

AbilityOne Non-Profit Agencies: A Strategic Partnership

Agenda

- AbilityOne Overview
- Support for AbilityOne
- Benefits of Subcontracting with AbilityOne Nonprofit Agencies (NPAs)
- AbilityOne Capabilities
- How to Connect
- Q&A



AbilityOne Program Mission

Mission

To tap America's underutilized workforce of individuals who are blind or have significant disabilities to deliver high quality, mission-essential products and services to Federal agencies in quality employment opportunities.

Vision

Remain a trusted source of supply and services for Federal agencies while creating quality employment opportunities across all economic sectors for people who are blind or have significant disabilities.







- The AbilityOne Program is administered by the U.S. AbilityOne Commission
- The AbilityOne Commission is the operating name for the independent federal agency: Committee for Purchase From People Who Are Blind or Severely Disabled
- Assisted by two Central Nonprofit Agencies (CNAs): National Industries for the Blind (NIB) and SourceAmerica
- In accordance with Javits-Wagner-O'Day Act (JWOD)
- CNAs oversee Nonprofit Agencies (NPA) that provide the products and services

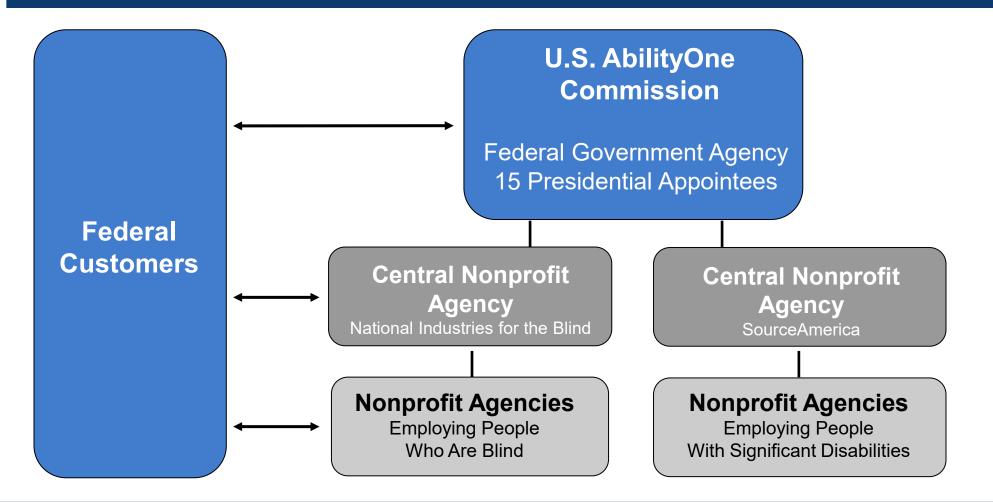


AbilityOne Program Continued

- Employs more than 36,000 people who are blind or have significant disabilities, including more than 2,500 veterans
- An estimated 25,000 AbilityOne employees work on Department of Defense (DoD) contracts. Many employees are essential workers
- Approximately 450 nonprofit agencies operate nationwide at more than 1,000 locations, representing 40 government agencies
- Supplied \$3.9 billion in products and services to the Federal Government in FY 2022
- AbilityOne is a key part of the U.S. defense industrial base and provides essential and uninterruptible services to ensure continuity of government operations



AbilityOne Program Structure





Support For AbilityOne



Office of Federal Procurement Policy (OFPP)

Cratsure	EXECUTIVE OFFICE OF THE PRESIDENT		EXECUTIVE OFFICE OF THE PRESIDENT OFFICE OF MANAGEMENT AND BUDGET. WASHINGTON, D.C. 20503
	OFFICE OF MANAGEMENT AND BUDGET WASHINGTON, D.C. 20503	·	MEMORANDUM TO CHIEF ACQUISITION OFFICERS
OFFICE OF PEDERAL PROCUREMENT POLICY	October 30, 2020	[SENIOR PROCUREMENT EXECUTIVES FROM: Michael E. Wooten Administrator SUBJECT: Increasing the Participation of Americans with Disabilities in Federal Contracting
MEMORAN	DUM TO CHIEF ACQUISITION OFFICERS SENIOR PROCUREMENT EXECUTIVES		This Administration has repeatedly acknowledged the contributions of Americans with disabilities to our country's economic strength and is committed to furthering their participation in the workforce. The purpose of this memorandum is to create a stronger pathway for the increased participation of persons with disabilities in federal contracting through the AbilityOne Program. The memorandum also seeks to promote greater awareness and use within the federal acquisition workforce of other Federal programs that facilitate employment of persons with
FROM:	Michael E. Wooten Administrator		disabilities. Each year, through the AbilityOne Program, the Federal Government awards nearly \$4 billion in government contracts to more than 475 entities (known as nonprofit agencies or NPAs), each of which produces and delivers products or services to federal agencies with a collective workforce of approximately 45,000 people. This activity has made the AbilityOne
SUBJECT:	Increasing the Participation of Americans with Disabilities in Federal Contracting		Program one of the Nation's largest sources of job opportunities for individuals who are blind or have significant disabilities. During the fight against the coronavirus (COVID-19), NPAs have been performing front line mission-essential contracts, adding many production lines for Personal Protective Equipment such as gloves, masks and hand sanitizer, as well as extra shifts, weekend hours and support for deep cleaning, meal, laundry, and commissary services.
	·····	/	Over the last three years, spending through the AbilityOne Program has increased by approximately 18% to an all-time high of \$3.9 hillion in FY19, contributing to the creation of

