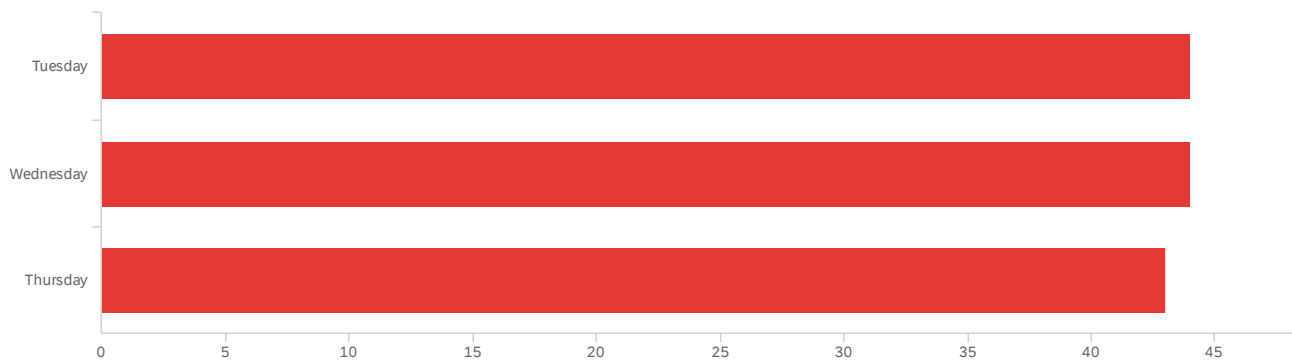


Default Report

2023 National SBEAP Annual Training Evaluation

April 5, 2023 7:31 AM MDT

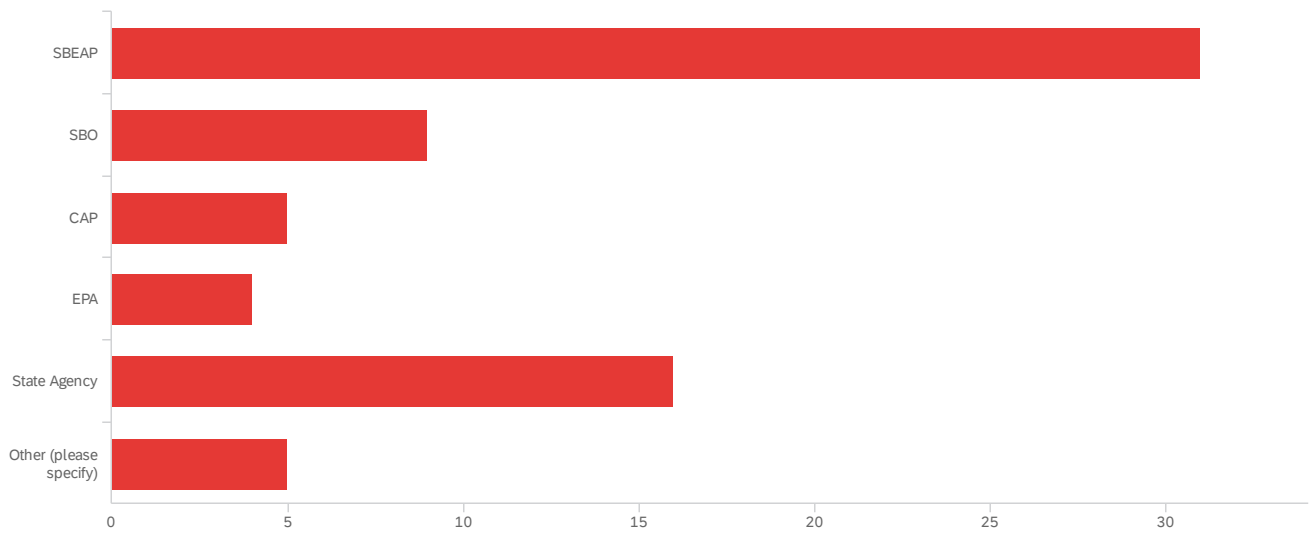
Q1 - Days attended (check all that apply)



#	Field	Choice Count
1	Tuesday	33.59% 44
2	Wednesday	33.59% 44
3	Thursday	32.82% 43
		131

Showing rows 1 - 4 of 4

Q2 - Who are you representing? Check all that apply.



