



# Building Gateways to Employment and Economic Development Through Disability Entrepreneurship

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## About The Author

Regina “Gina” Kline is the Founder and Managing Partner of [Enable Ventures](#), the first impact venture fund dedicated to closing the disability wealth gap by investing in early-stage companies working at the nexus of technology and disability. Enable is a leader and pathfinder in a highly innovative sector whose potential has been largely untapped by venture investors until now. Gina is also the founder of [SmartJob](#), an impact consultant and early-stage scout for the disability tech sector that works with a global network of entrepreneurial support organizations (ESOs).

Investor, entrepreneur, civil rights lawyer, and thought leader, Gina has dedicated 15 years of her career to building the future of work by advancing the rights and interests of people with disabilities as innovators, entrepreneurs, workers, and consumers. Gina previously served in the Obama Administration at the Justice Department and litigated landmark Americans with Disabilities Act (ADA) cases and is nationally recognized for her legal and policy work in advancing the rights of people with disabilities.

## I. Introduction

The past decade has given rise to significant progress in advancing the civil rights of people with disabilities to work in competitive, integrated employment (CIE), and the landscape of law and policy continues to shift to promote the full participation of Americans with disabilities in mainstream employment opportunities. After all, “economic self-sufficiency” was one of the stated goals of the ADA when it was first enacted 34 years ago following a long history of discrimination, including in employment.<sup>2</sup> Yet, it has taken

## About This Brief

In this technical brief for the Administration on Disabilities (AoD) Disability Employment Technical Assistance Center (DETAC), Gina explores historical barriers to disability entrepreneurship and illustrates why the present moment represents an unparalleled opportunity for the growth of disability entrepreneurship as a powerful form of economic development. Gina discusses in detail how a powerful emerging model of entrepreneurial support is breaking through some of the most persistent barriers, and how this new model presents an opportunity for AoD grantees to play a supporting role in that new model’s growth.

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<sup>2</sup> Americans with Disabilities Act Amendments Act of 2008, Pub. L. 110-325, 122 Stat. 3553 (2008) (codified as 42 U.S.C. §§ 12101-12213, 1201(a)(7)).



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vigorous enforcement of the ADA, and other laws and policies, to modernize employment service systems’ approach to economic participation.<sup>3</sup>

Building upon this important rights-based framework and the imperative to modernize approaches to disability employment, over the last several years a new public discussion has emerged about the full realization of the rights of workers with disabilities to participate in entrepreneurship. This discussion has been led by innovators with disabilities themselves, and those entrepreneurs and allies building alongside them, who are leveraging entrepreneurship as a key strategy to access new types of employment, upward mobility, and contributing pathways to the economy. The discussion has been punctuated by the understanding of the vital need for inclusive technology— built by disability entrepreneurs and/or those working with the disability community— to promote the global competitiveness of people with disabilities in the workforce. With the demand for inclusive technology has come increased demand for inclusive and accessible workplace technologies, skills-training, and educational technologies, and next generation assistive technologies.

This powerful global disability entrepreneurship and technology movement is, in part, a result of the COVID-19 pandemic, when at the societal level, the world experienced marked shifts toward digital tools and increased demand for affordable turn-key solutions. We have now observed that this trendline has extended well beyond the pandemic years and is deemed by many as a new economic reality permanently interlinked with the future of work and education.

In recent years, the question has become, “Who will create the best designed tools and products for the disability community to compete as workers in the new economy?” Or more specifically, “What would happen if new flexible tools and products are mostly designed by and for workers without disabilities to compete in the new economy?”

While this brief will first explore historic barriers to disability entrepreneurship, it will also illustrate why the present moment represents an unparalleled opportunity for the growth of disability entrepreneurship as a powerful form of economic development. In particular, it will explore how a powerful emerging model of entrepreneurial support is breaking through some of the most persistent barriers, and how this new model presents an opportunity for AoD grantees like Centers for Independent Living (CILs), State Councils on Developmental Disabilities (DD Councils), University Centers for Excellence in Developmental Disabilities (UCEDDs), and Protection and Advocacy Entities (P&As) to play a supporting role in that new model’s growth.

