

Cumberland County's
BUSINESS SERVICES & WORKFORCE DEVELOPMENT

RESOURCE GUIDE



In Partnership with Cumberland County,
the Economic Development Board
and the Workforce Development Board



**THE
AUTHORITY**
Improving your tomorrow.

Table of Contents

Doing Business with Cumberland County 1

Cumberland County Department of Workforce Development 2 - 5

Cumberland County To-Work Transportation System 6

New Jersey Department of Labor & Workforce Development 7

The Authority..... 8

Cumberland County Empowerment Zone..... 9

Rowan College of South Jersey (RCSJ) 10

Leadership Cumberland County..... 11

Business Resource Center 12

UPSKILLS – New Jersey Incumbent Worker Training..... 13

State of New Jersey Business Action Center 14

Urban Enterprise Zones..... 15

New Jersey Small Business Development Center (SBDC)..... 16

Division of Vocational Rehabilitation 17

Cumberland County Chambers of Commerce.....Back Cover



County of Cumberland
Finance Department – Budget Division
State of New Jersey
164 West Broad Street
Administration Building
Bridgeton, New Jersey 08302

HOW TO DO BUSINESS WITH CUMBERLAND COUNTY

Interested in doing business with Cumberland County? Check out the Cumberland County Purchasing Portal at <https://www.cumberlandprocure.org/> to view current bidding opportunities, proposal requests, cooperative agreements, and past award activity. Through this site, businesses, not-for-profit entities, individuals, etc. can register to automatically be informed on all business opportunities with the County of Cumberland!

Once registered, vendors/users can download current and past opportunity specifications, stay up to date with the purchasing process, and track award activity. Constituents can view our site to stay informed on current purchasing processes and view awarded contract details, including cost and pricing analyses. Local Municipalities can access their cooperative agreement information for pricing on goods and services offered to them within the County of Cumberland and obtain information on how to participate in the program.

CONTACT: Cumberland County Finance Department, Budget Division
164 West Broad Street
Bridgeton, NJ 08302
Phone: 856-453-2132
Fax: 856-451-0967
Website: <http://www.co.cumberland.nj.us/purchasing>



Visit Cumberland County online for up-to-date information at www.co.cumberland.nj.us.

The Department of Workforce Development administers and operates programs that provide opportunities for residents of Cumberland County to become productive members of the workforce. The Department also supports and provides assistance to the local business community in addressing their labor force needs. All services are provided through a partnership among local and state workforce agencies and delivered through the Office’s One Stop Career Center. These services are funded in part by New Jersey Department of Labor (NJDOLE) with funds from the United States Department of Labor (USDOL) through the Workforce Innovation and Opportunity Act (WIOA).

PRIMARY FOCUS: Employment Assistance
Educational Assistance
Business Assistance/Workforce Needs

ELIGIBILITY: Individuals who are legal citizens/residents of NJ are eligible for basic core services and self-directed services. Eligibility for intensive training services varies by funded grant programs.

FEES: None

GROUPS SERVED: General Public
Business Community
Dislocated Workers
Unemployment Insurance Recipients
Public Assistance Recipients
Youth (In School and Out of School Ages 16-24)
Economically Disadvantaged Adults

www.co.cumberland.nj.us/workforcedevelopment

BUSINESS SERVICES / WORKFORCE DEVELOPMENT BOARD (WDB) & BUSINESS SERVICES

DESCRIPTION: Provides oversight and support to various workforce and business development related grants/programs operated through the One Stop Career Center System.

Provide businesses an opportunity to build, grow and expand a stronger workforce that meets their demands and needs through local, state and federal grant incentive programs.



- BUSINESS SERVICES:**
- On the Job Training (OJT)
 - Tax credit incentive programs
 - Customized Training
 - Job Postings and Placement Services
 - Access a wide array of business incentive programs
 - Help train your existing employees
 - Retention Services - “Workforce Investment Now” Program (WIN)
 - Small Business Development Center
 - Empowerment Zone Program

CONTACT:

Christy DiLeonardo, Division Director of Business Services, and the Workforce Development Board
Office: 856-238-6772 ♦ Cell: 856-524-8631 ♦ Email: cdileonardo@ccoel.org



On-the Job-Training

Cumberland County & The New Jersey Department of Labor

Employers who hire for full-time positions that pay the current minimum wage or more are reimbursed 50% of the salary (capped at \$6000-COUNTY & \$10,000-STATE) for agreeing to provide training for a period of UP TO 26 weeks to an unemployed or underemployed jobseeker.

