

**Committee for Purchase
From People Who Are Blind or Severely Disabled**

**Fiscal Year 2026
Congressional Budget Justification**



An independent Federal agency responsible for administering the
Javits-Wagner-O'Day Act and the AbilityOne Program

Operating as the U.S. AbilityOne Commission





OFFICE OF THE CHAIRPERSON

Dear Member of Congress,

The U.S. AbilityOne Commission is pleased to submit its fiscal year (FY) 2026 budget justification for \$13,124,000 including not less than \$3,150,000 for the Office of Inspector General (OIG).

This justification reflects the Commission's commitment to its theme of "Driving Value, Efficiency, and Accountability" as it oversees the nationwide public-private AbilityOne Program. In FY 2026, the Commission will improve stewardship, implement executive orders, publish a new strategic plan, and partner with Federal agencies to expand employment opportunities for people who are blind or have significant disabilities.

Following last year's 7% increase in private sector AbilityOne jobs, the Commission will also seek continued growth in the number and quality of employment opportunities that the AbilityOne Program makes possible for more than 39,000 Americans, including approximately 2,500 veterans, who are blind or have significant disabilities. Employment on AbilityOne contracts increases economic empowerment and independence, and reduces reliance on public benefits.

The AbilityOne mission is to tap the underutilized workforce of people with disabilities to deliver high quality, mission-essential products and services to Federal agencies. The agency directly supports efforts to rebuild the American industrial base through the Program's role as a trusted source of supply and services for Federal customers.

This budget justification outlines major actions taken by the Commission and planned actions to maintain focus on modernization while improving stewardship, increasing transparency, and expanding engagement with stakeholders. Through such actions, the Commission will continue to support an effective and accountable government that delivers results for all Americans.

Drawing "discouraged workers" into the labor force

On Day 1 of his Administration, President Trump directed Federal agencies to "create employment opportunities for American workers, including drawing discouraged workers into the labor force," as part of his memorandum titled "Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis."

The President's guidance directly aligns with the AbilityOne Program mission of creating private sector jobs for Americans with disabilities – a historically discouraged and underutilized workforce with the lowest employment rate of any segment of U.S. society. AbilityOne increases private sector labor force participation by providing these citizens with employment as well as serving as a springboard to a wide range of jobs in the broader economy, whether in manufacturing, skilled trades, professional services, or other industries.

Through domestic manufacturing and delivering mission-critical Made in America products and services, the AbilityOne Program strengthens national security, military readiness, and the defense industrial base. At the same time, citizens with disabilities earn income through AbilityOne Program jobs in the private sector to pursue their share of the American dream.

Intensifying focus on Made in America products

Prioritizing Made in America products is fundamental to the Commission's work. The agency is committed to fully supporting the Made in America Office within the Office of Management and Budget, and aligning and advancing our mutual goals throughout the AbilityOne Program.

By making it easy for Federal customers to purchase domestic products while complying with the mandatory source requirements of the JWOD Act, the Commission can demonstrate the value of AbilityOne and potentially grow domestic manufacturing opportunities for AbilityOne Federal contractors (nonprofit agencies).

Strengthening the U.S. industrial base, national security, military readiness

Part of the backbone of the U.S. industrial base, AbilityOne bolsters national security and military readiness with a nationwide infrastructure of wide-ranging capability and capacity.

Made in America products include clothing and textiles that strengthen the defense industrial base. The Program is the sole manufacturer of complex garments and equipment including chemical protective suits for the U.S. military. Multiple AbilityOne manufacturers meet Berry Amendment standards (100% domestic production, including raw materials).

AbilityOne manufacturing also includes military uniforms, extreme cold weather clothing systems, fire-retardant personal protective gear, medical kits and supplies, food products, and office supplies for military personnel.

In addition, reliable onshore contact centers support citizen needs, including U.S. passport applicants nationwide and callers to the National Lead Information Center hotline.

AbilityOne supports the Department of Homeland Security at dozens of Customs and Border Protection stations on both U.S. borders, including by providing cleaning and groundskeeping services, as well as providing all disposable gloves for the Transportation Security Agency.

Increasing accountability of AbilityOne Federal contractors

Commission initiatives place a premium on Federal contractor integrity, performance, quality, and accountability. In 2025, the Commission is overseeing implementation of a modernized compliance inspection process and converting to digital collection of key Program data.

OMB recently approved three new data collection forms that collectively represent groundbreaking improvements in efficiency, accountability, and transparency throughout the Program. For example, the new Disability Qualification Determination Form for the first time allows AbilityOne Federal contractors to use documentation of disability from other Federal agencies to qualify an individual to participate in the AbilityOne Program.

The new forms also enable the Commission to better assess compliance, demonstrate value, and ensure that individuals employed on AbilityOne contracts have qualifying disabilities and receive appropriate accommodations and job supports; that AbilityOne Federal contractors meet applicable laws; and that AbilityOne provides on-time delivery of quality, mission-critical products and services.

Signing second-generation Cooperative Agreements with central nonprofit agencies

The Commission signed second-generation Cooperative Agreements last year with National Industries for the Blind and SourceAmerica, the central nonprofit agencies (CNAs) designated by the Commission to help administer the AbilityOne Program.

The agreements advance the Commission's FY 2022-2026 Strategic Plan and reflect the governing relationship, roles, responsibilities, key expectations, and guidance for the Commission and CNAs in implementing and managing the AbilityOne Program.

These second-generation agreements strengthen governance by incorporating lessons learned and best practices. They cover functions, tasks, performance measures, and evaluation criteria. Supported by Commission policies, the new agreements promote more efficient performance and align resources to Program priorities.

Eliminating unnecessary spending

The Commission is aggressively eliminating or avoiding unnecessary Federal spending by removing excessive spending authority from the AbilityOne Procurement List (PL), ensuring millions of dollars in cost avoidance.

The agency is also removing contract requirements that are not advancing the employment mission, or delivering high quality mission-critical products and services at fair market prices. In addition, the agency is accelerating action on AbilityOne contracts terminated by customers as part of overall government cost-efficiency initiatives.

The Commission has publicly notified AbilityOne Program participants that we are increasing scrutiny on all PL additions.

Implementing competition in the AbilityOne Program

The Commission is making good on its promise to implement competition in the AbilityOne Program, delivering on one of the top priorities of the Section 898 “Panel on Department of Defense and AbilityOne Contracting Oversight, Accountability, and Integrity” created by the 2017 NDAA.

Commission publication of its final rule “Supporting Competition in the AbilityOne Program” last year responded to longstanding Federal customer interest in using competition as a tool to improve contract performance and customer satisfaction. The agency recently published interim procedures for competition to provide the best value for the Federal government and American taxpayers. The Commission is currently establishing an AbilityOne Competition Subcommittee to consider competition requests.

Competition will spur private sector innovation; enhance training, placement, and employment opportunities for AbilityOne-participating employees at a competitive price; and further drive value, efficiency, and accountability.

Increasing operational efficiency

The Commission is prioritizing increasing operational efficiency throughout the agency and its programs. Key measures include:

- Supporting more than 39,000 jobs with an agency budget of less than \$10 million (non-OIG).
- Restructuring staff to achieve 23% savings by the end of 2025 through voluntary attrition and hiring freezes.
- Moving to a smaller office space to achieve a 16% reduction in square footage and 20% rent savings annually after 2026.
- Reducing travel expenses by leveraging front-line compliance partners and videoconferencing, aiming for at least 30% savings.
- Completing an initial phase of IT systems modernization in 2025, with plans to finish repaying the Technology Modernization Fund loan.
- Implementing updated data collection forms.

The Commission and CNAs are currently examining their shared business processes to develop recommendations on how to make the AbilityOne Program more efficient and easier for Federal customers and contractors to use.

The Commission will continue to work closely with the Office of Inspector General to improve economies and efficiencies, enhance confidence in the Program, and promote Program growth through reports, audits, alerts, and other actions. In addition, the OIG guards against fraud, waste, and abuse by providing vital oversight to deter and detect bad actors.

