

**EVALUATION OF ENTREPRENEURSHIP EVENT FOR
DISABLED PEOPLE**



**COMPILED BY IDEAS IN PARTNERSHIP
DECEMBER 2003**

Background

The Entrepreneurship Event for Disabled People was an event run jointly by The Scottish Executive, Scottish Enterprise and Careers Scotland as part of The European Year of Disabled People.

People with disabilities make up a large proportion of Scotland's working age population, with 26% having a long standing illness, health problem or disability (Scottish Executive 2002), but continuing to form a large part of the population who are socially and economically excluded. Unemployment rates for people with disabilities remain high – entrepreneurship offers an important route into economic activity.

Careers Scotland launched the Get into Enterprise initiative in November 1999 and this has attracted many organisations whose clients have a disability. An interim evaluation of the initiative has highlighted the positive benefits of the enterprise experience. Evidence from America suggests that the entrepreneur with disabilities is at least as successful as the entrepreneur with no disabilities.

Scottish Enterprise and Careers Scotland are addressing the need to promote self-employment as a real option for people with disabilities. The high profile event on the 20th November was a platform to demonstrate their commitment and support for enterprise for all people in Scotland with a disability.

The event featured keynote speakers and was opened by the Rt. Hon. Jim Wallace QC MSP, Deputy First Minister and Minister for Enterprise and Lifelong Learning.

The full agenda can be seen in **(Appendix 1)**.



A number of barriers had been highlighted at a series of Focus Groups and these barriers were addressed at the event in a series of workshops. The workshop topics were as follows:-

- Motivation
- Eureka (Get Into Enterprise)
- Working from Home
- Networking
- Finance
- How Can We Help (Business Gateway)

There were also a number of stands which gave out more information. A full list of all the workshops and participating standholders can be found in **(Appendix 2)**.

Timing and Venue

The event was held on the 20th November 2003 at The Scottish Exhibition and Conference Centre in Glasgow and was open from 9.00 a.m. – 4.00 p.m.

Sample and Methodology of Evaluation

A questionnaire was designed **(Appendix 3)** and handed out to everyone before they reconvened in the main auditorium, in the afternoon. Trained researchers were also on hand to help people complete the questionnaire.

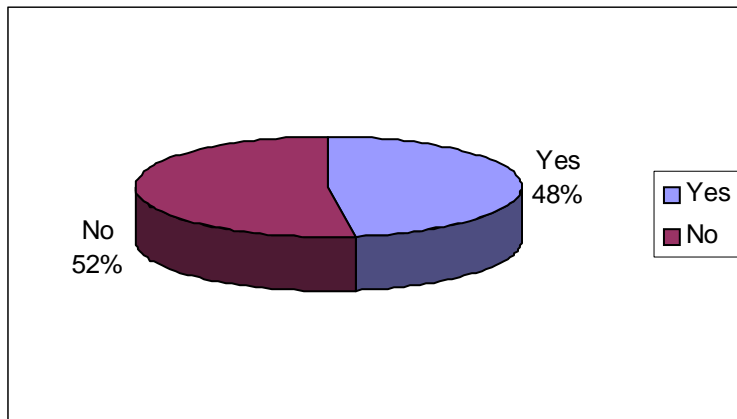
170 completed questionnaires were returned and the following evaluation highlights the key results of the collated questionnaires.

Attendees

The total number of attendees on the day was 450 which exceeded the original target of 300 by some way, indicative we feel of the uniqueness of the event, the interest from individuals and the content of the event.



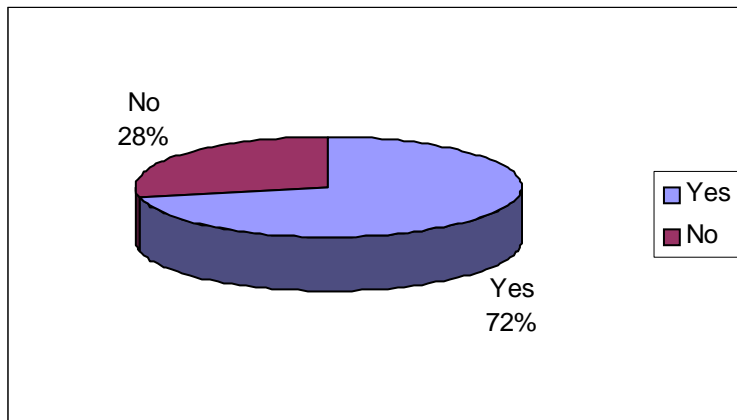
Question 1 – Have you, or are you accompanying someone who has a disability?



