



U.S. AbilityOne Commission Overview

January 23, 2015

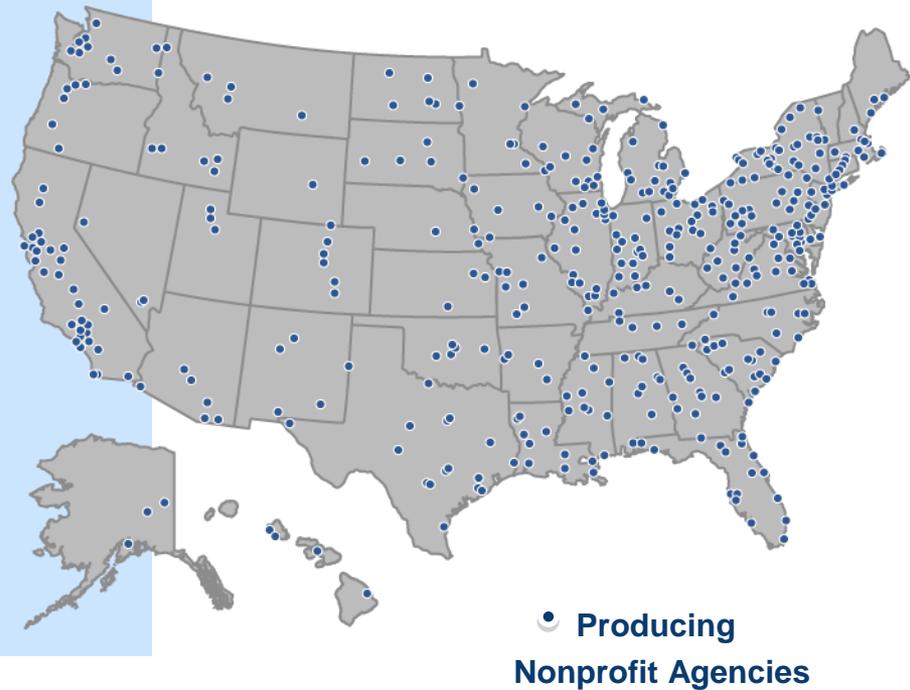


AbilityOne Mission & Network

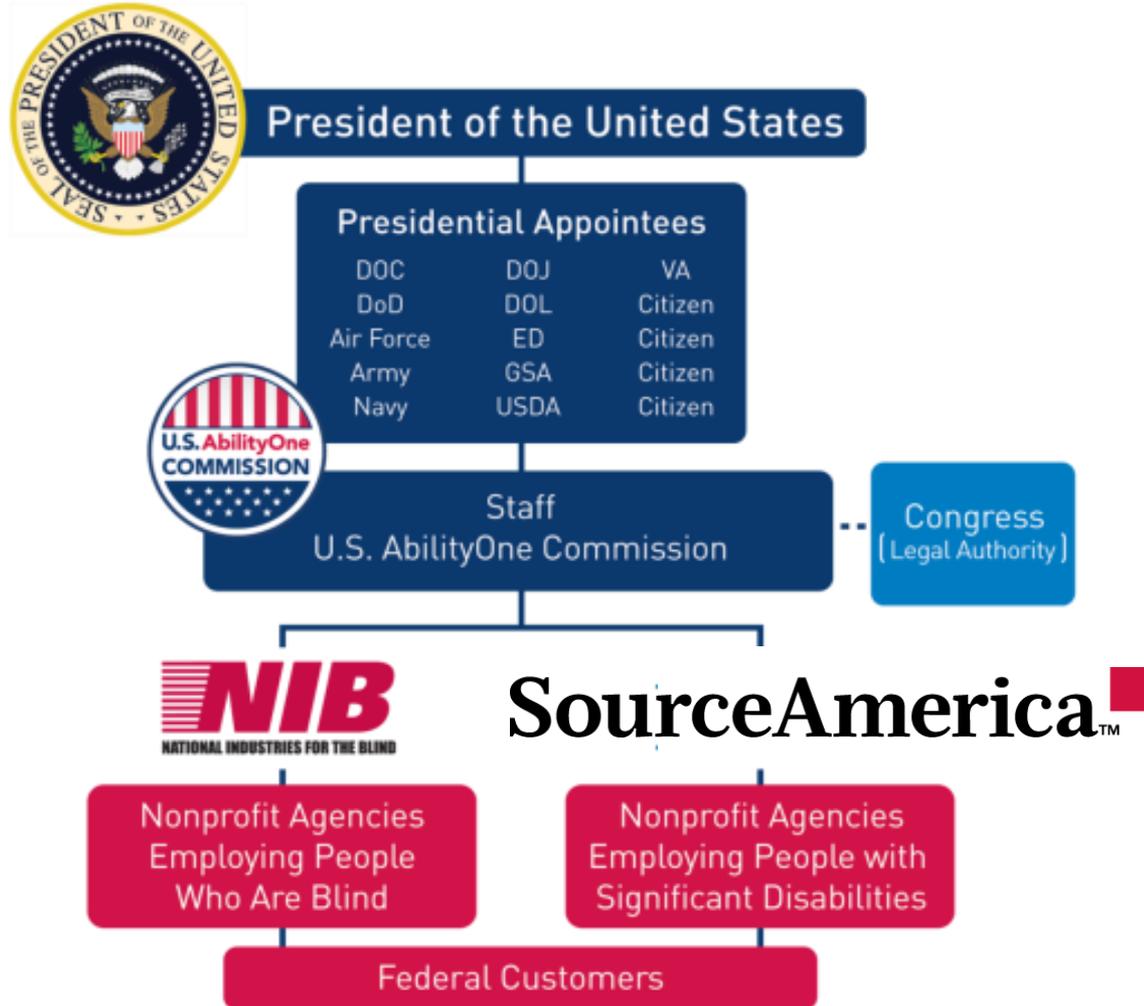
Mission

Provide employment opportunities for people who are blind or have other significant disabilities through the manufacture and delivery of products and services to the Federal Government.

AbilityOne National Footprint



AbilityOne Program Organization





Who the Program Serves

- Primary Disability of AbilityOne Program employees based on data provided by NIB and SourceAmerica's ERS database:

Intellectual/ Developmental	45.06%
Mental Illness	20.65%
Blind and Visually Impaired	10.00%
Musculoskeletal	7.42%
Other Physical Disorders	7.08%
Hearing impairment	4.15%
Other Neurological Impairments	2.19%
Substance Abuse/Alcoholism	1.43%
Traumatic Brain Injury	1.24%
Post Traumatic Stress Disorder	0.78%



Roles and Responsibilities

U.S. AbilityOne Commission:

- Maintain and publish a Procurement List (PL)
(may add and delete)
- Determine the fair market price for items on the PL
- Designate Central Nonprofit Agency(ies)
(no funding mechanism)
- Prescribe regulations, including products-related priority for nonprofit agencies employing people who are blind
- Study and evaluate activities to ensure efficient administration



Roles and Responsibilities

Central Nonprofit Agencies:

- “...facilitate the distribution ...of orders” of items on the PL among qualified nonprofit agencies
- Represent nonprofit agencies
- Evaluate NPA’s qualifications and capabilities
- Obtain procurement information from federal agencies
- Recommend items for the PL
- Oversee and assist NPA’s contract compliance
- Perform JWOD administrative duties



Roles and Responsibilities

Qualified Nonprofit Agencies (565 Providers):

- Demonstrate and maintain status as a nonprofit corporation
 - Operated in the interests of people who are blind or who have significant disabilities
 - The net income does not inure to any shareholder or other individual
