



SUMMER 2019 | ISSUE 2

NEW HORIZONS...

Expanding to Peel Region Food Service & Hospitality Program at Paramount Fine Foods Centre in Mississauga

COURSES

Brands for Canada
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www.abilitieshub.ca



SELF EMPLOYMENT:

A REALISTIC OPTION FOR PEOPLE WITH LD

By: Kamal Hylton

Companies have invested plenty of time, effort and money into helping employees with learning differences better acclimate to workplace culture. That said, for those in need of something different, joining the typical workforce shouldn't be the only route to career success. The promotion of self-employment as a choice for persons with Learning Differences (also known as "LD") is vitally important in the same way it is for youth, women and people of colour. Abilities Hub believes developing your own unique workplace culture is both realistic and attainable by putting meaningful action to the following three areas: Fostering independence where it is needed, support where it counts and meaningful connections where it matters.

INDEPENDENCE

Building a business from the ground up, especially as a person with LD, can bring with it a feeling of independence that is immeasurably helpful. Two major byproducts of seeing a sustainable business rise from nothing are personal growth and self-confidence, seeing where you've come from with a tangible reminder within your control. Some of the qualities it takes to become a successful entrepreneur, such as high energy and creative spark, have been proven to be mirrored within people diagnosed with attention-deficit/hyperactivity disorder (ADHD). Entrepreneur.com has an article that highlights how some of those qualities can be harnessed and leveraged into running a successful business.

SUPPORT

Finding a mentor and hiring capable personnel are two big steps for anyone considering entrepreneurship, but it is an even bigger consideration for those with LD. The need for a support system, one that is custom built and full of complementary resources and tools, can be the difference between a business going boom or bust. Getting support as an entrepreneur with LD is also much easier now than it was in the past, and even more so than a typical 9 to 5 job. Through automation, delegation and outsourcing, certain aspects of your business can be set to automatic, employees can gain a sense of empowerment through added responsibility and freelance specialists can pick up the rest of the slack. All of this frees up the time, something that can be as valuable as money when building a new venture.

CONNECTIONS

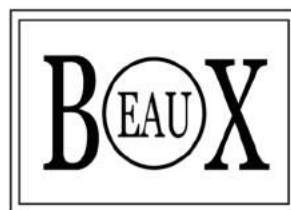
When looking for motivation for how to run a successful business as a person with learning differences, connecting to entrepreneurs that have gone through the same challenges is essential. Two prime examples come from Daymond John and Barbara Corcoran, two regular judges (or "sharks") on the widely successful business show Shark Tank. Both John and Corcoran have been open and honest about their struggles with dyslexia growing up, especially in John's case where in his book *Rise and Grind* he states "Back in the day, there were hardly any resources at all available to kids like me in a school setting, so it was on me to kind of figure it out for myself and work through it."

He has since paid it forward to future generations through his work with Understood, an organization helping children with learning and attention issues. While their battles with dyslexia have been well documented, both have said it taught them adversity and was a driving force behind becoming successful multi-millionaires. These stories on face value may just come off as window dressing for some, but having the true backstory behind a person's struggles and the knowledge that becoming successful on your own terms is possible can be the ultimate difference maker. A little bit of body text Gaining independence, establishing support systems and forming connections in this way will set you up for more success as an entrepreneur than you might have thought possible. Allowing for workplace culture to be built on your terms, putting your learning needs first and guiding the business towards steady growth.



New local Social Enterprise supporting individuals with barriers to employment is now providing a unique business model in the Hillcrest community at the Wychwood Barns. Beaux Box creates re-useable wooden gift boxes with fair trade locally sourced artisanal products. If you have a marketing team or a private event they can support your look and branding by offering customization in colours and content. They create a great residual market value for your particular needs! They can brand for any occasion and it's really gift giving with a Conscience. Their new project is a return to community based values by building a "Welcome Box" featuring local entrepreneurs who want to connect with new customers and reward loyalty. Beaux Box sponsors local not for profit fundraisers like "Out of the Cold" at Holy Blossom temple. Beaux Box works closely with "The Disability Channel" a platform for all things accessibility related. This web channel showcases abilities and is a great platform dedicated to the accessibility community.

For more information please contact Beaux Box at
contact@beauxbox.ca
www.beauxbox.ca



Thinking outside the box 

www.beauxbox.ca

ENABLING THE DISABLED



INDIVIDUALITY

"Every person with a disability is an individual."

- Itzhak Perlman

BEYOND OUR LIMITS

"Once we accept our limits, we go beyond them."

- Albert Einstein



IT'S NATURAL

"Disability is natural. We must stop believing that disabilities keep a person from doing something. Because that's not true. Having a disability doesn't stop me from doing anything."

- Benjamin Snow

VALIANT STALLION

"Each handicap is like a hurdle in a steeplechase, and when you ride up to it, if you throw your heart over, the horse will go along, too."

- Lawrence Bixby



LIGHT IN EXTREMITY

"For me, disability is a way of getting some extremity, some kind of very difficult situation, that throws an interesting light on people."

- Mark Haddon

PERFECTLY BALANCED

"Life is all about balance. Since I have only one leg, I understand that well."

