



**WORKFORCE DEVELOPMENT BOARD**

*Supporting the Development and Retention of a World Class Workforce*

*Jeffrey S. Swartz, Executive Director*

*Carl A. Donato Jr., Chair*

**Operations Committee Meeting Minutes  
FRIDAY, SEPTEMBER 6, 2024, 9:00 AM (Zoom Conferencing)  
1111 MARLKRESS ROAD, SUITE 101, CHERRY HILL, NJ 08003**

**ATTENDANCE**

COMMITTEE INFORMATION AND ATTENDANCE								
NAME	ORGANIZATION	TRUSTEE MEMBER	12-Apr-24	10-May-24	14-Jun-24	12-Jul-24	6-Sep-24	11-Oct-24
DeBaere, Gregg T., CHAIR	Atlantic Coast Communications NJ, Inc.	✓	X	X	X	X	X	
Argenbright, Sarah	NIDVRS				X			
Buscher, Steven	NJ DOL Unemployment							
Girii, Frank	Camden County One Stop	✓	X	X			X	
Connors, Kristi	NJ LWD Employment Services	✓	X	X	X	X	X	
Deitz, Jeff	NIDVRS	✓					X	
Guzman, Elizabeth	NIDVRS							
Maguire, Laurie	Camden County One-Stop							
McFarland, Salama	Camden County Board of Social Services		X		X	X		
Jones, Michaela	Camden County Board of Social Services						X	
McIntyre, Stephanie	Camden County Board of Social Services			X				
Mendez, Kelly	Camden County Board of Social Services							
Peterson, Jyi	Camden County One-Stop			X	X	X	X	
Regensburger, Robert	Lockheed Martin	✓	X		X	X	Y	
Romolini, Eric	Camden County One-Stop		X	X	X	X	X	
Sinclair, Nidia	Camden County Resource Center		X		X	X	X	
Weil, Bob	Conner, Strong & Burkelew	✓	X	X	X	X	X	
Wemple, Anita	CPAC	✓		X	X			
Gutbezahl, Maayan	WDB		X		X	X		
Henderson, Bridget	WDB		X	X	X			
Hardison, Richelle	WDB							
Swartz, Jeffrey S.	WDB		X	X	X	X	X	
Vaughn, Debra	WDB		X	X	X		X	
Williams, Leslie J	WDB		X	X	X	X	X	

**Welcome**

Gregg DeBaere welcomed attendees and called the meeting to order at 9:08 AM. Gregg asked for a motion to approve July 12, 2024, meeting minutes. A motion to approve the minutes was made by Bob Weil and seconded by Nidia Sinclair. With a majority vote to the affirmative, the motion carried and the minutes for July 12, 2024, were approved.

**WDB Planning & SETC Status - Jeffrey S. Swartz, Executive Director**

**MOU/IFA Update**

- Receipt was confirmed but no feedback has been provided. No material deficiencies are expected.

**WDB Certification**

The following items were requested by the SETC to complete required submissions:

- A list of reappointed WDB Board members (submitted 7/30/24).
- The 2023-2024 Annual Report (will be submitted after Board approval)
- The 2024–2025 Master Budget (will be submitted after Board approval)

### Local Area Targets

- The State's proposed performance targets for Camden County will be reviewed by the WDB and re-negotiated as needed by September 16<sup>th</sup>. Co-enrollment is expected to negatively impact performance measures but determining the impact is difficult without knowing how many customers will be involved once all of the waivers are fully removed.
  - Recognizing the overall lowering effect of co-enrollment on performance numbers, the State is building a model that will look to lower the performance metrics for all of the local areas.
  - From the State's perspective, the priority is to co-enroll Title 1(WIOA) and Title 3 customers. Title 3 serves adult literacy individuals who utilize learning link services.
  - A NJDOL WIN released in September of 2023 addressed co-enrollment and the expected impact on performance measures. It is anticipated that a higher percentage of Title 1 participants may only receive individualized career services and therefore would not fall into the training-related performance measures and these customers would not affect the measurable skill gain and credential attainment numbers.
- The State released a Notice of Grant Opportunity (NGO) for literacy initiatives (formerly, the Learning Link), which is due back at the end of the month. The State has requested creative proposals with a maximum requested amount of \$500,000 per proposal. The total amount available through the NGO is \$3,000,000. The grant period is November 1, 2024, to June 30, 2026, or 20 months. The WDB will work with the One-Stop to submit a proposal.
- The One-Stop intends to use the Literacy grant funds to focus on computer-based learning and using CASAS more effectively. The goal is to create a short-term upskilling module, either in-person or virtually that will help participants improve by two to four grade levels. These participants can then prepare for GED testing.
  - A major concern regarding the grant is the funding period is only for 20 months, which means anyone hired would be subject to a layoff when the grant is completed.
  - The success of the Learning Link is dependent on the number of referrals from One-Stop partners. Outreach that increases the public's awareness of the Learning Link and expanding the services to online access will increase opportunities for success for the people who seek assistance.

### **One-Stop Career Center Update** - Frank Cirii, CC One-Stop

- Facilities maintenance concerning air conditioners is complete.
- There have been multiple incidents of aggressive customer behavior over the past weeks from customers who are dissatisfied with the lack of response from unemployment (UI). UI is now turning away everyone that does not have an appointment and is no longer allowing the use of the UI phone to make appointments. There is no longer any onsite assistance for ID.me
- Deputy Commissioner, Julie Diaz (NJ DOL), visited DVRS and then conducted an unannounced walk-through of the One-Stop. She provided feedback concerning UI signage and front desk customer service. Frank Cirii invited DC Diaz to attend future One-Stop Partners meetings.
- Fran Kuhn, GSETA President, visited the One-Stop and provided very positive feedback.
- There are a number of One-Stop staff on medical leave. Two staff members are expected to return to work in October. Currently staff are being cross trained to cover multiple roles and the testing

area.

- Public outreach continues. Stats will be shared at the next meeting.
- There is no update on the Incumbent Worker Training Program.
- There is one requested resolution on the agenda for this month's Commissioners meeting regarding the remainder WIOA grant funds.
- The One-Stop will co-sponsor a job fair at the Cherry Hill Mall on Friday September 13, 2024, from 10:00 AM to 2:00 PM. The event will be held in the atrium outside of Nordstrom.
- There were no findings for the recent NJDOL audit of the WDB/One-Stop.
- The Father Center now has an office in Camden, which eliminates the previous transportation issues for services that were being provided out of the county. Bus passes continue to be available for customers who need them.
- GED testing numbers still average between 30 to 40 test takers per month.

**Youth One-Stop Update** - *Jyi Peterson, Supervisor, WFNJ, Youth & Learning Link*

There are no enrollees this month for the Youth Work Experience Program. An orientation was held last week. Sixteen customers attended with their documentation for eligibility, and thirteen were processed.

- Remediation is critical for the success of our youth. Continuing education opportunities cannot continue without remediation.
- The participation numbers remain steady. Marketing services and word of mouth are adding to the referrals. In some cases, parents who participated in G-Jobs are referring their children and young adults for services.
- Regarding the Learning Link, it is imperative that some type of mechanism be in place (human and digital tutoring) to address different individual learning curves. While the Youth Work Experience Program has the Work Group and OEO as drop-out recovery partners, many of the youth participants already have high school diplomas but low literacy and/or math skills. Approximately 70% of the Request for Training Vouchers (RTVs) written are for clients who are basic skill deficient or have low literacy levels but need an opportunity to improve so they can become eligible for training dollars.

**WDB Summer Youth Work Experience** - *Leslie Williams, CFO & SYWEP Manager*

- The program officially ended on August 23<sup>rd</sup>. Fifty participants completed the program. This year, six of the participants were offered part-time employment. This was the first year that we were able to offer supportive services, providing one of our younger participants a transportation allowance to get home without using public transportation after dark. We received great feedback from the employers and from the youth. We hope to expand our program by 10 or 20 participants as well as increase our number of work-learn sites. One of the program participants, who is an environmental studies college student, was placed at a worksite in Camden where he was trained by Johns Hopkins researchers to report data collected regarding local community air quality. The participant was appreciative of the opportunity to use many of the skills he had learned in college. The WDB will continue to seek employers like CCMUA, American Water and others, who can provide internship opportunities that mirror the career interest of our participants. Leslie thanked Jyi and Eric for their assistance with the program.



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**Board of Social Services (BOSS) Update - Michaela Jones, CC Board of Social Services**

- There were no significant updates to report.
- Michaela asked if there is a work-ready virtual activity for someone on house arrest and if there is a contact person at the NJ Motor Vehicle Services to assist a client with paying a fine to restore their license.
  - For the person on house arrest, Kristi Connors offered these suggestions:
    - Registration on Job Source, which would track and document job search activity. Virtual workshops and activities are also available and documented for the client's record.
  - Regarding the client's need to pay fines in order to be employment-ready, Jeff Swartz asked Michaela to email him the information and he will reach out to his contact at Motor Vehicle Services.

Michaela provided the BSS numbers for the month of August:

AUGUST 2024 TOTALS	EPDT'S COMPLETED	CSA'S COMPLETED	EMPLOYABLE ACTIVITY REFERRALS	UNEMPLOYABLE REFERRALS OR EXEMPTIONS	G-JOB SCHEDULED	NEW EMPLOYED (CM SUPPORT)
MONTHLY SUB-TOTAL	GA - 117	GA - 98	GA - 86	GA - 42	REPORTED - 40	GA -
MONTHLY SUB-TOTAL	TANF - 37	TANF - 94	TANF - 139	TANF - 25	STAYED - 19	TANF - 30
MONTHLY SUB-TOTAL	SNAP -	SNAP -	SNAP -	SNAP -		SNAP -
MONTHLY TOTAL	154	192	225	67	132	30

SEPT 2024 TOTALS	EPDT'S COMPLETED	CSA'S COMPLETED	EMPLOYABLE ACTIVITY REFERRALS	UNEMPLOYABLE REFERRALS OR EXEMPTIONS	G-JOB SCHEDULED	NEW EMPLOYED (CM SUPPORT)
MONTHLY SUB-TOTAL	GA -	GA -	GA -	GA -	REPORTED - 26	GA -
MONTHLY SUB-TOTAL	TANF -	TANF -	TANF -	TANF -	STAYED - 22	TANF -

**DVRS - Jeffery Deitz, Manager**

- DVRS is still in the process of reviewing resumes and interviewing for new counselors.
- Two new counselors are being interviewed for Project Search. Students are being selected for Project Search participation at TD bank (3) and Jefferson Hospital/Cherry Hill (3)
  - Jeff could not confirm that TD Bank made a hire.
  - DVRS will make another attempt to start the Project Search program for adults.
- Veterans Haven is visited on a monthly basis.
- Reentry meetings are being attended on a monthly basis.

