



# FACILITIES FACETS



NEW JERSEY DIVISION OF VOCATIONAL REHABILITATION SERVICES

Volume 6 Number 2

Spring 1988

## New Faces

By George R. Chizmadia, Director

With the new year has come some new faces on the rehabilitation scene. To be really accurate they are not new faces, but familiar faces in new roles.

The first of these is Frank G. Bowe, Ph.D., LL.D.. Since Dick Englehart retired, John Conti has been doing a solid job as Acting Regional RSA Commissioner for Region II. In the last month, however, a permanent appointment has been made. That appointment is Frank Bowe, who has been known to us, and respected by us, in many other roles over the years. Some of you will remember Frank, as the executive director of the American Coalition of Citizens with Disabilities. He has also written and lectured extensively while serving as chairperson of a commission created by Congress to investigate education of people who are deaf.

We in DVRS are looking forward to working with Dr. Bowe, to continually improve our program and provide better service to the disabled citizens of New Jersey. Frank's knowledge and skill will help us achieve that goal.

The second face, a little closer to home and a little more familiar, is Paul Booker, Ed.D., Vice-President, Easter Seal Society of New Jersey, who has been installed as president of the New Jersey Association of Rehabilitation Facilities. Paul, has been a rising star in the vocational rehabilitation community for a while now. He

has shown himself to be an innovator who is open to change as demonstrated by his leadership in off site facility services in Vineland and other locations.

We wish Paul the best in his new role. Maureen Walliser, and the progress made during her tenure as NJARF president will be a tough act to follow.

## Potpourri

By John D. Kelliher, Chief Vocational Rehabilitation Facilities

Four times a year Laurette Walsh, who is the person who puts together each edition of Facilities Facets, has the delicate job of telling her boss, me, that I have exceeded my deadline for submitting my piece for the newsletter. I then have to sit down and decide what to write and get it written - no small task. It makes you wonder how a Mike Royko, or Jack Anderson, or any of those other daily columnists do it.

This has been a quarter dominated by small things. First of all I have had to say good-bye to Carroll Mrowicki, who has been a facility specialist for a long time and who we have depended on a great deal. Carroll did a fine job, working mostly in the northern parts of the state. While we will miss him in the area of facilities he will be lending his expertise to the Independent Living movement. Replacing him will be no easy matter.

Another interesting item I'm involved in is Social Security. How can we do a better job of putting SSDI/SSI recipients back to

work? It could be a money maker if we can get a handle on it. The Social Security Administration will reimburse the State Agency for case service costs of successful cases. This is new money to the state and thus has the effect of raising our case service budget. (no overhead) by whatever amount is recovered. We are trying to get this program extended to the Extended Employment program at this point as well. If you have any ideas, let me know.

Implementing A-3111 is taking a lot of time. It is, of course, time well spent. Getting transportation funding for the Extended Employment program has been a long hard haul. My congratulations and thanks to all who participated.

Supported Employment is finally getting off the ground for the Developmentally Disabled. Our first few cases are in service. Supported Employment for the mentally ill will become a reality in the near future.

The anticipated Work Activity Training Center's transfer to the Division of Developmental Disabilities in Department of Human Services will be taking place in July of 1988.

Last year the Extended Employment program resulted in over 400 individuals graduating into competitive employment. Please be sure to report your placements as placement on the MSEPU. Some facilities report placements (P) as terminations (T). This results in all of us losing credit for work well done. You're doing a good job - take the credit.

I'll be faced with selecting a topic again next quarter, so if there is a subject you would like to see discussed, let me know.

## New Mailing Address

CSAVR\*  
P.O. Box 3776  
WASHINGTON, DC 20007

\*The Council of State Administrators of Vocational Rehabilitation

## Extended Employee Transportation

Late in the last legislative session Assembly Bill A-3111 was passed and signed. The bill calls for \$720,000 to be made available from the Casino Revenue Funds to aid handicapped citizens in meeting transportation costs to sheltered workshops.

Details on how this will be administered are not yet clear. The problem is being worked on as of this writing. Interested parties are being contacted and a meeting was held with representatives of the New Jersey Association of Rehabilitation Facilities to solicit their input.

The Department of Labor has 120 days to implement the programs from the date the bill was signed.

