

U.S. AbilityOne Commission Draft Strategic Plan

Fiscal Years 2026-2030



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MESSAGE FROM THE CHAIRPERSON

The U.S. AbilityOne Commission welcomes and appreciates all comments from the public, stakeholders, and AbilityOne Program employees on its draft Strategic Plan for FY 2026-2030. This plan is the road map that will guide us over the next five years.

Three Strategic Objectives anchor this plan:

1. Increase workforce participation by Americans who are blind or have significant disabilities.
2. Drive value, efficiency, and accountability across the AbilityOne Program.
3. Engage in partnerships to expand employment opportunities for Americans who are blind or have significant disabilities within and beyond the AbilityOne Program.

This draft Strategic Plan builds on the Commission's Strategic Plan for FY 2022-2026, as well as the Commission's initial draft of the FY 2026-2030 Strategic Plan Components published on the Commission website on July 17, 2025, and feedback received by the Commission.

The plan's outcome goals, strategies, and performance measures all clearly communicate the Commission's direction and resource prioritization. The plan includes a slightly updated mission statement that reinforces the purpose of the AbilityOne Program.

As always, thank you for your support of the Commission and AbilityOne Program.

Sincerely,

Christina Brandt

Christina Brandt
Chairperson and Presidential Appointee

ABOUT THE U.S. ABILITYONE COMMISSION

The U.S. AbilityOne Commission is the independent Federal agency that oversees the AbilityOne Program. The U.S. AbilityOne Commission is the operating name for the Committee for Purchase From People Who Are Blind or Severely Disabled.

The Commission is 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.

The Commission administers the AbilityOne Program in accordance with the Javits-Wagner-O'Day (JWOD) Act (41 U.S.C. §§ 8501-8506).

In FY 2025, the AbilityOne Program provided \$4.7 billion in products and services to approximately 40 Federal government agencies.

Approximately 41,000 people who are blind or have significant disabilities, including approximately 2,800 veterans and wounded warriors, work on AbilityOne contracts at approximately 400 nonprofit agencies nationwide.

The Commission has designated two central nonprofit agencies to facilitate the AbilityOne Program – National Industries for the Blind and SourceAmerica.

For more information, visit www.abilityone.gov.

MISSION AND VISION

Mission

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.

Vision

Remain a trusted source of supply and services for Federal agencies while creating quality employment opportunities across all economic sectors for people who are blind or have significant disabilities.

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: Develop and implement plans to increase job opportunities in new, emerging, or non-traditional* lines of business, or with new customers.

([Cooperative Agreement](#) Section C, Task II, Subtask CIT2B)¹

Performance Measure 1: The Commission’s Cooperative Agreements explicitly drive Central Nonprofit Agency (CNA) business development prioritization in new, emerging, or non-traditional lines of business, or with new customers, reflected in at least 25% of Procurement List proposed additions per fiscal year by 2030.

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

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

Strategy 1: Promote the AbilityOne Program as a source of domestic manufacturing jobs and solutions for products that are currently not produced (or unavailable in sufficient quantities) within the U.S.

Performance Measure 2: At least annually, the Commission will publish content as available about AbilityOne employers and employees participating in reshoring and/or onshoring products that were previously unavailable (or unavailable in sufficient quantities) from domestic sources.

Strategy 2: Ensure that products on the Procurement List contain the required U.S.-produced raw materials, supplies, and components, consistent with domestic sourcing laws, to protect and grow jobs that support U.S. supply chain resilience.

Performance Measure 3: All products on the Procurement List are documented as compliant with the Buy American Act and/or Make PPE in America Act.

¹ The “Cooperative Agreement” refers to the Commission’s Cooperative Agreements with the Central Nonprofit Agencies, signed December 20, 2024.