Why should you apply for this grant?

- The program is a cost-effective way to fill your positions with job-ready, prescreened candidates.
- Wage reimbursement helps with the expense of onboarding and training new employees to ensure that they meet business expectations.
- This program has no hourly wage caps. Unlike many employment assistance programs, you may hire someone in a higher salary range for more complex positions.

How to participate:

- Your new hires must be New Jersey residents who are unemployed, underemployed, or facing imminent layoffs from their current employer. They either must be currently receiving unemployment benefits, must have exhausted their benefits within the past 52 weeks, or must meet the criteria to be regarded as underemployed.
- Employees must be paid the current minimum wage or more.
- Positions must be for full-time (at least 32 hours per week) and long-term employment.
- Provide substantive on-the-job training at your location on your equipment under your guidelines. The length of training is determined by the participant's demonstrated skills gap and the job description.
- Submit trainee progress reports and payroll records for wage reimbursement up to 50 percent.
- Depending on the complexity of skills to be learned and the qualifications of your new employee, the contract period will range from 4 to 26 weeks.

CONTACT:

★ **Christy DiLeonardo**, Division Director of Business Services, and the Workforce Development Board

Office: 856-238-6772 ♦ Cell: 856-524-8631 ♦ Email: cdileonardo@ccoel.org



TAX CREDITS

This Federal tax credit ranging from \$2,400 to up to \$9,600 is offered to employers who hire and retain veterans and individuals from other target groups with significant barriers to employment. The application process is simple, but paperwork must be submitted within 28 days of hire. Business Representatives are available to walk employers through the process.

Tax credits for eligible employees

Target Group	Maximum Tax Credit
VETERANS	
NJ SNAP recipient	\$2,400
Disabled veteran hired within one year of release from active-duty date	\$4,800
Disabled veteran unemployed at least six months	\$9,600
Unemployed veteran at least four weeks in the one year prior to hire	\$2,400
Unemployed veteran at least six months in the one year prior to hire	\$5,600
OTHER TARGET GROUPS	
Short-term TANF recipient	\$2,400
Long-term TANF recipient	\$9,000 (two years)
Vocational Rehabilitation referral	\$2,400
Ex-felon	\$2,400
SSI recipient	\$2,400
Long-term unemployment (January 1, 2016)	\$2,400
NJ SNAP recipient	\$2,400

Grant funds are competitively awarded to New Jersey employers to provide cost reimbursement assistance to train incumbent frontline employees to meet the current and future occupational skill requirements of available high wage, middle-skill and high-skill jobs in New Jersey. Grant funds are intended to achieve measurable outcomes for the employees trained, “seed” occupational skills training, and support New Jersey businesses in acquiring a skilled workforce. Grant funds are not intended for annual training or training that would otherwise be conducted without grant assistance.



★ **Christy DiLeonardo**, Division Director of Business Services, and the Workforce Development Board
Office: 856-238-6772 ♦ Cell: 856-524-8631 ♦ Email: cdileonardo@ccoel.org



CUMBERLAND COUNTY
DEPARTMENT OF
**WORKFORCE
DEVELOPMENT**

Cumberland County Department of Workforce Development

Center for Workforce & Economic Development
Rowan College of South Jersey- Cumberland Campus
3322 College Drive, Vineland NJ 08360

The Department of Workforce Development is the perfect place to start your job search or develop your skills for a changing work environment. Employment counselors can help you explore career choices relating to your interests and abilities. They can also assist you in exploring a career path that can best utilize your skills in the current job market.

The Department of Workforce Development and the One Stop Career Center has many services and resources available to assist you

- Skill Assessment
- Career Counseling
- Job Search Assistance
- Workshops and Training
- Resource room with computers, internet access, printers and copiers
- Referral to other resources and services

In order to make your first visit with us as rewarding to you as possible, please visit <https://www.co.cumberland.nj.us/workforcedevelopment> to complete customer registration.

