

**U.S. ABILITYONE COMMISSION
DRAFT FY 2022 - 2026 STRATEGIC PLAN**

STRATEGIC OBJECTIVE 1: *Support competitive integrated employment for people who are blind or have other significant disabilities.*

Outcome Goal 1: Congress amends the Javits-Wagner-O'Day (JWOD) Act to support competitive integrated employment (CIE) for people who are blind or have other significant disabilities.

Strategy: Work with federal agency partners and broad range of stakeholders to draft a legislative proposal to modernize the JWOD Act.

Performance Measure 1: Develop a draft legislative proposal that addresses the definition of disability, required ratio requirements, and methods to support CIE.

Performance Measure 2: Submit draft legislative proposal to OMB for interagency review and comment. Upon OMB clearance, communicate with relevant Congressional committees and provide information to Congress about the proposal or the Program upon request. Anticipated completion date: end of FY 2022.

Outcome Goal 2: Modernize regulations, policies, and procedures as necessary and permissible to align the AbilityOne Program with contemporary disability employment policy.

Strategy 1: Define “unable to work in normal, competitive employment” under the JWOD Act.

Performance Measure 3: Issue rule providing guidance for JWOD’s definition of “severe disability” as a disability that makes an individual “unable to work in normal, competitive employment.”

Performance Measure 4: Draft and implement a revised Individual Employment Eligibility (IEE) form based on an updated understanding of the term “severe disability.”

Strategy 2: Work with broad range of stakeholders to advance CIE within the AbilityOne Program.

Performance Measure 5: Execute engagement strategy to hear from all interested stakeholders regarding criteria and guidance for CIE by the end of FY 2022.

Performance Measure 6: Develop and execute data collection process for determining performance regarding CIE by April 2023.

Performance Measure 7: Educate nonprofit agencies (NPAs) about the resources available to them to achieve CIE for their employees.

Strategy 3: Develop flexibility for CIE outcomes within the AbilityOne Program.

Performance Measure 8: Launch at least two pilot tests of innovative employment opportunities consistent with the JWOD Act by March 31, 2023.

Performance Measure 9: Develop a legislative proposal to expand Commission authority for pilot and test programs.

Outcome Goal 3: Eliminate the use of section 14(c) certificates on all AbilityOne contracts and among all AbilityOne participants.

Strategy: Complete the regulatory change to nonprofit agency qualification requirements to include certification that section 14(c) certificates are not used on AbilityOne contracts.

Performance Measure 10: Issue final rule by the end of FY 2022.

STRATEGIC OBJECTIVE 2: *Ensure effective governance across the AbilityOne Program.*

Outcome Goal 1: Address top management and performance challenges, including those identified by the Inspector General.

Strategy 1: Use an Enterprise Risk Management framework to evaluate, prioritize and track corrective action plans.

Performance Measure 1: Timely and accurate risk management framework including tracking of corrective action milestones.

Performance Measure 2: Clear establishment of corrective actions steps to be completed each fiscal year.

Strategy 2: Modernize the Commission's data backbone.

Performance Measure 3: Develop a project management plan to oversee and track modernization efforts.

Performance Measure 4: Award of an IT modernization contract.

Performance Measure 5: Implementation of a process for central nonprofit agencies (CNAs) to share data with Commission.

Strategy 3: Implement the Commission's Diversity, Equity, Inclusion, and Accessibility Plan.

Performance Measure 6: Update the Commission’s digital accessibility guidance and practices to ensure Program documentation and digital information adheres to industry standards for accessibility.

Performance Measure 7: The Commission leverages its Affirmative Action Plan to increase the candidate pool and hiring of individuals with disabilities.

Outcome Goal 2: Support the mission of the Federal customer by providing best value through contract performance.

Strategy 1: Develop policies and procedures to require CNAs to consider an NPA’s past performance, technical capabilities, and pricing structure when recommending a prospective Procurement List addition.

Performance Measure 8: Make regulatory changes to allow greater flexibility in how the Commission considers establishing the Fair Market Price.

Performance Measure 9: Create an AbilityOne Competition Subgroup (AOCS) to develop, in coordination with CNAs and Federal Customers, standardized procedures and processes to promote increased competition throughout the Program.

Strategy 2: Increase CNAs’ technical support to NPAs to facilitate successful contract performance.

Performance Measure 10: Determine the type of support (funding and people) NPAs need to support their workforce and provide competitively priced goods and services.

Performance Measure 11: Improve coordination between the CNAs, the Commission, and the Contracting Activity to obtain up-to-date metrics for contract performance.

Outcome Goal 3: Ensure that the CNAs and NPAs understand the requirements and strategic direction of the AbilityOne Program and receive appropriate support to meet them.

Strategy 1: Improve and expand the role of the compliance program to provide timely and efficient program oversight over CNAs and NPAs and provide technical assistance for program participants.

Performance Measure 12: Document annual NPA visit plan and execute at least 90% against visit plan.

Performance Measure 13: The Commission’s compliance team identifies and presents to the Commission at least 5 opportunities to make compliance visits more beneficial for the Commission and the NPA.

Performance Measure 14: Ensure CNAs provide the Commission’s compliance team with full and timely access to all reports and data from the CNAs’ technical assistance reviews and site visits of associated NPAs.

Strategy 2: Use a data-driven approach to modernize policies and business practices for the compliance program.

Performance Measure 15: Draft and implement a revised Annual Representations & Certifications data collection form by the end of FY 2023.

STRATEGIC OBJECTIVE 3: *Partner with Federal agencies and AbilityOne stakeholders to increase and improve employment opportunities for people who are blind or significantly disabled.*

Outcome Goal 1: Develop policies and practices in partnership with the Office of Federal Procurement Policy (OFPP) to facilitate a wide range of employment-enhancing activities through the AbilityOne Representatives (ABORs).

Strategy: Within the scope of the OFPP October 2020 memo, work with ABORs to create jobs that pay competitive wages and are performed in integrated workplaces to the maximum extent possible under the JWOD Act.

Performance Measure 1: Produce timely reports and analyses of agency performance against commitments and communicate results back to ABORs, Senior Procurement Executives, and OFPP.

Performance Measure 2: Deliver training and support tools to enable ABORs to promote satisfactory customer experiences in terms of contract performance, price, and/or relationships.

Outcome Goal 2: Serve as part of the Federal community focused on ensuring employment opportunities for individuals who are blind or have other significant disabilities

Strategy: Foster collaborative efforts with agencies with mission responsibilities in ensuring employment opportunities for people with disabilities.

Performance Measure 3: Demonstrate work with OFPP, Department of Labor, Office of Personnel Management and Equal Employment Opportunity Commission to support achievement by federal contractors and federal agencies of their Section 503 and Section 501 goals respectively.

Performance Measure 4: Partner with the Office of Management and Budget and the Small Business Administration to ensure that advancing employment opportunities for individuals who are blind or have other significant disabilities is integrated into the equity efforts of Federal government acquisition.