

Human Capital Management (738 X) and HCaTS Comparison Chart



Under the Human Capital category, GSA offers two new 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.

Human Capital Management and Administrative Support Services Schedule

GSA Multiple Award Schedule (MAS) 738 X, Human Capital Management and Administrative Support Services, will make it easier for customers to identify 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. This Schedule provides a streamlined, effective commercial contracting vehicle for both customers and vendors using FAR 8.405 ordering procedures. GSA MAS 738 X gives federal agencies the ability to use a single long-term, governmentwide contract to procure simple to complex fixed-price, time-and-materials, or labor-hour professional services. All GSA MAS 738 X contracts are awarded with a five-year base period and three five-year option periods. Task orders must be solicited and awarded prior to the GSA MAS 738 X contract expiring and may extend up to five years after the GSA MAS 738 X contract expires. The core disciplines of GSA MAS 738 X contracts include:

- Emergence of a new need/strategy
- Human-capital planning
- Recruitment and selection
- Employee on-boarding and orientation

- Development of ongoing capabilities or career growth
- Employee and labor relations
- Employee departure

HCaTS and HCaTS Small Business (SB)

Human Capital and Training Services (HCaTS) and HCaTS Small Business (SB) are governmentwide multiple-award, indefinite-delivery/indefinite-quantity (IDIQ) contracts that provide flexible, innovative solutions for complex professional services using FAR 16.505 ordering procedures. Awarded in 2016, HCaTS has a five-year ordering period with an option for an additional five-year period (2024). Task orders must be solicited and awarded prior to the HCaTS ordering period expiring and may extend up to five years after the HCaTS ordering period expires. By expanding contracting alternatives, HCaTS provides agencies with a total human-capital and training solution that allows for commercial and non-commercial requirements and all contract types at the task-order level. The core disciplines of HCaTS contracts include:

- Customized training and development services
- Customized human-capital strategy services
- Customized organizational performance improvement

	Human Capital Management and Administrative Support Services	Human Capital and Training Services (HCaTS)
Vehicles	Multiple Award Schedule 738 X	Two indefinite-delivery/indefinite-quantity (IDIQ) contracts: HCaTS (unrestricted large business) and HCaTS SB (small business)
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 period up to 16 years).
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 Delegated Procurement Authority, DPA) or Assisted Acquisition Services (via OPM). No BPAs may be established under HCaTS or HCaTS SB; however, the flexibility of establishing optional contract line item numbers (CLINs) is permissible.
Socioeconomic	<ul style="list-style-type: none"> 60 percent of vendor pool is small business; 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-percent small business; it allows for competitive socioeconomic set-asides and direct awards as authorized by law for 8(a), HUBZone, SDVOSB, WOSB, and EDWOSB. Limitations on subcontracting are managed at the contract level by default, but may be required in the order 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)/Scope of Service Areas; NAICS Codes	<p>New SINs:</p> <ul style="list-style-type: none"> 595-2: Talent Acquisition 595-3: Talent Development 595-4: Employee Performance Management 595-5: Compensation and Benefits 595-6: Separation and Retirement 595-7: Employee Relations 595-8: Labor Relations 595-9: Workforce Analytics and Employee Records 595-10: Agency Human Capital Evaluation 595-11: Administrative Support Services 595-21: Agency Human Capital Strategy, Policy, and Operational Planning <p>Unchanged SINs:</p> <ul style="list-style-type: none"> 595-22: Private Shared Service Center for Core HR Services 595-25: EEO Investigations and Training 595-26: Private Shared Service Center for Non-Core HR Services 595-27: Pre-Employment Screening/Background Investigations 595-28: Social Services: EAP, Veterans Re-Adjustment and Behavioral Health Services 	<p>Scope 1, Customized Training and Development Services: Customized 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 includes, but is not limited to, services provided to any federal employee to develop and/or enhance their general, mission-specific, management, and/or leadership knowledge, skills, and abilities.</p> <p>Scope 2, Customized Human Capital Strategy Services: A broad range of human-capital and HR services that may be included as part of talent management and human-capital management are HR strategy, organizational and position management, staff acquisition, performance management, compensation management, HR development, employee relations, labor relations, and separation management.</p> <p>Scope 3, Customized Organizational Performance Improvement: 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.</p> <p>HCaTS consists of the following NAICS: 611430; 611699; 624310; 541611; 541612; 541613; 541618; and 611710</p>
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 Other Direct Costs (ODCs), may be included in a single HCaTS task-order reporting.
Key Features	<ul style="list-style-type: none"> Provides services in all sub-functions of the Human Capital category. Flexibility to add new services and new vendors. Ensures 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 possible 16-year task-order period of performance and program ceiling of \$11.5 billion. 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. Delegated Procurement Authority is required before use. See website for details.
Open Season	GSA MAS 738 X Solicitation is continuously open.	No open season. On-ramp procedures are in place.
Website	www.gsa.gov/hreeo	www.gsa.gov/hcats