Customers can visit The One Stop Career Center in person to receive individualized assistance Monday through Friday, 8:30am - 4:30pm.

**Similar services are available to the Workfirst NJ population through a referral from the Department of Social Services.*

CONTACT: **Angela Chica**
856-696-5660, ext. 3000
<https://www.co.cumberland.nj.us/workforcedevelopment>



Transportation can be a major barrier to employment and the Cumberland County Department of Workforce Development would like to help. From our in-house transit service to NJ Transit, we will assist you in finding the right solution for your transportation needs.

Schedules for our in-house transit system as well as the NJ Transit bus routes can be easily found on our website. For more information, contact our Transportation Office at 856-696-5660 x3010 Monday - Friday, 8:30am - 4:30pm.

All riders must complete a Transportation Registration Form. Registration Forms can be downloaded from our website (English and Spanish available) or obtained from one of the To-Work shuttle drivers. Completed applications can be delivered to any bus driver or faxed to 856-238-6810.

This bus service is for individuals going to/from work, training, One Stop or other related social service.

We currently provide transportation in the following areas:

- Greater Bridgeton Area (Bridgeton, Seabrook, Upper Deerfield – via Laurel St/Old Deerfield Pike) - GBAT
- Vineland Transit Center to Bridgeton Downtown (via Landis Avenue & Rt. 77) - LAX
- Vineland Industrial Park (Mill Road, Garden Road, Gallagher Drive) - VIP
- Downtown Millville Area Connector Shuttle/Vineland Transit Center - MAC

NJ Transit services offered in Cumberland County are:

313	Cape May to Philadelphia
408	Millville to Philadelphia
410	Bridgeton to Philadelphia
553	Upper Deerfield to Atlantic City (Cumberland Mall, Hospital, Cumberland County College)

Uber or Riggins gas cards are available to customers by referral form an agency or business.

Funded by Cumberland County Human Services and HSAC

CONTACT: **Kate Speck**, Transportation Coordinator
856-696-5660, ext. 3010
<https://www.co.cumberland.nj.us/workforcedevelopment>



NEW JERSEY DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

Center for Workforce & Economic Development
Rowan College of South Jersey- Cumberland Campus
3322 College Drive, Vineland NJ 08360

The NJ Department of Labor and Workforce Development is the agency responsible for workforce development functions in the state. The Business Services division focuses on the needs of the employer.

Business Services can help you save time and money finding qualified workers for your business. An experienced Business Services Representative will manage your account and serve as your single point of contact. Your assigned Business Representative will conduct an initial consultation to gain an understanding of your workforce needs and work with other trained One-Stop Career Center specialists to pre-screen qualified candidates from our database of 400,000+ active New Jersey jobseekers representing all levels of skill, education and experience.

At times and locations convenient to you, your assigned Business Representative can arrange applicant interviews and advise on and help to secure applicable hiring incentives and training options for your new and incumbent workers.

If you need professional space to conduct interviews, our fully equipped Business Resource Centers (Internet-connected PCs, telephones, copiers, and meeting space) are co-located at the One-Stop Career Centers and provide a professional environment for conducting interviews. Your Business Representative will make all of the arrangements.

SERVICES AVAILABLE:

- www.careerconnections.nj.gov/careerconnections/for_businesses.shtml
- www.nj.gov/labor/employer-services/business/
- Referral of qualified applicants to Job Openings
- Supply resumes and job applications for employers to review
- Pre-screen, interview and refer applicants to appropriate employment opportunities
- Conduct hiring events
- Federal Bonding Program
- Tax Credit Programs
- Professional Services Group
- Labor Market Information
- Alien Labor Certification
- On-Site Safety and Health Consultations (at no cost)
- WorkFirst NJ On-the Job Training Program
- Assistance with persons with Disabilities and Veterans

Contact: Joel Bermudez
856-238-6723
Joel.Bermudez@dol.nj.gov



CUMBERLAND COUNTY IMPROVEMENT AUTHORITY

745 Lebanon Rd

Millville, NJ 08332

856-825-3700

The Cumberland County Improvement Authority serves as the economic development and redevelopment entity for Cumberland County. As such, The Authority fosters economic growth and business development throughout the county, serving as a one stop business resource center.

