



Human Capital and Training Solutions (HCaTS)



Overview

Human Capital and Training Solutions (HCaTS) is a new strategically sourced, government-wide, multiple-award indefinite-delivery indefinite-quantity (IDIQ) contract vehicle. The General Services Administration (GSA) will be responsible for contract administration, in partnership with the Office of Personnel Management (OPM). HCaTS was designed to provide agencies with a flexible and reliable acquisition tool for obtaining customized training and development, human capital strategy, and organizational performance improvement services.

Who Can Use HCaTS?

HCaTS is available to all federal agencies (CONUS and OCONUS). *Note: Currently, GAO has issued a stay of performance pending the resolution of several protests. After these have been resolved, agencies will be able to utilize the HCaTS vehicle.*

Task Order Types

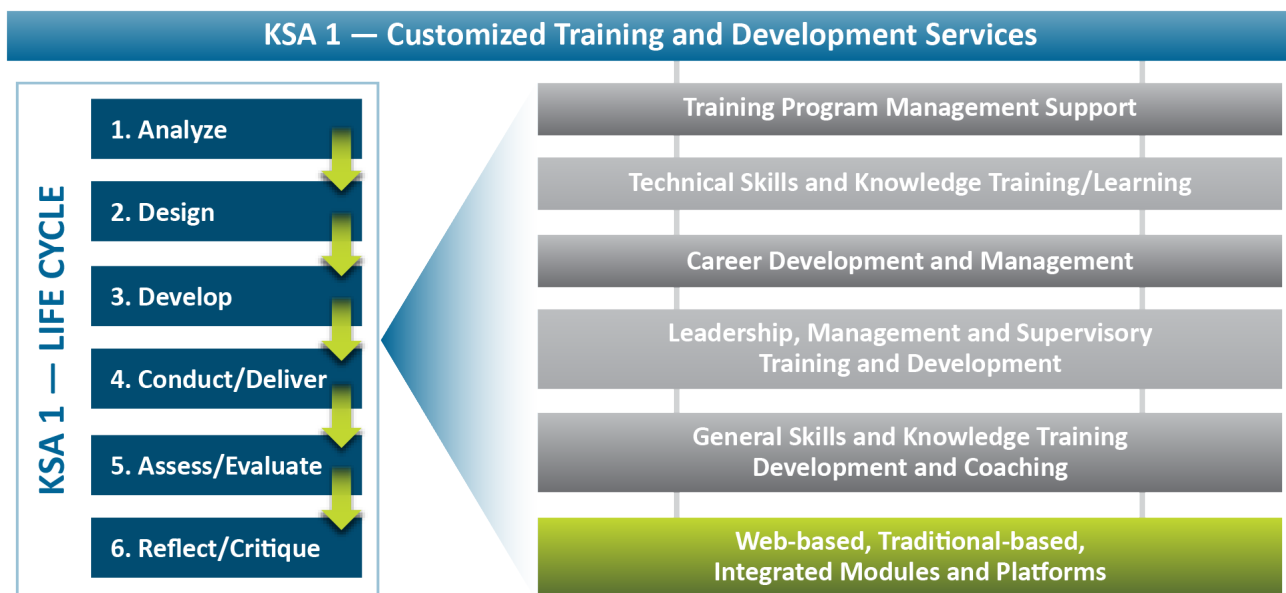
Fixed-Price (all types), Cost-Reimbursement (all types), Time-and-Materials, and Labor-Hour).

Key Service Areas

HCaTS is organized into three Key Service Areas (KSA):

KSA 1 - Customized Training and Development Services:

KSA 1 includes training that is developed and/or delivered to any Federal employee to enhance knowledge, skills and abilities related to a specific title, series and/or function on any subject matter, or general knowledge. KSA 1 also includes support services as course or instructional program administration, and customized employee development services provided to any Federal employee to develop and/or enhance their general, mission-specific, management and/or leadership knowledge, skills and abilities.

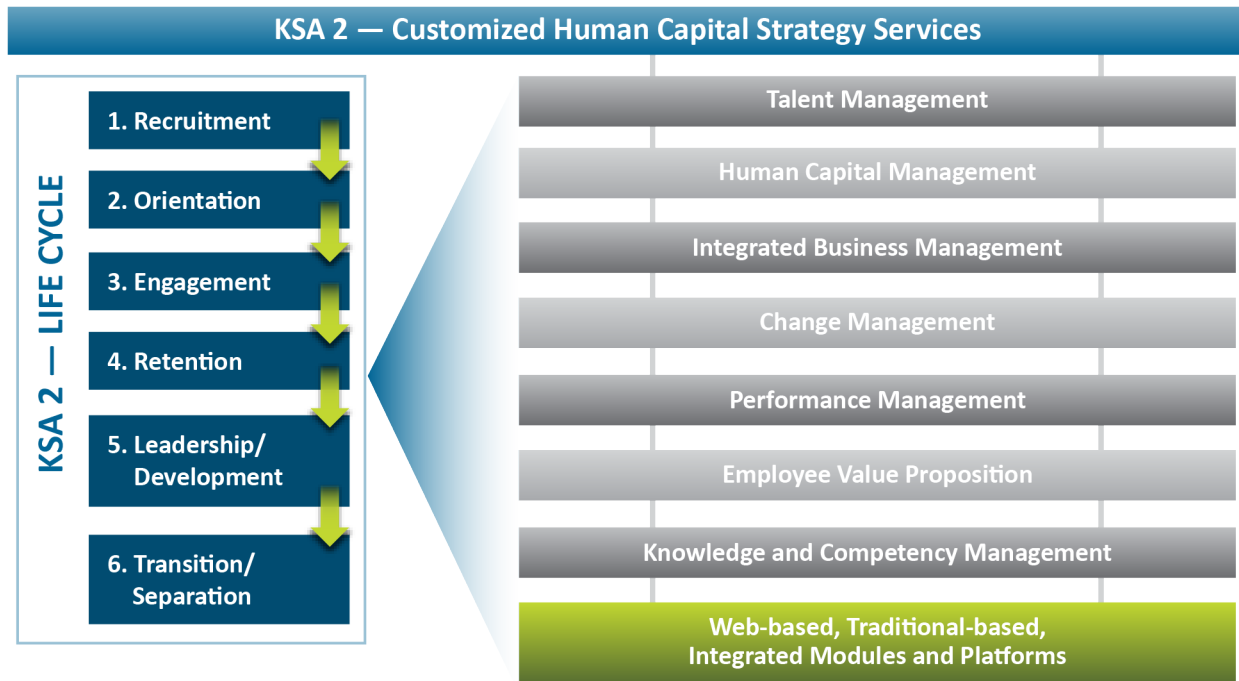


For more info, contact COE's Key Personnel POC:

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KSA 2 - Customized Human Capital Strategy Services:

KSA 2 covers a broad range of human capital and human resources services, including HR strategy, organizational and position management, staff acquisition, performance management, compensation management (excluding payroll), HR development, employee relations, labor relations, and separation management.



KSA 3 - Customized Organizational Performance Improvement:

KSA 3 is centered around improving performance requiring changes in how people are organized around business processes, changes to the processes themselves, and the tools created to support those processes, as well as changes in management practices.

