

U.S. AbilityOne Commission

Report to the President



December 18, 2025



President Donald J. Trump
The White House
1600 Pennsylvania Ave, NW
Washington, DC 20500

December 18, 2025

Dear Mr. President,

On behalf of the U.S. AbilityOne Commission, I am pleased to submit this report on the impact and progress of the Commission as it drives value, efficiency, and accountability across the agency and throughout the public-private AbilityOne Program it oversees.

Working with and through our private sector partners, AbilityOne grew to approximately 41,000 private sector jobs nationwide for people who are blind or have significant disabilities in FY 2025. Our mission is to tap this underutilized workforce to deliver high quality, mission-essential products and services to Federal agencies in quality employment opportunities.

What is now the U.S. AbilityOne Commission was established in 1938 by the Wagner-O'Day Act, which promoted the purchase of products made by blind workers. Its mission expanded in 1971, when the Javits-Wagner-O'Day Act broadened the AbilityOne Program to include people with significant disabilities and allow for the provision of services, as well as products, to the Federal Government. Thanks to societal changes, technological breakthroughs, and landmark legislation over the last half century, the United States has made enormous advances in ensuring that people who are blind or have significant disabilities can pursue their share of the American dream.

Today, the Commission is laser-focused on implementing your order to “create employment opportunities for American workers, including drawing discouraged workers into the labor force” as stated in the January 20, 2025, Presidential memorandum “Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis.” In addition, AbilityOne employment supports priorities of the President’s Management Agenda and National Security Strategy.

Jobs reached a 5-year high in AbilityOne during FY 2025, growing 4% after an FY 2024 increase of 7%.

Concurrently, the Commission has intensified its focus on Made in America products and on strengthening the U.S. industrial base, national security, and military readiness; supporting competition among AbilityOne Federal contractors; increasing operating efficiency; advancing IT modernization; and driving value for Federal customers.

Accelerating progress on increasing accountability and efficiency throughout its network, the Commission is building on significant achievements in recent years as we engage the AbilityOne Federal contractors (employers of Americans who are blind or have significant disabilities) to prioritize oversight, stewardship, and results, while seeking the ideas and innovation that are essential to the AbilityOne Program's future success.

A key example of increasing accountability was the signing of second-generation Cooperative Agreements between the Commission and AbilityOne Central Nonprofit Agencies in December 2024 that clearly set forth roles and responsibilities within the Program and outline the Commission's priorities for oversight and performance. Relentlessly pursuing improvement of the Commission and Program, we are continuing our outreach and communication with stakeholders, including other Federal agencies, private industry, and the disability community. Transparency and dialogue are key to mutual understanding of Commission and Program activities and actions.

We are currently charting the future of the Commission and AbilityOne Program by developing the agency's FY 2026-2030 Strategic Plan, and look forward to continuing our commitment to better supporting employment and better meeting the needs of Federal customers by modernizing the AbilityOne Program.

We greatly appreciate your support and investment in the Commission as we work to draw discouraged workers with disabilities into the labor force while driving value for Federal customers.

Sincerely,

Robert D. Hogue

Robert D. Hogue
Chairperson and Presidential Appointee

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Driving Value, Efficiency, and Accountability in the AbilityOne Program

Introduction

The U.S. AbilityOne Commission prepared this statutory report to inform the President about the Commission's work in supporting private sector employment for people who are blind or have significant disabilities through the use of Federal procurement contracts. The U.S. AbilityOne Commission is the operating name for the agency, whose statutory name is the Committee for Purchase From People Who Are Blind or Severely Disabled. The Commission administers the Program in accordance with the Javits-Wagner-O'Day (JWOD) Act (41 U.S.C. §§ 8501-8506).

