



# U.S. AbilityOne Commission Quarterly Public Meeting

October 7, 2021



# Agenda

- Call to Order and Introduction, Mr. Jeffrey Koses (Chairperson)
- Administrative Remarks, Ms. Angela Phifer
- Consideration of Minutes, Mr. Koses
- Chairperson's Remarks, Mr. Koses
- Executive Order 14042, Mr. Koses
- New Appointees – Introductions
  - Ms. Chai Feldblum (Private Citizen Member)
  - Mr. Bryan Bashin (Private Citizen Member)
  - Ms. Christina Brandt (Private Citizen Member)
  - Mr. Gabriel Cazares (Private Citizen Member)
- Proposed Rulemaking, Ms. Feldblum



# Agenda

- 14(c) Transition Plan Update, Mr. Richard Belden
- Acting Executive Director's Report, Ms. Kimberly Zeich
- Presentation by Acting Inspector General,  
Ms. Stefania Pozzi Porter
- Best Practices to Modernize AbilityOne Employment,  
Mr. Bashin, Ms. Brandt, Mr. Dolven
- Break
- Best Practices to Modernize AbilityOne Employment,  
Mr. Lynch, Mr. Hughes, Mr. Monteferrante
- Recommendations for Pilot Tests to Increase Integrated  
Employment in the AbilityOne Program, Ms. Willard
- Closing Remarks, Mr. Koses



# Call to Order and Introduction



**Mr. Jeffrey Koses**  
Chairperson  
U.S. AbilityOne Commission



# Administrative Remarks

- This official meeting of the U.S. AbilityOne Commission is open to the general public and is being recorded.
- Meeting panelists, such as the members of the Commission and other planned speakers, may un-mute themselves as needed.
- The Zoom setting for public attendees today is listen-only; however, attendees may use the Chat Box to send comments.
- During the Best Practices and Innovative Pilot Test presentations, attendees may send questions or comments for the speakers via the Chat Box.
- The meeting slides can be found on [www.abilityone.gov](http://www.abilityone.gov).



# Consideration of Minutes



**Mr. Jeffrey Koses**  
Chairperson  
U.S. AbilityOne Commission



# Chairperson's Remarks



**Mr. Jeffrey Koses**  
Chairperson  
U.S. AbilityOne Commission



# Executive Order 14042

## Ensuring Adequate COVID Safety Protocols for Federal Contractors



Mr. Jeffrey Koses  
Chairperson  
U.S. AbilityOne Commission





# Safer Federal Workforce Task Force Guidance

- The Safer Federal Workforce Task Force guidance has three basic requirements:
  1. Requirement for “covered contractor employees” to be fully vaccinated by December 8, 2021. Requirement flows down to subcontractors
  2. Requirement for “covered contractors” to ensure employees follow CDC protocols as described in [Safer Federal Workforce Task Force Guidance](#)
  3. Requirement for “covered contractors” to designate a lead person for compliance with mandate
- Agencies strongly encouraged to apply the requirement to contracts not called out in the EO
- Covered contractor employees working from home must be vaccinated



# Who Needs to be Vaccinated per the Clause

- Unless there is a legal exception, it applies to:
- Circle One - Any contractor employee working on a covered contract
- Circle Two - Any contractor employee working “in connection with a covered contract” -- Think anyone in an overhead pool
- Circle Three - Anyone who would come into contact with the individuals above in a contractor facility (covered workplace location)
  - Restrooms, cafeterias, elevators, etc.



