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Social Care
Ideas Factory



Registered Scottish Charity Incorporated Organisation (SCIO) SC038047

The Power of Wee

(definition adj: **Scottish** for little)

The **future** of every community lies in capturing the **passion, energy** and **imagination** of its own **people**.

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Setting the Scene...

Social Care Ideas Factory (SCIF) is a Glasgow-based community that connects people and their ideas, working across the continuum of health and social care.

The key mission of SCIF is to create a 'Portfolio of Ideas', that identifies, tests and shares new, evidence-based thinking with the emphasis on ideas and practice that impact positively on people's lives and support them to live more independently at home and in their communities.

Established in 2006, SCIF has a track record of working with diverse groups of disabled people, third and private sector organisations and public sector partners.

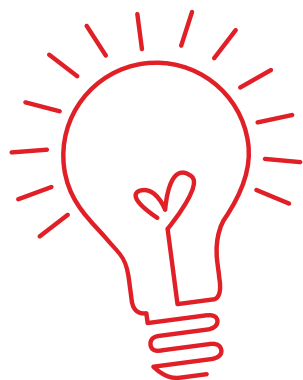
Noticing four key changes in the national and local context sparked a process that led to the birth of the Wee Enterprizers (WE) idea, the focus of this report.

1 THE CLOSURE OF DAY CENTRES

Day centres have long been used in Glasgow as respite for individuals, their families and guardians.

In 2012, Glasgow City Council took the decision to close three of these due to a shift in consumer expectations, reducing numbers and re-organising of services in line with changing national thinking around modern support for those with disabilities or additional learning needs. Glasgow has since retained two day centres, thus reducing the availability and access of Council-run community based day services.

The Scottish Government strategy, 'The keys to life: Improving quality of life for people with learning disabilities', was focused on creating enhanced quality of life and opportunities for disabled people (particularly young people) and recognised that, 'person-centred' day opportunities are central for those with learning disabilities.



2 REDUCED SUPPORTED EMPLOYMENT OPPORTUNITIES FOR DISABLED YOUNG PEOPLE AND ADULTS

The same strategy also recognises the need for supported work placements, college places and alternatives to traditional job roles but emphasises the importance of each in terms of providing adults with disabilities with a better quality of life.

3 INCREASING DISCUSSIONS AND ACTIVITIES THAT SOUGHT TO CREATE ALTERNATIVE OPPORTUNITIES WITH PEOPLE WITH A DISABILITY

'The keys to life', also placed emphasis on providing spaces for people with learning disabilities to meet others, giving them the opportunity to undertake activities with their peers.

The strategy articulates the importance of providing a community-centred environment, for disabled people to learn from each other, whilst also striving to increase their confidence and self-belief.

This illustrates that the Scottish Government see the value that can be gained from offering programmes that provide individuals with more than, 'just a service'.

4 THE ARRIVAL OF SELF-DIRECTED SUPPORT (SDS) IN SCOTLAND

The arrival and implementation of the Social Care (Self-directed Support) (Scotland) Act 2013 and the, 'Independent Living Strategy in Glasgow', created a challenge to Local Authorities and service providers to think and act differently by creating distinct supports for living, that reflected the values and principles underpinning the legislation and strategy. At local and national level SDS opens up opportunities for more innovative approaches to social and community care. Since 2007, SCIF has been involved in helping shape and implement national and local SDS strategy, through to legislation with Scottish Government and partners. This provided the perfect platform to consider new and more innovative models. SCIF's successful seed-corn funding from the Scottish Government Self-Directed Support Capacity Building Award and The Big Lottery: Investing in Ideas, supported aspirations that helped test out the WE idea.

In addition to, 'The keys to life', statistics from Learning Disability Scotland (2013) (informed in part the model of WE) finding that less than 1% of 26,236 adults with learning disabilities in Scotland are self-employed.

WE strive to meet the recommendations of, 'The keys to life', by exploring information, support and bespoke resources with disabled people who were interested in creating a, 'kitchen table', business to increase self-employment opportunities. Disseminating the model to others with disabilities or additional needs, may raise awareness of an alternative to their, 'traditional', day-to-day support.

