

Human Capital Category's Multiple Award Schedule and HCaTS Comparison Chart



Under the Human Capital category, GSA offers two acquisition solutions that can accommodate any simple or complex requirement through the entire human capital life cycle. The human capital life cycle consists of the phases an employee experiences from the recruitment process through departure. It connects all facets of human capital management – and provides a practical, systemic, and dynamic approach tied to the needs of the business and its customers.



Multiple Award Schedule: Human Capital Category

GSA's Multiple Award Schedule (MAS) makes it easy for customers to purchase solutions that meet their needs.

The Human Capital category provides solutions that include specific HR service providers with experience in each of the human capital life cycles while leveraging a vendor pool that can help you meet socioeconomic goals.

HCaTS Unrestricted, SB, and 8(a)

Human Capital and Training Solutions (HCaTS) Unrestricted, Small Business (SB), and 8(a) are governmentwide, multiple-award indefinite-delivery/indefinite-quantity (MA-IDIQ) contracts that provide reliable, flexible, and innovative ways to obtain best-value, customized solutions for human capital management and training requirements. These Tier 3 solutions expedite the procurement of complex services by using FAR 16.5 streamlined acquisition procedures.

See core disciplines on the next page.

Human Capital Management and Administrative Support Services

Human Capital and Training Solutions (HCaTS)

Vehicles	Multiple Award Schedule	Three indefinite-delivery/indefinite-quantity (IDIQ) contracts: HCaTS (Unrestricted), HCaTS SB (Small Business), and HCaTS 8(a)
Contract Type	Firm fixed-price with EPA, labor-hour, time-and-materials contracts	Fixed-price, labor-hour, time-and-materials, and cost-reimbursement contracts are allowed, as well as hybrids of the types
Period of Performance	Five-year IDIQ with three five-year options (20 years)	Five-year IDIQ with one five-year option
Ordering Option	<ul style="list-style-type: none"> Follows FAR 8.4 procedures Order via purchase orders, task orders, FEDSTRIP, MILSTRIP, MIPRs, government purchase card (no DPA required) Blanket Purchase Agreements (BPAs) may be established in accordance with FAR 8.405-3 	<ul style="list-style-type: none"> Follows FAR 16.5 procedures Access through self-service (via DPA) or Assisted Acquisition Services No BPAs may be established under HCaTS Unrestricted, SB, or 8(a); however, the flexibility of establishing optional contract line item numbers (CLINs) is permissible
Socioeconomic	<ul style="list-style-type: none"> 60% of vendor pool is small businesses; it allows for competitive socioeconomic set-asides and direct awards as authorized by law for 8(a), HUBZone, SDVOSB, WOSB, and EDWOSB Schedule contractors may form Contractor Team Arrangements (CTAs) Subcontracting permitted using prime contractor's Authorized Schedule Price List Limitations on subcontracting apply to each order set-aside for small-business competition 	<ul style="list-style-type: none"> HCaTS SB is 100% small business; it allows for competitive socioeconomic set-asides and direct awards as authorized by law for HUBZone, SDVOSB, VOSB, EDWOSB, and WOSB HCaTS 8(a) allows for competitive socioeconomic set-asides and direct awards as authorized by law for 8(a) Limitations on subcontracting are monitored and enforced at the master contract level, but may be added at the task order level at the ordering agency's discretion.
Task Order Ceiling	Unlimited – ask for further discounts after \$1 million	No task order ceiling; subject to HCaTS contract ceiling
Commerciality	Commercial item acquisition includes HR-specific course development	Both commercial and non-commercial requirements
Contractor Reporting	Quarterly sales data reporting	Detailed task order reporting requirements are incorporated into all HCaTS contracts
Special Item Numbers (SINs)/Key Service Areas (KSAs); NAICS Codes	<ul style="list-style-type: none"> 561611 – HR Support: Pre-Employment Background Investigations 541214 – HR Compensation and Benefits 54161 – Agency Human Capital Evaluation 56131 – Talent Acquisition 524292 – Separation and Retirement 541611W – Workforce Analytics and Employee Records 541612EPM – Employee Performance Management 541612ER – Employee Relations 541612HC – Agency Human Capital Strategy, Policy, and Operations 541612LR – Labor Relations 541612OPM – Private Shared Service Center for Core HR Services 541612PSSC – Private Shared Service Center for HR Services 561EEO – EEO Services 611430TD – Talent Development 624SS – Social Services, Professional Counseling and Veterans' Re-adjustment and Behavioral Health Services 561320SBSA – Temporary Staffing Small-Business Set-Aside 	<ul style="list-style-type: none"> KSA 1, Customized Training and Development Services: Customized Training Services include 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, skills, and abilities. Customized Employee Development Services include services provided to any federal employee to develop and/or enhance their general, mission-specific, management, and/or leadership knowledge, skills, and abilities. KSA 2, Customized Human Capital Strategy Services: Covers a broad range of human capital and human resources (HR) services, including HR strategy, organizational and position management, staff acquisition, performance management, compensation management, HR development, employee relations, labor relations, and separation management. KSA 3, Customized Organizational Performance Improvement: Includes improved 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. HCaTS consists of the following NAICS Codes: 611430; 611699; 624310; 541611; 541612; 541613; 541618; and 611710.
Ancillary Support Services	All ancillary support items, such as ancillary labor, materials, and Other Direct Costs (ODCs), may be negotiated at the task order level in accordance with 8.402(f)	All ancillary support items, such as ancillary labor, materials, and ODCs, are allowable costs and may be included in individual task orders under the HCaTS contracts
Key Features	<ul style="list-style-type: none"> Services in all sub-functions of the Human Capital category Flexibility to add new services and new vendors Ensured continuity of services because contracts are valid for up to 20 years if all options are exercised Travel and per diem negotiated with customer outside of contract at the task order level All products ancillary to training and program support are TAA-compliant Licensed HR-systems products include quality control plan and contingency service plan negotiated at the task order level Provision for course development and learning management 	<ul style="list-style-type: none"> For longer-term planning for complex program requirements because of the total possible 15.5-year task order period of performance and program ceiling of \$11.5 billion Ability to design comprehensive, customized solutions to complex requirements, rather than contracting separately for each requirement type Use any contract type or any hybrid mixture of contract types Task order work within CONUS and outside CONUS Meet or exceed small-business goals in all categories Include ancillary services and ODCs at the task order level as needed Collect transactional and analytics data for spend analysis and market research On-ramp/off-ramp procedures are applied to ensure a flexible, vibrant vendor pool No protest for any in-scope order under \$10 million Delegation of Procurement Authority is required before use – see website for details
Open Season	GSA MAS Human Capital category is continuously open.	No open season. On-ramp procedures are in place.
Website	www.gsa.gov/mashumancapital	www.gsa.gov/hcats