Jeffrey S. Swartz, Executive Director

Carl A. Donato Jr., Chair

- Next week, DVRS will conduct a presentation with Family Services staff and clients to re-educate them about what DVRS offers.
  - Jeff Swartz shared that he and Carl Donato will be participating in the Stand Down of South Jersey event for veterans at the Cherry Hill Armory on Friday, September 27<sup>th</sup>.

### **NJ DOL/Employment Services (ES) Updates** - Kristi Connors, Employment Services Manager

- ES needs more applicant resumés or they will repost an Interview Aide position (an administrative supportive position) which will free up staff to meet with customers. Of the two candidates who applied, one person was a no-call/no-show, and the other was not a good fit. Interviewer Vince Piccarelli is retiring next week, and 2-3 retirements are expected in September and October.
- Godfrey Taylor will attend the job fair at the Cherry Hill Mall (9/13) and Stand Down South Jersey (9/27). Sandy Green will attend the Winslow Township Job Fair (10/5).
  - Godfrey attended the Hiring Our Heroes event in July. Attendees were offered the cards that look like a cell phone which has the One-Stop QR code for a link to services.
- ES staff have all had mandatory AI training. The State has its own AI link which will be the only website permitted moving forward.
- The Software Modification Team continues. GeoCities is still being considered.
- The Reemployment Service and Eligibility Assessment (RESEA) video has been finalized. Before posting the final video, the fast forward option will be disabled with the idea that a person has to watch the whole video, then get a code to be able to do the paperwork required to be scheduled for RESEA.
- Camden County ES was selected to serve as the southern regional office to update staff ID badges.
- Relocation of the waiting area's informational monitors to a more visible location is being considered. The technical aspects of the relocation will be discussed with Scott Stetser (IT).
- *Simply Sign* for the virtual service center is a work in progress. *Simply Gov* is being used for signage in the VSC. Customers go online for services they need and are assigned to staff.
- **ES NUMBERS**
  - See attached

### **NJ DOL/Unemployment Insurance (UI) Updates**

*In Steve Buscher's absence, updates were provided by Kristi Connors*

- See attached charts
- Although they are not assisting customers without an appointment, UI clerks are giving "cell phone cards" to customers. The customers seem less frustrated because they are leaving with access to information in their hand.
- Kristi would like to install a banner and a sign in the UI area to inform UI customers that there are other services available, including Workforce 55+, while they are in the building. It was suggested that a UI concierge/ambassador would be good to have in place.
- Allied Security will meet with staff to outline exactly what the new guards are permitted to do regarding UI. Guard will check IDs against the daily appointment list to check them in. Appointments are required for UI phone use.

**Business Services and Outreach Team (BSOT) Updates - Bob Weil, Treasurer**

Bob reviewed the minutes of the Thursday, June 18<sup>th</sup> BSOT meeting, which were as follows:

- Nicole Field from NJDOL mentioned they currently have about 2000 apprentices in various programs in the State. She noted that Camden County is doing very well with three teacher apprenticeships.
  - National Apprenticeship Week is the week of November 18<sup>th</sup>. Nicole will reach out to her connections to see if anyone wants to hold any events during the week.
- Jeannie Page-Soncrant informed the committee of a justice-impacted job fair that was held at the Camden City campus of Camden County College. There were 30-40 employers and over 400 job seekers in attendance.
- Gabriella Campbell from NJDOL expressed difficulties getting employers interested in OJT services despite its many benefits.
- Ryan Thompson has hired another young professional from HopeWorks for one of the Camden city branches. Aniyah Gibbons, who was the highlighted Success Story at our June quarterly meeting, graduated from her training and is now a full-time Truist employee.
- Angela Randall, Director/Housing & Community Initiatives at OEO reported that 19 students recently obtained their GED. Angela is putting together a wardrobe closet project for graduates to shop and use those for prospective interviews.
- Lisa Lord shared that Camden County Technical Schools will host a grand opening of the new manufacturing building on October 1<sup>st</sup>. She will send a save-the-date flyer to the committee
- Irene Perez was looking for locations that were suitable to hold targeted hiring events with breakout spaces for interviews. Ryan mentioned that she does have some conference room space at her Camden branch.
- Bill Moen has been on leave. There are no updates regarding the Philadelphia Navy Yard/Submarine program at this time.

**Regional Updates/Workforce Development Board Updates - Jeffrey S. Swartz, Executive Director**

- Two Camden County interns were placed with employers as part of the ACE Spark Internship Program.
- The GSETA Conference will be Oct 23-24, 2024, at the Ocean Resort in Atlantic City. A free app is available in the App Store that will give attendees access to hotel check-in, the event schedule and all of the scheduled programs and activities.
- The SETC has not provided any guidance for co-enrolling customers in WIOA and WFNJ.
- In observance of National Disabilities Employment Awareness Month, the Abilities Committee, the Arc of Camden County and Tri-State SHRM, will collaborate to host a webinar, "Inclusive Hiring, Minimal Risk – Big Reward!" at 9:00 AM.
  - In reference to this webinar event, October 25<sup>th</sup> will be an alternate date to hold the next Executive Committee meeting if the committee agrees.
- The WDB will attend the Winslow Township Job Fair on October 5<sup>th</sup> at the Bud Duble Senior Center.
- National Night Outs
  - Cherry Hill – Bridget and Marlyn attended the event, but it was rained out.



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- Pine Hill – Jeff and Maayan attended this event.
- Clementon – Jeff and Ryan attended the event.
- The Quarterly Board Meeting will be via ZOOM on Wednesday, September 18, 2024 at 9:00 AM. Please RSVP as soon as possible. A quorum is needed for the approval of the Master Budget.
- The next Operations Committee meeting will take place via Zoom on Friday, October 11, 2024, at 9:00 AM.

**Adjournment**

A motion to adjourn was made by Bob Weil and seconded by Kristi Connors. The meeting adjourned at 11:05 AM.

