

Human Capital and Training Solutions (HCaTS) Program Overview



What is HCaTS?

HCaTS is a Best in Class multiple award, Indefinite Delivery/Indefinite Quantity (IDIQ) contract vehicle administered by the General Administration Service.

HCaTS provides flexible and innovative solutions for customized human capital, training and organizational performance improvement services and gives federal agencies access to pre-qualified awardees of three separate contracts: HCaTS Unrestricted, HCaTS Small Business, and HCaTS 8(a).

Contract Benefits

- Available for use by all Federal government agencies
- Designated Best-in-class (BIC) solution for Human Capital and Training Solutions
- Solution for requirements that contain multiple disciplines
- Flexibility for all contract types, including hybrids and cost-reimbursement, at the task order level
- 10-year period of performance and high program ceilings – \$3.45B (Pool 1) and \$2.3B (Pool 2) – enable long term planning of complex program requirements
- Vetted contract holders who have met extensive and thorough past performance criteria
- Allowance for ancillary support components (Other Direct Costs (ODCs)) at the task order level
- No protest for in-scope task order under \$10M

HCaTS Scope

Federal agencies can use HCaTS to procure contract support in three Key Service Areas (KSAs):

- **KSA 1: Customized Training and Development Services**
Technical and General Skills, Knowledge Training, Leadership and Supervisory Development Training, Career Development, Training Program Management Support
- **KSA 2: Customized Human Capital Strategy Services**
Talent/Performance Management, Workforce and Succession Planning, Diversity and Work-Life Programs, Knowledge/Competency Management, HR Systems Design and Consultation, Branding, Recruitment, Staffing, Communications Strategies, Employee Engagement, Program Implementation Support
- **KSA 3: Customized Organizational Performance Improvement**
Change Management, Strategic Planning and Alignment, Organizational Assessment and Transformation, Business Process Reengineering, Data Analytics, Data-driven Performance Reviews

HCaTS Scope Pool 1 and Pool 2

POOL 1	Customized Training and Development Services
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
541612	Human Resources Consulting Services (Primary Contract NAICS)
541611	Administrative Management and General Management Consulting Services
541613	Marketing Consulting Services
541618	Other Management Consulting Services
611710	Educational Support Services

Management Concepts HCaTS Unrestricted Contracts Fact Sheet

Contract Information

Management Concepts holds an HCaTS Unrestricted contract for Pool 1 (Customized Training and Development Services) and Pool 2 (Customized Human Capital Strategy and Customized Organizational Performance Improvement Services).

Contract Numbers:

- Pool 1: GS02Q16DCR0023
- Pool 2: GS02Q16DCR0058

Period of Performance:

- Contract Period: 9/26/2016 to 9/25/2026
- 6-Month Extension: 9/26/2026 to 3/25/2027

UEI: C2R2ML1DWWXW6

DUNS Number: 082355652

Geographic Coverage: Worldwide

Agency Website: www.gsa.gov/hcats

Agency Fee: 0.75% Contract Access Fee (CAF) to be applied to the total price for contractor performance as billed to the government

Prompt Payment Terms: None

Management Concepts' Approach to Customized Workforce Solutions

Management Concepts is dedicated to improving performance to meet today's mission objectives. A strategic approach is crucial for any organization to successfully execute its workforce development plans. Our performance improvement service offerings include a wide array of tools that build high-performing organizations required for mission execution.

Federal agency leaders cite workforce recruitment, retention, alignment with mission, and sustained performance among their top 10 most serious management challenges. We can help you address these issues and identify how to best deploy your current workforce, while at the same time identifying and building the talent needed for future success by:



Consulting and Advising to help organizations transform and change to optimize performance and people



Designing and Developing innovative customized human capital programs to address the unique needs of clients



Delivering and Facilitating programs to encourage and engage learners to participate, share, and collaborate in an interactive learning environment



Coaching and Mentoring to help people gain more personal awareness and insights to lead to behavioral change and increased effectiveness



Sharing and Leveraging best practices, creative thinking, and innovation to maximize the impact of people and their contribution to the organization

HCaTS Points of Contact

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