Maintaining the pace of progress

AbilityOne's mission answers the President's call to draw "discouraged workers" into the workforce. People who are blind or have significant disabilities historically experience the lowest employment rate of any segment of U.S. society. AbilityOne is an engine of economic opportunity and empowerment with the potential to launch AbilityOne workers into other private sector jobs both within the Program and throughout the American economy.

On behalf of the U.S. AbilityOne Commission and the individuals employed nationwide through the AbilityOne Program, thank you for your consideration and support.

Sincerely,

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Robert D. Hogue
Chairperson and Presidential Appointee

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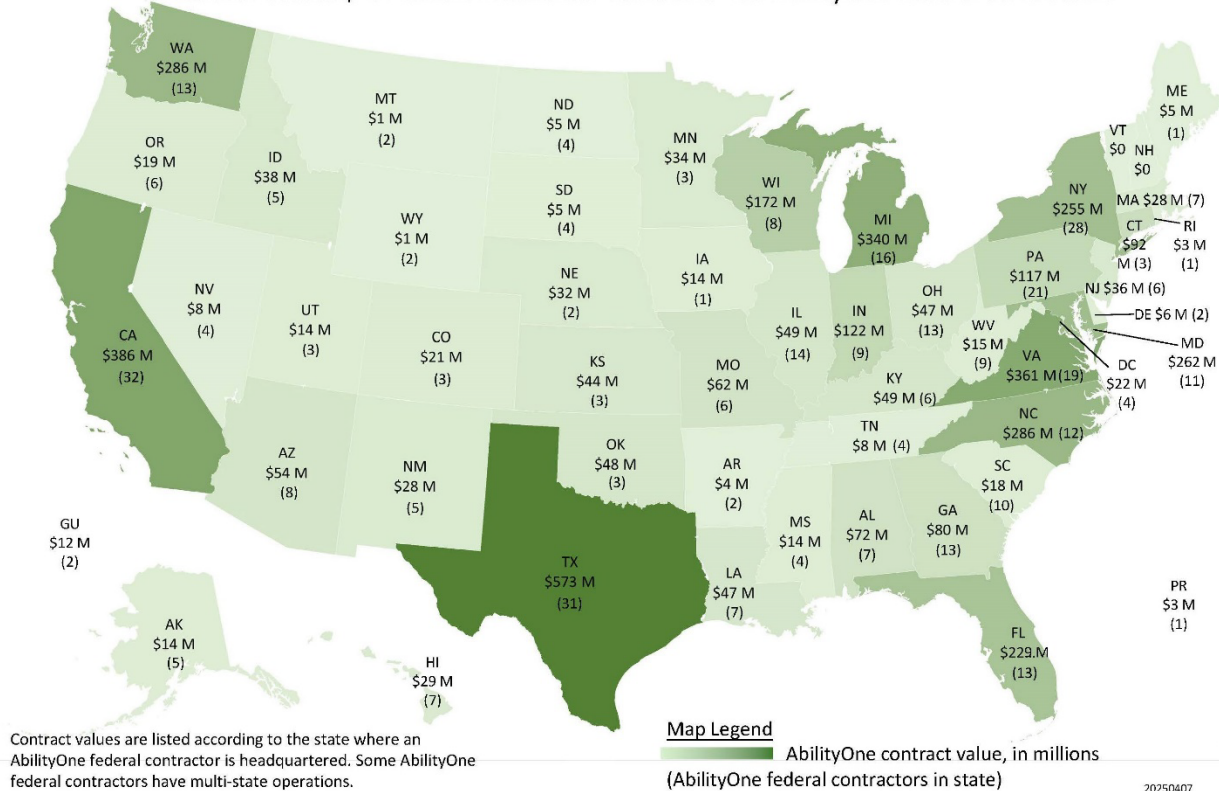
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AbilityOne People and Numbers – FY 2024

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

AbilityOne Contract Value and Number of AbilityOne Federal Contractors by State – FY 2024

National totals: \$4.4 billion in contract value and 405 AbilityOne federal contractors



1.0 Program and Budget Justification Summary

1.1 Overview

The U.S. AbilityOne Commission FY 2026 budget request funding levels are:¹

Agency	\$9,974,000
Office of Inspector General (OIG)	\$ 3,150,000
Total	\$13,124,000

Table 1. FY 2026 Budget Request (in \$ millions)

Category	FY 2022 Enacted	FY 2023 Enacted	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request
Personnel	4.607	5.215	5.260	5.364	5.187
Benefits	1.444	1.600	1.654	1.702	1.670
All Other	2.299	3.159	3.060	2.908	3.117
OIG	2.650	3.150	3.150	3.150	3.150
Total	11.000	13.124	13.124	13.124	13.124

The requested funding is needed for the Commission to fulfill its mission of tapping 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 Commission administers and oversees the AbilityOne Program, which creates private-sector jobs in every state for more than 39,000 Americans who are blind or have significant disabilities. Through domestic manufacturing and delivering mission-critical Made in America products and services, the AbilityOne Program strengthens national security, military readiness, and the defense industrial base.

The AbilityOne Program is important to the nation because people who are blind or have significant disabilities have historically experienced the lowest employment rate of any segment of U.S. society.² AbilityOne increases private-sector labor force participation by providing these citizens with employment as well as serving as a springboard to a wide range of jobs in the broader economy, whether in manufacturing, skilled trades, professional services, or other industries.

1.2 Benefits of Investments in the Commission

Continued investments will sustain and further the Commission’s significant progress to improve results, accountability, efficiency, and outcomes aligned with the agency’s statutory mission and Strategic Plan, Administration priorities, Congressional mandates, Federal government customer feedback, and input from the disability community and other key stakeholders.

In addition to achievements outlined in the Chairperson’s letter above and addressed in our 2024 Report to the President,³ the Commission took major steps forward in FY 2024 and FY 2025 in the following priority areas:

Updated Commission guidance

The Commission continues to update guidance to provide the best value for the Federal government and American taxpayers. Recent topics include the process for selecting and recommending NPAs to perform work on AbilityOne contracts, and creating an interim framework for competition within the AbilityOne Program.⁴

This guidance continues the Commission’s focus on accountability, transparency, efficiency, and greater cost savings.

Increasing customer satisfaction by emphasizing quality contract performance

The rule “Supporting Competition in the AbilityOne Program,” published last year, underscores the importance of good contract performance. It furthers the Commission’s priority on enhancing and/or developing mechanisms to monitor contract performance and customer satisfaction.

Strong contract performance – quality, dependability, consistency, and timely delivery – is the foundation of the Program’s ability to meet Federal customer requirements. Quality performance showcases the work of AbilityOne in a competitive market, strengthens relationships between Federal agencies and the Program, results in increased customer satisfaction and better mission outcomes, and supports expansion into new markets.

New emphasis on subcontracting to achieve integrated employment

Consistent with its Strategic Plan, the Commission now considers subcontracting and other approaches to collaborating with industry as ways to increase competitive integrated employment.

Our new emphasis on subcontracting reflects modern disability policy in terms of advocating for competitive integrated employment and represents a shift from the Commission’s historical position of minimizing subcontracting of work on AbilityOne contracts to maintain job opportunities for AbilityOne employees within the Program.

Subcontracting and collaborations can help NPAs expand their expertise and capacity. Therefore, the Commission now supports the creative use of subcontracting in a variety of approaches that expand or sustain employment and support our customers’ satisfaction.

Implementation of 898 Panel recommendations

In response to the recommendations of the FY 2017 National Defense Authorization Act Section 898 “Panel on Department of Defense and AbilityOne Contracting Oversight, Accountability, and Integrity” (898 Panel), the Commission has taken numerous actions including updating its compliance policies, issuing a regulation on price competition that advances all elements of the Program, and awarding an IT modernization contract through funding obtained from the Technology Modernization Fund.

Of the 24 recommendations in the 898 Panel’s Fourth and Final Report to Congress, 21 are now complete. Three recommendations require legislative action.