# What's a "Covered Contract" or Where the Requirement (Clause) Applies

- Based on the EO, the clause is required for applicable FAR based and non-FAR based contracts (i.e. "contract like instruments")
  - Includes leases of real property, concessions, licenses, permits, intergovernmental service agreements, task orders, job orders, etc.
- Required for all contracts that exceed the simplified acquisition threshold (SAT) or simplified lease acquisition threshold (SLAT) for services (as described above) and construction.
- Strongly encouraged for contracts -
  - At or below the SAT/SLAT
  - For products



# **New Appointees – Introductions**

**Ms. Chai Feldblum (Private Citizen Member)**

**Mr. Bryan Bashin (Private Citizen Member)**

**Ms. Christina Brandt (Private Citizen Member)**

**Mr. Gabriel Cazares (Private Citizen Member)**



# Proposed Rulemaking



**Ms. Chai Feldblum**  
Vice Chairperson  
U.S. AbilityOne Commission



# Report from SourceAmerica to U.S. AbilityOne Commission on 14(c) Transition Plan



Mr. Richard Belden  
Interim President and CEO  
SourceAmerica

# 14(c) Transition Program update

**U.S. AbilityOne Commission meeting  
October 7, 2021**

**Richard Belden, SourceAmerica Interim President and CEO**

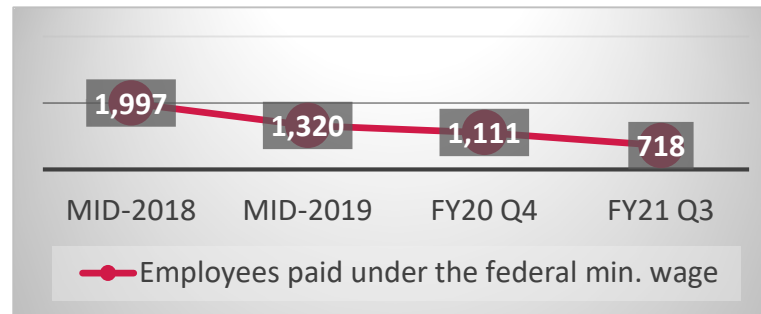
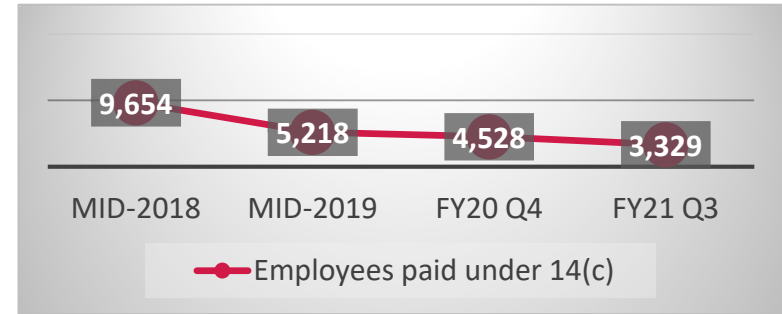
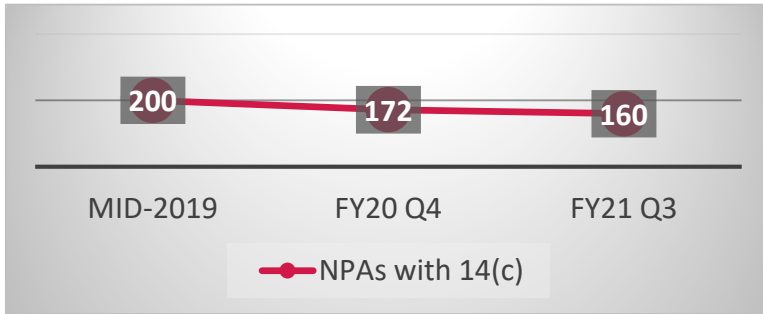


# 14(c) Transition Program

- **Support NPAs in reducing the use of special minimum wage certificates through access to financial and technical resources and shared learning experiences**
- **36 NPAs enrolled**
  - 24 receiving Productivity Engineering support
  - 17 receiving Pathways Program support
  - 11 have engaged expert consulting services offered
  - >\$600,000 in grant funding awarded



