

Human Capital and Training Solutions (HCaTS)

A GSA Government-wide IDIQ



HCaTS Contract Numbers:

Pool 2 Small Business – Human Resource Consulting Services:
47QREB22D0001

Pool 2 Unrestricted – Human Resources and Organization Support:
GS02Q16DCR0070

Task Order Types:

Fixed-Price,
Cost-Reimbursement,
Time-and-Materials, Labor-Hour, and hybrid.

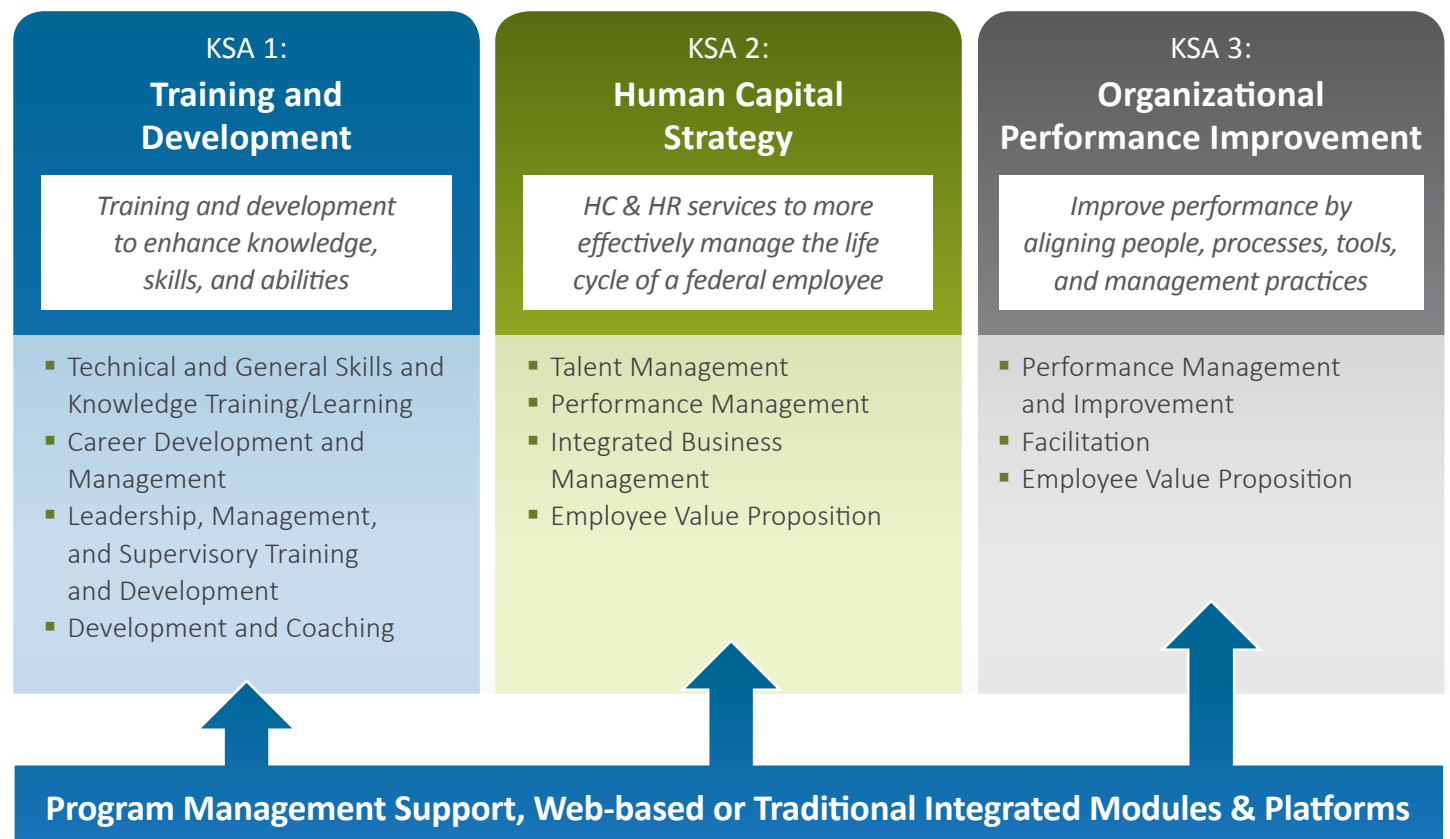
The Center for Organizational Excellence, Inc., (COE), provides federal agencies with customized training and development, human capital strategy and organizational performance improvement solutions as a prime contractor on the GSA HCaTS contract vehicle.

Contract Objective and Scope

HCaTS is a partnership between the General Services Administration (GSA) and the Office of Personnel Management (OPM) to improve the performance of the federal workforce through highly efficient, innovative, and flexible human capital and training solutions. The vehicle has a 10-year ordering period and a 16-year delivery period and is available to all federal agencies. HCaTS can be accessed directly by agency contracting officers via a delegated procurement authority or through assisted acquisition services provided by OPM. COE received an unrestricted award for both *Pool 2 Small Business – Human Resource Consulting Services* and *Pool 2 Unrestricted – Human Resources and Organization Support*.

HCaTS Key Service Areas

HCaTS solutions are arranged across three key services areas (KSAs) encompassing a broad range of customized training, human capital, and organizational improvement services.





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Why should your agency use HCaTS?

- Acquisition of high-quality HC and training solutions is simplified by the limited pool of pre-qualified prime contractors with scope specific expertise and experience
- Meeting small business goals is facilitated by set-aside acquisitions on the unrestricted as well as the small business HCaTS contract
- Increase probability of achieving performance objectives by leveraging GSA and OPM to support scope determination and requirements analysis
- Reduce acquisition costs: use direct acquisition for a low 2% fee, or assisted acquisition, including package preparation, for a 4% (average) fee

HCaTS should be used by all agencies acquiring services in this category. HCaTS meets rigorous Office of Management and Budget (OMB) category management performance criteria, resulting in the designation of OMB “Best In Class,” which means it is good for government.

How to Use HCaTS

There are **two ways** to access HCaTS, both of which are described with complete step-by-step instructions on the HCaTS website, www.gsa.gov/hcats, under “How to Use HCaTS.”

- **Direct-Buy Acquisition:** Following a short training, the acquisition can be performed by the customer agency Contracting Officer (CO) with a Delegation of Procurement Authority (DPA) issued by GSA; or
- **Assisted Acquisition:** OPM performs the acquisition on behalf of the customer agency and provides post-award support as negotiated with the customer. For more information about assisted acquisition, please contact OPM at [202.606.0482](tel:202.606.0482) or TMAP@opm.gov.

About COE

For over 38 years, COE has been a trusted partner in helping organizations and programs transform to more efficiently and effectively accomplishing their mission. We help our clients achieve meaningful and measurable outcomes by designing and delivering consulting solutions in the areas of strategic planning, organizational effectiveness, human capital, training, development, technology and data management.



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