Submitted by: Debra Vaughn, Assistant to the Executive Director



FY 2025  
Camden One-Stop  
Customer Check-in

August 2024  
3416 Services Provided  
Average of 155 Customer Served per Day

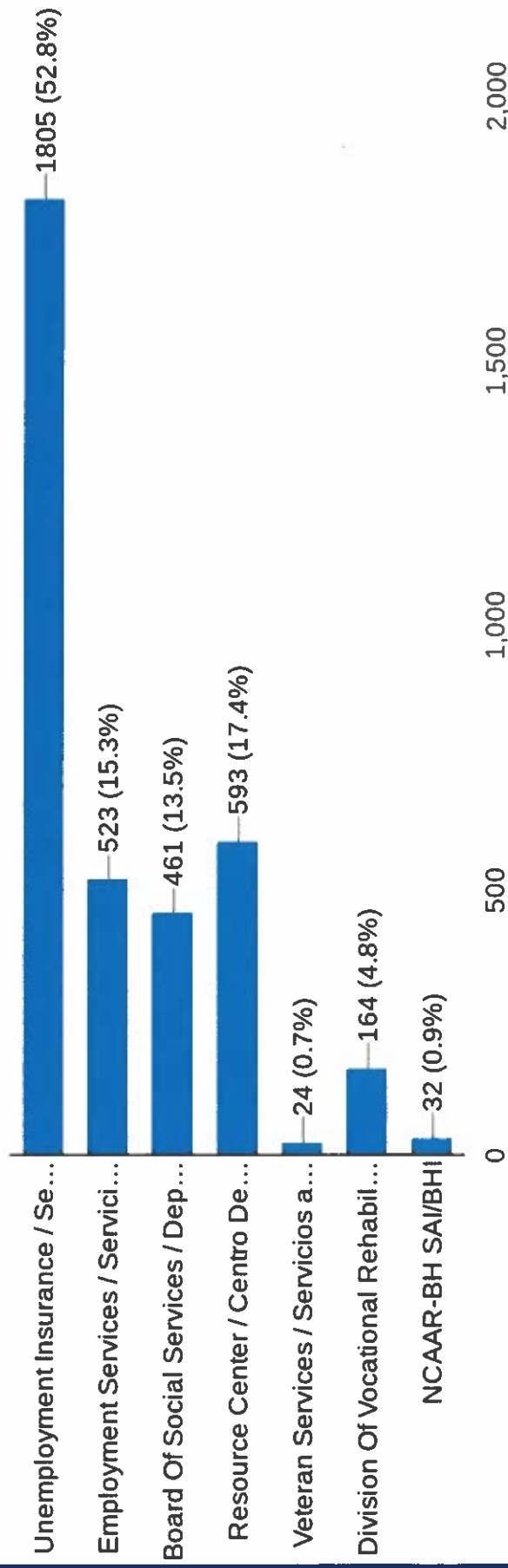




# 53% of Total Customer Check-ins Were for UI \*

## Choose Your Service Provider / Elija Su Proveedor De Servicios

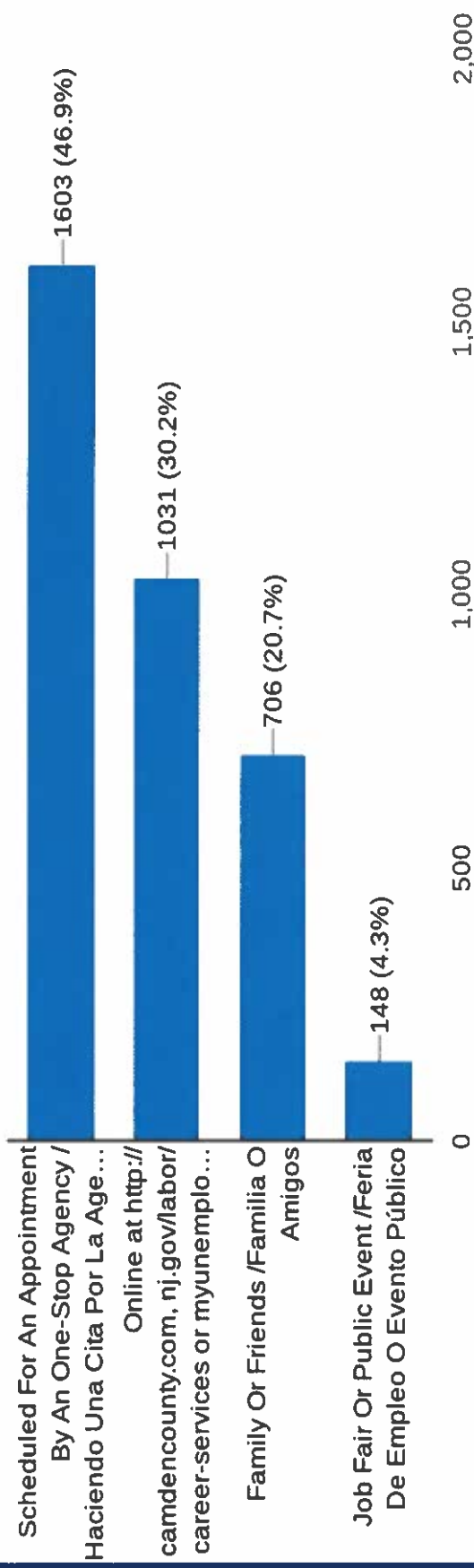
3,416 responses



\*Totals can equal more than 100% because multiple responses can be chosen

# Why Customers Came into the One Stop \*47% Had Appts \*30% Website Info \*21% Family/Friends\*

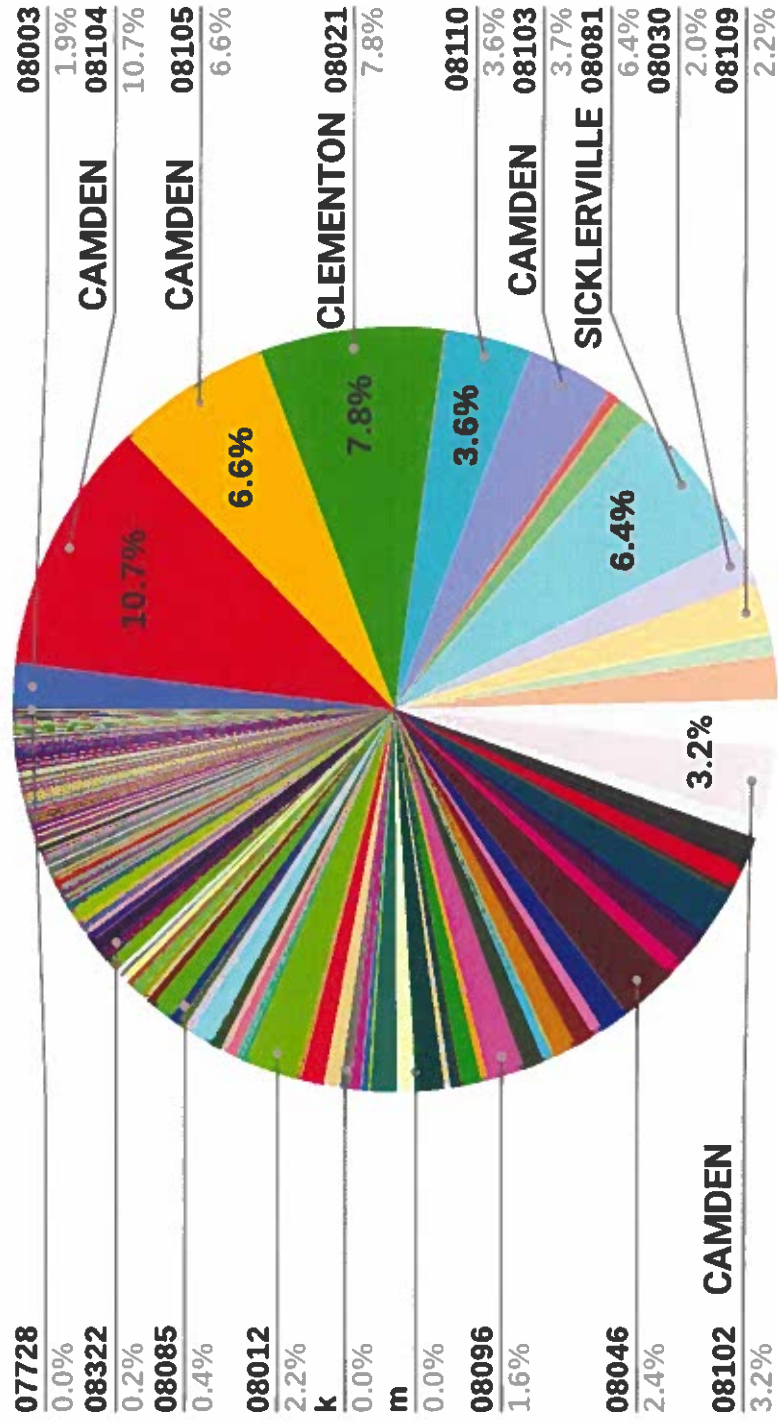
How Did You Hear About Our Available Services? ¿Cómo Se Enteró De Nuestros Servicios Disponibles?  
3,416 responses



\*Totals can equal more than 100% because multiple responses can be chosen

**TOP ZIP CODES SERVED OF 3416 CUSTOMERS SERVED  
 CAMDEN - 24.2% / 827 CLEMENTON/SICKLERVILLE - 14.2% / 485**

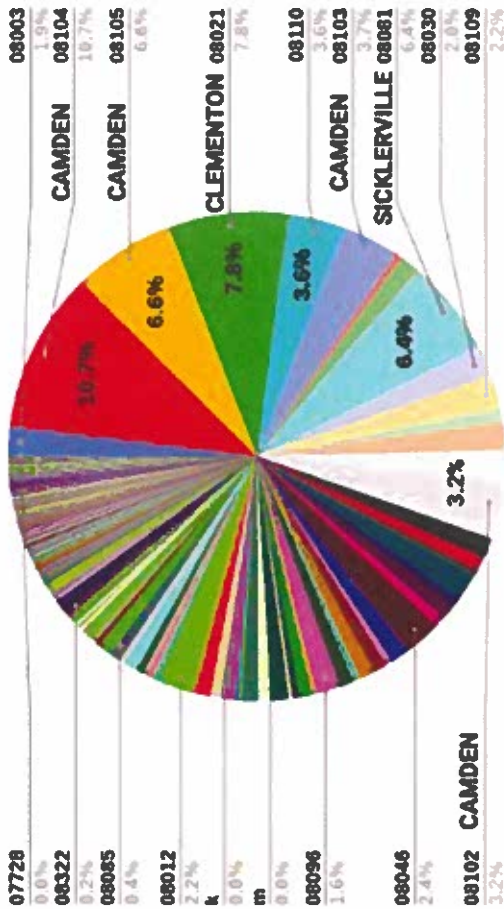
**ZIP CODES OF CAMDEN ONE-STOP ONSITE CUSTOMERS-AUGUST 2024**



# CAMDEN COUNTY ONE-STOP TOTAL ONSITE CUSTOMERS AND ZIP CODES AUGUST 2024 COMPARED TO AUGUST 2023

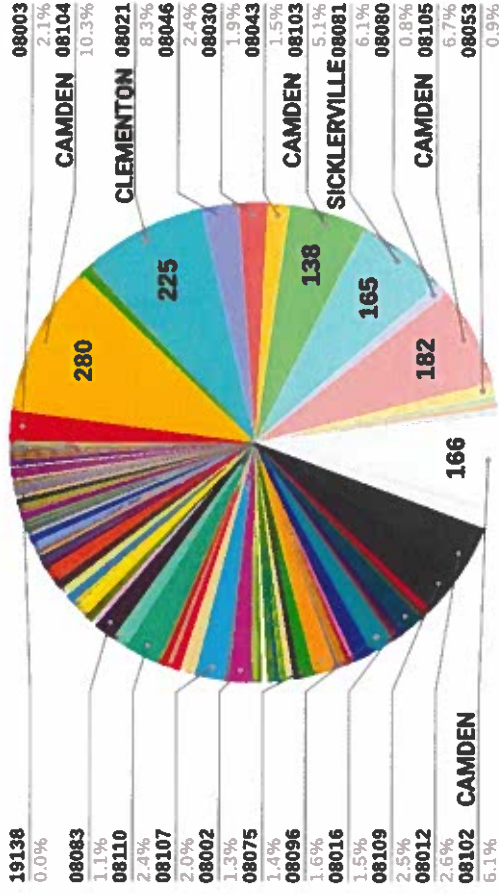
**AUGUST 2024 - TOTAL CUSTOMERS - 3416**  
**CAMDEN - 24.2% / 827**  
**CLEMENTON/SICKLERVILLE - 14.2% / 485**

**ZIP CODES OF CAMDEN ONE-STOP ONSITE CUSTOMERS-AUGUST 2024**



**AUGUST 2023- TOTAL CUSTOMERS - 2711**  
**CAMDEN - 28.2% / 766**  
**CLEMENTON/SICKLERVILLE - 14.4% / 390**

**ZIP CODES OF CAMDEN ONE-STOP ONSITE CUSTOMERS-AUGUST 2023**





FY 2025  
Camden NJDOL  
Employment Services  
and Unemployment

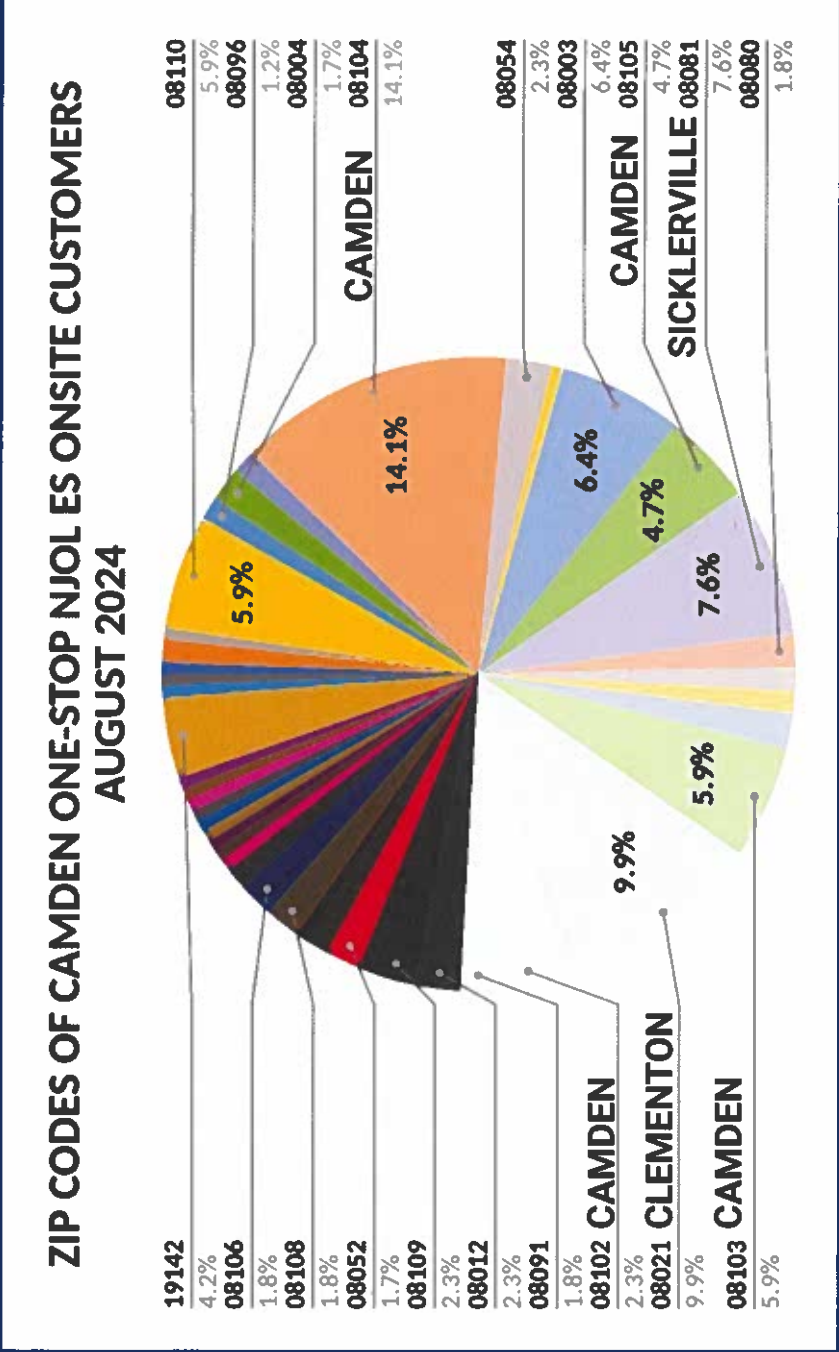
August 2024  
Statistics, Charts & FY 2024 Comparisons