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: Expand and diversify service-based employment opportunities by identifying high-demand sectors, building strategic partnerships, and leveraging innovative contracting models to create sustainable jobs in professional, IT, and other non-traditional service lines. (*Cooperative Agreement Section C, Task II, Subtask CIT2B*)

Performance Measure 4: The Commission's annual reporting will include any increases in job opportunities resulting from expanding employment into high-demand sectors, building strategic partnerships, and leveraging innovative contracting models to create sustainable jobs in professional, IT, and other non-traditional service lines.

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

Performance Measure 5: Customer satisfaction is assessed at least annually through a combination of feedback and monitoring mechanisms, including ABOR communications, scorecards, customer roundtables, surveys, training, and other structured feedback tools.

Strategy 2: Identify, assess, and implement methodologies to drive cost savings and competitive initiatives, such as lower fees, volume discounts, standardization, category management, and competition for contract opportunities within and/or outside of the AbilityOne Program. Consistent with Federal acquisition priorities, develop and implement new or improved approaches for the AbilityOne Program to reduce costs and increase market competitiveness.

Performance Measure 6: The Commission will report on AbilityOne Program identification, assessment, and implementation of methodologies that drive cost savings and competitive initiatives.

Outcome Goal 2: Enhance transparency, efficiency, and accountability at all levels of the AbilityOne Program.

Strategy 1: Develop, implement, and publicize performance results for the AbilityOne enterprise, including AbilityOne Federal contractors, the Central Nonprofit Agencies, and the U.S. AbilityOne Commission. ([*Cooperative Agreement*](#) 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 7: Annually, the Commission publicly reports AbilityOne Program results such as compliance outcomes, contract performance quality, and administrative cost per AbilityOne Program job.

Strategy 2: Improve the efficiency and timeliness of the Procurement List addition process by identifying and implementing process improvements that reduce administrative friction; clarify roles, responsibilities, and expectations; and support earlier engagement with Federal customers and stakeholders throughout the Procurement List development lifecycle.

Performance Measure 8: The Commission will report reductions in documentation and/or average cycle time required to complete routine (not complex) Procurement List additions, measured from initial identification of a potential requirement to final Commission approval, using baseline data from FY 2025.

Outcome Goal 3: Uphold the quality of AbilityOne jobs by ensuring that AbilityOne Program employers consistently recognize employees' rights and provide competitive wages and benefits, appropriate job supports and accommodations, and opportunities for lateral, upward, or outward mobility.

Strategy: Implement the Commission's compliance policies and data forms, and provide AbilityOne employers with business incentives that encourage professional development and career advancement programs. ([*Cooperative Agreement*](#) Section D, Tasks I and III, Subtasks C2T1A and C2T3A)

Performance Measure 9: The Commission annually collects, analyzes, and publishes data about AbilityOne employee compensation, job supports and accommodations, and career mobility.

STRATEGIC OBJECTIVE 3: *Engage in partnerships to expand 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 with other Federal agencies, AbilityOne employers, and/or other private sector organizations to promote the hiring, training, employment, and career mobility of Americans with disabilities.

Performance Measure 10: The Commission will report on its engagement with the public-private community, including Federal agencies, and outcomes that support the AbilityOne Program mission.

Outcome Goal 2: Leverage AbilityOne Representatives (ABORs) to proactively identify, develop, and advance potential Procurement List requirements, expanding the pipeline of private sector job opportunities available through the AbilityOne Program.

Strategy: Cultivate the ABOR network through Community of Practice (CoP) meetings and quarterly meetings, with at least one engagement annually per participating CFO Act agency and military service.

Performance Measure 11: The Commission will assess the effectiveness of ABOR engagement by monitoring indicators including participation, engagement, and outcomes.

Outcome Goal 3: Proactive communication and consistent transparency with stakeholders – including the Executive Branch, Congress, Federal customers, and business, nonprofit, and disability communities – to build awareness, understanding, and engagement that supports workforce participation of Americans with disabilities and leverages the AbilityOne Program’s public-private structure.

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 12: The Commission holds quarterly meetings, virtually or in person, and maintains public communication channels – including its website – to inform participating employees in the AbilityOne Program, other stakeholders, and the public about its strategic direction, program guidance, key initiatives, and results.