## New Jersey Business And Industry Association Conference Announced

Marketing Opportunities !!!

This year's theme:

"Advantage '88-The Political Forum"

The New Jersey Business and Industry Association's 1988 Annual Convention

APRIL 26-28, 1988

Sands Hotel Casino and Country Club - Atlantic City, NJ

It's more important in 1988 than ever before to "serve" your

company's message or New Jersey's Top Power Brokers both public and private. How? Be a "patron" SPONSOR an event. Boost your image DISTRIBUTE samples of your products. Make your company visible ADVERTISE in the Convention Program Guide or EXHIBIT at the 1988 Expo.

For more information please contact:

SHERRY BENNETT  
609-393-7707

## Food For Thought

### A Smile

It costs nothing but creates much.

It enriches those who receive,  
without impoverishing those who give.

It happens in a flash and the memory of it sometimes lasts forever.

None are so rich that they can get along without it, and none are so poor but are richer for a smile.

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Yet it cannot be bought, borrowed or stolen, for it is something that is no earthly good to anyone until it is given away.

## ARC Clerical Aides

The Association for Retarded Citizens recently completed a project designed to open opportunities in financial institutions for people with mental retardation. The program is funded by the Dole Foundation.

ARC's O.J.T. funds reimburse the employer for 50% of the first 140 hours of employment and 25% OF THE next 160 next hours.

The clerical aid's duties include such tasks as xeroxing, collating, stapling, applying labels, sorting mail, light filing, etc...

For more information, contact:  
Sharon Davis, Ph.D.

Director

Dept. of Research and Program  
Services

ARC National Headquarters

2501 Avenue J

Arlington, Texas 76006

(871) 640-0204

## South Jersey Happenings

By Jim Agre, Facilities Specialist

Congratulations are in order for Career Opportunity Development, Inc., formerly the Atlantic County Opportunity, on their recent re-accreditation by C.A.R.F. Best Wishes for continuing success.

A new work adjustment counselor has been appointed by this facility. She is Ms. Theresa



Maddox who has been promoted from another staff position.

I will be attending in-service training sessions at the facilities in the coming months to explain our role as facility specialists. This is important since there are many new staff members in all of the workshops.

Easter Seals of Cumberland County in Vineland was recently surveyed by C.A.R.F.

The results will be forthcoming. The Director, Mr. Dan Kelly, advised that his facility is planning construction of a new building. Plans call for more than double the space of the present location. Expected occupancy is in 1990. I have seen preliminary building plans.

The Jersey Cape Diagnostic Training Center is preparing for a survey by C.A.R.F. This will place early in the Spring.

## The Central Jersey Report

*By Allen L. Waters, Facilities Specialist*

Having completed the workshop program reviews for 1987, congratulations are in order for those facilities who were able to increase their competitive placements over the previous year's level, in spite of the many barriers that were experienced. During my limited interactions with many staff, attempts have been made to share with you some of the old existing resources that are available in the Facilities Unit that continue to apply to the V.R. process. One such document is Effective Report Writing in Vocational Evaluation and Work Adjustment Programs published by the Materials Development Center - School of Education - University of Wisconsin - Stout.

As noted, "Report Writing is one of the most important activities in the rehabilitation process

since it represents communication between the facility and the referring agency. Report Writing is a very special kind of communication because the report conveys information from which decisions can be made for and with the rehabilitation client. The process of writing the report helps the writer to organize their thoughts and information in a logical and thorough manner, thereby maximizing the possibility for communicating effectively about the client. In addition, the availability of well written reports in a case file can alleviate such problems as gaps in services resulting from personnel changes which frequently occur in rehabilitation agencies. A report which is well written, clear and concise, conveys essentially the same meaning to whomever reads it. Therefore, all parties have an important stake in the effectiveness of the report. The best services in the world, if not reported effectively, will not be as useful as they could be in contributing to the client's rehabilitation. Therefore, it follows that reports which are not useful represent a waste of valuable time both to the report writer and to the recipient! However, the primary loser as a result of any failure in communicating between the facility and the referring agency is the client! This places a heavy burden of responsibility on the report writer which will have long term implications."

