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READY WOMEN CURRICULUM – Module 3: ENTREPRENEURIAL SKILLS FOR WOMEN WITH DISABILITIES

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Module 3: Entrepreneurial skills for women with disabilities

Training Curriculum:

1. Purpose of the training

Because women with disabilities have some problems such as having insufficient investment, insufficient experience, insufficient education especially in terms of entrepreneurship information, men's belief about women's unsuccessful because of their lack of education and experience, lack of role models about women entrepreneurship, lack of entrepreneurship procedure information, patriarchal structure in family, traditional gender roles, responsibilities of children and domestic works, customer's negative ideas to disabled entrepreneur women, lack of career advisor support, they cannot be successful in entrepreneurship. However, we know that because running a successful business provides feelings of success, independence, respectability, and personal development, engaging in entrepreneurial activities have positive impacts on disabled women socially and psychologically.

In the light of this information, this training aims to develop and update 'Entrepreneurial Skills' which are necessary for creating a new job, employment and social area.

2. Keywords and phrases

- ☆ Women with disabilities most involved in the labour market;
- ☆ women prompt to set up a job;
- ☆ New competences;
- ☆ Entrepreneurial skills.

3. Objectives

- ☆ Providing women with disabilities to gain courage for being entrepreneur.
- ☆ Providing women with disabilities to give information about entrepreneurship (bureaucratic process, government supports, financial supports, courses and so on.)
- ☆ Providing women with disabilities to begin to work earn income and attend social life.
- ☆ Providing women with disabilities to be independent and gain self-confidence

4. Learning outcomes

- ☆ 15 women with disabilities had comprehensive information and realized opportunities about entrepreneurship.
- ☆ 15 women with disabilities gained courage for being entrepreneur.
- ☆ 15 women with disabilities put their self actively in work life and professions.



- ☆ 15 women with disabilities earned income, became independent financially and gained self-confidence.
- ☆ 15 women with disabilities attended social life so social inclusion was provided.

5. Course contents

3.1. Recognize and Manage The 'Entrepreneurial Skills'

Main topics: Concept of entrepreneurship, types of entrepreneurship (technic, original, inner, environmentalist, social, digital, commercial and so on). Social and digital entrepreneurship are more suitable for women with disabilities.

3.2. Factors that affect entrepreneurship

Main topics: Affecting individual (be capable of thinking outside the box, having the courage to take the first step and not be averse to risk-taking, not be afraid of responsibility, be optimistic and be aware of opportunities, be self-confident, believe in their own ability to achieve their goals, not fall into self-defeatism (glass ceiling and impostor syndrome), having a strong internal locus of control which refers to how people conceptualize control over their lives, be able to deal with uncertainty successfully, be resistant to stress, have good communication skills and be trustworthy as well as personable because they need to be able to both persuade and motivate others, manage their time properly because of expectations with domestic activities and so on) and societal and other external factors (Instead of simply promoting rote learning, the educational system should help students develop necessary skills as well as their creativity and individual talents; the family and society provide space for them to freely express themselves; entrepreneurship courses should be organized and made available online; careers advisors working with disabled women should receive training and education in the field of entrepreneurship; supportive legal, political and administrative structures about entrepreneurship make easier new enterprise and innovations; bureaucratic procedures should be decreased; disabled people should be supported not only financially, but should also receive support from mentors, lawyers, and accountants to assist with any problems that may arise during the process; amount of grant should be increased according to inflation every year; microfinance system should be developed, there should be a stable economic structure and a competitive business environment and so on) on entrepreneurship.



3.3. Entrepreneurship Conditions in Relevant Country

Main topics: Legislation, bureaucratic process, government supports, taxes, financial supports, courses in private and public sector. These conditions may vary in every country. People will get information about process and realize opportunities for entrepreneurship.

3.4. How to set up or evaluate a new business

Main topics: Learning how to set up a new business, evaluate potential opportunities and risks about a new business with SWOT analyse, conducting market research, searching for rising business and life trends.