The responses to this highlights that the targeting for the conference worked well in that just less than 50% of the total attendees were themselves disabled. This is an excellent result as there had been a worry that the event may have attracted organisations that helped disabled people and not the individuals themselves. A number of people had to leave before the end due to travel arrangements and a great number of them had specially arranged transport or were from 'special needs' schools and organisations so we feel that this 48% is representative of the total sample.



Question 2 – Are you representing an organisation that actively works with disabled people?



72% of the respondents were affiliated to organisations that work with the disabled.

This pie chart shows that a great number of the organisations set up to help disabled people are run by people themselves who are disabled.

This could also reflect the difficulty that some people have obtaining jobs, in a society which still discriminates to a certain degree against those with disabilities.

Julie Fernandez told the audience that she had completed 450 letters before anyone gave her an opportunity.

It also highlights how important an event like this is to show, by example how disabled people are as capable as the next person of holding down responsible positions, and further more highlighting the option of self-employment as being one that is perhaps easier to get into for some people than being employed.



Question 3- Town of Residence

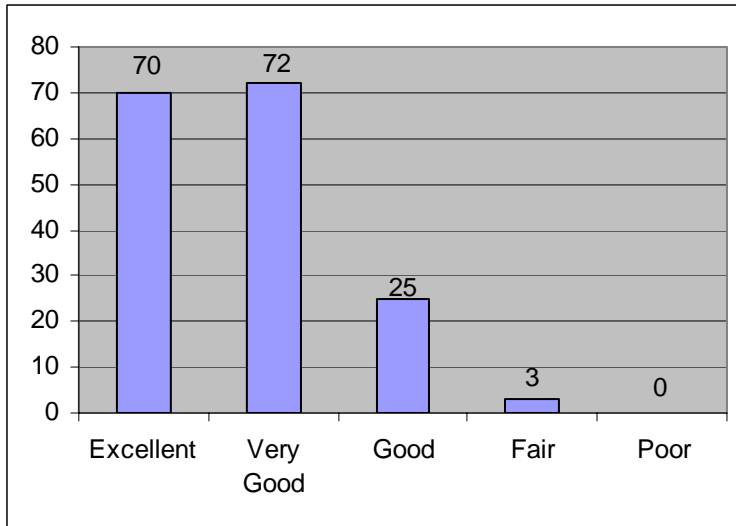
Aberdeen	2
Airdrie	1
Arbroath	2
Ardrossan	1
Argyllshire	1
Ayr	5
Ayrshire	1
Banff	1
Bishopbriggs	1
Blairgowrie	1
Buckinghamshire	1
Castle Douglas	1
Coatbridge	8
Couper Angus	1
Crieff	1
Crossford	1
Cumbernauld	1
Dalgety Bay	1
Darvel	1
Dumbarton	1
Dumfries	1
Dundee	3
East Whitburn	1
Edinburgh	13
Elgin	1
Falkirk	1
Forfar	1
Gallashiels	1
Glasgow	45
Glenrothes	3
Grangemouth	2
Hawick	1
Irvine	1
Johnstone	1
Kilmarnock	1
Lanark	1
Larkhall	1
Lenzie	1
Linlithgow	1
Livingstone	1
Lochgilphead	4
London	2
Milton Keynes	1
Montrose	1
Motherwell	2
Newarthill	1
Newtonmearns	1
Paisley	7
Perth	2
Prestwick	2
Renfrew	3
St. Fergus, Peterhead	1

Stirling	3
Strathhaven	1
Troon	2
Turriff	1
West Kilbride	1
Wishaw	2
Not stated	20

Question 3 shows the geographical spread of those attending the event, but highlights that the majority of delegates came from around the Glasgow region. In order to ensure more attendees from outwith the central belt it will be important to consider having similar events in other regions in the future.



