



U.S. AbilityOne Commission Quarterly Public Meeting

April 24, 2025





Administrative Remarks

- This official meeting of the U.S. AbilityOne Commission is open to the general public and is being recorded
- The Zoom setting for public attendees today is listen-only
- The Chat Box is enabled for comments or questions
- To view the ASL interpreters, click on the More option, then Interpretation button; choose ASL Interpreter, a dedicated window will open that you can move and resize as needed
- Screen reading software users can silence Zoom alerts (including chats), if desired, by muting your computer audio and joining the meeting by phone
- Meeting materials can be found on www.abilityone.gov





Agenda

- Introductions and Opening Remarks
- Executive Director Report
- General Counsel Update
- Data Collection Forms Rollout
- Inspector General Presentation
- BREAK
- Public Engagement Session

How the AbilityOne Program Contributes to the Domestic Industrial Base

- Closing Remarks





Executive Director Report



Executing the Chairperson's Intent

Unwavering commitment to mission, accountability, and efficiency

- Bring “discouraged workers” into the labor force
- Intensify focus on “Made in America”
- Support U.S. industrial base, national security, readiness
- Ensure accountability of AbilityOne contractors
- Increase Commission operational efficiencies





FY22-26 Strategic Plan Update

Recent accomplishments

- 2nd generation Cooperative Agreements
- Updated Commission guidance for NPA Recommendation Process (51.301, 51.301-02, 51.301-04)
- Updated data collection forms

Overall Implementation Status

- 16 measures fully implemented
- 12 measures initiated or partially implemented





FY 2026-2030 Strategic Planning Cycle

New Strategic Plan will be issued in early 2026

- Draft plan required by Government Performance and Results Act (GPRA) Modernization Act of 2010 and OMB
- Developing strategic objectives and other core aspects
- Public input will be requested later this year
- Draft plan will be submitted with FY 2027 budget request to OMB (subject to updates in Administration guidance)
- New plan will be ready for release with President's Budget for FY 2027





General Counsel Update



Recent Policy Updates

- **51.205** – Exec. Director Delegation [*Effective April 23, 2025*]
- **51.301** – The NPA Recommendation Process:
Overall policy framework used by Central Nonprofit Agencies [*Effective May 1, 2025*]
 - A. 51.301-01 – Opportunity Development [*TBD*]
 - B. 51.301-02 – Publication, Evaluation, and
CNA Recommendations [*Effective May 1, 2025*]
 - C. 51.301-03 – Distribution of Orders and Quality Complaints [*TBD*]
 - D. 51.301-04 – Competitive Distributions [*Effective May 1, 2025*]
- **51.302** – Program Fee [*In development*]





Data Collection Forms Rollout



Data Collection Forms Rollout

Topics

- Objectives
- Overview of each form
- Process by which forms will be completed
- Projected timeline for forms to be used





Data Collection Forms Rollout

Bottom Line Up Front

- Commission received authority from OMB to use 3 new data collection forms
- Commission working with CNAs to establish process for NPAs to submit forms electronically
- Collectively, new forms and process for submitting data will increase efficiency, accountability, and transparency





Data Collection Objectives

Data enables Commission to assess compliance and demonstrate value

- AbilityOne employs individuals with qualifying disabilities, and AbilityOne employers meet all other applicable laws
- AbilityOne delivers quality, mission-critical products and services, on time, like other Federal contractors
- Employees working on AbilityOne Federal contracts receive appropriate accommodations and job supports
- Benefits of the Program accrue to the U.S. economy and labor force





Disability Qualification Determination (DQD) Form

- DQD form is first of 2 forms that replace Commission's Individual Eligibility Evaluation (IEE) form for reporting employee information
 - Documents NPA's determination that an employee meets the criteria of a qualifying direct labor employee
 - For employees with permanent disabilities, the form will be filled out only once
 - Streamlined design and instructions will save time and increase consistency of disability determinations