Growth in jobs and sales resulting from Commission policy requiring NPAs to purchase and use AbilityOne products when performing AbilityOne service contracts

FY 2024 saw a nearly 500% increase in NPA purchases of AbilityOne products to support service contracts – approximately \$6,310,000 compared to \$1,070,000 in FY 2023.

This increase results from continued implementation of Commission Policy 51.542 “Nonprofit Agency Use of AbilityOne Products in the Performance of AbilityOne Service Contracts,” effective in 2022. This requirement for NPAs to purchase AbilityOne products helps to create and sustain jobs while affirming that AbilityOne products are reasonably priced and high quality.

AbilityOne returns dollars to the U.S. economy and U.S. Treasury

Wages earned by AbilityOne employees increased 12% in FY 2024 to \$821,000,000.

AbilityOne jobs also increase tax revenues. In 2023, the research and data analytics consultancy Mathematica was commissioned by the CNAs to do a study on the economic impact of the AbilityOne Program.⁵ The report estimated that every dollar that Congress and Federal agencies invest in the Program results in a return on investment to the Treasury of \$2.31 due to savings realized by reduced reliance on public programs as well as increased tax revenues from the employment of people who are blind or have significant disabilities. In addition, the study found multiplier effects on the surrounding economies.

Increasing public trust and confidence in the Commission through greater transparency and expanding public engagement

The Commission continues to expand its public engagement across a range of activities including rulemaking, policy updates, public meetings, and conferences.

Expanded public engagement has significantly boosted participation by, and input from, key stakeholders including advocates from the disability community. The Commission’s virtual quarterly public meetings now average 300 attendees, compared to approximately 50 in-person attendees before the pandemic. Virtual meetings have placed new demands on Commission staff, as well as additional expenses due to video platforms and Federal Register notices.

Federal Register notices of Commission quarterly public meetings promote greater transparency and public engagement by posing questions for discussion, soliciting written statements to the Commission, and encouraging verbal presentations and exchanges between the public and Commission members.

Quarterly public meetings in FY 2024 and FY 2025 were announced in Federal Register notices that solicited input from attendees about the following public engagement topics:

- October 12, 2023: “The public engagement session will address modernizing the guidance for project development assignments and order allocations for nonprofit agencies participating in the AbilityOne Program. This discussion will support the future update of Commission Policy 51.301, ‘Selection of Nonprofit Agencies for Project Assignment and Order Allocation.’”⁶
- January 25, 2024: “The public engagement session will address how the AbilityOne Program supports, and can increasingly support, the Federal government’s hiring of individuals with disabilities....”⁷
- April 25, 2024: “The public engagement session will cover two topics: (1) how digital accessibility and technology can support individuals who are blind or have disabilities in their jobs, and (2) how technology advances can support employee career development activities.”⁸
- July 25, 2024: “The Commission invites the public to suggest and discuss approaches and activities for the Commission to consider in order to continue modernizing the AbilityOne Program within the current statutory and regulatory framework.”⁹
- October 24, 2024: “The public engagement session will address ‘Data Collection Through Updated Compliance Forms.’”¹⁰
- January 23, 2025: “The public engagement session will discuss... ‘Employee Career Development.’”¹¹
- April 24, 2025: “The public engagement session topic is ‘How the AbilityOne Program Contributes to the Domestic Industrial Base.’”¹²

The Commission receives valuable responses during these public meetings and uses the input to inform decision-making and develop agendas for future public meetings. These frank and productive exchanges create the shared awareness and understanding that are essential to the success of the Commission and the Program.

Within resource limitations, the Commission continues to meet Congressional and Executive Branch mandates, including:

- Consolidated Appropriations Act, 2016, requirements for Commission to (1) establish Cooperative Agreements to govern its relationship with the CNAs, and (2) establish an OIG.
- Office of Management and Budget (OMB) requirements for IT and cybersecurity.
- The Commission has implemented all recommendations of the 898 Panel that are within its control (see “Implementation of 898 Panel recommendations,” above).

Commission continues to modernize its IT and strengthen cybersecurity (see Section 3.2, Information Technology (IT) Requirements).

Commission continues to enhance financial stewardship and Enterprise Risk Management (see Section 4.3, Strategic Objective 3).

1.3 Current challenges

- Meeting Congressional and Executive Branch mandates within resource limitations.
- Continuing to implement the Strategic Plan for FY 2022-2026, including:
 - Supporting competition in the AbilityOne Program
 - Increasing “good jobs” and “optimal jobs”
 - Modernizing oversight of NPA compliance
- Addressing the OIG’s annual Top Management and Performance Challenges Report.
- Continuing the Commission’s paradigm shift for the AbilityOne Program to become a pathway to careers in upwardly mobile positions both within and outside AbilityOne requires increased funding to develop standards, training, and technical assistance.
- Updating the IT infrastructure. *(See Section 3.2, Information Technology (IT) Requirements.)*
- Scaling and attaining the numerous, complex requirements of the Federal Information Security Management Act (FISMA) as a small Federal entity.

2.0 Background

2.1 Legal Authority, Mission, and Vision

The legal authority for the Committee for Purchase From People Who Are Blind or Severely Disabled, which operates as the U.S. AbilityOne Commission, is established in the Javits-Wagner-O'Day (JWOD) Act of 1971, codified at 41 U.S.C. §§8501-8506 and implemented through 41 C.F.R. Chapter 51.

The Commission is an independent Executive Branch agency, with exclusive responsibility for administering the JWOD Act and AbilityOne Program, which is responsible for employing over 39,000 Americans who are blind or have significant disabilities.

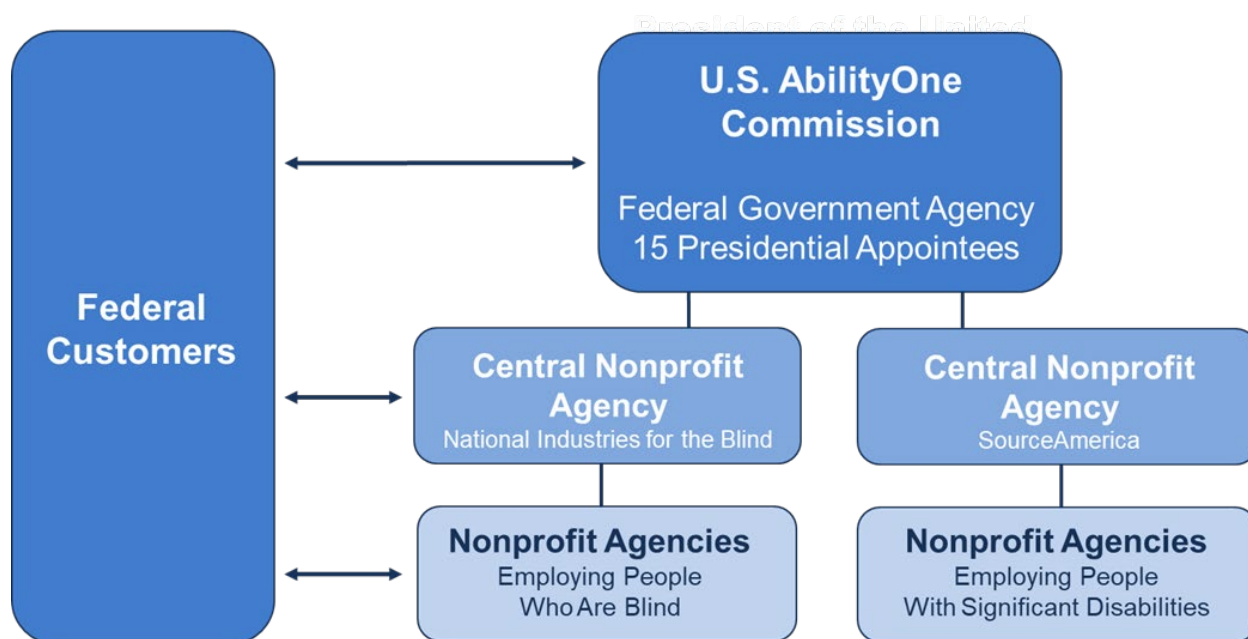
Mission

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.