# 14(c) trends in the SourceAmerica network





# Acting Executive Director's Report



**Ms. Kimberly Zeich**  
Acting Executive Director  
U.S. AbilityOne Commission



# Acting Executive Director's Report

## FY 2021 Execution of the Commission's Priorities

- Advanced the rulemaking process to end the payment of subminimum wages on AbilityOne contracts
- Launched Governmentwide AbilityOne Representative (ABOR) meetings & training to facilitate employment growth
- Increased staff capability and capacity – secured investments in agency funding to onboard new hires with skills in financial management, compliance, vocational rehabilitation
- Completed a full cycle of Enterprise Risk Management Planning and strengthened Internal Controls Program



# Acting Executive Director's Report

## FY 2021 Execution of the Commission's Priorities

- Contributed to implementation and closure of several 898 Panel recommendations – final report to Congress by EOY
- Increased communication and transparency through the Report to the President and virtual public meetings
- Enhanced collaboration with Federal agency partners through working groups and written agreements
- Participated in Interagency Disability Employment Working Group
- Responded to Executive Orders' requirements, including Advancing Racial Equity and Support for Underserved Communities, DEIA, and Promoting Access to Voting



# Presentation by Acting Inspector General



**Ms. Stefania P. Porter**  
Acting Inspector General  
U.S. AbilityOne Commission OIG



# OIG Leadership

Stefania Porter

Inspector General (Acting)

Steven Burke

Deputy Inspector General (Acting)



# OIG welcomes the new Commission Members

- Chai Rachel Feldblum – Vice Chair
- Bryan Bashin
- Christina Brandt
- Gabriel M. Cazares, and
  
- Goodbye and Thank You to:
  - James Kesteloot and
  - Robert Kelly



# Roadmap

- Top Management Challenges Report
- Recently Completed and Started Audits
- Two-Year Audit Plan
- 898 Panel Continuity in 2021
- Semiannual Report to Congress





# Top Management Challenges Report

- An important role that an Inspector General (IG) plays is the identification each year of the most significant management and performance challenges facing a government agency, and the agency's progress in addressing these challenges.
- The last Top Management Challenges Report (TMC), issued in November 2020, identified 8 challenges facing the Commission:  
[Top Management and Performance Challenges Report | Oversight.gov](#)
- The next TMC Report will be issued in two months, in November 2021  
- Stay tuned !



# OIG Audits

- OIG developed and issued a 2-year Audit Plan for Fiscal Years 2020 and 2021 of the Commission's programs and operations.
- The OIG audit coverage is designed on risk-based factors surrounding the AbilityOne Program functions, operations, major activities, and program priorities and challenges.
- An audit is an independent and objective review, assessing whether resources are allocated efficiently, funds spent properly, Commission goals are achieved, and applicable laws, policies, and regulations are followed.



# Recently Issued OIG Audits

The audits are public and published on the OIG web page:  
<https://abilityone.oversight.gov/reports>

- CNA Selection of NPAs for Project Assignment and Allocation of Orders (March 2021)
- Procurement List Addition Process, Procedures, and Practices (August 2021)



# Recently Started OIG Audits

- AbilityOne Compliance Program
- Quality of Products in Support of Meeting Government Requirements
- Financial Statement Audit
- DATA Act Compliance



# OIG Audit of the AbilityOne Compliance Program

- This audit will determine whether the Compliance Program has been implemented effectively to provide reasonable assurance of NPA and CNA compliance with applicable laws, regulations, and policies.
- To answer our objective, we will:
  - Review laws, regulations, policies, and procedures applicable to the Compliance Program.
  - Conduct interviews with key personnel.
  - Analyze data, reports, and other supporting documentation related to compliance reviews.



# New 2-year Audit Plan

- New biennial audit plan issued in June 2021 for Fiscal Years 2022–2023
- It's a map of the audits the OIG plans over the next 2 years:
  - OIG utilized a comprehensive risk-based methodology to inform audit planning and future engagements.
  - We do it in a planned fashion.