3.5. Showing examples of successful entrepreneurship (especially women with disabilities)

Successful women entrepreneurship can give courage to the other women for the first step. These people should be selected in relevant country.

3.6. Test to evaluate progress recorded

First Test on paper (with a total of 30 multiple choice questions), for a total of two hours, aimed at establishing the progress achieved; Test correction peer to peer; open comparison on the result of the course.

6. Learning hours

The training module will last a total of 6 hours (6 phases, each part 60 minutes), is aimed at “Ready Women” for new jobs. Duration of the module can vary and adapt to the learning pace of the women attending the course. However, a minimum of 4 hours of teaching is recommended.

7. Teaching and learning methods

The course can be taught using two teaching methods.

1. Interactive group training

Participants will be able to participate actively in classes through face-to-face training sessions.

Brainstorming, discussion, Teamwork, question-answer technique, icebreaker etc.



2. Online education

It is possible to follow the trainings and complete the modules from the online platform for those who cannot attend the physical courses.

8. Assessment methods

Education satisfaction survey and training evaluation pre-post-test.

9. Resources

Office Package Program; Video projector; Personal Computers; 30 Pens; 30 Pencils; 15 Coloured pens; a Blackboard.

10. References

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- Ministry of Family, Labor and Social Services, Information Guide for the Disabled People, 2019.
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11. ANNEX –SESSION PLANS: (see the annexed table)

<p>Module nº 3 / name: Entrepreneurial skills for women with disabilities</p> <p>Session nº 3.1: Concept of entrepreneurship and types of entrepreneurship Expected duration: from 40 min to 1 hour, appropriate to women needs</p> <p>General Objectives: Providing women with disabilities to gain courage for being entrepreneur.</p> <p>Resources: Classroom should be adequately equipped to achieve the purpose of the training. It must have the appropriate technological means for the teacher: computer with internet connection, Office Package Program; Video projector; Personal Computers; 30 Pens; 30 Pencils; 15 Coloured pens; a Blackboard..</p>
<p>3.1. Concept of entrepreneurship and types of entrepreneurship</p>
<p>Learning outcomes:</p> <p>15 women with disabilities received extensive information about what is entrepreneurship and types of entrepreneurship (social, digital, and so on).</p>
<p>Methods / key points:</p> <ul style="list-style-type: none"> – Interactive/face to face – Online
<p>Activities (time, description in details,...):</p> <ol style="list-style-type: none"> 1) Brainstorming, 2) Discussion, 3) Team work, 4) Question-answer technique, 5) Icebreaker etc.
<p>Assessment:</p> <ol style="list-style-type: none"> 1) Education satisfaction survey 2) Training evaluation pre-post test



Module nº 3 / name: Entrepreneurial skills for women with disabilities

Session nº 3.2: Factors that affect entrepreneurship

Expected duration: from 40 min to 1 hour, appropriate to women needs

General Objectives: Providing women with disabilities to gain courage for being entrepreneur.

Resources: Classroom should be adequately equipped to achieve the purpose of the training. It must have the appropriate technological means for the teacher: computer with internet connection, Office Package Program; Video projector; Personal Computers; 30 Pens; 30 Pencils; 15 Coloured pens; a Blackboard...

3.2. Factors that affect entrepreneurship

Learning outcomes:

15 women with disabilities received extensive information about internal and external factors.

Methods / key points:

- Interactive/face to face
- Online

Activities (time, description in details,...):

- 1) Brainstorming,
- 2) Discussion,
- 3) Team work,
- 4) Question-answer technique,
- 5) Icebreaker etc.

Assessment:

- 1) Education satisfaction survey
- 2) Training evaluation pre-post test



Module nº 3 / name: Entrepreneurial skills for women with disabilities

Session nº 3.3: Factors that affect entrepreneurship

Expected duration: from 40 min to 1 hour, appropriate to women needs

General Objectives: Providing women with disabilities to give information about entrepreneurship (bureaucratic process, government supports, financial supports, courses and so on.)

Providing women with disabilities to begin to work earn income and attend social life.

