



FACILITIES FACETS



NEW JERSEY DIVISION OF VOCATIONAL REHABILITATION SERVICES

Volume 5 Number 1

Spring 1987

CARF Accreditation

By George R. Chizmadia, Director

It has been a number of years now since Commission on Accreditation of Rehabilitation Facilities (CARF) accreditation became a part of the vocational rehabilitation scene here in New Jersey. I would like to take a moment to reflect on what we have accomplished.

Our own staff had provided an oversight function for several years before we decided to institute CARF accreditation. In our effort to keep our overhead down we realized that the kind of effort needed to get where we wanted to go with facilities services would require massive infusion of personnel on our part. We would have to import expertise that did not exist on our staff and we would have to develop voluminous standards. We found our answer in CARF.

It was gratifying when the Council of State Administrators for Vocational Rehabilitation (CSAVR) endorsed CARF accreditation on a national level. This demonstrated that New Jersey was in the forefront of the facilities movement.

The process has met many of our concerns and has allowed many a facility to understand where it must strengthen its program. Many executive directors have been able to use CARF

documentation to encourage slow moving boards of directors that change was needed. I think the biggest winners have been our clients.

The process has not been without its problems. We have not always agreed with CARF determinations. We have thought some too lax, others too harsh. But all told our joint efforts have created a facility program here in New Jersey that is, in my opinion, second to none. I commend you for your past efforts and encourage you to continue to build on the strong foundation that we have established.

Utilization Of Workshops

By Joseph A. Baptista

Assistant Director, Rehabilitation Services

The following was first shared with our entire professional staff in February 1977. It was again reissued in December 1981. Now for the third time it is again being shared. All that is stated herein continues to be applicable. Managers are urged to revitalize relationships with workshops in their areas. Together Workshops and DVRS can assist in meeting the needs of selected clients.

As you know for quite some time I have indicated a need for a better relationship between DVRS and Workshops.

It is my belief that many members of our staff are not aware of what a workshop can do to assist us in serving our clients. On the other hand many workshops are not aware of what our needs are for our clients.

The following is presented for your review, consideration, and as a basis for discussion at meetings which will be scheduled by your Office Manager and the Workshop(s) in your immediate area. Its purpose is to stimulate thought and discussion which may result in a better working relationship.

Workshops And Counselor

The role of the Rehabilitation Counselor is very complex. The counselor is expected to be knowledgeable in many areas. They must, as counselors, have a broad understanding of psychology, medicine, social work, economics, the labor market, job trends and job specification, as well as many other disciplines and sub-disciplines. They must know providers of service, who they are and what they do. Nevertheless, a counselor cannot know everything.

One of the most important assets a counselor can have is the knowledge of who and where the experts and/or the tools are that assist in the Rehabilitation Process. This paper considers one such area of expertise, one such tool, "the workshop."

The workshop is often overlooked due to preconceived notions of what it can do. It too often is seen as a facility solely for the mentally restarted and the emotionally ill.

The selection of a workshop should be free of preconceived notions.

It would be appropriate to consider a workshop in some of the following diagnoses based on individual need: Mental retardation, epilepsy, deafness, mental illness, heart, cancer stroke, spinal cord disease or wherever a client's rehabilitation process can best be advanced by the comprehensive services of a workshop.

Unfortunately, many counselors have never seen the workshop in these broad terms. Why isn't the workshop considered for these clients? Is it because we don't understand what a workshop can do? Is it because the workshop has never taken on this kind of client? Have we tried?

The following is a general description of what a workshop can or cannot accomplish. What type of clients should or should not be referred, what a counselor can expect from a workshop, what the workshop can expect from the counselor, and what each can expect from the other.

A Workshop Can Accomplish Many Things

It can provide an environment that is conducive to the modification of a client's overall functioning. It can provide a setting in which an individual can experience success as a productive human being. It can be adapted to meet certain needs of the client through individualized programs. It can provide a work and counseling milieu that enables clients to develop potentials and to realistically plan for the future. It can provide a work situation

enabling a person to effectively function even though lacking the capabilities of handling a job in the regular labor market. It can in selected cases place trainees in regular jobs in industry. It can train clients in particular skill occupations.

