



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.



Basics

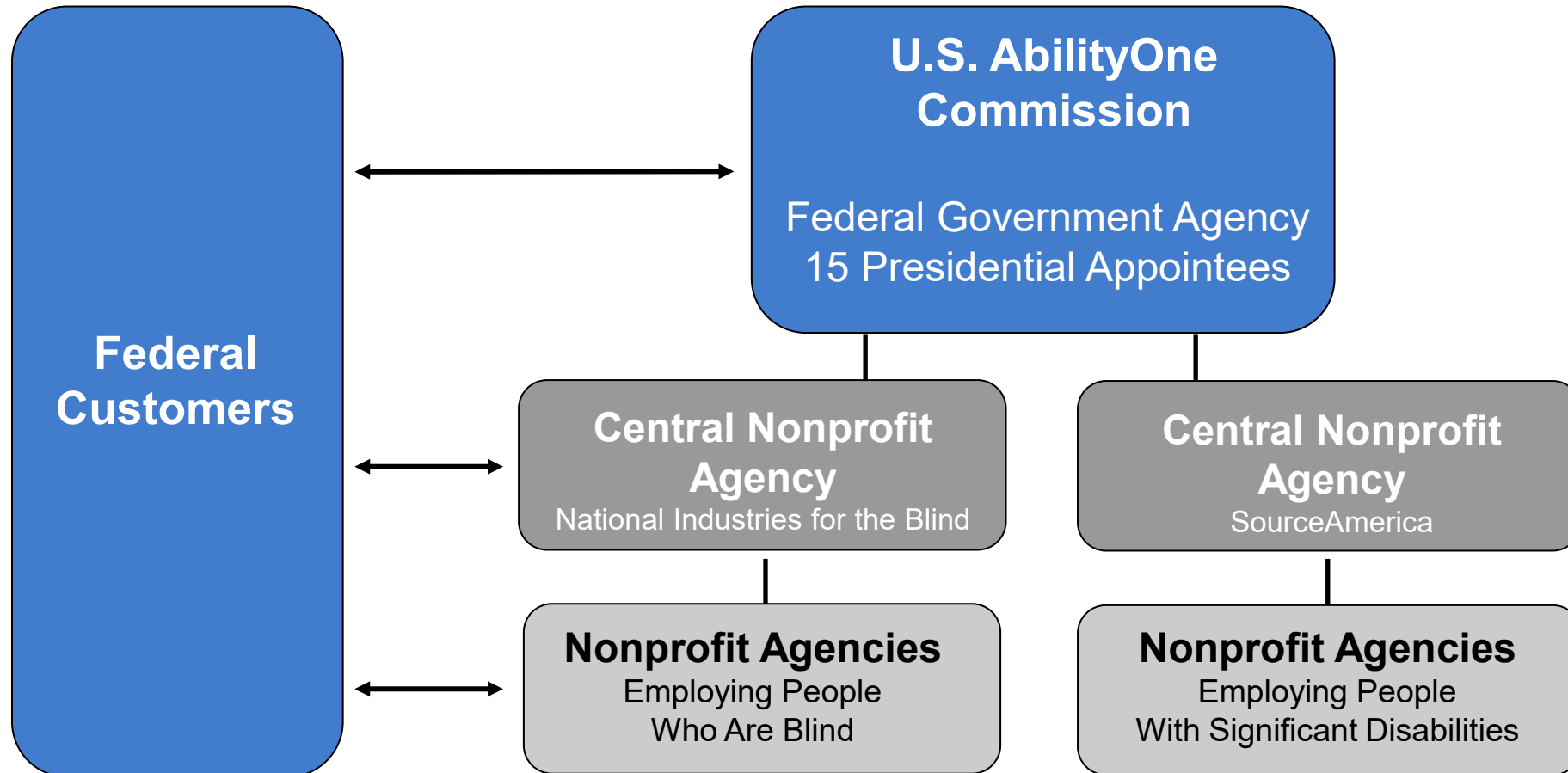
- The AbilityOne Program is administered by the U.S. AbilityOne Commission
- The AbilityOne Commission is the operating name for the independent federal agency: Committee for Purchase From People Who Are Blind or Severely Disabled
- Assisted by two Central Nonprofit Agencies (CNAs): National Industries 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 uninterrupted services to ensure continuity of government operations

