

U.S. AbilityOne Commission

FY 2022 - 2026 Strategic Plan Highlights

Strategic Objectives, Outcome Goals, Strategies, and Performance Measures

STRATEGIC OBJECTIVE I: TRANSFORM THE ABILITYONE PROGRAM TO EXPAND COMPETITIVE INTEGRATED EMPLOYMENT (CIE) FOR PEOPLE WHO ARE BLIND OR HAVE SIGNIFICANT DISABILITIES.

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

Strategy 1: *Be available and responsive to Members of Congress and staff if they decide to amend the JWOD Act.*

Strategy 2: *Consistent with the final report issued by the 898 Panel, complete the implementation of the panel's recommendation to work with fellow government agencies on a proposal to amend the JWOD Act.*

Performance Measure 1: The Commission has provided constructive information to Congress on using the AbilityOne Program to expand competitive integrated employment and the relevant committees of jurisdiction determined the information was useful.

Performance Measure 2: The Commission has reached consensus with its fellow government agencies on a legislative proposal to amend the JWOD Act.

STRATEGIC OBJECTIVE II: IDENTIFY, PUBLICIZE, AND SUPPORT THE INCREASE OF GOOD JOBS AND OPTIMAL JOBS IN THE ABILITYONE PROGRAM.

Outcome Goal: Increase Good Jobs and Optimal Jobs in the AbilityOne Program.

Strategy 1: *Eliminate the use of section 14(c) certificates under the Fair Labor Standards Act to pay any employee on an AbilityOne contract.*

Performance Measure 1: The Commission has finalized the rule prohibiting an NPA's payment of subminimum or sub-prevailing wages to any employee on an AbilityOne contract to be qualified for participation in the Program.

Strategy 2: *Identify and publicize examples of good jobs and optimal jobs within the AbilityOne Program*

Performance Measure 2: The Commission has issued a Request for Information (RFI) in order to identify good jobs and optimal jobs in the AbilityOne Program.

Performance Measure 3: The Commission has widely disseminated to the AbilityOne community examples of good jobs and optimal jobs.

Performance Measure 4: The NPAs demonstrate an understanding of this strategic approach by requesting procurement list additions that meet the attributes of good jobs and, where possible, optimal jobs.

Strategy 3: *Support and incentivize NPAs to establish good jobs and optimal jobs in the AbilityOne Program.*

Performance Measure 5: The Commission's Cooperative Agreements require the CNAs to provide financial and technical resources to NPAs in creating workplaces that offer good jobs and, where possible, optimal jobs, consistent with the program fees collected by the CNAs.

Performance Measure 6: The Commission has developed and executed a data system that will allow it to collect information on the number of good jobs and optimal jobs.

Performance Measure 7: The Commission has issued a revised Individual Employment Eligibility (IEE) form that is conducive to customizing jobs for individuals who are blind or have significant disabilities and to beginning an informed choice process for employment advancement.

Performance Measure 8: The Commission has developed and provided notice of a special consideration in the NPA recommendation process that takes into account how successful the NPA has been in offering good jobs and, where possible, optimal jobs.

STRATEGIC OBJECTIVE III: ENSURE EFFECTIVE GOVERNANCE AND RESULTS ACROSS THE ABILITYONE PROGRAM.

Outcome Goal 1: Address top management and performance challenges to improve the operations of the Commission, the CNAs and the NPAs.

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

Performance Measure 1: The Commission has used the ERM system to identify risks and has established and tracked corrective action milestones.

Strategy 2: Modernize the Commission's data collection capabilities.

Performance Measure 2: The Commission has developed a state-of-the-art IT infrastructure that meets the needs of the AbilityOne Program.

Performance Measure 3: The Commission has drafted and implemented a revised Annual Representations & Certifications data collection form.

Performance Measure 4: The Commission has implemented a system for CNAs and NPAs to share data more effectively with the Commission.

Strategy 3: Modernize and enhance the oversight of NPA compliance with the strategic direction of the AbilityOne Program.

Performance Measure 5: The Commission's compliance team is provided with full and timely access to all reports and data from the CNAs' technical assistance reviews and site visits of associated NPAs.

Performance Measure 6: The Commission's compliance team has identified and presented to the Commission at least five recommendations to continue to implement rigorous documentation requirements while making compliance visits more beneficial for the Commission and the NPAs.

Strategy 4: Ensure that the Cooperative Agreements with the CNAs implement the strategic direction of the AbilityOne Program.

Performance Measure 7: The Commission has updated the Cooperative Agreements with the CNAs to reflect the new strategic direction of the Program.

Strategy 5: *Enhance Diversity, Equity, Inclusion, and Accessibility within the Commission.*

Performance Measure 8: The Commission has updated its digital accessibility guidance and practices to ensure Program documentation and digital information adheres to industry standards for accessibility.

Performance Measure 9: The Commission has deployed 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: *Require CNAs to include consideration of an NPA's pricing structure when recommending a prospective Procurement List addition.*

Performance Measure 10: The Commission has made the necessary regulatory changes to allow competition that takes into account pricing considerations.

Performance Measure 11: The Commission has created 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 12: The Commission has determined the type of funding and personnel that NPAs need to support their workforce and provide competitively priced products and services.

Performance Measure 13: The Commission has improved coordination between the CNAs, the Commission, and the Federal customer to obtain up-to-date metrics for contract performance.

STRATEGIC OBJECTIVE IV: ENGAGE IN PARTNERSHIPS TO INCREASE EMPLOYMENT FOR PEOPLE WHO ARE BLIND OR HAVE SIGNIFICANT DISABILITIES WITHIN AND BEYOND THE ABILITYONE PROGRAM.

Outcome Goal 1: Increase Good Jobs and Optimal Jobs Within the AbilityOne Program.

Strategy: *Work with AbilityOne Representatives (ABORs) to create jobs in the AbilityOne Program.*

Performance Measure 1: The Commission has delivered training and support tools to enable ABORs to promote satisfactory customer experiences in terms of contract performance, price, and/or relationships.

Performance Measure 2: The Commission has educated ABORs regarding the importance of creating good jobs and optimal jobs in the AbilityOne Program.

Outcome Goal 2: Serve as part of the Federal community working to increase employment for individuals who are blind or have significant disabilities.

Strategy: *Foster collaborative efforts with Federal agencies with mission responsibilities to increase employment for people with disabilities.*

Performance Measure 3: The Commission has demonstrated work with the Office of Personnel Management, the Equal Employment Opportunity Commission, and the Office of Federal Contract Compliance Programs to support achievement by Federal agencies and Federal contractors of their Section 501 and Section 503 goals respectively.

Performance Measure 4: The Commission has demonstrated work with the Office of Federal Procurement Policy (OFPP) in the Office of Management and Budget (OMB) to ensure that efforts to advance employment opportunities for individuals who are blind or have significant disabilities are integrated into the overall equity efforts of Federal acquisition.

Performance Measure 5: The Commission has demonstrated work with the Small Business Administration (SBA) to increase support for small businesses owned by people who are blind or have significant disabilities.