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.

2.2 Program Structure and Responsibilities



Presidential Appointees

The Commission is authorized 15 Presidential appointees: 11 Federal agency members and 4 private citizen members who represent the employment concerns of people who are blind or have significant disabilities.

Presidential appointees on the Commission bring extensive expertise and tested judgement that promote the effective implementation of the JWOD Act, the operational efficiency of the Commission and AbilityOne Program, and the interests of people who are blind or have significant disabilities.

Each appointee representing a Federal government agency is a senior procurement official with decades of experience in acquisition and procurement, a senior official knowledgeable on personnel issues, or a disability employment policy expert responsible for related programs in their own agency. Each private citizen appointee is an individual with broad knowledge of the employment problems facing people who are blind or have significant disabilities.

Commission members meet monthly, hold public meetings quarterly, and visit and engage with AbilityOne NPAs to promote an ongoing dialogue with stakeholders and ensure a shared and current understanding of Program issues. They also participate in Commission subcommittees on Regulations and Policy, Enterprise Risk Management, and Performance Management.

In 2025, retirements and the change of Administration leave the Commission with 8 vacancies (Agriculture, Air Force, Army, Education, Veterans Affairs, and 3 private citizens).

Current members are from the Departments of Commerce, Defense (Defense Logistics Agency), Justice, Labor, Navy; the General Services Administration; and one private citizen.

Commission Staff

The Commission staff (29 FTEs projected as of October 1, 2025) maintains agency operations and prepares materials required by law, regulation, and policy to inform the decisions made by the Presidential appointees. The Commission also has an OIG (currently 8 FTEs).

Central Nonprofit Agencies

In accordance with the JWOD Act, the Commission has designated two Central Nonprofit Agencies (CNAs) – National Industries for the Blind (NIB) and SourceAmerica – to facilitate the distribution of orders and assist the 405 nonprofit agencies (NPAs) participating in the AbilityOne Program as of FY 2024.

3.0 Analysis of Resources Required

3.1 Personnel Requirements

Table 2. Agency FTE Positions (projected as of October 1, 2025)

Role / Responsibility	FTEs	Mission / Value
Program Oversight (includes and aligns NPA compliance, Cooperative Agreements between the Commission and CNAs, and Federal customer satisfaction)	5	Promotes oversight and integrity across AbilityOne Program by ensuring compliance with applicable laws, regulations, and policies. Includes NPA compliance with all AbilityOne requirements, including Workforce Development; routine administration of Cooperative Agreements that govern the relationship between the Commission and CNAs; AbilityOne Representatives support; and customer experience with AbilityOne contract performance.
Business Operations	5	Manages Procurement List's approximately 15,000 products and 4,000 services that create employment for people who are blind or have significant disabilities. Manages Fair Market Prices for AbilityOne products and services. Responsible for upgrades to the Procurement List Information Management System (PLIMS).
Information Technology	4	Supports agency and OIG operations and mission through modernizing data platforms and cybersecurity, and providing Federal customers, CNAs, and NPAs with enhanced user experience for Commission's digital backbone – the Procurement List Information Management System (PLIMS).
Office of the General Counsel	4	Provides statutory and regulatory interpretation and advice; provides legal review and advice for Commission's business decisions; supports agency's defense in litigation; and manages agency Ethics Program.
Contracting, Purchase Card, and Travel Program Support	2	Provides guidance and support services to agency employees; serves as business advisor to fulfill the agency's contract requirements; also provides Program customers with technical assistance related to contract administration.
Office of the Chief Financial Officer	2	Manages Commission's budget formulation, financial management, audit liaison functions, Management Internal Controls Program, and Enterprise Risk Management Plan.
Executive Leadership Team	7	Provides agency leadership and strategy. Executive Director; Deputy Executive Director; Chief of Staff; Assistant Chief of Staff; Senior Advisor, Communications and Government Affairs; and support staff.
TOTAL	29	

Table 2 reflects the following changes to the staff structure:

- 1) The Western U.S. Field Office has been removed because advances in technology have made a geographic field office unnecessary.
- 2) The Directorate of Veterans Employment and Initiatives has been removed as a stand-alone unit. Veterans issues remain important, and are now led by the Assistant Chief of Staff.

3.2 Information Technology (IT) Requirements

Table 3. Information Technology (IT) Summary Table

Category	(BY) FY 2022 Enacted	(BY) FY 2023 Enacted	(BY) FY 2024 Enacted	(BY) FY 2025 Enacted	(BY) FY 2026 Request
Personnel and Contractors	8 FTE	8 FTE	7 FTE	7 FTE	7 FTE
IT Management	\$237,000	\$225,823	\$242,475	\$249,551	\$253,434
Network Maintenance and Help Desk Support	\$411,000	\$386,264	\$468,347	\$399,374	\$477,000
PLIMS 1.0 Operations and Maintenance*	\$98,000	\$0	\$0	\$0	\$0
Cyber Support	\$304,000	\$348,000	\$506,483	\$544,017	\$557,186
Hardware**	\$22,000	\$89,705	\$99,447	\$55,825	\$64,062
Software	\$30,000	\$28,788	\$32,690	\$134,820	\$265,200
New Investments, including TMF payback and future PLIMS 2.0 support	\$600,000	\$125,000	\$219,875	\$917,000	\$940,000
Communications (Data & Internet)***	\$106,795	\$85,400	100,851	\$100,851	\$105,000
Total	8 FTE \$1,808,795	8 FTE \$1,288,970	7 FTE \$1,670,168	7 FTE \$2,401,438	7 FTE \$2,661,882

PLIMS 1.0 refers to the legacy Procurement List Information Management System (PLIMS), which is slated to be decommissioned after the PLIMS 2.0 “burn-in” period. PLIMS 2.0 refers to the updated information management system that was funded by the Technology Modernization Fund (TMF) investment.¹³ PLIMS 2.1 refers to a follow-on modernization.

*New IT Support Contract awarded in FY 2022 covers network maintenance, help desk support, and PLIMS operations and maintenance. Thereafter, PLIMS 1.0 operations and maintenance are no longer separately reflected as a contract expense.

**Hardware numbers include a mandatory third-party enterprise software and hardware licensing agreement that is included with the purchase of the hardware.

***Table 3 reflects a new line – “Communications (Data and Internet)” – to provide an additional level of detail and transparency in reflecting the IT portfolio. Expenses in this line are accounted for in the “Rent and Communications” budget object class. Table 3 does not reflect the initial PLIMS 2.0 software funding because the source of funds was secured from the Technology Modernization Fund.

Information Technology Requirements

Increases in accountability, efficiency, and security in agency and Program operations directly result from modernizing the Commission’s IT infrastructure. The Procurement List Information Management System (PLIMS) 2.0 upgrade will transition the Commission’s essential business system from a legacy software platform to an interoperable, cost-effective Microsoft Power Platform, operating in the cloud while retaining the full functionality of the previous system.

The next critical stage of PLIMS modernization is projected for FY 2026.

- Deploying core functionality of PLIMS 2.0 will be ongoing during FY 2026. Initial testing and training on PLIMS 2.0 will be completed in Q4 FY 2025, with system launch by September 30, 2025. As with any new system, a subsequent “burn-in” period will identify and fix any bugs.
- The launch of PLIMS 2.0 is a significant step forward and builds a foundation for further upgrades. While delivering the key core functionality of the legacy system, the PLIMS 2.0 system does not have all the capabilities required by the Commission staff to maximize efficiency.
- This request includes \$850,000 to continue modernizing the system to a PLIMS 2.1 version that will provide additional efficiencies, particularly by automating tasks currently performed by employees and allowing the Commission staff to maintain its Procurement List with fewer FTEs.

The proposed PLIMS 2.1 modernization will provide the following technical benefits:

- Improve acquisition transparency and effective planning by ensuring that Federal customers have access to the right information at the right time.
- Facilitate interoperability with the systems of Federal and non-Federal customers and stakeholders via the Microsoft Power Platform.
- Ensure that the process of making changes to the Procurement List can be completed in an expedited fashion to meet customers' needs.
- Provide a more effective means for data exchange with AbilityOne operational stakeholders, especially the central nonprofit agencies, to better support Commission oversight and accountability.

