

## Job Obtaining Advocacy & SWOT Analysis

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### Why It Is Very Hard For Individuals With Disabilities To Find Employment? Barriers and Misconceptions.

Assistance Programs, Task Difficulty, Commuting to and from Work, Flexibility in Work Hours, Remote Work, Requesting Change in the Workplace, Work Ethic, and Temporary/Contractual Jobs\*.

\*Our Third Advocacy SWOT

(“Persons with a Disability: Barriers to Employment and Other Labor-Related Issues News Release - 2021 A01 Results.” U.S. Bureau of Labor Statistics, U.S. Bureau of Labor Statistics, 30 Sept. 2022, www.bls.gov/news.release/archives/dissup\_03302022.htm#:~:text=A%20person%27s%20own%20disability%2C%20lack%20of%20education%20or,completing%20their%20work%20duties%20because%20of%20their%20disability.)

Smith, M. (2024, April 8). The 3 biggest red flags hiring managers look for in resumes, according to New Research. CNBC. [https://www.cnbc.com/2024/04/08/3-resume-red-flags-recruiters-look-out-for-and-how-to-avoid-them.html#\\_ftn1](https://www.cnbc.com/2024/04/08/3-resume-red-flags-recruiters-look-out-for-and-how-to-avoid-them.html#_ftn1)

### Job Title Examinations:

Nvida Administrative Assistant

NJ CVC SAME Program

Contract-Based Brand Ambassador – P.S. Stearns Inc.

### SWOT (Strengths, Weaknesses, Opportunities, Threats) Analyses:

#### Nvida SWOT Analysis (Administrative Assistant)

- S – Empowering the use of advanced Artificial Intelligence (AI), and can use AI to power entire centers.
- W – Trust: While the company states what employees need are of top priority, this may not turn out to be true in the end. Trust and good morale are extremely important, especially to those who have a disability to be able to connect.
- O – Expanding the ability to have technology reach us to new advances through AI.
- T – AI could replace jobs, and might even be very, very faulty at times, human ability would be needed to remedy this, especially to understand individuals with various disabilities, notably communicative.

#### NJ Civil Service Commission via SAME SWOT

- S- SAME program, not competitive, allows for placement to another position.
- W- Takes a while for even an interview to happen, and there is no knowing if the recruiter will allow for the SAME applicants to be chosen over non-SAME applicants.
- O- Allows for those to get into the workforce and start a career within the State of NJ, and be recognized as an individual who is valued within the State.
- T- Political partisanship could impact the roles and career that those with disabilities hold, as well as government shutdowns freezing pay, and so non-partisanship for maintaining employment for those with disabilities is key.

#### Contract-Based Brand Ambassador – P.S. Stearns SWOT

- S- Those with disabilities would be able to earn money by simply doing projects and not fully be committed to one company/agency.
- W- Not a full-time position, so security is tight when it's the only task one is doing.
- O- Being able to learn or use skills rather quickly, and maybe lead to major achievement.
- T- New employers do not like seeing job-hopping as a resume trend, so working around this via one's resume is an excellent option.

### 3 Advocacy Letters to the Employers:

Eli Danto Letter to Nvida April 19th 2024

To Whomever It May Concern,

Hello, my name is Eli D., an individual with an invisible disability who is an advocate for employment for those with disabilities, and I recently took a look at an administrative assistant job posting on the Nvida website, and I would like to discuss what I have noticed. First, I would like to commend Nvida for remaining committed to advancing our lives through the use of new technologies and ideas. The excitement surrounding advanced use and software regarding artificial intelligence allows for one to be able to work with new hardware and software to empower others' lives on a small and large scale, including being able to power centers that hold a lot of an individual's or company's data. The work done today could even allow us to see the advanced work of tomorrow through the use of AI and other emerging technologies.

As exciting as the ability to work with AI tools can be, I also caught wind of some challenges facing the individual who has a disability as I was browsing of the administrative assistant position, as well as other positions such as working in payroll or more advanced positions directly involving AI. Firstly, I have read your company's commitment to equal opportunity, and I first would like to say that you are more open to flexibility and hearing each employee every day. This can make the work environment more welcoming, and allows everyone to become more adaptable and flexible to changes in who sees each other every day. Commuting, and being able to work in a timely manner are two of the biggest obstacles facing the individual with a disability, and patience is key to allowing for diversity within the realm of work, given a fast-paced environment. Further, there is a concern that AI might take over human work in the future, thus further scaring the individual with a disability over job security. Trust and good morale are absolutely crucial to maintaining a healthy relationship and for long-term stability of a company, especially if an AI system malfunctions, in which humans would need to fix themselves. No technology system is perfect, and I ask that you further examine the morale and find a paramount balance of profit and trust for your overall goals.

