



GSA Office of Governmentwide Policy

SPE Memo SPE-2021-03
January 26, 2021

MEMORANDUM FOR ALL GSA CONTRACTING ACTIVITIES

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SUBJECT: Increasing Opportunities for Americans with Disabilities

1. Purpose.

The Office of Federal Procurement Policy (OFPP) has asked all Federal agencies to enter into a pledge with the AbilityOne Commission to increase dollars going to the AbilityOne Program.

This memorandum establishes the GSA pledge at 2% of dollars for Fiscal Year (FY) 2021, and designates GSA's AbilityOne Representative (ABOR).

Achievement of the pledge will be led by GSA's ABOR and service level ABORs. Progress against the pledge will be shared by the Office of Government-wide Policy (OGP).

2. Background.

OFPP released a memo dated October 30, 2020, titled "[*Increasing the Participation of Americans with Disabilities in Federal Contracting.*](#)" This memo asked Federal agencies to further enhance opportunities for persons with disabilities in Federal contracting through the AbilityOne Program. The AbilityOne

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Program is the nations' largest employer of persons who are blind or have significant disabilities. The Program, managed by the AbilityOne Commission has a collective workforce of approximately 45,000 persons through over 500 participating nonprofit agency (NPA) vendors spanning over 1,000 locations all across the nation.

Because persons with disabilities continue to comprise the lowest employment category of any segment in our society. OFPP has asked agencies to take several actions including:

- Establishing an AbilityOne Pledge of at least 1% of dollars in FY 2021 and at least 1.5% of dollars in FY 2022.
- Establishing an AbilityOne Representative ("ABOR") to advocate for the program, engage with the workforce, and help improve the program. GSA has established an agency level ABOR and will also establish service level ABORs for FAS and PBS. Once established, ABOR contact information will be available on the [AbilityOne Program topic page](#) on the Acquisition Portal.

3. Effective Date.

This policy is effective immediately and remains in effect until rescinded.

4. AbilityOne Pledge.

The AbilityOne Program and the GSA have had a long-standing relationship in creating opportunities for the disabilities community. PBS has had a strategic alliance with SourceAmerica (formerly NISH)¹ since 2002 and FAS' strategic alliance with the National Industries for the Blind (NIB)¹ was established in 2011. Through these agreements, GSA has developed over 300 contracts worth over \$500 million with AbilityOne NPAs and distributors.

Thanks to GSA's long-standing partnership with AbilityOne, GSA will exceed the

¹ A Central Nonprofit Agency (CNA) under AbilityOne. The CNAs work closely with Federal contracting activities and NPAs (i.e. as liaisons) to match Government requirements with NPA capabilities. While the CNAs are liaisons to the AbilityOne Program, SourceAmerica and NIB are non-governmental organizations.

OFPP target. To demonstrate our higher commitment, GSA is pledging that 2% of our contract spend in FY 2021 will go through the AbilityOne Program. An FY 2022 pledge will be established through a supplement to this memo.

To ensure broad awareness and support for the Program across the agency, OGP has named a GSA [ABOR](#) and both FAS and PBS have named service level [ABORs](#). These individuals will lead GSA's efforts to champion the use of AbilityOne. This will include promoting training, identifying opportunities to add items to the procurement list and identifying opportunities for AbilityOne to compete in accordance with FAR 8.713, including through the Federal Supply Schedule.

To support new and emerging opportunities, under leadership of the ABOR team, GSA will also pursue innovative procurement approaches such as temporary procurement list additions, establishment of AbilityOne IDIQs, and more. To ensure we continue to strive for growth in the use of the AbilityOne Program new target categories and approaches will be set each FY and will be posted annually to the [AbilityOne Program topic page](#) on the Acquisition Portal.

5. Point of Contact.

If you have any questions regarding this memo, please contact the GSA ABOR noted on the [AbilityOne Program topic page](#) on the Acquisition Portal.

6. Additional Resources.

- [Acquisition Portal AbilityOne Program Topic Page](#)
- [AbilityOne Program](#)