



ready, willing & able

Tapping the Potential of People with Developmental Disabilities for an Inclusive and Effective Labour Market

You might be saying the same thing; but
what is being heard?





What Government is saying

“Government must place a high priority on expanding meaningful employment opportunities for the disabled. Society can no longer tolerate the massive waste of human resources that is inherent in keeping the vast majority of disabled individuals on the unemployment lines.”

■ *Obstacles Report from Canadian Parliamentary Committee 1980*

THIS
REVOLUTION
IS FOR
DISPLAY
PURPOSES ONLY



KEY ASSUMPTIONS

- Employment is an exchange of skills and efforts for compensation of at least minimum wage.
- It meets all requirements of applicable labor standards.
- Self-employment/entrepreneurial ventures are established with the intention of achieving the above two assumptions.
- People can have many jobs over the course of their life
- People will fail.
- Work is from 4 to 40



Definition and Characteristics

- “Ongoing support” may include the use of a paid support person on the job
 - This support person may be referred to as a “job coach”, a “job trainer”, or a “co-worker”
 - The fundamental purpose of the support is to ensure that the individual receives ongoing support and training to enable them to complete the job requirements. (May be Time Sensitive.)



Self Employment

- Individuals choosing to enter self employment have many options as well as challenges.
 - **Development of a support team.**
 - ✦ Money Management
 - ✦ Legal (incorporation/co-op)
 - ✦ Banking
 - **Loans and Grants**
 - ✦ Business Plan Development
 - **Market Study**
 - ✦ Reporting to Government (Supported Employment Program)



Strategic Planning

- Any strategy
 - Personal or Business requires the involvement of those you trust to make the strategy successful.
 - You plan everyday in your personal life.
 - Your professional life is just as important.



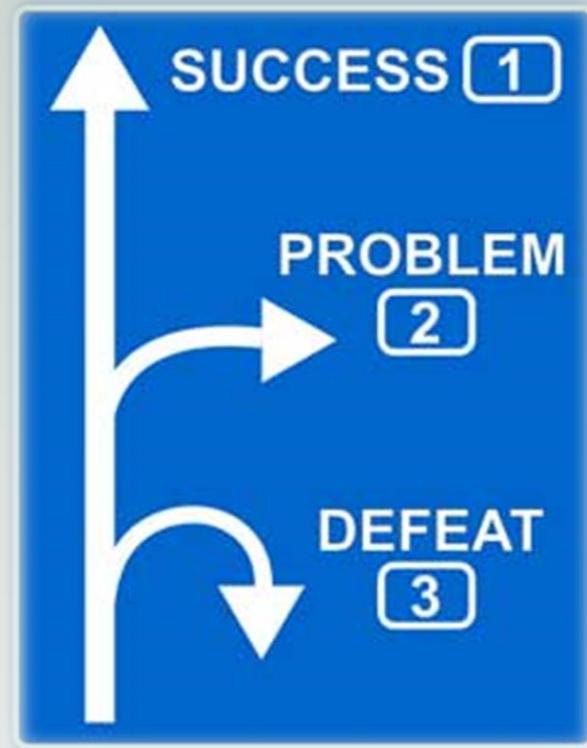
We built a Strategy; now we are Compromising on that Plan.. Is that OK?

- The challenge is to make informed choices about your priorities, rather than sacrifices.
- Basically being Proactive.



No Direction

Without direction or a plan, you will stagnate



Role of the Employment Service

- Develop and market business ideas with support group.
- Develop Applications and support individual with meeting for additional avenues of funding/grants/loans.
 - **Community Business Development Corporations**
 - ✦ Local Development Agencies
 - ✦ Chamber of Commerce
 - ✦ Boards of Trade
 - ✦ Industry Associations

Role of Employment Services

- Work with individuals and support team to develop additional markets within the business community.
- Local Regional and National markets



Have to be Proactive



Google Maps; How do I get there?

- **An action plan to obtain your goals is required.**
 - **weekly, monthly and yearly**
 - **With Objectives that are;**
 - ✦ **Specific**
 - ✦ **Measurable**
 - ✦ **Action-oriented**
 - ✦ **Realistic**
 - ✦ **Time-sensitive**

Challenges

- Access to Funding
- Support Team understanding of Self Employment.
- Reporting and Oversight of Fiscal Matters related to the business.
- Accountability for the filing of government reports.



What is it that
you want?

What is it that
you need?

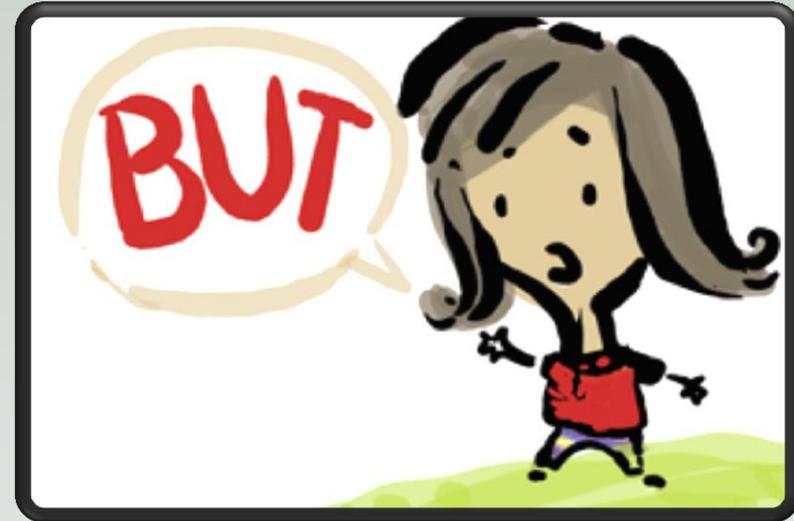


Excuses!!

- "I don't have time to make a list."
- "I don't really know what I want."
- "I don't know how to set goals."

**If it is important to you,
you will find a way.**

**If it is not, you'll find an
excuse.....**





**Be
creative
with
solutions**

Seen On
BOFUNK.COM

Some days are yours... Some are not



**When things
don't go your
way.... Learn
from it &
Move on...**





- Successful self employment of people with disabilities depends on the continued cooperation of everyone, but most importantly on the willingness of support teams to question stereotypes and views that may act as inhibitors to employment, as well as actively seek and encourage applications from people with disabilities.

Finding Hidden Talents





**It may be that the early
bird gets the worm.... But
it's the second mouse that
gets the CHEESE....**