Resources: Classroom should be adequately equipped to achieve the purpose of the training. It must have the appropriate technological means for the teacher: computer with internet connection, Office Package Program; Video projector; Personal Computers; 30 Pens; 30 Pencils; 15 Coloured pens; a Blackboard...

3.3. Entrepreneurship conditions in relevant countries

Learning outcomes:

15 women with disabilities received extensive information about Legislation, bureaucratic process, government supports, taxes, financial supports, courses in private and public sector in relevant country.

Methods / key points:

- Interactive/face to face
- Online

Activities (time, description in details,...):

- 1) Brainstorming,
- 2) Discussion,
- 3) Team work,
- 4) Question-answer technique,
- 5) Icebreaker etc.

Assessment:

- 1) Education satisfaction survey
- 2) Training evaluation pre-post test



Module nº 3 / name: Entrepreneurial skills for women with disabilities

Session nº 3.4: How to set up or evaluate a new business

Expected duration: from 40 min to 1 hour, appropriate to women needs

General Objectives: Providing women with disabilities to give information about entrepreneurship (bureaucratic process, government supports, financial supports, courses and so on.)

Providing women with disabilities to begin to work earn income and attend social life.

Resources: Classroom should be adequately equipped to achieve the purpose of the training. It must have the appropriate technological means for the teacher: computer with internet connection, Office Package Program; Video projector; Personal Computers; 30 Pens; 30 Pencils; 15 Coloured pens; a Blackboard...

3.4. How to set up or evaluate a new business

Learning outcomes:

15 women with disabilities received extensive information on how to set up a new business, evaluate potential opportunities and risks about a new business with SWOT analysis, conducting market research, searching for rising business and life trends.

Methods / key points:

- Interactive/face to face
- Online

Activities (time, description in details...):

- 1) Brainstorming,
- 2) Discussion,
- 3) Team work,
- 4) Question-answer technique,
- 5) Icebreaker etc.

Assessment:

- 1) Education satisfaction survey
- 2) Training evaluation pre-post test



Module nº 3 / name: Entrepreneurial skills for women with disabilities

Session nº 3.5: Showing examples of successful entrepreneurship

Expected duration: from 40 min to 1 hour, appropriate to women needs

General Objectives: Providing women with disabilities to give information about entrepreneurship (bureaucratic process, government supports, financial supports, courses and so on.)

Providing women with disabilities to begin to work earn income and attend social life.

Resources: Classroom should be adequately equipped to achieve the purpose of the training. It must have the appropriate technological means for the teacher: computer with internet connection, Office Package Program; Video projector; Personal Computers; 30 Pens; 30 Pencils; 15 Coloured pens; a Blackboard...

3.5. Showing examples of successful entrepreneurship

Learning outcomes:

15 women with disabilities received extensive information about former successful entrepreneurs especially women with disabilities

Methods / key points:

- Interactive/face to face
- Online

Activities (time, description in details...):

- 1) Brainstorming,
- 2) Discussion,
- 3) Team work,
- 4) Question-answer technique,
- 5) Icebreaker etc.

Assessment:

- 1) Education satisfaction survey
- 2) Training evaluation pre-post test



Module nº 3 / name: Entrepreneurial skills for women with disabilities

Session nº 3.6: Evaluation of the progress

Expected duration: from 40 min to 1 hour, appropriate to women needs

General Objectives: Providing women with disabilities with skills to be independent and gain self-confidence.

Resources: Classroom should be adequately equipped to achieve the purpose of the training. It must have the appropriate technological means for the teacher: computer with internet connection, Office Package Program; Video projector; Personal Computers; 30 Pens; 30 Pencils; 15 Coloured pens; a Blackboard...

3.6. Evaluation of the progress

Learning outcomes:

15 women with disabilities received extensive information about former successful entrepreneurs especially women with disabilities

Methods / key points:

- Interactive/face to face
- Online

Activities (time, description in details...):

- 1) Brainstorming,
- 2) Discussion,
- 3) Team work,
- 4) Question-answer technique,
- 5) Icebreaker etc.

Assessment:

- 1) Education satisfaction survey
- 2) Training evaluation pre-post test