



The mission of Goodwill Specialty Services, Inc. (GSSI) is to develop job skills and employment opportunities for people with disabilities and other vocational disadvantages, striving to increase the self-sufficiency of program participants. GSSI provides vocational evaluation, training, employment, and opportunities for personal growth in the rehabilitation of disabled or disadvantaged individuals.

Since 1990, the AbilityOne program has provided part-time job opportunities for individuals with severe disabilities in a supportive and integrated work environment at four federal properties: the Zorinsky Federal Building in Omaha; the Denney Federal Building in Lincoln; and Offutt Air Force Base and U.S. Strategic Command in Bellevue. The AbilityOne program is a nationwide program funded by the federal government with the goal of employing individuals with disabilities. Under this program, non-profit agencies provide products and services to the federal government, with 75% of the direct labor completed by individuals with disabilities.

Positions include custodial and postal services, and AbilityOne employees are paid according to the federal wage determination rate under the Service Contract Act. As of January 30, 2022, this wage starts at \$15 an hour. In addition, we pay a health and welfare benefit, which starts at \$4.23 an hour. This benefit can be used to pay for health insurance, and if an employee already has health insurance, then it is put into a 401(a) retirement account.

AbilityOne employees work both independently and in team settings while providing valuable services to our federal government partners. All positions provide accommodations to help ensure employees gain valuable employment skills. Depending on the goals of the AbilityOne employees, individuals can work with Goodwill Omaha's employment services team to ensure successful, long-term job placements in competitive positions throughout the community.

This program is administered by the U.S. AbilityOne Commission®, an independent Federal agency, and is among the largest sources of employment in the United States for individuals who are blind or have significant disabilities.

Nationally, the program employs approximately 40,000 people who are blind or have significant disabilities, including more than 2,500 veterans.

AbilityOne Facts

In 2021, GSSI employed 113 people in the AbilityOne program, and 93 were identified as having a disability.

- 80,973 Direct labor hours paid to employees with disabilities.
- 4,893 Direct labor hours paid to veterans with disabilities.
- 97,907 direct labor hours paid to employees on AbilityOne contracts.
- In 2021, \$13.53 Average hourly wage; starting January 2022 this was increased to \$15 per hour.
- 88% Average direct labor ratio.