# CAMDEN COUNTY ONE-STOP NJDOL ES ONSITE CUSTOMERS ZIP CODES

TOTAL CUSTOMERS SERVED - 167

CAMDEN - 27% / 45 SICKLERVILLE & CLEMENTON - 17.5% / 29

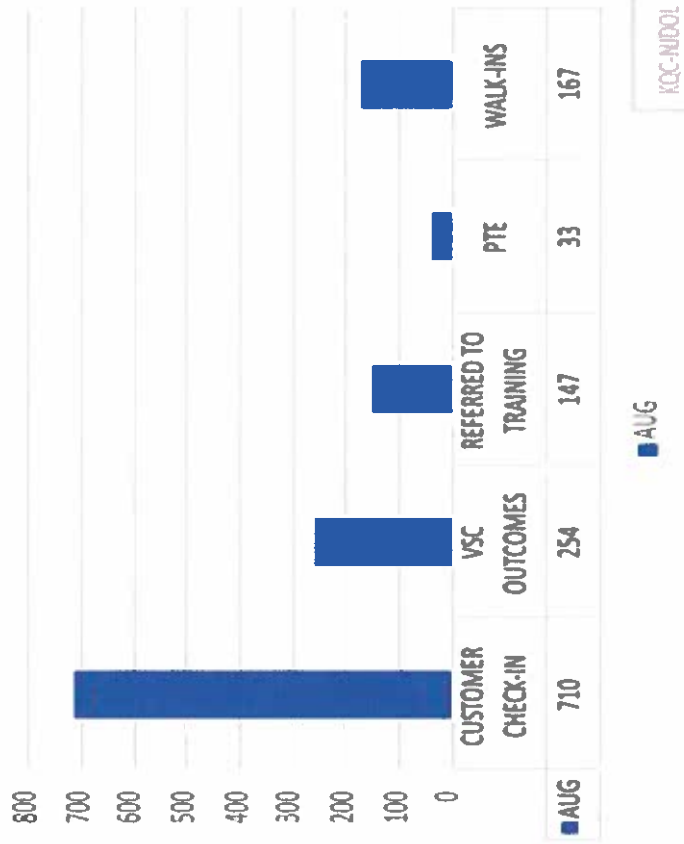




# CAMDEN COUNTY ONE-STOP NJDOL ES HYBRID SERVICES

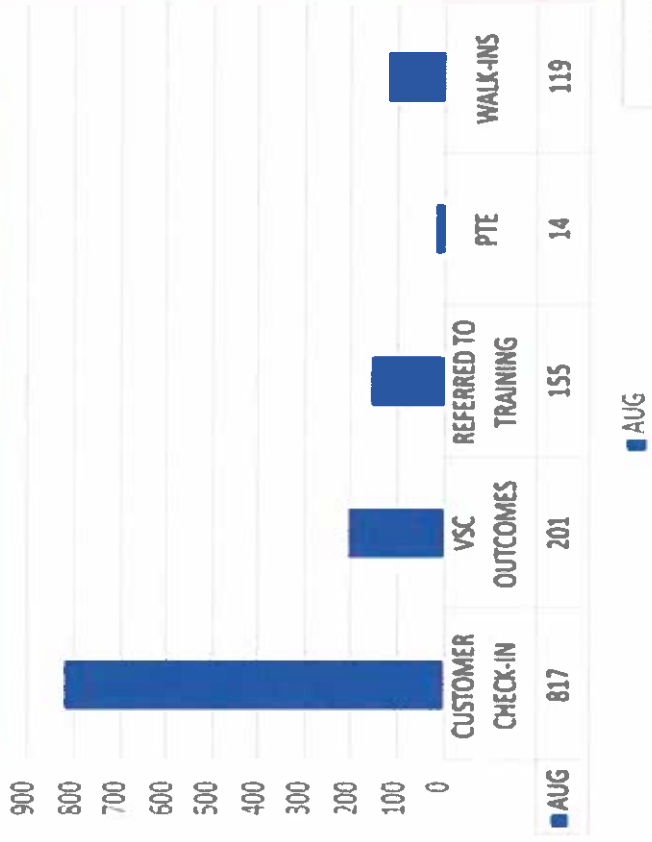
**AUGUST 2024 - 710 ES SERVICES DELIVERED**  
**76 % VIRTUALLY / 24% IN PERSON**

**FY 2025 CAMDEN DOL EMPLOYMENT SERVICES**



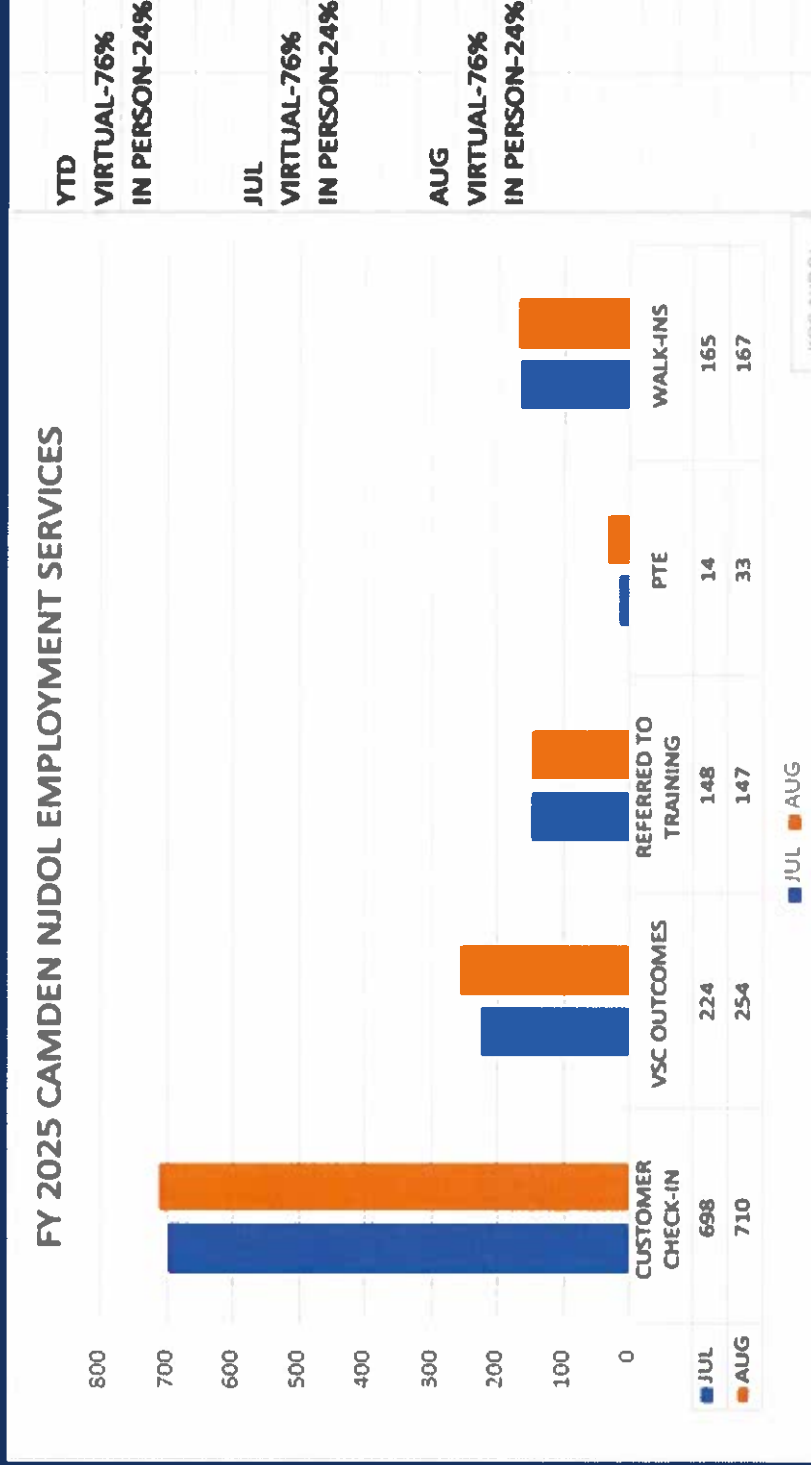
**AUGUST 2023 - 817 ES SERVICES DELIVERED**  
**81 % VIRTUALLY / 19 % IN PERSON**