Why continued PLIMS modernization is needed

- PLIMS is the digital backbone of the Commission – the core software connecting the CNAs with the Commission.
- All AbilityOne products, services, and prices are managed through PLIMS – approximately 2,000 business transactions annually.
- PLIMS provides real-time customer-facing information and a distributed workflow for business transactions to maintain the PL. It also serves as an official records repository.
- The PLIMS solution going forward will include capabilities and tools that remedy current shortfalls – e.g., PLIMS 1.0 provides little to no interoperability between the Commission, Federal customers, and AbilityOne Federal contractors.
- The Commission will be able to seek additional data from AbilityOne Federal contractors about their provision of employment, professional development, and opportunities for career mobility.
- Cybersecurity upgrades are imperative for securing PLIMS data.

IT and Cybersecurity

Commission IT and cybersecurity specific priorities are:

1. Enhance cybersecurity continuous monitoring and vulnerability assessment software tools to monitor protection controls (*for details, see costs in Table 3*).
2. Protect and modernize the PLIMS application.

3. Maintain cloud service to support off-site contingency operations (FISMA alternative work-site requirement), data back-up and recovery activities, and Office 365 email services (contractor support).
4. FISMA-required IT and cybersecurity training for key personnel to identify, protect, detect, respond and recover from cybersecurity incidents.
5. Continue to hire independent FISMA Annual Assessment Provider (contractor) to facilitate successful FISMA audit outcomes.
6. “Remote Equipment Initiative” funding to provide hardware and software to enable Compliance inspectors conducting on-site NPA assessments to enter data directly into handheld devices.
7. Invest in scheduled enterprise computer hardware and software refresh in order to improve reliability and reduce the risk of equipment and mission failure.
8. Evaluate Commercial-Off-The-Shelf (COTS) application for agency records management.
9. Provide total IT and cyber support to the OIG and ensure OIG-unique hardware and software requirements are fully integrated and operational.

The Commission continues to conduct a broad IT system assessment to identify weaknesses, and necessary investments and opportunities for greater efficiencies. For example, AbilityOne Program oversight teams may be more efficient when conducting on-site inspections if they are able to use mobile devices or applications that streamline data entry and other information. Such recommendations continue to be researched and documented for proposal in future budget cycles. Table 3 reflects the current IT enterprise.

The Commission now fully operates in a cloud environment.

IT Resource Statements

The Commission’s CIO has reviewed and contributed to the agency’s IT investments as described in this budget request. The CIO routinely reviews and submits the planned IT support for AbilityOne Program objectives, as does the Chief of Staff. The statement attesting to these facts is in the Appendix.

Cybersecurity

The Commission has an interagency agreement with the Department of Homeland Security, Cybersecurity Division. Under this agreement, DHS provides consolidated intrusion detection, incident analysis, and cyber response capabilities in the protection and defense of the Commission’s external access points and network.

3.3 Budget Request by Object Class

Table 4. FY 2026 Budget Request by Object Class (in \$ thousands)

	FY 2022 Enacted	FY 2023 Enacted	FY 2024 Enacted	FY2025 Enacted	FY2026 Request
Salaries	\$4,607	\$5,215	\$5,241	\$5,364	\$5,187
Benefits	1,444	1,600	1,648	1,702	1,670
Travel	150	120	100	50	50
Rent & Communications	303	444	479	470	370
Printing	45	55	45	40	45
Services	1,608	2,388	2,119	1,468	1,472
Supplies	50	50	55	63	46
Equipment	143	102	287	917	1,134
TOTAL AGENCY	\$8,350	\$9,974	\$9,974	\$9,974	\$9,974
Office of Inspector General	2,650	3,150	3,150	3,150	3,150
GRAND TOTAL	\$11,000	\$13,124	\$13,124	\$13,124	\$13,124

Object Class Narrative for FY 2026 Request

Salaries and Benefits - \$6,857,000. Salary and benefits represent approximately 70% of the agency budget (excluding OIG funding). This amount primarily funds a total of 29 agency FTEs. It also includes the salary and benefits for one (1) private citizen Commission member appointed by the President to represent severely disabled individuals (other than blind individuals) employed in qualified nonprofit agencies, in accordance with the JWOD Act. As a Special Government Employee, this private citizen member is paid at the Executive Level IV rate on a per-diem basis when conducting Commission business.

Travel - \$50,000. The Commission's travel-related resources support information-gathering of NPA activities; oversight visits that include audits of compliance reviews conducted by the CNAs and independent inspections, as needed; and mission-essential conferences and training.

The Commission continues to conserve meeting-related travel dollars wherever possible and will continue to leverage telephone or video conferencing for training and other subject matter expertise requirements. This budget line also includes travel by any private citizen Presidential Appointees serving as Commission members, and any travel support required as reasonable accommodations for appointed private citizens with disabilities.

Rent and Communications - \$370,000. The Commission has programmed \$320,000 for the cost of leasing office space. The Washington, D.C., headquarters lease accommodates both the Commission and OIG staff.

This category also includes \$45,000 in annual charges for IT and telecommunications services. This accounts for a slight increase in services related to personnel returning to work at the headquarters office space full-time.

Printing - \$45,000. In accordance with the Administrative Procedure Act, the agency continues to have printing costs associated with publishing Federal Register notices. This fulfills legal requirements and promotes transparency. In FY 2026, the Commission will continue its routine publishing cycle for announcing its quarterly public meetings as well as Procurement List additions and deletions, and anticipates increased publishing for proposed updates to the Code of Federal Regulations. Based on recent years' billing, we anticipate that \$45,000 will cover these costs. The Commission does not intend to use such funding to print informational materials or collateral that can be disseminated electronically.

Services - \$1,472,000. The Commission's request for resources in this budget object class reflects approximately \$317,500 allocated for intragovernmental agreements with Federal government agencies for force protection, financial management and payroll, human resources, employee assistance program, background checks, and travel system support. Furthermore, to maximize its productivity, the agency anticipates spending \$739,100 on service contracts to provide agency support for its annual cybersecurity assessment, strategic communications, and IT support for network maintenance and Help Desk support. The network maintenance and Help Desk support reflects the Commission's need for higher skill sets to support the Agency's cloud computing. It also includes \$200,000 for PLIMS 2.0 maintenance as it becomes operational this FY.

The Commission also requests \$175,000 to pay for a Commission office move because its current office lease will end in March 2026 as part of GSA's consolidation of small agency tenants currently occupying multiple buildings leased by GSA. The Commission has identified a new and smaller office location to move to before the lease ends. This new space will continue to accommodate the OIG.

Supplies and Materials - \$46,000. The Commission continues to minimize expenses for office supplies and operating materials. The primary expense in this object class is a subscription for the Westlaw legal research service and online database for our Office of General Counsel. Additionally, funding in this object class covers replacement of peripheral IT components to keep laptops and desktops operational and connected.

Equipment - \$1,134,000. The Commission uses government-wide contract vehicles or other government discounts to obtain the lowest available prices in this category for hardware purchases and software. \$850,000 is allocated to continue investment in PLIMS 2.0. The agency anticipates an annual cost of \$150,000 based on expected cloud usage. Migrating to the cloud has eliminated capital asset refresh costs for network servers, and significantly improves disaster preparedness capability. Approximately \$98,000 is also allocated to support the network operating system and data management licenses.

4.0 Performance Goals, Measures, and Indicators

Information on agency priority initiatives and programs is contained in this section, organized according to the agency's Strategic Plan. This section also refers to related topics and/or additional details contained in Section 1.2, Benefits of Investments in the Commission, and Section 1.3, Current Challenges.

