



STRATEGIC PLAN

2026-2031



U.S. ABILITYONE COMMISSION
OFFICE OF INSPECTOR GENERAL

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Message from the Acting Inspector General

As Acting Inspector General, I am pleased to present the Strategic Plan for the U.S. AbilityOne Commission (AbilityOne) Office of Inspector General (OIG). During my tenure, it has become clear that modernizing the OIG's processes, communication formats, and work products is essential as we move forward in strengthening the OIG office and its impact. This office will be celebrating its 10-year anniversary during this strategic period. Our goal is to end this decade on a high note by fortifying our foundation and starting a new era of refinement, modernization and effectiveness. I am confident that while performing our core functions of detecting and preventing fraud, waste, and abuse, the OIG can transform into a more effective entity that is trusted and respected across AbilityOne, stakeholders, and the OIG community.

This Strategic Plan outlines our vision, values, and most importantly, sets forth clear goals that will guide our efforts over the next five fiscal years. Our vision and goals are simple: *To act as an agent of positive change for continuous improvement in the AbilityOne Program operations and in the Office of Inspector General.* In addition, we will focus on tangible outcomes that directly support AbilityOne's mission of offering economic empowerment to those who are disabled by providing resources and jobs in the United States Workforce.

The Strategic Plan's performance measures are the first steps in laying the foundation for achieving these goals and advancing our mission of oversight and accountability. We anticipate years one and two will be focused on stabilization, including modernization by implementing a solid foundation of leadership, accountability, and compliance. Which we anticipate will increase the OIG's productivity, and visibility. Years three through five we anticipate will be a period of progress and expansion. Throughout this time, the office will continue to mature, producing impactful reports, investigations and outreach that drive accountability and foster transparency. By the end of five years, the office will be positioned as a modern, efficient, and trusted oversight body that is committed to ethical, transparent, and effective governance.

In conclusion, I want to thank the OIG staff for their contribution in creating this Strategic Plan. Without the staff's dedication, this plan nor any of the OIG's accomplishments would be possible.

Carla Smith

Carla Smith
Acting Inspector General



Overview

U.S. ABILITYONE COMMISSION

The Committee for Purchase from People Who Are Blind or Severely Disabled, known as the AbilityOne Commission (Commission), is an independent federal agency established under the Javits-Wagner-O'Day (JWOD) Act, 41 U.S.C. §§ 8501-06, to increase employment opportunities for individuals who are blind or have severe disabilities. Operating under the U.S. AbilityOne Program, the Commission connects government entities and employees with qualified nonprofit agencies (NPAs), facilitating the purchase of goods and services produced by individuals with disabilities. By enforcing the JWOD Act, the Commission actively promotes social inclusion and economic empowerment for the disabled community, fostering a more equitable society.