It does all these things well, but a workshop cannot provide answers to every client's problems. It cannot provide the emotionally disturbed with intensive therapy that results in a magical cure. It cannot provide a person with a full academic education or a wide variety of highly technical skilled training. The workshop is simply not a hospital or a school.

The Type Of Client That Is Most Suited To A Workshop Experience Presents Case Problems That Are Answerable In A Workshop Setting

Case questions that might be most amenable to workshop

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answers are: What is causing this sequence of job failure? Is it the client's inability to cope with supervision that causes employment difficulties? How much of a working day can this client handle? What real work could this client do? Can the client develop a social competence at work? Could he or she attain competitive employment? Can the client benefit from vocational training? These and other questions that you might thoughtfully pose are readily answerable in a workshop setting.

A workshop cannot answer questions for which it is not fitted to respond. Purely educational questions, purely psychiatric questions and all other questions that are outside the province of a workshop. The key thought involving workshop is adjustment to a working environment.

Along With Answers To Specific Questions, There Are Services A Counselor Can Expect From A Workshop

A workshop should provide case finding. A workshop should screen clients to provide appropriate referrals. A workshop should have intake procedures that assure client suitability to the workshop and establish a sound program. A workshop should report and refer with an understanding of D.V.R. so that there is a coordination of program and D.V.R. counselor role. A workshop should carry out its stated programs and services. A workshop should maintain a client only as long as there is movement toward stated goals. A workshop should

report fully the status of clients, as well as the nature of the program that will be provided in the next time frame. Finally, the workshop should provide placement or assistance with placement as needed. All of these services we should expect from a workshop.

On The Other Hand There Are Behaviors That The Workshop Can Expect From The Counselor

The counselor should know the workshop well. His or her knowledge should be first hand and gained from several visits. The counselor should know the workshop staff. The counselor should know the staff's professional preparation and their roles. The counselor should know the workshop's program and how flexible it can be. The counselor should read reports, ask questions, and supply justified ancillary services.

The counselor and the workshop to be effective must operate as a team. Most importantly the counselor should attend staffings, visit the client and ease the transition from VR to workshop. The counselor should supplement services of the workshop and assist client movement into the world of work. The paramount concept is that counselor and workshop are a team.

What Each Can Expect From The Other

In the preceding sections, an attempt has been made to describe the responsibilities of the workshop and the Division of Vocational Re-

habilitation. In reference to mutual responsibilities, the most significant element is to work together as a team. A workshop's only purpose for existence is to provide meaningful programming for handicapped individuals. The Division of Vocational Rehabilitation's only purpose for existence is to provide services to these same handicapped individuals. Much too often communication breaks down between agencies and misunderstandings can develop. Both the workshop and the Division of Vocational Rehabilitation have a responsibility to maintain close and open communication, to raise issues that are not clear and to resolve these issues as they occur. By maintaining this type of cooperative agreement, the client obtains the best possible services as quickly and as effectively as possible, and this is what we should expect from each other.

Unquestionably, workshops vary and they each have their own personality. Some offer more in the educational areas than others; some have more skilled training areas than others; and some serve a higher number of only placeable level clients than others. The main point, however, is that if D.V.R. works closely with the workshops the potential for program expansion is only limited by our mutual imagination and creativity. We owe to each client we serve the expended energy on our part in this area of greater utilization of facilities. We must work together to develop the full potential of each of the facilities in the State.