Rationale

Responding to the context outlined previously, the rationale for the WE idea was the need to provide a safe culture and space where people could meet and work collaboratively whilst exploring, 'what more choice and control over how they live their lives', could mean. An important part of this was an attempt to redress the imbalance in the labour market:

"We're all aware that people with learning disabilities are majorly under-represented in the labour market, so if we can come up with a good model and take this forward and people do actually have business ideas".

PARTNER ORGANISATION

More generally the rationale reflected one of SCIF's aims: to be a disruptive force for positive change, by developing ideas with people that change their lives. Although inclusion in the labour market was one desired aspiration for the project, equally as important was the idea that disabled people, could reclaim their power to realise and utilise their own capabilities and potential.



Starting Point

The WE idea sprung from six workshops, held in collaboration with the Social Enterprise Academy (SEA) and attended by representatives from 15 Glasgow service providers. From these workshops, the participants began to consider ways that the social enterprise model could be applied on a smaller scale and adapted to what was termed a, 'kitchen table business', model. This concept became the basis for the WE idea.

There are three interconnected groups of people involved in the WE. At the grass-roots level, are the people using additional support, identified here as WE. This group is the intended primary beneficiary of the WE idea. Accompanying the WE, are their support teams, comprised of support workers. The key role of the support team is to work with the group to help facilitate their involvement in WE. Prior to this they would assist the person they supported when required with day-to-day tasks such as managing their homes and assisting with personal care or social support.

Supporting the individual in this way means that the needs of the person are met whether at their work, at home or in their community, but they are also assisted to plan their future career aspirations too.

Behind the scenes are the partner organisations; Key Community Supports and their sister organisations; Community Lifestyles, C-Change, Deafblind Scotland and Capability Scotland. It is important to note that prior to the commencement of the

project these organisations would have potentially been in competition, given the current use of tendering processes for services.

Facilitated by SCIF, these organisations are working together in a collaborative way, sharing resources and pooling ideas.

The starting point was non-competitive, in that providers identified people who were already using their services as potential WE's and shared SCIF's vision to develop a, 'kitchen table business', model, with supporting resources which could then be shared openly with others via SCIF.



METHODS

This is an exploratory piece of research commissioned to examine the early stages of the WE idea and consider the ways that WE are characterising their experience and the impact of their involvement.

Ten people were interviewed; four WE, three partner organisations and three support workers. The information produced by the participants was collated and analysed to show the various inputs, processes and outcomes within the WE idea. These are discussed in more detail in the following sections and are represented in **Figure 1** across:



Figure 1: Process Model - Wee Enterprizers

INPUTS

Partner Organisations

The partner organisations are representatives of the WE service providers and were an essential ingredient to the success of this idea. The key activity of this group lies within planning and resourcing the regular events and meetings that form a central component of the WE idea.



Meetings, events and workshops

A number of representatives from partner organisations, attended a six workshop series held by SEA, which was in partnership with SCIF. It was acknowledged that many social enterprise models were often created, owned and managed by providers. SCIF's desire was to test out the idea of smaller, micro-business ideas, that could be, 'self-owned', by the individual, 'at the kitchen table', that builds on individuals known or discovered skills, passions or talents.

The Social Enterprise model was identified by the group as pertinent to the aims of providing business support, to those with disabilities but would require adaptations to the

model to make it person centred and responsive to a diverse small group. This information was fed back to a number of individuals, their support teams and care providers. The sessions presented the initial idea of developing kitchen table businesses, in order to consider the support that potential people using the service, would need to achieve these. From here, the WE group was formed and the next event was scheduled with participants to explore more information and requirements.

The, 'Pathfinders',¹ planning event was created to support the participants, with tools to uncover their own thinking and realise their ideas and was focused upon developing an individualised action plan for each of the WE. The event also included practical workshops for WE, family members and their teams that centred

upon unearthing and confirming their interests and ambitions. At six-week intervals, meetings are held with the WE (see Appendix 1 for meeting dates) who provide updates on the progress being made. These meetings are used to work on actions and business plans, to identify and deliver training needs and to collaborate with each other and with other organisations that may be able to offer them access to resources. One such organisation is WEvolution;² a Self-Reliant Group (SRG) project, designed to support people to be more involved in their communities, meet others and learn new skills.