**FY 2024 CAMDEN DOL EMPLOYMENT SERVICES**





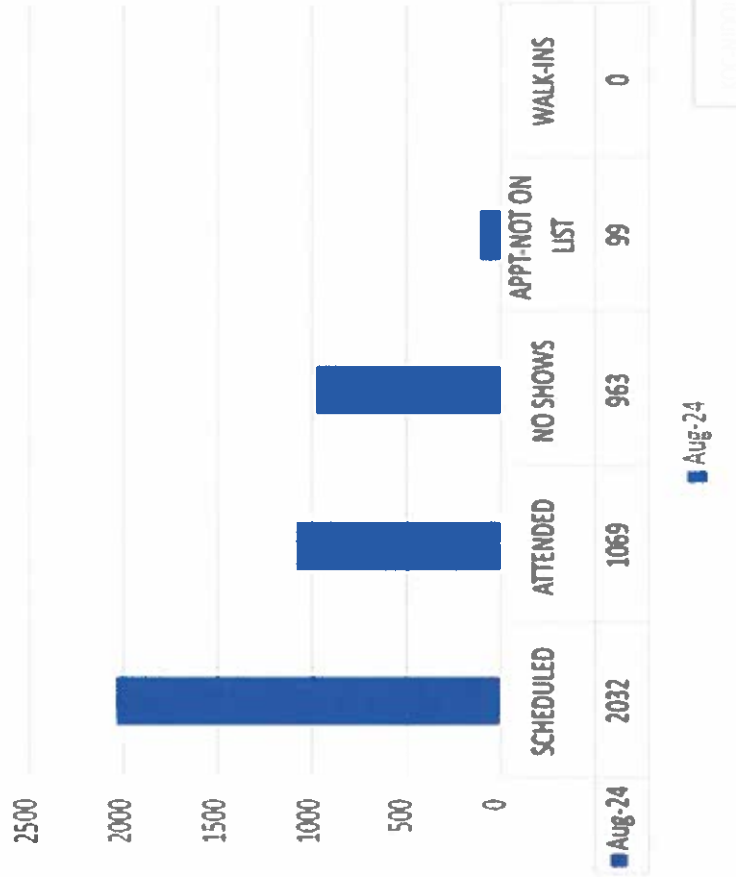
**FY 2025 NJDOL ES TOTALS YTD - AUGUST 2025**  
**CUSTOMERS SERVED - 1408**  
**AVERAGE CUSTOMERS PER MONTH - 704**  
**AVERAGE OF PROVIDED SERVICES - 76% VIRTUALLY / 24% IN PERSON**



## CAMDEN ONE-STOP ONSITE UI CUSTOMERS

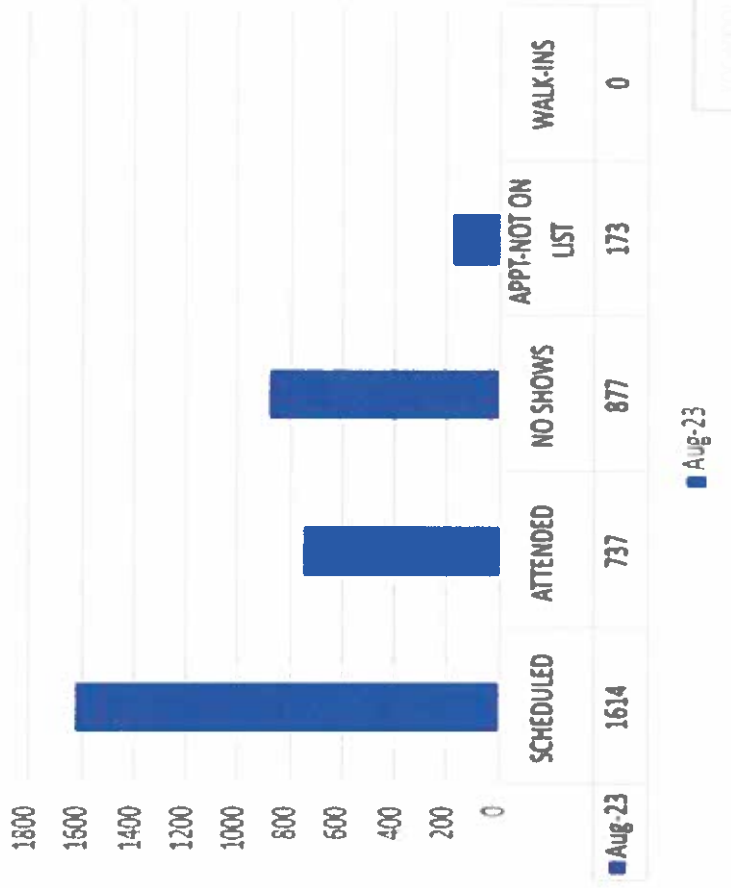
**AUGUST 2024-53% SHOW RATE  
TOTAL CUSTOMERS SERVED - 1069**

**FY 2025 CAMDEN UI IN PERSON APPOINTMENTS**

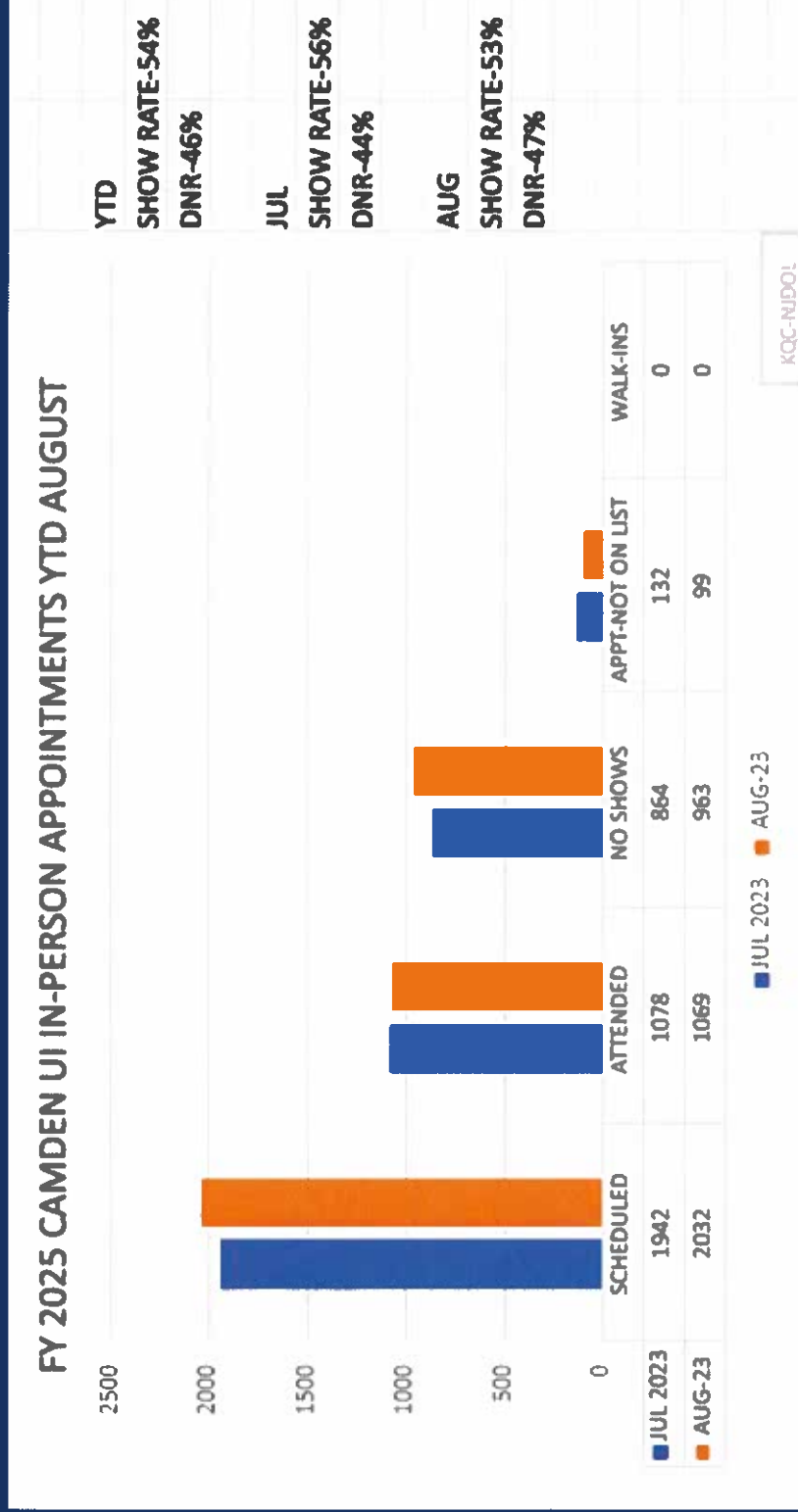


**AUGUST 2023-47% SHOW RATE  
TOTAL CUSTOMERS SERVED - 737**

**FY 2024 CAMDEN UI IN PERSON APPOINTMENTS**



**FY 2025 NJDOL UI TOTALS YTD - AUGUST**  
**ONSITE CUSTOMERS SERVED - 2147**  
**AVERAGE CUSTOMERS PER MONTH - 1074**  
**AVERAGE SHOW RATE - 54%**



YTD  
**SHOW RATE-54%**  
**DNR-46%**

JUL  
**SHOW RATE-56%**  
**DNR-44%**

AUG  
**SHOW RATE-53%**  
**DNR-47%**

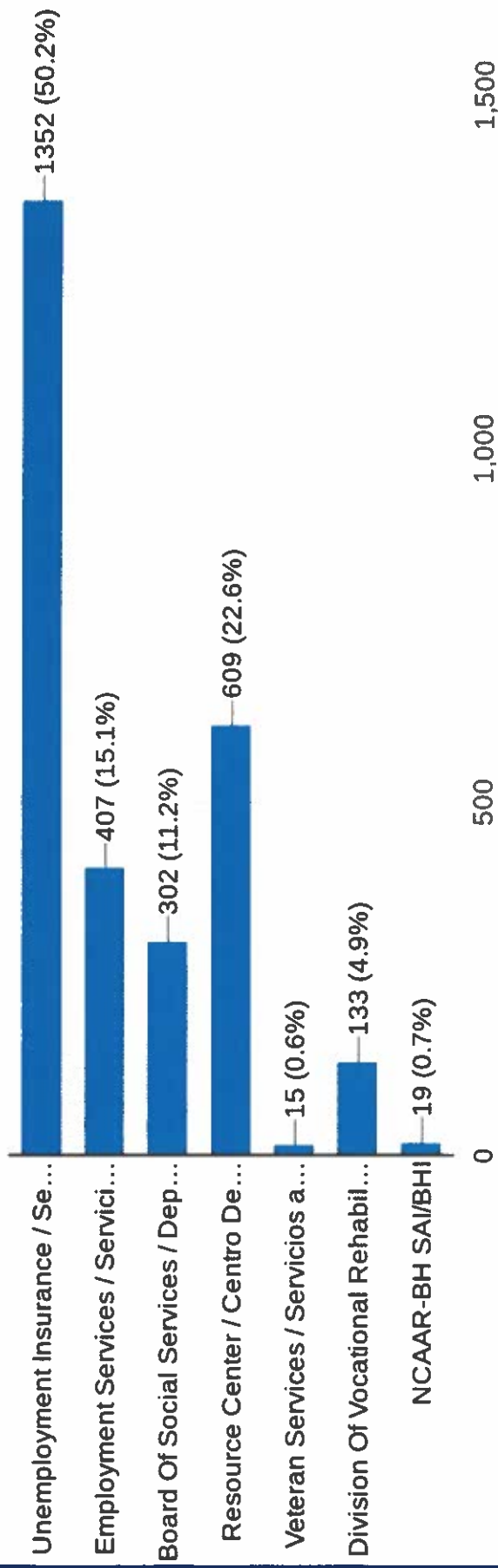
FY 2025  
Camden One-Stop  
Customer Check-in