#	Field	Choice Count
1	SBEAP	44.29% 31
2	SBO	12.86% 9
3	CAP	7.14% 5
4	EPA	5.71% 4
5	State Agency	22.86% 16
6	Other (please specify)	7.14% 5

Showing rows 1 - 7 of 7

Q2_6_TEXT - Other (please specify)

Other (please specify)

Clark County-Division of Air Quality - Small Business Assistance Program

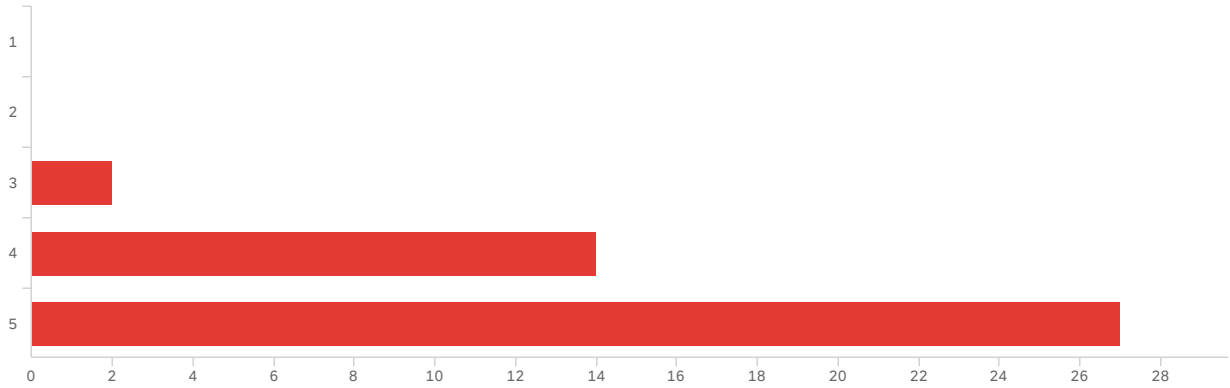
County Agency

City of Los Angeles: LASAN

County Agency

Desert Research Institute

Q3 - On a scale of 1 to 5, with 1 being poor and 5 being excellent, please rank the overall content of the training.

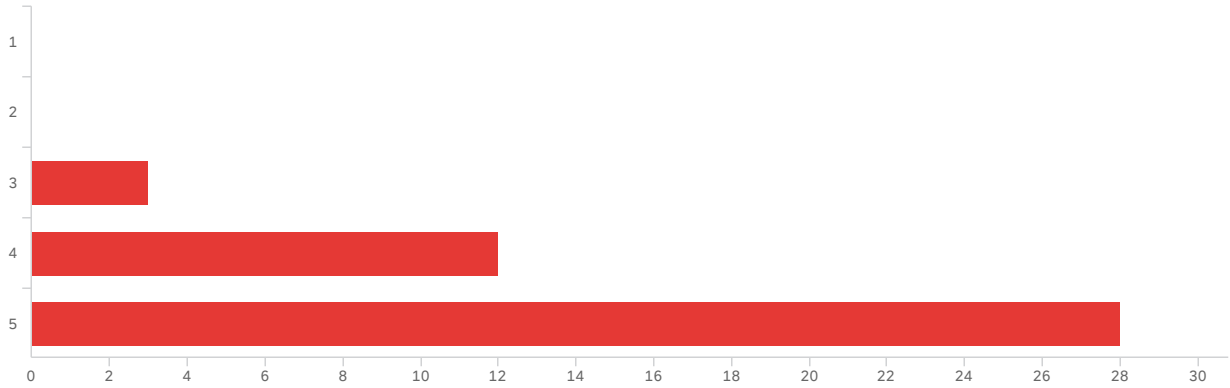


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	On a scale of 1 to 5, with 1 being poor and 5 being excellent, please rank the overall content of the training.	3.00	5.00	4.58	0.58	0.34	43

#	Field	Choice Count
1	1	0.00% 0
2	2	0.00% 0
3	3	4.65% 2
4	4	32.56% 14
5	5	62.79% 27
		43

Showing rows 1 - 6 of 6

Q4 - One a scale of 1 to 5, with 1 being not important and 5 being extremely important, how would you rank the importance of this information to your profession?