The Authority has led Cumberland County to an impressive track record of development success, welcoming new businesses and assisting established industries with financing, development approvals, technical assistance, and construction management. With a progressive approach, The Authority has managed the investment of over \$338 million of development projects in the last five years and encouraged \$3.6 million of shared services, resulting in direct taxpayer savings. Our strong suit is making the connections necessary to secure funding for job training, equipment, and technology.

The CCIA team can assist decision-makers in successfully navigating through the site selection, permitting, and planning processes, including the following:

Business Location: CCIA maintains an inventory and mapping of development ready sites, with infrastructure, rail service, utilities, and special designations such as Opportunity Zones, Urban Enterprise Zones, and a federal Empowerment Zone

Business Growth: Linking businesses to the resources such as Workforce Development Programs and customized training provides fast and timely assistance so companies can focus on implementing their plans.

Business Finance: Matching the best financing options plus integrating value-added resources is one of our strengths. Our direct connections with state and federal agencies provides the best overall incentive package for businesses seeking to relocate or expand. Each financing package is tailored directly to the type of assistance required.

CONTACT: **Jerry Velazquez, President and CEO**
856-825-3700, ext. 1201
jvelazquez@ccia-net.com



CUMBERLAND EMPOWERMENT ZONE CORPORATION

The Cumberland Empowerment Zone Corporation (CEZC) is a county economic development resource, working to facilitate neighborhood revitalization, business growth, employment and training opportunities, and resident empowerment. CEZC funding supports job creation, business development and expansion, housing, education programming, and community development activities.

Loan funding is available to businesses located within the four Empowerment Zone municipalities (Bridgeton, Vineland, Millville, and the Cumberland County Bayshore Region). Projects are evaluated to determine consistency with the Zone's mission and goals.

Direct Funding

- **Flexible loan funding** for economic and community development initiatives.
- **Subordinate and Start-Up Microloan Financing** programs assist existing and new businesses access funding for growth and success.
- **Predevelopment, Construction and Permanent Loans** support local development projects.

Funding to be determined on a project-specific basis consistent with CEZC guidelines and objectives.

Tax Incentives

- **Tax Credits** provide businesses with incentives to locate within and hire residents of the Empowerment Zone.

Technical Assistance and Support

- **Support** provided to assist businesses interested in locating or expanding within the County. Staff is available to provide information and resources to assist businesses in efficiently navigating the financing, approval and employment process.

For more information, contact: 856-301-4607

Cumberland Empowerment Zone Corporation
2115 S Delsea Drive, Ste 2, Vineland, NJ 08360

Rowan College of South Jersey (RCSJ)—formerly Cumberland County College—was recently ranked as the number one community college in New Jersey and has been a vital part of the South Jersey region since it was founded in 1966. The College is dedicated to preparing students throughout the community for success in the ever-changing global environment. Students benefit from innovative professors who teach in well-equipped classrooms and laboratories.

The College enrolls more than 3,000 students and offers more than 100 career and associate degree programs. Fully accredited by the Middle States Commission of Higher Education, the College is guided by a strategic plan focused on student success and community economic development.

Programs of study fall within seven College divisions including Business Studies; Career and Technical Education; Communication and Creative & Performing Arts; Education and Humanities; Law and Justice; Nursing and Health Professions; and STEM.

Contact: Jim Piccone, Ed.D.
Vice President/Chief Administrative Officer
856-691-8600
jpicone@rcsj.edu
RCSJ.edu

The Career and Technical Education Division at RCSJ offers career training, professional development and other personal enrichment opportunities. As a recommended training provider for the New Jersey Department of Labor and Workforce Development, the Division offers corporate training programs to support area businesses.

Career training options offer a selection of credentials to students that pair classroom instruction with practical field experience. Students can pursue hands-on trades such as process technology or fast-paced professions like hospitality management.