- Employ persons with significant disabilities (including blind) for no less than 75% of the direct labor hours performed in the delivery of products or services during the fiscal year
- Comply with applicable Labor laws for employment, compensation and OSHA



Benefits to Stakeholders

- Through AbilityOne, approx. 46,600 people who are blind or significantly disabled are employed nationwide
- Through AbilityOne, nonprofit agency employers (providers) are allocated contracts to deliver products and/or services to the Federal Government
- Through AbilityOne, Federal customers receive a wide range of products and services, including award-winning quality performance
- Through AbilityOne, taxpayers benefit as seven cents per dollar spent on AbilityOne products and services is returned to the Treasury through taxes or offsets



Quality Work Environment (QWE)

- Rooted in AbilityOne Vision Statement & Strategic Plan
- Jan. 2009: Commission issued QWE Guiding Principles
 - Choice; supports; workplace flexibilities; integration; competitive wages and benefits
 - Access to training
 - Clear path to career advancement
- ***Collaborative approach with internal/external experts*** resulted in buy-in and continuous improvement tenet
- Core and progressive practices gathered; tool kit created; self-assessment designed with CARF input
- Roll out across AbilityOne Program began in 2010
- Correlations now drawn to employee satisfaction data



QWE Score Card, December 2014

Participation tracked by (1) completion of the self-assessment, (2) development of action plan and (3) completion of action plan.

- 82% of AbilityOne employees work in nonprofit agencies that have completed the QWE self-assessment (56% of all NPAs)
- 74% of AbilityOne employees work in nonprofit agencies that have developed QWE action plans (44% of all NPAs)
- 34% of AbilityOne employees work in nonprofit agencies that have completed their first QWE action plan (12% of all NPAs)
- Target is 95% of all AbilityOne employees covered by action plans by end of CY 2015.
- Continuous improvement – Complete, self-assess again....

