

STATE OF WISCONSIN



Department of Workforce Development

Vocational Rehabilitation

Non-Wage Employment

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Disability-Owned Businesses

- People with disabilities are 2x as likely to be self-employed
- Estimated 1.8 million disability-owned small businesses

Self-Employed as a Percentage of the Population and Labor Force
by Disability Status, Age 18 and over, 2019

	Disability	No Disability
Self-Employed as Percentage of Population	4 percent	8 percent
Self-Employed as Percentage of Labor Force	17 percent	11 percent
Labor Force Participation Rate	26 percent	72 percent



Benefits of Entrepreneurship

- Choice and control
- The use of natural skills and talents
- Expanded work opportunities
- Accumulation of wealth
- Independence and creative freedom



Challenges of Entrepreneurship

- What challenges do you feel entrepreneurs with disabilities face in starting and growing their businesses?



NDI survey

Experience of Ableism

- Despite unique products and services, not taken seriously
- Negative disability bias



NDI survey

Concerns about Accessing Capital

- Wary of using personal capital
- Bad credit from medical costs
- Benefits related restrictions
- Cumbersome loan processes



NDI survey

Concerns about Losing Public Benefits

- Affect access to benefits
- Friends/Family not supportive
- No access to assistance
- SSA rules not well understood



NDI survey

Insufficient Accommodations

- ASL or captions not available for training
- Limits access to support
- Websites/documents not accessible
- Not plain language
- Entrepreneurial ecosystem not disability aware



Overcoming Challenges through Effective VR Support

- What experiences have you had supporting individuals in self-employment goals?
- What challenges have you worked to overcome?



Wisconsin DVR

Self-Employment

- Access to trained Self-Employment Specialists

Customized Self-Employment

- Adds Discovery element of Customized Employment



Self-Employment

- Preliminary feasibility determination
- Feasibility analysis
- Initial business plan
- Final business plan
- Business plan follow-up



Customized Self-Employment

- Person-centered
- Individualized
- Profitable
- Sustainable



Customized Self-Employment

- Long Term Support
- Not a hobby
- Verifiable wages
- Competitive and integrated



Customized Self-Employment

Feasibility Plan

- Support plan
- Determine business description
- Operational analysis and description
- Facilities
- Market analysis
- Financial analysis



Customized Self-Employment

Business Plan

- Executive summary
- Marketing plan
- Operations plan
- Financial plan
- Support plan



Wisconsin DVR Resources

- [Customized Self-Employment Technical Specification](#)
- [Customized Self-Employment Toolkit](#)
- [Business Start-Up Toolkit](#)
- [Self-Employment Resources](#)
- [Self-Employment Fee Structure](#)



NDI Resources

- NDI's recorded webinars
 - Archived recordings of national webinars, and which have ASL and captions and accessible materials
 - [NDI Small Business Hub Webinars](#)
- Disability Owned National Convening
 - Taking place November 20 and 21, 2024
 - CRC credits will be available
 - [Recordings of the 2023 and 2022 sessions are available on the Small Business Hub website](#)



NDI Resources

- Small Business Ownership by People with Disabilities – Challenges and Opportunities
 - Funded through JPMorgan Chase & Co.
 - [View the Webinar Recording and Access the PowerPoint Slides](#)
- Training and Technical Assistance to CDFIs
 - NDI provided a series of five webinars to help increase understanding of the role CDFIs can play in access to capital for entrepreneurs with disabilities and to increase awareness and disability sensitivity for the CDFI community
 - [View Archived Webinars](#)



Questions or Comments?

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