Contact: Brigette Satchell
Dean, Career and Technical Education
bsatchel@rcsj.edu

Michael Goonan, M.S.Ed.
Assistant Dean, Career and Technical Education
856-776-2372
mgoonan@rcsj.edu
RCSJ.edu/Workforce/Cumberland

Following graduation, students can continue their education through the Shirlee and Bernard Brown University Center, which offers Bachelor's and Master's degrees through partnerships with prominent universities. Rowan University is the College's premier partner making higher education more affordable to South Jersey residents by providing a direct, cohesive route to a bachelor's degree with easy transfer credits. Unique programs include Rowan 3+1, Rowan Choice, Rowan Partnerships Online, Degree Completion and Traditional Transfer.

The University Center partners include Fairleigh Dickinson University, Georgian Court University, Montclair State University, Rowan University and Wilmington University.

Contact: Mike Pagianakos, Ed.D.
Special Assistant to the President, University Relations
856-200-4719
mpagian@rcsj.edu
RCSJ.edu/UniversityPartners/Cumberland



LEADERSHIP

CUMBERLAND COUNTY

Leaders at all levels are welcome to apply to be part of a future Leadership Class. This program, to build personal leadership skills while learning about the Cumberland County community, is sponsored by Rowan College of SJ, Cumberland County Improvement Authority, and Inspira Healthy Network.

Each year up to 24 new and established leaders from across the county and across all sectors – government, business and industry, non-profits and education – meet monthly to increase personal leadership skills, network, and learn more about the assets and challenges in Cumberland County. The program begins with a 2-day retreat at the Improvement Authority Training Center in September, and then in November begins meeting the first Monday of the month through May. We complete the program with a graduation celebration in May.

Each month represents a different learning day – Education, Criminal Justice, Social Services, Agriculture, Economic Development, Culture and Diversity – and a small team of class members will put together an informational and educational day around that topic. County experts in the topics are resources to the teams and help suggest ways of exploring each day. Even if you are a lifelong resident of Cumberland County, you will find something or someplace that you have never seen or been. Throughout the program year there are also opportunities for workshops and small seminars on leadership topics. Newcomers can create a network of information!

The goal of the program is to develop a core of leaders across the county that can be part of the solutions to many of our challenges. The program has over 300 alumni and has been established for 20 years.

If you are interested in being part of a future class, please request an application

Beatrice Hughes, Rowan College of SJ

bhughes5@rcsj.edu

Kim Ayres, The Authority

kayres1@rcsj.edu

Watch for our new website on The Authority webpage!

www.theauthoritynj.com



BUSINESS RESOURCE CENTER

Center for Workforce & Economic Development
Rowan College of South Jersey- Cumberland Campus
3322 College Drive, Vineland NJ 08360

Your Business Representative can connect you to the wide variety of programs and services designated to help New Jersey employers get the most out of their businesses:

New Jersey's commitment to economic growth positions us as a premier location for businesses to grow and compete globally. Businesses like yours fuel New Jersey's economy and create jobs for Garden State workers. The mission of the New Jersey Department of Labor and Workforce Development—to build a stronger workforce that meets the demands and needs of New Jersey business—supports economic development. Business Resource Centers (BRCs), located throughout the state in our One-Stop Career Centers, offer services AT NO COST. BRCs provide a single point of contact to assist New Jersey-based businesses. Whether you are already in business, just starting, or expanding, BRCs can help you:

Recruit qualified workers: tell us your needs and we will help you find qualified applicants

- Access to thousands of qualified workers with the skills you require
- Customized recruitment programs to screen and refer qualified applicants
- Access to BRC facilities (for interviews, meetings, or to use fax machines, computers, Internet, etc.)