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<sup>3</sup> For example, consider that the Department of Justice enforced the ADA and Supreme Court’s *Olmstead v. L.C.* decision in landmark cases in *United States v. Rhode Island and City of Providence* and *United States v. Rhode Island and Lane v. Brown / United States v. Oregon* establishing that workers with disabilities that earn subminimum wage have the right to work in the most integrated setting appropriate to their needs and need not be forced into unjustified segregation in separate workplaces. See *Olmstead: Community Integration for Everyone*, DEP’T OF JUST. CIV. RTS. DIV., <https://www.ada.gov/olmstead/> (last visited Mar. 8, 2022) [hereinafter DOJ *Olmstead*]. See also *Lane v. Brown*, 166 F. Supp. 3d 1180 (D. Or. 2016); *United States v. Rhode Island*, No. 1:14-cv-00175 (D.R.I. April 9, 2014). Moreover, the Workforce Innovation and Opportunity Act (WIOA) (2014) provided for a statutory definition of CIE that included the concept that workers with disabilities work in CIE if, among other things, they are afforded wages, benefits, interactions with peers, and opportunities for advancement that are the same as would be customary for workers without disabilities in the same job. Pub. L. 113–128, §1(a), July 22, 2014, 128 Stat. 1425.



## II. The Disability Wealth Gap and Historic Barriers to Entrepreneurship

There is a nearly \$2 trillion hole in global Gross Domestic Product (GDP) where the contributions of workers with disabilities should be.<sup>4</sup> Yet, still nearly 2/3 of working age adults with disabilities are not employed.<sup>5</sup> By every measure of financial inclusion and economic participation – whether home ownership, banking, or access to credit – people with disabilities lag behind their non-disabled peers.<sup>6</sup> Moreover, in terms of labor market participation, workers with disabilities are typically overrepresented in low-wage work and manual skills jobs in the economy, and vastly underrepresented in digital or knowledge-based jobs.<sup>7</sup>

Until now, public employment service systems, including schools, Vocational Rehabilitation (VR), and Medicaid waiver services, have relied mostly on transition counselors, VR specialists, or case managers to introduce people with disabilities to entrepreneurship or self-employment opportunities. This has resulted in the exclusion of support strategies that are flexible, remote, and technological. Traditionally entrepreneurship is also discussed with people with disabilities in non-typical ways, lacking context for larger entrepreneurial ecosystems. Such discussions are often missing critical information about viable funding strategies and approaches to the market that can serve as an important bridge to private market capital to finance, grow, and scale new businesses toward sustainability.

Adding to this landscape, the Small Business Administration and the Section 8(a) program under the Small Business Act have historically had challenges including people with disabilities in access to contract preferences available to businesses owned by other traditionally- underrepresented groups, as there are no federal contracting set-asides for disability-owned businesses.<sup>7</sup>

Moreover, entrepreneurs who are self-employed face critical barriers to maintaining participation in social safety net programs like the Social Security Disability Insurance (SSDI) and Medicaid programs if their earnings exceed federally-constructed income limitations.<sup>7</sup> Thus, entrepreneurs often must bridge the gap between keeping profits in their new business below the earnings threshold so they can continue to access vitally important public programs— including healthcare— *or* becoming successful enough in their new business to transition to an employer-paid healthcare model and cover their own needs and that of other employees.

Historically, given these constraints, many in the disability community have complained that self-employment often results in something more akin to a “hobby” than sustainable new business development and income generation. Human service systems have also often lacked evidence-based strategies to support people with disabilities to make informed choices to explore entrepreneurship or self-employment in the first place. This is oftentimes because front-line staff

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<sup>4</sup> Somavia, J. (2007). *FACTS ON Disability in the World of Work*. International Labour Organization. <https://www.ilo.org/publications/facts-disability-world-work-0>.

<sup>5</sup> Stoevska, V. (2020). *International Day of Persons with Disabilities: how disability affects labour market outcomes*. International Labor Organization. <https://ilostat.ilo.org/blog/international-day-of-persons-with-disabilities-how-disability-affects-labour-market-outcomes/>.

<sup>6</sup> Berdie, L., Chege, W., Greene, M., & Warren, A. *The Financial Health of People with Disabilities: Key Obstacles and Opportunities*. National Disability Institute. <https://www.nationaldisabilityinstitute.org/reports/the-financial-health-of-people-with-disabilities-key-obstacles-and-opportunities/>.

<sup>7</sup> National Council on Disability. (2018). *From the New Deal to the Real Deal*. <https://www.ncd.gov/report/national-disability-employment-policy-from-the-new-deal-to-the-real-deal-joining-the-industries-of-the-future/>.



know that the critical infrastructure people with disabilities need to become entrepreneurs has been lacking and their own access to training in new business development is limited, which creates a mutually reinforcing problem.