During the evaluation phase, there is frequently miscommunication regarding the client's Vocational Goal. The Evaluator many times views this as the long term goal which may be achievable but generally not within the time allowed during WAT. However, from the referring counselor's perspective the Vocational Goal is viewed as the job the client will obtain or maintain with the recommended services from the facility such as WAT, OJT, Skilled Training, Job Placement and Follow-up. There-

fore, it appears in many cases the facility counselor and the DVR counselor are not in the same wavelength concerning the vocational outcome because of the lack of clarification concerning long range versus short range vocational goals. Staffings, Questions, Feedback, and Mutual Understanding are essential ingredients of the process. Let's utilize these tools to the maximum. All will benefit, especially our clients!

For Your Information - The PIP program will be continuing until further notice. The 1988 CARF standards manual is now available at a cost of \$35.00. If you need ordering information, contact your Facilities Specialist.

For the new staff who have joined the ranks, since our last newsletter, we extend a hearty welcome. If the facilities unit can be of assistance, please communicate.

## **A Rights Program vs. An Eligibility Program**

*By Larry Conti, WATC Project Director*

During FY'87 the WATC program moved into employment forty of the 160 people it served. One of the reasons the WATC program has been able to move people into sheltered or competitive employment stems, I believe, from its being an eligibility program rather than a rights program. A rights program is one whereby an individual, whether because of his/her circumstances, condition or belonging to a certain group, must be allowed to join or stay in a given program. In an eligibility program on the other hand, a person is accepted into and allowed to remain if she or he meets, accepts and abides by a program's criteria. There is no inherent right to be in an eligibility program. Using the WATC program as an example, individuals may become functionally able to move from the WATC to sheltered or competitive employment. If the WATC

were a rights program, when an individual was ready to move to employment, an individual or parent may say "no, I don't want to go" or "I don't want my daughter/son to go" and the individual allowed to remain in the program. Whereas the WATC is an eligibility program, an individual or parent can say no to movement but the WATC does not have to allow the individual to remain as the individual has met his/her goals.

It is true that in a rights program, the program staff may work with the individual or parent(s) to encourage movement. But without the ability to force the issue, I believe experience has shown that it is more difficult to move people to employment. This forcing of the issue may be a little heavy handed and is not a preferred mode of operating. Many times the same end can be accomplished by easing peoples' fears. However, the knowledge that an individual does not have to be in a program, sets a tone for the individual, the parent and staff that when an individual meets the goals of the program, the individual is expected to move. This tone may also affect the whole learning experience while the individual is in the program.

## **Available Resources**

### **Rehabilitation Training Materials: A Catalog**

Rehabilitation materials are available from the National Clearing House which list and annotate in a comprehensive format publications for distribution to administrators, supervisors, staff development specialists, teachers, students, and advocates of rehabilitation. The collection includes documents helpful to consumers with specific disabilities as well. The 250-page catalog list over 950 items that may be obtained on a cost recovery basis or at no charge. The cost of the catalog is \$7.50.

## International Perspective In Rehabilitation: A Catalog

International points of view regarding various rehabilitation issues are shared through monographs, fellowship reports, and papers prepared by experts from different nations. The primary sources of the collection is the World Rehabilitation Fund, Inc., a project funded by the National Institute of handicapped Research. Some papers are solicited directly from the developing countries agency. Nearly 100 documents are listed in the geographical index of the volume which sells for \$3.00.

## Special Education Materials: A Mixed-Media Catalog - 2nd Edition

Print products, films, videotapes, slides and audiocassettes which offer assistance in the education and rearing of special needs children are listed in this catalog of special education products available from the National Clearing House. Many of the items, were submitted directly to the Clearing House for distribution. Over 200 items are listed in this 90 page catalog which sells for \$5.00.

### To Order Contact:

National Clearing House  
of Rehabilitation  
Training Material  
Oklahoma State University  
115 Old USDA Building  
Stillwater, Oklahoma  
74078  
Phone: (405) 624-7650  
\* \* \* \*

## Project H.I.R.E. Award Exemplary Status

New York -- The PEER Regional Network announced today that Project H.I.R.E. (Handicapped Individuals Requiring Employment) is the first recipient of its exemplary status award. Project H.I.R.E. is a special program of the Association for Retarded Citizens/New Jersey, North Brunswick, New Jersey.

The award was presented after an extensive evaluation of Project H.I.R.E.'s ability to work with people with disabilities in the most cost-effective and least restrictive manner.