September 2024  
2692 Services Provided  
Average of 137 Customer Served per Day

# 50 % of Total Customer Check-ins Were for UI \*

## Choose Your Service Provider / Elija Su Proveedor De Servicios

2,692 responses

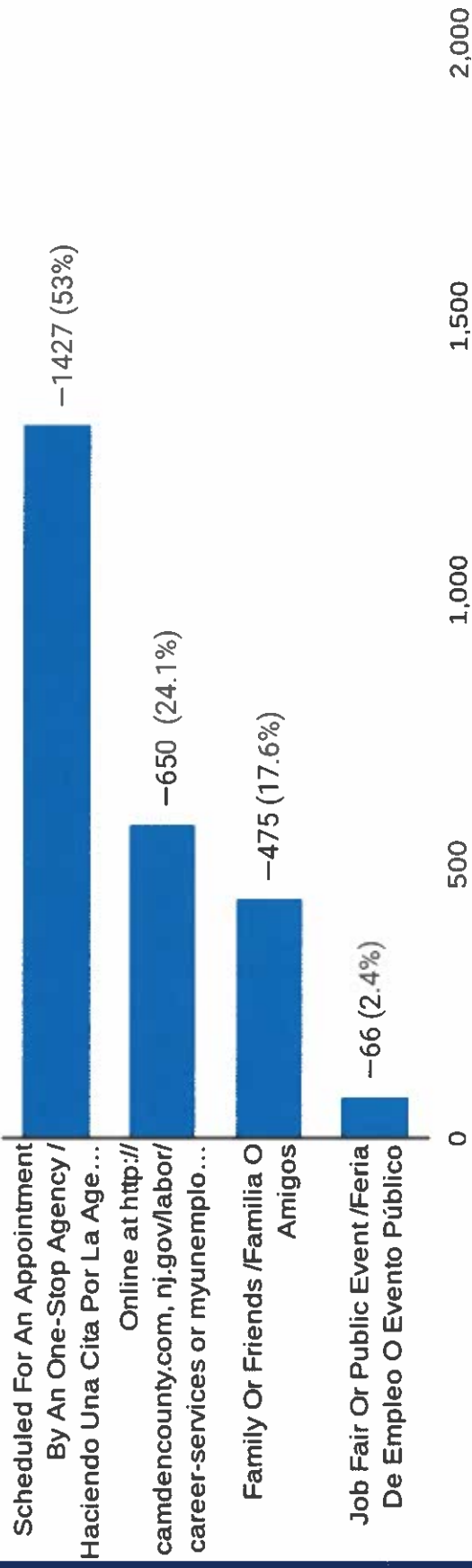


\*Totals can equal more than 100% because multiple responses can be chosen

# Why Customers Came into the One Stop \*53% Had Appts \*24% Website Info \*18% Family/Friends\*

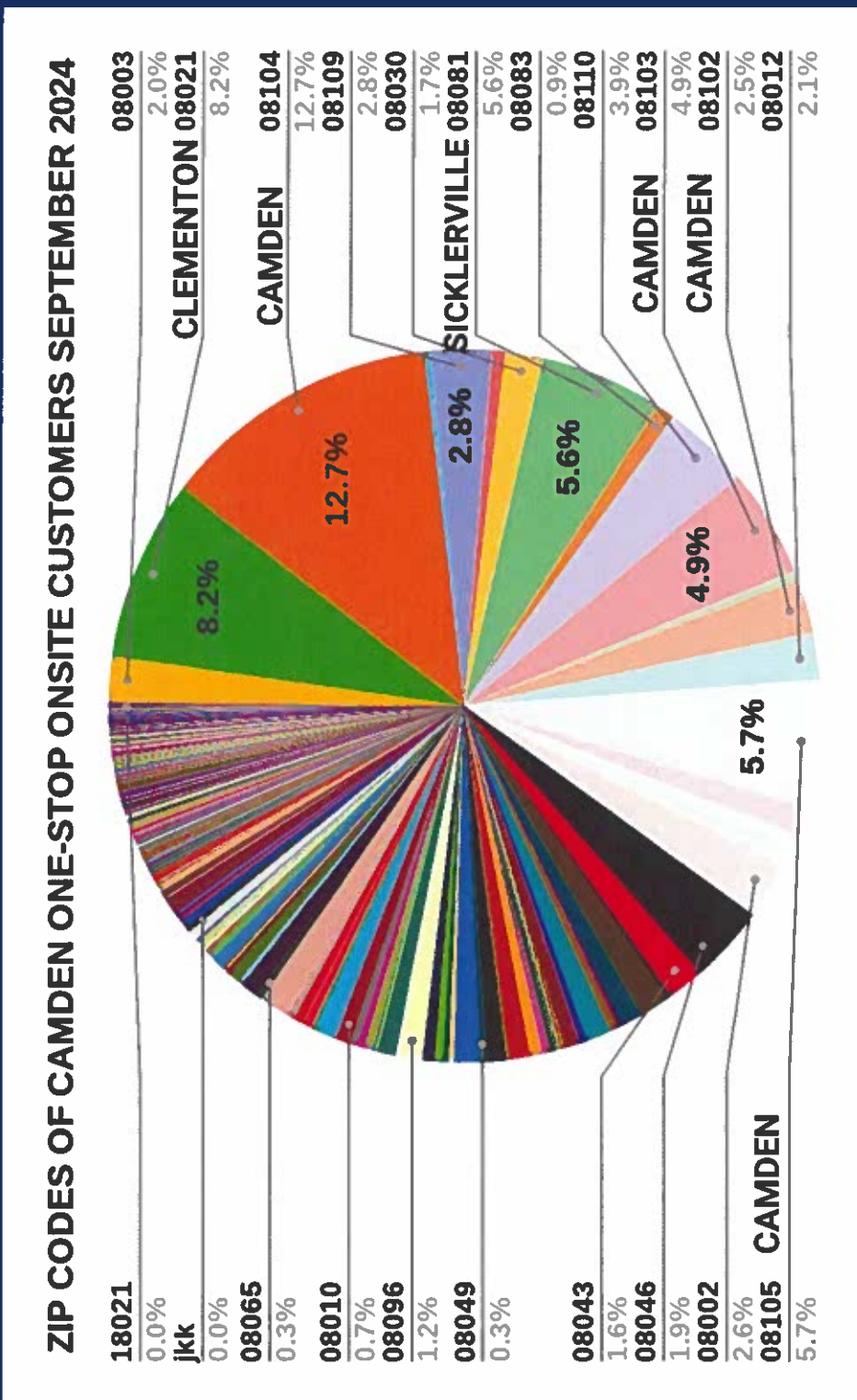
How Did You Hear About Our Available Services? ¿Cómo Se Enteró De Nuestros Servicios Disponibles?