Cornell's Corner

Spring 1987
REHABILITATION FACILITY ADMINISTRATION PROGRAMS:

Financial Management
\$90.00
When: April 20-22, 1987
Where: Rutgers University, NJ

Executive/Board of Directors Program
\$45.00
When: June 19-20, 1987
Where: Ithaca, NY

WORKSHOP PERSONNEL ADMINISTRATION PROGRAMS:

Rehabilitation Personnel Orientation Simulation
\$90.00
When: April 7, 9 - 1987
Where: Rutgers University, NJ

Community Based Placement Approaches*
\$90.00
When: May 5-7, 1987
Where: Rutgers University, NJ

(*Supported Employment Series)

Improving Production Techniques
\$90.00
When: June 8-10, 1987
Where: Ithaca, NY

For further information contact: Ron House, Susanne Bruyere, or Debbie Woolston at 607-255-7727, 255-2770 or 255-9536.

The Central Jersey Report

By Allen L. Waters

In reviewing the final quarterly report of competitive placements from traditional programs (Evaluation and WAT), congratulations are in order for making the top 10 list of competitive placements from the traditional program. However, I am puzzled as to why six facilities in the top 10 are located in Northern area. Many questions come to mind from a Program Evaluation point of view, but only you in the facilities have the answers. I am acutely aware of the many problems faced by facilities in the daily operation, but fortunately no one has a monopoly on such problems. Therefore, the expectation is for a more equitable distribution of competitive placements from North to South. In spite of the problems, can we establish a baseline and then move forward? We may never have a utopia, but with the given resources and utilizing a team approach, I believe the Central Jersey facilities can achieve as much, maybe more (?) than the Northern facilities. Let's make a determined commitment for 1987!

We wish to welcome all new staff who have joined the Rehabilitation Movement since our last Newsletter, and look forward to your input. On a less pleasant note, we learned that Marie Gunner, Workstation Coordinator and Job Placement Specialist at OTCH has accepted another position. Marie gave many years of dedicated service her expertise will be missed. We say thank you for your con-

tributions toward enriching the lives of the many disabled citizens served.

South Jersey News

By Jim Agre

Goodwill Industries of Southern New Jersey DVRS welcomes Mr. Nick Cimorelli to his new position of Director of Rehabilitation. He recently transferred from the position of plant manager.

Atlantic County Opportunity Center Mr. David Haeffner recently joined the staff of this agency in the position of EXTENDED EMPLOYEE counselor. He was previously employed as a social worker and rehabilitation counselor at one of the state hospitals.

My personal thanks to Ms. Linda Carney, Executive Director of the Atlantic County Opportunity Center for the honor which was given to me at the rededication program on November 19, 1986.

News! News! News!

° Foundation News, Vol. 27
#6, Nov/Dec 1986

The Grants Manager Software.

For more information contact: NPO Management Services, Inc., 800 West End Avenue, New York, NY 10025 or call: 212-678-7077.

° U.S. News & World Report,
February 23, 1987

The Foundation for Children with Learning Disabilities publishes a detailed resource guide. Send \$10.00 to the foundation at 99 Park Avenue, New York, NY 10016.

° US News & World Report
December 8, 1986

Special Education Software Center a data base funded by the Department of Education. Toll Free Number 1-800-327-5892.

° US News & World Report
December 22, 1986

Volunteer Medical Engineers (VME), 250 Westinghouse Electric Corporation Employees use after-work time/weekends to create inventions. Donations \$75,000 annually (much of it from Westinghouse).

° US News & World Report
December 29, 1986 -
January 5, 1987

Recent research has found acidic beverages such as soft drinks, fruit and vegetable juices can cause some drugs to dissolve in the stomach rather than the intestines where they can be more easily absorbed.

Milk and iron products interfere with the absorption of some antibiotics. Aged cheese, avocados, bananas, beer, chocolate, and cola drinks dilute the effectiveness of drugs used to treat depression or hypertension. Alcohol also interacts with many drugs.

New Jersey Business & Industry Associations

Fourth Annual Convention May 11-13, 1987 at Bally's Park Place, Atlantic City, NJ. Contact: Michelle J. Glassburg, 609-393-7707.

Bergen Passaic Unit NJARC And August H. Hoehne Center

New Mailing Address: 481A Edward Ross Drive, Elmwood Park, NJ 07407.