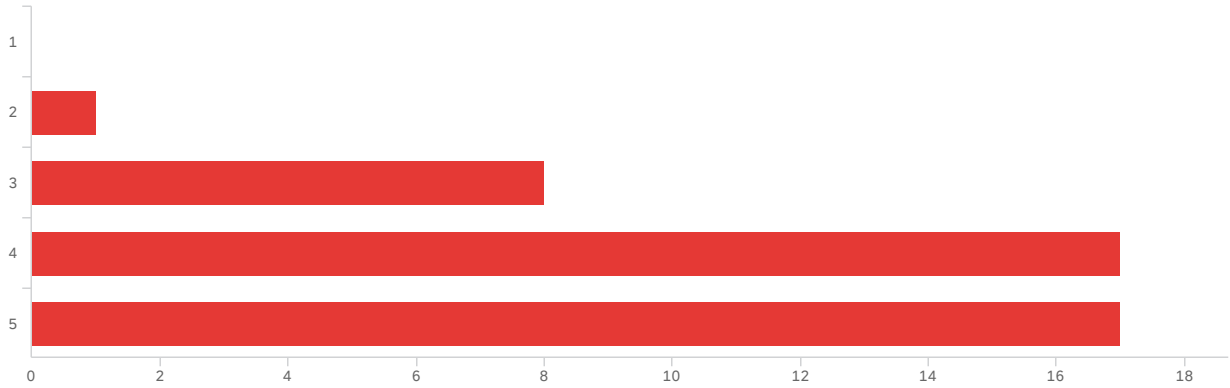


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	One a scale of 1 to 5, with 1 being not important and 5 being extremely important, how would you rank the importance of this information to your profession?	3.00	5.00	4.58	0.62	0.38	43

#	Field	Choice Count
1	1	0.00% 0
2	2	0.00% 0
3	3	6.98% 3
4	4	27.91% 12
5	5	65.12% 28
		43

Showing rows 1 - 6 of 6

Q13 - On a scale of 1 to 5, with 1 being poor and 5 being excellent, how would you rate the facilities used for this training?

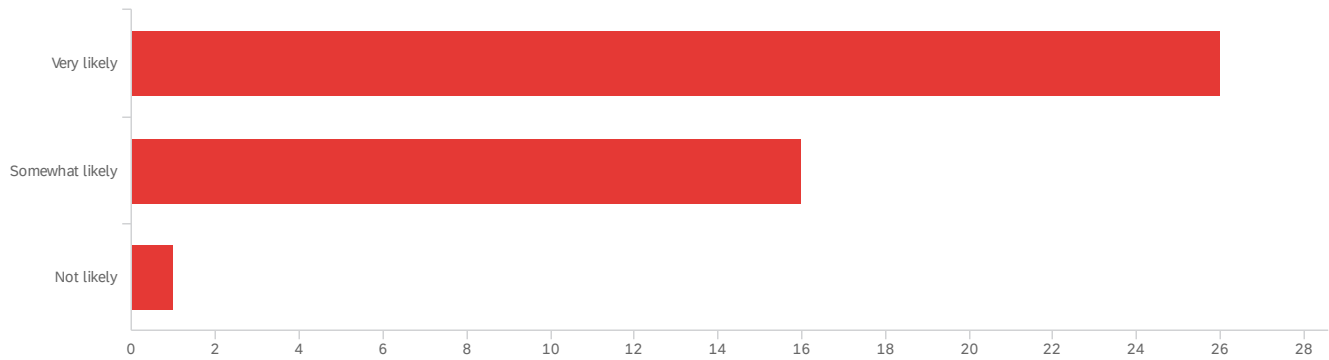


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	On a scale of 1 to 5, with 1 being poor and 5 being excellent, how would you rate the facilities used for this training?	2.00	5.00	4.16	0.80	0.65	43

#	Field	Choice Count
1	1	0.00% 0
2	2	2.33% 1
3	3	18.60% 8
4	4	39.53% 17
5	5	39.53% 17
		43

Showing rows 1 - 6 of 6

Q5 - What is the likelihood you will make changes as a result of what you learned?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	What is the likelihood you will make changes as a result of what you learned?	1.00	3.00	1.42	0.54	0.29	43

#	Field	Choice Count
1	Very likely	60.47% 26
2	Somewhat likely	37.21% 16
3	Not likely	2.33% 1
		43

Showing rows 1 - 4 of 4

Q6 - If likely, what will the changes be?

If likely, what will the changes be?

I plan to increase networking to build relationships with both internal and external partners. As part of this, I will slightly shift our marketing strategy to include relevant associations and organizations. Also, I learned that I need to be more persistent when pursuing relationships with internal and external partners. Even though our SBEAP and group is amazing, others can forget about us. Therefore, I need to make more effort to keep SBEAP at the forefront.

I'm new to the Small Business Assistance Program, so I found all of the training and resources invaluable. Equally important was the ability to network and meet experts in this line of work.

More communication internally and externally

Putting together outreach externally and internally. Ensuring to provide information in plain language to have the most impact and assist small businesses.

Discuss with our team more approaches to client outreach.

Reach out more to small businesses in NM to extend our help.

Thinking about how to pursue funding and approaches for working with disadvantaged communities.

Internal and external marketing and communication of our SBEAP program

Changes to outreach, potentially materials, data collection

I will likely implement the tools that were brought forward, focus more in internal promotion, and consider technology such as recycled laundry systems and Purple Air monitors for future projects.

Outreach to key stakeholders to stress the need for continued support of national 507 programs.