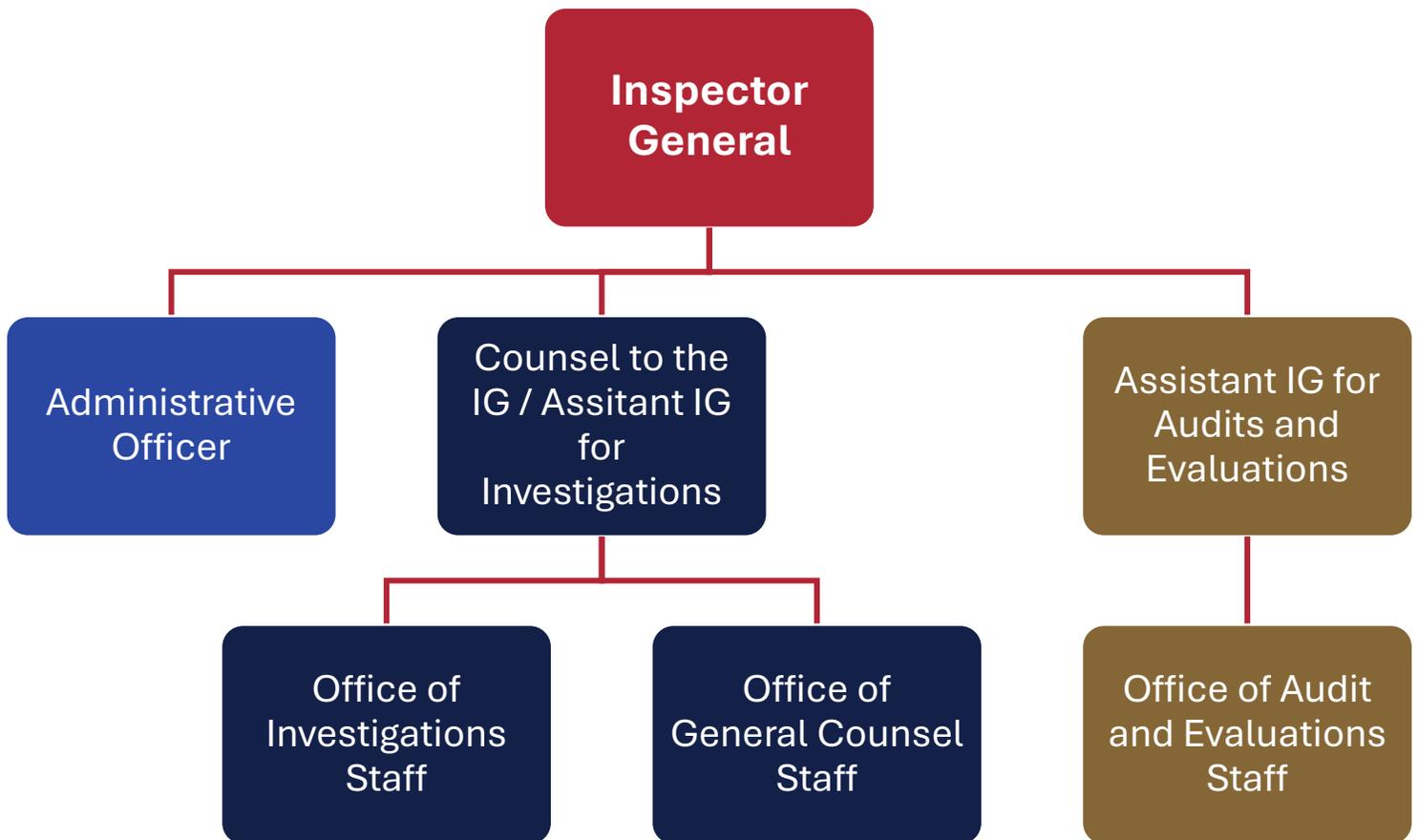
The Commission is composed of 15 Presidential appointees: 11 represent Federal agencies and four serve as private citizens who are knowledgeable about employment barriers facing people who are blind or have significant disabilities. The Commission itself has full-time employees who administer and oversee the AbilityOne Program, which includes over \$4 billion in products and services provided to the Federal government annually.

OFFICE OF INSPECTOR GENERAL

On December 18, 2015, the Consolidated Appropriations Act of 2016 (Pub. L. No. 114-113) amended the Inspector General Act of 1978 (IG Act, 5 U.S.C. §§ 401-24) and created the Office of Inspector General (OIG) at AbilityOne as a designated federal entity IG. All OIGs are to provide independent and objective oversight. The OIG is responsible for conducting audits and investigations, recommending policies and procedures that promote economic, efficiency, and effectiveness of agency resources and programs, and detecting and preventing fraud, waste, abuse, and mismanagement. The IG Act requires the IG to keep the Commission and Congress fully and currently informed about problems and deficiencies in the Commission's operations and the need for any corrective action.

The AbilityOne OIG organization structure was built to support the OIG responsibilities identified in the IG Act and to support the AbilityOne OIG mission. The AbilityOne OIG is composed of an Inspector General, the Office of Counsel, the Office of Investigation, and the newly combined Office of Audit and Evaluation.

OIG ORGANIZATION CHART



ABOUT THIS PLAN

Our Strategic Plan for FY 2026–FY 2031 provides an overview of our organizational goals and objectives for the next five years. We anticipate that the first three years of our Strategic Plan will include modernization and implementation. Which we anticipate will then result in two years of visible transformation.

Mission, Vision, And Values

MISSION

Our mission is to provide oversight of the AbilityOne Commission and program operations, and to promote efficiency and detect fraud, waste, and abuse.

VISION

To be a trusted and independent oversight entity that fosters accountability, efficiency, integrity, and transparency, while cultivating positive engagement with the public, AbilityOne, and its programs.

Perform work that is timely, trusted, and effective when conducting audits, investigations, and evaluations. We strive to enhance transparency, prevent fraud, and promote continuous improvement, while ensuring public confidence in AbilityOne operations and effectiveness.

VALUES

INTEGRITY:

We consistently uphold the highest standards of ethics, morals, and accountability.

EXCELLENCE:

We pursue continuous improvement, embrace best practices, and strive to deliver timely, accurate, and impactful oversight.