The AbilityOne Program creates private sector jobs for approximately 41,000 people who are blind or have significant disabilities, including approximately 2,500 veterans, while providing quality products and services to the Federal Government at a fair market price. Nationwide, at more than 400 private sector AbilityOne Federal contractors (also known as AbilityOne-participating nonprofit agencies, or NPAs), employees work on AbilityOne contracts to empower themselves economically and gain experience and support that can advance their careers, while delivering high value and performance to Federal customers. The Commission has designated National Industries for the Blind (NIB) and SourceAmerica as central nonprofit agencies (CNAs) to assist in implementing the AbilityOne Program, which provided more than \$4.7 billion in products and services to the Federal Government in FY 2025, based on initial data reporting.

The Commission's composition, set forth in the JWOD Act, is 11 Presidentially appointed Federal agency members and four private citizen members who represent the employment concerns of people who are blind or have significant disabilities.

Each appointee representing a Federal 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 has broad knowledge of the employment issues facing people who are blind or have significant disabilities. Current Presidential appointees are listed in Appendix 1.

The Commission appreciates the work of the AbilityOne Office of Inspector General in enhancing the Commission's effective governance through audits and evaluations and in providing vital oversight to deter and detect bad actors.

The following Commission achievements are described in this report:

- Implementing the President's order to draw discouraged workers into the labor force
- Intensifying focus on Made in America products
- Strengthening the U.S. industrial base, national security, and military readiness
- Ensuring accountability of AbilityOne Federal contractors and appropriate Commission oversight
- Supporting competition among AbilityOne Federal contractors

- Increasing operating efficiency
- Advancing IT modernization
- Driving value for Federal customers

Guiding these activities is the Commission's Strategic Plan for FY 2022-2026,¹ which focuses on AbilityOne Program modernization, increasing quality private sector jobs, developing AbilityOne Program career planning support resources, and ensuring that Federal agencies consistently receive high-quality goods and services.

The Strategic Plan builds on the AbilityOne Program's many strengths and recognizes the need to modernize to meet the needs of employees who are blind or have significant disabilities and the needs of Federal customers.

The Commission is currently creating a FY 2026-2030 Strategic Plan aligned with Administration priorities.

Implementing the President's Order to Draw Discouraged Workers into the Labor Force

On Day 1 of his Administration, President Trump ordered 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."²

The President's guidance underscores the value of the AbilityOne Program, whose mission is creating private sector jobs for Americans with significant 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 through AbilityOne Federal contractors that create employment opportunities for people with disabilities, 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.

National security, military readiness, and the defense industrial base are all strengthened through AbilityOne's domestic manufacturing and delivery of mission-critical Made in America products and services. At the same time, the income that citizens with disabilities earn through AbilityOne private sector jobs helps those individuals pursue their share of the American dream.

Jobs hit a 5-year high in AbilityOne during FY 2025, growing 4% to approximately 41,000 jobs and following a 7% increase in FY 2024. Direct labor hours worked increased by 8% in FY 2025 to approximately 48 million – a significant measure of employment growth because not only are more workers working, they are also working more hours. Sales increased more than 5% to \$4.7 billion.³

Intensifying Focus on Made in America Products

Commission support of President Trump's America First Trade Policy was demonstrated throughout 2025, culminating in the Chairperson's directive "Strengthening and Ensuring Consistency of AbilityOne Program Compliance with Domestic Sourcing Laws," issued on September 10, 2025.⁴

The directive applies both to AbilityOne CNAs and AbilityOne Federal contractors. It clarifies the Commission's position regarding strengthening and ensuring consistency of AbilityOne Program compliance with domestic sourcing laws, and clearly communicates that AbilityOne contractors must commit to providing products that are compliant with the Buy American Act of 1933 and the Make PPE in America Act, unless valid exceptions apply.

The directive also instructs the CNAs to provide written feedback to the Commission Chairperson regarding CNA and AbilityOne Federal contractor implementation of the directive, as well as any recommendations needed to facilitate and maintain full compliance.

This action underscores that prioritizing Made in America products is fundamental to the Commission's work. The agency is committed to executing its statutory mission in a manner that drives full compliance with, and support for, U.S. domestic sourcing laws.