- OFPP Released a Memo 10/30/2020
- Request each 24 CFO Act Agency increase their spend in the AbilityOne Program

OFPP stood up the ABOR program for the 24 CFO Act agencies and requested

that each agency establish a pledge percentage based on obligations



about 1,600 new full-time positions over this same period. While this trend is promising, more

traditionally have not been a source of meaningful employment opportunities for people with

disabilities

must be accomplished in the federal contract marketplace to tap the potential of a population that has historically experienced the lowest employment rate of any segment in U.S. society. This includes thinking about how existing areas of employment might be grown and how emerging technologies and innovative buying strategies can create access to segments of the economy that

Executive Order 13985

Federal Register/Vol. 86, No. 14/Monday, January 25, 2021/Presidential Documents 70

Presidential Documents

Executive Order 13985 of January 20, 2021

Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

By the authority vested in ms as President by the Constitution and the laws of the United States of America, it is hereby ordered: Section 1. Policy. Equal opportunity is the behavior, of American democracy, and our direvely is one of our coursely generate strangths. But for too many, the American Densen remains out of much. Entretched given the American Densen remains out of much. Entretched given the strangth of the American Densen remains out of much. Entretched how often denset that equal opportunity to individual and communities. Our county faces converging economic, hashin, and climate crises that have an injulgible the unbeardual human costs of systemic resum. Our Nation deserves an ambitious whole-downment equity agenda that matches the scale of the opportunities and challenges that we face.

cals of the opportunities and callenges that we face. It is therefore the policy of my Affanitization that the Poleral Concennent it is therefore the policy of my Affanitization that the Poleral Concennent and the policy of the Policy of the Policy of the Policy of the Policy in Policy of Color and others who have been historically underserved, angularized, and and sevensish affected by persistent power and inequality, in the responsehility of the whole of our Covernment. Because advancous quelty requires a systematic approach to embedding fairbases in decisiongeneration of the policy and policy and population of the Policy of the Policy of the Policy of the system and veck to redress inequation in their policies and programs that we as harrise to equal opportunity.

serve as harriers to equal opportunity. Lay advancing equity across the Federal Covernment, we can create opportunitareout, which lenstfits everyone. For example, an analysis shows that closing and again is ways, howing credit, homing opportunities, and access to start and a start of the start of the start of the start of the start method of the American economy over the next 5 years. The Federal Coverment's gain is advancing equily is to provide veryone with the opportunity or much their full potential. Consistent with these sime, such agency much not the start of the method of the start of the start of the start of the start of the mathematical start of the start of the start of the start of the start in the start of the start of the start of the start of the start he consistent and systematic full, tot, and impartial textment of all individenments and start (LGSTQ4) presents, persons with discussion provide start and Naive, American persons. Attant Americans and Pacific Islanders and many based (LGSTQ4) presents, persons when the start of the start of the start and Naive, American persons. Attant American start fuel islanders and many based (LGSTQ4) presents, persons when the start of the start of the start start of the start of th

(b) The term "underserved communities" refers to populations sharing particular characteristic, as well as geographic communities, that have seen systematically denied a full opportunity to participate in aspects of conomic, social, and civic life, as exemplified by the list in the preceding efinition of "equity." It is therefore the policy of my Administration that the Federal Government should pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality. Affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government. Because advancing equity requires a systematic approach to embedding fairness in decision-making processes, executive departments and agencies (agencies) must recognize the work to redress inequities in their policies and programs that serve as barriers to equal opportunity.

Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

 People with disabilities is one of the underserved communities identified in this EO



DoD Commitment to AbilityOne



OFFICE OF THE UNDER SECRETARY OF DEFENSE 3000 DEFENSE PENTAGON WASHINGTON, DC 20301-3000

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE ARMY (PROCUREMENT) DEPUTY ASSISTANT SECRETARY OF THE NAVY (PROCUREMENT) DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE (CONTRACTING) DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Call for Nominations - AbilityOne Representative (ABOR) Program

Pursuant to Defense Pricing and Contracting (DPC) memorandum entitled, "National Disability Employment Awareness Month and the AbilityOne® Program," dated October 8, 2020, (Attachment 2) DoD Components shall establish an AbilityOne Representative (ABOR) program. ABOR responsibilities include: proactively advocating for the program; establishing a five-year strategic plan to facilitate DoD's pledge to increase AbilityOne spending; reviewing acquisition strategy documents for AbilityOne opportunities; and working with subordinate organizations to grow AbilityOne program participation where mission needs intersect with AbilityOne capabilities.

Strong leadership by each DoD Component's ABOR will be key in establishing this program by October 2021. Therefore, I ask that nominees be senior level leaders who can influence change within their organization. Based on previous years' historical spend data for the AbilityOne program, nominations are mandatory for the Army, Navy, Air Force, Defense Logistics Agency (DLA), and Missile Defense Agency (MDA). Other DoD Components may also participate, at their discretion, in establishing an ABOR program in order to expand AbilityOne opportunities. To identify and appoint your ABOR, please use the nomination template at Attachment 1.

Mr. Scott Calisti, DPC's Director of Contract Policy, will lead DoD's cross-agency ABOR team as described in the Office of Management and Budget (OMB) memorandum entitled, "Increasing the Participation of Americans with Disabilities in Federal Contracting," dated October 30, 2020, (Attachment 3). DoD will continue to lead the way across the federal government in AbilityOne participation.

My office, in collaboration with the U.S. AbilityOne Commission and the Air Force, will host an initial planning meeting in February 2021 to include discussion about formulation of five-year strategic plans to facilitate achievement of an OMB and AbilityOne effort for Federal Agencies to pledge to increase obligations. For DoD, our pledge will be to grow from .55% to 1% over the next five years to match DoD's mission needs with AbilityOne capabilities to grow employment and career opportunities for disabled Americans and wounded warriors. DOD Commitment to Increase spend from .55% to 1% over 5 years



Department of Defense Equity Action Plan April 2022

Increase economic opportunities for small business, including businesses from underserved communities, and expand contracting with entities employing individuals with disabilities, including under the AbilityOne Program

In addition to ensuring maximum practicable participation for small businesses in Departmental acquisitions, the Department also seeks to increase participation by AbilityOne entities. The DoD AbilityOne program has pledged to grow the federal-wide AbilityOne program over the next five years from 0.55% to 1.0% of DoD contract spending. This increase will match DoD's mission needs with AbilityOne capabilities to grow employment and career opportunities for Americans with disabilities, including servicedisabled veterans who are not small business owners (page 6)



Defense Pricing and Contracting Memo



TANNENT MEMORANDUM FOR COMMANDER, UNITED STATES CYBER COMMANDER, UNITED STATES SPECIAL OPERATIONS COMMANDER, UNITED STATES SPECIAL OPERATIONS COMMANDER, UNITED STATES TRANSPORTATION COMMANDE, UNITED STATES TRANSPORTATION COMMAND (ATTN: ACQUISITION EXECUTIVE) DEPUTY ASSISTANT SECRETARY OF THE ARMY (PROCUREMENT) DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE (CONTRACTING) DEPUTY SSISTANT SECRETARY OF THE AIR FORCE (CONTRACTING) DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE (CONTRACTING) DEFENSE A GENCY AND DOD FIELD ACTIVITY DIRECTORS

OFFICE OF THE UNDER SECRETARY OF DEFENSE 3000 DEFENSE PENTAGON WASHINGTON, DC. 20301-3000

SUBJECT: 2023 National Disability Employment Awareness Month Observance and the AbilityOne[®] Program

Each October, the United States observes National Disability Employment Awareness Month (NDEAM) by honoring workers with disabilities who help keep our Nation's economy strong. This year's observance also marks the 50th anniversary since the passage of the Rehabilitation Act of 1973. This law prohibits discrimination based on disability in programs conducted and funded by the Federal government, including Federal employment.

This year's Federal theme is "Advancing Access and Equity," which emphasizes the importance of ensuring that people with disabilities have equal opportunities to prepare for and succeed in employment. The Department of Defense (DoD) demonstrates its proponency for providing employment opportunities for people with disabilities by supporting the AbilityOne Program.