At the initial WE meetings, the Enterprizers agreed what the group aims and framework would be (see Appendix 2). Another example of the collective approach was when WE fed back to the group

specific sections of each other's business plans. These regular meetings also enable the WE to learn about other disabled people using the kitchen table format (see Joe Brown Egg Round).³ In addition to this, the partner organisations also meet regularly to share information and ideas, to discuss the progression and sustainability of the idea and any needs that have been identified by the participating WE.

A table top sale event was organised in March 2015 by Flexicare, an arm's length organisation of Renfrewshire Council. Although the WE is based in Glasgow, those participating have shown foresight and sought avenues for commercial opportunities outside their locality. This particular event was identified by one of the WE, who suggested it would be a good opportunity for the group to sell their goods.

Spaces and Places

Partner organisations have played an important role in providing accessible spaces, for the WE to meet every six weeks.

These have been provided free of charge and offer the WE with a familiar, safe space, to meet, with access to modern technologies available e.g. Smart boards and iPads. Also provided was a PA system to ensure that these meetings are accessible to all WE.

1. For more information on the 'Pathfinders Approach' see: <http://thechp.syr.edu/wp-content/uploads/2013/10/Pathfinders.pdf>
2. For more information on SRC's see: <http://www.wevolution.org.uk/>
3. For more information on Joe Brown Egg Round see: <http://www.joebrownsegground.co.uk/>

Wee Enterprizers Previous Experience

There are four businesses in action. All of the WE had explored their personal skills and interests to form the basis of their business ideas. This factor has been important in the speed with which people have embraced the idea of developing their own small enterprises.

One participant had prior experience of trying to start a business, which had been unsuccessful at the time. Given the opportunity and the extra support provided by the WE, she now feels far better equipped to develop her business:

WEE ENTERPRIZER

"Lots of ideas came out, that's why I didn't do well last time, I didn't take enough action, I didn't find out what you can do, what you can't do...because of Wee Enterprizers I've got back to work a wee bit".

Another WE said that he had held aspirations to have his own business for a long time before he was involved in WE. The project had offered the freedom and support he needed to get started:

"I was already doing it before the Little Enterprizers came along and I feel that I wanted to do more stuff of it, setting up my own business and stuff like that".

WEE ENTERPRIZER

In terms of choosing the focus of their business, those interviewed felt that it was important to select a niche that they found enjoyable and had a certain amount of familiarity with. This is illustrated in the following example whereby a WE describes her reasons for choosing massage therapy as her core business idea:

WEE ENTERPRIZER

"Mainly because I have done that before, the thought of going to work for someone is putting stress and making me stressed, I can't cope with that again".

The previous experience of the WE meant that there was something familiar in what they were doing; taking some of the pressure off the idea of starting a business.

Role of support workers: Collaboration, Consistency and Support

The support teams perform a key role in the input stage of this programme. The level of support provided, however, will vary depending on the needs of the person they are working with. Each member of the support team is aware of their role and how they collectively contribute to a support plan. One support worker said:

SUPPORT WORKER

"He only has three team members...me and Julie are in the process of writing the business plan. Allan, I think, was tasked with...applying for his ILA⁴...then applying for DJ lessons which they have now eventually come to the realisation he can't use his ILA for them...he's going to look for something else...we all know then what each of our responsibility is".

This suggests that consistency of support is vital in enabling a WE to participate meaningfully in the project, as these teams provide important practical support to bridge the gap between WE meetings. The importance of consistency is exemplified in a key quote from a support worker:

"If it was a different worker going to every meeting it wouldn't have a chance...of succeeding...he certainly wouldn't want somebody there that's doing it all, taking over and doing it all for him or making him feel less of a person".

SUPPORT WORKER

WEE ENTERPRIZER

"I needed help, but I kind of do it on my own, even though I've got the support with me, but I still need the help. I may get something wrong and it's a mistake that anybody can make...I need the help, so I do to move forward, so I do".

Illustrating that support teams play an important part in the collaborative working process, however there may be challenges ensuring that the relationship between WE and their support teams is one that goes beyond traditional social care support roles and instead encourages the WE to explore more entrepreneurial thinking, stretch their capabilities and experiences towards becoming more independent, should they wish, by letting the individual know there is support available should they need it.