Hunting And Fishing

Catalog for the handicapped available. (Send \$1.00) Stuart's Sport Specialties, 7081 Cxhad Street, Anchorage, Alaska 99502.

4th International Polio Conference

June 4-7, 1987

St. Louis, MO

Sheraton - St. Louis Hotel

Conference registration info will be mailed to interested people. Write: G.I.N.I., 4502 Maryland Avenue, St. Louis, MO 63108, 314-361-0475.

Misprint

Facilities Facets, Vol. IV, Number 4, Fall 1986, pg. 3, Central Jersey Report should have read: We now have a supply of Rules & Regulations NJAC Title 12 Chapter 51 (Not Chapter 15).

Independent Living Centers

The DVRS contact person Mary DeRiso is on leave of absence. Any questions relative to Independent Living Centers approved by DVRS should be referred to Mr. Thomas Jennings, Chief, Program Planning and Development Specialist, NJDVRS, CN 398, Trenton, NJ 08625 or call him at 609-292-5987.

New Jersey Speech-Language-Hearing Association

25th Annual Convention

April 30-May 2, 1987

Somerset Hilton

For further information contact: Ria Barry, Convention Chair, 120 FINDERNE Avenue, Bridgewater, NJ 08807, 201-725-0660

Director Of Consumer Advocacy

United Cerebral Palsy is looking for a disabled individual to coordinate its statewide advocacy program. Responsibilities include: advocacy on legislative, housing, and other relevant issues; information and referral; outreach; coordination of speaker's bureau; and production of an advocacy newsletter. Bachelor's degree plus good writing and organizational skills required. Full time. \$18,000 per year. Call 609-392-4004 or send resume to: Julie Giges, Director of Planning, United Cerebral Palsy, 315 West State Street, Trenton, N.J. 08618. EOE

Governor's Conference On Recreation For The Handicapped

Wednesday, April 29, 1987
Holiday Inn, Jamesburg, NJ

For further information contact: Jacquie Stanley, New Jersey Department of Community Affairs, 363 West State Street, Trenton, NJ 08625-0800 or 609-292-6243.

Catalog Caters To Impaired

Selected Products for People with Special Needs Write to: Radio Shack Circulation Dept., 300 One Tandy Center, Fort Worth, TX 76102.

1987 Projects With Industry National Training Conference

OCTOBER 15-16, 1987 the McCormick Center Hotel Chicago, Illinois.

Presented by: The Employment Research and Training Center, Inter-National Association of Business, Industry and Rehabilitation

Midwest Association and Industry and Region V Projects with Industry.

Special rates for those making reservations by September 7th. For further information call: 1-800-621-6909.

Special airline rates. Northwest Airline offers discount fares to those attending conference. Call Northwest Meeting Service weekdays between 8:00 am and 8:00 pm (Central Time) and use the following Code Number 12023 when making your reservation. Call Northwest Airline toll free: 1-800-328-1111.

Fourth Annual Career Options Day

The Vocational Rehabilitation Department of the Johnson Rehabilitation Institute is sponsoring it's Fourth Annual Career Options Day on April 29, 1987 at the College Center, Middlesex County College. The event will provide an opportunity for disabled individuals to meet with employers and to learn about job opportunities within their companies. Career workshops will also be available. For more information contact: Ms. Carol Feierstein, 201-321-7069.

Happenings In North Jersey

By Carroll J. Mrowicki

On Friday, March 20, I visited Sussex House, a Psychosocial Center, on the grounds of Newton Memorial Hospital. Dave Taylor and his staff are preparing to apply for DVR approval.

On the same day, in Essex County, the Occupational Center in Orange was hosting

the Director's Advisory Group (DAG). Mr. Chizmadia, DVRS Director and the top administrators of the Division were being received by Rocco Meola, the Center's Executive Director. The center serves over four hundred clients at two locations and has been steadily expanding its building maintenance program, thirteen crews do off-site contracts, and its paper recycling program. The Center provides pickup service in six Essex Municipalities.