Question 4 – What did you feel about the organisation of the event?

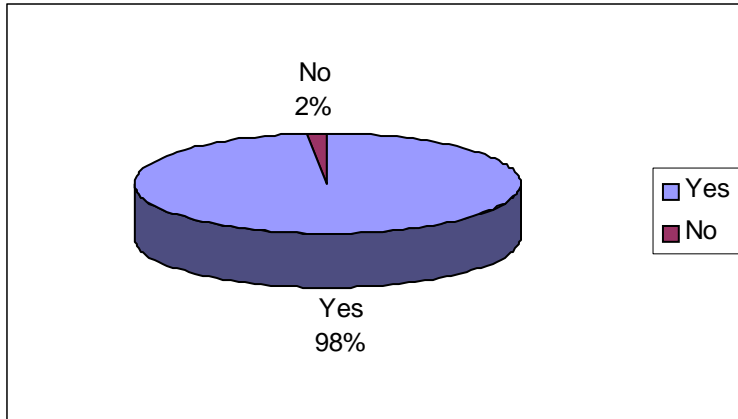


To organise any large event takes a considerable effort behind the scenes, but to organise one to cater for disabled people had even more issues to consider. Any event can always be improved but the above result whereby 98% of the delegates thought the event was good to excellent should be seen as an endorsement.



Question 5 – Did you feel the venue was appropriate?

Again this pie chart speaks for itself and would indicate that the SECC should be used again for future events.

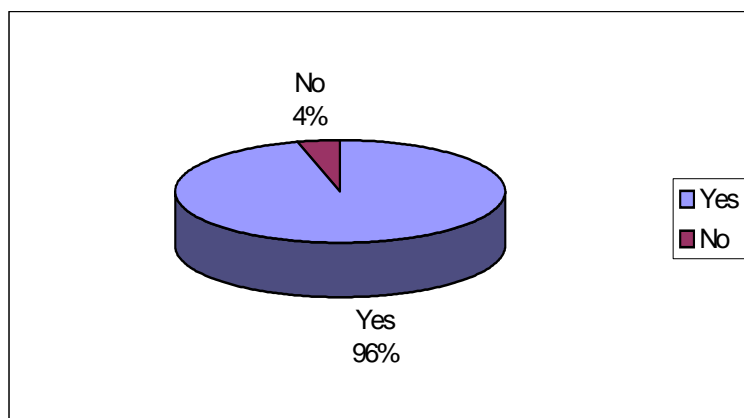


Question 6 – How did you rate the catering for the event?



The lunch bag option was chosen to allow for people not to have to queue and to ensure that everyone was served quickly. The results above show it was deemed to be fit for purpose and served everyone's needs adequately.

Question 7 – Do you feel we provided enough facilities and support for disabled people at the conference?



This was the largest challenge for the conference organisers and they should be heartened by the above result as it showed that in most cases they seemed to satisfy all types of disability and provide material in different formats. The types of extras that were provided on the day were as follows:-

- Specially trained guides and helpers at every access point.
- Guides meeting people at railway station and escorting them to venue.
- Specially arranged taxis.
- Care assistants and nurses.
- Lip speakers.
- Signers.
- Speed to text facilities.
- Induction loops in auditorium and all workshops.
- Mobile induction loop at reception.
- Delegate packs produced in Braille, CD, audio disc and large print.
- Removal of seats for wheelchairs in prime position in auditorium.
- Mobility lift.
- Special lighting.
- Recreation and feeding area for guide dogs.

It should be noted that all these aids were provided by Ideas In Partnership and not the SECC after consultation with all lead disability organisations.

Question 8 – In the morning session we heard from a number of speakers, have you any comments to make about the speakers?

An interesting point to note is that the positive comments stretch to 4 pages, the negative comments to not even half a page!!

