

New Jersey's Workforce Development System

Employer Incentives

(As of 2/17/2011)

Program	Description	Potential Benefits
Apprenticeship	An Apprenticeship is a relationship between an employer and an employee during which employee, or apprentice, learns a highly skilled occupation. The programs consist of a combination of both classroom and on the job training.	Skilled workers trained to industry/employer specifications, reduced turnover, pipeline for new skilled workers, reduced worker compensation costs and for manufacturers, up to \$5,000 for each new or current employee sponsored as a Registered Apprentice.
Federal Bonding Program	Provides Fidelity Bond insurance for the first six months of employment for hard-to-place job applicants.	The bond coverage is usually \$5000 with no deductible amount of liability for the employer. Higher amounts of coverage, up to \$25,000, may be allowed if justified.
Incumbent Worker Customized Training	Customized skills training for employees located in New Jersey designed to improve worker productivity and business competitiveness. Occupational and work related literacy training grants are awarded through a competitive application process.	Businesses with 250 or less employees can receive up to \$50,000. Businesses with more than 250 employees can receive up to \$75,000. Consortium applications are eligible for up to \$125,000. Average cost per trainee can't exceed \$1,000.
Work Opportunity Tax Credit	A Federal tax credit incentive for employers to hire individuals from certain targeted groups.	You may be able to save up to \$4800 the first year you hire someone with significant barriers to employment such as welfare recipients, certain veterans, ex-felons, disconnected youth, and individuals with disabilities.
On-The-Job Training	Various programs designed to provide employers a cash benefit to offset the cost of training new workers.	Cash reimbursement for salary paid to new employees.
American Recovery and Reinvestment Act On-The-Job Training for Unemployed Workers	Employers hiring unemployed workers can receive a cash incentive to offset the cost of training new workers.	Employers may receive up to half of their new employee's gross wages for up to 26 weeks to help defray the costs of their training.
National Emergency Grant On-The-Job Training for Unemployed Workers	Employers located in or hiring certain unemployed individuals from Atlantic, Essex, and Passaic counties can receive a cash incentive to offset the cost of training new workers.	Depending on employer size and the gap between new workers skill level and the skills required to perform the job, employers can get up to 90% of new employees' wages for the first six months of employment.
Vocational Rehabilitation On-The-Job Training	The Division of Vocational Rehabilitation assists businesses in training and retaining productive workers with significant barriers to employment due to a disability.	Employers may receive up to half of their new employees' salary while they learn the essential knowledge and job skills required for the job.
Work First New Jersey On-The-Job Training	Work First New Jersey promotes the hiring of public assistance recipients such as those on Temporary Assistance for Needy Families and General Assistance, and individuals on Food Stamps by offering employers cash incentives for providing on-the-job training.	Employers may receive up to half of their new employees' gross wages for up to 26 weeks to help defray the costs of their training.
WorkPays2	Employers hiring Temporary Assistance for Needy Families participants can receive a cash incentive to offset the cost of hiring and training new workers.	Employers can get 100% reimbursement of new employees' wages for the first 3 months and 50% reimbursement for the next 3 months.

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