



Fall 2019

October is National Disability Employment Awareness Month (NDEAM). The theme for 2019 is "The right talent, right now." According to former U.S. Secretary of Labor Alexander Acosta, "Individuals with disabilities offer employers diverse perspectives on how to tackle challenges and achieve success." This is where LCS' mission flourishes. LCS provides training and community experiences services for youth and adults of varying abilities to enhance their self-esteem and quality of life. LCS accomplishes this mission through supporting participants to gain competitive employment that pays at least minimum wage and/or active engagement in the community. The Division of Vocational Rehabilitation (DVR) is an integral partner in helping LCS identify the best employment opportunities for mutual consumers.

LCS believes that for each individual potential is limitless. By supporting the individuals that we serve and assisting them to be employed in the community, LCS helps them contribute toward keeping our community's economy strong. LCS understands that individuals with disabilities bring a wide range of job skills to the workplace and a high level of loyalty to a business that is hard to match. The businesses that hire individuals with disabilities affirms that the businesses in our community are committed to ensuring equal opportunity for all citizens, and that they understand the powerful benefits of diversity in the workplace. Businesses are learning that hiring individuals with disabilities benefits their business because they experience lower turnover rates, increased productivity, and they have access to a broader pool of skilled workers.

According to Sheryl Sandberg, COO of Facebook, "We need to resist the tyranny of low expectations. We need to open our eyes to the inequality that remains. We won't unlock the full potential of the workplace until we see how far from equality we really are." LCS is grateful for the many business partners that have employed the individuals that LCS supports in partnership with DVR. These employment connections have positively impacted the lives of hundreds of people. LCS is proud to be a part of a community that understands the value of hiring a diverse workforce that includes individuals with disabilities.

LCS' mission is to provide training and community engagement for youth and adults of varying abilities to enhance their self-esteem and quality of life.

"POTENTIAL IS LIMITLESS"

-Mary Beth Popchock, Executive Director

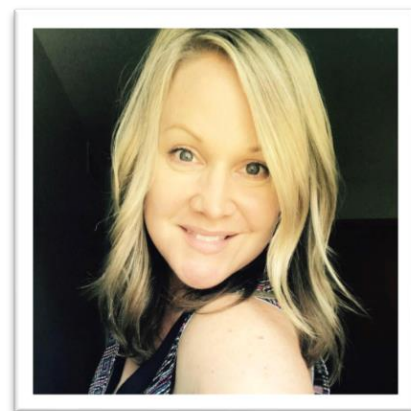


Welcome to the LCS Team!



Karen was hired at LCS on August 6, 2019 as a Connect Coach. She has always had a passion to work with individuals with disabilities. The experience she has had with them has made her realize that there's a blessing in helping people, which is why she majored in Human Services. She is married and has one daughter, two granddaughters, and one great granddaughter. Karen values spending time with her family whenever she can.

Kristy was hired at LCS as a Job Developer on September 16, 2019. For the last 25 years, Kristy has served people in the community through various work experiences. She finds it extremely gratifying to be able to help people see their worth, help them reach their goals, and gain confidence in themselves. Kristy has three children, ages 24, 13, and 10. Most of her hobbies revolve around watching her kids in the various sports that they play and planning fun activities to do with them. Kristy is also a diehard Packer fan!



LCS Success Stories!

All stories were made possible through LCS' partnership with the Division of Vocational Rehabilitation (DVR).

Cassie (Pictured on the left) was hired as a Crew Member at a Kenosha Wendy's in August of 2019. She works the register, the cook stations, and the dining room area. She loves the staff and has gained a lot of confidence at her new job! She enjoys her job so much she says she is going to work there for the rest of her life!



Roy (pictured on the right) was hired a few weeks ago at a McDonald's in Racine. Roy's job duties include wiping down tables, sweeping, stocking, and making sure he is performing excellent customer service. Roy very much enjoys the job so far, and he hopes to continue doing a great job!



LCS Gives Back to the Community with our Annual Staff Volunteer Day!

Every year, LCS gives back to the community through an all staff volunteer day. On September 20, 2019, we spent the day volunteering at Feed My Starving Children, Libertyville location.