The Commission continues to modernize and transform the AbilityOne Program as it implements the FY 2022-2026 Strategic Plan and the following Strategic Objectives:

1. Transform the AbilityOne Program to expand competitive integrated employment (CIE) for people who are blind or have significant disabilities.
2. Identify, publicize, and support the increase of good jobs and optimal jobs in the AbilityOne Program.
3. Ensure effective governance and results across the AbilityOne Program.
4. Engage in partnerships to increase employment for people who are blind or have significant disabilities within and beyond the AbilityOne Program.

Strategic Plan outcome goals, strategies, and performance measures clearly communicate the Commission's direction and resource prioritization.

Status of the plan's 28 performance measures, as of Q2 FY 2025:

- 16 are implemented.
- 12 are partially implemented.

Implemented performance measures include:

- Reached consensus with fellow government agencies on 3 legislative proposals to amend the JWOD Act.¹⁴
- Provided constructive information to Congress on modernizing AbilityOne, and relevant committees of jurisdiction determined the information was useful.
- Eliminated subminimum wages on AbilityOne contracts.
- Implemented Enterprise Risk Management system.
- Recommended approaches to improve NPA compliance.

- Deployed an affirmative action plan.
- Published final rule supporting competition in the AbilityOne Program.
- Implemented a robust ABORs Program.
- Worked with Office of Federal Procurement Policy / OMB to advance employment opportunities.
- Commission second-generation cooperative agreements between the Commission and CNAs align with Commission's new strategic direction.
- Commission signed second-generation cooperative agreements with the CNAs in December 2024 that require CNAs to provide financial and technical resources to NPAs in creating workplaces that offer good jobs and, where possible, optimal jobs, consistent with the program fees collected by the CNAs.¹⁵
- Commission has issued a revised Individual Employment Eligibility (IEE) form (the existing IEE form has been replaced by two forms: the Disability Qualification Determination form and the Participating Employee Information form).¹⁶
- Commission has issued a revised Annual Representations and Certifications form.¹⁷
- Commission has made necessary regulatory changes to allow competition within the Program.¹⁸
- Updated Commission guidance for NPA Recommendation Process.¹⁹
- Commission has educated ABORs on the importance of creating good and optimal jobs in AbilityOne Program.

More information on agency performance can be found in the Commission's March 2024 Report to the President²⁰ and the FY 2024 Performance and Accountability Report.²¹

4.1 Strategic Objective 1: Transform the AbilityOne Program to expand competitive integrated employment (CIE) for people who are blind or have significant disabilities.

The Commission sent three legislative proposals to Congress on April 13, 2023, to amend the JWOD Act (see Appendix I).²²

The Commission is committed to working effectively with Congress to amend the JWOD Act to support CIE for people who are blind or have significant disabilities. However, to achieve that goal fully, Congress must amend the JWOD Act to enable all NPAs to offer CIE to employees.

4.2 Strategic Objective 2: Identify, publicize, and support the increase of good jobs and optimal jobs in the AbilityOne Program.

The Commission defines a “good job” in the AbilityOne Program as having four attributes:

1. Individuals with disabilities are paid competitive wages and benefits.
2. The job matches the individual’s interests and skills (“job individualization”).
3. Individuals with disabilities are provided with opportunities for employment advancement comparable to those provided to individuals without disabilities.
4. Individuals are covered under employment laws.

The Commission believes there are such jobs currently within the AbilityOne Program and that the number of such jobs should be increased.

The Commission defines an “optimal job” as one that includes the four attributes of a “good job,” but also allows AbilityOne employees to work side-by-side with employees without disabilities doing the same or similar work. That is obviously harder, and frequently not possible, to achieve given the direct labor hour ratio mandated by the JWOD Act. Nevertheless, the Commission is aware of several examples in which such workplaces have been achieved in the AbilityOne Program.

As ways to increase integration leading to “optimal jobs,” the Commission has recently emphasized subcontracting, as well as other approaches to collaborating with industry.

(For more details, see “New emphasis on subcontracting to achieve integrated employment” in Section 1.2.)

4.3 Strategic Objective 3: Ensure effective governance and results across the AbilityOne Program.

Commission commitment to closing open audit recommendations

The Commission closed 42 open audit recommendations in FY 2024, and 21 during FY 2025 Q1-Q2.

Closing open audit recommendations is a high priority for the Commission. The OIG or an independent auditor has sole responsibility for determining closure of open audit recommendations.

The Commission has corrective action plans in place for all open recommendations and continues to implement those plans. As of April 30, 2025, the agency is tracking 51 unique open audit recommendations.

- Of those 51 recommendations, 1 is awaiting review by the independent financial auditor of record for a determination regarding closure. Seven (7) are awaiting review by the independent FISMA auditor. The Commission will receive the results of these audits on or before November 15, 2025.
- The remaining 43 recommendations with corrective action plans are related to compliance, business operations, and Cooperative Agreements and/or Program Fees. The actions taken in response to these recommendations will be shaped by the Commission's strategic plan, which continues to be implemented. For that reason, the Commission anticipates completing work on these recommendations in the coming year.

Issuing updated data collection forms

The Commission received OMB clearance in March 2025 to begin using the following three data collection forms:²³

- Disability Qualification Determination (DQD) Form (previously titled Participating Employee Eligibility Form)
- Participating Employee Information (PEI) Form
- AbilityOne NPA Annual Representations and Certifications (ARC) Form

The Commission is currently working closely with the CNAs to establish the process that will enable NPAs to submit the forms electronically, projected for FY 2026.

Updating AbilityOne Program guidance

Modernizing NPA compliance to align with Program requirements is central to the FY 2022-2026 Strategic Plan. To provide transparency and obtain feedback that can inform its decisions, the Commission has consulted regularly with Program stakeholders during the development of guidance documents and published draft guidance documents on the Commission website for public feedback. At this point, all but one guidance document has been finalized and published.²⁴

(For details, see the Commission’s webpage “Compliance Policy Modernization.”²⁵)

Compliance

Table 5. NPAs in Compliance with 75% Overall Direct Labor Hour Ratio Requirement*

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
NPAs in Compliance / Total NPAs	402/469	353/450	313/443	344/424	347/405
Percentage of NPAs in Compliance	86% ²⁶	78% ²⁷	71% ²⁸	81% ²⁹	86%

* The Commission modernized virtually all its NPA compliance policies in FY 2024, and is currently making technical revisions to several policies. Among other changes, CNAs are now required to begin providing technical assistance to, and conducting compliance inspections of, their NPAs. This new NPA compliance regimen follows a Commission pause in routine traditional compliance reviews begun on February 1, 2023, to consider public feedback, retrain staff, develop updated compliance materials for the NPA community, and ensure that the Commission, NPAs, and CNAs are in full alignment regarding compliance.

A key AbilityOne Program compliance metric is that people who are blind or have significant disabilities must provide at least 75% of an NPA’s overall direct labor hours worked during the fiscal year (referred to as the 75% Overall Direct Labor Hour Ratio Requirement).

In both FY 2021 and FY 2022, NPA compliance with this key requirement was lower than in previous years due to pandemic impacts that included staffing shortages, supply chain issues, and employees needing to quarantine.

Responding to the unique circumstances presented by the pandemic, and consistent with agency practice relating to emergency responses, the agency expanded exceptions to its Direct Labor Ratio Requirements for FY 2020, FY 2021, and FY 2022.³⁰ These exceptions included

flexibilities to allow NPAs to notify the Commission if, due to or in support of the pandemic emergency response or recovery period, they operated at a ratio below 75 percent.

Improving customer satisfaction

Increasing Federal customer satisfaction with AbilityOne products and services is a Commission priority, reflected in the Strategic Plan – i.e., “Support the mission of the Federal customer by providing best value through contract performance.”

Customer satisfaction is also highlighted in the Commission’s vision, which refers to remaining “a trusted source of supply and services for Federal agencies.” In FY 2024 and FY 2025, the Commission strengthened its emphasis on customer satisfaction, including through the following initiatives:

Supporting competition in the AbilityOne Program

Improving customer satisfaction and confidence in the AbilityOne Program are among the benefits of introducing competition in the AbilityOne Program.

