A Tangible Solution - Having problems finding MOTIVATED people for CNC operation or jobs that are highly repetitive?

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There is a high unfulfilled demand for skilled workers, e.g., CNC machine operators, inspectors, and for highly repetitive tasks.
#1 Problem for Business: Access to a skilled workforce

Manufacturers are posting jobs, not filling them
Change since June 2009, seasonally adjusted

This presentation will suggest a solution.
17% of the US Population is classified as disabled.

40 million

82% of those with a disability are not employed vs. 35% for those without a disability.
These two problems are potential solutions for each other.

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<th>Unemployment Problem</th>
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What is in the way of these being implemented as solutions for each other?

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Words are lenses through which we look at the world.

What comes to mind when we say someone is disabled?
Disabled =>

• What are they missing?
• What can’t they do?
• What compromises am I going to have to make to employ them?
• What is the cost?
• Is the benefit worth the cost?

What comes to mind when we say someone is uniquely abled?
Uniquely Abled =>

• What are they really good at?
• How might their unique abilities help me?
• What new things might be accomplished utilizing their unique abilities?

When one ability is diminished, the body makes up for it by causing other abilities to be extraordinary (unique abilities).
Then ask, what job could use these unique abilities?

The purposes of the Uniquely Abled Project are to:

• Shift the societal paradigm from “disabled” to “uniquely abled”.

  You can’t. I can do it better than anyone.

• Provide skilled workers by matching an individual’s unique abilities to the needs of career B2B jobs in demand.
There are two programs of The UAP

- **The Uniquely Abled Academies™**: For jobs that require prior training

- **The UAP Jobs Program™**: For jobs that do not require prior training

There are 9 critical components of career education facilities for the uniquely abled.

1. **Selection of students**
Typical abilities of a level 1 autistic are a perfect match for a CNC machinist.

- Repetitive tolerant and detail focused.
- Able to focus for long time periods.
- Often high intelligence.
- Often mechanically inclined.
- Focused on accuracy, able to detect when something isn’t right.
- Likes working alone.
- Follows rules.
- Does what they say they will do.
- Dislikes transitions to a different company.
- Very appreciative of having a job.

There are 9 critical components of career education facilities for the uniquely abled.

2. Financial support
There are 9 critical components of career education facilities for the uniquely abled.

3. Technical skills training

4. Train instructors on how to teach this uniquely abled population
There are 9 critical components of career education facilities for the uniquely abled.

5. **Job readiness training** ("soft skills")

There are 9 critical components of career education facilities for the uniquely abled.

6. **Support for job search and placement**
There are 9 critical components of career education facilities for the uniquely abled.

7. Coach potential employers how to select

There are 9 critical components of career education facilities for the uniquely abled.

8. Coach employers how to on-board and manage
There are 9 critical components of career education facilities for the uniquely abled.

9. Post-hire support (job coach, internship, etc.)

The 9 critical program components of vocational education facilities for the uniquely abled

1. Selection of students.
2. Financial support.
3. Technical skills training.
4. Train instructors on how to teach this population.
5. Job readiness training.
7. Coach potential employers how to select.
8. Coach employers how to on-board and manage.
9. Post-hire support.
Each of the nine components is available from at least one organization, but collaboration is missing.

The Uniquely Abled Academy

Provides a structure in which multiple organizations can collaborate to deliver all nine critical program components.
Uniquely Abled Academies

- Trains those with level 1 (high functioning) autism to be CNC machine operators
- 16-week program, followed by job placement and post-hire support.
- Managed locally.
- Free to trainees.
- Free to employers.
- Is an almost 100% successful placement rate among the 90 graduates to date
- Employers are delighted.

16 Planned or Opened UAAs by Summer 2022

- Valencia, CA
- Glendale, CA
- Long Beach, CA
- San Bernardino, CA
- Torrance, CA
- Hathorne, MA
- Lima, OH
- Cleveland, OH
- Erie, PA
- Meadville, PA
- Middletown, CT
- Troy, NY
- Milwaukee, WI
- North Mankato, MN
- Cherry Creek Innovation Center, CO
- Phoenix, AZ
Benefits for Employers

- The job is done better than if done by a neurotypical.
- The morale and the productivity of the entire organization goes up.
- Helps meet 7% requirement for those doing business with the government.
- Numerous financial benefits – tax and other credits.

Employers are Delighted

- “After 2 ½ months he is equal to or better than the best CNC operator I have ever had.”
- “They learn in weeks what takes others months.”
- “They grasp things much faster than the average employee.”
- “He’s eager to take on more knowledge and try anything we throw at him.”
- “They are like ideal employees.”
Jobs not requiring prior training

Typically, jobs that are highly repetitive, have objective processes, and allow for working alone, such as:

- Scanning & Filing
- Assembly
- Inventory retrieval and replacement
- Deburring
- Simple machines
- And many other repetitive tasks

A gap exists...

Companies may not know about the agencies that are potential sources of workers.

Job developers may not know how to access the B2B companies with career jobs.
Solution: The Job Developer Workshop supports job developers in:

- Learning how to access job openings in B2B companies
- Increasing the number of consumers they place in good paying career jobs in B2B companies.
- Having their placement process be more efficient and effective.

Seven hours of videos are available for free on the UAP website.

Jobs not requiring prior training

Jobs involving high repetition are often assigned to those who hate such jobs or the jobs are not done at all.
Jobs not requiring prior training

Many companies do not realize how many such jobs they have, many of which are not being done.

Jobs not requiring prior training

Companies are often not aware that there is an employable population which loves and is good at repetitious jobs – repetition-tolerant and detail-focused.
Solution: Inform companies of the availability of uniquely abled populations that match their job openings.

• Presentations to industry associations.

• Articles in industry publications.

Jobs not requiring prior training

Companies may not know where to go to hire workers who love repetitious jobs
Solution: Source Directories list where to go to get uniquely abled workers

**Source Directories:** lists of agencies who are sources for hiring uniquely abled workers, grouped by city or geographic area served (available on UAP website).

Solution: Have a common language between job developers and companies based on abilities required by a job.

**Jobs Lists:** lists of typical jobs in general manufacturing with the names, characteristics, skills, and unique abilities required for each job (available on UAP website).
Pilots for Repetitive Jobs Placement

“Hiring uniquely abled workers was one of the best business decisions I’ve ever made.”
- CEO of aerospace company

Possible Actions

• Use “uniquely abled” instead of “disabled”.
• Use “abilities” in your job descriptions.
• Consider hiring the uniquely abled as a business decision.
• Connect UAP to potential Hosts (typically community colleges) of a Uniquely Abled Academy.
• Invite UAP to speak to industry groups.
Possible Workforce Sources

• For CNC operators (future):
  – Connect to UAA @ Cherry Creek Innovation Center
    Steve Day, sday3@cherrycreekschools.org

• For jobs not requiring prior training:
  – Danny Combs, Build with TACT,
    danny@buildwithtact.org
  – Joy Kieffer, Mind Shift, joy.kieffer@mindshift.works

Questions?

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