

A NEW SOURCE FOR CNC MACHINISTS

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A major issue for all manufacturers is hiring and keeping a skilled workforce. The demand for CNC machinists is large and growing. Companies go to job boards or try to entice workers from other companies, but with limited success.

THERE IS ANOTHER WAY.

It turns out that the unique abilities of most adults with high functioning autism are a perfect match for the job requirements for CNC machinists. These individuals can also be ideal employees. Through my organization, the Uniquely Abled Project, after only 13 weeks of training these individuals have demonstrated the following skills and competencies:

- Skilled in and enjoy programming and operating CNC machines.
- Rigorously follow rules.
- Focused and not easily distracted.
- Comfortable working alone and on repetitive tasks.
- Have an innate ability to tell when something is not as it is supposed to be.
- Highly appreciative of having a job.
- More likely to stay at their current company.

To date, two Uniquely Abled Academies (UAAs) in Southern California have graduated 37 entry level CNC machinists, 90 percent of whom are employed full-time. Their performance has been so exceptional that employers have said:

- “After only two and a half months, he is equal to, or better



than, the best CNC operator I have ever had.”

- “They learn in weeks what takes other people months.”
- “Given the performance of your first six months we are giving you a raise, and this does not preclude us from giving you another raise at your annual review.”

There is also a transformational impact on the graduates: they are transitioning from being financially subsidized through aid programs to having a career where they can be the best at what they do, utilize their unique skills, and are appreciated and rewarded.

To learn more, see the video “When Autism Meets CNC Machining” at

<https://www.youtube.com/watch?v=Qgu0Esp0Qqo>

The Uniquely Abled Project plans to establish UAAs across the country. To see if there is an UAA in your area whose graduates you can hire, or to download information on the role that you could play in establishing an UAA in your area, go to:

<http://UniquelyAbledProject.org/id-like-to-bring-a-uaa-to-my-area/>

We can solve the CNC machinist shortage with this win-win solution! Individuals in UAA’s are also a great fit for other high-precision, repetitive roles such as inspection, quality control, grinding, etc., with the right tailored training.

Please feel free to contact me with your questions, ideas or relevant experiences you would like to share. I can be reached at:

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