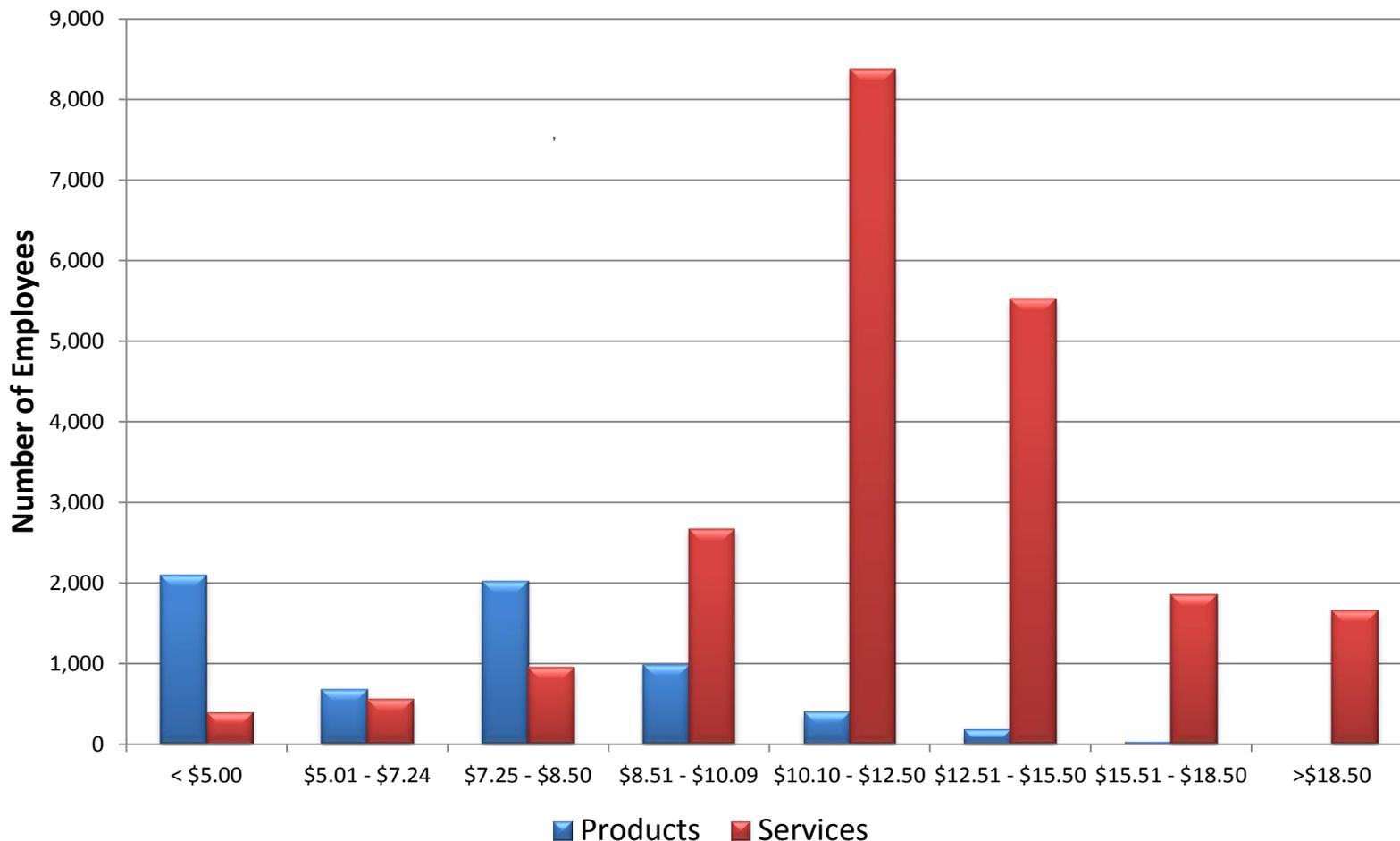


FY 2014 AbilityOne Program Data

- People Employed -46,630
 - 35,804 Service
 - 10,826 Products
- Hours Worked - 44,855,247
- Average Hour Wage - \$12.44
 - \$13.39 Services
 - \$8.26 Product
- Placements to the community – 1,936
- Promotions to supervisory jobs - 359



SourceAmerica ERS Average Hourly Wage





Average Hourly Wage Distribution

	Product Agencies	Product People	Average Hours Worked per week	Services Agencies	Services People	Average Hours Worked per week
< \$5.00	46	2,473	5.88	4	126	7.46
\$5.01 - \$7.24	30	1,402	8.12	14	425	16.50
\$7.25 - \$8.50	34	2,834	17.71	6	312	20.98
\$8.51 - \$10.09	40	2,776	22.15	67	3,993	16.01
\$10.10 - \$12.50	22	1,315	16.36	125	10,325	17.08
\$12.51 - \$15.50	3	26	21.96	172	14,338	21.93
\$15.51 - \$18.50	0	0	0	61	5,190	20.45
>\$18.50	0	0	0	21	1,064	25.91

