

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

For the RMTMA Ignite Session  
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The Uniquely Abled Project

Ivan M. Rosenberg, Ph.D.  
Founder and President  
The Uniquely Abled Project™



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There is a high unfulfilled demand for skilled workers, e.g., CNC machine operators, inspectors, and for highly repetitive tasks.

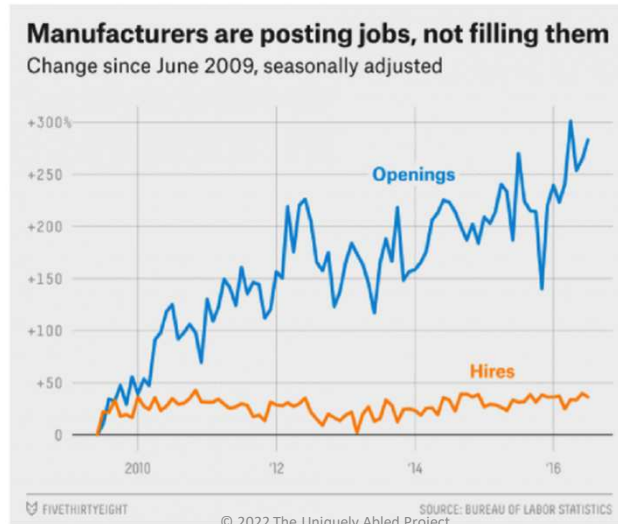


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## #1 Problem for Business: Access to a skilled workforce



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This presentation will suggest  
a solution.



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17% of the US Population  
is classified as disabled.

**40** million



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82% of those with a disability are not employed  
vs. 35% for those without a disability.



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These two problems are  
potential solutions for each other.

Business  
Problem



Unemployment  
Problem



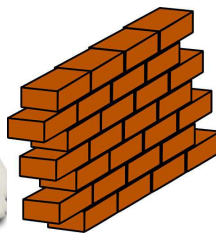
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What is in the way of these being  
implemented as solutions  
for each other?

Business  
Problem



Unemployment  
Problem



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Words are lenses  
through which we look at the world.

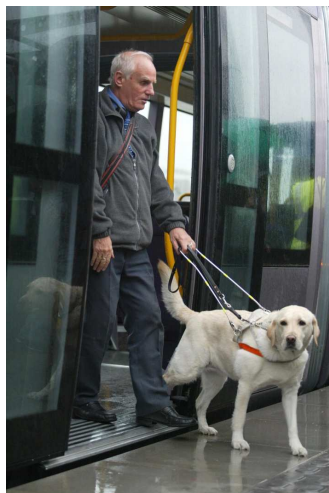


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What comes to mind when we say  
someone is disabled?



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## 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?



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What comes to mind when we say  
someone is uniquely abled?



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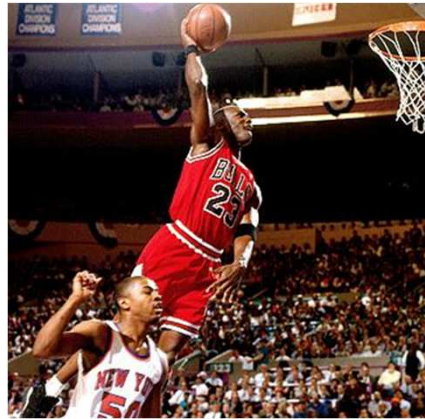
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## Uniquely Abled =>

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



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When one ability is diminished,  
the body makes up for it by causing  
other abilities to be extraordinary  
(unique abilities).



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Then ask, what job could use these  
unique abilities?



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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.



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## 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



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

### 1. Selection of students



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## 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.



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

### 2. Financial support



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

3. Technical skills training



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

4. Train instructors on how to teach this uniquely abled population



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

5. Job readiness training (“soft skills”)



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

6. Support for job search and placement



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

7. Coach potential employers how to select



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

8. Coach employers how to on-board and manage



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

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



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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.
6. Support for job search and placement.
7. Coach potential employers how to select.
8. Coach employers how to on-board and manage.
9. Post-hire support.



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Each of the nine components is available from at least one organization, but collaboration is missing.



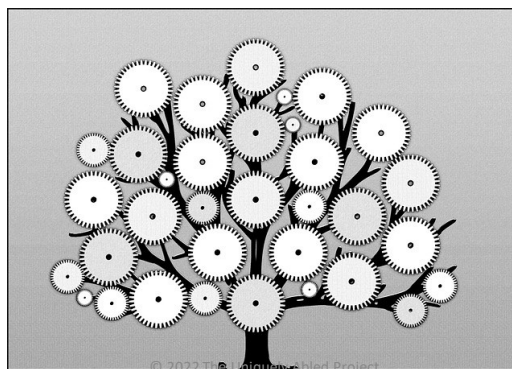
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## The Uniquely Abled Academy

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



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## 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.