4. Independent Learning Accounts see more here: <http://www.myworldofwork.co.uk/content/ila-scotland-funding-for-you>

PROCESS

Collaborative Working

Collaborative working has been at the heart of the WE idea and is a process that is valued by WE, partner organisations and support workers alike.

The starting point for this ethos lay with the concept of person centred planning (PCP), utilised within the previously highlighted, 'Pathfinders Approach', which formed the theme of the early WE meetings. It is a process designed to support individuals to meet a range of self-defined needs. PCP focuses on the abilities and interests of an individual rather than their 'disabilities', and seeks to identify support that can be accessed within the wider community, the family and social networks. By recognising their capacity and skill sets this approach has enabled these individuals to direct the progress of the project and actively participate in recommending events and organising meetings.

Partner organisations and WE have also supported marketing and promotion for Enterprizers, from each other's organisations.

Another WE described an example of why she thought this way of working was valuable:

The regular WE meetings have also allowed for collaborative working - with many of those involved valuing the support and input from other WE and partner organisations e.g. Capability Scotland Centres are testing the demand for aromatherapy sessions provided by a WE who is supported by Deafblind Scotland. They felt that working with others was important for information sharing and enables users to draw on the skills and experiences of the group as a whole. When discussing the aspects of this project that were particularly enjoyable, one WE identified this way of working as a key component of this:

"Meeting new people...basically help them (other WE) get their business up and running".

WEE ENTERPRIZER

"One group, he could do a website so I could go and contact him and he would do it for me. One man would like to be a gardener and we could say okay come and do our garden...another one, Charlie I think, DJ, I like him. So we can support each other, if anybody wants a DJ I can say well I know this person".

WEE ENTERPRIZER

Specific meetings have been held to develop websites with three Enterprizers who identified this as a priority for their businesses.

Capacity Building

The activities that were identified as important for WE were those that aided in the development of business related skills and enabled them to see their own potential and capabilities. A particular activity highlighted here is the process of selling products:

I never build my hopes up. If I don't sell, I don't sell. But, of course, but the thing is some of this stuff did sell, so that was that.

WEE ENTERPRIZER

How did it make you feel?

INTERVIEWER

It made me feel great. I thought, well it's a big achievement for me, because it's my first time doing this. I never thought about it. All the time, I have never thought having a table sale and selling stuff, but it just felt great.

WEE ENTERPRIZER

Experiencing selling their own goods and engaging with the public gave another participant the confidence to plan further ahead and attend more table top sales in order for him to grow his business. He recognised that he needed to make more money and put new skills into practice and has begun to find more local events to ensure that this progression continues:

What do you want for the future, for you?

INTERVIEWER

More.

WEE ENTERPRIZER

More of?

INTERVIEWER

The enterprise thing. Now that I've got the bite of the cherry, so to speak you know.

WEE ENTERPRIZER

You want more cherry?

INTERVIEWER

Exactly, yes. That's what I want, because now I have done it. And I've sold quite a lot of stuff, now what I want is, I want to do more and sell more, and sell the stock.

WEE ENTERPRIZER

From attending the meetings and table top sale events the WE gained the confidence and knowledge necessary to plan and run a business. These activities also built a wide range of transferable skills, such as time management, organisation and customer service skills.

Business Planning

Business planning is one of the key activities undertaken during the regular WE meetings. WE were given a template of a business plan and guidance on how to complete them. These have been important for clarifying business ideas and identifying areas for further research and development. This document is used alongside a structured action plan which is designed to organise and record the activities that are to be done between the meetings.

This process has been important for WE to pinpoint the key areas that will enable them to progress their business goals:

WEE ENTERPRIZER

"It makes me feel more positive, finding the right direction to go in and trying again, I took action from it. I went back to college, I'm finishing in two weeks and that was the next step for me so that helped".