Begun in July, 1985, A.R.C./-N.J.'s Project H.I.R.E. prepares and places individuals with developmental disabilities into jobs and provides one-to-one assistance at the work site. Utilizing a concept called "job coaching", each person is assigned a Project H.I.R.E. staff member who trains or "coaches" him/her to satisfactorily perform the job duties. Initially, the job coach may work with the disabled individual all day, but as tasks are learned, the coach becomes less involved and eventually leaves the work side entirely. While the average length of job coaching is 120-125 hours, or three 40-hour weeks, the Project H.I.R.E. staff make periodic follow-up visits to ensure that the employer is completely satisfied with the individual's work performance.

To date, Project H.I.R.E. has placed over 190 people with developmental disabilities, particularly those with mental retardation, into entry-level, high turnover service and manufacturing positions. The retention rate is a phenomenal 79%. While all receive at least minimum wage (\$3.35 per hour), many earn twice that amount with an average wage of \$4.00 per hour. In addition, Project H.I.R.E. strives to place people in positions that include medical benefits, paid vacations and retirement plans.

The success of Project H.I.R.E. can, to a large extent, be attributed to the dedicated staff who spend long hours teaching their clients to travel to and from work, in addition to training them on-the-job. Experience has shown that individuals with developmental disabilities are not only employable, but want to work. "I.Q. doesn't mean a thing. We look at motiva-



tion, "says Thomas Baffuto, Project H.I.R.E. Director. They want to work and they've proved that they can work," he said. "They just needed that support."

The PEER Regional Network, a cooperative project of Human Resources Center and New York University, recognizes programs that are exemplary in education and rehabilitation. Funded by the National Institute on Disability and Rehabilitation Research (N.I.D.R.R.), PEER strives to identify exemplary transition and supported employment programs and practices in New York, New Jersey, Puerto Rico and the Virgin Islands. To learn more about PEER or Project H.I.R.E., please contact Robert Rosati, Ph.D., Project Director, PEER Regional Network, Human Resources Center, I.U. Willets Road, Albertson, New York 11507.

## Cornell Corner

Cornell University Human Services Administration, New York State School of Industrial and Labor Relations announces:

CORNELL CORNER - SUPERVISORY MANAGEMENT - COOK STUDENT CENTER, RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. - MAY 16-18, 1988.

### PROGRAM DESCRIPTION:

This course has been designed to provide middle managers with the basic skills necessary to effectively manage workshop staff. The topics include:

- \*Fundamentals of Supervision
- \*Communication and Assessment of Organizational Problems
- \*Time Management for Managers
- \*Situational Assessment of Your Leadership Style
- \*Assigning Work and Delegation

The course consists of classroom lectures, special problem solving exercises and illustrations of how the classroom topics can be

applied to the workshop setting.

This program should help you to develop an understanding of the basic principles of management, understand the functions and responsibilities of a supervisor, improve your individual and work unit performance, and gain insight through self-analysis into your strengths and areas needing improvement in your performance as a supervisor.

For whom:

This course is recommended for administrative, production and program supervisory personnel of rehabilitation facilities and workshops. This program is intended for second-line management.

### FURTHER PROGRAMS:

\*Community Based Placement Approaches - New Jersey  
5/03/88 - 5/05/88

Strategic Planning - Albany, NY  
5/11/88 - 5/13/88

Introduction To Lotus 1-2-3 -  
Ithaca NY - 05/23/88 - 05/25/88  
Writing from Human Service  
Professionals - Ithaca, NY  
06/01/88

\*Job Coaching Training - New Jersey  
06/06/88 - 06/08/88

\*Developing Follow-Along Services -  
New Jersey - 06/09/88 - 06/10/88  
Community Residence Management  
Simulation - Ithaca, NY  
06/06/88 - 06/08/88

Independent Living Management Simulation - Syracuse, NY  
06/21/88 - 06/24/88

\*Introduction to Placement Techniques - Ithaca, NY  
07/06/88 - 07/07/88

DOL Regulations - Ithaca, NY  
07/27/88

Work Adjustment Techniques -  
Ithaca, NY - 07/28/88 - 07/29/88  
Preparing for CARF - Ithaca, NY  
08/04/88 - 08/05/88