Consequently, individuals with disabilities who have worked in self-employment have often done so without formalized support from a broader entrepreneurial ecosystem and business community. This includes lacking support to make business plans and construct go-to-market strategies, as well as lacking access to capital at inception. Entrepreneurs with disabilities typically have only informal support (*i.e.*, from family resources or in-kind donations) available to support new business development, without access to debt or equity financing. Moreover, few entrepreneurs with disabilities have received support to critically test whether there exists strong private market demand for the goods and services that their prospective business would create. As a result of this landscape, studies have shown disabled founders of businesses are 400 times less likely to receive funding than non-disabled founders.<sup>8,9</sup>

Without an intentioned approach to expand the availability of flexible 21st Century entrepreneurship supports for people with disabilities to start their own businesses, the disability community will likely face even more significant opportunity costs and widening inequality in the near term, as entrepreneurship is a key driver of employment and economic development in the United States and throughout the world. Crucially, however, now more than ever before, there exists a unique opportunity to break this cycle as: (1) viable new models of entrepreneurial support have been established to create measurable outcomes and, (2) there is an increased availability of capital in the private sector dedicated to closing the disability wealth gap. This yields a powerful opportunity for disability entrepreneurship to expand significantly year over year.

### III. Disability Entrepreneurship: Opportunity and Growth in the Near Future

According to an April 2022 report by the National Disability Institute, [\*Small Business Ownership by People with Disabilities: Challenges and Opportunities\*](#), people with disabilities— who now represent 1 in 4 Americans— are nearly twice as likely to be self-employed compared to those without disabilities.<sup>10</sup> Due to systemic discrimination and biases in many existing industries, entrepreneurship has increasingly come to be seen as a viable option for people with disabilities to embark on a meaningful career path as the founders of businesses.<sup>8,9</sup> Further, there is a surge of new entrepreneurs with disabilities designing inclusive, accessible technology. These entrepreneurs are leveraging their lived experiences in response to an urgent need for more products and services to be designed accessible from the beginning and with principles of inclusive and universal design.

Also, the funding landscape is rapidly changing, with more banks, [Community Development Financial Institutions](#), and newly emerging venture capital firms recognizing the social and

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<sup>8</sup> Jones, J. & Hansen, K. (2022). *Understanding the Provision of Self-Employment for People with Disabilities in the United States*. National Center on Self-Employment, Business Ownership, and Telecommuting. [https://centeronselfemployment.org/documents/Understanding\\_the\\_Provision\\_of\\_Self-Employment\\_in\\_the\\_United\\_States.pdf](https://centeronselfemployment.org/documents/Understanding_the_Provision_of_Self-Employment_in_the_United_States.pdf).

<sup>9</sup> World Health Organization. (2023). *Disability*. <https://www.who.int/news-room/fact-sheets/detail/disability-and-health>.

<sup>10</sup> National Disability Institute. (2022). *Small Business Ownership by People with Disabilities: Challenges and Opportunities*. <https://www.nationaldisabilityinstitute.org/reports/small-business-ownership-pwd-challenges-and-opportunities/>.



financial impact opportunity presented by investment in entrepreneurs with disabilities and those co-creating and co-designing with the disability community. This movement of capital in the private markets has and will continue to unlock millions of dollars each year dedicated to investment in and funding for companies designed to drive disability equity.

Amidst these important changes, a new model of supports has emerged over the last several years to help entrepreneurs with a range of disabilities launch new sustainable businesses including new Micro Small and Medium Enterprises (MSMEs) and new venture-scalable high growth start-ups. These new businesses, in turn, have the opportunity to exemplify a new form of business leadership through founders with disabilities; to grow and scale disability employment within the companies; all while uplifting the interest of consumers and end-users with disabilities, compounding the positive economic impact on the disability community.

#### **IV. Entrepreneurial Support Organizations (ESOs)**

For decades, people with disabilities have relied upon government-funded human service systems to support them to access employment, skills training, and higher education. These legacy systems were formulated at a time when public systems often maintained an excessive reliance on the institutionalization of people with disabilities. The historical origins of such systems have included an approach to employment through the medical model of disability, when there was a critically low expectation that people with disabilities would work in highly competitive mainstream employment or in new and emerging industries.

