



# FACILITIES FACETS



NEW JERSEY DIVISION OF VOCATIONAL REHABILITATION SERVICES

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## Ramblings

By: Daniel V. Will, Chief, Rehabilitation Services

By the time you read this, the Extended Employee transportation checks should have been distributed. We were tardy in getting the money to you. We had hoped to do this much more quickly, but we had a problem. In order to know exactly whether we had a surplus or a deficit, we had to have all reports in before we could distribute any money. This will be constant. Please, get reports in on time. Also, if you are aware that there will be a significant, across the board, increase in transportation costs in your area, let us know.

I still have not been to all the workshops. I will try to get to the remaining ones as soon as I can.

Many of you have been very creative in terms of new programs. I think we should identify a forum to publicize these. The general public is not aware of the valuable services you are providing.

We will be working on the State Facilities Plan. The process requires that we assess the needs of each county in the State. We will require the cooperation of all facilities. This is important, as the

proposed rules governing any federal grants for facilities require such a document. We hope to acquire much of the information from our audits, but we may have to come to you requesting specific information.

We have received everyone's capital needs requests. We will want to keep this information current. If there are significant alterations to your plans, please notify me.

Finally, we can not help with a problem if we do not know about it!

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## The Central Jersey Report

By: Allen L. Waters, CRC, CPM

DEC 20 1990

Many months ago, a well known colleague wrote an article "The Battle of Trenton - Revisited." Without going into the details of the article, this writer nevertheless finds old monuments that we take for granted being revisited in search of meaning and application in today's society. One such establishment is that of the Sheltered (Extended) Employment Program.

A review of the history of sheltered workshops notes that they were "developed in response to a need to provide employment,

training and other rehabilitation services to severely handicapped persons. The workshop operates as a work oriented rehabilitation facility with a controlled working environment and individual vocational goals which permit the physically and mentally handicapped person to work at his or her own capacity and be paid accordingly. The basis for establishing a pay rate was initially found when the Fair Labor Standards Act (FLSA) was enacted in October 1938 which provided a partial exemption from the minimum wage law for handicapped individuals who were not capable of normal productivity."

From that time to the present day, FLSA has always provided protection to workers that guarantees the minimum wage unless the individual meets established criteria to be exempt from minimum wage protection in which case the worker must then be paid commensurate wages. However, to pay below minimum wage, the employer (usually workshops) must have a special certificate from DOL authorizing the payment of subminimum wages to workers with disabilities, under FLSA.

There is also a concept of a "noncertified workshop" where the facility is operating without a DOL certificate due to the fact that the workshop may be either paying all their workers with disabilities at least the applicable statutory minimum wage or the work it is performing is not covered by FLSA.

When new regulations on employment of workers

with disabilities under special certificate were published 8/10/ 89, they again affirmed the concept that special minimum wage rates are permitted to prevent the curtailment of opportunities for employment by persons with disabilities. Workers with disabilities were defined as individuals "whose earning or productive capacity is impaired by a physical or mental disability, including those relating to age or injury, for the work to be performed." The regulations made clear that for the purposes of FLSA, commensurate wages need never be higher than the statutory minimum wages.

Finally, an individual whose earning or productive capacity is not impaired for the work being performed cannot be employed under certificate and must be paid at least the applicable minimum wage.

How does all this technical jargon relate to Sheltered (Extended) Employment? The answer is like the glove to the hand. We have seen more and more clients' earnings rise above the minimum wage, some as high as \$7.00/hour and be recommended for Extended Employment funding. While such individuals are generally on the workshop payroll, most are performing activities outside the workshop that provide good competitive pay. If Extended Employment is designed to provide long-term employment in the workshop for a client/ employee whose functional limitations or handicapping conditions are such that employment outside the workshop is an unrealistic

goal, yet an individual is functioning outside of the workshop at above minimum wage, there is a conflict created as an automatic inclusion for EE funding. The situation is compounded with the fact that above minimum pay indicates the individual is no longer disabled for the work to be performed. And, if the individual has been declared ineligible for SSI/SSDI due to earning at the SGA level, then you really have me pulling hair that is virtually non-existent!

While the individuals in question may require support to function in employment, such support is currently not included under the level of funding available for traditional sheltered employees. Although tried many times, a square will not fit into a round hole unless there are special circumstances.

We invite your thoughts in working to resolve some of the conflicts noted for future planning, but for now, let's use some

judgment and logic regarding use of EE funding. It has a special purpose and was never intended to be the answer to all the needs of workers with disabilities. With this intent, let's make the Sheltered Employment Program the best that it can be. PEACE; and Best Wishes for the coming Holidays.