Permit wizard. We don't have the funds to replicate what Ohio did, but we will try to incorporate permit awareness into our new business website. Our state may try to incorporate one industry sector module into the existing website. Begin outlining a SOP manual to aid in continuity for employee transitions. Reach out to Wisconsin about their rack card marketing strategy. The approach and message were very different from our program's.

I think the most important change for me is that meeting people in-person has made me even more comfortable in reaching out to others to tap into their institutional knowledge and experience.

updates to spreadsheet examples; improve outreach to underserved communities

Loved the hotel water reuse project. Using Chat GBT for marketing and outreach content. Reaching out to other SBEAPs for expertise

Gather more info from other States, forms, outreach information and publications.

incorporate marketing strategies learned during the conference...making further connections nationwide.

Use ideas presented to discover more small businesses for outreach.

If likely, what will the changes be?

The training gave me energy and great ideas/suggestions to adopt into my program.

Marketing via SBDCs and eco development.

New ideas for marketing & reaching potential clients. Follow up on new regulations/programs to provide information on in our newsletter.

Collaborate more with other agencies.

I've gained valuable insight to some of the online tools I should be using to be more effective in my job.

Will use different techniques to engage with the business community around compliance and green innovation issues.

Incorporate some of the "marketing" - internal outreach is a really good idea; as well as possibly reaching out to our local SBDC. Ohio EPA's Permit Wizard Tool is awesome - will need to look into it!

Q7 - What were the top three sessions that you found helpful?

What were the top three sessions that you found helpful?

Region 9 Administrator, Region 9 EJ, Tahoe Agency (most interesting)

Relationships & Promotion: Outside, In Your Agency, and in the NSBEAP It takes a team to complete a permitting scheme. P2 ad Sector Engagement Champions

Marketing, pollution prevention, EJ

Ohio EPA's Permitting Wizard Promotional Session Strategic Planning Session

-EPA EJ Update -Let's Get To Know the SBEAP -Using ECHO Notify

Paula Hoag regarding SBO, Dan Sowry on Promotions

1. Ohio EPA Permit Wizard 2. Introduction and Highlights on US EPA Rulemakings of Small Business Interest 3. NV Energy: Strategies for Historically Underserved Communities Also really enjoyed the lunch Tahoe Regional Planning Agency presentation

SBO Update, Relationships and Promotions, Engaging underserved communities in Air Quality Monitoring.

Education Session- Technology review updates, Hearing a few updates ECHO Notify Environmental Justice

- Networking Breaks - Approaches to address a New Industry Sector and /or Compliance - Boosting Engagement & Marketing - How do businesses find out about SBEAPs?

Ohio permit wizard; outreach to clients; NSBEAP website orientation, including PPI emission calculators webpage

Ohio's amazing regulatory process/data base; LA activities with drycleaners, others and concept on mimicry; Nancy's Larson's overview about the NSBEAP website - what is available to us, such as necessary calculations for specific facilities. Overall, there were several talks on EPA regulations which was useful, and outreach which seemed to be the underlying tone throughout the conference. EJ, or Environmental Justice information was extremely useful, made me want to be a part of the EJ Committee, so I volunteered.

Ohio's permit wizard

NV Energy session & Las Vegas EJ project OAQPS update Lake Tahoe lunch keynote

Internal/External marketing

NV Energy: Strategies for Historically Underserved Communities Permit Wizard: An Overview of Ohio EPA's Newly Updated Online Permitting and Compliance Tool Breakfast of Champions: P2 And Sector Engagement

Engaging Underserved Communities in Air Quality Monitoring Permit Wizard Breakfast of Champions: P2 And Sector Engagement

Engaging Underserved Communities in Air Quality Monitoring: Developing Collaborative Problem-Solving Organizational Ecosystems, Permit Wizard: An Overview of Ohio EPA's Newly Updated Online Permitting and Compliance Tool Using P2 to Engage Industry and Build Staff Leadership Skills

Too tough to decide. The entire training was helpful and it was good to have those informal conversations we wouldn't get to have otherwise.

What were the top three sessions that you found helpful?

PROMOTIONAL SESSION Relationships and Promotion: Outside, In Your Agency, and in the National SBEAP TECHNICAL SESSION Permit Wizard: An Overview of Ohio EPA's Newly Updated Online Permitting and Compliance Tool Emilie Eskridge (OH) LOCAL/REGIONAL ENVIRONMENTAL ISSUE SESSION Air Quality Challenges When Wildfire Smoke Comes to Town EDUCATION SESSION Approaches to Address a New Industry Sector and/or Compliance Topic

All topics were informative...