- Sandy Fussell



I had a chance to sit down with Project Manager Stephanie Saberan to discuss the Abilities Ambassador Program. We were talking about her involvement with the program, how it got started and what she hopes to achieve with the program going forward.

The Interviewer:

What was the motivation behind starting this program?

Stephanie Saberan:

I worked with Frank Sroka the Director of Abilities Hub and we did a pilot project with TDC and TDSB with quadruple amputee Unstoppable Tracy as the spokesperson for the TDC Channel and her inspiration was the cornerstone of the idea for continued advocacy for showing youth that anything is possible. The Ambassadors would be sharing their experiences and advocating for abilities much like Unstoppable Tracy. .

T. I. What were some of the challenges that this program helps address?

S. S.

In schools hidden disabilities such as autism show different spectrums of social anxiety; but the real issue for youth with disabilities is that they face all the usual challenges of adolescence but there is a major hurdle of acceptance, isolation, and issues relating to others. The Abilities Ambassador program will help youth face their doubts by hearing from an ambassador who has had a similar experience and who can provide peer support.

T. I. How are the Abilities Ambassadors Chosen?

S. S.

Ambassadors are persons with disabilities chosen from ages 17 and up. Auditions took place for the first 10 people and they are all advocates who want to show everyone that people with disabilities aren't just sitting around collecting ODSP and doing nothing.

T. I. What are your plans for outreach?

S. S.

The first group of Abilities Ambassadors will be showcasing abilities to organizations and schools. Whenever we have the chance to discuss the idea with other associations and social service providers, there has been a need for sensitivity and awareness training so the opportunity to hear from a mentor with lived experience is unique and interesting.

How has developing this project touched you personally?

S. S.

I recall recently at an event when a Mother who had a 7 year old with autism approached me with tears in her eyes and said that what we were doing had given her hope for her son's future. I have also had my own experience with invisible disability and how it feels to be isolated and rejected because of a rare condition.

T. I.

Finally, what sorts of things will an Abilities Ambassador gain from their involvement with the program?

S. S.

The Ambassadors will go through a 4-6 week training course in our office at Wychwood Barns in Toronto. They will gain knowledge of public speaking, dealing with difficult audience members, working in front of a camera, how to present themselves professionally, and how to be effective at communication.

The Abilities Ambassador program brings hope to youth by relating to their abilities through shared experiences and by showcasing abilities. By giving them a mentor that they can relate to youth with disabilities can begin to see their disability in a way that fosters hope for their future.

Many Medical Conditions May Qualify
Up to **\$50,000+**

DISABILITY TAX CREDIT

Ask me why
we are different!

Contact us to INQUIRE Disabilitytaxcredit@owlware.com
DisabilityTaxCreditCanada.com
416-524-1925

NEW SERVICE

EXCITING TIMES FOR EXISTING AND NEW CLIENTS

OWLware Ltd. is excited to announce a new service that we are offering to existing and new clients...**The Disability Tax Credit Service (DTC).**

OWLware has specialized for many years as a training and job placement resource serving the needs of individuals with disabilities. Therefore, it is a natural progression for us to utilize our knowledge and expertise to obtain maximum benefits for **Canadians with disabilities and/or long term medical conditions.**

The term '**disability**' can be a little misleading when it comes to the Disability Tax Credit because **there are many conditions that qualify for the benefit that are considered by many of us to be long term medical conditions, not disabilities.** Be sure to check our website for a list of many of these conditions.
www.disabilitytaxcreditcanada.com

The DTC is a program that helps persons with disabilities/medical conditions or their supporting persons reduce the amount of tax they have to pay. Many who qualify for the DTC may receive a refund from previous tax years paid in a **lump sum payment of up to \$25,000 or more!!**

Continued...





Once qualified for the DTC the **Registered Disability Savings Plan (RDSP)** is available to you. The RDSP offers opportunities for annual grants and bonds from the government to help you build your savings in this tax free account.

We know that **you want someone you can trust** handling your application, someone who cares about you as an individual. **Here at OWLware working with people is our business.**

We have ongoing relationships with Ontario Works, The City of Toronto, The Ontario Disability Support Program and Service Canada who put their trust in us on a regular basis to run programs for and to assist their clients.

We build strong relationships with our clients and will help you to receive the **maximum benefits** you are entitled to for you and your family.

WHY WE ARE DIFFERENT!!

We understand that you have a choice when it comes to choosing a DTC service provider so we want to let you know that the fee of 25% of what we initially recover for you **gets re-invested back into OWLware and all of the employment and training programs that we provide, at no charge, to clients.** If we do not recover any funds for you, there is no fee for the extensive work we have done on your behalf.

So unlike the other providers of this service who simply profit, **at OWLware we make sure the profit portion of these funds helps the next person with a disability, or maybe even you,** to upgrade your skills by attending one of our many training programs or when ready finding meaningful employment. In addition we offer paid internships for many of our training programs.

Do not delay and call us for a **personal, free, easy and no obligation consultation** to determine if you may qualify for the Canada Revenue Agency, Disability Tax Credit. **Don't wait, call April at 416-524-1925.**

Email: disabilitytaxcredit@owlware.com **Website:** disabilitytaxcreditcanada.com

