

# Human Capital and Training Solutions (HCaTS)

## FACT SHEET



### OVERVIEW

HCaTS is an indefinite-delivery, indefinite-quantity (IDIQ) government-wide acquisition vehicle (GWAC) that provides government agencies with customized training and development services, customized human capital strategy services, and customized organizational performance improvement services to meet the Federal government's workforce needs. HCaTS is a product of a partnership between the General Services Administration (GSA) and the Office of Personnel Management (OPM), and has received a Tier 3, Best-in-Class (BIC) designation from GSA and Office of Management and Budget (OMB), meaning that it satisfies specific criteria for efficiency, value, and cost savings.

### CONTRACT INFORMATION

- Pool 2 8(a) Small Business – 47QREB21D0040
- Contract Term: 12/22/2020 to 12/22/2026
- Size Standard: \$16.5M
- Tasks can be firm fixed price (FFP), time & materials (T&M), incentive, labor hour, or cost reimbursement

### TRILLIANCE JV PARTNERS



Broadleaf, the Managing Partner of the joint venture, is an SBA Certified 8(a) Native Hawaiian Organization (NHO) with more than a decade of experience supporting federal clients. Relevant capabilities include human resources support, training, manpower analysis, marketing, and change management support.

#### BROADLEAF CONTACTS

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FMP Consulting is a woman-owned small business focused on helping people and organizations work more effectively. Core capabilities include workforce planning, strategic human capital planning, human resources, organizational effectiveness, learning solutions, employee assessment, and career mapping and development.

#### FMP CONTACTS

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Ae Strategies is a small business with a strong track record of supporting human capital initiatives for federal clients. The company's core capabilities include organizational improvement, strategic human capital planning, performance management, workforce assessment, career development, and training.

#### AE STRATEGIES CONTACTS

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**KEY SERVICE AREAS**

HCaTS is divided into three key service areas (KSAs).

<b>KSA 1 - CUSTOMIZED TRAINING AND DEVELOPMENT SERVICES</b>	<b>KSA 2 - CUSTOMIZED HUMAN CAPITAL STRATEGY SERVICES</b>	<b>KSA 3 - ORGANIZATIONAL PERFORMANCE IMPROVEMENT</b>
<ul style="list-style-type: none"> <li>● Career mapping</li> <li>● Career development</li> <li>● Training program management</li> <li>● Training program support</li> <li>● Support for educational processes or systems</li> <li>● Other management consulting services</li> </ul>	<ul style="list-style-type: none"> <li>● Talent management</li> <li>● Employee performance management</li> <li>● Workforce planning</li> <li>● Succession planning</li> <li>● Diversity and work–life programs</li> <li>● Competency management</li> <li>● HR systems design and consultation</li> <li>● Branding, communications, outreach</li> <li>● Recruitment and staffing</li> <li>● Employee engagement</li> <li>● Program implementation support</li> </ul>	<ul style="list-style-type: none"> <li>● Change management</li> <li>● Strategic planning and alignment</li> <li>● Human capital strategic planning</li> <li>● Organizational assessment</li> <li>● Organizational performance management</li> <li>● Organizational transformation</li> <li>● Business process reengineering</li> <li>● Data analytics for data-driven performance reviews</li> <li>● Stakeholder communication and outreach</li> </ul>

**NAICS CODES**

The choice of Pool for individual HCaTS task orders is based on the predominant NAICS code associated with the work. The Ordering Contracting Officer is responsible for determining which predominant NAICS Code applies to the work. HCaTS Pool 2 corresponds with the following NAICS Codes:

- 541611 – Administrative Management and General Management Consulting Services
- 541612 – Human Resources Consulting Services
- 541613 – Marketing Consulting Services
- 541618 – Other Management Consulting Services
- 611710 – Educational Support Services (non-instructional)

**ORDERING INFORMATION**

Below is a high-level overview of the HCaTS ordering process:

1. Conduct market research for your requirement in accordance with FAR regulations, issue Requests for Information (RFI) as needed, and develop the solicitation and Independent Government Cost Estimate (IGCE). GSA provides a number of automated pricing tools to assist in developing the IGCE, available on the GSA website.
2. Issue a solicitation under the Pool that corresponds to the NAICS code. Agencies with designated OCOs may issue orders directly against HCaTS (after obtaining a Delegation of Procurement Authority (DPA) from the HCaTS Contracting Officer) or enter into a Memorandum of Understanding (MOU) agreement with a Servicing Agency to issue the task order.
3. Evaluate offers and make award.

Task orders must be solicited and awarded prior to the HCaTS contract term expiring and may extend up to 5 years and 6 months after the HCaTS master IDIQ contract term expires.

GSA ordering resources are available at <https://www.gsa.gov/HCaTS> or via email at [SBHCaTS@gsa.gov](mailto:SBHCaTS@gsa.gov)