(Note: Historical Developmental of the Workshop was taken from Sheltered Workshop Study, Volume I by the U.S. DOL)

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### **International Center for the Disabled Survey Findings**

*By: Janice Pointer, Facility Specialist*

The International Center for the Disabled (ICD), recently sponsored a nationwide survey of 920 employers on employing Americans with disabilities. This survey was conducted in cooperation with the National Council of the Handicapped and the President's Committee on Employment of People with Disabilities.

The survey was conducted by Louis Harris and Associates, Inc.

Several of the survey findings have a potential impact on the direction that facility and DVRS field staff can develop in future programs for securing employment opportunities for client's with disabilities. DVRS field staff should be particularly atuned to these findings since they can be implemented with no case service monies.

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New Jersey Department of Labor  
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Division of Vocational Rehabilitation Services

- Stephen G. Janick, III** - Director
- Sharon Caldwell** - Assistant Director
- Alexander Kirk** - Assistant Director
- Daniel V. Will** - Chief, Rehabilitation Services
- James Agre** - Facilities Specialist
- Janice Pointer** - Facilities Specialist
- Allen L. Waters** - Facilities Specialist
- Robert F. Voorhees** - Facilities Auditor
- Laurette M. Walsh** - Technical Assistant

**All communications to:**

Laurette M. Walsh, Editor  
Facilities Facets  
New Jersey Department of Labor  
Division of Vocational Rehabilitation Services  
C N 398  
Trenton, New Jersey 08625-0398  
Phone: (609) 292-7496  
TTY/TDD Phone: (609) 292-2919

## Survey Findings

1. Employers say that a lack of qualified applicants is a major reason they do not hire people with disabilities.

I Say:

In light of this finding we must remain committed to providing quality training programs to clients which will allow for the development of marketable work skills.

Facilities should conduct regular labor market assessments to ensure viable training programs to meet the employment needs of local employers.

2. Employers have a low level of consciousness towards people with disabilities which creates a barrier to employment opportunities for this group.

I Say:

A continued effort on the part of DVRS and facility staff to increase business managers' awareness of the employment potential and needs of persons with disabilities is essential.

Participation in community advisory groups, seminars and other marketing activities would be helpful in this regard.

3. Employers say that their companies can provide in-house training for their managers to effectively work with employees with disabilities however they lack the necessary

expertise and equipment to provide this training.

I Say:

The expertise of facility and DVRS staff in technical and counseling skills is an asset which can be presented to employers in their effort to increase the skills of their managers in working with employees with disabilities.

These findings support the contention that employers are willing to work with the disabled for employment opportunities. Identifying new ways in which we can be of help in this process should allow for increased opportunities for clients in our local communities and employers who are informed of the needs and availability of qualified applicants with disabilities.

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## South Jersey Happenings

*By: Jim Agre, Facilities Specialist*

We were saddened to learn of the September 1990 passing of Mr. Nicandro Cimorelli, Director of Goodwill Industries of South Jersey.

A new Executive Director has been appointed by this agency and is expected to begin work early in November. His name is Robert Dugas. We wish him good luck in this position.

Easter Seals of Cumberland County, Vineland, expects to move into its new building within the next month. This building will be almost twice the

size of the old location and is "State of the Art" for vocational rehabilitation services.

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## CARF Announces Standards Tracking Reports

The Commission is developing a special standards tracking report that will be generated once every four months for state agencies, including vocational rehabilitation and developmental disabilities agencies that utilize CARF accreditation as part of their quality assurance system. As the Commission's activities expand in other areas such as mental health and alcohol and other drug abuse treatment, these reports will be available to those state agencies as well.

The standards tracking reports will provide state agencies with aggregate information that profiles organizations in their state that have been accredited during a four month period and a summary report on the specific standards which have been missed by 20% or more of the organizations that have been accredited. A sample report covering the period from January 1 - June 30, 1990, was sent to all mandating state agencies at the end of August. In November the first report will be generated and mailed to state agencies in which accreditations have occurred. The report cycle will follow the Commission's standards manual year of July-June, with an annual summary being produced with the last report.

The Commission is pleased to offer this service to the field. We hope this information will assist states in determining those areas in which support and/or training may be needed for programs. It will also provide a perspective on the overall quality of the programs being provided in a particular state.