In 2025, the Commission has issued guidance that provides an interim framework for competition based on the agency’s 2024 final rule on “Supporting Competition in the AbilityOne Program.”³¹ The rule is expected to increase Program efficiency for Federal agencies, resulting in more good jobs for people who are blind or have significant disabilities.

Strengthening contract performance

Good contract performance is essential to customer satisfaction – an area the Commission has repeatedly emphasized to the CNAs and NPAs in FY 2024 and FY 2025.

Supporting AbilityOne Representatives (ABORs)

ABORs play a key role in ensuring Federal agency customer satisfaction with the AbilityOne Program by serving as an essential communication channel between their agencies and the Commission and CNAs. Each ABOR advocates for utilization of AbilityOne products and services in accordance with mandatory source contracting procedures, engages with the workforce to build use of the Program, and offers feedback to the Commission to improve the value of the Program.

More than 130 ABORs have been appointed in more than 20 agencies, including nearly all the CFO Act agencies. Additionally, ABORs represent 10 DoD components, including the military services. Several Legislative Branch agencies are currently in the process of designating ABORs. The Commission hosts monthly ABORs meetings, creating a community of practice that builds awareness of AbilityOne capacity within Federal agencies, creates new business opportunities, and resolves concerns with contract implementation.

Implementation of 898 Panel recommendations

Achieving customer satisfaction through improved contract performance was part of every 898 Panel Annual Report to Congress from 2017 through 2021.

(For details, see “Implementation of 898 Panel recommendations” in Section 1.2.)

4.4 Strategic Objective 4: Engage in partnerships to increase employment for people who are blind or have significant disabilities within and beyond the AbilityOne Program.

Employment growth

AbilityOne private sector jobs grew 7% in FY 2024.

The Commission’s FY 2022-2026 Strategic Plan includes initiatives for expanding business lines within the Program, with the outcome of new “good jobs” and “optimal jobs” within the Program.

The Strategic Plan also includes initiatives for increasing employment for people who are blind or have significant disabilities beyond the AbilityOne Program. The attributes of a “good job” in an AbilityOne contract will include employee career plans that can support the outward mobility of employees to other jobs in the economy.

In addition, the Commission intends to collaborate with other Federal agencies to increase employment opportunities for people who are blind or have significant disabilities.

Table 6. AbilityOne Program Key Metrics

	FY 2023	FY 2024	Change
Direct Labor Hours	41.6 million	44.2 million	6%
Employees	36,597	39,247	7%
Wages	\$732 million	\$821 million	12%
Average Hourly Wage	\$17.58	\$18.58	6%
Promotions	2,476	2,398	-3%
Sales	\$4.146 billion	\$4.468 billion	8%

New emphasis on subcontracting to achieve integrated employment

(For details, see “New emphasis on subcontracting to achieve integrated employment” in Section 1.2.)

Expanding and supporting the ABORs program

See “Supporting AbilityOne Representatives (ABORs)” in Section 4.3, above, and OFPP memorandum “Increasing the Participation of Americans with Disabilities in Federal Contracting.”³²

5.0 Office of Inspector General's Fiscal Year 2026 Budget Request

The Inspector General Reform Act (Pub. L. 110-409) was signed by the President on October 14, 2008. Section 6(f)(1) of the Inspector General Act of 1978, 5 U.S.C. app., was amended to require certain specifications concerning Office of Inspector General (OIG) budget submissions each fiscal year.

Each Inspector General (IG) is required to transmit a budget request to the head of the establishment or designated Federal entity to which the IG reports specifying:

- the aggregate amount of funds requested for the operations of the OIG;
- the portion of this amount requested for OIG training, including a certification from the IG that the amount requested satisfies all OIG training requirements for that fiscal year; and
- the portion of this amount necessary to support the Council of the Inspectors General on Integrity and Efficiency (CIGIE).

The head of each establishment or designated Federal entity, in transmitting a proposed budget to the President for approval, shall include:

- an aggregate request for the OIG;
- the portion of this aggregate request for OIG training;
- the portion of this aggregate request for support of the CIGIE; and
- any comments of the affected IG with respect to the proposal.

The President shall include in each budget of the U.S. Government submitted to Congress:

- a separate statement of the budget estimate submitted by each IG;
- the amount requested by the President for each OIG;
- the amount requested by the President for training of OIGs;
- the amount requested by the President for support of the CIGIE; and
- any comments of the affected IG with respect to the proposal if the IG concludes that the budget submitted by the President would substantially inhibit the IG from performing the duties of the OIG.

Accordingly, the U.S. AbilityOne OIG requests an appropriation of not less than \$3,150,000 for FY 2026 within the U.S. AbilityOne Commission. This amount includes:

- \$3,030,000 for OIG operations;
- \$107,000 for OIG training; and
- \$13,000 to support the CIGIE.

OIG Summary of Outstanding Audit Recommendations

The Good Accounting Obligation in Government Act requires each agency to include, in its annual budget justification, a report that identifies each public recommendation issued by the agency's inspectors general (IGs) which has remained unimplemented for one year or more from the annual budget justification submission date. Accordingly, the OIG reports a total of 55 open recommendations with the FY26 budget request.

The OIG issued the required semiannual reports to Congress, in accordance with the Inspector General Act of 1978, as amended.

In fiscal year 2024 and thus far in FY 2025, the Commission took corrective actions to implement 20 recommendations. The OIG verified these actions met the intent of the recommendations and “closed”¹ them, bringing the number of open audit recommendations to 55 as of March 31, 2025. The Commission reported 1 of 55 recommendations as implemented,² and the remaining 54 recommendations were categorized as “CAP in Place.”³ The following dashboard provides an overview of the recommendations status as of March 31, 2025.

The OIG closed more recommendations as a result of actions taken by the Commission. A listing of the current open recommendation status for the AbilityOne Commission can be found online at <https://www.oversight.gov/reports/recommendations> for all government, and specifically for the U.S. AbilityOne Commission at this link: https://www.oversight.gov/reports/recommendations?search_api_fulltext=&field_report_date_is_sued_rec%5Bmin%5D=&field_report_date_issued_rec%5Bmax%5D=&agency-reviewe-investigated-rec%5B%5D=42&items_per_page=25

Carla Smith, Acting Inspector General
U.S. AbilityOne Commission

¹ OIG considers a recommendation “Closed” when: 1) the responsible office completes actions necessary to implement the recommendation and provides OIG with evidence of the final completed actions or other justifications; and 2) OIG or the delegated IPA reviews the evidence provided and determines that no additional action is required.

² “Implemented” is defined as an open recommendation reported as “Implemented” by management but remains open pending OIG or Independent Public Accounting firm (IPA) final determination.

³ OIG categorized a recommendation as “CAP in Place” when the Commission has a corrective action plan in place that meets the intent of the recommendation.

6.0 Combined Agency-Related Appropriation Language (including OIG)

SALARIES AND EXPENSES

For expenses necessary for the Committee for Purchase From People Who Are Blind or Severely Disabled (referred to in this title as "the Committee") established under section 8502 of title 41, United States Code, \$13,124,000:

Provided, That in order to authorize any central nonprofit agency designated pursuant to section 8503(c) of title 41, United States Code, to perform requirements of the Committee as prescribed under section 51-3.2 of title 41, Code of Federal Regulations, the Committee shall enter into a written agreement with any such central nonprofit agency:

Provided further, That such agreement shall contain such auditing, oversight, and reporting provisions as necessary to implement chapter 85 of title 41, United States Code:

Provided further, That such agreement shall include the elements listed under the heading "Committee for Purchase From People Who Are Blind or Severely Disabled-Written Agreement Elements" in the explanatory statement described in section 4 of Public Law 114-113 (in the matter preceding division A of that consolidated Act):

Provided further, That any such central nonprofit agency may not charge a fee under section 51-3.5 of title 41, Code of Federal Regulations, prior to executing a written agreement with the Committee:

Provided further, no less than \$3,150,000 shall be available for the Office of Inspector General.