The AbilityOne Program is the largest source of employment for individuals who are blind or have significant disabilities. The DoD contracting workforce supports the AbilityOne employment mission by procuring products and services in compliance with the Federal Acquisition Regulation (FAR) subpart 8.7, Acquisition from Nonprofit Agencies Employing People Who Are Blind or Severely Disabled, and by purchases in the AbilityOne Base Supply Centers. The Department continues to be the lead customer of the Program, procuring approximately \$2.5 billion of AbilityOne products and services in FY 2023. Director Pricing and Contracting 2023 Memo in support of National Disabilities Employment Awareness Month (NDEAM) further supporting the 1% pledge and commitment to AbilityOne



Benefits of Subcontracting with AbilityOne Non-Profit Agencies



Benefits





Subcontracting with an AbilityOne NPA: Supports Prime's Small Business Subcontracting Goal

DFARS 219.703 Eligibility requirements for participating in the program.

- (a) Qualified nonprofit agencies for the blind and other severely disabled, that have been approved by the Committee for Purchase from People Who Are Blind or Severely Disabled under 41 U.S.C. chapter 85, are eligible to participate in the program as a result of 10 U.S.C. 2410d and section 9077 of Pub. L. 102-396 and similar sections in subsequent Defense appropriations acts. Under this authority, subcontracts awarded to such entities may be counted toward the prime contractor's small business subcontracting goal.
- (b) A contractor may also rely on the written representation as to status of—
 - (i) A historically black college or university or minority institution; or
 - (ii) A qualified nonprofit agency for the blind or other severely disabled approved by the Committee for Purchase from People Who Are Blind or Severely Disabled.



AbilityOne Non-Profit Agency Capabilities



AbilityOne NAICS Codes

Lines Of Business	NAICS CODES	
Administrative	 561110 Office Administrative Services 561990 All Other Support Services 561449 All Other Business Support Services 	 561320 Temporary Help Services 561410 Document Preparation Services 561439 Other Business Support Services
Contact Center / IT Services	 518210 Data Processing, Hosting & Related Services 519190 All Other Information Services 541513 Computer Facilities Management Services 	541519 Other Computer Related Services 561421 Telephone Answering Services 561422 Telemarketing Bureaus & Other Contact Centers
Custodial	• 561720 Janitorial Services	
Document and Records Management	 518210 Data Processing, Hosting and Related Services 519120 Libraries and Archives 493190 Other Warehousing & Storage (Documents) 	561439 Other Business Service Centers (including Copy Shops) 519190 All Other Information Services 511199 All Other Publishers
Electronics Recycling	562920 Materials Recovery Facilities (MRF)	562111 Solid Waste Collection
Fleet Management	 811111 General Automotive Repair 811113 Automotive Transmission Repair 811121 Automotive Body, Paint & Interior Repair 	 811192 Car Washes 811198 All Other Automotive Repair & Maintenance
Food Services	 722310 Food Service Contractors 722320 Caterers 722511 Full-Service Restaurants 	 722513 Limited-Service Restaurants 722514 Cafeterias, Grill Buffets & Buffets
Grounds Maintenance	• 561730 Landscape Services	

Lines Of Business	NAICS CODES		
Professional, Scientific & Technical Services	 541614 Process, Physical Distribution Services 541611 Administrative Management & General 541519 Other Computer Related Services 	 541512 Computer Systems Design Services 541199 All Other Legal Services 541110 Offices of Lawyers 	
Misc Store Retailers	453210 Office Supplies and Stationary Stores		
Merchant Wholesale, Nondurable/Durable Goods	 424120 Stationery and Office Supplies 423420 Office Equipment Merchant Wholesale 	• 423710 Hardware Merchant Wholesale	
Misc Manufacturing	 339112 Surgical & Medical Instrument Mfg 339113 Surgical Appliance & Supplies Mfg 311423 Non-Perishable Foods 335911 Batteries 	 335210 Small Electrical Appliance Mfg 334112 Computer Storage Device Mfg 333318 Other Commercial & Service Industry Machinery Mfg 333999 All Misc. Manufacturing 339999 Flags, Banners, Pennants 	
Plastics and Rubber Products Mfg	 326220 Rubber & Plastics Hoses & Belting Mfg 326112 Plastics Packaging Film & Sheet (including Laminated) Mfg 	 326199 All Other Plastics Product Mfg 326111 Plastics Bag & Pouch Mfg 	
Chemical Mfg	325992 Photographic Film, Paper, Plate & Chemical Mfg 325612 Polish & Other Sanitation Good Mfg	325611 Soap & Other Detergent Mfg325520 Adhesive Mfg	
Fabricated Metal Products	 332216 Saw Blade & H & tool Mfg 332999 Metal Pallets 	• 332215 Metal Kitchen Cookware, Utensil, Cutlery,& Flatware (except Precious) Mfg	