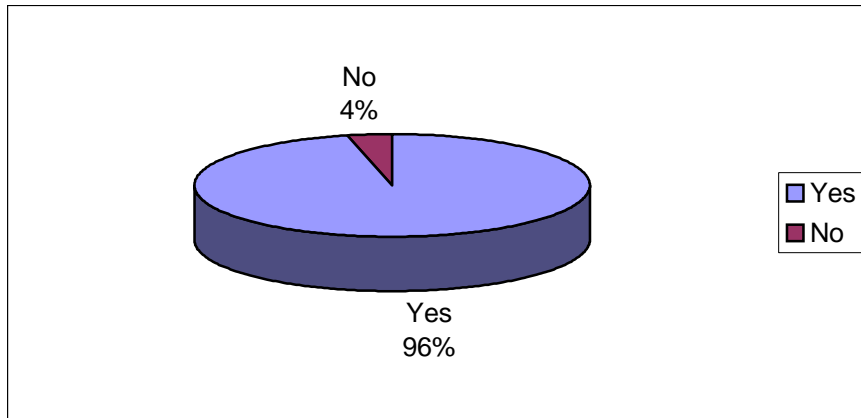
<u>Positive Comments</u>	<u>Negatives</u>	<u>To consider in future</u>
Very informative and encouraging.		Preference to hear from entrepreneurs. A question and answer session would have been good.
Great range of speakers. Enjoyed listening to them.	Politicians are being political as usual.	Would have liked to have heard from young business person who was Scottish.
The entrepreneurs were the best.	Too much speech, more graphical images.	More visual presentation.
Excellent – inspirational and motivating.	Missed the beginning because of traffic. (A number of people made this point).	It would have had more impact if had speakers with communicational impairments/cerebral palsy – articulations?
Good balance.	The speakers should have been kept to time.	Would be good to hear more positive stories about people with learning disabilities (if there are any).
Great	MSP “I want to listen” then leaves again after talking!!!	
They hit the mark/good balance/particularly liked Stuart Ross.	A little too long.	
Really enjoyed listening to them.	All general. More specific examples should have been used.	
Excellent – inspiring, they made me feel at home as I have a spinal injury.		
Excellent – inspiring.		
Very inspirational.		
Motivational.		
Great		
Speakers and presentations excellent. It’s important that MSP’s not only speak, but also listen. It was inspirational.		
Very good.		
All good but really enjoyed Julie Fernandez.		
All speakers very good.		
Speakers were excellent.		
Excellent		
Speakers were very motivational.		
Very good.		
Excellent/good presentation.		
Excellent speakers.		

<u>Positive Comments</u>	<u>Negatives</u>	<u>To consider in future</u>
Found all speakers informative and inspirational.		
Very informative and well delivered.		
Good mix of speakers all of whom were of interest. Well done!		
All excellent speakers as were the speeches.		
All very good.		
Genuine, human, natural and made me feel privileged to be there.		
Very powerful experienced entrepreneurs.		
Inspiring.		
Excellent, honest and empowering.		
Very good		
Very good		
Interesting to hear that all the speakers were down to earth with some experiences and pitfalls as everyone else.		
Excellent		
They were very inspiring covering personal experiences and having Jim Wallace was very good. Shereen was an excellent compare.		
Jim was great while Julie Fernandez was fab.		
Very eloquent.		
Good content.		
Very good		
Excellent		
Excellent hearing from disabled people who were established in business. Very impressed by video and really impressed by Stuart Ross.		
Each of the disabled speakers who have overcome diversity gave food for thought.		
They were all very interesting and informative and encouraging.		
All very good.		
All good, could have listened for longer.		
Very good.		
It was good to hear real life stories.		
Excellent.		
3 speakers talking about their own experiences was inspiring.		
They stated useful points.		
Very inspirational.		
Inspiring, motivational, hit the mark.		
Great.		
The speakers were so positive, passionate and motivated. Each brought their won feelings and areas of disability, which put one at ease right away – well done!		
All very different – individual styles – good to hear different personal experiences.		
Mr Ross was great – overcoming barriers with determination.		

