



### **Mandeline - Medina County Young Professional on the Rise**

When you first meet Mandeline, you notice her perspective on life is to always look for the positive rather than be, as she puts it "salty". She's a creative person with a love for reading, puzzles, art, and cooking.

Mandeline is also a young professional who began her job search during the beginning of the pandemic, just as lockdown began. It was for her, as many people who were searching for work during 2020 are aware, pretty stressful. For people with developmental disabilities, the job market was at the very least bleak. But Mandeline kept looking and was hired as an HR Assistant at NCC Solutions, a non-profit home facility for people with developmental disabilities in North Royalton. NCC Solutions quickly saw her potential and created a position to match her experience and skillset. Mandeline's responsibilities include QA compliance, staff training compliance, general office tasks, social media tasks, and more.

She chose NCC Solutions for a variety of reasons. Like many non-profit employees, Mandeline applied to the organization out of a drive to help. She wants to feel as though she was having an impact on people, not "helping someone reach their bottom dollar". Her desire to help doesn't stop at her own position, though. Mandeline has goals of working in training and compliance – eventually, she wants to help develop advocacy and sensitivity trainings for employees. She's motivated by the positive relationship she has with her coworkers.

"I feel like my colleagues stand up for me. I'm the rookie of the office, but I'm never treated poorly. They're always open, [NCC Solutions] is accessible, and I have the convenience to work remotely."

"It's a good environment overall. I learn best by doing and seeing things, and my boss gets that." Mandeline says. Although just one small activity in her day, Mandeline says that printing and hole-punching papers was getting hard on her hands. Her supervisor had a hole-punch device installed into the printer for her convenience. The accommodation was easy and inexpensive.

"They always go above and beyond to help me succeed." And succeed she does. Mandeline is a great employee and just after her 10-week mark with the company, NCC offered her a raise.

"I just think that supervisors and management have just as much responsibility in the success of an individual as [the individual]." She emphasizes flexibility for employees with disabilities. Mandeline feels very supported at her organization, but she also acknowledges how fortunate she was to find that environment.

"I want companies to know not to get stuck and see only limitations," Mandeline says. "To see people as individuals. It's not the fault of the disability - mistakes are part of being human, and it's not the fault of the disability. We're all human."

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*October is National Disability Employment Awareness Month. Congress first enacted NDEAM in 1945 as a way to pay tribute to the accomplishments of individuals with disabilities. The theme for 2022's NDEAM celebration is "Disability: Part of the Equity Equation", meant to recognize everything people with disabilities have done to build a diverse and inclusive workforce. Medina County Board of Developmental Disabilities will be celebrating with, among other items, spotlights on Medina County individuals with disabilities. Stay tuned in to our social media pages to see more and join in the #NDEAM2022 celebrations.*