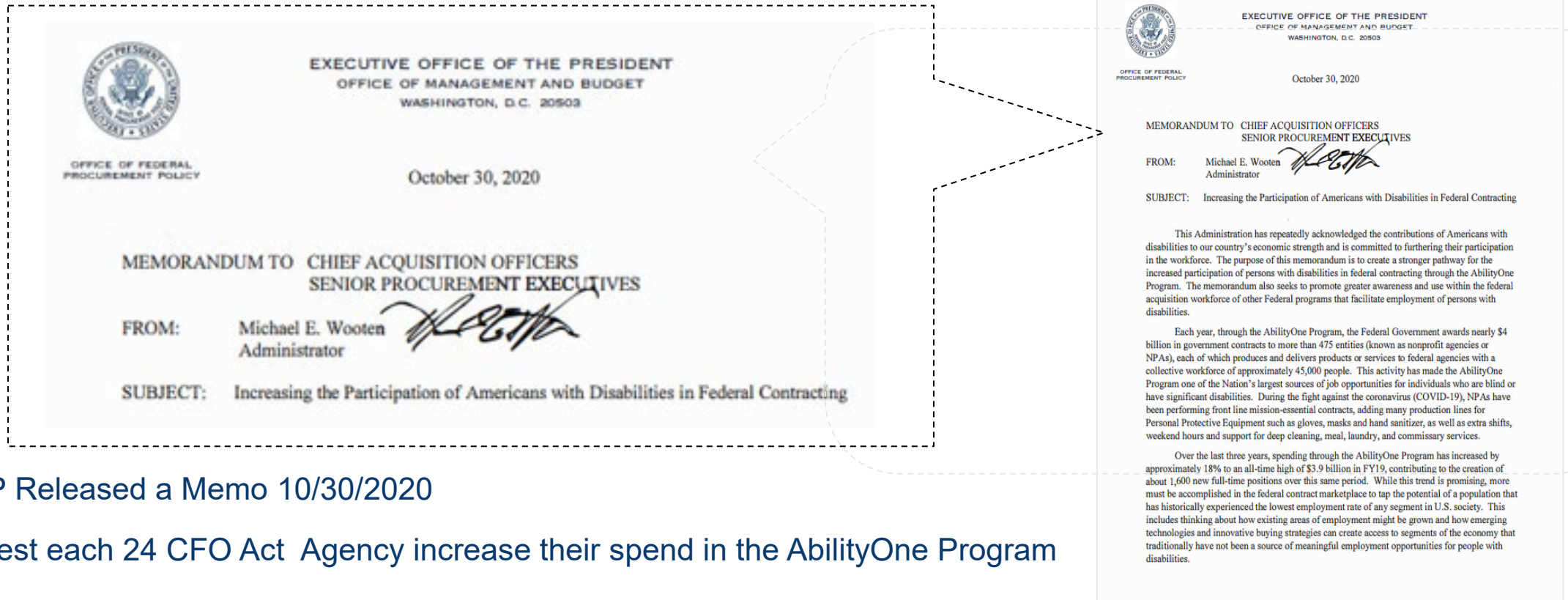
AbilityOne Program Structure





Support For AbilityOne

Office of Federal Procurement Policy (OFPP)



- 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

Executive Order 13985



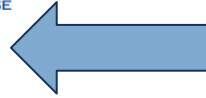
It is therefore the policy of my Administration that the Federal Government should pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality. Affirmatively 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

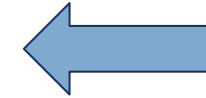
Pursuant to Defense Pricing and Contracting (DPC) memorandum entitled, “National Disability Employment Awareness Month and the AbilityOne® Program,” dated October 8, 2020, (Attachment 2) DoD Components shall establish an AbilityOne Representative (ABOR) program. ABOR responsibilities include: proactively 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 service-disabled veterans who are not small business owners (page 6)