"Let's Get to Know the SBEAP" "Environmental Justice" "Breakfast of Champions: P2 and Sector Engagement"

Permit Wizard technical session Engaging Underserved Communities in Air Quality Monitoring local session SBEAP Committee Updates

need a drop down for this... Martha Guzman - Region 9 Air Monitoring Study and Engagement RTR Updates LA P2 project

Marketing your program, new tools, other state specific projects

Networking, OhioEPA Permitting Wizard, EPA Reg.IX Small Biz contracting opportunities.

Advertising/marketing (Ohio), NV Energy, Permit Wizard

Air Quality Challenges When Wildfire Smoke Comes to Town Permit Wizard: An Overview of Ohio EPA's Newly Updated Online Permitting and Compliance Tool Engaging Underserved Communities in Air Quality Monitoring: Developing Collaborative Problem-Solving Organizational Ecosystems

networking, networking, networking

All of the sessions offered some nuggets of information. Both the SBO and EPA were both beneficial. The tools presented in the technical sessions were great as well as the promotional session on relationships.

Ohhhh - that is difficult. Liked the advocate business presentation on the last day - very interesting perspective. Loved the lunch presentation. Enjoyed the external/internal presentation and the website information/tutorial

Engaging Underserved Communities in Air Quality Monitoring: Developing Collaborative Problem-Solving Organizational Ecosystems Permit Wizard Relationships and Promotion: Outside, In Your Agency, and in the National SBEAP Lunch speaker

Technical permit wizard, David Rostker on new regs, Get to know SBEAP session with Kahot was fantastic!

SBA Office of Advocacy NV air quality challenges Promotional Session

Technical session: Permit Wizard Nevada AQ challenges when wildfire Smoke comes to town. Luncheon Keynote

Ohio EPA, Permit Wizard. Environmental Justice. Technical Session: ECHO Notify.

-Environmental Justice -Nevada Air Quality Challenges -Technical Session: RTR Risk and Technology Review Update

1. Networking 2. Updates to program 3. New activities within the EPA

Buen Aire project in Las Vegas presentation, Ohio EPA Permit Wizard presentation, Oklahoma permitting scheme presentation

What were the top three sessions that you found helpful?

Wednesday Technical Session - Permit Wizard: An Overview of Ohio EPA's Newly Updated Online Permitting and Compliance Tool
Wednesday Education Session - Approaches to Address a New Industry Sector and/or Compliance Topic and it takes a Team to complete a Permitting Scheme - A look at the Oklahoma Way of Helping Businesses succeed in Today's Challenging Permitting Environment
Wednesday Promotional Session - Relationships and Promotion: Outside, In Your Agency, and in the National SBEAP

Q8 - How can the training be improved?

How can the training be improved?

Although Tahoe was beautiful it was difficult and cumbersome to attend in person. Also needed to have virtual attendance options as available in the past.

It's really helpful to hear what other programs are doing and compare and discuss how to implement. I liked more discussion type topics because of that.

I was disappointed in EPA's sessions, especially the EJ session. I don't fault the speakers, but I was extremely disappointed in the lack of valuable/useful information provided. The only EPA speaker that I was not disappointed by was Paula's presentation.

I don't have any recommendations at this time.

Would be nice for a breakout session for SBOs

End earlier in afternoon on the final day to allow travel home/time to explore host city.

Break up the day with the short activities like the "getting to know the SBEAP".

More Updates on Rules and state and federal tools as well as what new businesses are being impacted by environmental regulations.

More interactive topics. More open discussions on what does/doesn't work.

The training was very good. I can't think of any improvements at the moment.

Maybe it could be logistically placed in the middle of the US (ie. Tennessee!), so that more people can attend, and outside of the winter season. Maybe there could be more breaks, so 7 or 8 hours of sitting and listening to presentations is not required - may help with more involvement and interest throughout the day!

a bit more break time. I missed parts of sessions because I needed to return phone calls.

Better attendance by US EPA small business and other US EPA representatives, especially Rhonda Wright and her office, and the RASBLs (attendance by just one regional rep is poor), even Region 9 -- not a single person attended and speakers were all virtual.

Longer breaks.

Include more examples of projects that have been completed by SBEAP program, perhaps including some completed through EPA grants.

We just need to make sure the trainings continue!

more interactive sessions/activities variety of session lengths (45 min w/ Q&A, 15 min lightning, 5 minute poll or quiz)

More interactions within the lectures... saw many distractions. Interactions would have been useful.

How can the training be improved?

Recommend to instruct speakers to have a minimum font size of 24 for text and figures on presentations, it was difficult to read from the back of the room. Remind attendees to speak directly into the microphone. The presenters were great at this, but there were some questions from the audience that I missed due to them not speaking into the microphone right. The networking event on Monday night felt unorganized and unnecessary, as there was ample networking time built into the schedule. I would have preferred having only one evening tied up with activities - the gift exchange - to allow more time to explore Lake Tahoe.

