



Disability & Entrepreneurship;

A Personal Perspective

Dr Guy Turnbull





# TEAM FOSTERING

Putting Children's Futures First

 CO-OPERATIVE & COMMUNITY FINANCE  
the lender for social purpose

 **CASA**  
CARE AND SHARE ASSOCIATES



 **rapid enterprise development**



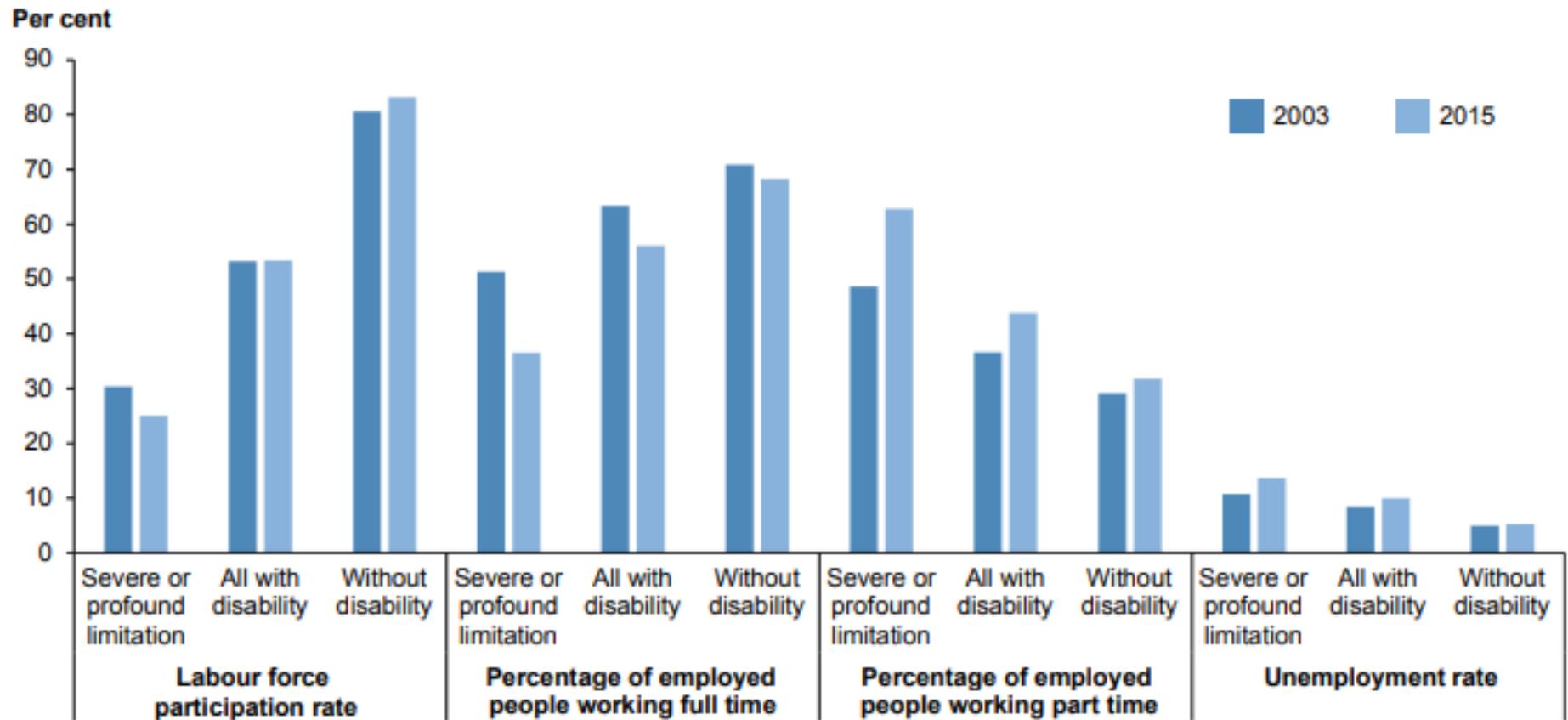


Somewhere To Live

Someone To Love

Something To Do

# Labour Force Participation Of Disabled People, 2003 vs 2015

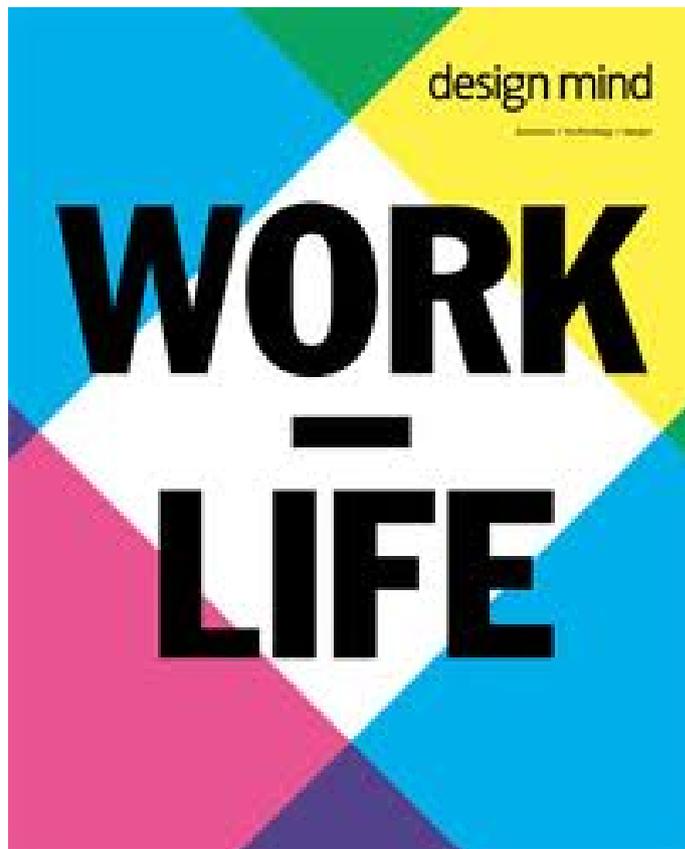


Source: Tables A1, A2 and A3.

**Figure 1: Changes in labour force participation and employment for people aged 15–64 living in households, by selected disability status and severity, 2003 and 2015**

**So What If There Are No Jobs?**

# So What Is Work?



- Money
- Purpose
- Becoming adult
- Status
- Self-esteem
- Social

# I AM NOT DISABLED

- Businesses Are About People
- Challenging The Medical Model:

A Social Approach To Disability

- Leads to:

Disabled people are well placed to understand and assess their own needs;

Disability is about loss of control;

Disabled people not only have physical impairments. There can also be loss of self-esteem and adoption of poor body image.

# Enterprise Provides

- Economic independence
- ‘Give’ Not ‘Take’
- Self Esteem - you walk ‘taller’
- Control over working environment
- Integration
- An ever changing environment

# Enterprise & Disability;

- Are “Businesses that Support” not “Projects that Trade”
- Recognises a Values First approach;
  - Enterprise
  - Employment
  - Empowerment

# Benefits of Co-operative Development for Disabled People

- Horses For Courses
- Creation of new employment opportunities
- Confidence-building
- Integration
- Creation Of Dynamic Environment
- A Degree of Choice & Control Over Working Environment
- Self-esteem and Satisfaction

# Other Benefits

- True integration into the community
- Less reliance on publically funded provision
- Fewer demands on their carers, reducing the need for respite care
- Stimulates Local Economic Development