Train your employees: help your business grow by reducing your training costs and improving productivity with a trained workforce

- On-The-Job training grants
- Customized training grants

Access industry and labor market information: get the information needed to plan, grow, and succeed in New Jersey

- Up-to-date national and local economic and workforce data
- Current demographic data
- Data projections Navigate state and One-Stop Career Center programs and services: we partner with you to develop workforce solutions to help your business succeed—all in one place
- Access to business services
- Financing information
- Information on state, county, and local programs and initiatives

Get Help with Regulations

Referrals to specialists and services such as:

- OSHA Compliance
- Wage & Hour/Labor Laws
- Accommodations for workers with disabilities

Contact: **Sherry Thompson**
856-238-6757
sherry.thompson@dol.nj.gov
Business Representative



UPSKILLS Grants New Jersey Incumbent Worker Training (CUSTOMIZED TRAINING)

Customized Training is a component of the Workforce Development Partnership program. The objective is to enhance the creation and retention of high wage, high skill jobs in New Jersey through comprehensive workforce training, and to assist in building a highly skilled, productive, globally competitive workforce.

Who is potentially eligible for a Customized Training Grant?

- Individual employers
- Employer organizations, labor organizations and community-based organizations
- Consortium of one or more educational institutions and one or more eligible individual employers or labor, employer of community-based organizations that seek to provide training in labor demand occupations

General eligibility requirements (must address one of the following):

- Creation, retention or upgrading of labor demand occupations
- Prevention of job losses as a result of a potential facility closing, national or international competition, or changing technology, or
- Creation of jobs as a result of a company relocating in New Jersey or starting a business in the state

Selection Criteria

- The number of jobs that the training will create or retain
- How much the training will increase marketable skills and earning power of participants
- Importance of training to the applicants to either remain in business or to supply a trained workforce for occupations that are in demand
- How the company's long-term Human Resources Development Plan will enhance the productivity and competitiveness of the employer's operations in New Jersey and the employment security of the workforce
- How the training involves occupational safety and health education designed to assist in the recognition and prevention of potential health and safety hazards which is the subject of vocational training.

About the Training Programs

To a large extent, the training programs are designed by the applicant. The programs can take the form of on-the-job training and/or classroom training. While classroom instruction may be provided by the applicant, it is recommended that a third-party vendor be utilized for best program results. The training vendor must be located in New Jersey for the cost of the training services to be considered reimbursable by the Customized Training Grant.

Examples of training which have been approved in the past include: ISO 9000; Six Sigma; Lean Manufacturing; industrial production technologies; quality control and safety technologies, total quality management, etc. In Cumberland County Customized Training Services can be developed in coordination with Cumberland County College.

CONTACT: **Howard Miller, Chief of Business Services**
 New Jersey Department of Labor & Workforce Development
 609-984- 4437
 Howard.Miller@dol.nj.gov

In Cumberland County, Skills 4 Jersey (Customized Training Services) can be developed in coordination with Cumberland County College



New Jersey Business Action Center

STATE OF NEW JERSEY BUSINESS ACTION CENTER

225 West State Street, 3rd floor, Trenton

The New Jersey Business Action Center plays a key role in helping grow, retain, and attract business to the State. The center serves as a “one-stop” shop for business. The team at the Center works to encourage entrepreneurship by supporting New Jersey’s businesses of all sizes, supporting global competitiveness of New Jersey companies, as well as to promote the State’s attractiveness as a vacation destination and business investment location nationally and internationally.

Financial and Incentive Programs

New Jersey’s Business Action Center Team will walk you through all of the state’s incentive and financing programs available to your business. We can identify the specific programs your business may be eligible for and help locate the sources that best meet your unique needs. In addition, the New Jersey Business Action Center Team is invaluable when it comes time to begin the application process, providing helpful assistance in completing the necessary paperwork. You can count on us to answer any questions and provide guidance every step of the way.

Permitting and Regulatory Assistance

New Jersey’s Business Action Center provides professional, coordinated services to help new and existing businesses navigate New Jersey’s regulatory processes. By actively working with various state agencies and departments, such as the Department of Environmental Protection, the Department of Community Affairs and the New Jersey Department of Transportation, the team studies all of the issues involved, quickly accesses the challenges, formulates solutions, and strives to resolve any difficulties to the satisfaction of all involved parties.