While the location was nice for those who like to ski, future selections should stick to locations where weather isn't as likely to keep EPA staff from attending.

No remote speakers at an in-person training- save them for webinars. Fruit at breakfast.

Pick a hotel with sufficient facilities. Three days of no hot water was a bit much. Continental breakfast was inadequate being ONLY bagels.

more participation from missing SBEAPs

More training on outreach, identifying the small businesses that are somewhat under the radar. If we can't reach them, we can't assist the small businesses.

It felt a bit overwhelming. I think more breaks would be good. Start every day at 8:15 or 8:30. If we are having a lunch together - so generous and kind - give us at least 15 - 20 minutes to look at emails. Continue to have interactive presentations - super helpful and great. Have Crystal do a stretch/yoga exercise in the morning and afternoon. So much sitting.

Continue to meet in person

More technical topics Case study discussion Q&A

More involvement from EPA RASBL Parallel technical training sessions (industry wise) for newcomers.

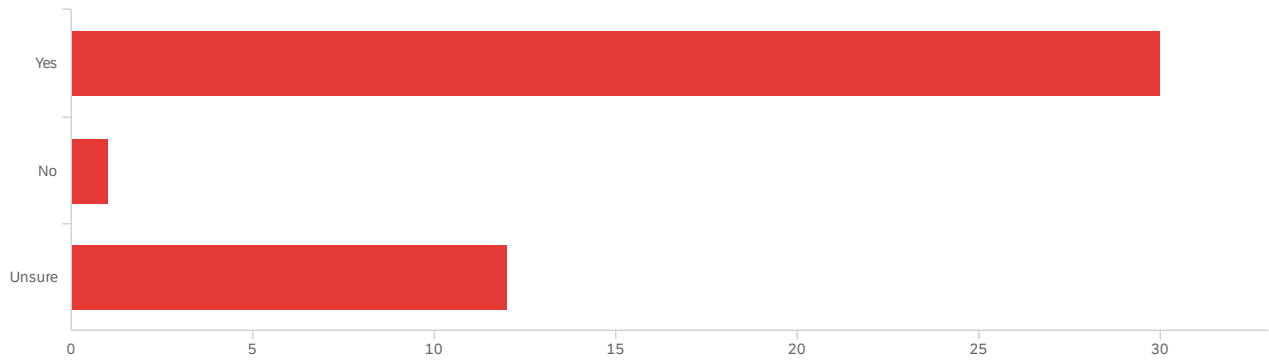
Not sure.

I can't think of any improvements.

Since my first one, not sure.

It's my first time so it was great to me, LOL!

Q10 - Do you currently plan to attend the 2024 Annual Training in Tennessee?

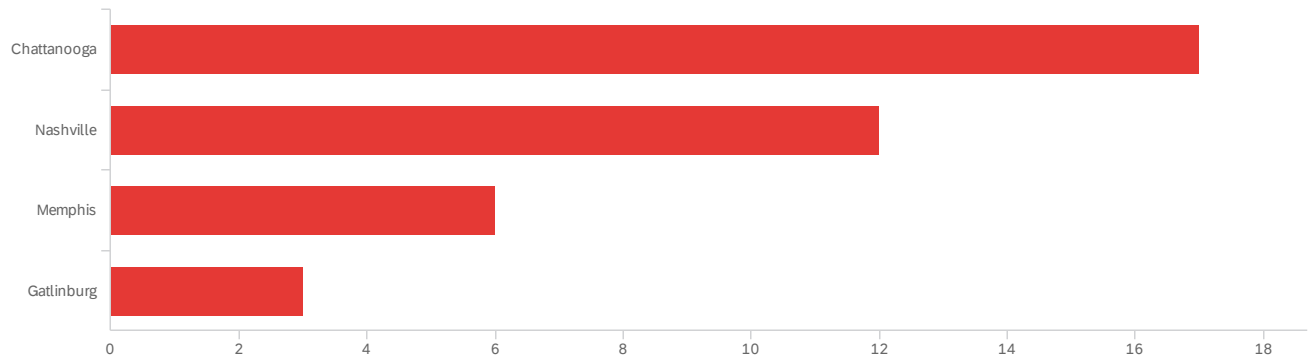


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you currently plan to attend the 2024 Annual Training in Tennessee?	1.00	3.00	1.58	0.90	0.80	43

#	Field	Choice Count
1	Yes	69.77% 30
2	No	2.33% 1
3	Unsure	27.91% 12
		43

Showing rows 1 - 4 of 4

Q11 - Do you have any preferences on where in Tennessee the training should be held?