ENGAGEMENT:

We actively engage stakeholders with open communication to understand emerging risk and foster transparency to ensure our work remains relevant and responsive.

TEAMWORK:

We operate as one team grounded in trust, mutual respect, and a shared purpose; valuing each person contributions and perspectives.

Strategic Goals, Objectives, and Performance

STRATEGIC GOAL 1 – IMPACTFUL OVERSIGHT

The OIG provides impactful oversight products that promote efficiency and effectiveness of the Commission’s programs so that the intended participants are better served.

OBJECTIVE 1.1

INDEPENDENT OVERSIGHT: Enhancing the public trust in the nation’s largest employment program of blind and significantly disabled workers by improving efficiency and effectiveness through independent oversight.

OBJECTIVE 1.2

INVESTIGATE AND PROMOTE PROGRAM INTEGRITY: Investigating allegations of criminal, civil, and administrative misconduct while promoting program and operational integrity.

OBJECTIVE 1.3

AUDITS, INSPECTIONS, AND EVALUATIONS: Produce comprehensive and sound audits, inspections, and evaluations that are impactful to maintain the integrity and efficiency of the Program.



PERFORMANCE METRICS

- Increase productivity and provide timely, objective, and accurate OIG work products in support of AbilityOne strategic operations and initiatives.
- Create programs that heighten awareness of the consequences of criminal, civil, and administrative violations and provide awareness of fraud trends.
- Investigate allegations of fraud, waste, and abuse concerning the AbilityOne Commission’s management and operations, and programs in a professional and timely manner.
- Employ a strategic, risk-based approach in identifying oversight priorities to focus OIG resources.
- Monitor the Commission’s continuing efforts to maintain its operational design adequacy and its effectiveness of its internal controls processes to respond to emerging challenges.

STRATEGIC GOAL 2 – EFFECTIVE COMMUNICATION

The OIG staff communicates effectively with its stakeholders and provide awareness of the OIG activities and functions.

OBJECTIVE 2.1

CLEAR, EFFECTIVE, AND ACCESSIBLE INFORMATION:

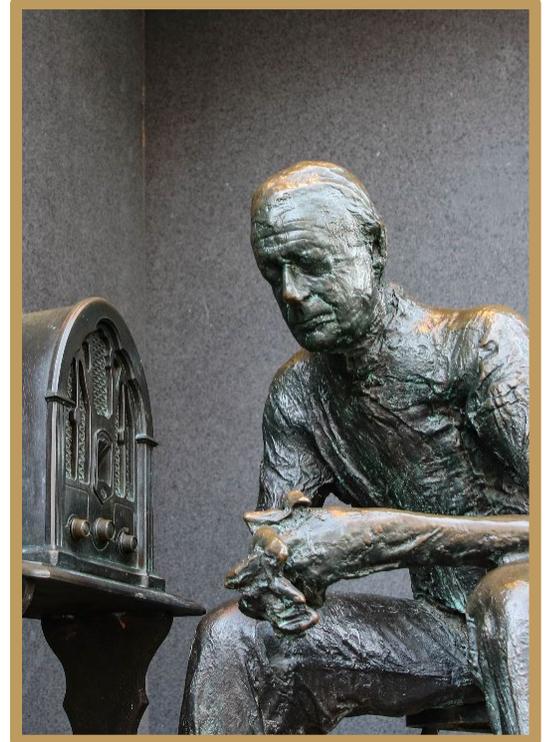
Facilitate impactful, accessible, and effective communications and reports to Congress, Commission members, Commission staff, program participants, and other stakeholders.

OBJECTIVE 2.2

PROACTIVE OUTREACH: Improve visibility and awareness of the OIG's role as an independent oversight agency promoting integrity and efficiency, and preventing waste, fraud, and abuse.

OBJECTIVE 2.3

LEVERAGING PARTNERSHIPS: The OIG is, and shall remain, an active member within the IG and federal law enforcement communities and will continue to seek opportunities for additional growth and involvement.



PERFORMANCE METRICS

- Focus on producing relevant communications that are accurate, timely, understandable, and accessible for all stakeholders.
- Keep both the Commission members and Congress fully informed about its AbilityOne programs and operations and its progress and expectations on implementing and closing recommendations.
- Conduct proactive outreach and educational efforts to ensure stakeholders and program participants understand their rights and responsibilities when reporting fraud, waste, and abuse.
- Maintain open channels of communication with Board, Commission Leadership, Central Nonprofit Agencies (CNA), Nonprofit Agencies (NPA), and program participants.

