



**It is our mission to enhance  
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are blind, primarily through  
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improving employment.**

**[www.nib.org](http://www.nib.org)**

For more information on National Industries for the Blind,  
contact Angela Hartley at 703-310-0322 or visit [www.nib.org](http://www.nib.org).



## National Industries for the Blind (NIB)

### Our Mission

In the United States, seven out of 10 people who are blind are not employed. But every American deserves economic opportunity and independence. Every American deserves a chance at the American dream. At National Industries for the Blind (NIB), it is our mission to enhance the opportunities for economic and personal independence of persons who are blind, primarily through creating, sustaining and improving employment. NIB and its associated agencies serve as the largest program responsible for the employment of people who are blind through the Javits-Wagner-O'Day Act.

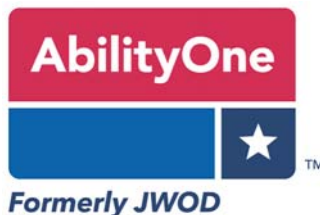
### Our Agencies

NIB operates under the Javits-Wagner-O'Day (JWOD) Act and the AbilityOne Program, a federal purchasing program that enables people who are blind to work and provide products and services to federal and commercial customers. Like other businesses, NIB and our more than 85 associated agencies around the country must deliver quality products on time and at competitive rates. To accomplish this, NIB mentors and supports its agencies with business development; product and service research and development; program management; distribution channel development and support; marketing; sales; and contract administration.



### Our Future

Today, NIB's role in the AbilityOne Program is considered a model that encourages private/public partnerships and empowers people who are blind to be more fully economically integrated. NIB's business strategy includes plans to further diversify employment opportunities for people who are blind; to create product and service awareness within government agencies; to aggressively market the highest quality products and services; to generate public and private partnerships; and to provide technical, operational, marketing and business development services to our associated, community-based agencies. As the service industry rapidly expands in the United States and new technologies emerge, NIB will continue to create new and exciting career opportunities for people who are blind.



## AbilityOne Program

Formerly the Javits-Wagner-O'Day Program

### What Is It?

In 1938, Congress created the Wagner-O'Day Act to enable agencies serving people who were blind to sell products to the federal government. Because of its success in providing jobs to people with visual disabilities, in 1971, Senator Jacob Javits led an effort to amend the original act to permit Americans with other severe disabilities to also benefit from the program. The Javits-Wagner-O'Day (JWOD) Act was created, and the JWOD Program was formed.

Today, the program is known as the AbilityOne Program. It stands as a model, enabling people who are blind or have other disabilities to be employed through community-based organizations to provide quality, on-time products and services to the federal government.



## NIB Associated Agencies

NIB associated agencies provide people who are blind with employment as well as rehabilitative services such as low vision examinations and aids, occupational/physical therapy, personal and career counseling, recreation, transportation, mobility and orientation training, daily living skills, employment training and more.

Similar to all government contractors, NIB associated agencies meet the same provisions for quality and contract requirements. They offer good wages and fringe benefits, meet Department of Labor and other workplace regulations, and present promotional opportunities.



At least 75 percent of an agency's total direct labor hours must be performed by people who are blind. The work on federal contracts may be facility-based, such as our multi-million dollar contract to manufacture the U.S. Army Battle Dress Uniform, or community-based, such as our call center service contract with the Environmental Protection Agency.

Our more than 85 associated agencies are the largest providers of employment to Americans who are blind in the country, presenting them with the opportunity to master the most skilled positions based on their interests and abilities.

NIB associated agencies:

- Employ nearly 5,600 people who are blind
- Pay \$88.5 million per year in wages and benefits for full- and part-time employees
- Offer rehabilitative services to more than 130,000 people who are blind nationwide
- Operate in 126 base supply centers
- Deliver millions of products and services to federal, state and commercial markets



## Our Products

The SKILCRAFT® trade name was introduced in 1952 to emphasize exceptional quality. The first products manufactured under the SKILCRAFT name were mops and brooms, created specifically for the federal government. Later, pens and office supplies were introduced. Today, the SKILCRAFT name encompasses more than 3,000 products, including office supplies, janitorial equipment, uniforms and hospital supplies.