This is the second visit to North Jersey by the D.A.G., three months ago the Occupational Center of Hudson County was visited. The group was impressed with the growth and enhancement of both programs visited.

Mr. Chizmadia stated that the Advisory Group will be visiting facilities on a monthly basis to exchange ideas and to enhance mutual understanding.

Doreen Elkin, Director of Rehabilitation at Greystone Park Psychiatric Hospital, situated in the mountains of Morris County has convinced the JTPA's of Morris, Warren and Sussex Counties to support an Office Procedures skill training program for patients. An open house was held January 28, 1987 - visitors were surprised to see a state of the art word processing center as well as an enhanced workshop.

The hospital staff hopes to do more to aid in the patient's transitioning into the community by helping them to start employment prior to discharge.

Speaking of Open House's we have a few coming up on Thursday, April 5, Archbishop Boland Rehab in Newark at 2 p.m.; April 8,

Goodwill Industries in Harrison from 10:00 a.m. to 2 p.m. and April 30, Highlands/Easter Seals in Franklin 11:30 a.m. to 3 p.m.

Congratulations to Gene Stefanelli at West Essex Rehabilitation Center, he finally got the \$150,000, out of Dave Selby to complete renovations at his facility. (This money was the result of special legislation.) Rumor has it that a bronze plaque will be installed to memorialize the contributions of the "Polish Prince" (Mr. Carroll J. Mrowicki) to that facility.

Looking to the future we are all awaiting the grand opening of the Bergen-Passaic ARC's facility in Elmwood Park. Jim Seath, Executive Director has named Elaine Gavejian to be its chief executive. This new facility will replace the Joseph Feinman Center from Haledon which closed in September 1985 and the Hoehne Center in Hackensack.

Please mark your calendar Dial for Independent Living will sponsor a wheelchair basketball game at Clifton High School, 333 Colfax Avenue on April 29, 1987 at 7 p.m. For more information call Dial at 340-3700.

Microcomputers For the Rehabilitation Facility

What Every Executive Director and Financial Manager Should Know

A one day course co-sponsored by the N.J. Division of Vocational Rehabilitation Services and the New Jersey Association of Rehabilitation Facilities will be held at the Rutgers University Labor Education Center on

Tuesday, May 19, 1987 starting at 9:00 a.m.

This program is designed to provide executives and financial managers with a "hands-on" opportunity to explore the use of Lotus 1-2-3 and other software. Computer applications will focus on facility budgeting, job costing, financial management, client tracking, word processing, mass mailings, and other critical facets of rehabilitation facility management.

Benedict Schwartz, a rehabilitation consultant who specializes in the use of computers will be the instructor for the day. Mr. Schwartz has developed computer software used in private rehabilitation facilities and public agencies in both the United States and Canada and also serves as adjunct faculty at Cornell University, the University of Maryland, and the University of Hartford.

He will also be introducing at his seminar a new Lotus 1-2-3 based PC software program which will save facility staff many hours of time in recording and tracking client attendance, billing, and monthly/quarterly reporting to DVRS and other governmental agencies.

This course is being provided free of charge to all facility executive directors and their key financial/administrative personnel who currently have extended employment contracts with DVRS.

For further information, please contact David P. Selby, DVRS Grants Manager at 609-292-7395.

NJDVRS Cancelled The Winter 1987 Issue Of Facilities Facets

There was no Winter 1987
Facilities Facets Newsletter

The Man In The Glass

When you get what you want
in your struggle for self
and the world makes you king
for a day, just go to a mir-
ror and look at yourself and
see what THAT man has to
say.

For it isn't your father
or mother or wife whose
judgment upon you must pass,
the fellow whose verdict
counts most in your life is
the one staring back from
the glass.

Some people might think
you're a straight-shootin'
chum and call you a wonder-
ful guy. But the man in the
glass says you're only a bum
if you can't look him
straight in the eye.

