



# U.S. AbilityOne Commission Quarterly Public Meeting

January 23, 2025





# Administrative Remarks

- This official meeting of the U.S. AbilityOne Commission is open to the general public and is being recorded
- ASL interpreters are pinned to the top of the Zoom screen; live captioning is enabled. To see captions on your screen, use the CC icon at the bottom of the Zoom window
- The Zoom setting for public attendees today is listen-only
- The Chat Box is enabled for comments or questions
- Screen reading software users can silence Zoom alerts (including chats), if desired, by muting your computer audio and joining the meeting by phone
- Meeting materials can be found on [www.abilityone.gov](http://www.abilityone.gov)





# Agenda

- Chairperson's Opening Remarks
- Executive Director Report
- Inspector General Presentation
- BREAK
- Public Engagement Session:
  - “Employee Career Development”
- General Public Discussion
- Announcements
- Closing Remarks





# Executive Director Report



# Recent Milestones and Achievements

- Two new Compliance Policies effective Jan. 1, 2025
  - 51.406 – Rights of Participating Employees
  - 51.407 – Qualification Assessments & Enforcement Actions
- Concluded public comment periods and revisions to data collection forms – next step is OMB final review
- Signed Cooperative Agreements with NIB and SourceAmerica on Dec. 20, 2024
  - Address roles, responsibilities, priority tasks, and measures
  - Bottom line: new agreements promote more efficient performance and alignment of resources to Program priorities
- Approved SourceAmerica's **Mentor-Protégé Program** to expand capabilities, past performance, and career pathways





# Measuring 2024 Results

- NPAs Buying from NPAs (Policy 51.542)
  - More than \$6.31M in NPA purchases (up from \$1.07M in FY23)
  - More than 260 service contracts now use AbilityOne products
  - Enables manufacturers to add employees and invest in equipment
- AbilityOne Representatives Program
  - Worked with a community of 134 ABORs
  - Reached more than 7,200 customers with AbilityOne training
  - Held in-person/hybrid Reverse Industry Day in November
  - Conducted dozens of meetings with ABORs, leading to the identification of many new opportunities to explore
  - Engaged with NASA to promote AbilityOne subcontracting opportunities in the “Solutions for Enterprise-Wide Procurement” (SEWP VI) solicitation





# AbilityOne Program FY 2024 Compared to FY 2023

- Participating employees performed 44.2M direct labor hours, a 6% increase over FY23 (41.6M).
- Total participating employees, 39,247, a 7% increase over FY23 (36,597).
- Total wages earned by participating employees, \$821M, a 12% increase over FY23. Average hourly wage was \$18.58.
- Total Program sales exceeded \$4.4B.
  - \$1.16B in Products, \$3.27B in Services.
  - Total sales increased 9.5% over FY23.





# Career Mobility for Participating Employees: FY24 & 5-Year Snapshot

- Outward Mobility: FY24 – 1,425 participating employees; 7,895 in last 5 years.
- Upward Mobility: FY24 – 2,398 participating employees; 10,222 in last 5 years.
- Combined Mobility: FY24 – 3,823 participating employees; 18,117 in last 5 years.







# U.S. AbilityOne Commission

## Office of Inspector General



Stefania P. Porter, Inspector General  
January 23, 2025

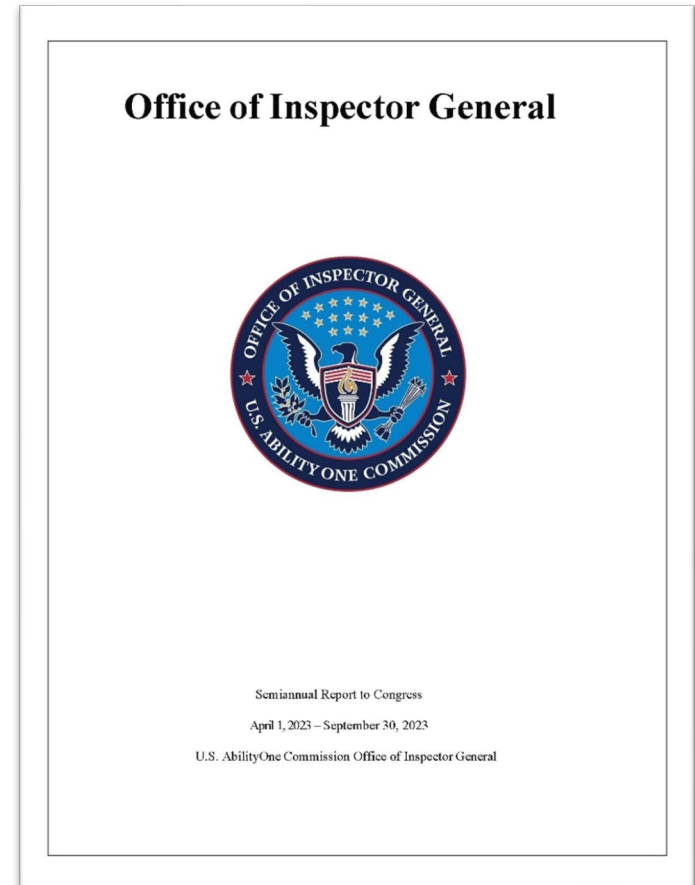




# Semiannual Report to Congress

SAR issued in the Fall 2024

SAR - Spring 2025 - upcoming





# Reports Issued - Audit

## Financial Statement Audit – FSA FY 2024

### Findings

The financial statements presented fairly, in all material respects, in the Commission's financial position as of September 30, 2024, and 2023

### Recommendations

The OIG issued no recommendations

Clean opinion – Positive opinion

## Enterprise Risk Management (ERM)

### Findings

Commission has designed and implemented a formal ERM program. OIG determined that the ERM program is not fully effective

### Recommendations

Provide structured ERM program training, assess and update existing ERM policies and procedures.



# Reports Issued - Evaluation

## Evaluation on the Commission's Strategic Plan

For enhancements:

Recommendation to consider incorporating

- 1) evidence building
- 2) program evaluation
- 3) quantitative measures

into its next strategic planning process

As a non-CFO Act agency, the Commission is encouraged to implement these elements to assist in having defined reliable measures of success for the program



# Top Challenges Report

## Fall 2024 -

The Top Management and Performance Challenges facing the Commission – Fewer than in past years

- 1) Program modernization – Strategic Plan
  - a) New cooperative agreements – already ongoing
  - b) Database – IT modernization – already ongoing
  
- 2) Internal Controls



# OIG Oversight - Planning

- Currently planning oversight work for CY 2025
- Will finalize in the coming weeks – will include:

## Mandatory Audits

- FY25 FSA
- FY25 FISMA

## Discretionary oversight activity

- Evaluation of ERM Maturity Level





# Going forward - CY 2025

Congratulations to Chairperson Koses on a very productive tenure

OIG – continued communications with Stakeholders, including

Congress, OMB – Commission Chair, Vice-Chair, Members, Staff  
CNAs-NPAs – Participant Employees and fellow federal agencies and OIGs

Continue to invest in the OIG operation's units

- Investigation
- Auditing
- Evaluation





# Break





# Public Engagement Session

## “Employee Career Development”



# Employee Career Development

- Framework for every AbilityOne participating employee to have the opportunity for consistent, documented career development
- Extensive collaboration with SMEs both inside and outside of the Program to refine the concepts
- Central nonprofit agencies to provide technical assistance
- FY25 is a readiness assessment period
- Posted on [www.abilityone.gov](http://www.abilityone.gov) for public feedback





# Audience Comments and General Public Discussion



# Announcements



# Chairperson Closing Remarks