By making it easy for AbilityOne 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.

The Commission is developing a strategy to strengthen and build upon AbilityOne Federal contractors' domestic manufacturing capabilities by identifying funding opportunities, acquisition strategies, and partnerships that align with statutory requirements and Administration guidance.

AbilityOne American Manufacturing Initiative

In FY 2026, the Commission will establish an AbilityOne American Manufacturing Initiative task force composed of leaders from across the Commission, CNAs, and AbilityOne Federal contracting community to highlight and advance domestic manufacturing in the Program. The task force, modeled after the highly effective AbilityOne compliance council, will identify and disseminate best practices, share feedback with the Commission, and provide peer-to-peer assistance to AbilityOne Federal contractors in the manufacturing line of business.

Strengthening the U.S. Industrial Base, National Security, and 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.

Domestic manufacturing of AbilityOne products fortifies the defense industrial base, including clothing and textiles production. AbilityOne is the sole manufacturer of chemical protective suits for the U.S. military, as well as other complex garments and equipment. AbilityOne manufacturers of military clothing and equipment meet Berry Amendment standards (100% domestic production, including raw materials). Examples include uniforms, extreme cold weather clothing systems, fire-retardant personal protective gear, medical kits and supplies, and food (subsistence) items.

AbilityOne supports the Department of Homeland Security at dozens of Customs and Border Protection stations on both U.S. borders, providing cleaning and groundskeeping services at many locations, as well as providing all disposable gloves for the Transportation Security Agency. AbilityOne services also include reliable onshore contact centers that support citizen needs, including U.S. passport applicants nationwide and callers to the National Lead Information Center hotline.

Ensuring Accountability of AbilityOne Federal Contractors

Holding AbilityOne Federal contractors accountable is central to the Commission's work and its initiatives on contracting integrity, performance, and quality. The Commission took key steps in 2025 to increase accountability of AbilityOne Federal contractors, including:

- Updating data collected to focus on the most important areas and, critically, converting data collection to a fully digital process that enables greater data sharing, mining, and analysis;
- Training, testing, and initial implementation of a modernized compliance inspection process;
- Enhancing the Commission's oversight of contract performance, including follow-up procedures to ensure that any corrective actions have been satisfactorily completed.

Increased accountability through Commission policy action also doubled the amount of AbilityOne Federal contractor purchases of AbilityOne products to support AbilityOne service contracts – \$12.7 million in FY 2025 compared to \$6.3 million in FY 2024. The increase results from a 2022 Commission policy requiring NPAs to buy products from each other, which creates and sustains jobs.⁵ In addition, this policy means that both Federal agencies and AbilityOne Federal contractors are now required to purchase and use AbilityOne products – a change that also provides more feedback to AbilityOne manufacturers about product performance and price.

Supporting Competition Among AbilityOne Federal Contractors

The Commission is making good on its promise to implement competition in the AbilityOne Program, delivering on a top priority of the Section 898 "Panel on Department of Defense and AbilityOne Contracting Oversight, Accountability, and Integrity" (898 Panel),⁶ created by the 2017 NDAA.

Commission publication of its final rule "Supporting Competition in the AbilityOne Program"⁷ in 2024 responded to longstanding Federal customer interest in using competition as a tool to improve contract performance and customer satisfaction. In April 2025, the Commission issued Policy 51.301-04, "Competitive Distribution of Orders to Nonprofit Agencies for New and Existing Services on the Procurement List,"⁸ an interim framework for competition within the AbilityOne Program to provide best value for American taxpayers and the Federal government. The Commission also convened an ad hoc AbilityOne Competition Subcommittee to consider competition requests and approved the first competition under the new policy.