# The testing cycle

- Having an idea
- Making sure it will work
- Getting the right support





Shetland Soap Company

Shetland Soap Company

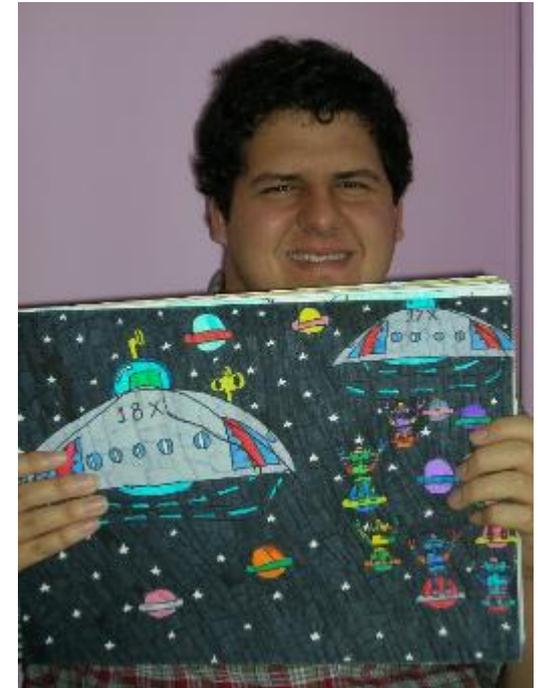
Shetland Soap Company

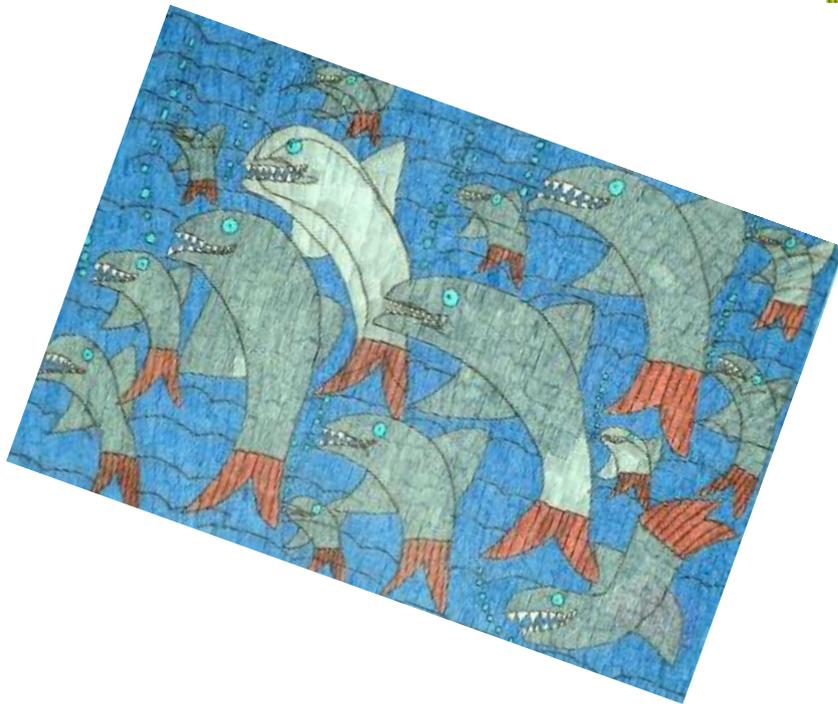
Shetland Soap Company



# George

- Talented artist
- Notable style
- Independent Living Fund and Direct Payment
- Business support
- PA Supports Self Employment
- Potential for 'back office' co-op







# Delroy

- Delroy's Plan
  - likes to crush plastic bottles
  - Enjoys walking and being outdoors
  - Loves transport and going places
- Plastic recycling collections not offered locally