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## 16 Planned or Opened UAAs by Summer 2022

- |                      |   |
|----------------------|---|
| • Valencia, CA       | • Erie, PA                                      |
| • Glendale, CA       | • Meadville, PA                                 |
| • Long Beach, CA     | • Middletown, CT                                |
| • San Bernardino, CA | • Troy, NY                                      |
| • Torrance, CA       | • Milwaukee, WI                                 |
| • Hathorne, MA       | • North Mankato, MN                             |
| • Lima, OH           | • <b>Cherry Creek<br/>Innovation Center, CO</b> |
| • Cleveland, OH      | • Phoenix, AZ                                   |



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## 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.



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## 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.”



**InteliTek Inc.**  
design . development . fabrication



**Paulsson, Inc.** **Lusk Quality Machine Products**



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## 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



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## 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.



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## 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.



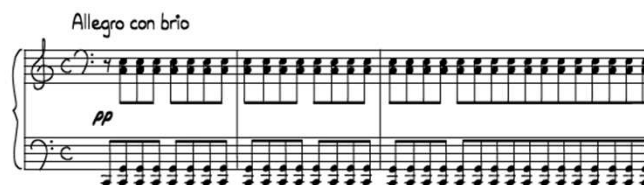
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## Jobs not requiring prior training

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



HOW TO ANNOY A PIANIST



[HTTP://EUGE.CA](http://EUGE.CA)

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## Jobs not requiring prior training

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



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## 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.



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## Solution: Inform companies of the availability of uniquely abled populations that match their job openings.

- Presentations to industry associations.



- Articles in industry publications.



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## Jobs not requiring prior training

Companies may not know where to go to hire workers who love repetitious jobs



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## 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).

Anaheim

Organization: Goodwill of Orange County  
 Organization Location: serves all of Orange County area  
 Contact Name: Ashley Tanco  
 Contact Job Title: Business Developer  
 Contact Phone Number: (877) 334-4550 (cell)  
 Contact E-mail Address: ashley@goodwill.org

Organization: Project Independence  
 Organization Location: Costa Mesa, CA 92730  
 Contact Name: Carla Compton  
 Contact Job Title: JLD Developer  
 Contact Phone Number: (714) 334-9726  
 Contact E-mail Address: CCompton@projectindependence.org



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## 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).

**MANUAL MACHINES**

**Air hammer**

- Punch
- A series of touch
- Loud noise (bang)
- Using caliper every 5 to 10 units
- Looking for a crack(s)

**Blister**

- Only
- Moving cutter
- Results are sensitive to rate of cutting
- Use calipers to check dimensions

**Horizontal milling machine**

- Machine is round shape into a square shape or hex shape

**Punch press, 10 ton**

- Try part
- Safety considerations
- Safe but try part with a screwdriver
- Requires sensitive touch
- Recognition of tool wear
- Basic part measurement using micrometers or calipers

**Thread rolling machine**

- Sequence
  - o Put blank in between thread rolling dies
  - o Assemble three try pieces
  - o Periodically check for dimensions

**Drilling machine**

- Manual
- Lots of oil, messy
- The cutting holds it in place
- Recognition of tool wear
- Basic part measurement using micrometers or calipers

4804 Laurel Canyon Blvd., Suite 804, Valley Village, CA 91607  
 818-505-9815, Fax: 818-505-9910, <http://www.uniquelyabledproject.org>



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## Pilots for Repetitive Jobs Placement

HAWKER PACIFIC  
AEROSPACE



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

- CEO of aerospace company



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## 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.



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## Possible Workforce Sources

- For CNC operators (future):
  - Connect to UAA @ Cherry Creek Innovation Center  
Steve Day, [sday3@cherrycreekschools.org](mailto:sday3@cherrycreekschools.org)
- For jobs not requiring prior training:
  - Danny Combs, Build with TACT,  
[danny@buildwithtact.org](mailto:danny@buildwithtact.org)
  - Joy Kieffer, Mind Shift, [joy.kieffer@mindshift.works](mailto:joy.kieffer@mindshift.works)



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## Questions?

Ivan Rosenberg  
Founder and President  
The Uniquely Abled Project  
[UniquelyAbledProject.org](http://UniquelyAbledProject.org)  
818-505-9915  
[IRosenberg@UniquelyAbledProject.org](mailto:IRosenberg@UniquelyAbledProject.org)



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