# 898 Panel Continuity in 2021

- The AbilityOne Inspector General (IG) is a statutory member of the 898 Panel.
- We led the IG Subcommittee in collaboration with the Defense Acquisition University (DAU) and completed the IG recommendations. We recommended:
  - Training for procurement officers about AbilityOne contracts
  - Continuous updating of the training



# OIG - Semiannual Report to Congress (SAR)

Previous SAR issued:

- SAR issued in May 2021 covered  
October 1, 2020 – March 31, 2021  
Theme: **Pivotal Stage**
- SAR issued November 2020 covered  
April 1, 2020 – September 30, 2020  
Theme: **The Future: Tell Your Own Story**

Upcoming SAR covering  
April 1, 2021 – September 30, 2021

## Office of Inspector General



April 1, 2020 – September 30, 2020

U.S. AbilityOne Commission

Office of Inspector General





# OIG Website

- **AbilityOne Office of Inspector General**

**<https://abilityone.oversight.gov>**

- TO SUBMIT A COMPLAINT to OIG:

Please submit complaints using our Portal

<https://abilityone.oversight.gov>

- You may also submit a complaint via our:

Hotline Toll-Free Number: 1-844-496-1536, or

Email: [hotline@oig.abilityone.gov](mailto:hotline@oig.abilityone.gov)



# Thank you!

## The OIG Team



# Best Practices to Modernize AbilityOne Employment



# Best Practices to Modernize AbilityOne Employment

Mr. Bryan Bashin  
Commission Member  
U.S. AbilityOne Commission



# Best Practices to Modernize AbilityOne Employment

**Ms. Christina Brandt  
Commission Member  
U.S. AbilityOne Commission**

# AtWork!'s MODERNIZATION

ENDING THE USE OF 14(C) CERTIFICATES

BEST PRACTICES IN COMMUNITY INTEGRATED EMPLOYMENT FOR PEOPLE WITH  
INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