# Delroy

- Local collection service
- Charge per bag
- Local headache
- Reaps the rewards



# What Makes A Successful Business?

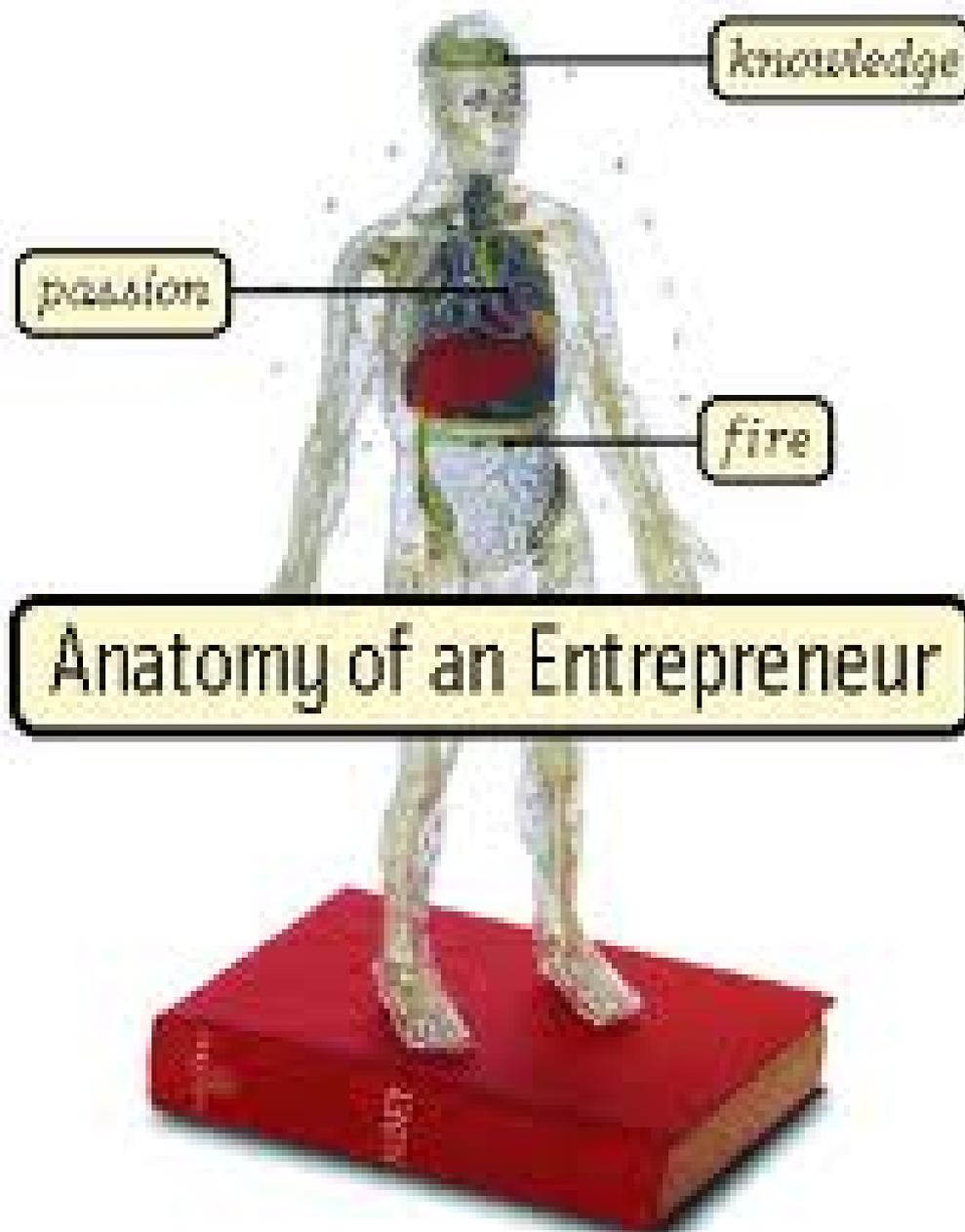


# Success Factors

- Effective and well researched business idea generation and development
- Good market research
- Dynamic marketing
- A Market
- Appropriately skilled & trained workforce
- Tight financial control
- The right financial & other resources
- Location
- Product innovation, development & design
- Flexibility