Site Selection Services

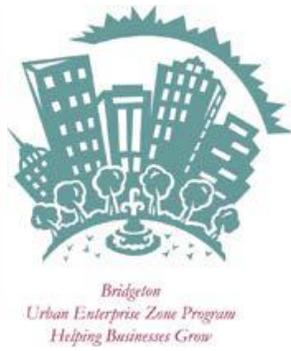
New Jersey’s Business Action Center offers a full range of site selection solutions. These include development services, such as assembling land and restructuring financing. Additionally, we can provide considerable assistance in facilitating the permitting process.

Programs and Resources for International Trade

New Jersey welcomes and encourages internationally-minded firms to do business in our state! New Jersey’s Business Action Center provides assistance to businesses looking to do business globally through trade consulting services and inward foreign direct investment services including:

- Identify buyers and international markets
- Find partners for joint ventures and strategic alliances
- Trade Assistance
- Trade Advocacy
- Whatever your global ambitions, New Jersey’s Business Action Center will Provide the expertise and program to help your plans succeed - in the state and around the world.

CONTACT: www.state.nj.us/njbusiness/bac



URBAN ENTERPRISE ZONE

Location: Vineland City Hall
640 East Wood Street, Vineland
181 East Commerce Street, Bridgeton

What is the Urban Enterprise Zone?

- A free program
 - Retail businesses that apply can charge 3.5% sales tax
 - Retail and service businesses that apply to participate can:
 - purchase most equipment, office supplies, and office furniture tax exempt
 - build or do renovations tax exempt

As an Urban Enterprise Zone participant, a company is exempt from paying sales tax on certain products and services. This benefit includes exemption from sales tax on construction costs, office furniture, office supplies, and equipment. After being approved by the Office of Urban Programs in Trenton, your information will be forwarded to the New Jersey Division of Revenue. These exempt forms are then forwarded to your vendors for proof of tax exemption status.

Participating retailers are eligible to charge a reduced sales tax (3.3125% rather than 6.625%) on certain merchandise.

Participating businesses that are not warehousing or retail sales oriented may be eligible for the employee tax credit. It is available to corporations subject to the Corporation Business Tax, which hire certain new employees at the zone location after they have been certified into the program.

Participating businesses that hire new employees meeting one or more of the characteristics that apply to the "25% Employment Factor" (explained in application material), and have a positive unemployment insurance rate, are eligible to apply for an unemployment tax award.

Participating businesses may qualify for loans under an array of programs offered directly by the City in which the Urban Enterprise Zone is located. These programs are listed in the Cumberland County Financial Resource Guide.

CONTACT: **Nilsa Rosario**, Certification Coordinator
Vineland & Millville UEZ
856-794-4000, ext. 4622

Kevin Rabago, Executive Director
Bridgeton UEZ
856-451-3407



New Jersey Small Business Development Center (SBDC) at Stockton

“Where Businesses Go To Grow”

Starting a business can be a challenge, but there is help for you in your area. Small Business Development Centers (SBDCs) are partnerships primarily between the government and colleges/universities administered by the Small Business Administration and aims at giving educational services for small business owners and aspiring entrepreneurs.

What is offered?

- SBDC services include, but are not limited to, assisting small businesses with financial, marketing, production, organization, engineering and technical problems and feasibility studies
- All services given at SBDCs are free and confidential.
- Additional low cost training options are available.

Eligibility

- Assistance from an SBDC is available to anyone interested in beginning a small business or improving or expanding an existing small business.

<p style="text-align: center;">Confidential, one-on-one counseling <i>available by appointment</i></p> <p>We can provide assistance in a number of areas including, but not limited to:</p> <ul style="list-style-type: none"> • Business Start-up • Business Planning • Financial Projections • Accounting & Tax Issues • Doing Business with the Government • State & Federal Certifications • Marketing • Expanding Your Business • Buying & Selling a Business <p>Services including:</p> <ul style="list-style-type: none"> • Start Up • Business Expansion • Registration • State and Federal Certifications • Business Planning • Financial Projections • Loan Packaging • Marketing 	<p style="text-align: center;">Free Training Classes</p> <p>Titles include:</p> <ul style="list-style-type: none"> • Starting a Business from A-Z • Writing a Business Plan • New Business Q & A • Marketing Research & Strategies • Understanding Financial Statements • Recording Business Transactions • Credit Management for Entrepreneurs • NJ State Certification • And many more... <p>Free Seminars including:</p> <ul style="list-style-type: none"> • Marketing • Accounting • Business Basics • Financing Your Business or Expansion • Insurance • Safe Reopening
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Call for an appointment today!