Volunteers and the staff at Feed My Starving Children worked together to pack as many boxes of food as possible in two hours.

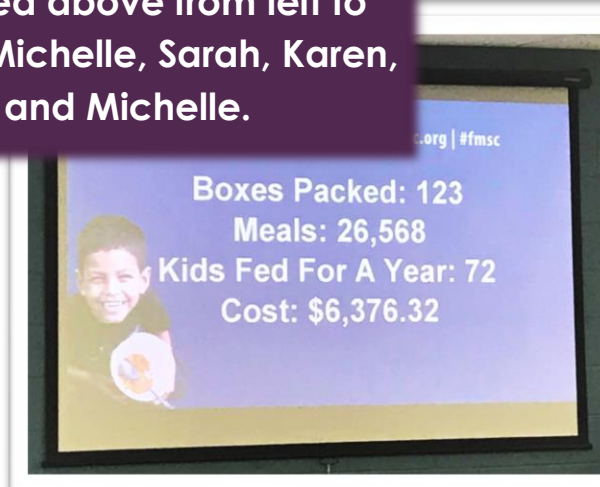
Our efforts will feed 72 children for an entire year!



Pictured above from left to right is Michelle, Sarah, Karen, and Michelle.



Pictured on the left is Tina, above is Vanessa and Mary, and below is Jeanie and Aaron.



LCS Has “The Right Talent, Right Now!”

The theme for this year’s National Disability Employment Awareness Month is “The Right Talent, Right Now,” and a campaign for this theme featured on The Campaign for Disability Employment website asks that individuals help spread awareness for NDEAM by taking pictures with the signs seen in the pictures below and to share them via social media and other forms of media.



Amanda (pictured on the left) is a caring and creative person who aspires to work as a decorator or at a job that involves working with animals.



Kevin (pictured on the left) loves to work with his hands, and he’s very friendly. He would like to find employment that involves working with cars.



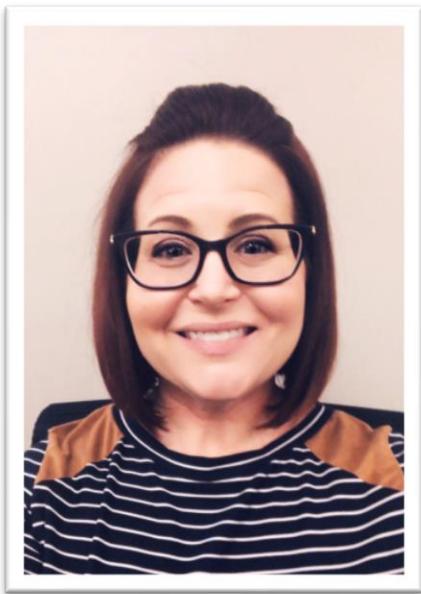
Katie (pictured above) is good at cooking and is punctual. She aspires to work in a pizza place.



Lillian (pictured above) is very friendly and enjoys being around people. She would love to work with people at a pizza place one day.



Employee Spotlight: Interview with Nicole Nesta, Assistant Director of Employment Services!



How long have you been working in this field?

I have worked in this field for over 14 years.

What is the most rewarding part about your job?

The most rewarding part of my job is when someone obtains their dream job, and they are so happy and excited.

What is the most challenging part about your job?

The most challenging part of this job is finding the right job fit for both the person and the business.

What strategies or techniques do you use when it comes to finding a job that fits a specific individual?

I like to use a person-centered approach and really get to know a person's likes and dislikes. I feel that by listening to the person you can really learn a lot about what their perfect job may be.

What is the biggest challenge when it comes to trying to recruit new businesses for jobs for the individuals you work with?

The biggest challenge is finding businesses open to working with a person with a disability. Businesses are afraid of liability, but in all my years, I have never had a problem with liability on the job.

What do you think sets LCS apart from other disability services?

LCS believes anyone can work that wants to work and many other providers do not feel the same way.

What advice would you give to anyone new to this line of work?

Have an open mind and be creative.



Executive Team

Executive Director, Mary Beth Popchock
Director of Community Services, Alison Hoffman
Director of Human Resources, Paula Albright
Director of Operations, Michael Snodgrass
Marketing and Administrative Coordinator, Alison Howen

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