Trends in vocational and employment accreditation:

A review of the statistics for 1988, 1989 and mid-year 1990 on organizations that are accredited in one of the six vocational and employment standards areas reveals a number of interesting trends.

Vocational and Employment Programs continue to account for the majority of programs accredited by the Commission. Of the total 7,601 CARF accredited programs, 4,963 or 65% are accredited in the vocational and employment areas. The following figures, as of August 1, 1990, provide a by product breakdown.

Vocational Evaluation	782
Job Placement	750
Work Adjustment	917
Occupational Skills Training	321
Work Services	1446
Supported Employment	323
Industry-Based Programs	424

Two programs, Vocational Evaluation and Occupational Skill Training have shown a decrease in the number of accreditations. Though less than 5% in both cases, the decline has been consistent over the past 18 months.

Work Adjustment, Job Placement, and Work Services have each demonstrated a steady growth pattern since 1988. The largest increase has come with Job Placement, with a growth rate of 7%; the smallest increase is in Work Adjustment with 4%; followed closely by Work Services with 5%.

The fastest growing areas have been Supported Employment and Industry-based Programs (formerly called Programs in Industry). The number of accredited organizations in these areas has shown an increase of almost 30%.

International Center for the Disabled (I.C.D.) will be reviewing progress of its grant award program which provides for training of VR professionals in Evaluation and Work Adjustment.

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### **New Area Code - 908**

On June 8, 1991, the new 908 area code will be placed into service. Following that date, if you use the 201 area code for calls to numbers in the new 908 area code, your call will not be completed. Instead you will receive a message reminding you to use the 908 area code.

You may use the 908 area code now. If you presently dial 201 to a number in the new 908 area, telephone equipment will automatically translate the area code to be 908. This service will end June 8.

**TELEPHONE NUMBERS AND EXCHANGES** in the new 908 area code **WILL NOT CHANGE** from what they were in the

201 area code. Only the area code will change.

You must remember to use a "1" first when dialing to and from the new 908 area code from another area just as you do now when dialing a different area.

**CONSULT YOUR TELEPHONE DIRECTORY TO SEE WHAT LOCATIONS ARE IN THE NEW 908 AREA CODE.**

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### **Disability Law Clinic**

The Disability Law Clinic is a newly created free legal assistance program serving the needs of handicapped people as a joint project of Seton Hall University (SHU) and the Community Health Law Project located at SHU School of Law in Newark (642-8717). It is staffed by second or third year law students under the supervision of Stuart Weiner, Esquire, Supervising Attorney. The mission of the clinic is to address legal issues of specific concern to handicapped individuals (i.e. SSD, SSI, Medicaid issues, access to health care and health insurance, discrimination in employment, public transportation, architectural barriers) and other aspects of society.

Clients are screened for financial eligibility based on size of household, income, assets and special circumstances relating to the ability to retain private counsel. Both handicapped adults and children are eligible as well as organizations dedicated to advocating for the rights of the handicapped. Although primarily serving

Essex County Residents, contiguous counties will be served to the extent that resources are available.

### Food for Thought

There is only one good,  
KNOWLEDGE  
and one evil  
IGNORANCE  
- Socrates

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### Contract Awarded to Camden County College

The Division of Vocational Rehabilitation Services has awarded a \$150,000 contract to Camden County College to provide vocational services to adults who are deaf.

The program will replicate DVRS's highly successful Fairlawn program which serves the North Jersey deaf population. The program will provide vocational assessment, work adjustment training, job counseling, job placement, employment related interpreter services and job related follow-up services. Services will be provided to deaf persons who are unemployed or who are experiencing difficulty in their current job. All services will be provided in the deaf person's preferred mode of communication.

Although funding is provided by DVRS, the person does not have to be a client of DVRS nor a student at Camden County College to apply for services.

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### News! News! News!

America's Disability Channel (ADC) is a cable television network that presents public service, educational and entertainment programming for and by persons with disabilities. It was launched September 15th on some cable networks. As cable space is at a premium, cable companies respond to what they perceive to be the local demand. If you want to receive this channel in your area, you must call and write your cable company requesting that they carry this network. For more information, call ADC at Voice 512-824-7446 or TDD 512-824-1666.

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### Salvation Army Fighting Wage Order

The U.S. Department of Labor notified the Salvation Army that their clients should receive minimum wage under the Fair Labor Standards Act. The group takes in people it ministers to and gives them room, board and spending money up to \$20 a week in return for 4-5 hours of work cleaning, serving food or unloading the furniture and clothing the Army receives in donations. The Army also provides counseling and group therapy to these individuals. After their time at these centers, many of these people are able to get jobs. The Salvation Army will discuss their rehabilitative services with the Department of Labor to persuade the agency to drop its objections.