# Finding the entrepreneur





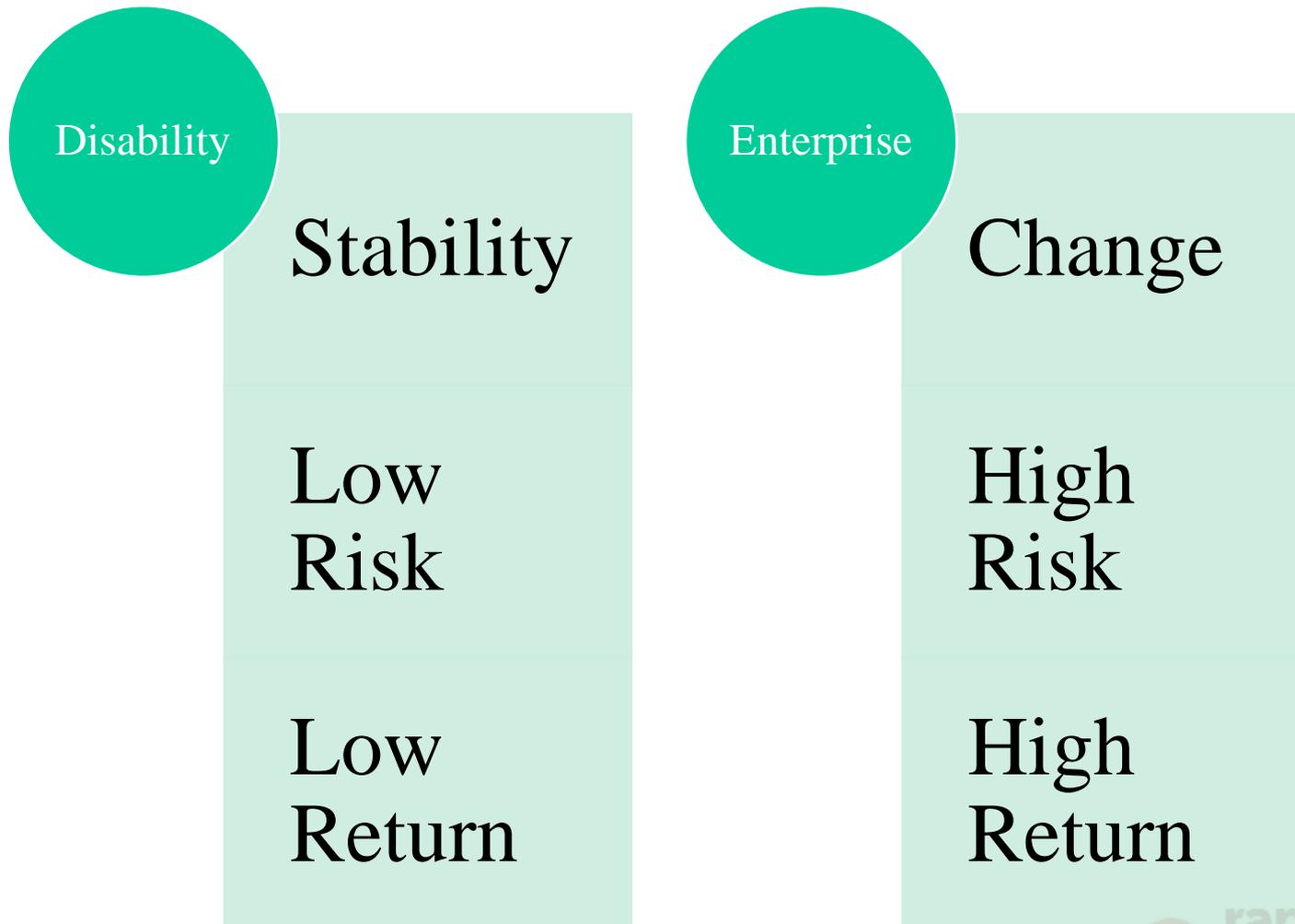
# Anatomy of an Entrepreneur

# Entrepreneurs

- Having guts, determination & focus - being able to overcome barriers and not get side-tracked (for too long)
- Being able to spot opportunities
- Having vision
- Having responsibility and ownership - autonomous management
- Feeling comfortable with ambiguity / being open to change
- Managing networks and relationships- creating interdependency and win-win scenarios
- Being energetic and motivated - a good starter, identifying finishers
- Taking incremental risk/managing risk
- Taking initiative and making things happen - being able to make the 'phone ring'



# When Two Worlds Collide







## Want to start your own business?

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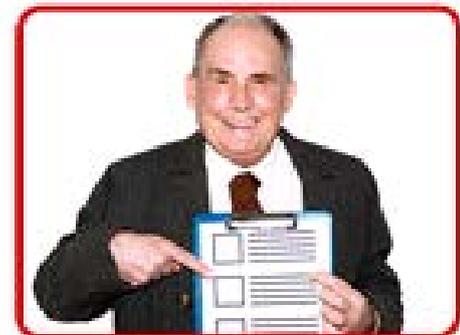
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# Browse Our Micro Memos

- **MEMOs** (Micro Enterprise Model Opportunities) are simply fabulous ideas for starting up a micro enterprise. The site contains over lots of great micro enterprise ideas!. They all include:
- The Big Idea
- The Ethical Edge
- How it Works
- Equipment and Premises
- Customers, Competition and Marketing
- Estimated Start-up Costs
- Legislation Training and Responsibilities
- Useful Contacts

- Greeting Cards
- Doggy Biscuits
- Candle Making

# Business Planning Resources

- Accessible Business Plan Work-books
- Downloadable Examples
- Accessible Training Workshops
- Circles Of Support
- The Journey