🔧 Technical Knowledge

- Can you explain the difference between a manual mill/lathe and a CNC machine?
- What is G-code, and can you give me an example of a command you know?
- How do you check that a program is safe before running it?
- What are some common machining tolerances you've worked with?
- How would you measure a part to ensure it meets print specifications?
- What's the difference between climb milling and conventional milling?
- How do you decide what cutting tool and speed/feed to use?

📐 Blueprint & Measurement Skills

- Can you explain how to read a basic blueprint?
- What does this symbol mean? (Show them a GD&T symbol, like ∅ or Ⓣ if you want to practice.)
- If a print calls for ±0.001", how would you check that?
- What measuring tools are you most comfortable using (calipers, micrometers, height gauges, etc.)?

⚙️ Problem-Solving & Troubleshooting

- If the part is coming out oversized, what would you check first?
- What would you do if you saw chatter marks on the surface?
- How do you handle a program alarm or tool breakage in the middle of a job?

🛠️ Safety & Shop Practice

- What safety precautions do you take before running a CNC machine?
- Can you explain lockout/tagout in your own words?
- How do you ensure chips and coolant don't become hazards?

💼 Work Habits & Attitude

- Tell me about a time you learned a new skill quickly — how did you approach it?
- CNC jobs often require standing for long hours and attention to detail. How do you stay focused?
- Do you prefer working independently or in a team environment? Why?
- What do you want to achieve in your first CNC role?

🚀 Bonus "Proposing" Questions (to show maturity)

- What do you know about this company and why do you want to work here?
- What skills do you hope to learn in the first year?
- If given the opportunity, how would you contribute to continuous improvement in the shop?