

Human Capital and Training Solutions (HCaTS) Program Overview

What is HCaTS?

The Human Capital and Training Solution (HCaTS) contracts are General Services Administration (GSA) issued, awarded, and managed Multi-Agency Contract vehicles (MAC) that provide clients across the Federal Government with easy access to complex human capital professional services requirements. The HCaTS program gives federal agencies access to pre-qualified awardees of two separate contracts: HCaTS Unrestricted, and HCaTS Small Business (SB).

GSA awarded Deloitte the HCaTS Unrestricted contract for Pool 1 - GS02Q16DCR0013 (Customized Training and Development Services) and Pool 2 - GS02Q16DCR0046 (Customized Human Capital Strategy and Customized Organizational Performance Improvement Services) on May 9, 2016. The period of performance for HCaTS is 9/26/16 to 9/25/26.

The initiative creates the joint management of new strategically sourced, multiple award indefinite-delivery indefinite-quantity (MA IDIQ) government-wide contracts to provide customized human capital management and training services to all agencies. HCaTS contracts provide federal agencies with a reliable, flexible, and efficient way to leverage solutions for their complex human capital and training service requirements.

Scope of HCaTS

When would HCaTS provide a good contracting fit?

HCaTS responds to complex professional services needs in a broad range of disciplines, including:

- Customized Training and Development Services
- Human Capital Strategy Services
- Organizational Improvement Services
- Management Consulting

Features and Sample Benefits of HCaTS

Customers' requirements may be well-served by HCaTS if they are:

- Requirements that contain multiple disciplines
- Requirements that need to be performed on a cost reimbursement basis
- Require access to services and efficient turnaround
- Require an allowance for ancillaries/ODCs at the task order level
- Require all types of procurement, including cost reimbursement
- Looking for a new approach – HCaTS emphasizes community-building among customer agencies and the contractor pools with interact.gsa.gov

HCaTS Benefits

Why choose HCaTS?

- Established and focused on industry engagement
- Vetted contract holders who have met extensive and thorough past performance criteria
- Longer term planning with up to a 10-year Period of Performance
- Customers given an option of using their own Procurement Office after receiving a Delegation of Procurement Authority (DPA) from GSA, which gives the agency OCO the authority to administer task orders or experienced GSA Assisted Acquisition Services (AAS) in which OPM assists with the procurement process
- Flexibility in contract type at task order level
- \$3.45B ceiling for Pool 1 and \$2.3B ceiling for Pool 2

How does HCaTS contracting work?





Deloitte and GSA HCaTS Unrestricted

A significant portion of Deloitte’s core service offerings fit within the HCaTS Pool 1 or Pool 2 scope. HCaTS provides any government client across mission spaces the opportunity to work hand-in-hand with a tested, trusted provider.

Our Work across Mission Spaces

Protection and Defense. Deloitte offers a range of services, from DHS Case Management Modernization Training support, DoD Human Resources and Manpower Analysis support, to NSA Human Resources Business IT support work.

HR Transformation and Shared Services. Deloitte helps federal government agencies such as the Department of Commerce and USAID reduce cost and improve operating effectiveness through HR systems and process improvements and shared services.

HR Technology. Deloitte can provide extensive workforce analytics and HR IT automation solutions that encourage innovative ways to synchronize the usage of HR data and technology.

Workforce Planning. Deloitte serves clients in this space with human resources and training services to federal agencies, to include human capital transformation initiatives and human resources improvement projects.

Talent Management. Deloitte’s integrated talent approach helps agencies align their workforce strategies to achieve their enterprise goals through retention, employee engagement, and workforce planning & analytics.

Training. Deloitte is an established collaborator in the federal healthcare space, providing human capital and training support to CDC, NIH, and Department of Veterans Affairs projects around the country.

Change Management. Deloitte offers a comprehensive approach to organizational transformations designed to help leaders achieve smooth transitions with minimal disruption to the business.

Points of Contact for HCaTS Program

GSA HCaTS POCs	Deloitte POC
<p>GSA HCaTS Program Management Office General Mailbox HCaTS@gsa.gov</p> <p>Prince W. Choudhury HCaTS Contracting Officer +1 212-264-3025 HCaTS@gsa.gov</p>	<p>Roger Sion Program Manager +1.571.882.8123 rsion@deloitte.com</p> <p>Nancy Dunn Senior Contracts Manager +1 703 251 1143 nadunn@deloitte.com</p> <p>Hannah Patrick Contracts Manager +1 571 882 6852 hpatrick@deloitte.com</p>

HCaTS Scope – Pool 1 and Pool 2

Pool 1: Customized Training and Development Services – NAICS Codes

- **611430 Professional and Management Development Training (Primary Contract NAICS)**
- **611699** All Other Miscellaneous Schools and Instruction
- **624310** Vocational Rehabilitation Services

Pool 2: Customized Human Capital Strategy and Customized Organizational Performance Improvement Services – NAICS Codes

- **541612 Human Resources Consulting Services (Primary NAICS)**
- **541611** Administrative Management and General Management Consulting Services
- **541613** Marketing Consulting Services
- **541618** Other Management Consulting Services
- **611710** Educational Support Services

Please visit <http://www.gsa.gov/portal/category/100378> for additional information about the HCaTS Program.

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