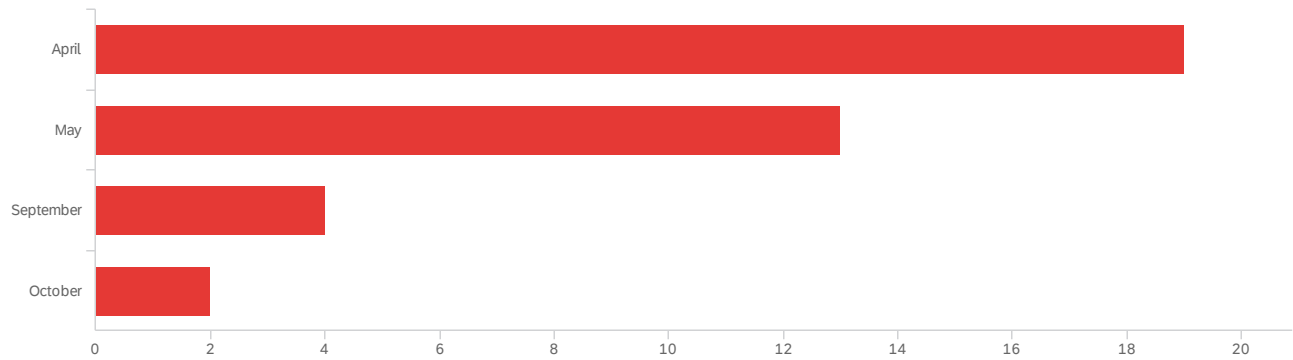
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you have any preferences on where in Tennessee the training should be held?	1.00	4.00	1.87	0.95	0.90	38

#	Field	Choice Count
1	Chattanooga	44.74% 17
2	Nashville	31.58% 12
3	Memphis	15.79% 6
4	Gatlinburg	7.89% 3

38

Showing rows 1 - 5 of 5

Q12 - Do you have any preference on when the 2024 Annual Training should be held?



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Do you have any preference on when the 2024 Annual Training should be held?	1.00	4.00	1.71	0.86	0.73	38

#	Field	Choice Count
1	April	50.00% 19
2	May	34.21% 13
3	September	10.53% 4
4	October	5.26% 2

38

Showing rows 1 - 5 of 5

Q9 - Please share other comments regarding the 2023 or 2024 Annual Training.

Please share other comments regarding the 2023 or 2024 Annual Training.

Location is important. Price of hotel should not be the determining factor when travel to more obscure locations can negate any cost savings. Additional time and effort into travel plans can also add to cost and effective use of time.

If I could add a 4th best session, it would be Danilo Dragoni's talk on challenges associated with wildfire smoke.

No comments at this time.

A room with windows would be nice!

Great work on planning and hosting a great training! Really enjoyed my experience in Lake Tahoe.

Great training and networking. Really learned a lot and brought some good ideas back to my state.

more time to sightseeing.

I am not familiar with Tennessee - anywhere that is most convenient for Donovan would probably be best.

It was difficult to be in a windowless room with very limited break time with many speakers advising us to go outside.

Continue to get outside speakers -- not just SBEAP personnel speaking to other SBEAP personnel. It was great this year to have the US EPA RA, a Deputy Administrator from NDEP, the NDEP air bureau chief, a P2 speaker from LA, NV Energy, the UNR College of Business Dean, SBA Office of Advocacy, and the TRPA Executive Director. Those differing voices keep it interesting and help us think more broadly about our programs and our partnerships. Hearing from SBEAP programs is also very beneficial. This year was a very good mix. Good job Nevada BEP. Please continue next year in TN. Awards during the day -- great! Please continue. Gift exchange one evening -- great! Nice job by Belinda and Lee Ann with the BTTF theme and mixer exercises. Continue to have meals included and not break for "on your own" lunch.

Chris and NV team did an excellent job and the agenda was packed with great sessions

Having breakfast and lunch provided was a very good idea. It would not have been possible for all of us to go out and get lunch in a timely manner. Location was really fun, and the networking sessions and events were great.

The Nevada team did an outstanding job! I'm also thankful that TN decided to host in 2024.

An excellent event on all fronts, location, presentations, and networking.

First conference... had no expectations. Well done. Good to meet all that attended. Thank you.

I really appreciate all the effort that goes into putting on such a training event and want to thank everyone for their time and energy to make this happen. Being new to SBEAP it was great to connect with others and realize the amount of knowledge and expertise that is available to tap into. Thanks!

Please share other comments regarding the 2023 or 2024 Annual Training.

