



# Employment Growth / Immediate Payoff Group Report

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July 14, 2011



**IPO Task Force  
Working to Improve  
the  
Program's Mandatory Source Status  
to  
Maximize Employment Opportunities**

**July 14, 2011**



Creating Employment  
Opportunities  
For People With  
Severe Disabilities

# Background

- Strategic Planning Off-site – 2009
- Task Force (TF) was formed at the request of the Executive Director of the AbilityOne Commission
- One of the key objectives for this group was to better leverage the resources of Committee members
  - “Federal agency Committee for Purchase members should be asked and encouraged to become advocates for the AbilityOne program by promoting it within their agencies, through such actions as internal agency communications... and ensuring their agencies contracting and purchasing staff are educated on AbilityOne”

Memorandum for CEO Executives, 2009

- TF included representatives from NPAs, NIB, NAEPB, NISH, NCWC, and Committee staff

# Why is “Mandatory” Important?

- Established in the Javits-Wagner-O'Day Act, Section 3 (41 U.S.C. § 48)
- “Mandatory” source requirement is critical to achieving the AbilityOne employment mission
- Compliance with “mandatory” source results in sustainment of jobs for Americans employed through the AbilityOne Program
- Mandatory source requirement is not consistently followed by Federal buyers

# Task Force Objectives

- Identify areas for improvement that, if fixed, have the best potential for “immediate pay-off”
- Develop action plans that, when implemented, will improve compliance with mandatory source requirements and AbilityOne Program awareness
- Engage and involve Committee members in implementing the action plans
- Quantify jobs lost to AbilityOne Program “buy rounds” and other ETS infractions

# Key Findings

- Over 1,400 jobs are estimated to be lost through ETS sales on GSA Schedule contracts
- Hundreds of jobs have been lost to the purchase of “replacement products” of Procurement List items with specification changes
- Tools and tactics need to be developed and made available to Committee members so they can improve recognition of Program’s mandatory source requirement in their Agencies

# ETS on GSA Schedules

- **Lost sales = lost jobs**
- **Total estimated jobs lost = 1,441**
- Schedule 51V - Hardware = 11 Jobs
- Schedule 70 – Information Technology = 71 Jobs
- Schedule 71 – Office Furniture = 11 Jobs
- Schedule 73 – Food Service = 15 Jobs
- Schedule 75 – Office Products = 683 Jobs
- Other Schedules = 650 jobs

Based on FY09 Sales data

# Recommendations – ETS Sales

Recommend Committee engage GSA to:

- Increase removal of ETS from schedule contracts through increased ETS “scrubbing” of schedule holder product lists
- Remove commercial products and product listings from Advantage (use search instead)
- Like the current FSSI directive - require schedule holders to be AbilityOne authorized distributors – for schedules 51v, 70, 71, 73 and 75.



# Recommendations – ETS Sales

Recommend Committee engage GSA to:

- Include AbilityOne language in all schedule contracts
- Include AbilityOne contract language in acquisition initiatives, including BPAs, RFPs and RFQs, where products are being procured
- Implement AbilityOne “mandatory source” compliance at the same level as TAA and other purchasing laws
- Increase use of a product sampling tactic with Authorized Distributors to ensure AbilityOne products are being shipped when ordered

# Recommendations – Replacement Products

Recommend Committee direct Committee staff to:

- Review CFR for appropriate updates and changes
  - Conduct process review from Federal customer perspective
  - Incorporate Federal customer recommendations
- Develop and implement training, contract language and other materials as necessary to insure that products that are updated in spec are maintained on the procurement list
- Develop a FAR-case to prescribe AbilityOne Program replacement product procedures

# Recommendations – Tools and Tactics

Recommend Committee members engage to accomplish:

- Letter of support from agency lead
- Disseminate the “tool kit” (that the IPO Task Force will provide) throughout the agency and actively collect reporting and other feedback on usage of the materials
  - The IPO Task Force will develop the “tool kit” of materials and other information necessary to implement the recommendations to allow Committee members to focus their efforts on outreach and advocacy

# Recommendations – Tools and Tactics

Recommend Committee members engage to accomplish:

- Commitment to conduct annual agency-wide National Disability Employment Awareness Month events in the October timeframe
- Establish quarterly formal AbilityOne training for newly hired and promoted acquisition and contracting staff
- Develop a plan to have all Office of Small and Disadvantaged Business Utilization staff and purchase card managers visit at least one AbilityOne CRP/NPA annually
- Include a permanent AbilityOne icon on agency computer desktops that links to *abilityone.gov*

# Recommendations – Tools and Tactics

Recommend Committee members engage to accomplish:

- Commitment that agency purchase cards will feature the AbilityOne logo
- Develop and execute a plan to use webinars and other online, interactive training programs to increase awareness
- Commitment to incorporate AbilityOne into intra-Agency events where possible

# Proposed Actions

- Support the recommendations of the IPO Task Force
- Each Federal Agency Committee member develop a member's proactive plan of engagement to implement the recommendations appropriate to their Agency **by October 1, 2011**
- Reporting on IPO Task Force tasking implementation become a permanent, regular agenda topic for the Committee

# Next Steps

- Develop the tool kit
- Develop action plans with each Federal Committee member
- Implement the plans
- Monitor progress

# Contact Information

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