This has also been important for support workers, many of whom are more used to a more traditional approach which might consist of providing practical assistance with personal care, support around the person's home and to access and take part in social/educational/voluntary activities. One support worker identified that the business planning had significantly helped her and the WE she supports:

"It's kind of helped me help him...it can be hard to keep track of, actually when did you do it, and you can read through the diary and plough through different dates and say oh right it was then and it was then, but when you've got every six week action plan in a little pile you just have to check against it, especially for the monthly reports for social work...I don't have business knowledge, I didn't know how to write a business plan or a marketing strategy or anything like that, but at least we've been given pointers as to who to go to and approach and get a guideline and stuff that I just wouldn't have a clue about".

SUPPORT WORKER

These processes have assisted the WE and their support workers to gain business knowledge. Selling their goods and seeing results provided the WE with an increased sense of self confidence and the skills to build their business aspirations and continue on their journey to self-employment.

OUTCOMES

There were four WE who participated in the project regularly. These participants identified three key outcomes that emerged from the processes highlighted in the previous section. There have been at least two WE who have left the project because it, 'was not for them', which is indicative that the WE approach has encouraged and informed individuals to make the decision whether to pursue their interest as a hobby or a business.

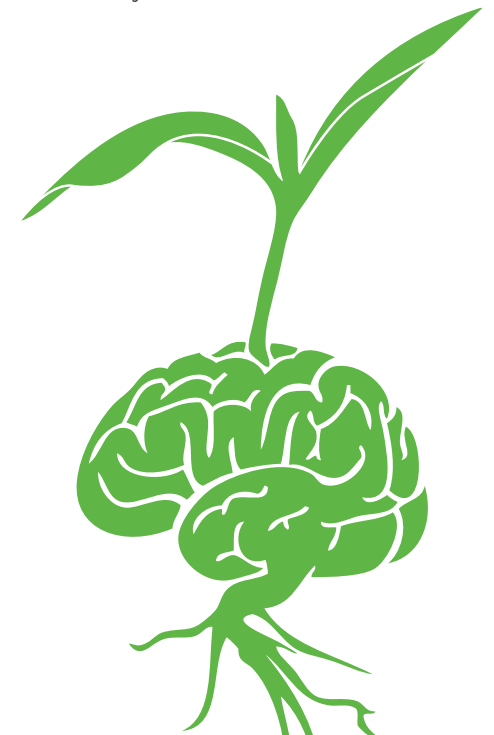
Collaborative Working

The importance of working together in collaboration with others cannot be understated. It provides not only the WE and their support teams but also the partner organisations with an environment that is conducive to sharing ideas, resources and developing people themselves.

Another important element is to consider how support staff can be encouraged to use their personal skills, passions, connections and qualities in their role. This reflects key principles within the SDS Act and general workforce future gazing, that considers what we need from support workers in 21st century social care.

Over recent years the social care environment has become one of competition with the introduction of tendering processes which place service providers in competition with each other and reduce the opportunity for collaborative working. The WE model changes this outlook. Instead the service providers have collaborated in a number of different areas providing spaces and storage facilities for WE equipment. It must be noted that it is cost intensive having support teams present at every meeting and perhaps service providers themselves may have to look to other alternatives, to provide a solution to this.

As mentioned below, however, WE themselves, may initiate this process of separation from support as their confidence grows.



Steps towards Self-Employment

Entering into the supportive community created by the WE idea has enabled one WE in particular to take meaningful and informed steps to becoming self-employed. In the past, when she had sought to become self-employed, the prospect of losing all of her benefits at once meant that self-employment was not a viable option for her. Acquiring more information about this process has given her more avenues to pursue. She now has a more concrete plan for her business:

WEE ENTERPRIZER

"So I've given myself between six months and one year to see if the business is good. If I have a lot of clients and I can live on that without the benefits I will change".

As the WE progress from start up to trading their motivation and confidence has amplified; as each step comes to fruition they have the self-belief and determination to achieve their next goal. Partner organisations have also echoed this sentiment; reflecting on the importance of self-confidence for one particular WE to establish a business:

"Hers was really powerful feedback about that and the outcome for her in doing that was that self-belief, drive, commitment, feeling so clear about what she was going to do, how she was going to initially go about it".