He's the fellow to please,
never mind all the rest for
he's with you clear to the
end and you've passed your
most dangerous test if the
guy in the glass is your
friend.

You may fool the whole
world down the pathway of
years and get pats on the
back as you pass but your
final reward will be heart-
ache and tears if you've
cheated the man in the
glass.

- Author Unknown

Basic DVRS Program

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	3	2	1	0	19	5	7.0	12.5	0	2	1	0	0 \$0.00	5 \$1.10
Abilities So.	33	26	15	0	38	80	10.0	18.0	0	13	3	0	7 \$4.34	4 \$1.12
Assoc Craft	19	15	10	4	14	35	7.0	12.0	0	11	2	5	6 \$3.70	6 \$1.11
A C O C	17	15	9	0	0	14	8.5	12.7	0	1	0	0	0 \$5.62	5 \$1.30
August Hoehne	7	2	4	0	34	29	10.0	18.0	0	1	1	0	0 \$0.00	6 \$0.76
Boland Rehab	14	9	4	4	41	20	10.0	18.0	0	5	1	1	2 \$5.58	10 \$0.87
Camden DTC	20	15	9	0	24	22	10.0	18.0	0	2	0	0	3 \$4.00	1 \$1.06
Cumberland	28	30	17	0	11	42	10.0	18.0	0	7	4	0	8 \$4.88	0 \$0.00
Edison SW	0	0	2	0	9	8	0.0	9.0	0	0	0	0	0 \$0.00	0 \$0.00
Friendship H	30	27	10	0	175	131	10.0	18.0	0	4	1	0	60 \$3.50	0 \$1.51
Goodwill NJ	60	52	43	11	13	93	7.0	18.0	0	12	6	1	13 \$5.50	0 \$2.62
Goodwill So.	11	8	4	0	0	29	10.0	18.0	0	1	2	0	0 \$0.00	8 \$0.95
Highlands	7	9	8	0	32	41	7.0	19.0	0	3	4	0	2 \$3.75	7 \$1.13
H O T C	16	12	9	2	100	90	4.9	8.7	0	3	4	1	5 \$4.30	2 \$1.44
Jersey Cape	11	8	3	0	0	8	10.0	18.0	0	3	0	0	0 \$0.00	2 \$1.40
JVS	40	27	19	0	4	22	10.0	20.0	0	5	0	0	5 \$4.75	6 \$1.44
Joseph Fineman														
Monmouth DVR	25	28	6	1	53	99	5.0	3.0	0	8	5	0	0 \$0.00	6 \$1.33
OC Essex	44	40	32	0	95	128	9.0	18.0	0	0	1	0	2 \$4.90	11 \$1.36
OC Hudson	17	22	4	0	10	24	9.0	18.7	0	6	1	0	1 \$3.50	3 \$1.62
OC Union	24	22	9	0	70	94	8.0	20.0	0	3	1	0	1 \$3.75	4 \$1.14
OTC Handi. CK														
OTC Burlington	25	31	28	0	3	48	10.0	18.0	0	7	4	0	3 \$4.67	12 \$1.32
OTC Mercer	21	12	8	4	4	30	9.0	18.0	14	1	2	0	3 \$3.50	5 \$0.90
Ocean Co.OC	23	13	17	0	21	62	6.0	6.8	0	2	4	0	4 \$3.71	3 \$1.33
Raritan Valley	30	25	18	0	50	1562	10.0	27.0	0	5	2	0	2 \$3.35	14 \$1.28
St.John of God														
Salem Co. OC	5	7	6	0	0	23	10.0	18.0	0	1	2	0	1 \$3.70	2 \$1.12
Thrift Shop Un	4	2	0	0	4	5	4.2	12.0	4	0	0	0	0 \$0.00	0 \$0.00
OTC SOMERSET	10	0	1	0	11	14	0.0	10.7	0	0	0	0	0 \$0.00	2 \$1.53
West Essex	53	28	22	0	7	44	5.0	18.0	0	1	4	0	7 \$5.25	2 \$1.32
West Hudson	3	0	3	0	0	0	0.0	0.0	0	0	0	0	0 \$0.00	0 \$0.00
Wrk Opp Ctr	12	12	7	0	43	39	7.5	13.5	0	0	1	0	1 \$3.35	2 \$0.70
State TOTALS	612	499	328	26	885	2841			18	107	56	8	136 \$4.06	128 \$1.14
Year Ago	731	545	380	30	901	1576			21	129	60	14	104 \$4.04	170 \$1.14
Two Year Ago	687	549	329	40	819	1405			18	193	61	14	129 \$3.87	168 \$1.12
Three Year Ago	706	557	313	35	614	1269			42	197	81	8	108 \$3.74	160 NA
Four Year Ago	867	581	362	48	536	1284			53	159	55	14	68 \$3.93	124 NA
Five Year Ago	700	540	310	64	486	NA			62	135	69	13	99 \$3.81	NA NA

