

Professional Services & Human Capital Symposium

June 25-26, 2018 | Rockville, MD



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Collaborate**ForSuccess**
Cultivate**Knowledge**
Maximize**Value**
Achieve**Awareness**

Multiple Award Schedule Initiatives: Professional Services Schedule and Human Capital Schedule

Nichol West

Program Manager,

Professional Services Schedule,

Office of Professional Services and Human Capital Categories,

Federal Acquisition Service,

U.S. General Services Administration

Robert Woodside

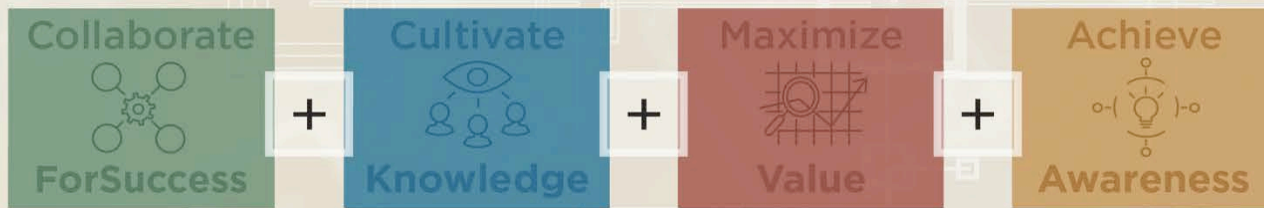
Deputy Director,

Northeast & Caribbean Supply and Acquisition Center,

Federal Acquisition Service,

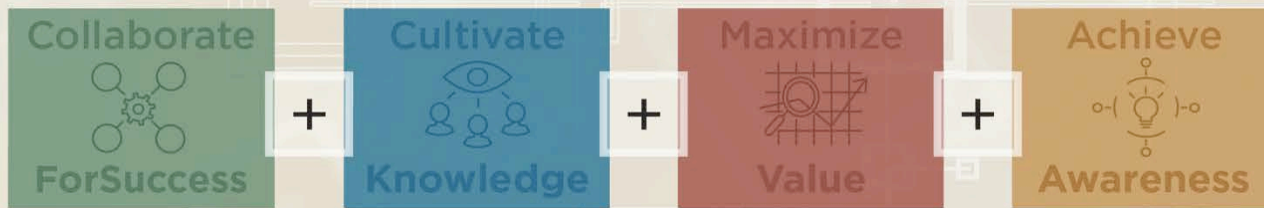
U.S. General Services Administration





Overview

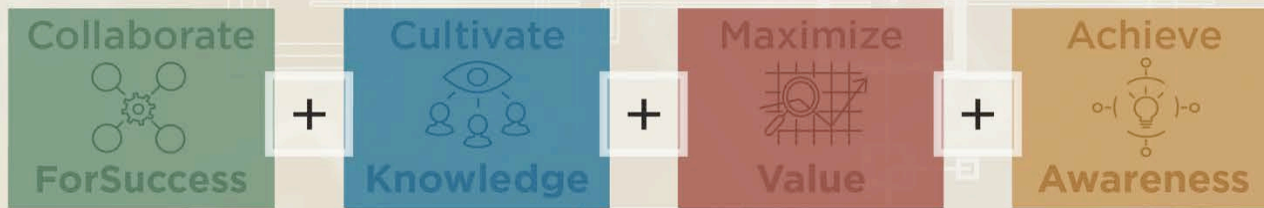
- Learn how changes to the Professional Services Schedule(PSS)and Human Capital Schedules impact customers, industry and government partners
- Gain insight on current initiatives and their impact
- Provide helpful etools and resources



Professional Service Schedule (PSS)