## Nuns Stop Work on Shelters

Mother Theresa's Missionaries of Charity have abandoned plans to convert two abandoned buildings into a homeless shelter after New York City insisted they spend \$50,000 on an elevator to accommodate the handicapped.

According to Ann Emerman, Director of the Mayor's Office for People With Disabilities, "The sisters said if anyone couldn't walk up the stairs, they'd carry them, just like they do in Calcutta. We said we have different ideas here of personal dignity. Some people might not want to be carried." Emerman also told them, "A lot of people in the shelter system are handicapped and need more accessible services."

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## Swimmer Crosses the Channel

Lucyne Krajeswka, 21, of Dortmund, West Germany, who does not have legs, swam the English Channel on August 27th in 12 hours, 29 minutes.

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## Camden County Guide

The Camden County Office for the Disabled is looking for volunteers to help collect information for the Disabled is regarding Barrier Free Facilities within Camden County. Anyone interested in participating should contact the office at (609) 757-8620.

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## Lincoln Center Accessible

Lincoln Center has established a Department of Programs and Services for Disabled Persons. Wireless headsets are available for persons with hearing difficulties. The New York City Opera offers occasional signed performances.

Large print, braille and audio-cassette programs are available at performances of the NY Philharmonic, the Chamber Music Society and all events sponsored by the center.

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## Cornell's Corner

The following are a few training programs offered by Cornell University's New York School of Industrial & Labor Relations which is a statutory college of the State University of New York.

For further information or to receive brochures describing upcoming training events call: 607-255-2906 or TTY/TDD: 607-255-7665.

WHAT: Creating New Business Ventures

WHERE: Great Gorge, NJ

WHEN: February 7 & 8, 1991

WHAT: Financial & Risk Management Personnel & Human Resource Management

WHERE: Ithaca, NY

WHEN: March 18, 19 & 20, 1991

WHAT: Rehabilitation Facility Management Simulation

WHERE: Ithaca, NY

WHEN: May 8, 9 & 10, 1991



Supervisory Management Series:

WHAT : Production Management

WHERE: New Brunswick, NJ

WHEN : January 29 & 30, 1991

WHAT : Positive Behavioral Supports Non-aversive Behavioral Management Strategies

WHERE: Cook Campus Center Rutgers University New Brunswick, NJ

WHEN : April 3, 1991

(target audience -- rehab personnel responsible for the supervision of individuals with disabilities in employment functions including floor supervisors, job trainers, job coaches, employment specialists and retention specialists.)

WHAT : Orientation to Rehabilitation Services and Supervision of Individuals with Disabilities

WHERE: New Jersey

WHEN : February 4, 5 & 6, 1991

WHAT : Orientation to Supported Employment and Job-Client Match Techniques

WHERE: New Jersey

WHEN : March 5, 6 & 7, 1991

WHAT : Working Effectively With Families

WHERE: New Jersey

WHEN : March 8, 1991

WHAT : Job Coach Practicum

WHERE: New Jersey

WHEN : April 1, 2 & 3, 1991

WHAT : Introduction to Cognitive Retraining for Job Coaches

WHERE: New Jersey

WHEN : April 24 & 25, 1991

WHAT : Follow Along & Case Management Strategies In Supported Employment

WHERE: New Jersey

WHEN : May 13 & 14, 1991

WHAT : Special Issues in Supported Employment Practice

WHERE: New Jersey

WHEN : May 15 & 16, 1991

WHAT : Employment & Social Security: What the Rehabilitation Professional Needs to know

WHERE: New Jersey

WHEN : May 17, 1981

WHAT : Case Finding & Community Networking

WHERE: Ithaca, NY

WHEN : June 10 & 11, 1991

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### Hospitaller Order of St. John of God

The Hospitaller Order of St. John of God, an international organization serving persons with disabilities and other life challenges in over 40 countries, is pleased to introduce you to WORLD INK, its newest program in Westville Grove, NJ, USA. WORLD INK is a commercial silk screen printing company which represents a major expansion of the smaller training and production unit formerly located on our main campus as well as a renewed approach to traditional Vocational Rehabilitation. The Program exemplifies the universal mission of the St. John of God Brothers and their commitment to providing relevant, state of the art programming to those

served in ways that enhance personal integrity, promote growth, and command excellence.