Even as systems have evolved and updated themselves, VR counselors or front-line service provider staff still often provide career exploration services in a bricks and mortar agency, non-profit, or service provider setting. Approaches in these settings can gauge a person's career interests often in isolation of meaningful experiences in mainstream employment settings. Importantly, often when entrepreneurship is discussed, if at all, the exploration typically omits discussion of business fundamentals such as: types of incorporation status; current market dynamics; use of new technologies and accommodations within the prospective business; viable revenue models; prospective customers, payors, or buyers; user-testing and customer experience testing; best practices in operations and marketing; go-to-market strategy; types of capitalization and funding; and, overall sustainability and growth of the business.

In addition, the reason for creating the business is often not critically tied to a strong interest of the entrepreneur with the disability. Instead, self-employment typically follows precedent or the industries and businesses that other people with disabilities have been historically known to work in before.

The new model of entrepreneurship that is rapidly emerging, however, includes at its core disability Entrepreneurial Support Organizations (ESOs)— disability incubators, accelerators, and entrepreneurship training programs— that represent a powerful break from the past. Under the new model, the self-determined decision-making of the entrepreneur with a disability is at the core of why entrepreneurship is pursued or why the business exists in the first place and what problems it seeks to solve. Then industry-specific knowledge, market intelligence, and business planning support is wrapped around the entrepreneur in a flexible, remote, or hybrid setting where the entrepreneur with a disability is surrounded by other entrepreneurs, business coaches, experienced





business mentors, industry experts, funders, academics, and investors/financial institutions. ESOs, in turn, exist within a network of similar organizations throughout the United States and world that are growing in number and constitute a global disability entrepreneurship ecosystem. This allows the ESOs to expand their reach and ability to exchange best practices and examples of excellence with other such organizations.

## What is an ESO?

- An ESO is an organization that supports entrepreneurs with disabilities and/or those working in concert with the disability community remotely or in a hybrid model to solve challenges they have experienced first-hand leveraging the fundamentals of entrepreneurship.
- ESOs support an entrepreneur to examine the root cause of barrier(s) they have faced or have firsthand knowledge of, and to leverage the entrepreneurial approach to removing such barrier(s) through a product design or service. ESOs also help entrepreneurs figure out a clear path to test that the entrepreneur’s product design or service is best designed to solve that problem, and that a customer will be willing to pay for it.
- ESOs may support entrepreneurs as they launch start-ups that are developing new technologies that are scalable, inclusive, accessible, and affordable. ESOs may also support entrepreneurs as they launch MSMEs or sustainable micro, small, or medium size businesses.
- ESOs train entrepreneurs on inclusive and universal design principles, accessibility, and customer experience testing, and take a systematic approach to user-testing, as well as iterative customer and disability community feedback.
- ESOs also provide feedback from business coaches and mentors about revenue models, pricing, business operations like filing for business incorporation status, accessing software, marketing products, banking, and how to raise venture capital or qualify for revenue-based financing, commercial credit, or debt.
- ESOs typically run 2-4 month programs, with systematic selection processes (matching entrepreneurs with an appropriate stage of support), culminating in a “demo day” or opportunity to showcase new companies and entrepreneurs to funders and investors at a culminating event, and they then maintain strong alumni networks among entrepreneurs and continuing education programming, to continue to grow social capital and learnings among participants.
- In addition, ESOs serve as hubs or network connectors for entrepreneurs connecting them to other entrepreneurs, governments, investors, corporations, universities, and the disability community itself, all part of the disability innovation ecosystem.

## V. Critical Ingredients in Supporting Entrepreneurs with Disabilities

The key factor in building a thriving disability entrepreneurial ecosystem is growing the critical alignment of funding, support, and new tools, and a wide breadth of stakeholders to support new business creation. Importantly, it also includes measuring the outcomes of the ecosystem. There are innovative and dynamic ESO programs operating in the United States and serving entrepreneurs across the country through virtual programming. Some examples of ESOs demonstrating these



principles and partnering with grantees in the AoD network include [Remarkable](#), [2Gether-International](#), [Communication Service for the Deaf \(CSD\)](#), [Synergies Work](#), and [Multiple](#).