Participating Employee Information (PEI) Form

- PEI form is second of 2 forms that replace existing IEE form
 - Provides data on employees' disabilities, job supports and accommodations, and when applicable, career mobility information
 - Supports streamlined data submission by NPAs to maintain qualification to participate in AbilityOne Program
 - Fulfills requirement for annual employee evaluations IAW Commission regs 41 CFR 51-4.3(b)(7) and 51-4.3(c)(2)





Annual Representations and Certifications (ARC) Form

- ARC form updates the existing Annual Representations and Certifications Form
 - Documents overall compliance with Program qualification standards by the AbilityOne Federal contractor
 - Provides aggregate data pertinent to Commission statutory requirements (e.g., direct labor hours, wages paid, placements)
 - Certification by AbilityOne Federal contractor's senior leaders that data is accurate and complete





Process for Completing Forms

- As required by Cooperative Agreements, CNAs developing electronic systems and dashboards
- Forms will be submitted electronically via the appropriate CNA-provided system
- CNAs will conduct review and approval of forms, data, and supporting documentation
- Commission oversight will be facilitated by real-time access to the data





Projected Timeline for Rollout

- CNAs will continue with systems design and build; testing planned for May-September 2025
- Projected launch dates
 - Oct 1, 2025: Disability Qualification Determination (DQD)
 - Oct 1, 2025: Participating Employee Information (PEI)
 - Jan 1, 2026: Annual Representations and Certifications (ARC)
- Transition in FY26 from IEE and quarterly data reporting to new forms





U.S. AbilityOne Commission

Office of Inspector General



Stefania P. Porter, Inspector General
April 24, 2025





Reports Issued

OIG Assessment of the Commission's Enterprise Risk Management (ERM) Program Maturity Level

Evaluation issued March 12, 2025

The objective was to review the Commission's ERM program to assess its maturity level, which will provide an overall understanding as to where the Commission's current ERM program stands.

The OIG assessment determined that the Commission's ERM program maturity is between level 2, emerging, and level 3, integrated.

No Recommendations.



OIG Oversight – Planning/Ongoing Work

The OIG Oversight plan published for calendar year 2025 includes:

Mandatory Audits

- FY25 FSA
- FY25 FISMA

Discretionary

- Audit of Commission's Open Recommendations
(announced March 28, 2025)
- Evaluation of the Commission's Access to AbilityOne Program Data
(announced April 10, 2025)





Semiannual Report to Congress

- Semiannual Report to Congress
 - Spring 2025 - covers October 1, 2024- March 31, 2025
 - Provides information on reports issued, cases closed, OIG outreach, and other OIG activities





OIG Contact Information

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/hotline>

Hotline Toll-Free Number 1-844-496-1536

Email: hotline@oig.abilityone.gov





Break



Public Engagement Session

How the AbilityOne Program Contributes to the Domestic Industrial Base



Kimberly Zeich, Executive Director
25 Amy Jensen, Deputy Executive Director



Panel Speakers

- Soraya Correa, President & CEO, National Industries for the Blind
- Richard Belden, President & CEO, SourceAmerica
- Dennis Steiner, President & CEO, VisionCorps
- Craig Wellons, President & CEO, ReadyOne Industries
- Lisa Webb Sharpe, COO, Peckham
- Dan Kelly, President & CEO, IFB Solutions
- DLA Troop Support, Clothing and Textiles Directorate
 - Steven Merch, Supplier Operations Division Chief
 - Leighann Mazoki, Contract Specialist/Contracting Officer

