

# The AbilityOne Program: A Strong Economic Driver for America and a Vital Support for Our Nation's Military

The AbilityOne® Program creates competitive employment opportunities through federal contracting, generates cost savings for the federal government, and provides key support for our nation's military.

## Creating Jobs in Communities Nationwide

The AbilityOne Program is one of our nation's largest sources of employment for people who are blind or have significant disabilities. It's an economic driver in communities nationwide.

- More than **39,000 people** with disabilities make up the AbilityOne workforce.
- Approximately **400 nonprofit agencies** provide products or services through the AbilityOne Program.
- Individuals with disabilities are employed through the AbilityOne Program in **every state** in the nation.
- In FY24, the average AbilityOne employee wage in the SourceAmerica® nonprofit network was **\$18.58 per hour**.

## Generating Significant Cost Savings

Nearly 63% of working-age people with disabilities in the U.S. do not have jobs.<sup>1</sup> Employment gives adults with disabilities, including veterans, the chance to support their families, build connections with workplace colleagues, and the satisfaction of contributing to their communities. It also generates federal tax revenue and reduces the burden on government assistance programs.

**The average return on investment is \$2.66 for every \$1 spent to administer the AbilityOne Program. The return on investment can be as high as \$4.40 for every dollar spent.**

<sup>1</sup> BLS Persons with a Disability: Labor Force Characteristics Summary, Feb. 22, 2024.

Find out what people with significant disabilities can do for America. Visit [SourceAmerica.org/PublicPolicy](https://SourceAmerica.org/PublicPolicy) to learn more.



**Congress established the AbilityOne Program through the Javits-Wagner-O'Day Act to ensure individuals with disabilities and people who are blind have access to employment through competitive federal contracting opportunities.**

**The U.S. AbilityOne Commission® administers the AbilityOne Program through two Central Nonprofit Agencies: SourceAmerica and National Industries for the Blind.**

## Supporting Our Nation's Military Readiness

**The AbilityOne Program provides an opportunity for veterans with disabilities to continue to serve. Approximately 2,500 veterans are employed through the AbilityOne Program.** More than half of them work on Department of Defense contracts.

AbilityOne employees provide critical products, made in America, and services for our nation's men and women in uniform. Nonprofit agencies in the AbilityOne Program manufacture military uniforms; extreme cold weather clothing systems; fire-retardant personal protective gear; medical kits and supplies; food products, including coffee and bakery mixes; American flags; and more for military personnel. SourceAmerica's network manufactures products in

America to protect the defense industrial base supply chain. AbilityOne employees also provide a variety of services on military bases, such as fleet vehicle maintenance, custodial, food services, and grounds maintenance. Naval Station Great Lakes, Fort Knox, Fort Bliss, Fort Sill, and Naval Medical Center Portsmouth are just a few of the military bases with a significant AbilityOne presence.

## About SourceAmerica

SourceAmerica is a Central Nonprofit Agency in the AbilityOne Program with more than 50 years of experience in the federal contracting space. We operate in all 50 states, Guam, and Puerto Rico. Visit us at [SourceAmerica.org/PublicPolicy](https://SourceAmerica.org/PublicPolicy) to learn more.

**"When you have a long career in the military, you forget how it is to go out and find a job. Even when I first thought about retiring, I still wanted to work in aircraft maintenance. Because of my injuries, I was in danger of not being able to do it anymore...I saw it as a blessing from God. I was just tremendously happy that I was able to...work on an aircraft again."**

– James W. Murray III  
Served More Than 24 Years in the USAF

*AbilityOne Employee: Transit Aircraft  
Maintenance Repairman, Moody AFB*

