

National Disability Employment Awareness Month – October 2025

Celebrating Value and Talent



The AbilityOne Program and NDEAM

America celebrates the 80th anniversary of National Disability Employment Awareness Month (NDEAM) in October 2025. NDEAM is an annual recognition of the positive impact of people with disabilities in the American workforce.

This year's NDEAM theme of "[Celebrating Value and Talent](#)" resonates with the AbilityOne Program mission: To tap America's underutilized workforce of individuals who are blind or have significant disabilities to deliver high quality, mission-essential products and services to Federal agencies in quality employment opportunities.

The U.S. AbilityOne Commission is the independent Federal agency that oversees the AbilityOne Program, established in 1938. The Commission's statutory name is the Committee for Purchase From People Who Are Blind or Severely Disabled.

AbilityOne and Administration Priorities

On Day 1 of his Administration, President Donald J. Trump directed Federal agencies to "create employment opportunities for American workers, including drawing discouraged workers into the labor force."*

The President's guidance directly aligns with the AbilityOne Program mission of creating jobs in the private sector for Americans with disabilities – a historically discouraged and underutilized workforce with the lowest employment rate of any segment of U.S. society.

Creating private sector jobs in every state for more than 39,000 Americans who are blind or have significant disabilities, the AbilityOne Program bolsters national security, military readiness, and domestic manufacturing by delivering mission-critical products and services.

Made in America products and services are the foundation of AbilityOne, strengthening the U.S. industrial base and increasing resilience during times of crisis.

AbilityOne increases private sector labor force participation by providing Americans with jobs as well as serving as a springboard to the broader economy.

More than 400 AbilityOne employers operate at 1,000+ locations, representing 40 Federal agencies, in all 50 states, Guam and Puerto Rico. AbilityOne provides a range of uninterruptible services to ensure continuity of government operations.

The Commission has designated National Industries for the Blind and SourceAmerica as central nonprofit agencies that assist in administering the Program.

* Presidential Memorandum "Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis," January 20, 2025



Mission Moment

Jordan Lazaroff
InspiriTec
Philadelphia, PA

Jordan Lazaroff supports NASA and its business partners as a Tier 1 IT help desk agent.

Lazaroff graduated cum laude from Central Penn College in 2009 with a passion for information technology and a bachelor's degree in criminal justice. He is proud to be doing IT work for NASA while using his customer service and communication skills.

In his free time, Lazaroff runs a social support group and plans events for neurodivergent young adults.

Key Websites

U.S. AbilityOne Commission
www.AbilityOne.gov

National Industries for the Blind
NIB.org

SourceAmerica
www.SourceAmerica.org

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AbilityOne Impact

- Delivers mission-essential products and services to Federal customers, including:
 - U.S. Customs and Border Protection facility operations
 - Military equipment and uniforms, including chemical and biological warfare protection
 - Onshore contact centers that support citizen needs, including U.S. passport applicants
 - 24/7 call centers for Departments of Defense and Veterans Affairs
 - Department of Homeland Security secure mail
 - Sanitizing hospitals and medical facilities
- Supplies more than \$4.4 billion in products and services to the Federal government
- Largest customer is the Department of Defense – \$2.7 billion in contracts and more than 18,000 AbilityOne employees

AbilityOne People and Numbers – FY 2024

Private sector AbilityOne employees who are blind or have significant disabilities	39,247
AbilityOne wages paid to private sector employees	\$821 million
Average hourly wage paid to private sector employees	\$18.58
Cost per AbilityOne job based on AbilityOne Commission budget (Federal agency & OIG FY24 \$13.124 million budget ÷ 39,247 jobs)	\$334
Sales of products and services to Federal customers	\$4.4 billion
Wounded, ill, or injured veterans in AbilityOne direct labor jobs	2,500
Outward placements from AbilityOne contracts	1,425
Upward promotions within AbilityOne contracts	2,398

Mission Moment

Israel Bolivar
Vibrant Works
San Antonio, Texas

Israel Bolivar supports the global reach of Air Force KC-135 Stratotanker aerial refueling aircraft by sanding and finishing their floorboards. He operates the sanding machine and assists painters in preparing boards for priming and painting.

Bolivar lost his vision and both hands at the age of five in his native Colombia after discovering a neighbor’s homemade grenade while playing hide and seek. Following numerous surgeries, he moved to Florida, earned a bachelor’s degree in psychology from Florida International University, and later settled in Texas with his wife.