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 Operating Efficiency

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

- Supporting approximately 41,000 jobs with an agency budget of less than \$10 million (non-OIG).
- Restructuring staff by the end of 2025 to achieve 23% fewer FTEs, and associated personnel savings through voluntary attrition and implementing the agency's Merit Hiring Plan.
- 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 maximizing use of videoconferencing, aiming for at least 30% savings.
- Building on its initial phase of IT systems modernization, completed in 2025, to continue automating routine business processes.
- Implementing updated data collection forms.

The Commission and CNAs have examined their shared business processes and are implementing several recommendations 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.

Advancing IT Modernization

Increases in accountability, efficiency, and security in agency and Program operations directly result from modernizing the Commission's IT infrastructure, including its Procurement List Information Management System (PLIMS), the AbilityOne Program's primary information and decision-making support system.

The PLIMS 2.0 upgrade in FY 2025 successfully transitioned 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, and will further enhance the Commission's operating efficiency by automating additional business processes.

The Commission's IT infrastructure is a hybrid that is mostly cloud-hosted within the Microsoft Azure environment, ensuring agility, scalability, and resiliency.

Driving Value for Federal Customers

The Commission continues to drive value for Federal customers, including by:

Supporting AbilityOne Representatives

AbilityOne Representatives (ABORs) play a key role in ensuring Federal agency customer satisfaction with the AbilityOne Program. They serve as an essential communication channel between their agencies and the Commission and CNAs. Each ABOR advocates for use of AbilityOne products and services in accordance with mandatory source contracting procedures, engages the

workforce to increase use of AbilityOne, and provides feedback to the Commission to improve Program value.

More than 120 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. 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.

The ABOR program implements the Office of Federal Procurement Policy (OFPP) memorandum “Increasing the Participation of Americans with Disabilities in Federal Contracting,”⁹ issued in 2020 during the first Trump Administration, and demonstrates the Commission’s ongoing commitment to partner with and listen to its Federal customers.

Implementing 898 Panel Recommendations

In response to the 898 Panel’s recommendations, the Commission has now implemented all action items under its control, including supporting competition among AbilityOne Federal contractors.¹⁰ The 898 Panel’s remaining three recommendations require legislative action.

Increasing Customer Satisfaction by Emphasizing Quality Performance and “Best Value”

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 expanding into new markets.

The Commission continues to update its guidance to emphasize performance excellence and 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 a new framework for competition within the AbilityOne Program. These efforts advance the Commission’s priority to ensure contract performance accountability, drive cost savings, and foster high levels of customer satisfaction.

Increasing Customer Engagement

The Commission is currently developing customer-related policies that address contract performance, training, and the ABORs program.

Increasing customer engagement includes proactively strengthening relationships with Federal customers, providing education and training, gathering feedback to improve delivery of products and services, increasing transparency, and identifying issues before they escalate.

A Note from the Office of Inspector General

Sustaining Excellence Through Transition

The Office of Inspector General (OIG) provides oversight of the U.S. AbilityOne Commission and its Program and operations. In May 2017, pursuant to a statutory mandate from Congress, the Commission appointed its first permanent Inspector General, establishing independent oversight of the Commission and its Program for the first time since 1938.

During fiscal year 2025, the OIG strategically allocated its limited resources to maximize mission impact and respond to the President's priorities. By implementing a new risk-based planning model for audits and evaluations, and investigations, the OIG enhanced its ability to produce impactful oversight products. One significant improvement has been the increased timeliness of OIG products and data. The OIG recognizes that timely oversight products provide greater value to the Commission and the AbilityOne Program.

The OIG primary focus is producing oversight products that meaningfully support the Commission in achieving its programmatic mission. In addition to mandated reports and audits such as Semiannual Reports, the Annual Financial Statement Audit, FISMA, and the Top Management and Performance Challenges report, the OIG completed several audits and evaluations that strengthened communication and collaboration with the Commission.

