



U.S. Office of Personnel Management
U.S. General Services Administration

Human Capital and Training Solutions (HCaTS) and HCaTS Small Business (HCaTS SB) IDIQ Contracts Fact Sheet

History/Background

- The HCaTS contracts are the result of a partnership between the U.S. Office of Personnel Management (OPM) and the General Services Administration (GSA) designed to provide all Federal agencies the ability to procure customized human capital management and training services through a streamlined, strategically sourced contract vehicle.
- The HCaTS contracts are part of a strategic, governmentwide movement to “buy as one” through [Category Management](#) and are an important first step in OPM’s work to optimize spending in the human capital category.
- The HCaTS solution includes two multiple-award, indefinite-delivery, indefinite-quantity (MA-IDIQ) task order contract vehicles:
 - o *HCaTS (Unrestricted)* was awarded under full and open procurement; and
 - o *HCaTS SB* was awarded as a total small business set-aside (and is currently under a stay of performance)..
- 79 unrestricted contracts were awarded under the HCaTS Unrestricted vehicle. The HCaTS Small Business contract remains under a stay of performance.
- Federal agencies can use HCaTS to procure contract support in three Key Service Areas (KSAs) of:
 - o Customized Training and Development Services;
 - o Customized Human Capital Strategy Services; and
 - o Customized Organizational Performance Improvement.
- Task orders awarded through the HCaTS are competed in two pools:
 - o Pool 1: Professional & Management Development Training (NAICS Codes 611430, 611699 & 624310) with a spend ceiling of \$3.45 billion; and
 - o Pool 2: Human Resource Consulting Service (NAICS Codes 541611, 541612, 541613, 541618 & 611710) with a spend ceiling of \$2.3 billion.

Enhancing Acquisition Efficiency

- GSA is principally responsible for contract administration, while OPM is responsible for HCaTS program management.
- Agencies using HCaTS may choose from two flexible service options: assisted acquisition or direct ordering capability (direct procurement authority [DPA]).
- HCaTS is intended to meet both commercial and noncommercial needs of all Federal agencies.

Leading with Innovation

- The HCaTS contracts provide agencies with a reliable, flexible, and efficient means to obtain best value solutions for complex human capital and training service requirements.
- HCaTS contracts permit multiple award types (Firm Fixed Price, Time and Materials, Cost) so that agencies can focus on implementing human capital solutions rather than troubleshooting contract administration issues.
- The HCaTS contracts support successful implementation of the governmentwide [Human Capital Assessment and Accountability Framework](#) (HCAAF) as referenced in 5 CFR 250.

Serving our Partners

- HCaTS will assist federal agencies in accomplishing the following objectives:
 - o Improve human capital management in accordance with the HCAAF and OPM governing doctrines to help agencies accomplish their critical missions.
 - o Increase the effectiveness and efficiency of critical business processes.
 - o Provide optimal professional development opportunities to the federal workforce.
 - o Undertake effective change management initiatives.
 - o Develop effective metrics to assess progress in carrying out human capital strategies.

- o Maximize the return on investment in human capital management and training services.

Saving Money

- GSA and OPM are firmly committed to this Administration's efforts to realize better value and savings through category management. Category management leverages the purchasing power of the entire Federal government, reducing costs and allowing for better service. HCaTS is designed to cut costs and increase efficiencies by maximizing the return on investment in human capital management and training services. It also allows for use of all contract types at the task order level.

Offerings/Features

- Both HCaTS and HCaTS SB have the same contract scope for governmentwide use for human capital management and training services, with the flexibility to use multiple contract types and pricing provided at the task order level
- The period of performance for the contracts includes an ordering period of 10.5 years (5-year base, one 5-year option period, one 6-month option period) plus an additional 5 year period to allow for task order completion.
- HCaTS establishes long term relationships with industry, but allows for on-ramps to ensure adequate competition and a skilled industrial base is maintained.
- There are two ways Federal agencies can use HCaTS:
 1. Through Delegated Procurement Authority: After a Contracting Officer attends mandatory Delegation of Procurement Authority (DPA) training, GSA will issue a DPA to the customer agency Ordering Contracting Officer (OCO) who then can award a task order through the contracts. The DPA establishes the OCO's roles and responsibilities. OPM is available to provide complementary scope reviews for customer agencies; or
 2. Assisted Acquisition Services: OPM (supported by GSA's AAS contracting expertise) performs the acquisition on behalf of the customer agency and provides pre- and post-award support, as negotiated with the customer. An Inter-Agency Agreement is required.