2692 responses



\*Totals can equal more than 100% because multiple responses can be chosen

**TOP ZIP CODES SERVED OF 2692 CUSTOMERS SERVED  
 CAMDEN - 25.8 % / 695 CLEMENTON/SICKLERVILLE - 13.8% / 371**









FY 2025  
Camden NJDOL  
Employment Services  
and Unemployment

September 2024  
Statistics, Charts & FY 2024 Comparisons

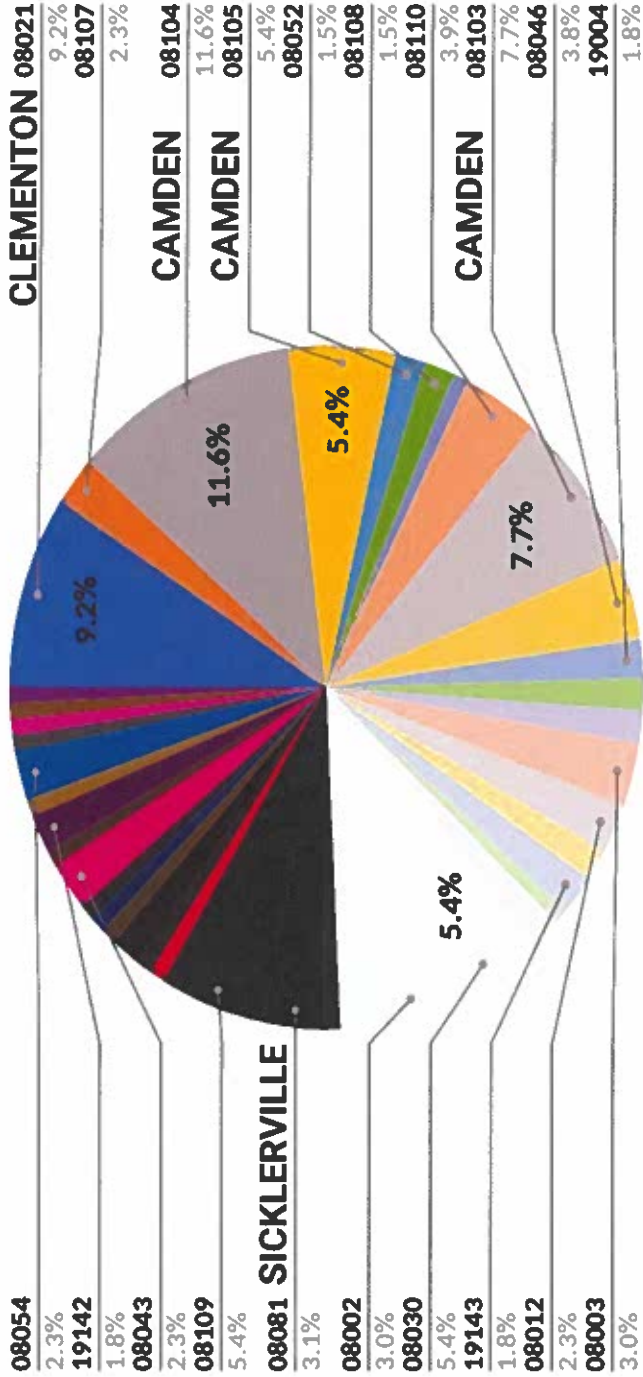


# CAMDEN COUNTY ONE-STOP NJDOL ES ONSITE CUSTOMERS ZIP CODES

TOTAL CUSTOMERS SERVED - 126

CAMDEN - 26 % / 33 SICKLERVILLE & CLEMENTON - 12 % / 15

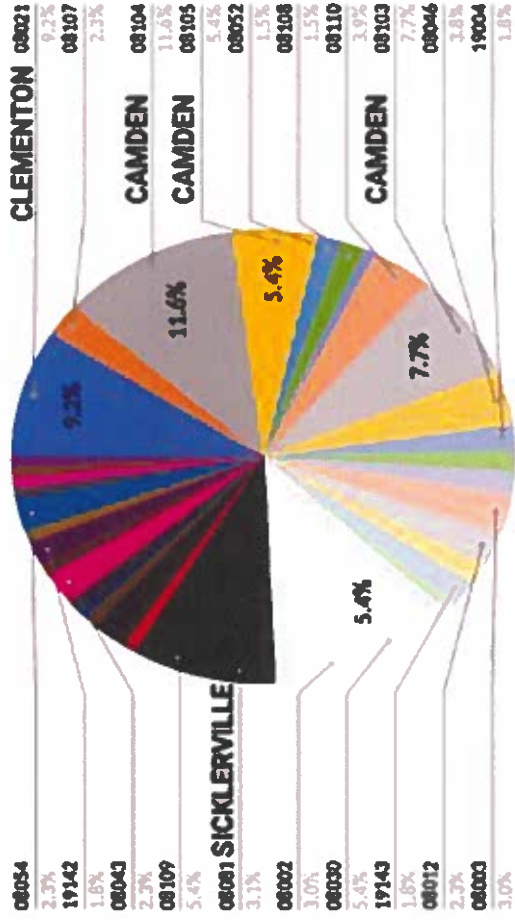
## ZIP CODES OF CAMDEN ONE-STOP NJDOL ES ONSITE CUSTOMERS SEPTEMBER 2024



# NJDOL ES ONSITE CUSTOMERS ZIP CODES SEPTEMBER 2023 COMPARED TO SEPTEMBER 2024

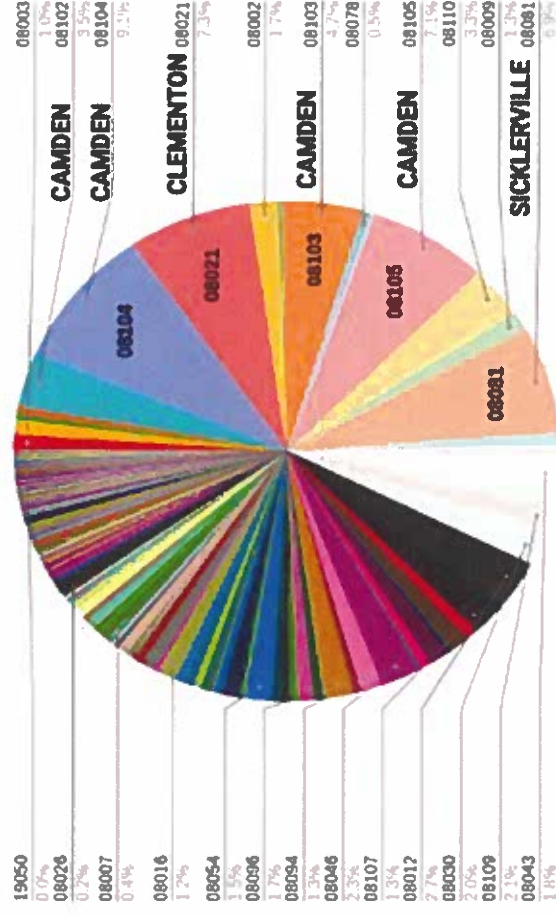
**SEPTEMBER 2024-TOTAL CUSTOMERS-126**  
**CAMDEN - 26 % / 33**  
**CLEMENTON & SICKLERVILLE - 12 % / 15**

**ZIP CODES OF CAMDEN ONE-STOP NJDOL ES ONSITE CUSTOMERS  
SEPTEMBER 2024**



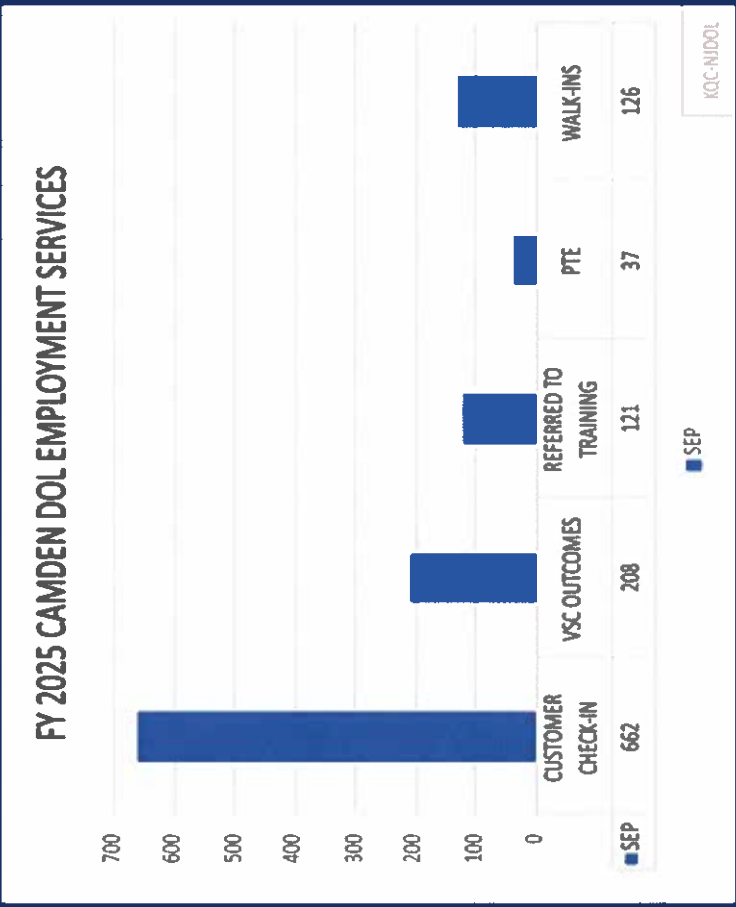
**SEPTEMBER 2023-TOTAL CUSTOMERS-129**  
**CAMDEN - 24% / 31**  
**CLEMENTON & SICKLERVILLE - 14% / 18**

