?

- Policy barriers, poverty, discrimination

What is being done?

- Shifts in policy and practices
- Cost-effectiveness

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WHY ENTREPRENEURSHIP?

What is the Problem?

- Unemployment and underemployment of people with disabilities
  - Due to barriers and discrimination in employment
  - Cycle of poverty

Why is it Gaining Interest?

- Among policymakers…
  - Shift in policy
- Among service providers & community organizations…
  - Cost-effectiveness
  - Customized employment
- Among people with disabilities & their families…
  - Push/pull motivations

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What (exactly) is Entrepreneurship?

- **SELF-EMPLOYMENT** is a customized employment strategy meant to employ an individual through the creation of a business with the goal of achieving financial self-sufficiency.
- **ENTREPRENEURSHIP** is the creation of a business that is both profit- and growth-oriented. Meaning that it is intended to employ others as well as being a customized employment strategy with the goal of financial self-sufficiency.
- **SOCIAL ENTREPRENEURSHIP** is the creation of a business that has not only a profit-generating mission, but also a social mission that is central to the business itself. Many social entrepreneurs start businesses because of their personal experience with disadvantage or unmet need they see in their community.
- **As an employment strategy:**
  - It is one possible employment strategy to be considered among others.
  - Not everyone is going to want to be or should be an entrepreneur.
  - Those who do should have equal opportunity and access to information & resources.
- **As an anti-poverty strategy**

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What (exactly) is Entrepreneurship?

EMPLOYMENT STRATEGY	PURPOSE	DENOMINATION OF RETURNS
Self-Employment	Business creation. Customized employment. Financial self-sustainability.	Monetary profit.
Commercial Entrepreneurship	Business creation. Job creation. Customized employment. Financial self-sufficiency.	Monetary profit. Innovation. Growth.
Social Entrepreneurship	Social mission. Business creation. Job creation. Customized employment. Financial self-sufficiency.	Monetary profit. Innovation. Growth. Social profit.

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Participation Through Innovation (PTI) Project Overview

2010-2014: Pilot research grant funded by University of Illinois at Chicago.

Goal: to understand how people with disabilities recognize business opportunities, the incentives/disincentives to start-up and success, current resources/supports and gaps.

Project Outcomes:

1. Literature/policy review on disability and entrepreneurship.
2. Community Resource Assessment of services, supports, resources.
3. Quantitative Study: secondary data set analysis of the Panel Study of Entrepreneurial Dynamics II (PSED).
4. Qualitative Study: interviews with disability and business stakeholders (n=27); focus groups with social entrepreneurs with disabilities (n=19); dyadic interviews with social entrepreneurs with intellectual disabilities and key support persons (n=6 dyads).

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Key Barriers to Disability-Entrepreneurship

1. Lack of centrally reported data.
2. Financial and economic barriers.
3. Attitudinal barriers.
4. Traditional-expectations barrier.
5. Low-readiness barrier.
   - Education, training, technical assistance.
   - Business development.
   - Individual characteristics.
6. Systemic barriers.
   - Programmatic barriers.
   - Public services and assistance.
   - Technological barriers.
7. Social support barriers.

I walk into a traditional lender and they see I'm making around $13,000 per year in disability [social security benefits]… securing a loan is difficult unless there are programs that help people with disabilities launch business entities.

I didn't really have any mentors with disabilities. It would definitely help because it's a different ballgame [having a disability and running a business]. People without disabilities don't have to consider what I do additionally, such as pay for personal assistants and that kind of thing.

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Chicagoland Entrepreneurship Education for People with Disabilities (CEED) Project Overview

- Two year project (Jan 2015-Dec 2016) funded by Coleman Foundation
- **Goals**: to bridge entrepreneurship and disability, develop/enhance skills of service providers, build collaboration, prepare entrepreneurs.

Project Outcomes:

1. Create community resource guide for entrepreneurs.
2. Collect national success stories of entrepreneurs.
3. Provide training and education for:
   - Staff in Disability Community Agencies and Small Business Development Centers.
   - People with disabilities (and support persons).

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CEED Project

- Addressing the central barrier in access to entrepreneurial education and training opportunities for people with disabilities as well as providers who are working with them!