Chris Brandt, CEO

Serve people with significant intellectual and developmental disabilities

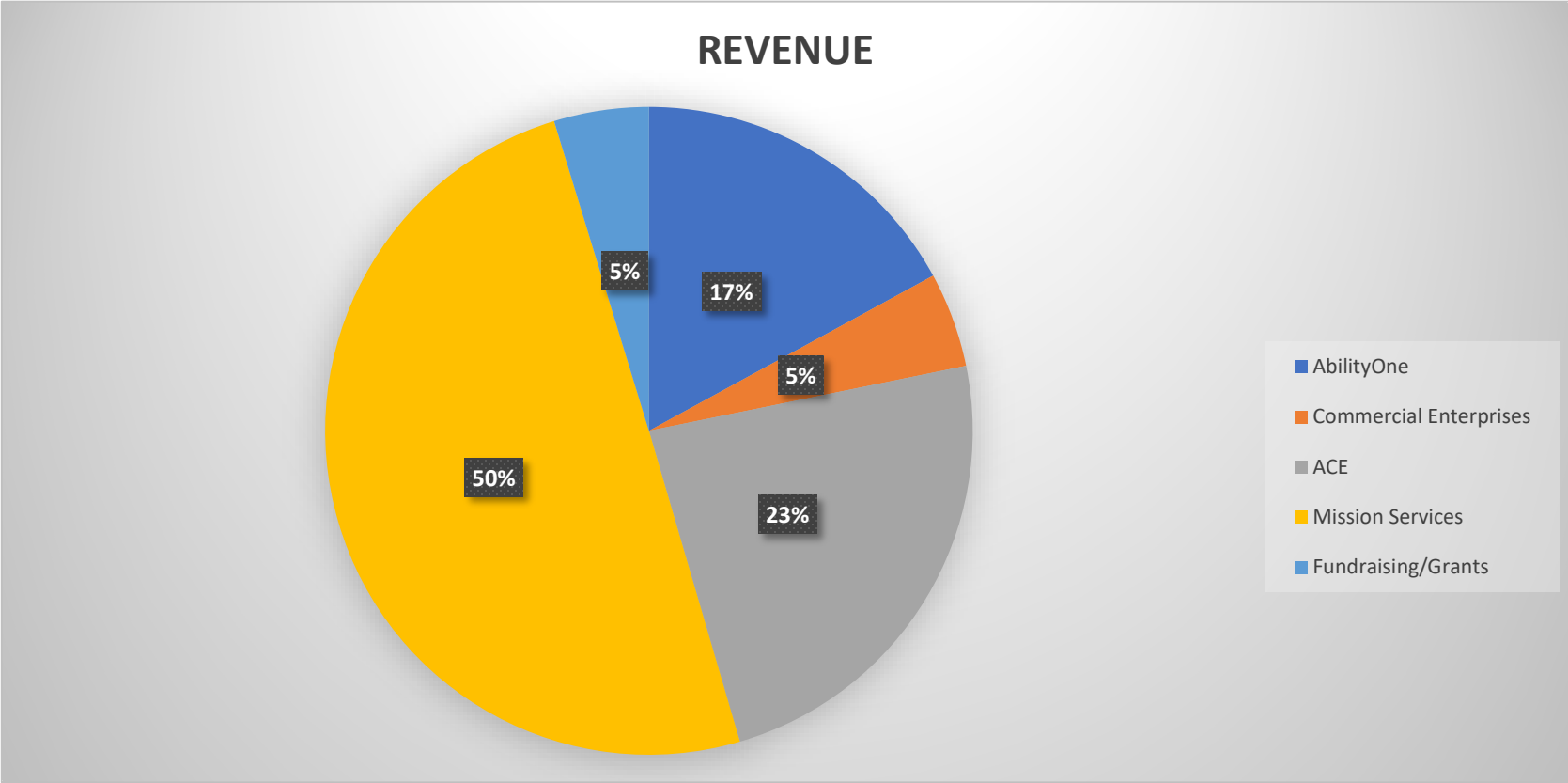
7+ Million in annual revenue

85 staff

450 people served each year



# Revenue Sources







## TRANSFORMATION

### WE DECLARED TO LEAVE NO ONE BEHIND

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#### 2006 the beginning

180 sheltered workshops

50 Group employment

10 supported employment

#### 2014 Closed last sheltered workshop

#### 2015 Started paying everyone prevailing wages

#### Over the 9 years of transformation:

~170 moved to customized jobs in community and 5 stayed in our enterprises

~ 45 moved into community inclusion (retired)

~ 10 people moved away, left services, or chose another provider

# HOW WE SUPPORT THE PEOPLE WE SERVE

Outward Movement to Community Integrated Employment

Internal Upward Mobility

Person-Centered-Planning

Robust Discovery

Assistive Technology

Gradual movement

Customized and supported employment

Communication with the people we serve, families, and community from leadership and board





# THE PERCEIVED REASONS FOR STATUS QUO

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Some people are just not ready for community employment.

Businesses can't or won't hire people with I/DD at prevailing wages.

People will work fewer hours, have a lot of idle time, and families will be impacted.

People won't be accepted in the workplace and have no friends.

People chose to stay in their current jobs and aren't concerned about low pay.

# THE OUTCOMES

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## MISSION RESULTS!

754 NEW PEOPLE SERVED

635 JOB STARTS

309 NEW BUSINESS PARTNERS

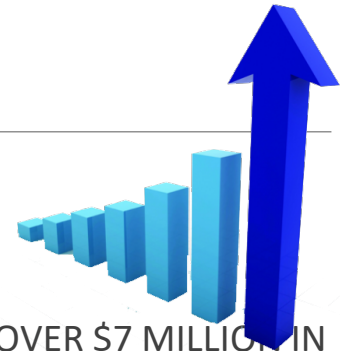
WAGES AVG \$13.92

HOURS RANGE: 8 to 40

AVG HRS: 19

450 PEOPLE SERVED ANNUALLY

## BUSINESS RESULTS!



GROWTH: \$3 MILLION TO OVER \$7 MILLION IN REVENUE

DIVESTED BUSINESSES THAT COULD NOT STAND ON THEIR OWN PAYING PREVAILING WAGES

ADDED NEW BUSINESS LINES

DIVERSE WORKFORCE OF MANY ABILITIES

CUSTOMIZED JOBS

# CONTACT AND MORE INFORMATION

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[www.atworkwa.org](http://www.atworkwa.org)