WORLD INK demonstrates our implementation of the Order's mission and our commitment to securing sound business initiatives for those we serve; integrating relevant rehabilitative and supportive services into that business; and advocating for appropriate employment opportunities for persons with disabilities.

The name itself was chosen to signify the many dimensions of our identity as well as our dream. We acknowledge our roots and our place in the international parent company, the Hospitaller Order. We aspire to see our products, services, and example reach all corners of the globe. Lastly, but most importantly, we hope this opportunity will expand the scope of the private individual worlds known to those we serve. It represents a true partnership between the business and rehabilitation communities. Such a partnership has become increasingly more critical as economic, legislative, and societal changes have occurred. With partnerships, everyone has a chance to service change and win.

The business itself is upbeat, state of the art, and highly creative. The newly expanded operation allows us to do business with the biggest and the best. Our capabilities include a wide range of screen printed items, such as textiles, plastics, and

glassware. All items are individually designed by our Art Department to meet customer needs. The emphasis is on service and consumer satisfaction.

If you want to be part of such a "Rehabilitative Business Enterprise with Global Vision," consider doing business with WORLD INK and the Hospitaller Order of St. John of God.

For further information contact: Mr. Tom Murray, at: 1-800-365-4384 or by FAX: 1-609-727-0228.

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## Facilities Quarterly Report 4-90 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	Place	Wage
Abilities NW	7	5	0	0	27	1	5.0	0.0	0	1	0	0	0	\$0.00	5	\$1.52
Abilities So.	6	10	1	0	6	16	10.0	0.0	0	2	0	0	0	\$0.00	5	\$1.14
Assoc Craft	11	8	2	1	5	8	5.0	18.0	0	0	0	0	1	\$5.00	3	\$1.64
Career Opp	5	5	3	0	0	3	9.2	18.0	1	1	0	0	0	\$0.00	5	\$1.39
Bergen/Passaic	7	7	4	0	35	36	10.0	0.0	0	0	0	0	0	\$0.00	0	\$0.00
Boland Rehab	34	24	0	2	18	23	5.0	18.0	0	0	0	1	1	\$5.50	2	\$1.54
Camden OTC	32	6	7	0	2	10	7.0	15.0	4	3	0	0	2	\$4.50	2	\$1.85
Cumberland Reh	26	16	12	2	42	60	5.0	18.0	14	2	0	0	0	\$0.00	12	\$1.10
Edison SW	1	0	0	0	0	0	0.0	0.0	0	0	0	0	0	\$0.00	0	\$0.00
Friendship H	25	15	3	0	147	113	5.0	18.0	0	0	0	0	30	\$4.05	9	\$1.89
Goodwill NJ	53	34	12	7	3	61	5.0	14.0	0	4	4	0	15	\$7.36	0	\$2.10
Goodwill So.	14	4	6	0	0	0	10.0	9.0	0	2	1	0	0	\$0.00	3	\$3.10
Highlands	17	11	5	0	32	40	8.0	0.0	0	2	0	0	0	\$0.00	0	\$0.00
CEA	5	7	3	1	57	30	5.0	9.0	1	0	0	0	2	\$6.13	1	\$2.16
Jersey Cape	7	5	5	0	14	17	9.0	8.7	2	3	1	0	0	\$0.00	1	\$3.64
Jewish Voc Sr	25	20	7	0	7	15	5.0	18.0	0	1	2	0	4	\$6.05	5	\$2.01
Joseph Finema	See August Hoehne															
Monmouth CVR	6	4	3	0	95	87	9.0	4.0	0	7	3	0	0	\$0.00	5	\$1.07
OC Essex	11	9	1	0	84	16	5.0	9.0	0	0	4	0	0	\$0.00	5	\$2.31
OC Hudson	10	15	3	0	0	24	5.0	18.0	0	2	3	0	0	\$0.00	3	\$1.03
OC Union	17	17	4	0	91	102	5.0	18.0	0	0	0	0	0	\$0.00	7	\$1.98
OTC MORRIS	18	0	0	0	28	13	0.0	0.0	0	0	0	0	0	\$0.00	4	\$1.02
OTC Burlington	14	14	24	0	2	13	10.0	9.0	4	1	1	0	0	\$0.00	2	\$1.79
OTC Mercer	21	19	7	3	5	30	10.0	18.0	0	4	1	0	2	\$5.76	2	\$1.75
Ocean Co OC	4	4	0	0	86	55	4.0	0.0	0	0	0	0	0	\$0.00	2	\$1.77
RVM/EASTER SEA	15	18	6	0	56	39	5.0	18.0	0	2	1	0	0	\$0.00	7	\$0.97
St John of God	4	2	0	0	0	16	0.0	20.3	6	0	0	0	2	\$4.75	1	\$1.63
Salem Rehab Ct	1	0	2	0	27	17	10.0	18.0	0	1	0	0	0	\$0.00	5	\$1.97
Union ARC	1	2	2	0	1	1	9.0	11.0	0	0	0	0	0	\$0.00	0	\$0.00
OTC Somerset	3	1	1	0	29	22	0.0	0.0	2	1	0	0	1	\$6.51	1	\$1.60
West Essex	17	19	21	0	8	26	5.0	18.0	0	1	0	0	0	\$0.00	5	\$1.37
West Hudson	5	3	0	0	5	7	5.0	18.0	2	1	0	0	0	\$0.00	0	\$0.00
Wrk Opp Ctr	0	7	4	0	48	43	5.5	0.0	5	0	0	0	0	\$0.00	0	\$0.00
State Totals	422	311	148	16	960	945			41	41	21	1	60	\$5.28	102	\$1.54