PARTNER ORGANISATION

Identifying and completing appropriate training and undertaking qualifications has been encouraged and supported by the project. One Enterprizer has completed a Diploma and another two are currently undertaking 12-week courses to increase their employment skills. The WE model supports people to see self-employment as a reality and allows them to make the model work for themselves. However at this stage in time none of the participants are self-employed on a full-time basis.

One WE who had done some DJ work prior to the Wee Enterprizers idea, had

two further gigs booked for summer 2015 and was currently searching for a suitable venue to host a monthly DJ set. Another WE plans to start trading this year following the completion of a higher education course and having undertaken detailed market research with potential customers using Survey Monkey. The other two WE have traded, with current artwork on display in city retail stores but are not fully operational as businesses.

Enterprizers have also agreed to share their Business Plans and weekly action plans with each other and to be used as exemplars for future Enterprizers.

Personal Growth

The participants also highlighted that the WE approach had supported them to develop personally and enabled some to progress through challenging periods in their lives by giving them a renewed sense of purpose:

WEE ENTERPRIZER

"If I hadn't gone to Wee Enterprizers I would still be at home sitting down, not feeling good, so in a way Wee Enterprizers have helped me, because I suffer from depression so that helped".

Many WE felt that the six weekly meetings, table top sales and events had given them confidence in public speaking and expressing their opinions, resulting in an increased sense of self belief and confidence. One said:

"I feel like I've got more confidence. Part of it is to speak out more. When I went into the place, I was really nervous and stuff, just all the time, but now I'm starting to come round speaking out".

WEE ENTERPRIZER

This increased confidence has also allowed WE to gain a clearer sense of direction for their future. There was a keenness to set workable goals for themselves. This, in itself, is noteworthy as many WE had said that prior to being involved they didn't have a clear vision of their future goals and aspirations. One partner organisation said they had noticed:

PARTNER ORGANISATION

"I think we've seen people's expectations of what they can achieve, just personally, increasing".

All of the WE had reported increased confidence and self-belief in themselves. Furthermore it also suggests that these internal feelings could support the WE to have more chance of succeeding in self-employment because they have a strong vision and belief in themselves.

Independence

It was also found that all WE had established a sense of independence in terms of being able to express their own opinions and knowing what they want out of their own lives. Some participants had plans to reduce their weekly care package hours and there has been less dependency on their support teams. This had been a personal aim for the WE prior to involvement in the project, however, they did not have the relevant support and knowledge to achieve this. The WE appears to have given the participants a level of business support and guidance that has subsequently decreased reliance on support workers.

Two statements from interviewees illustrate these points:

WEE ENTERPRIZER

"I feel that I have come a long way because I used to have befrienders and stuff, taking me out places, something to do at night time and now I don't have befrienders. I can do loads of things myself".

"We have, today, for the first time...an Enterprizer turning up with no support whatsoever. Now that's a massive leap for us...if people are developing in terms of confidence and ability in terms of the business idea then do they still require the same support that they required six months ago? He was told by his own stakeholder organisation that unfortunately, there wasn't someone available to support and he said, 'I still want to go, I want to go myself'. So, that's the stage that we want people to move towards. If they feel that's right for them, but the important thing again is the Enterprizer themselves made that decision".

PARTNER ORGANISATION

Undertaking the interviews with the participants has illustrated a range of key outcomes that have been produced by the WE. These outcomes, namely, self-employment, personal growth and independence are a direct result of the WE engaging and interacting within a group of like-minded individuals, with similar aims and goals. The project builds a form of employment forum and community connection for the WE that they do not appear to get from the other supports. This distinction was well summarised by a support worker:

SUPPORT WORKER

"That's a totally different way of supporting somebody (traditional approaches). Whereas Wee Enterprizers is a specialised support that isn't really available".

It has been highlighted that in the longer term some of these outcomes may be more challenging than others to achieve. Self-employment has so far been shown to be the hardest outcome to achieve, but not by any means insurmountable since all WE are well established and have invested significantly in their journey. Independence and self-confidence appear to be easier to produce, stemming from activities such as taking part in the meetings, selling their stock and engaging with each other and customers.

Enterprizers are now co-chairing the meetings and workshops to increase the sustainability of the project along with an invitation for new Enterprizers to join the group. However ascertaining the extent of the link between confidence and self-employment was not possible at this time and would be dependent upon further research.