By harnessing the demand and purchasing power of the federal government, NIB and its associated agencies supply federal markets with high-quality products and services under the trade name SKILCRAFT. Made with pride by Americans who are blind, SKILCRAFT and other AbilityOne products are manufactured and distributed by NIB associated agencies in 44 states and Puerto Rico.

Purchase of SKILCRAFT and other products and services under the AbilityOne Program employs thousands of Americans who are blind across the nation. Through this employment, people who are blind are able to serve their country by providing necessary products and services to the federal government, armed services and commercial market.



## Our Services

NIB and our associated agencies perform a variety of services that provide employment opportunities for people who are blind. Our service development team partners with our customers and trains contract employees to perform to customer specifications.

SKILCRAFT® services can streamline distribution systems, free storage space, maintain operations and supply cost-effective vital services without increasing staff. What's more, these service positions provide an alternative to those people who are blind who prefer to work in an office environment or who are seeking upward mobility in the business world.



These services include: telecommunications support; employment placement; CD-ROM duplication/replication; Catalog distribution; EEO compliance support; legal services; promotional, awards, recognition and recruitment item customizations; warehousing, product storage, shipping and distribution center operations; administrative services; copy center operations; database management; mailroom operations and medical transcriptions; and more.



## Our Programs

In addition to our work under the AbilityOne Program, we have created a variety of programs to encourage and support employment and upward mobility for people who are blind.

### Business Leaders Program

The Business Leaders Program expands the universe of career choices for people providing educational and employment opportunities to transform high-potential employees into capable leaders and successful business people. The

Business Leaders Program is comprised of four distinct programs:

### Fellowship for Leadership Development

This program offers participants the opportunity to work in up to three different locations within the NIB network of associated agencies during an 18-month period.

### Business Management Training (BMT)

BMT offers employees the opportunity to participate in a customized MBA-certificate program developed in partnership with the University of Virginia's Darden Graduate School of Business.

### Leaders at All Levels

This on-site training is offered to NIB associated agencies, providing easy-to-deliver modules focused on fundamental leadership qualities that affect overall effectiveness.

### Business Basics

Created with the Hadley School for the Blind, this program trains people who are blind in management, business writing, Web-based research and skills necessary to excel in business.



### **CareerNet**

Launched in 2007, CareerNet is a free, online employment resource located on NIB's website that is available to people who are blind and seeking employment at NIB associated nonprofit agencies. This search engine is a collaborative effort between NIB and American Foundation for the Blind (AFB).

Through CareerNet, people who are interested in learning about employment opportunities are able to search a wide variety of employment options, including: knowledge-based computer jobs; professional and managerial positions; call center operations; high-tech manufacturing; assembly, packaging and distribution; and more.



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### **Digital Data Scan™**

Digital Data Scan™ offers document conversion and integrated technology solutions to customers while creating meaningful employment for people who are blind. Our solutions enable customers to capture, manage and control their documents to increase efficiency, reduce costs, improve service, facilitate compliance and ensure information security while supporting an important employment mission.

With a tradition of excellence spanning more than 70 years, our network of service bureaus understands customer expectations. We are committed to delivering quality and value through every service and in every interaction. Our customer relationships are built on trust and respect. Our customers trust us with their most crucial documents. In turn, we treat every customer and their valuable information with the utmost care, respect and confidentiality.

Our business model enables professionals who are blind to provide lasting benefits to customers who struggle with the high costs of managing paper documents. We support the economic development of communities, the rehabilitation components of NIB associated agencies and the capabilities of people who are blind through an offering that allows businesses to run efficiently.



### **On the Hill**

Because we operate under the Javits-Wagner-O'Day (JWOD) Act, it is important that we stay connected with public policy so that we can best represent people who are blind on Capitol Hill.

### **AbilityOne Champions**

An AbilityOne Champion is an elected policymaker who has demonstrated significant support for the AbilityOne Program and participating community-based not-for-profit agencies in his or her district and/or state through congressional actions. A complete list is available on [www.nib.org](http://www.nib.org).

Only with the support of federal policymakers and collective action by members of the general public can we work to improve the startling unemployment figure among people who are blind.