<u>Positive Comments</u>	<u>Negatives</u>	<u>To consider in future</u>
Inspirational.		
Excellent, inspiring, pertinent.		
I liked Jim Adamson's video footage and the endorsement from the rep's from gov and SE – thought Julie was a star.		
All were excellent.		
Very inspirational and enjoyable.		
Very good.		
Excellent speakers.		
All were excellent. Jim Wallace was very appropriate and added much needed creditability to the event.		
Excellent.		
Very well presented. From the heart.		
Good, interesting, variation of stories.		
Excellent.		
Very motivating.		
Jim Adamson, Stuart Ross and Julie Fernandez – practical situations were motivating and inspirational.		
Interesting and motivational.		
The speakers tended to be more media led.		
They were all very good, thought provoking and inspiring.		
The poignancy of the moment when the Stuart Ross thanked his wife was the most thought provoking moment of the day and fabulous theatre for this sincerity and dignity.		
Very good.		
Enjoyed all the speakers.		
Enjoyed all the speakers.		
Inspiration and pragmatic.		
Presentations were inspiring.		
Excellent.		
Very well presented getting to the point very effectively.		
This was very inspiring and I think hearing the stories gives me a better belief people have the ability to be what they want to be.		
Excellent – very inspiring.		
All very good.		
Speakers were excellent.		
Succinct.		
All speakers were excellent.		
Hearing from already established entrepreneurs was very inspiring and motivating.		
Jim Adamson's presentation was truly inspirational, as was Stuart Ross. It's fabulous to see such amazing success stories – Julie was also very encouraging, enthusiastic and knowledgeable.		

<u>Positive Comments</u>	<u>Negatives</u>	<u>To consider in future</u>
All very inspiring.		
Good speakers.		
Excellent, enjoyable and appropriate.		
Very interesting stories – motivating for anyone thinking of starting their own business.		
Very good.		
They were great. Very interesting and enjoyable. Although I am not setting up a business the content was motivational. Excellent.		
Very interesting – very inspirational.		
All 3 of the speakers were excellent.		
All excellent.		
Excellent quality of speakers. Obviously very knowledgeable in their respective areas.		
Good.		
Well worth the long day.		
I am going to start my own business – if they can do it, so can I.		
Great.		
It made me see what I could do. I'm going to start my business now, even though I'm deaf.		
The best I have heard.		
Brilliant!		
The speakers were all good.		
Speakers were excellent.		
Speakers were excellent.		
All excellent.		
Good		
Very inspirational.		
All first class. Very impressive and interesting.		
Inspirational.		
All very good, inspirational and motivational and their talk, for me, was pitched at the right level.		
Julie was very good.		
Entrepreneurs were very inspiring. Main messages – don't give up, it's hard work, believe in your product/service, have fun and be determined.		
Very good.		
Excellent.		
Inspirational speakers with valuable information.		
I liked afternoon the best.		
Personal experiences interesting.		

Question 9 – Did you visit the stands?



It was good to see that most people took the time to wander round the stands, as everyone had given up their time free.





Question 10 – Workshop rating

	Poor	Fair	Good	Very Good	Excellent
	1	2	3	4	5
Eureka! (Get Into Enterprise)	3	3	13	29	20
Motivation	4	5	23	20	27
Moving Into Business (Money Matters)	5	10	22	22	11
Working From Home	0	3	6	26	18
How Can We Help? (Business Gateway)	2	4	18	23	17
Making Contacts (Networking)	2	3	27	24	24

The workshops were again, in nearly all cases well received and the workshop facilitators should be congratulated as they had a very difficult task to try and 'interest' all the people who attended as they were all from varying backgrounds, ages, gender and had different disabilities. It is probably not unusual to find that the motivation workshop scored highest because of its subject matter and the Bank probably had the most difficult time making a relatively dry subject interesting, but overall the vast majority of attendees were clearly satisfied with what they heard.



Question 11 – Do you have any other comments about the conference?