## Facilities Quarterly Report 4-90 Sheltered

Sheltered	No. Cl	A D A	Wait	Hour	Clnt	Wage	Time in E.E. in Years			
	E.E.	E.E.	List	Wage	Plcd	After	one	one-3	Thr-5	Over 5
Abilities NW	38	32	0	\$1.47	1	\$4.00				
Abilities So	107	101	0	\$0.96	4	\$4.85	0	1	2	1
Assoc Craft	65	55	0	\$2.00	0	\$0.00	0	0	0	0
Career Opp	106	82	0	\$0.89	4	\$5.00	0	3	0	1
BERGEN/PASSAIC	78	68	0	\$0.92	0	\$0.00	0	0	0	0
Boland Rehab	85	77	0	\$1.80	2	\$5.87	2	0	0	0
Camden OTC	60	60	20	\$1.28	4	\$4.00	2	0	2	0
Cumberland	94	78	12	\$1.78	3	\$0.00	2	0	1	0
Edison SW	21	17	0	\$2.38	0	\$0.00	0	0	0	0
Friendship H	71	64	0	\$1.89	8	\$4.05	1	6	1	0
Goodwill NJ	82	75	0	\$2.11	4	\$5.19	2	2	0	0
Goodwill So.	28	24	0	\$3.20	5	\$4.50	5	0	0	0
Highlands	66	59	0	\$1.40	0	\$0.00	0	0	0	0
C E A	47	40	0	\$1.74	0	\$0.00	0	0	0	0
Jersey Cape	67	70	0	\$1.47	2	\$5.00	0	0	0	2
Jewish Voc Sr	119	81	0	\$2.14	2	\$6.50	2	0	0	0
Joseph Finema			closed							
Monmouth CVR	57	51	0	\$1.42	0	\$0.00	0	0	0	0
OC ESSEX	225	163	0	\$0.95	9	\$4.77	4	5	0	0
OC Hudson	96	78	0	\$1.07	1	\$3.65	1	0	0	0
OC Union	233	211	0	\$1.68	3	\$5.16	0	3	0	0
OTC Morris	115	75	0	\$1.60	3	\$6.38	3	0	0	0
OTC Burlington	171	153	0	\$2.10	0	\$0.00	0	0	0	0
OTC Mercer	164	148	0	\$1.50	6	\$4.29	0	0	5	1
Ocean Co Occ	123	106	0	\$1.34	1	\$5.50	0	1	0	0
Raritan Valley	193	136	3	\$1.74	4	\$4.93	1	1	1	1
St. John of God	50	54	6	\$1.05	0	\$0.00	0	0	0	0
Salem Co Reha	86	61	0	\$1.44	4	\$4.75	0	2	1	1
Union ARC	31	28	2	\$1.76	0	\$0.00	0	0	0	0
OTC Somerset	44	37	0	\$2.19	0	\$0.00	0	0	0	0
West Essex	132	124	0	\$1.49	1	\$4.75	0	1	0	0
West Hudson	26	17	0	\$0.27	0	\$0.00	0	0	0	0
Work Opp Ctr	110	83	0	\$1.44	1	\$5.50	1	0	0	0
<b>TOTALS</b>	<b>2990</b>	<b>2508</b>	<b>43</b>	<b>\$1.52</b>	<b>72</b>	<b>\$4.60</b>	<b>26</b>	<b>25</b>	<b>13</b>	<b>7</b>