**U.S. AbilityOne Commission**

**FY 2026-2030 Strategic Plan Components**

**July 17, 2025**

***This initial draft is provided (1) as a reference for the Commission’s July 24, 2025, quarterly public meeting public engagement session discussion, and (2) for written feedback that may be sent to*** ***StrategicPlan@abilityone.gov*** ***before or after that public meeting.***

***The Commission welcomes feedback on this initial draft, and plans to issue a subsequent draft for public comment, date TBD.***

**Draft Mission Statement**

To drive value by tapping America's underutilized workforce of individuals who are blind or have significant disabilities, delivering high-quality, mission-essential products and services to Federal agencies with efficiency and accountability, while providing quality employment opportunities.

**STRATEGIC OBJECTIVE 1: *Increase workforce participation by Americans who are blind or have significant disabilities.***

**Outcome Goal 1:** Draw more Americans with disabilities into the labor force by facilitating more private sector job opportunities on Federal contracts through the AbilityOne Program.

**Strategy 1:** Develop and implement plans to increase job opportunities in new, emerging, or non-traditional\* lines of business, or with new customers. *(*[*Cooperative Agreement*](https://www.abilityone.gov/laws%2C_regulations_and_policy/foia_reading_room.html) *Section C, Task II, Subtask C1T2B)*

**Performance Measure 1**: At least 25 percent of the requirements proposed for addition to the AbilityOne Procurement List beginning in FY 2027 are in new, emerging, or non-traditional lines of business, or with new customers.

*(\*Non-traditional” refers to lines of business not typically found in the AbilityOne Program.)*

**Strategy 2:** Leverage relationships, technology, and other creative approaches to increase awareness of AbilityOne job opportunities among qualifying individuals who are unemployed, underemployed, or not in the labor force.

**Performance Measure 2**: Year-over-year increase in the number of qualifying individuals entering their first AbilityOne job (measured by the number of unique Disability Qualification Determination forms).

**Outcome Goal 2:** Boost employment in the manufacturing sector and help strengthen the U.S. industrial base by making the AbilityOne Program a trusted source of American-made products.

**Strategy 1**: Maximize American-produced raw materials, supplies, and components in products on the Procurement List, positively impacting all levels of the U.S. supply chain.

**Performance Measure 3**: Year-over-year increase, by category line items and sales, in the percentage of Procurement List products reflecting the U.S. as the Country of Origin (COO).

**Strategy 2**: Develop and implement domestic manufacturing solutions for products needed by the Federal Government that are currently not produced within the United States.

**Performance Measure 4**: AbilityOne manufacturers participate in the reshoring of at least one commodity or niche product per year, beginning in FY 2027, that was previously unavailable from domestic sources.

**Outcome Goal 3**: Increase participation in the service economy by developing job opportunities in a wide range of industries, including professional services, information technology services, and other non-traditional services performed under the AbilityOne Program.

**Strategy:** Develop and implement plans to increase job opportunities in new, emerging, or non-traditional lines of business, or with new customers, through prime contract or subcontract approaches. *(*[*Cooperative Agreement*](https://www.abilityone.gov/laws%2C_regulations_and_policy/foia_reading_room.html) *Section C, Task II, Subtask C1T2B)*

**Performance Measure 5**: At least 25 percent of the requirements proposed for addition to the AbilityOne Procurement List beginning in FY 2027 are in new, emerging, or non-traditional lines of business, or with new customers.

**Performance Measure 6**: Year-over-year increase in prime contract requirements added to the Procurement List and/or subcontract requirements resulting from carve-outs for AbilityOne employers.

**Outcome Goal 4**: Ensure AbilityOne employers pay competitive wages and benefits, provide appropriate job support and accommodations, and offer career advancement opportunities to employees with disabilities comparable to those available to employees without disabilities.