AbilityOne®

PROGRAM



Defense Pricing and Contracting Memo



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

MEMORANDUM FOR COMMANDER, UNITED STATES CYBER
COMMAND (ATTN: ACQUISITION EXECUTIVE)
COMMANDER, UNITED STATES SPECIAL OPERATIONS
COMMAND (ATTN: ACQUISITION EXECUTIVE)
COMMANDER, UNITED STATES TRANSPORTATION
COMMAND (ATTN: ACQUISITION EXECUTIVE)
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: 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 propensity 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	<ul style="list-style-type: none"> • 561110 Office Administrative Services • 561990 All Other Support Services • 561449 All Other Business Support Services 	<ul style="list-style-type: none"> • 561320 Temporary Help Services • 561410 Document Preparation Services • 561439 Other Business Support Services
Contact Center / IT Services	<ul style="list-style-type: none"> • 518210 Data Processing, Hosting & Related Services • 519190 All Other Information Services • 541513 Computer Facilities Management Services 	<ul style="list-style-type: none"> • 541519 Other Computer Related Services • 561421 Telephone Answering Services • 561422 Telemarketing Bureaus & Other Contact Centers
Custodial	<ul style="list-style-type: none"> • 561720 Janitorial Services 	
Document and Records Management	<ul style="list-style-type: none"> • 518210 Data Processing, Hosting and Related Services • 519120 Libraries and Archives • 493190 Other Warehousing & Storage (Documents) 	<ul style="list-style-type: none"> • 561439 Other Business Service Centers (including Copy Shops) • 519190 All Other Information Services • 511199 All Other Publishers
Electronics Recycling	<ul style="list-style-type: none"> • 562920 Materials Recovery Facilities (MRF) 	<ul style="list-style-type: none"> • 562111 Solid Waste Collection
Fleet Management	<ul style="list-style-type: none"> • 811111 General Automotive Repair • 811113 Automotive Transmission Repair • 811121 Automotive Body, Paint & Interior Repair 	<ul style="list-style-type: none"> • 811192 Car Washes • 811198 All Other Automotive Repair & Maintenance
Food Services	<ul style="list-style-type: none"> • 722310 Food Service Contractors • 722320 Caterers • 722511 Full-Service Restaurants 	<ul style="list-style-type: none"> • 722513 Limited-Service Restaurants • 722514 Cafeterias, Grill Buffets & Buffets
Grounds Maintenance	<ul style="list-style-type: none"> • 561730 Landscape Services 	

Lines Of Business	NAICS CODES	
Healthcare Environmental Services	<ul style="list-style-type: none"> • 561720 Janitorial Services (Housekeeping) 	
Laundry	<ul style="list-style-type: none"> • 812320 Dry-Cleaning & Laundry Services • 812331 Linen Supply 	<ul style="list-style-type: none"> • 812332 Industrial Launderers
Other Services	<ul style="list-style-type: none"> • 488190 Other Support Activities for Air Transport • 531312 Nonresidential Property Managers 	<ul style="list-style-type: none"> • 488119 Other Airport Operations (Transient Alert)
Secure Document Destruction	<ul style="list-style-type: none"> • 561990 All Other Support Services (Document Destruction) 	
Mail Services	<ul style="list-style-type: none"> • 491110 Postal Service • 492110 Couriers & Express Delivery Services • 492210 Local Messengers & Local Delivery 	<ul style="list-style-type: none"> • 561431 Private Mail Centers • 561499 All Other Business Support Services
Supply Chain Management	<ul style="list-style-type: none"> • 488991 Packing and Crating • 493110 General Warehousing & Storage • 493190 Other Warehousing & Storage 	<ul style="list-style-type: none"> • 561910 Packaging & Labeling Services • 561990 All Other Support Services (Inventory Tracking & Computing Services) • 334419 UID/RFID Labeling • 333922 Warehouse Equipment & Supplies
Total Facilities Management	<ul style="list-style-type: none"> • 561210 Facility Support Services • 561790 Other Services to Buildings & Dwellings • 812930 Parking Lots and Garages (Valet Services) 	<ul style="list-style-type: none"> • 812990 All Other Personal Services (Restroom Operation, Check Room Operation) • 541330 Engineering Services