Sustaining a healthy environment is crucial for any company to be one that maintains a positive reputation and excellent value, and I hope that my message puts you on a more inclusive path to achieving just that. Thank you very much for taking the time, and have a safe day.

Sincerely,  
Eli Danto

Eli Danto Letter to P.S. Stearns Inc. April 19th 2024

To Whomever It May Concern,

Hello, my name is Eli D., an individual with an invisible disability who is an advocate for employment for those with disabilities, and I recently caught wind of a contract-based Brand Ambassador job posting, and I would like to share some feedback with you. Let me first state how important it is for one to obtain work experience, especially if it's an interpersonal opportunity for interaction with products and people. Being able to market a product by one with a disability is a great way of appealing to a wider audience and getting name-recognition, even if it's a short-term position. For people with certain disabilities, being able to learn how to properly socialize and understand social cues can actually help them grow and succeed even when not actively working, thus giving a rewarding experience for everyone.

As great as my findings above are, there are sources of concern that I would also like to address, namely that any job on a short-term or contractual basis is risky in the long run for any employee, as well as the job not being a permanent position. Further, hiring recruiters generally don't like the idea of constant job-changing on one's resume. If any employer is really passionate about hiring an individual with a disability for any contract position, they need to consistently look into their performance and possibly offer them a more permanent position, or provide a major letter of recommendation alongside professional support on the side so that nothing keeps crashing down onto the individual with a disability, and so that good morale can be maintained both in employment, as well as within the community as a whole.

Being able to have great morale will lead to a better relationship with the general community in the long-run, and can allow for a large-scale of people, from one community to the entire world to understand each other's stories better, and to however big or small, simply make a positive difference. Individuals with disabilities come in all kinds of shapes and sizes with one's own personal conditions and skills to participate in the workforce the same way somebody who does not have a disability is able to, but might need some additional support in areas one would not think to provide. I hope that my message can allow for you to see the different eyes of those who have a disability, and be able to expand your marketing to all individuals who want to shine in your spotlight. Thank you very much for your time.

Sincerely,  
Eli Danto

Eli Danto Letter to the New Jersey Civil Service Commission April 19th 2024

To Whomever It May Concern,

Hello, my name is Eli D., an individual with an invisible disability who is an advocate for employment for those with disabilities, and I recently came across multiple analysis of positions on the SAME program page on your job post website, and I would like to share my thoughts on behalf of many individuals with disabilities.

It is very difficult to be able to obtain employment in today's job market, and being able to post a non-competitive position alongside the mission of increasing your workforce to at least 7% of individuals with disabilities is a testament to how the State of New Jersey is trying to break barriers to help us seek out meaningful employment and start or continue our careers. The variety of departments, as well as a college degree not being required in some instances also allows for one to start building a foundation of work and savings as they proceed with their future endeavors by working in one of the SAME program jobs.

While job within the SAME program holds promise for individuals with disabilities, there are some concerns that I also would like to address. The time that it takes for one to know about obtaining a job can take a long time, and certain individuals with disabilities might not get a more "prompt" response. In addition, employers should understand that the mindset of an individual with disabilities might require some changes in the workplace to allow for one to produce the best possible results they can deliver. What is arguably even more crucial is the currently toxic and divided political and social climate in the United States, where there have been some at least partial shutdowns of both the federal and state governments. Whatever one's political beliefs are, they should ensure that the rules and laws apply equally to everyone, no partisanship should get in the way of employment or pay, and that everyone understands that sometimes, "the pipe needs to be bent a bit for the water to flow through".

Not acknowledging the impacts, especially to those that are however build or varied differently from you will have that much more of a major impact with any available or inevitable problem that hits any part of the state or federal government. The SAME program should be a safe space that at least guarantees security and peace of mind for those that are looking to work in a promising sector of our worldwide economy, and I hope that the information I provided today allows one to further see the big picture of our state, country and world as a whole. Thank you very much for your time.

Sincerely,  
Eli Danto