Audits and Evaluations Completed in Fiscal Year 2025¹

- Audit of the U.S. AbilityOne Commission's Fiscal Year 2024 Financial Statement (November 15, 2024);
- Evaluation of the U.S. AbilityOne Commission Strategic Plan (December 19, 2024);
- Audit of the U.S. AbilityOne Commission's Enterprise Risk Management Program (December 20, 2024);
- Audit Assessment of the Commission's ERM Program Maturity Level (March 11, 2025);
- OIG Alert (July 9, 2025);
- Audit of the U.S. AbilityOne Commission's Open Recommendations (September 29, 2025);
- Evaluation of the AbilityOne Commission's Access to AbilityOne Program Data (September 29, 2025);
- OIG Strategic Plan (September 29, 2025); and
- Two Investigative Reports

Looking ahead, the OIG will soon release its annual Oversight Plan for fiscal year 2026. The Office of Audit and Evaluation also plans to update its manuals to incorporate new GAGAS standards. The OIG will participate in the CIGIE Peer Review process as both reviewer and reviewee.

¹ Issued October 1, 2025 – September 30, 2025. All OIG Reports can be found on our [website](#).

Regarding its Office of Investigations, the AbilityOne OIG does not possess law enforcement authority. It relies on key partnerships with the Department of Justice and other federal law enforcement OIGs to pursue civil and criminal penalties for fraudulent misuse of government funds. These partnerships have resulted in several new investigations and more than a dozen active cases. To further increase efficiency, the OIG plans to modernize its Investigative Case Management System and upgrade its legal research engine with AI capabilities. The OIG has updated its Investigative Manual to incorporate all forms, procedures, and CIGIE standards. These improvements are expected to reduce investigative timelines and improve the quality and speed of report development. Additionally, the OIG has initiated preparations to join the CIGIE Investigation Peer Review process, with its first AbilityOne investigative peer review anticipated in fiscal year 2028.

Improvements in risk modeling, technology enhancement, and interagency collaboration have strengthened the OIG's ability to identify priorities and address areas of greatest concern. Although these strategies have increased efficiency, the OIG still requires additional staff and updated technology to fully meet its mission needs as we move forward. Ms. Carla Smith, the Counsel to the Inspector General, currently serves as Acting Inspector General.² She also serves as the Assistant Inspector General for Investigations. In addition to losing the permanent Inspector General in fiscal year 2025, the OIG lost the Deputy Inspector General/Assistant IG for Investigation, an auditor, and an Investigative Counsel. In fiscal year 2026, the OIG anticipates the Commission will hire a permanent Inspector General. In addition, the OIG plans to hire a Senior Investigative Counsel, junior investigative attorney, and Senior Counsel, as needed.

Over the past year, the entire OIG has fully returned to office. Staff members are located in Washington, D.C.; Michigan; Ohio; and New York. The current lease for the Commission's Washington, D.C., space will terminate in early 2026. Thus, OIG is in the process of securing new office space with assistance from GSA. While the Commission has already selected its new location, the OIG is still finalizing arrangements and anticipates relocating by spring 2026.³

In conclusion, fiscal year 2025 was a year of transition, resilience, and progress for the AbilityOne OIG. The OIG strengthened its oversight capabilities, improved collaboration with its law enforcement partners and the Commission, and advanced major initiatives related to waste, fraud, and abuse. The OIG's continued commitment to independence, integrity, and accountability has positioned the organization to better support the Commission and its Program. The OIG created its first-ever Strategic Plan, which will serve as guide for the OIG in the coming years. With planned staffing expansions, updated technology systems, and ongoing engagement with the broader IG community, the OIG is poised to enhance its oversight role and further contribute to the effectiveness and transparency of the AbilityOne Program in fiscal year 2026 and beyond.

² As an active member of the CIGIE community, Acting IG Smith serves on several committees and working groups. The Assistant IG for Audits/Evaluations participates in audit and evaluation working groups, and the Junior Counsel is active in the Counsel Working Group.

³ The OIG was not able to secure an office space in the same location as the Commission due to budgetary and logistic restraints. Therefore, the OIG has to relocate at another location.