[chrisb@atworkwa.org](mailto:chrisb@atworkwa.org)

425-766-2774



# Best Practices to Modernize AbilityOne Employment

Mr. Jeff Dolven  
President and CEO  
Skookum





# Break



# Best Practices to Modernize AbilityOne Employment

Kevin Lynch  
President and CEO,  
National Industries for the Blind







# Best Practices to Modernize AbilityOne Employment

Reginald Hughes  
Executive Director,  
Palmetto Goodwill Services





# Best Practices to Modernize AbilityOne Employment

**Michael Monteferrante**  
**President and CEO,**  
**Envision**





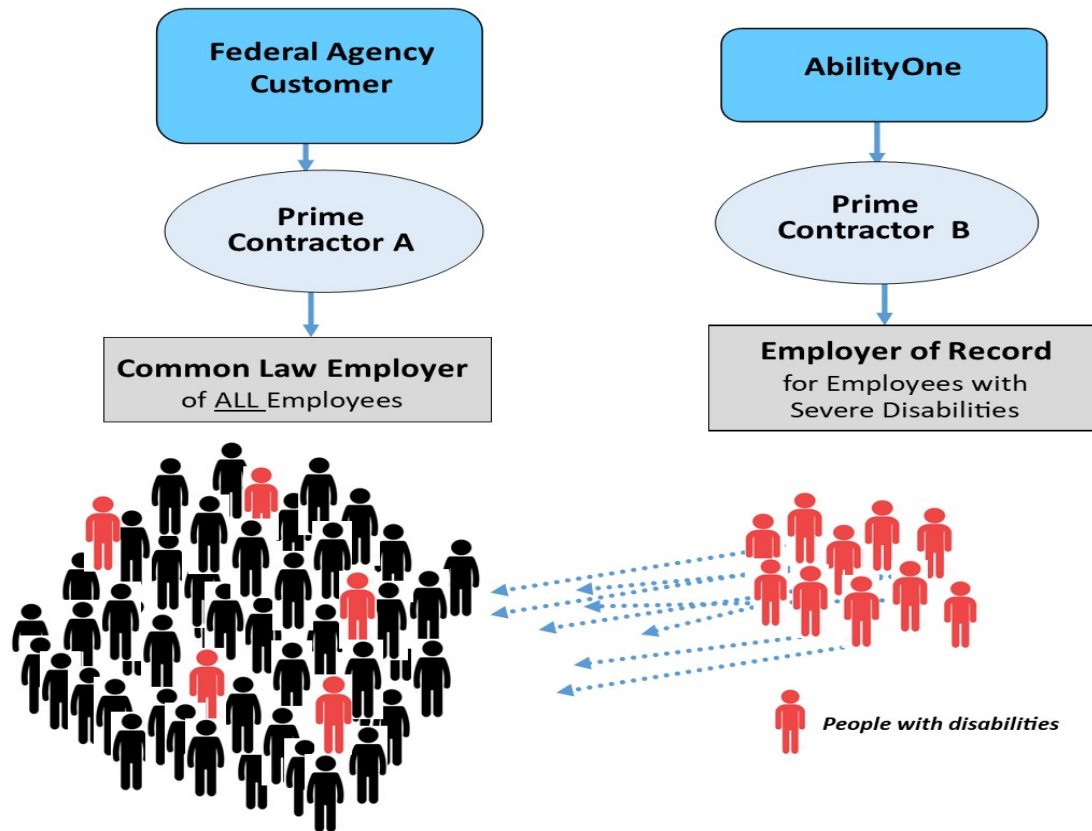
# Recommendations for Pilot Tests to Increase Integrated Employment in the AbilityOne Program

M.J. Willard  
Executive Director,  
National Telecommuting Institute





# CO-Employment Model





# Closing Remarks



**Mr. Koses**  
Chairperson  
U.S. AbilityOne Commission