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Entrepreneurship & Disability Employment Policy

- UN Convention on the Rights of Persons with Disabilities (CRPD), Article 27 on Work and Employment:
  - f) Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business
- Workforce Investment Act, 1998
  - Established one-stop employment centers including the provision of entrepreneurship training
- Reauthorization of the Workforce Innovation and Opportunity Act (WIOA), 2014
- Employment First Policy
  - At the Federal & State level

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Programs Offering Entrepreneurship Training & Support

PROGRAM CATEGORY	>50%[1]	<50%[2]	Extent Unknown[3]	Subtotal	% of Total (N=45)
Service members, Veterans, and/or Their Families	2	1	6	9	20%
Students, Transition Age Youth, and/or Young Adults	-	-	2	2	4%
Serve All People with Disabilities	-	3	1	4	9%
Programs That Limit Eligibility to Other Populations	1	2	4	7	16%
Subtotal	3	6	13	22	
% of Total (N=45)	7%	13%	29%	49%	

Data compiled from GAO Report on Employment for People with Disabilities, June 2012

1. Service provided to more than 50 percent of program participants.
2. Service provided to less than 50 percent of program participants.
3. Service provided, but extent unknown.

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National Task Force Recommendations on Disability-Entrepreneurship

- "This report was developed in cooperation with the State Exchange on Employment & Disability (SEED), a collaborative effort through the U.S. Department of Labor's Office of Disability Employment Policy with state intermediary organizations, including the National Conference of State Legislatures (NCSL), the Council of State Governments (CSG), and the Women in Government (WIG), to help state legislators effectively address policy barriers that may hinder the employment of people with disabilities. Through these partnerships, the SEED collaborative is dedicated to ensuring that state policymakers have the tools and resources they need to develop and disseminate meaningful policies related to disability-inclusive workforce development."

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Combining Disability & Business Resources

- Small Business Administration(SBA) & SCORE
  - Minority & Women Owned Business Enterprise (M/WBE) or LGBT Owned Business Enterprise Programs
  - Disability Owned Business Enterprise Programs?
- Mayor's Office for People with Disabilities (MOPD)
  - WIPA/PASS Planning
  - Business Enterprises Owned by People with Disabilities (BEPD)
- US Business Leadership Network (USBLN)
  - Disability Owned Business Enterprises (DOBE)
- Chicago Business Leadership Network (CBLN)
- Small Business Development Centers (SBDC)
- Vocational Rehabilitation & Personal Assistance Services
- Supplemental Needs Trusts & ABLE Accounts

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Resources

CEED Resource Page: www.CEEDproject.org/resources.html

Accessing Entrepreneurship: A Community Resource Guide for Entrepreneurs with Disabilities

Caldwell, K., Parker Harris, S., & Renko, M. (2012). The Potential of Social Entrepreneurship: Conceptual Tools for Applying Theory to Policy and Practice. Intellectual and Developmental Disabilities, 50(6), 505-518.

Parker Harris, S., Renko, M., & Caldwell, K. (2013). Accessing Social Entrepreneurship: Perspectives of People with Disabilities and Key Stakeholders. Vocational Rehabilitation, 38(1), 35-48.

Parker Harris, S., Caldwell, K., & Renko, M. (2014). Entrepreneurship by Any Other Name: Self-Sufficiency versus Innovation. Journal of Social Work in Disability & Rehabilitation, 13(4), 317-349.

Parker Harris, S., Renko, M., & Caldwell, K. (2014). Social Entrepreneurship as an Innovative Pathway to Employment for People with Disabilities: Exploring Political-Economic and Socio-Cultural Factors. Disability & Society, 29(8), 1275-1290.

Renko, M., Parker Harris, S., & Caldwell, K. (2015). Entrepreneurial Entry by People with Disabilities. International Small Business Journal.

Caldwell, K., Parker Harris, S., & Renko, M. (2016). Social Entrepreneurs with Disabilities: Exploring Motivational and Attitudinal Factors. Canadian Journal on Disability Studies, 5(1), 211-244.

Web: www.CEEDproject.org
Email: CEED@uic.edu

Find us on: facebook

Search For: "Entrepreneurs with Disabilities - UIC"

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Thank you for participating in today's
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The next scheduled session is:

"Employer Practices to Improve Employment Outcomes: Considerations across the Employment Process"

February 21, 2017

Register at: www.ada-audio.org or call 877-232-1990 V/TTY

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