

- nia care systems. *Journal of Emotional & Behavioral Disorders*, 7, 21-31.
- SRI International. (1997). The National Longitudinal Study. A summary of findings. Menlo Park, CA: SRI International. Retrieved July 13, 2001, from <http://www.sri.com/policy/cehs/publications/dispub/nlts/nltssum.html>
- US Department of Education. (1995). *Seventeenth Annual Report to Congress on the Implementation of the Individuals with Disabilities Education Act*. Washington, DC: US Office of Special Education Programs.
- US Department of Education. (2000). *Annual Report to Congress on the Implementation of the Individuals with Disabilities Act*. Office of Special Education and Rehabilitative Services.
- Yarcheski, A. & Mahon, N. E. (2000). A causal model of depression in early adolescents. *Western Journal of Nursing Research*, 22, 879-895.
- Yarcheski, A., Mahon, N. E., & Yarcheski, T. J., (1997). Alternative models of positive health practices in adolescents. *Nursing Research*, 46, 85-92.
- the Workforce Investment Act and the Maryland Division of Rehabilitation Services.
- Kalisankar Mallik is President of Alliance, Inc. Address correspondence regarding this article to Kalisankar Mallik, Alliance, Inc., 7701 Wise Avenue, Baltimore, MD, 21222. Electronic mail may be sent to [kmallik@allianceinc.org](mailto:kmallik@allianceinc.org).

## Acknowledgements

The authors thank Renee Toppin for her valuable assistance in gathering data. The authors acknowledge the cooperation and collaboration of the Baltimore County Public School System. The authors also appreciate the partial funding for the program provided by the Baltimore County Office of Employment and Training under

## Book Review

Colleen Foley, Guest Reviewer

### A Review of Alice Weiss Doyel's *No More Job Interviews: Self-Employment Strategies for People with Disabilities*

Alice Weiss Doyel's *No More Job Interviews* is a comprehensive discussion of self-employment for people with disabilities and the role human services organizations can play in promoting this phenomenon. Employing detailed case studies of her own and other successful businesses, Doyel demolishes a host of myths and misconceptions about self-employment for people with disabilities. Then she sets about replacing them with useful strategies for developing the needed natural supports. Further, each of the book's four case studies are supported by three subsequent chapters that focus on myths, realities, and strategies for overcoming the challenges faced by

entrepreneurs with disabilities. By chapter nine Doyel is supplying a model showing human services and government agencies how to become rich resources and how to expand upon current opportunities for people with disabilities.

Alone in the annals of books on business development for people with disabilities, *No More Job Interviews* tackles the complex issues that disabled entrepreneurs face. It is important to note, however, that Doyel's stated intentions and her resulting conclusions do not paint a bleak picture. Rather, this book is a colorful and insightful read which positions arguments squarely under the umbrella of the marketplace, circa 2000. In fact, reading much like a speech, *No More Job Interviews* provides useful data as well as subtle and sophisticated arguments for implementing change.

For example, with over 20 million people in home-based

businesses in the United States, and over 40% of all new jobs depending on enterprises employing between one and five people, Doyel's argument for increasing supports for people with disabilities who want to be self-employed is not an inferential leap. This argument is standing on the firm ground of recent employment statistics. Combining information from the 1990 census, which showed

**Employing detailed case studies of her own and other successful businesses, Doyel demolishes a host of myths and misconceptions about self-employment for people with disabilities.**

people with disabilities as having higher rates of self-employment than people without disabilities (12.2% vs 7.8%), with historical data indicating that entrepreneurs with disabilities have always played a substan-

tial role in economic development, Doyel's book gives organizations like the Division of Vocational Rehabilitation a rationale for changing their approach to employment options for the disabled.

So how does Doyel propose that human service providers

---

**. . . She argues entrepreneurial training programs need to be offered in addition to current services and that they ought to be offered in a step-by-step fashion.**

---

better facilitate their disabled clients' desires to be self-employed? First, organizations can stop looking at self-employment as a last option for people with disabilities. Once this perception is changed, human service organizations will be better able to provide full-service self-employment programs. This may entail a change in the training of human services personnel and, once a full-service program is established, it would include a wider range of training opportunities for staff and clients.

The kinds of training Doyel suggests would include: business training, business plan development, specific skills training and education, assistance in obtaining financial resources, direct financial assistance, and professional business coaching and mentorship programs. Moreover, she argues entrepreneurial training programs need to be offered in addition to current services and that they ought to be offered in a step-by-step fashion.

Second, she advocates for a replacing traditional predictive vocational evaluations with methods that allow people who are interested in self-employment to determine on their own if they can create a feasible business concept and business plan. Then providers can offer help in

assessing the necessary accommodations and support systems to overcome the limitations caused by the disability.

Third, providers can help their clients in seeking out other entrepreneurs. Making connections and finding mentors from the business community is often a first step in learning as well as garnering support for business start-up activities. Doyel emphasizes the importance of teaching the things that spell success for all entrepreneurs. A workable training plan is physically and cognitively accessible for persons with disabilities and must be directed toward understanding what the business community requires of an entrepreneur.

Fourth, agencies and clients need to be proactive but nobody needs to do it alone. If collaboration is crucially important to the individual, it is equally important to the human services agency. A single human services agency may not be able to provide all the needed components

---

**Fourth, agencies and clients need to be proactive but nobody needs to do it alone. If collaboration is crucially important to the individual, it is equally important to the human services agency.**

---

but an agency can collaborate with other agencies to direct clients to a wider range of supports and services. Doyel points to examples of collaborative efforts that do work when human service agencies seek partners with wide ranging and diverse missions. While it may prove fruitful to partner with organizations that include people with disabilities in their mission, it may be equally important to partner with organizations that are more concerned with free-market enterprise than with whether or not the business owner can see,

hear, walk, drive a car, or type 50 words a minute.

*No More Job Interviews* is an ideal text for anyone interested in self-employment for disabled people. It is aimed at people with disabilities but is equally useful for the reader who is a teacher, a trainer, a provider of employment services or a human services program manager. Doyel attempted to expand our definitions of self-employment but in writing this book she has expanded the definitions of supported employment, natural business supports, and self-determination. It is a must-read for people with disabilities and anyone who supports to them.

Available from Training Resource Network, Inc., PO Box 439, St. Augustine, FL 32085-0439; Toll Free: (866) 823-9800; Fax: (904) 823-3554; website: [www.trninc.com](http://www.trninc.com); e-mail: [customerservice@trninc.com](mailto:customerservice@trninc.com).

Ordering Information:  
ISBN 1-883302-36-6  
Paperback, 183 pages, \$29.95

Colleen Foley is an Assistant Researcher at the University of Wisconsin-Madison Center on Education and Work. Correspondence regarding this review may be sent to Colleen Foley, 964 Educational Sciences, 1025 W. Johnson, Madison, WI 53706. Electronic mail may be sent to [cfoley@education.wisc.edu](mailto:cfoley@education.wisc.edu)