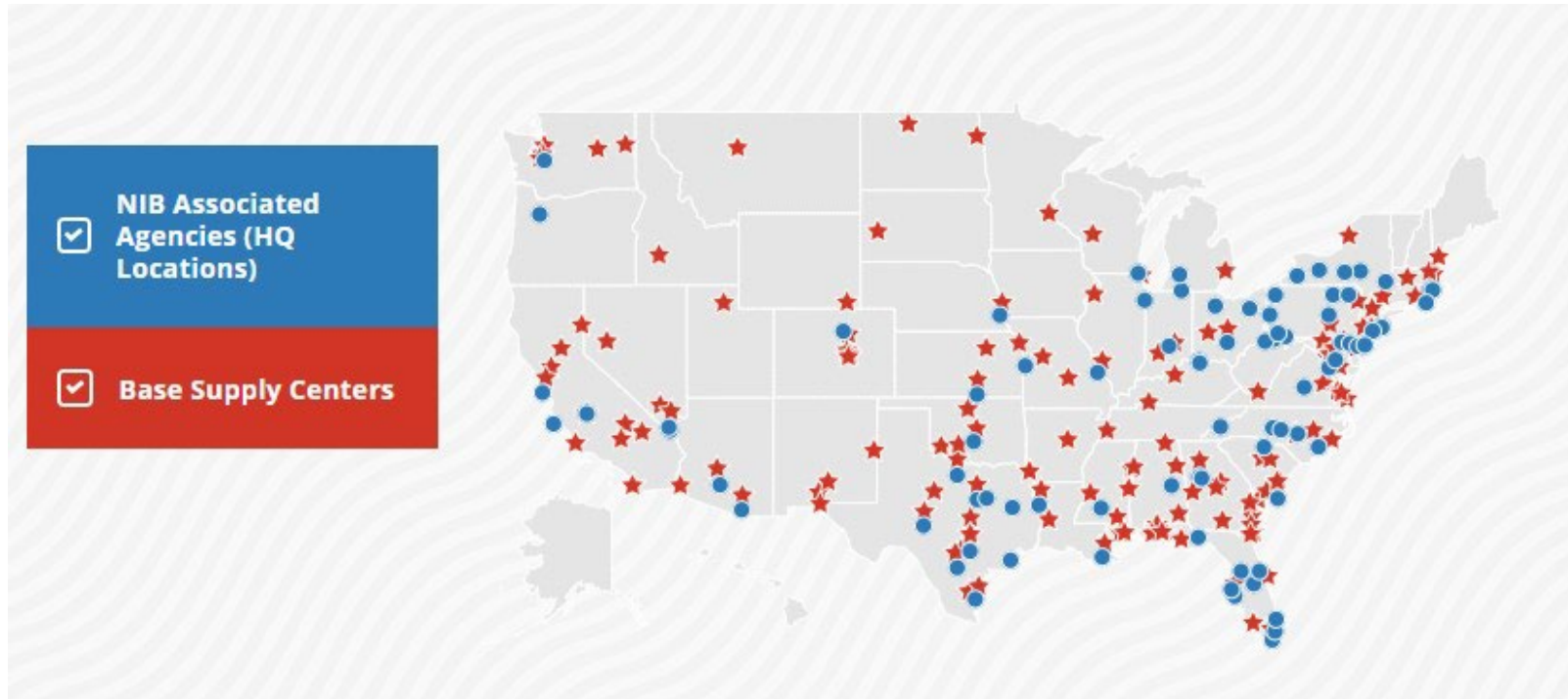


NATIONAL INDUSTRIES FOR THE BLIND

April 24, 2025



Fulfilling Our Mission: NIB's Nationwide Network



Our Impact

In 2024, NIB and its associated nonprofit agencies:



Employed **5,142** people who are blind, low vision, or visually impaired



Employed **451** veterans



Created **268** new employment opportunities for people who are blind



Promoted or hired **439** people who are blind

American-Made Products

SKILCRAFT products are proudly manufactured in the USA by people who are blind, offering commercial and government customers a wide range of products to meet their business and mission needs.





Knowledge-Based Services

NIB and its associated nonprofit agencies offer SKILCRAFT professional services to commercial and government customers, which help increase efficiency and save the government money. All services are fulfilled in the U.S.





NSITE Workforce Development

NSITE provides a continuum of employment services that connect employers with talented, dedicated people who are blind, visually impaired, and/or veterans to meet their workforce needs.



NSITE works with employers to **identify** potential candidates who are blind, visually impaired, and/or veterans. From there, NSITE assists with accessibility needs, onboarding, and **training**, then prepares both parties for job **placement**. Our work does not end there; it continues with ongoing **support** to accommodate changes in accessible technology and employer requirements.

