



## **U.S. AbilityOne Commission Issues Two Compliance Policies, Invites Feedback on Proposed Participating Employee Eligibility Form**

WASHINGTON, D.C., November 17, 2023 – As part of implementing the U.S. AbilityOne Commission strategic plan, the agency today issued two updated compliance policies and announced a proposed Participating Employee Eligibility form.

The policies – which take effect on January 1, 2024 – finalize [drafts](#) previously issued for public feedback. The Commission considered all feedback, and met with stakeholders in the AbilityOne Program and disability community as part of updating these policies.

The Commission will continue to engage with stakeholders about implementing the policies.

**[Policy 51.400 – AbilityOne Commission Compliance Program](#)** – Sets forth the compliance approach of the Commission for nonprofit agencies (NPAs) participating in the AbilityOne Program. It identifies the obligations of the Central Nonprofit Agencies (CNAs) to perform oversight of the NPAs and strengthens the control that the Commission will exercise over the CNAs’ compliance activities.

**[Policy 51.403 – Determining Eligibility of Participating Employees](#)** – Prescribes the requirements an NPA must meet to count individuals toward the direct labor hour (DLH) ratio of individuals who are blind and/or have significant disabilities in the workforce of an NPA in order for the NPA to be qualified to participate in the AbilityOne Program.

Policy 51.403 also sets forth the documentation requirements and record-keeping responsibilities of an NPA; the review and evaluation responsibilities of a CNA; and the oversight and quality-assurance monitoring responsibilities of the Commission.

### **Proposed Participating Employee Eligibility Form**

In addition, the Commission published a [Federal Register notice](#) announcing the agency’s intent to submit an Information Collection Request to the Office of Management and Budget for approval under the Paperwork Reduction Act.



The notice also provides an opportunity for public feedback on a [proposed Participating Employee Eligibility form](#) that an AbilityOne-participating NPA employer will fill out to document its determination of an individual's eligibility to be a participating employee in the AbilityOne Program.

This proposed form simplifies and standardizes the process and information required by the [Commission's current Individual Eligibility Evaluation \(IEE\) form](#), while maintaining the Commission's standards. By accepting certifications provided by other government agencies, the proposed form streamlines documentation requirements for qualified individuals to become employees working on AbilityOne contracts.

The proposed form is the first of two forms intended to modernize the existing IEE form, and aligns it with the Commission's strategic plan and updated approach to determining eligibility for participating employees. The Commission is continuing to develop the second form and plans to issue it for public feedback in 2024.

### **About the U.S. AbilityOne Commission**

The AbilityOne Program is administered by the U.S. AbilityOne Commission, the operating name of the Committee for Purchase From People Who Are Blind or Severely Disabled. The Commission is an independent Federal agency composed of 15 Presidential appointees: 11 represent Federal agencies, and four serve as private citizens who are knowledgeable about employment barriers facing people who are blind or have significant disabilities.

### **About the AbilityOne Program**

The AbilityOne Program facilitates the use of government procurement to provide employment in the United States for people who are blind or have significant disabilities. More than 36,000 individuals, including more than 2,500 veterans, are employed nationwide at approximately 450 nonprofit agencies from Maine to Guam. AbilityOne provided nearly \$4 billion in products and services to approximately 40 Federal government agencies in FY 2022.

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