



GSA Office of Governmentwide Policy

10/6/2023

SPE Memo SPE-2024-01

## MEMORANDUM FOR ALL GSA CONTRACTING ACTIVITIES

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SUBJECT: Increasing Opportunities and Advocating For People with Disabilities

### 1. Purpose.

This memorandum highlights GSA's commitment to the AbilityOne Program by establishing a pledge of **3.5%** of our total obligated dollars for FY24. It also provides resources for the GSA acquisition workforce in support of this pledge.

### 2. Background.

The AbilityOne Program is the largest source of employment in the U.S. for individuals who are blind or have significant disabilities, and the Program is a mandatory source for Federal agencies for certain products and services<sup>1</sup>.

AbilityOne Nonprofit Agencies (NPAs) provide quality goods and services to the Federal Government at fair market prices. In this vein, the acquisition workforce is critical to expanding business for AbilityOne by utilizing the products and services produced by the NPAs, and by identifying new product lines and services to add to the Procurement List maintained by the U.S. AbilityOne Commission. This creates opportunities for pathways to successful employment for people who are blind or have significant disabilities.

In October of 2020, the Office of Federal Procurement Policy (OFPP) asked Federal agencies to designate an AbilityOne Representative (ABOR) and enter into a pledge with the AbilityOne Commission to increase dollars going to the AbilityOne Program by a minimum of no less than 1% of their total obligated dollars. GSA established a pledge<sup>2</sup> of 2% of its total obligated dollars in FY21 and increased the pledge to 2.5% in FY22. GSA further increased

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<sup>1</sup> See FAR Subpart 8.7

<sup>2</sup> SPE Memo SPE-2021-03

the pledge to 3% of total obligated dollars for FY23.

### **3. Increasing Opportunities.**

One method for increasing opportunities for people with disabilities is to review the [Procurement List](#) as part of market research to identify opportunities to utilize AbilityOne products or services to meet agency needs. The Procurement List has expanded beyond just the traditional products and services to now include “new” services such as Technology and Cyber, Total Facilities Management and Contract Management Services that can be used to meet requirements.

### **4. GSA Resources to Support the Acquisition Workforce.**

GSA has established an AbilityOne Representative (ABOR) Program to assist contracting offices with resources that enhance program knowledge, identify opportunities suitable for the program, and maintain current requirements in the program. The ABOR Team works closely with the GSA acquisition workforce, GSA industry vendors, other agency ABORs and the U.S. AbilityOne Commission to enhance and improve the Program, including delivering specific training for each audience. More information on these resources and the AbilityOne program for GSA’s acquisition workforce can be found on the [Acquisition Portal AbilityOne Topic Page](#).

### **5. Effective Date.**

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

### **6. Point of Contact.**

The senior staff lead for GSA’s AbilityOne Program is Ms. Millisa Gary who may be reached at [gsaabor@gsa.gov](mailto:gsaabor@gsa.gov).