### \*SUPPORTED EMPLOYMENT COURSES

# Basic DVRS Program 1-88

## Facilities Quarterly Report 1-88

### Traditional

Facility Name	DVRS	Start	Start	Start	Other	Avg D	AvgLg	AvgLg	Wait	Drop	Drop	Drop	Comp	Shelt
	Refer	Eval	WAT	Skill	Spon	Attnd	Eval	WAT	List	Eval	WAT	Skill	Place	Wage
Abilities NW	4	4	4	0	21	7	6.5	13.0	0	3	1	0	0 \$0.00	0 \$0.00
Abilities So.	43	20	12	1	17	51	10.0	18.0	0	5	3	0	11 \$4.63	2 \$1.02
Assoc Craft	27	15	12	3	8	20	7.0	10.0	0	5	1	1	4 \$4.50	6 \$1.08
A C O C	23	23	11	0	1	11	35.0	10.4	11	6	0	0	0 \$0.00	9 \$1.76
August Hoehne	6	5	3	0	32	28	10.0	18.0	0	0	0	0	0 \$0.00	2 \$0.79
Boland Rehab	31	29	11	6	38	60	5.0	27.0	0	3	4	.2	4 \$4.38	3 \$1.16
Camden OTC	10	8	11	0	6	20	10.0	18.0	0	0	0	0	5 \$4.00	4 \$1.20
Cumberland	10	13	5	3	34	17	10.0	18.0	0	6	0	0	2 \$5.65	6 \$1.47
Edison SW	5	1	0	0	3	15	0.0	18.0	0	0	0	0	0 \$0.00	0 \$0.00
Friendship H	36	27	12	1	162	0	10.0	18.0	0	6	2	0	89 \$3.50	11 \$1.56
Goodwill NJ	51	47	30	8	11	82	8.0	45.0	0	12	3	0	10 \$6.75	2 \$2.32
Goodwill So.	7	4	1	0	0	4	7.0	18.0	0	2	0	0	0 \$0.00	0 \$0.00
Highlands	8	8	7	0	32	42	8.0	18.0	0	0	1	0	1 \$4.75	3 \$1.38
H O T C	10	6	11	1	70	89	5.0	9.0	0	3	3	1	2 \$4.75	3 \$1.44
Jersey Cape	14	9	7	0	0	13	7.0	14.0	4	3	1	0	1 \$4.00	10 \$1.39
JVS	26	22	14	0	2	44	8.0	18.0	1	4	3	0	10 \$5.52	9 \$1.69
Joseph Finema	See August Hoehne													
Monmouth CVR	9	8	4	0	73	85	4.0	3.0	0	4	0	0	1 \$4.25	1 \$0.92
OC Essex	19	13	21	0	85	96	9.0	18.0	0	3	3	0	2 \$4.88	16 \$1.35
OC Hudson	21	13	5	0	3	15	10.0	21.0	0	2	1	0	0 \$4.72	3 \$0.89
OC Union	6	9	14	0	1	20	4.5	10.0	2	0	0	0	0 \$0.00	6 \$1.15
OTC Cedar Knol	5	6	2	0	17	25	10.0	21.0	0	4	1	0	2 \$5.32	\$1.91
OTC Burlington	30	30	17	0	2	41	10.0	18.0	0	5	3	0	1 \$3.35	14 \$0.98
OTC Mercer	14	9	4	5	1	35	10.0	18.0	0	1	0	0	5 \$4.00	5 \$0.60
Ocean Co. OC	12	11	10	0	1	79	3.5	6.8	0	3	1	0	1 \$3.75	9 \$0.84
Raritan Valley	12	20	16	0	51	68	10.0	27.0	0	4	2	0	2 \$4.10	10 \$1.02
St. John of God	0	3	5	0	0	8	8.0	0.0	12	1	0	0	0 \$0.00	0 \$0.00
Salem Co. OC	0	5	5	0	11	16	10.0	18.0	0	0	0	0	0 \$0.00	2 \$1.08
Thrift Shop Un	4	1	2	0	9	3	8.0	10.0	0	0	0	0	1 \$3.35	2 \$1.39
OTC SOMERSET	2	0	0	0	11	16	0.0	8.0	0	0	0	0	1 \$5.00	2 \$0.74
West Essex	41	28	24	0	11	31	5.0	18.0	0	2	7	0	5 \$5.25	4 \$1.96
West Hudson	0	0	0	0	5	37	0.0	0.0	5	0	0	0	5 \$4.50	2 \$0.95
Wrk Opp Ctr	10	10	13	0	40	36	10.0	18.0	0	2	1	0	2 \$3.93	6 \$1.09