STRATEGIC GOAL 3 – EFFECTIVE AND STRATEGIC OUTCOMES

To implement ethical standards and data for informed decision making.

OBJECTIVE 3.1

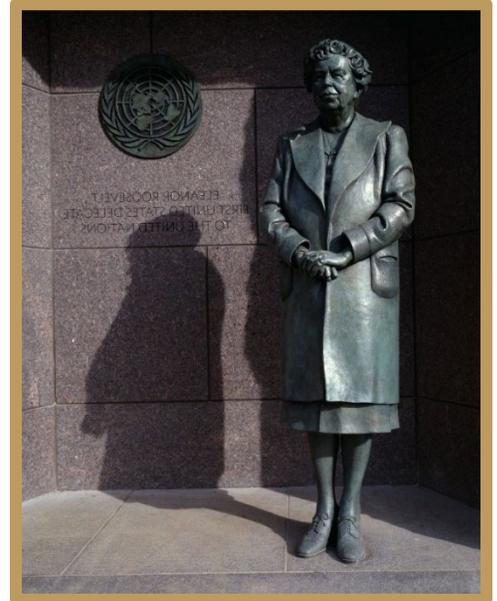
COMPLIANCE AND INTEGRITY: Ensure the OIG complies with ethical, legal, and operational standards and best practices.

OBJECTIVE 3.2

INNOVATION AND TRANSFORMATION: Modernize OIG operations through analytics, data, and innovative technology.

OBJECTIVE 3.3

AGILITY AND PRECISION: Be agile and proactive while addressing fraud, waste, and abuse within the AbilityOne Program.



PERFORMANCE METRICS

- Stay apprised of new legal, ethical, and professional standards by monitoring case law, legislation, regulation, policies, and other developments to ensure our policies and procedures are up to date.
- Maintain the highest ethical standards professionally and personally to prevent the appearance of impropriety.
- Identify and implement technology needed to promote agility and efficiency.
- Discover available avenues to grow capabilities to better serve the OIG's mission, develop operations, and train personnel accordingly.
- Avoid redundancy, inconsistency, and leverage resources to enhance proficiency and minimize waste.

STRATEGIC GOAL 4 – ENGAGED WORKFORCE

To ensure OIG staff members are highly trained engaged professionals who effectively contribute to the OIG’s mission.

OBJECTIVE 4.1

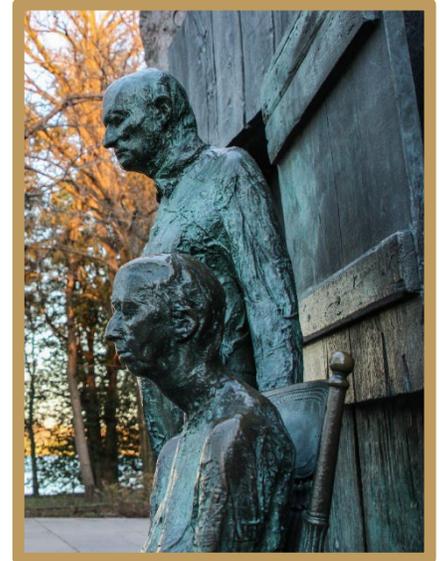
STAFF DEVELOPMENT: Provide training and opportunities to facilitate growth in the OIG.

OBJECTIVE 4.2

EMPOWERED AND WORKFORCE: Foster a professional and collaborative environment by cultivating a model of respect, resilience, and positivity.

OBJECTIVE 4.3

HUMAN CAPITAL: Maintain and maximize a committed workforce that drives high performance.



PERFORMANCE METRICS

- Foster a positive work environment by encouraging collaboration, recognition, and support among team members.
- Identify training and development opportunities to enhance employee knowledge, awareness, and understanding.
- Encourage employees to embrace personal accountability and take initiative to meet or exceed work plan goals.
- Align recruiting efforts and current staff roles and responsibilities to effectively attract and retain human capital.

Report Fraud, Waste, and Abuse

Please submit complaints using our Portal <https://abilityone.oversight.gov/hotline>

You may also submit a complaint via our Hotline Toll-Free Number: 844-496-1536, or

Email: hotline@oig.abilityone.gov

Read all OIG reports on our website:

abilityone.oversight.gov/reports/all



Office of Inspector General

U.S. AbilityOne Commission

Committee for Purchase from People Who Are Blind or Severely Disabled (CPPBSD)

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