Appendix 1: Presidential Appointees

The following Presidential appointees served as Commission members in 2024 and 2025.

**Indicates members who left the Commission in 2025.*

Robert D. Hogue (SES)

Chairperson

Principal Deputy Assistant Secretary (Manpower & Reserve Affairs)

Department of the Navy

(Chairperson since February 2025)

Christina Brandt

Vice Chairperson

Private Citizen

(Vice Chairperson since February 2025)

Bryan Bashin*

Private Citizen

Matthew R. Beebe (SES)

Director of Acquisition

Defense Logistics Agency

Department of Defense

Angela Billups (SES)*

Executive Director

Office of Acquisition and Logistics

Department of Veterans Affairs

Scott R. Calisti (SES)*

Associate Deputy Assistant Secretary (Contracting)

Department of the Air Force

Gabriel M. Cazares*

Private Citizen

Megan Dake (SES)*

Deputy Assistant Secretary (Procurement)

Department of the Army

Carol L. Dobak (SES)*

Deputy Commissioner, Rehabilitation Services Administration

Office of Special Education and Rehabilitative Services

Department of Education

Chai Feldblum *

Private Citizen

(Vice Chairperson September 2021 - January 2025)

Tara M. Jamison (SES)

Deputy Senior Procurement Executive and Director
Office of Acquisition Management
Department of Justice

Jeffrey A. Koses (SES)

Senior Procurement Executive
General Services Administration
(Chairperson February 2021 - February 2025)

Jeffrey Mittman

Private Citizen
(appointed to Commission by President Trump in August 2025)

Jennifer Sheehy (SES)

Deputy Assistant Secretary
Office of Disability Employment Policy
Department of Labor

Malcom A. Shorter (SES)*

Assistant Secretary for Administration
Department of Agriculture

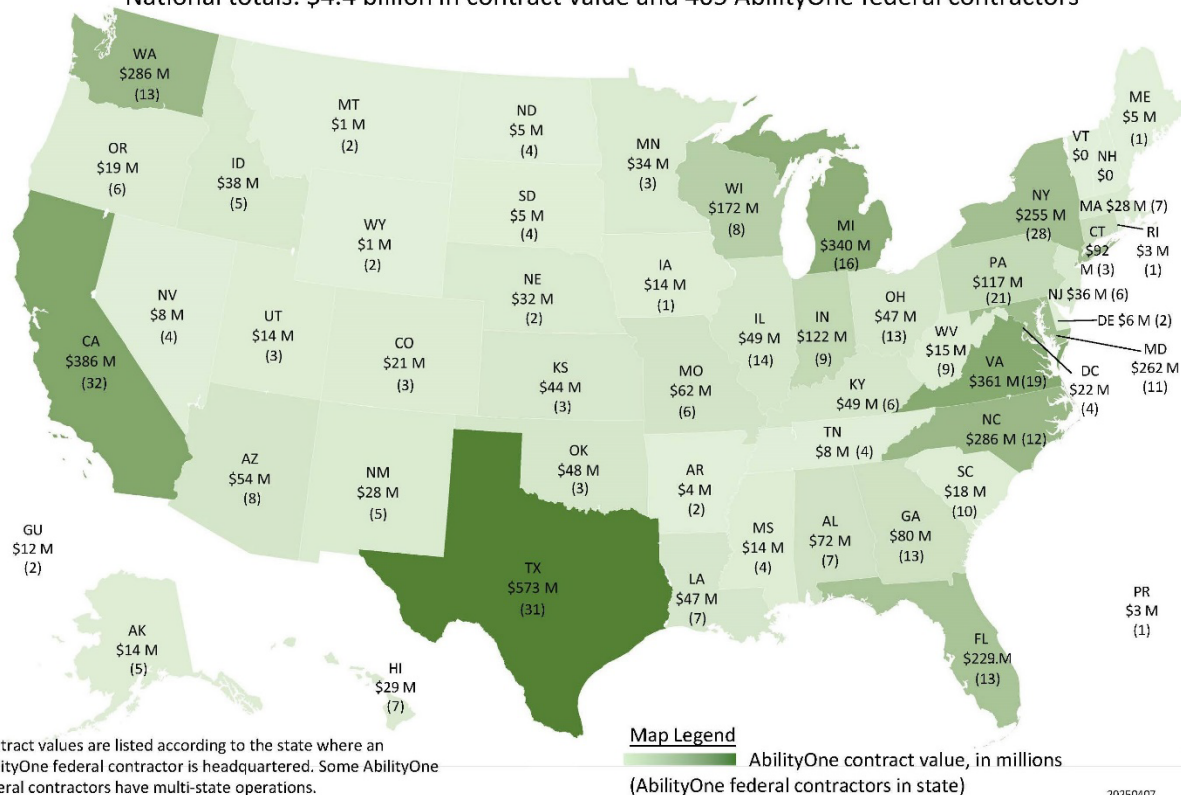
Virna L. Winters (SES)