This question was a good benchmark of the day as very often people just leave blanks but the majority of people took the time after a very long day to articulate their thoughts.

Most people were extremely satisfied and felt that they had enjoyed the whole day, and for some this was their first experience of something like this. A number had felt that they wouldn't be able to attend for the whole day as they had feared it would be too tiring but had been so motivated that they were amazed by their own stamina. The majority said they had been inspired by the speakers and motivated and uplifted by their fellow delegates.

A number commented on how the day had made them feel 'mainstream' as so many people were disabled and for once they didn't feel outnumbered. The majority stated that they had never been to an event where the speakers were disabled and some commented on the photographer being in a wheelchair and the BBC Journalist being blind, all these things they said showed the level of thought that had gone into the organising of the event and must be commended.

Some people had been worried before attending the conference that it would be a "Poor Me" event and were delighted that it was about business first and foremost with a disability slant and they felt this was just the right mix.

People said that they were definitely going to give Business Start Up some serious thought and others said they had run out of business cards. The amount of networking done was great and a number of partnerships had been formed.

A number of people said that they felt a large amount of people didn't know about it and once word spread there would be a call to do it again. A number felt it should have been advertised nationally but accepted that the numbers then would have been well into the thousands and this would have been an administrative and logistical nightmare.

20% of people said that it could have started later as there were a number of traffic problems, special buses could have been organised and several felt it should have been run over 2 days. 10% said they would have been willing to pay as they had enjoyed it so much.

One gentleman said that everyone he had spoken to said they would come again. It was mentioned that it was more than a conference, but a great networking opportunity and an event that recharged everyone's batteries.

Some of the wheelchair users felt the floor was a bit uneven and it was sometimes difficult to negotiate, so this would need to be looked into for future events.

The workshops should have been detailed a little bit more, but these people did acknowledge that they had not looked at the Requirement Forms that were sent to them prior to the event and a number of other people only turned up on the day.

The auditorium, particularly in the afternoon was felt to be cold and some people were annoyed at the door being opened up constantly.

It was felt that coffee should have been provided in the morning. Shereen Nanjiani announcing that there was some available only added to the confusion.

The workshops could have been more interactive and there should have been more time given over to questions and answers.

The staff were seen to be very helpful and the general consensus was that this event should be run again.

The whole event was a learning curve and lessons have been learned for future events, but the fact that most people would come again, speaks volumes about the success of the event. The following are comments that people made and highlight extremely well some of the points made:-

“Could have stayed longer, I thought the day would be too long for me as I have cerebral palsy, but I felt extremely motivated from start to finish and I loved meeting people.”

“Bloody brilliant, it was just the right balance, exchanged all my business cards, please make it an annual event.”

“Could have been for two days, I will come again and so will everyone I spoke to.”

“I will relive the experience for a long time, I have felt “normal” today, please have another.”

“Eye opening and motivational event.”

“It was worth getting up at 5 a.m.”

“Excellent conference, the next step will be mine.”

“I will start a business, the day has made me more determined – I can do it and now I know there are people to help me.”

Recommendations

- Learn from experiences learned.
- Advertise the event more.
- Run over several days.
- Run in different geographical areas.
- Provide a coffee break in morning.
- Start later to allow for traffic problems.
- Organise more special transport.
- Give more detailed information about workshops prior to event.
- Allow for more interaction in workshops.
- Make time for Question and Answer session from platform.
- Ensure that people with learning difficulties are also given examples of successful business opportunities.
- **Ensure that it is run again!!**

APPENDIX 1

Entrepreneurship Event for Disabled People

Thursday 20th November 2003

SECC, Glasgow

A G E N D A

- 09.00 a.m. – 10.00 a.m. Registration and coffee
- 10.00 a.m. Shereen Nanjiani, Scottish Television
- 10.15 a.m. Rt. Hon. Jim Wallace, QC, MSP,
Deputy First Minister and Minister for
Enterprise and Lifelong Learning
- 10.30 a.m. Charlie Woods,
Senior Director, Scottish Enterprise
- 10.40 a.m. – 11.00 a.m. Jim Adamson,
Speakeasy Productions
- 11.00 a.m. – 11.15 a.m. Stuart Ross,
Ross International
- 11.15 a.m. – 11.30 a.m. Julie Fernandez, BBC Television
actress and Disability Rights
Campaigner
- 11.30 a.m. – 11.45 a.m. *Comfort Break and Networking***
- 11.45 a.m. - 12.30 p.m. Workshop 1