(Departments of Labor, Health and Human Services, and Education, and Related Agencies Appropriations Act, 2026)




Appendix

Statement of Chief Information Officer

May 5, 2025

I affirm that as the Chief Information Officer of the U.S. AbilityOne Commission, I played a significant role in reviewing and recommending planned IT support and increases in IT resources for the agency for the submission of the FY 2026 budget request. There have been limited IT investments in equipment and cloud storage. The Commission has received Technology Modernization Fund support to upgrade the agency's Procurement List Information Management System (PLIMS), and will identify internal funding to buy IT equipment and software licenses for new employees.


Shang-iong (Edward) Yang, CIO

Endnotes

¹ The U.S. AbilityOne Commission is the operating name of the Committee for Purchase From People Who Are Blind or Severely Disabled, an independent Federal agency hereafter referred to as “Commission.”

² For recent data see Department of Labor, Bureau of Labor Statistics, “Persons with a Disability: Labor Force Characteristics – 2024” <https://www.bls.gov/news.release/pdf/disabl.pdf> (retrieved April 11, 2025). See also Department of Labor, Office of Disability Employment Policy, Disability Employment Statistics <https://www.dol.gov/agencies/odep/research-evaluation/statistics> (retrieved April 11, 2025).

³ See U.S. AbilityOne Commission “Report to the President,” March 28, 2024, at <https://www.abilityone.gov/documents/U.S.%20AbilityOne%20Commission%20-%20Report%20to%20the%20President%20-%2020240328%20Final.pdf>

⁴ See “Reference Documents, U.S. AbilityOne Commission Quarterly Public Meeting - April 24, 2025, Three Forms for Data Collection, Three Policies for Central Nonprofit Agencies” at <https://www.abilityone.gov/documents/AbilityOne%20Commission%20-%2020250423a.pdf>

⁵ See “Socioeconomic Impact Analysis Evaluation Report,” Mathematica, June 15, 2023, a study sponsored by National Industries for the Blind and SourceAmerica, at <https://www.sourceamerica.org/sites/default/files/2023-06/socioeconomic-impact-analysis-evaluation-report.pdf>

⁶ See Committee for Purchase From People Who Are Blind or Severely Disabled, “Quarterly Public Meeting,” Federal Register, 88 FR 62774, September 13, 2023, at <https://www.federalregister.gov/documents/2023/09/13/2023-19783/quarterly-public-meeting>.

⁷ See Committee for Purchase From People Who Are Blind or Severely Disabled, “Quarterly Public Meeting,” Federal Register, 88 FR 85607, December 8, 2023, at <https://www.federalregister.gov/documents/2023/12/08/2023-27023/quarterly-public-meeting>.

⁸ See Committee for Purchase From People Who Are Blind or Severely Disabled, “Quarterly Public Meeting,” Federal Register, 89 FR 20455, March 22, 2024, at <https://www.federalregister.gov/documents/2024/03/22/2024-06087/quarterly-public-meeting>.

⁹ See Committee for Purchase From People Who Are Blind or Severely Disabled, “Quarterly Public Meeting,” Federal Register, 89 FR 53966, June 28, 2024, at <https://www.federalregister.gov/documents/2024/06/28/2024-14229/quarterly-public-meeting>.

¹⁰ See Committee for Purchase From People Who Are Blind or Severely Disabled, “Quarterly Public Meeting,” Federal Register, 89 FR 77110, September 20, 2024, at <https://www.federalregister.gov/documents/2024/09/20/2024-21592/notice-of-meeting>

¹¹ See Committee for Purchase From People Who Are Blind or Severely Disabled, “Quarterly Public Meeting,” Federal Register, 89 FR 100984, December 13, 2024, at <https://www.federalregister.gov/documents/2024/12/13/2024-29426/notice-of-meeting>

¹² See Committee for Purchase From People Who Are Blind or Severely Disabled, “Quarterly Public Meeting,” Federal Register, 90 FR 13352, March 21, 2025, at <https://www.federalregister.gov/documents/2025/03/21/2025-04856/public-meeting>

¹³ See “Technology Modernization Fund Announces Investment in Supporting Jobs for People with Disabilities” at <https://www.gsa.gov/about-us/newsroom/news-releases/technology-modernization-fund-announces-investment-in-supporting-jobs-for-people-with-disabilities-10312022>

¹⁴ The Commission is reviewing the April 2023 legislative proposals submitted to Congress.

¹⁵ See “U.S. AbilityOne Commission Signs Second-Generation Cooperative Agreements with National Industries for the Blind and SourceAmerica” at <https://www.abilityone.gov/documents/Commission%20Signs%202nd-Gen%20Cooperative%20Agreements%20with%20CNAs%2020241220-1644%20a.pdf>

¹⁶ See “Reference Documents, U.S. AbilityOne Commission Quarterly Public Meeting – April 24, 2025, Three Forms for Data Collection, Three Policies for Central Nonprofit Agencies” at <https://www.abilityone.gov/documents/AbilityOne%20Commission%20-%2020250423a.pdf>

¹⁷ *Ibid.*

¹⁸ See “U.S. AbilityOne Commission Announces Final Rule to Support Competition in the AbilityOne Program” at <https://www.abilityone.gov/documents/U.S.%20AbilityOne%20Commission%20Announces%20Final%20Rule%20on%20Competition%2020240321%20-%20Final.pdf>

¹⁹ See “Reference Documents, U.S. AbilityOne Commission Quarterly Public Meeting - April 24, 2025, Three Forms for Data Collection, Three Policies for Central Nonprofit Agencies” at <https://www.abilityone.gov/documents/AbilityOne%20Commission%20-%2020250423a.pdf>

²⁰ See U.S. AbilityOne Commission March 2024 Report to the President, at <https://www.abilityone.gov/documents/U.S.%20AbilityOne%20Commission%20-%2020240328%20Final.pdf>.

²¹ See “U.S. AbilityOne Commission FY 2024 Performance and Accountability Report,” November 15, 2024, at <https://www.abilityone.gov/commission/documents/U.S.%20AbilityOne%20Commission%20FY24%20PAR%2015Nov2024%20signed.pdf>

²² The Commission is reviewing the legislative proposals.

²³ See “Reference Documents, U.S. AbilityOne Commission Quarterly Public Meeting - April 24, 2025, Three Forms for Data Collection, Three Policies for Central Nonprofit Agencies” at <https://www.abilityone.gov/documents/AbilityOne%20Commission%20-%2020250423a.pdf>

²⁴ See “Nonprofit Agency Compliance Policy (51.400 series)” at https://www.abilityone.gov/laws_regulations_and_policy/commission_policy_51_400.html

²⁵ See “Compliance Policy Modernization” at <https://www.abilityone.gov/commission/draftcompliancepolicies.html>

²⁶ This FY 2020 percentage is lower than previous years due to the impact of the COVID-19 pandemic.

²⁷ This FY 2021 percentage is lower than previous years due to the full-year impact of the COVID-19 pandemic.

²⁸ This FY 2022 percentage is lower than in many previous years due to the full-year impact of the COVID-19 pandemic.

²⁹ This FY 2023 percentage is lower than in many previous years due to the impact of the COVID-19 pandemic.

³⁰ See “AbilityOne Flexibilities Related to the Coronavirus (COVID-19) Emergency and Recovery for the Duration of Fiscal Year 2022” at <https://www.abilityone.gov/commission/documents/FY22%20ODLH%20Exception%20Memo%20Signed%20Apr%202022.pdf>. See also earlier memos on this subject on the COVID-19 page of the Commission website at <https://www.abilityone.gov/covid19.html>.

³¹ See “Supporting Competition in the AbilityOne Program,” Federal Register, 89 FR 20324, March 22, 2024, at <https://www.federalregister.gov/documents/2024/03/22/2024-05717/supporting-competition-in-the-abilityone-program>

³² See Office of Management and Budget, Office of Federal Procurement Policy (OFPP), Memorandum on “Increasing the Participation of Americans with Disabilities in Federal Contracting,” October 30, 2020, at https://www.abilityone.gov/media_room/documents/Increasing-the-Participation-of-Americans-with-Disabilities-in-Federal-Contracting.pdf