**ZIP CODES OF CAMDEN ONE-STOP CUSTOMERS-SEPTEMBER 2023**

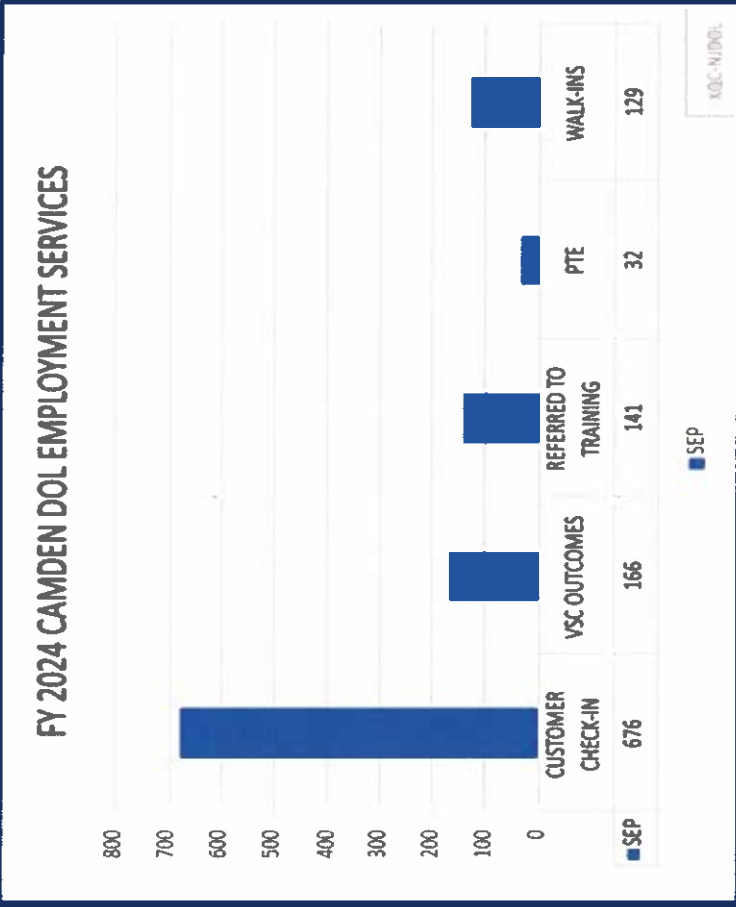


# CAMDEN COUNTY ONE-STOP NJDOL ES HYBRID SERVICES SEPTEMBER 2024 COMPARED TO SEPTEMBER 2023

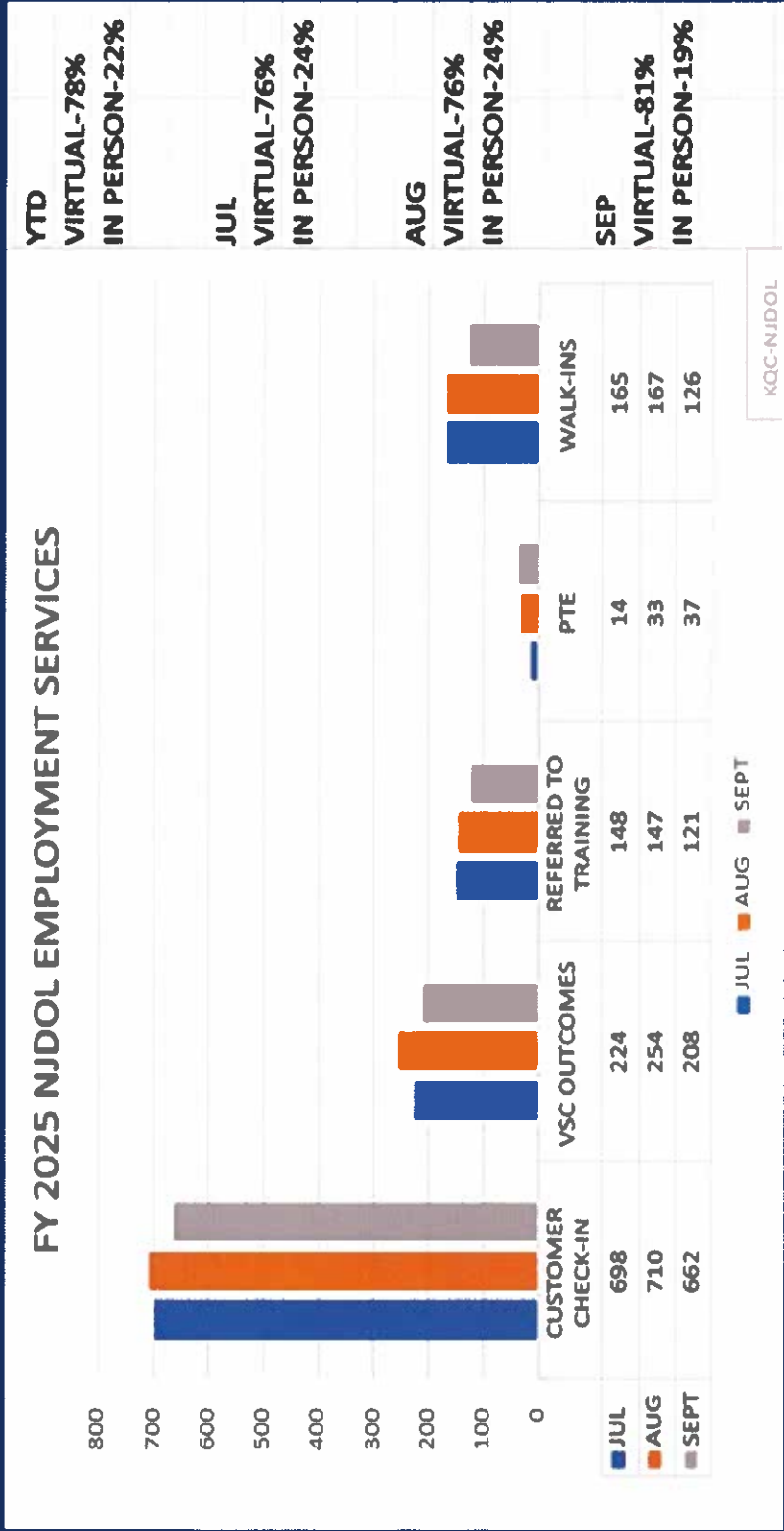
**SEPTEMBER 2024 - 662 ES SERVICES  
81% VIRTUALLY / 19% IN PERSON**



**SEPTEMBER 2023 - 676 ES SERVICES  
81% VIRTUALLY / 19% IN PERSON**



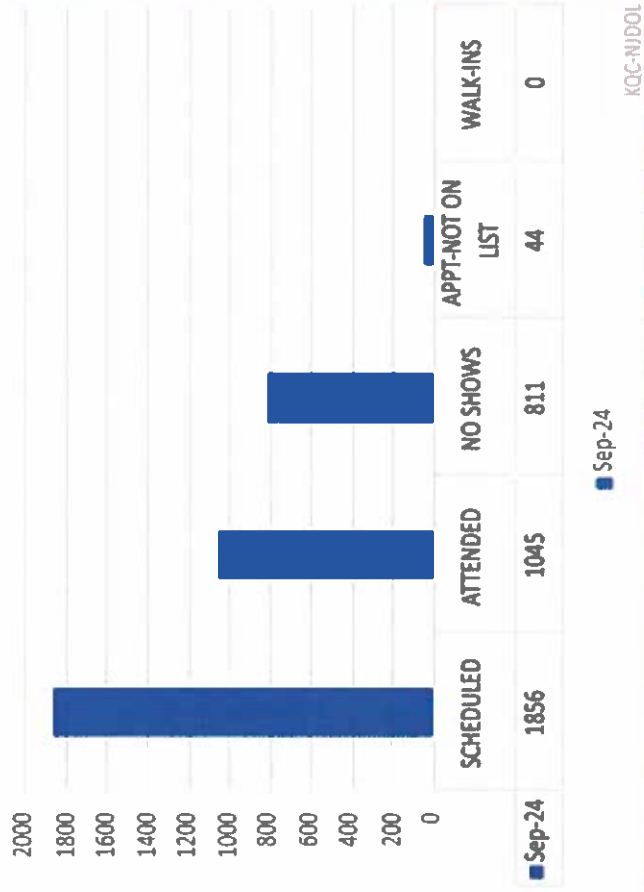
**FY 2025 CAMDEN COUNTY NJDOL ES TOTALS YTD - SEPTEMBER 2024**  
**CUSTOMERS SERVED - 2070**  
**AVERAGE CUSTOMERS PER MONTH - 690**  
**AVERAGE OF PROVIDED SERVICES - 78% VIRTUALLY / 22% IN PERSON**



# CAMDEN COUNTY ONE-STOP ONSITE UI CUSTOMERS SEPTEMBER 2024 COMPARED TO SEPTEMBER 2023

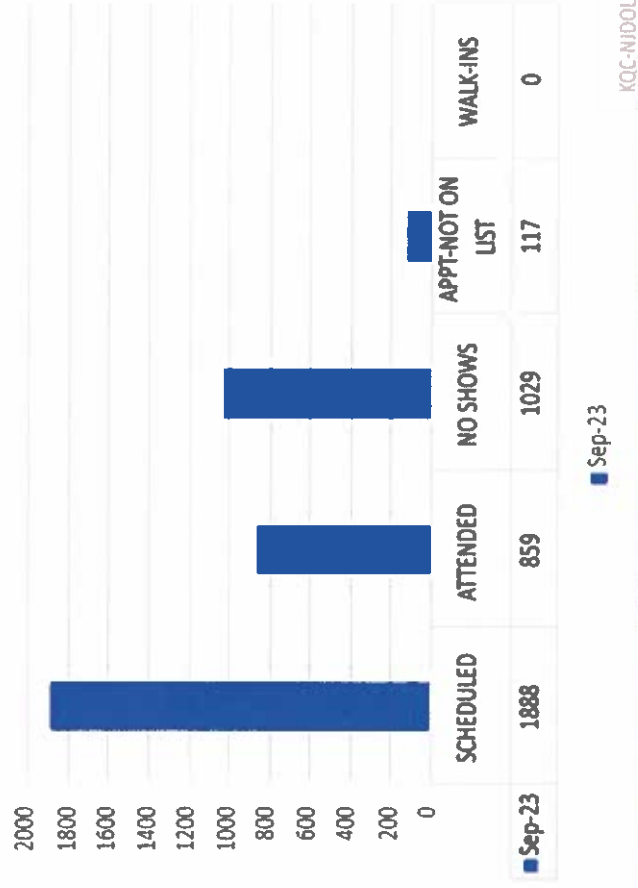
**SEPTEMBER 2024 - 56% SHOW RATE  
TOTAL CUSTOMERS SERVED - 1045**

**FY 2025 CAMDEN UI IN PERSON APPOINTMENTS**



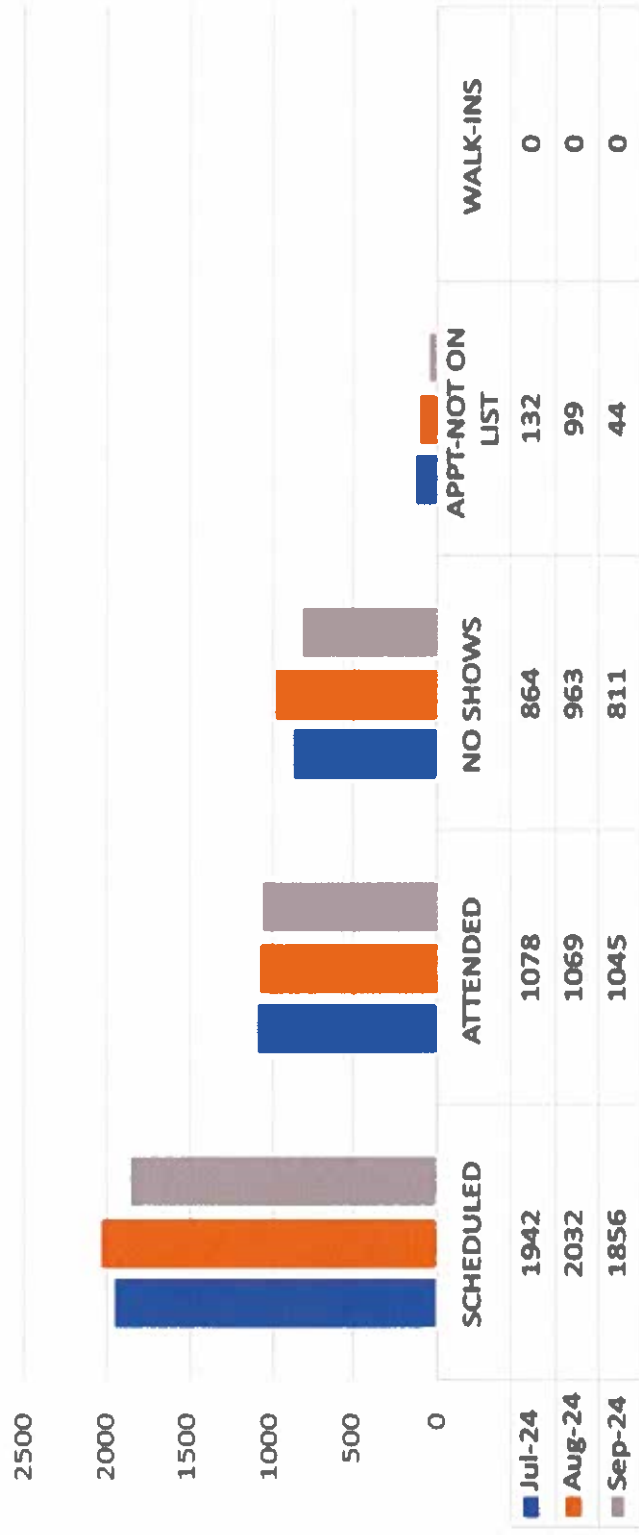
**SEPTEMBER 2023 - 45% SHOW RATE  
TOTAL CUSTOMERS SERVED - 859**

**FY 2024 CAMDEN UI IN PERSON APPOINTMENTS**



**FY 2025 CAMDEN COUNTY NJDOL UI TOTALS YTD - SEPTEMBER 2024**  
**ONSITE CUSTOMERS SERVED - 3192**  
**AVERAGE CUSTOMERS PER MONTH - 1064**  
**AVERAGE SHOW RATE - 55%**

**FY 2025 CAMDEN UI IN -PERSON APPOINTMENTS YTD SEPTEMBER**



KQC-NJDOL