NSITE Professional Training



NSITE Vocational Rehabilitation Partnerships

NSITE partners with state vocational rehabilitation agencies and NIB associated nonprofit agencies to bring a range of career services to people who are blind, low vision, or visually impaired, even in areas where NIB and NSITE don't have a physical presence.



Connect With Us!



Phone

703-310-0500



Email

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Website

www.NIB.org



Address

3000 Potomac Avenue
Alexandria, Virginia 22305

SourceAmerica and the Domestic Industrial Base

Richard Belden
April 24, 2025



Overview

- **Network of 66 federal contractors manufactures products for the government**
 - Located in 31 of 50 states
 - State of the Art, automated manufacturing facilities
 - Additional federal contractors available to support as needed
- **Capability and Capacity to manufacture apparel, chemical/biological protection, medical, food, hardware, and office products to meet federal requirements**
- **Support warfighter needs (Army, Air Force, Navy, Marines)**
- **Provide rapid developmental and prototyping projects**



Apparel & Equipment

Provide a wide variety of apparel and individual equipment to support military and civilian needs

- Combat Ensembles & Dress Uniforms
- Cold Weather Clothing Systems
- Hats, Hoods, Balaclavas, Boonies
- Backpacks, Vests, Load-bearing equipment
- Tents, Shelters, Ponchos
- Coveralls
- Flags



Chemical/Biological Protection

Provide suits and components that protect individuals from chemical, biological, radiological, and nuclear exposure.

- Manufacture 100% of the Joint Service Lightweight Integrated Suit Technology (JSLIST)
- Supporting development of Uniform Integrated Protective Ensemble (UIPE)
- Manufacture protective undergarments (AIR2PUG), socks, hoods
- Sole manufacturer of chemical/biological suits for all military services



Medical & Surgical Supplies

Provide medical products to support our military troops

- First Aid Kits (individual, mass casualty, aircraft, enroute ensembles)
- Surgical Kits
- Swabs
- Hearing Protection
- Personal Protective Equipment (masks, coveralls, patient gowns)



Food & Subsistence

Process and package food products to support our military troops, veterans

- Bakery Mixes (cake, muffins, brownies, rolls and biscuits)
- Spices and Seasonings
- Vegetable Oil
- Pancake, Waffle Mix and Syrup
- Packaged Nuts



Hardware

Manufacture hardware in support of our military, veterans, and GSA

- Fuel Foam kits for military aircraft
- Safety Belts, Straps, Cushions, Harnesses
- Combat Knives
- Batteries, Filters, Rods, Pins, Flashlights
- Clamp Loops for Aircraft
- Waste Water Treatment products
- Cargo Nets



Rapid Development and Prototyping

Manufacture and develop new and improved products

- Advanced Mountain Climbing Kits
- Uniforms (Improved Hot Weather Combat Uniform, Army Green Service Uniform)
- ARTC (All Range Tactical Clothing) Ensemble (6-layer system to support warfighters to -60 degrees F). This is the 3rd generation of cold weather clothing systems that SourceAmerica and NIB have helped to develop.
- IOTV (Individual Outer Tactical Vest) repurpose – helped Army to save funding prior to adopting the MSV (Modular Scalable Vest)
- Various Ammunition Pouches and Bags
- Improved Individual Equipment – MOLLE4K pack, ATAP (Advanced Tactical Assault Panel)



Answered In America

Broad Range of Call Center/Contact Center/Help Desk Services. On premise, off premise, full remote capabilities.

- U.S. Department of State National Passport Information Center
- Dept of Agriculture Client Experience Center IT Help Desk
- IRS 1-800-FORMS
- Centers for Medicare & Medicaid Services – Operations Support
- Customer Interaction Center, DRMS-UPO, Battle Creek MI

Summary

- **AbilityOne network supports manufacturing needs with domestic resources.**
- **Wide range of U.S.-based development and manufacturing capabilities and capacity.**
- **Visit SourceAmerica.org for more information.**





Audience Comments and General Public Discussion



Chairperson Closing Remarks