## **A. Access to Multi-Year Funding for Entrepreneurial Support**

Currently, in the United States, ESOs exist outside the public disability employment service system’s reimbursement structures. Nevertheless, these organizations are non-profit organizations that rely on corporate sponsorship and philanthropy to support new programs and cohorts of entrepreneurs and new businesses. Sustained funding to ESOs can help grow the number of entrepreneurs who receive critical supports in launching new businesses. Thus, ESOs have the ability to serve as “impact multipliers” as they support hundreds of new companies to market. They prepare those companies to become investable, and in turn, to attract further economic development through outside capital investment, grants, loans, or other forms of public and private financial support to the companies. As those companies grow, they serve as critical sources of new jobs and new inclusive products and services in the disability community and the general consumer market.

ESOs also hold a critical alignment between services and outcomes, as most ESOs routinely measure the social impact outcomes created by their support to new businesses and can quantify how their entrepreneurial support interventions are replicable and scalable to more new businesses in the future. In this regard, ESOs are critical infrastructure to broadscale sector building.

In 2023, a report conducted by SmartJob and Village Capital and sponsored by JP Morgan Chase, [Disability Innovation: Empowering the Entrepreneurs Driving Inclusion Around the World](#), evaluated the structure, networks, and performance of leading innovative disability ESOs. The report found that powerful evidence-based frameworks exist to measure the success of ESO programs and to incentivize their continuous improvement. It further found that ESOs in the disability innovation sector have concrete, identified needs for funding to sustain their important work including by helping ESOs to: build out their teams, knowledge, and curriculum, and to conduct additional research and development to pilot innovative new methods of impact measurement, user testing, product design, inclusion, and digital accessibility testing. Accordingly, the entrepreneurial ecosystem will be greatly strengthened by more sources of public and private funding and resources to ESOs in the future. This will in turn improve inflows of investment capital into the sector to grow and scale the sustainability of new businesses.

## **B. Customized Support for Businesses at Various Stages of Maturity**

Many entrepreneurs with disabilities may require support at various inflection points on the continuum of entrepreneurship: just as a business is launching, as it is growing after finding its market niche, or as it is scaling. Many ESOs have the ability to customize curriculum to suit these various phases of development and need for support.

For example, the [Remarkable](#) accelerator program in Boston supports early-stage companies from across the United States, and the world, in its 16-week program. Supported by the Cerebral Palsy Research Alliance, Remarkable hosts a “starter” program for start-ups at the very beginning of their business journey, an accelerator program for those executing go-to-market, and a “scaler” program for start-ups who have found product-market fit and profound understanding of their customers’ needs and are seeking support in scaling their business model. Likewise, in the small



business context, [Synergies Work](#) in Atlanta, Georgia, supports founders with disabilities to create new businesses with its virtual 8-week Igniting Ideas Program, and also supports businesses to grow and scale with its intensive 10-week online business development accelerator, The Blaze Business Accelerator.

As more ESOs are developed, it is important that they continue to gauge where the market needs the most support, wrapping their services around identified existing needs of entrepreneurs.

### C. New Tools

Many ESOs are aided by an ever-widening expansion of new complementary tools to access concrete hard and soft skill development, and to allow people with disabilities to make meaningful choices to enter entrepreneurship and pursue their ideas into businesses.

For example, [Daivergent](#) is a virtual job coaching platform, reimbursable through the VR and Medicaid systems, that provides people with disabilities remote access to skills training and credentialing in information technology, graphic design, customer service, and logistics. It also provides soft skills training and job retention support on its platform through synchronous and asynchronous content. These skill areas and ongoing coaching support are not only relevant to springboarding into many forms of traditional employment but align closely with many of the skills needed to launch a business.

In addition, entrepreneurs now have better access to technology tools that are making running new businesses easier. For example, new inventory, payment processing, marketing, accounting, and project management tools that are affordable and accessible to anyone continue to be increasingly available. Furthermore, new artificial intelligence (AI) tools are making customer service and outreach much easier, as well as content creation.

### D. Stakeholders

ESOs are critical players in building networks of support and powerful social capital around entrepreneurs. Thus, the stakeholder community built around ESOs is an unmistakably powerful tool in business. In part, stakeholders enable such programs to maintain a depth of knowledge and expertise in particular market segments through active participation from business mentors, corporate leaders, academics, research institutions, families, advocacy organizations, and so on.

For example, the [Multiple](#) accelerator in San Francisco, California, has developed a rich and vibrant virtual community of founders who experience neurodiversity, or those who are co-creating and co-designing with them, and has the right supports in place to assist such founders to build strong relationships across mentors, prospective customers, and end-users, to bring their ideas to market. As a result, Multiple has become a highly differentiated repository of information about market trendlines and consumer interests in the neurodiversity community.