**Strategy 1:** Implement the Commission’s Compliance Policies and provide AbilityOne employers with business incentives and technical assistance that encourage them to offer professional development and career advancement programs.
*(*[*Cooperative Agreement*](https://www.abilityone.gov/laws%2C_regulations_and_policy/foia_reading_room.html) *Section D, Tasks I and III, Subtasks C2T1A and C2T3A)*

**Performance Measure 7**: Beginning in FY 2027, a year-over-year increase in the number of AbilityOne employers reporting that they have professional development or career advancement programs via the Participating Employee Information form and/or the Annual Representations and Certifications form.

**Strategy 2:** Leverage expertise and experience within the AbilityOne Program and from other subject matter experts (SMEs) to identify and share best practices related to professional development and career advancement.

**Performance Measure 8**: A volunteer council of AbilityOne employers, and other SMEs as appropriate, gather and publish best practices for implementing professional development and career advancement programs.

**STRATEGIC OBJECTIVE 2: *Drive value, efficiency, and accountability across the AbilityOne Program.***

**Outcome Goal 1:** Support Federal customers by delivering AbilityOne products and services that provide the best value to the Government.

**Strategy:** Engage with AbilityOne customers through AbilityOne Representatives (ABORs) and use other approaches to monitor and increase satisfaction with the quality and price of AbilityOne products and services.

**Performance Measure 9:** Customer satisfaction tracking system(s) such as ABOR communications, scorecards, etc., demonstrate AbilityOne customers are satisfied with quality for the price paid.

**Outcome Goal 2**: Enhance accountability, performance quality, and operational efficiency at all levels of the AbilityOne Program.

**Strategy:** Develop, implement, and publicize performance measures and results for the AbilityOne enterprise, including AbilityOne Federal contractors, the Central Nonprofit Agencies, and the U.S. AbilityOne Commission.
*(*[*Cooperative Agreement*](https://www.abilityone.gov/laws%2C_regulations_and_policy/foia_reading_room.html) *Section D, Tasks I and II, Subtasks C2T1(A) and C2T2(A); Section E, Tasks I and II, Subtasks C3T1(A) through (D), C3T2(A) and (D))*

**Performance Measure 10:** Annual reporting of results such as compliance outcomes, performance quality, and administrative cost per AbilityOne job.

**Outcome Goal 3**: Proactively address top management and performance challenges.

**Strategy:** Leverage high-value audit recommendations as a roadmap to increase organizational efficiency and effectiveness; integrate implementation into performance standards for the Commission and Central Nonprofit Agencies to accelerate results in functional areas such as compliance, oversight, and information technology.
*(*[*Cooperative Agreement*](https://www.abilityone.gov/laws%2C_regulations_and_policy/foia_reading_room.html) *Section D, Task IV, Subtasks C2T4(A) through (C))*

**Performance Measure 11:** Percentage of audit recommendations closed; may include other measures of organizational efficiency (see Performance Measure 10).

**STRATEGIC OBJECTIVE 3: *Engage in partnerships to increase employment opportunities for Americans who are blind or have significant disabilities within and beyond the AbilityOne Program.***

**Outcome Goal 1**: Contribute as a member of the public-private community focused on promoting employment opportunities for Americans who are blind or have other significant disabilities.

**Strategy:** Partner withother Federal agencies, ABORs, and/or private sector organizations that promote the hiring, training, employment, and career mobility of Americans with disabilities.

**Performance Measure 12:** Maintain an active ABOR network that facilitates communication, challenge resolution, and new opportunities within the ABORs’ Federal agencies.

**Performance Measure 13:** Establishment of one or more formal or informal agreements per year with public and/or private sectororganizations that promote the hiring, training, employment, and career mobility of Americans with disabilities.

**Outcome Goal 2:** Enhance communication and transparency with stakeholders, including those in the business and nonprofit communities, to leverage the AbilityOne Program’s public-private structure and support workforce participation of Americans with disabilities.

**Strategy:** Through in-person and virtual meetings, and digital communications, the Commission consistently communicates and provides insights into its strategic objectives, priorities, policies, and key initiatives.

**Performance Measure 14:** The Commission holds virtual and/or in-person meetings that inform stakeholders and present opportunities for dialogue.

**Performance Measure 15:** The Commission’s website and other channels provide the public with information about the Commission’s strategic direction, Program guidance, and results.