12.30 p.m. – 1.30 p.m. **Lunch and Networking**

1.30 p.m. – 2.15 p.m. Workshop 2

2.25 p.m. – 3.10 p.m. Workshop 3

**Delegates are requested to return to main auditorium by
3.25 p.m.**

3.25 p.m. – 3.35 p.m. Julie Fernandez

3.35 p.m. – 3.40 p.m. Message from Simon Weston

3.40 p.m. Closing Remarks
Scott Skinner, Equal Opportunities
Manager, Scottish Enterprise

3.45 p.m. **Networking Session**

APPENDIX 2

WORKSHOPS

Moving Into Business Money Matters

Obtaining finance is a key priority when starting your own business. At this workshop, experienced Business Banking Managers from The Royal Bank of Scotland will take you through the key factors to consider when getting finance for your business. There will be a Question and Answer session where the Bank will be joined by an expert on disability benefits.

Further Information

Web Site: www.rbs.co.uk or
visit your local branch.

How Can We Help? (Business Gateway)

The Business Gateway is here to help you get started in business. This workshop will give a short description of the services of the Business Gateway and how they can benefit budding entrepreneurs and existing business owners.

This will be followed with a question and answer session, hosted by a panel of expert business advisers and an entrepreneur who has worked through disabilities to succeed in business.

Jim O'Connor is the Business Gateway Manager in Glasgow.

Further Information

Business Gateway

Telephone: 0845 609 6611
Web Site: www.bgateway.com

Motivation

In starting a business it is important to seek the right help and to have a great idea, but the most important factors of all are self-confidence and motivation. Most people when they start a business do so on their own. They have to multi-task, work long hours and encounter various challenges. How they address these challenges is the key to success. Self belief is the corner stone for success. This workshop run by Fraser Stewart and Kerr Nicoll will motivate you and never allow you to take no for an answer.

Fraser Stewart, Sound Barrier Productions who is profoundly deaf, decided to set up his business because he felt frustrated by the lack of opportunity for deaf and hearing impaired people within the film industry.

Sound Barrier Productions sets up courses in script writing and radio production training for deaf and hearing impaired people who want to go into the media industry. The company also works with organisations such as the National Deaf Children's Society to run courses in story writing and drama, to give youngsters another means of communication through oral and signing methods.

Kerr Nicoll will be covering various excerpts from "The Ultimate You" by Watt Nicoll.

Kerr is recognised not only as a leading authority on survival mental preparation techniques but also as a dynamic motivational speaker. His corporate clients include the NHS, SFA, BP, Inland Revenue, Lloyds TSB, Fulham Football Club Academy, Scottish Enterprise and Everton FC etc.

Further Information

Fraser Stuart, Sound Barrier Productions

Telephone: 0131 3460814
Mobile Phone: 07740 678337
E-mail: stewart_fc@hotmail.com

Kerr Nicoll

Telephone: 01560 600222
E-mail: kerr@wattnicoll.fsnet.co.uk
Web Site: www.wattnicoll.com

Eureka! (Get Into Enterprise)

Get into Enterprise is a pack of 12 modules designed to develop the enterprise skills in people of all ages and backgrounds. The programme is widely used throughout Scotland in community groups, colleges and schools. It is also available online on www.getintoenterprise.com

The Get Into Enterprise workshop looks at an activity in the Finding Ideas and Resources module and highlights 10 simple ways to generate a business idea and highlight the importance of innovation and continual development in business.