Considerations for the future...

Supporting people in the longer term

There is a clear message from participants within the WE project that highlights their desire to become self-employed. Many WE have taken important steps towards this goal through this programme. However, some partner organisations were concerned that there were still many challenges ahead, including what one described as a:

“Big challenge for us to support people at the point of trading and having set up in business. Just because it is such a maze I think of rules and regulations, whether people are actively going to make that informed choice that actually business is for them”.

PARTNER ORGANISATION

Difficulties of innovative approaches

SCIF's aspiration for WE was to support perceived and actual challenges when creating an innovative idea like WE. SCIF believe innovation is not only hard but requires a set of new skills and mindset. SCIF always views, 'change', as an opportunity not a, 'problem'.

Among the partner organisations there is a desire to support innovative approaches such as the WE. The WE embraced the approach; one had business plans in place prior to being approached, another had tried self-employment prior to engaging with the project but was unable to make it work. The progress made to date is a positive step in a more innovative direction to recognise disabled people as potential entrepreneurs.

Nevertheless, this is a new and challenging idea that can leave people feeling outside of their comfort zone.

Those support workers involved may require ongoing learning and training to engage with the people they support in this new way, as it may feel as if it creates additional pressures. In general support workers need to manage a WE engagement between two different roles; their daily living support needs, which would be provided by one provider and those additional needs (such as business skills) which are provided at the WE.

Equally it could provide an opportunity for support worker's to draw on their own personal skills, passions and qualities in order to further build on meaningful work.

A feedback and training session was held for support workers and has identified further training to be delivered later this year.

Role of external agencies

The WE recognised the importance of the input from external communities such as WEvolution and the knowledge they gained through learning about a wide range of other projects.

Some identified areas of further support and information which might be offered through other external agencies.

Examples brought forward by WE included; Jobs and Business Glasgow, Cooperatives UK, Department for Work and Pensions, Glasgow Disability Alliance and Access to Work.



Conclusion

The interviews conducted have illustrated that there are three key outcomes; progressing towards self-employment, personal growth and greater independence. These appear to be determined by a set of closely linked processes that underpin the activities of the WE.

This early and exploratory work suggests that the creation of a community of WE, allows participants to take important, safe steps, to achieve their goal of independence through self-employment – an additional life-choice which was not previously available.

While some of the WE already had these aspirations, the WE has provided a community and structure in which those participating can collaborate with like-minded individuals and gain the skills and knowledge required to progress towards self-employment.

A number of processes have been introduced to support the sustainability of the Wee Enterprizers idea including:

- **Enterprizers co-chair the workshops and meetings.**
- **The format for taking minutes of meetings and workshops is being developed to incorporate more graphic information.**
- **Space and facilities which are familiar with appropriate technologies have been secured for future meetings.**
- **New potential Enterprizers have attended the workshops which could offer new skills and experience to the group and be simultaneously supported by the existing Enterprizers through the process, should they wish to pursue their own business idea.**
- **The cooperative model is currently being considered for the future framework of the Enterprizer group.**

Future research should seek to establish some of the longer term outcomes of the WE. It was clear that the WE have taken significant steps towards self-employment and it is important to consider how these individuals can be supported further to continue along this path and ensure this vibrant community becomes self-sustaining.

SCIF would also be interested to consider how culture and personal identity may change and empower individuals over time to support more entrepreneurial language, thinking and action, within a group that may otherwise struggle.

Appendix 1: Wee Enterprizers Resources

WEE ENTERPRIZERS Meetings

| SUPPORTERS MEETING | ENTERPRIZER WORKSHOPS |
|--------------------|---|
| 28 October 2014 | 25 November 2014 |
| 13 January 2015 | 29 January 2015 |
| 24 February 2015 | 5 March 2015 |
| 7 April 2015 | 16 April 2015 |
| 19 May 2015 | 4 June 2015 |
| 30 June 2015 | 9 July 2015 (co-chaired by Enterprizer) |
| 11 August 2015 | 20 August 2015 (co-chaired by Enterprizer) |
| 22 September 2015 | 1 October 2015 (Enterprizer to co-chair) |
| 3 November 2015 | 12 November 2015 (Enterprizer to co-chair) |

Notes

1. Meetings after the dates shown in the table would be agreed, organised and delivered by the Enterprizers themselves.

Appendix 2: Group Aims & Framework Agreement

Framework Agreement

1. Number of members in each group?

Most people wanted to have 5 or more members in the group.