State TOTALS	496	407	293	28	758	1114			35	89	41	4	136	\$5.78	152	\$1.24
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ONE YEAR AGO	612	499	328	26	885	1341			18	107	56	8	136	\$4.06	128	\$1.14
TWO YRS AGO	731	545	380	30	901	1576			21	129	60	14	104	\$4.04	170	\$1.14
THREE YRS AGO	687	549	329	40	819	1405			18	193	61	14	129	\$3.87	168	\$1.12
FOUR YRS AGO	706	557	313	35	614	1269			42	197	81	8	108	\$3.74	160	
FIVE YRS AGO	867	581	362	48	536	1284			53	159	55	14	68	\$3.93	124	



# Sheltered DVRS Program 1-88

## Facilities Quarterly Report 1-88

Sheltered	No. Cl E.E.	A D A E.E.	Wait List	Hour Wage	Clnt Plcd	Wage After	Time in E.E. one	one-3	Thr-5	in Years Over 5
Abilities NW	45	40	0	\$0.90	2	\$3.55	2	0	0	0
Abilities So	111	106	0	\$1.04	4	\$3.78	1	1	1	1
Assoc Craft	66	52	0	\$1.20	4	\$4.75	2	1	1	0
A C O C	129	91	0	\$1.18	0	\$0.00	0	0	0	0
August Hoehne	73	62	0	\$0.88	1	\$4.00	0	0	1	0
Boland Rehab	83	64	0	\$1.81	1	\$3.35	1	0	0	0
Camden OTC	60	60	4	\$1.40	0	\$0.00	0	0	0	0
Cumberland	72	57	0	\$1.19	2	\$5.65	2	0	0	0
Edison SW	14	11	0	\$1.47	1	\$4.50	0	0	0	0
Friendship H	71	64	0	\$1.56	5	\$3.50	2	3	0	0
Goodwill NJ	56	49	0	\$2.17	2	\$4.25	1	0	0	0
Goodwill So.	53	47	53	\$2.13	1	\$7.50	0	0	0	1
Highlands	57	48	0	\$1.24	1	\$3.75	0	1	0	0
H O T C	40	38	0	\$1.66	2	\$6.00	0	0	2	0
Jersey Cape	70	62	0	\$1.39	1	\$3.50	0	1	0	0
Jewish Voc S	92	31	0	\$1.66	1	\$6.00	1	0	0	0
Joseph Fineman							See A. Hoehne			
Monmouth CVR	49	48	0	\$0.90	2	\$4.25	0	0	2	0
OC Essex	259	208	0	\$1.35	14	\$4.14	3	4	4	3
OC Hudson	84	62	0	\$1.10	6	\$4.00	4	2	0	0
OC Union	234	210	0	\$1.17	11	\$4.00	3	5	1	2
QTC Handi. CK	127	68	0	\$1.44	4	\$5.07	1	1	2	0
OTC Burlington	130	118	0	\$1.25	3	\$4.67	0	23	0	0
OTC Mercer	116	105	0	\$1.44	3	\$4.00	1	2	0	0
Ocean Co. OC	96	88	0	\$0.97	2	\$3.87	0	0	1	1
Raritan Valley	148	136	0	\$0.98	4	\$3.88	0	2	0	2
St. John of God	50	54	0	\$0.88	0	\$0.00	0	0	0	0
Salem Co. OC	78	61	0	\$1.09	6	\$4.35	3	2	0	1
Thrift Shop Un	36	31	0	\$1.46	1	\$3.35	0	1	0	0
OTC Somerset	39	34	0	\$2.23	2	\$4.75	0	1	0	1
West Essex	89	70	0	\$1.27	3	\$4.50	1	1	1	0
West Hudson	32	28	5	\$0.93	5	\$4.50	0	3	0	2
Work Opp Ctr	111	100	0	\$1.07	2	\$4.22	0	0	0	2
TOTALS	2770	2303	62	\$1.29	96	\$4.28	28	54	16	16