Similarly, the [CSD](#) business incubator in Washington, DC has been a powerful support to deaf entrepreneurs and built a broad community-of-interest around its work. It too has accrued specialized knowledge about the deaf technology market and consumer preferences and interests of deaf people in a way that makes it a critical ecosystem partner. CSD is resourced to holistically





support entrepreneurs who are deaf and for whom American Sign Language is their first language in addition to building bridges to corporate partners, mentors, customers, and end-users.

Likewise, [2Gether-International](#), also in Washington, DC, has built a community of founders with disabilities from across a wide spectrum of disability who receive critical virtual support from mentors and allies. Its specialization is leveraging the lived experiences of disability in its founders to enhance product design and a differentiated approach to customer experience. As a result, 2Gether-International has built a large community of interest committed to removing critical barriers confronting founders with any type of disability to owning and scaling a business.

## E. Measuring Outcomes

ESOs have the ability to track and measure the success of their interventions. As this new way of supporting entrepreneurs with disabilities becomes more prolific it is important that funders align their support of ESOs with outcomes. Some measures of the efficacy of ESOs that may be most pertinent to whether they are driving long-term outcomes are do the entrepreneurs/new businesses that matriculate from their programs:

- Access funding during or after the ESO program?
- Create new jobs, including for people with disabilities, by growing their team?
- Bring highly inclusive, affordable, and/or accessible products to market?
- Convey through product design a superior customer experience and UX (user experience) or UI (user interface) features in new technology as a result of systematic user-testing and iterative feedback from the community?
- Sustain their businesses long term in ways that bring about upward mobility through equity ownership, wages, hours, access to new and emerging industries?

## VI. The AoD Network and Disability Entrepreneurship

As the disability entrepreneurship sector continues to expand, there are ways that AoD grantees can support and partner with ESOs.

- **CILs** can partner with ESOs to provide targeted technical assistance and training to entrepreneurs with disabilities who are receiving CIL services. In this regard, ESOs have the potential to serve as critical channels to entrepreneurship for those who live independently with wraparound services and supports, and CILs can reimburse ESOs for playing such a role.
- **DD Councils** that fund Assistive Technology may provide seed grants to ESOs to fund entrepreneurship training cohorts that support the next generation of inclusive and accessible technology solutions, including new assistive technologies built by and with people with disabilities.
- **CILs and DD Councils** can help to channel interested people with disabilities to an ESO, assisting such persons to make an informed choice to apply to an entrepreneurship program and to consider self-employment strategies.



- **UCEDDs** can partner with ESOs to support impact measurement and evaluation—tracking and collecting data about the progress of entrepreneurial companies and the impact of those companies on employment and economic development.
- **P&As** can support raising awareness about viable solutions emerging from ESOs with their client base, including students and workers with disabilities, and can support referring entrepreneurs with disabilities to pro bono legal counsel programs that can support entrepreneurs to create new business structures and forms.

In the coming years, we can expect to see step changes in the number of people with disabilities who express an interest in entrepreneurship. There is a unique opportunity for aligned partners to build strong networks of support around these new and emerging entrepreneurs.

## VII. Looking Toward the Future of Disability Entrepreneurship

In September 2022, [SmartJob](#)—an ecosystem builder and early-stage scout in the disability innovation sector—announced its Commitment to Action at the Clinton Global Initiative: a [Moonshot](#) goal to scale critical support to a global coalition of 10 disability technology accelerators (or ESOs) in 6 countries to grow the disability innovation sector and in turn trigger a flywheel for bringing hundreds of new companies to market each year to close the global disability wealth gap and create broadscale economic development.<sup>11</sup> As the Disability Accelerator Initiative’s Moonshot partners continue their work, it seems clear that their new model for entrepreneurial support is here to stay and has great potential to make measurable changes. The ESO model presents a powerful opportunity to rapidly increase the number of viable businesses led by and with the disability community, and to make materially measurable changes in the economy and labor market participation of people with disabilities.

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<sup>11</sup> See [www.smartjob.net/moonshot](http://www.smartjob.net/moonshot) (SmartJob Moonshot Initiative Partners include: Global Centre for Possibility (New Zealand); CSD SVF (United States); ATS Labs (Canada); Innovate Now (Kenya); Multiple (United States); Remarkable (Australia) & Remarkable (United States); AssisTech Foundation (India); 2Gether-International (United States); Synergies Work (United States)).