Sheltered DVRS Program

Sheltered	No.C1 E.E.	A D A E.E.	Wait List	Hour Wage	Clnt Plcd	Wage After	Time in E.E. one	in E.E. one-3	in Years Thr-5	Over 5
Abilities NW	49	42	0	\$1.17	2	\$4.05	0	2	0	0
Abilities So	130	125	0	\$0.91	4	\$3.35	2	2	0	0
Assoc Craft	61	51	0	\$1.19	1	\$3.35	0	1	0	0
A C O C	120	92	0	\$1.41	4	\$5.62	0	4	0	0
August Hoehne	78	71	0	\$0.76	2	\$4.50	1	0	1	0
Boland Rehab	85	52	0	\$1.24	0	\$0.00	0	0	0	0
Camden OTC	60	60	3	\$1.12	1	\$3.65	0	1	0	0
Cumberland	77	70	0	\$0.94	0	\$0.00	0	0	0	0
Edison SW	12	11	2	\$1.48	0	\$0.00	0	0	0	0
Friendship H	56	51	0	\$1.51	6	\$0.00	1	4	1	0
Goodwill NJ	50	45	0	\$2.01	2	\$3.50	1	0	0	0
Goodwill So.	69	55	0	\$2.01	2	\$3.35	2	0	0	0
Highlands	50	42	0	\$1.16	2	\$3.50	2	0	0	0
H O T C	42	39	0	\$1.66	2	\$3.88	0	0	0	2
Jersey Cape	57	42	0	\$1.06	1	\$3.35	1	0	0	0
Jewish Voc S	86	30	0	\$1.92	2	\$3.35	2	0	0	0
Joseph Fineman	see august hoehne above									
Monmouth CVR	56	49	0	\$0.80	2	\$4.50				
OC Essex	267	215	0	\$1.21	10	\$4.56	5	1	2	2
OC Hudson	72	60	0	\$1.38	3	\$4.00	2	0	0	1
OC Union	268	238	0	\$1.12	8	\$3.78	2	4	1	1
OTC Handi. CK										
OTC Burlington	111	92	0	\$1.19	2	\$4.25	1	0	1	0
OTC Mercer	115	105	0	\$0.95	0	\$0.00	0	0	0	0
Ocean Co.OC	92	75	0	\$1.03	5	\$3.64	0	1	3	1
Raritan Valley	170	151	0	\$1.24	6	\$4.00	2	3	1	0
St.John of God										
Salem Co. OC	72	57	0	\$1.14	1	\$3.35	0	0	0	1
Thrift Shop Un	31	28	0	\$1.44	1	\$4.00	1	0	0	0
OTC Somerset	50	55	0	\$2.00	3	\$3.50	2	0	0	1
West Essex	87	77	0	\$1.37	5	\$4.85	3	2	0	0
West Hudson	27	19	3	\$0.53	0	\$0.00	0	0	0	0
Work Opp Ctr	113	2168	0	\$0.95	4	\$3.87	2	2	0	0
TOTALS	2613	4267	8	\$1.22	81	\$3.75	32	27	10	9