Associate Director for Acquisition Policy
Office of Acquisition Management
Department of Commerce

Appendix 2: Map of AbilityOne Federal Contractors and Sales by State

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

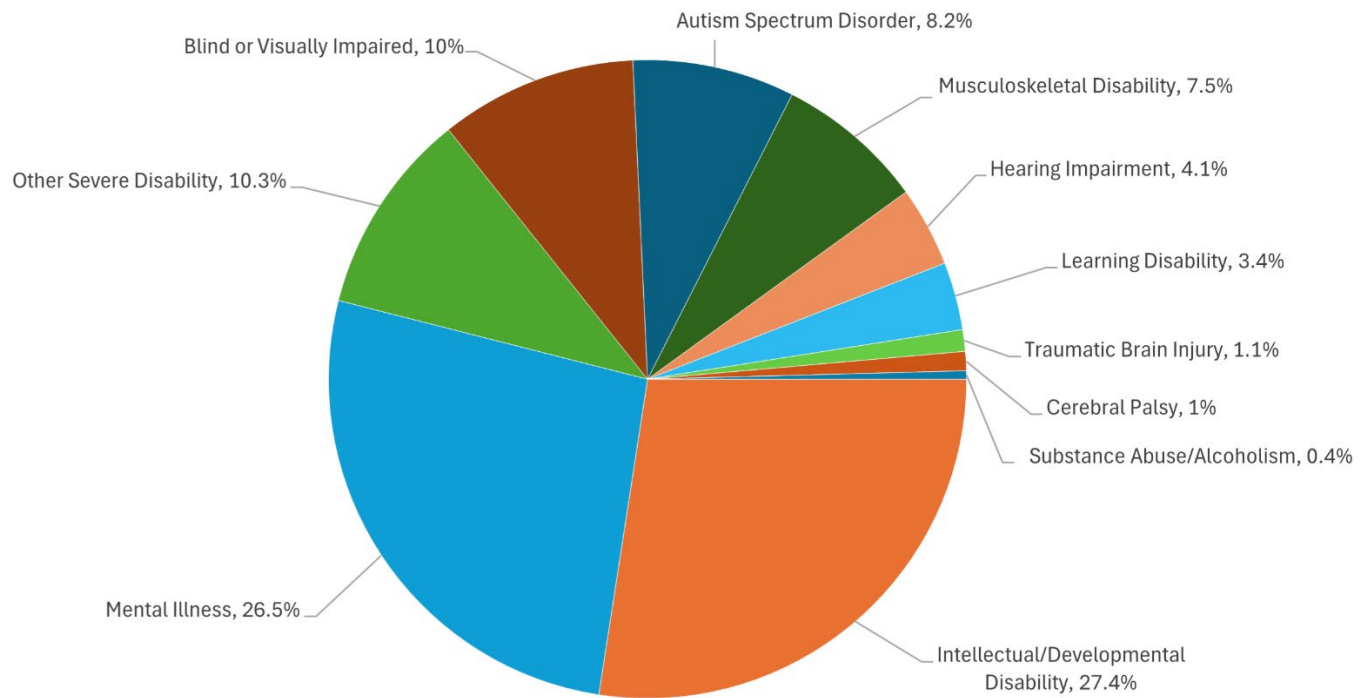


Appendix 3: AbilityOne at a Glance FY 2024/2025

Private sector AbilityOne employees who are blind or have significant disabilities (FY25)	40,663
AbilityOne wages paid to private sector employees (FY24)	\$821 million
Average hourly wage paid to private sector employees (FY24)	\$18.58
Cost per AbilityOne job based on AbilityOne Commission budget (Federal agency & OIG FY25 \$13.124 million budget ÷ 40,663 jobs)	\$323
Sales of products and services to Federal customers (FY25)	\$4.7 billion
Wounded, ill, or injured veterans in AbilityOne direct labor jobs (FY25)	2,500
Outward placements from AbilityOne contracts (FY24)	1,425
Upward promotions within AbilityOne contracts (FY24)	2,398

FY 2025 data is highlighted where available. Certain data is from FY 2024 due to the timing of AbilityOne Program reporting cycles.

Appendix 4: AbilityOne Employee Disability Characteristics FY 2024



FY 2024 is the most recent data available due to the timing of AbilityOne Program reporting cycles. Certain data is based on a sample of SourceAmerica Federal contractors.

Appendix 5: Commission Meeting Dates and Public Engagement Topics

Quarterly public meeting dates and public engagement topics in 2024 and 2025 included:

January 25, 2024: Pathways from AbilityOne Program employment to Federal Government employment.

April 25, 2024: How digital accessibility and technology can support individuals who are blind or have disabilities in their jobs, and how technological advances can support employee career development activities.

July 25, 2024: How the Commission can continue to advance AbilityOne Program modernization within the current statutory and regulatory framework.