Lines Of Business	NAICS CODES	
Healthcare Environmental Services	• 561720 Janitorial Services (Housekeeping)	
Laundry	 812320 Dry-Cleaning & Laundry Services 812331 Linen Supply 	• 812332 Industrial Launderers
Other Services	 488190 Other Support Activities for Air Transport 531312 Nonresidential Property Managers 	• 488119 Other Airport Operations (Transient Alert)
Secure Document Destruction	561990 All Other Support Services (Document Destruction)	
Mail Services	 491110 Postal Service 492110 Couriers & Express Delivery Services 492210 Local Messengers & Local Delivery 	561431 Private Mail Centers 561499 All Other Business Support Services
Supply Chain Management	 488991 Packing and Crating 493110 General Warehousing & Storage 493190 Other Warehousing & Storage 	 561910 Packaging & Labeling Services 561990 All Other Support Services (Inventory Tracking & Computing Services) 334419 UID/RFID Labeling 333922 Warehouse Equipment & Supplies
Total Facilities Management	 561210 Facility Support Services 561790 Other Services to Buildings & Dwellings 812930 Parking Lots and Garages (Valet Services) 	 812990 All Other Personal Services (Restroom Operation, Check Room Operation) 541330 Engineering Services

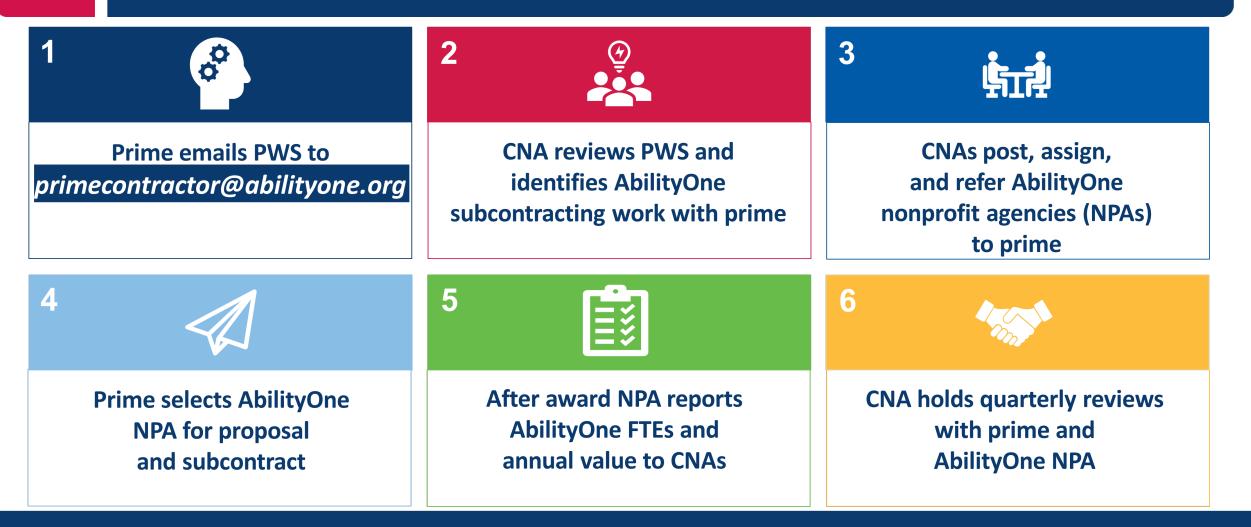
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How to Engage



Industry: Subcontracting with an AbilityOne NPA





Engagement with Central Non-Profit Agencies

- Prime Contractor emails the Central Non-Profit Agencies (CNAs) SourceAmerica and National Industries for the Blind (NIB) @
- primecontractor@AbilityOne.org



Introduction of Non-Profit Agencies (NPA's) to Prime

- SourceAmerica and NIB introduce the qualified AbilityOne Non-Profit Agencies (NPAs) to the Prime Contractor
- The Prime Contractor connects with NPAs to discuss the next steps and their subcontracting needs
- Prime selects the AbilityOne NPA/NPA(s) to meet their subcontracting requirements
- The selected AbilityOne NPA(s) assist the Prime Contractor in developing their response/proposal for submission within the solicitation deadline
- The Prime subcontracts directly with the NPA's they selected



Quarterly Reviews

- On a quarterly basis, SourceAmerica and NIB representatives meet with the Prime Contractor and the NPA to check in for any needs, concerns, or updates required
- This is a great time to share the success stories developed through the subcontracting relationship





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