CONTACT: Carol Waties
 Director, NJSBDC at Stockton University
 Serving Atlantic, Cape May and Cumberland Counties
 P: 609-626-3889
 E: carol.waties@stockton.edu



DIVISION OF VOCATIONAL REHABILITATION

Location: State Building
40 East Broad Street, Bridgeton
856-453-3888

The Division of Vocational Rehabilitation can advise you and answer your questions about hiring and making adaptations to accommodate workers with disabilities. Your workers and job applicants with disabilities may be eligible for diagnostic services, vocational evaluations, counseling, restoration services, and job placement assistance.

The Division of Vocational Rehabilitation can also assist employers in:

- Understanding and compliance with the Americans with Disabilities Act (ADA)
- Obtaining referrals of pre-screened applicants for open positions
- Getting speakers to discuss a variety of topics dealing with employment of persons with disabilities
- Helping employers retain employees by providing (often free) appliances or devices to help employees do their jobs (such as enlarged computer screens, etc.)
- Procuring a job coach to help a person with a disability perform the task of the job. The job coach first learns the job then teaches the individual how to accommodate the situation so that they can get the job done. The coach is available even after the intensive training to provide follow-up support for as long as is needed and can even return if the job duties need to change.
- Acquiring any tax credits in which the employer may be eligible for hiring the persons who have special difficulties in finding work.

55+ Program

Center for Workforce & Economic Development
Rowan College of South Jersey- Cumberland Campus
3322 College Drive, Vineland NJ 08360 ▪ 856-238-6742

Workforce 55+ is a federally-funded program committed to empowering economically disadvantaged seniors to achieve economic independence and control of their futures.

The aim of Workforce 55+ is to help mature workers return to the workforce through an "earn while you learn" program. The program partners with community-based, nonprofit organizations and government agencies to provide participants with training to update their skills. Program participants receive counseling, assessments, and training to obtain employment.



New Jersey Youth Corps

1150 South West Boulevard Vineland
856-794-6943

Available on the Vineland Adult Education, New Jersey Youth Corp gives individuals between the ages of 16-25 an opportunity to go to school while at the same time making an income. Students attend classes to complete their high school diploma or to get their GED for half of the day and are provided with employment at a non-profit agency at minimum wage for the other half of their seven-hour day. This practical experience combined with the academics is often the ticket to a promising future for many students who had a hard time making it through the traditional high school system. Employers are welcome to call on this program to lend support to students collectively or individually. These motivated students prove to be a valuable resource to you in helping your business grow.

CHAMBERS OF COMMERCE & ECONOMIC DEVELOPMENT



The Authority

745 Lebanon Road
Millville, NJ 08332
Phone: 856-825-3700
Fax: 856-776-5391

www.theauthoritynj.com

Jerry Velazquez, President and CEO



City of Vineland Economic Development

640 East Wood Street
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Phone: 856-794-4000 ext. 4619
Fax: 856-794-6199

<http://business.vinelandcity.org/>

Director – Sandy Forosisky



City of Bridgeton Economic Development

181 East Commerce Street
Bridgeton, NJ 08302
Phone: 856-451-3407
Fax: 856-455-7421

Executive Director – Kevin Rabago



City of Vineland Chamber of Commerce

2115 South Delsea Drive
Vineland, NJ 08360
Phone: 856-691-7400
Fax: 856-691-2113

www.vinelandchamber.org

Executive Director – Dawn Hunter



City of Bridgeton Chamber of Commerce

590 Shiloh Pike, P.O. Box 1063
Bridgeton, NJ 08302
Phone: 856-455-1312
Fax: 856-453-9795

www.cumberlandgrows.com

Executive Director – Anthony Stanzone



City of Millville Chamber of Commerce

600 G Street, Suite 540
Millville, NJ 08332
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Fax: 856-825-5333

www.millville-nj.com

Executive Director – Jerry Covella