October 24, 2024: Data collection and forms.

January 23, 2025: Employee career development.

April 24, 2025: How the AbilityOne Program contributes to the domestic industrial base.

July 24, 2025: The initial draft of the Commission's FY 2026-2030 Strategic Plan components; and, to the extent it relates to the AbilityOne Program, the initiative to streamline and simplify the Federal Acquisition Regulation – i.e., the “Revolutionary FAR Overhaul.”

October 23, 2025: *Meeting not held due to the lapse in Federal appropriations.*

Endnotes

¹ [U.S. AbilityOne Commission FY 2022-2026 Strategic Plan](#), June 2022.

² See Presidential Memorandum “[Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis](#),” January 20, 2025.

³ Initial reporting of FY 2025 data is used in this report where available. Certain data is from FY 2024, due to the timing of AbilityOne Program reporting cycles.

⁴ See Commission Chairperson Directive 25-01, “[Strengthening and Ensuring Consistency of AbilityOne Program Compliance with Domestic Sourcing Laws](#),” September 10, 2025.

⁵ See Commission Policy 51.542, “[Nonprofit Agency Use of AbilityOne Products in the Performance of AbilityOne Service Contracts](#),” October 1, 2022.

⁶ See FY 2017 NDAA Section 898 “Panel on Department of Defense and AbilityOne Contracting Oversight, Accountability, and Integrity,” Defense Pricing and Contracting, Assistant Secretary of Defense (Acquisition), [AbilityOne Program web page](#).

⁷ See “[Supporting Competition in the AbilityOne Program](#),” Federal Register, 89 FR 20324, March 22, 2024.

⁸ See Commission Policy 51.301-04, “[Competitive Distribution of Orders to Nonprofit Agencies for New and Existing Services on the Procurement List](#).”

⁹ 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.

¹⁰ See “[Supporting Competition in the AbilityOne Program](#),” Federal Register, 89 FR 20324, March 22, 2024.