



# Virtual Town Hall for Discussion of the U.S. AbilityOne Commission Draft FY 2022-2026 Strategic Plan

April 8, 2022



# Draft Strategic Plan Overview

- Mission Statement

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 Statement

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.



# Draft Strategic Plan Overview

The plan has three Strategic Objectives:

- I. Expand competitive integrated employment (CIE) for people who are blind or have other significant disabilities.
- II. Ensure effective governance across the AbilityOne Program.
- III. Partner with Federal agencies and AbilityOne stakeholders to increase and improve employment opportunities for people who are blind or have other significant disabilities.



# Strategic Objective I

**Expand competitive integrated employment (CIE) for people who are blind or have other significant disabilities.**

**Outcome Goal 1:** Work effectively with Congress to amend the Javits-Wagner-O'Day (JWOD) Act to support CIE for people who are blind or have other significant disabilities.

**Outcome Goal 2:** Modernize the Commission's regulations, policies, and procedures to expand CIE within the AbilityOne Program to the maximum extent possible in light of the constraints of the current statutory structure.



# Work with Congress to Amend JWOD

## Primary issues to address:

- Minimum and maximum ratios of employees with significant disabilities for an NPA to qualify for the Program
- Definition of “significant disability”
- Requirements for outward movement to CIE



# Internally Advance CIE – Part One

- Ensure competitive wages and benefits in AbilityOne jobs
- Solicit ideas from CNAs, NPAs and other disability stakeholders on ways to support CIE within AbilityOne contracts, to increase outward movement from AbilityOne contracts to other CIE jobs, and for pilot projects within AbilityOne to support CIE
- Based on feedback, issue a guidance document on best practices to advance CIE and authorize several pilot projects to advance CIE



# Internally Advance CIE – Part Two

- Issue a revised IEE that is conducive to hiring individuals who wish to work in CIE
- Measure an NPA's performance on CIE
- Ensure CNAs will provide resources to NPAs to help them achieve CIE
- Issue guidance on how an NPA's success in achieving CIE will be used.



# Strategic Objective II

**Ensure effective governance 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

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





# Improve Operations at the Commission, CNAs, and NPAs

- Continue to strengthen internal Commission operations
- Modernize the data collection system and revise the data collected via the Annual Reps & Certs form
- Reimagine site visits to include both compliance aspects and technical assistance to support NPAs' success
- Ensure Commission has full access to data from CNA reviews of NPAs
- Update Cooperative Agreements with CNAs to align with the Strategic Plan
- Ensure digital accessibility and use all available means to increase DEIA within the Commission



# Provide Best Value Through Contract Performance

- In contract allocations, consider an NPA's past performance, technical capabilities, and pricing structure
- “Best value” does not necessarily mean lowest price
- Determine the type of support (funding and people) NPAs need to support their workforce and provide competitively priced products and services
- Improve coordination between the Federal customer and AbilityOne to obtain up-to-date metrics for contract performance



## Strategic Objective III

### **Increase Employment Overall for People who are Blind or Have Other Significant Disabilities**

**Outcome Goal 1:** Partner with the Office of Federal Procurement Policy (OFPP) in the White House to facilitate a wide range of employment-enhancing activities through the AbilityOne Representatives (ABORs).

**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.



# Work with the White House and ABORs

## Increase AbilityOne contracts that offer good jobs

- Produce analyses of agency performance against commitments called for in the OFPP memo and communicate results back to ABORs, Senior Procurement Executives, and OFPP.
- Deliver training and support to enable ABORs to promote satisfactory customer experience in terms of contract performance, price, and/or relationships.



# Create Demand for AbilityOne Employees

## Collaborate with other Federal agencies to increase employment opportunities for people with disabilities

- Work with OPM and EEOC to connect AbilityOne employees with government agencies (Section 501)
- Work with Dept of Labor (OFCCP) to connect AbilityOne employees with government contractors (Section 503)
- Work with SBA to create support for disability-owned businesses.



# Strategic Plan – Next Steps

- Public comments on draft plan due by April 16, 2022, via [www.Regulations.gov](http://www.Regulations.gov)
- Commission reviews comments and issues a final Strategic Plan
- Commission and CNAs update Cooperative Agreements to reflect Strategic Plan priorities
- Commission develops and implements an Operating Plan to achieve ambitious Strategic Plan goals



# Discussion

- Time is allotted for each Strategic Objective – attendees are registered to speak by objective or topic
- Each scheduled speaker will be introduced by the moderator and will have 3 – 5 minutes to make comments
- Speakers will be unmuted in turn – if you like, feel free to turn on your camera while making remarks
- Time permitting, attendees who comment in the Chat Box may be invited to speak