Overall, I thought that this training was well organized, the topics were well informed and diverse, and the exercises were engaging and fun! I left the training feeling refreshed and inspired with new ideas to put into my work. This was an excellent event and I plan to attend and be involved with many more trainings in the future. However, as a newcomer I felt disconcerted at the prevalence and normalization of drinking in excess/getting drunk by many seasoned members within this organization. From day one, the hospitality suite was referred to in multiple conversations as a place where members convene each night of the training to get drunk, stay up late, and participate in other antics. A member bragged about drinking and staying up all night in the hospitality suite before presenting the next day. If I didn't go to the hospitality suite in the evenings, I was asked the next morning why I wasn't there and was pressed on my reasoning, making me feel pressured. When discussing presentations or work topics during networking breaks and time was short, I would receive comments like "we can finish talking about this tonight in the hospitality suite", making me feel obligated to go to the hospitality suite after work to discuss work topics. Drinking and singing in kumbaya circles with coworkers at night in the hospitality room was joked about in a presentation, which came across as unprofessional. Additionally, the first comment stated about the 2024 training in Tennessee was requesting whiskey in the hospitality suite, giving the impression that drinking culture is central to these annual trainings and that there's an expectation that the hosting SBEAP has a commitment to subsidize alcohol in the hospitality suite. Personally, I just felt a lot of pressure from various members to drink and go to the hospitality suite to fit in with this group and make connections, and it was very off-putting. While it was a nice gesture for leadership to provide liquor and beer in the hospitality suite, there are unintended outcomes that this creates. It normalizes alcohol at the highest level of leadership within a work social event and reinforces a good old boy culture where relationship building opportunities revolve around drinking and hanging out after normal working hours. This is exclusionary for people who don't drink for health or religious reasons, people with substance abuse issues, people who just don't want to be around drinking culture, and for women who face a significantly higher risk of aggression, harassment, and assault around men who drink, and work social events are no exception. During the gift exchange one member made a comment belittling sexual misconduct and abuse of power in reference to Richard Dawson kissing women game show contestants, saying "you can't touch women like that anymore", which made me feel super uncomfortable and made me not want to hang around drinking coworkers the rest of the trip. I am sharing my experiences from the training and bringing this to your attention out of a place of respect and care for the people in this body – I absolutely understand that there are positive impacts of decompressing and exchanging ideas with coworkers over beers after work, but there is a fine line. As we are returning to in-person trainings, I challenge leadership and other seasoned members to think about the culture they want to cultivate for newcomers and for the future of the organization. I'm asking for there to be less emphasis on alcohol playing a role in work social activities and for leadership to implement some boundaries on alcohol to build a more inclusive environment. I think a conversation about this is warranted at the Steering Committee and Planning Committee meetings. Some ideas that may be helpful are opening up the hospitality suite earlier than 8pm or having a BYOB policy for the hospitality suite to combat the expectation of alcohol being provided by leadership. Promoting other activities that don't involve alcohol for people to bond over would also be worthwhile. Thank you for taking the time to read my thoughts and for your attention on this issue. Please feel free to share my comments to others if that would be helpful.

I think the networking games went a little too far...one or two are OK, just at the beginning of the training. By Wed and Thurs, it was getting old and adds too much anxiety for more introverted folks.

Great in-person connections and opportunities. All worked out with the snow. Excellent food with healthy options. More interactive sessions later in the training days to break up the one-way presentations.

It was great seeing and meeting SBEAPers nationwide.

2023 was well planned, enjoyed Kahoots with tests to break up some of the long sessions. The information was great but intersperse shorter presentations between longer ones to keep the audience focused. Interject more games or fun facts to keep us engaged. It was also a great idea to include the meals with registration. Lunches were great networking opportunities for attendees and saved time in that attendees didn't have to seek venues.

March or May would work best with my work schedule. I would recommend the conversation that we had at the end of the last day to be a discussion earlier on in the meetings. I agree with Chris - we need to have a funding source. Paula and Rhonda do not seem to be the solution to increasing and improving the SBEAP program. 2023 was a great conference - everyone worked so hard. Food was awesome, speakers great, view superb, etc.

I recommend avoid May 10-June 10 due to graduations and family focused events.

Chris Lynch was an awesome host and tied everything together so well. The Tahoe presentation was so helpful and interesting to learn more about the local area. The local issue NDEP wildfire smoke presentation was excellent. Belinda and Lee Ann did a great job getting everyone to know each other.

It was a real pleasure meeting colleagues from around the Country and exchanging information. I gained a new perspective on SBEAP.

No comments at this time.

Please share other comments regarding the 2023 or 2024 Annual Training.

Thank you for introducing me to a great group of committed folks.

Thank you for having this! I learned a lot!! :)

End of Report