2. Frequency of meetings (e.g. fortnightly, monthly or 6-weekly).

Most people wanted to have meetings every 6 weeks.

3. Support required for meetings.

People would like: Support Workers to attend, a venue, an agenda to plan what will happen at each meeting, help with travel costs, an interpreter & guide communicator.

4. Attendance required?

Most people said they thought attendance should be 90%
- so you need to attend 9 out of 10 meetings.

5. Would you like to have a Group Agreement stating aims and framework by 23rd January 2015?

Everyone said they would like a group agreement.

Group Aims

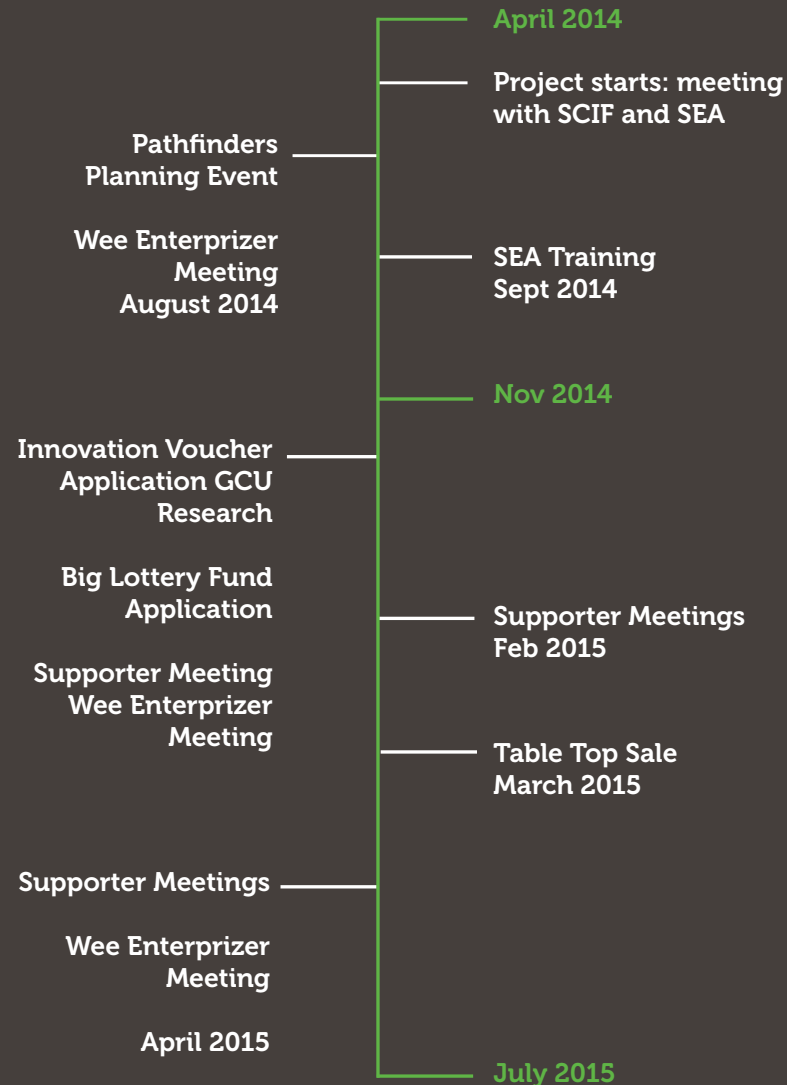
1. Mutual support by group members – share ideas and solutions
2. Extend networks and contacts
3. Identify training needs
4. Customers for each other
5. Promotion for each other

Other Suggestions:

advertising leaflets, funding information, support, more events to display work, invite speakers to progress ideas

Self-Directed Support Capacity Building

AWARD RECEIVED 2012



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Charlie B-Gavigan
Founder & Curator
Social Care Ideas Factory