Lines Of Business	NAICS CODES	
Professional, Scientific & Technical Services	<ul style="list-style-type: none"> • 541614 Process, Physical Distribution Services • 541611 Administrative Management & General • 541519 Other Computer Related Services 	<ul style="list-style-type: none"> • 541512 Computer Systems Design Services • 541199 All Other Legal Services • 541110 Offices of Lawyers
Misc Store Retailers	<ul style="list-style-type: none"> • 453210 Office Supplies and Stationary Stores 	
Merchant Wholesale, Nondurable/Durable Goods	<ul style="list-style-type: none"> • 424120 Stationery and Office Supplies • 423420 Office Equipment Merchant Wholesale 	<ul style="list-style-type: none"> • 423710 Hardware Merchant Wholesale
Misc Manufacturing	<ul style="list-style-type: none"> • 339112 Surgical & Medical Instrument Mfg • 339113 Surgical Appliance & Supplies Mfg • 311423 Non-Perishable Foods • 335911 Batteries 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 326220 Rubber & Plastics Hoses & Belting Mfg • 326112 Plastics Packaging Film & Sheet (including Laminated) Mfg 	<ul style="list-style-type: none"> • 326199 All Other Plastics Product Mfg • 326111 Plastics Bag & Pouch Mfg
Chemical Mfg	<ul style="list-style-type: none"> • 325992 Photographic Film, Paper, Plate & Chemical Mfg • 325612 Polish & Other Sanitation Good Mfg 	<ul style="list-style-type: none"> • 325611 Soap & Other Detergent Mfg • 325520 Adhesive Mfg
Fabricated Metal Products	<ul style="list-style-type: none"> • 332216 Saw Blade & H & tool Mfg • 332999 Metal Pallets 	<ul style="list-style-type: none"> • 332215 Metal Kitchen Cookware, Utensil, Cutlery, & Flatware (except Precious) Mfg

Lines Of Business	NAICS CODES	
Professional, Scientific & Technical Services	<ul style="list-style-type: none"> • 541614 Process, Physical Distribution Services • 541611 Administrative Management & General • 541519 Other Computer Related Services 	<ul style="list-style-type: none"> • 541512 Computer Systems Design Services • 541199 All Other Legal Services • 541110 Offices of Lawyers
Misc Store Retailers	<ul style="list-style-type: none"> • 453210 Office Supplies and Stationary Stores 	
Merchant Wholesale, Nondurable/Durable Goods	<ul style="list-style-type: none"> • 424120 Stationery and Office Supplies • 423420 Office Equipment Merchant Wholesale 	<ul style="list-style-type: none"> • 423710 Hardware Merchant Wholesale
Misc Manufacturing	<ul style="list-style-type: none"> • 339112 Surgical & Medical Instrument Mfg • 339113 Surgical Appliance & Supplies Mfg • 311423 Non-Perishable Foods • 335911 Batteries 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 326220 Rubber & Plastics Hoses & Belting Mfg • 326112 Plastics Packaging Film & Sheet (including Laminated) Mfg 	<ul style="list-style-type: none"> • 326199 All Other Plastics Product Mfg • 326111 Plastics Bag & Pouch Mfg
Chemical Mfg	<ul style="list-style-type: none"> • 325992 Photographic Film, Paper, Plate & Chemical Mfg • 325612 Polish & Other Sanitation Good Mfg 	<ul style="list-style-type: none"> • 325611 Soap & Other Detergent Mfg • 325520 Adhesive Mfg
Fabricated Metal Products	<ul style="list-style-type: none"> • 332216 Saw Blade & H & tool Mfg • 332999 Metal Pallets 	<ul style="list-style-type: none"> • 332215 Metal Kitchen Cookware, Utensil, Cutlery, & Flatware (except Precious) Mfg

How to Engage

Industry: Subcontracting with an AbilityOne NPA

1



Prime emails PWS to
primecontractor@abilityone.org

2



CNA reviews PWS and
identifies AbilityOne
subcontracting work with prime

3



CNAs post, assign,
and refer AbilityOne
nonprofit agencies (NPAs)
to prime

4



Prime selects AbilityOne
NPA for proposal
and subcontract

5



After award NPA reports
AbilityOne FTEs and
annual value to CNAs

6



CNA holds quarterly reviews
with prime and
AbilityOne NPA

AbilityOne.

PROGRAM



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

Thank You!

Carla Goulart, Senior Director, AbilityOne Strategic Business Development,
SourceAmerica

Office: 925 543 5120

Mobile: 925 259 9247

Matt Buchanan, ABOR Business Development Manager, National Industries for
the Blind (NIB)

Mobile: 703 362 5193

To connect, email primecontractor@abilityone.org