Further Information

Betty Orr, Careers Scotland

Telephone: 0141 228 2073
E-Mail: betty.orr@scotent.co.uk
Web Site: www.getintoenterprise.com

Making Contacts (Networking)

Networking is another major issue in setting up a business. Nigel Bryant and Adrian Thompson of the Disabled Entrepreneurs Network and Brian Catchpoole, a freelance IT consultant will lead this workshop. The workshop will look at the reality of networking and consider how effective use can be made of contacts. There will be an opportunity to look at the recently launched DEN in Scotland and listen to a personal account of networking and its benefits.

The Disabled Entrepreneurs Network (DEN) was a project initially funded by the DTI Phoenix Fund, in England and Wales. DEN was set up to provide networking opportunities among self-employed disabled people and those setting up and running their own small businesses. The Network has now been expanded to include Scotland.

Further Information

Web Sites: www.disabled-entrepreneurs.net
www.bgateway.com

Working from Home

Working from home is another key issue for the entrepreneur. There has been a marked increase in the number of people choosing to work from home on a part-time or full-time basis as they strive to improve their 'work-life balance'.

The workshop, led by Brian Higton, Cygnet Solutions will examine the current extent of home working in the UK, look at the drivers which are causing an upsurge in interest in working from home and identify the opportunities that this trend offers for disabled people.

The role that technology is able to play in supporting home working generally, and disabled people in particular, will be considered.

The workshop will also explore both the benefits and barriers to working from home drawing on case studies from home workers with disabilities.

Delegates at the workshop will have an opportunity to share their own experiences in working from home and to identify any impediments that prevent them working from home.

The workshop aims to make delegates aware of the benefits that home working can offer, to provide practical advice to those thinking of working from home and to signpost sources of help and information.

Further Information

Brian Higton or Suzanne Flynn

Cygnets Solutions

Telephone 01560 323444

Email: info@cygnets.co.uk

Web Site: www.cygnets.co.uk

STANDHOLDERS DETAILS

Stand Numbers	Company
No.1	Careers Scotland
No.2	Business Gateway
No.3	Business Gateway
No.4	Get Into Enterprise
No.5	The Royal Bank of Scotland
No.6	Social Firms Scotland
No.7	Social Firms Scotland Coach House Trust
No.8	The Cygnet Group
No.9	PSYBT
No.10	Shell Live Wire
No.11	Bikedisc UK
No.12	Centre for Enterprise
No.13	Ross International
No.14	Job Centre Plus
No.15	Disability Rights Commission
No.16	B.T.
No.17	Business Mentoring
No.18	Leonard Cheshire
No.19	Biggart Baillie
No.20	Broker Scotland
No.21	Smith, Scott, Mullan Associates
No.22	European Information Centre
No.23 - No table	Disability World

APPENDIX 3

Entrepreneurship Event for Disabled People

Evaluation

We would appreciate it if you could take a few minutes to complete this evaluation form as it will help us plan for future events.

Question 1

Have you, or are you accompanying someone who has a disability?

Yes No

Question 2

Are you representing an organisation that actively works with disabled people?

Yes No

Question 3

As this is a national conference we would be interested in knowing where people have come from. Could you please put down your town of residence (for e.g. Dundee)

Question 4

What did you feel about the organisation of the event? (please circle one answer).

Excellent Very Good Good Fair Poor

Question 5

Did you feel the venue was appropriate?

Yes

No

Question 6

How did you rate the catering for the event? (please circle one answer)

Excellent

Very Good

Good

Fair

Poor

Question 7

Do you feel we provided enough facilities and support for disabled people at the conference?

Yes

No

Question 8

In the morning session we heard from a number of speakers, have you any comments to make about the speakers?

Question 9

Did you visit the stands?

Yes

No

Question 10

Throughout the day you were given the chance to visit 3 workshops. Could you please rate the ones you attended on a scale of 1 to 5 where 5 is excellent and 1 is poor. (Please ✓ the most appropriate score).

	1	2	3	4	5
Eureka! (Get Into Enterprise)					
Motivation					
Moving Into Business (Money Matters)					
Working from Home					
How Can We Help? (Business Gateway)					
Making Contacts (Networking)					

Question 11

Do you have any other comments about the conference?

THANK YOU FOR YOUR TIME