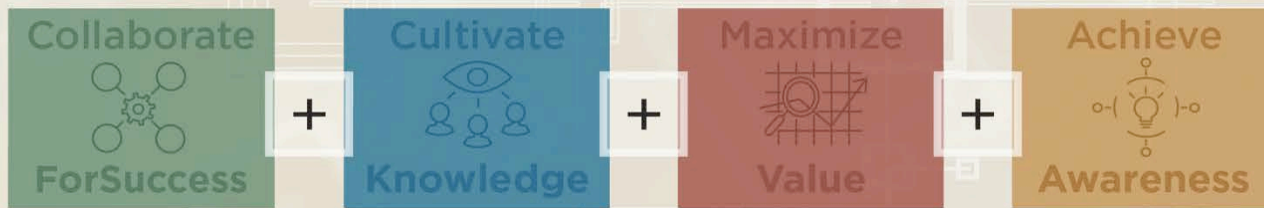
➤ The Professional Services Category consolidated eight professional-services Schedules into a single Professional Services Schedule (PSS) contract. The new PSS contract affords access to companies that provide the following professional services:

- Mission Oriented Business Integrated Services (formerly MOBIS, GSA MAS 874)
- Professional Engineering Services (formerly PES, GSA MAS 871)
- Financial and Business Solutions (formerly FABS, GSA MAS 520)
- Advertising and Integrated Marketing Solutions (formerly AIMS, GSA MAS 541)
- Logistics Worldwide (formerly LOGWORLD, GSA MAS 874 V)
- Environmental Services (formerly GSA MAS 899)
- Language Services (formerly GSA MAS 738 II)



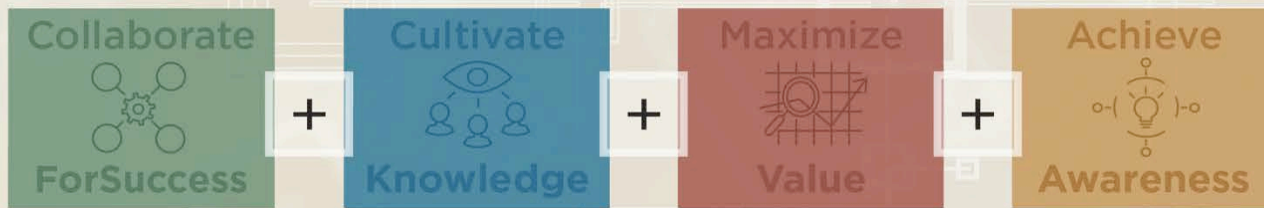
Professional Service Schedule (PSS)

- The PSS provides federal agencies direct access to simple or complex fixed-price or labor-hour professional services
- The PSS offers more than 3,700 experienced contractors to provide a range of commercial services at competitive market rates



PSS Schedule-wide Changes

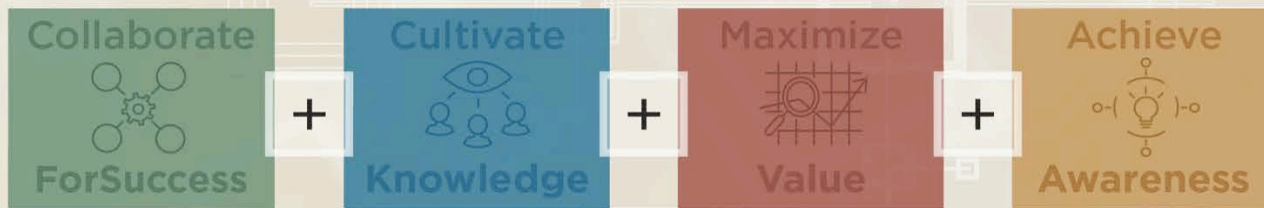
- Order Level Materials (OLM)
 - ⑩ Initially rolled out to PSS and 738 X
 - ⑩ LINK to INTERACT Post: <https://interact.gsa.gov/document/important-update-all-schedules-incorporating-commercial-supplier-agreements-final-rule>
- Commercial Supplier Agreements (CSA)
 - ⑩ LINK to INTERACT Post: <https://interact.gsa.gov/document/important-update-all-schedules-incorporating-commercial-supplier-agreements-final-rule>
- SIN 874-8 has been updated to align with FAI
 - ⑩ See 874 8 SIN description in GSA eLibrary
- SIN 520 20 Identity Protection Service (IPS) to replace the IPS BPA
 - LINK to INTERACT Post: <https://interact.gsa.gov/blog/pshc-redefines-sin-520-20-official-data-breach-response-and-identity-protection-services-ips>



PSS Schedule-wide Changes

➤ Order Level Materials (OLM)

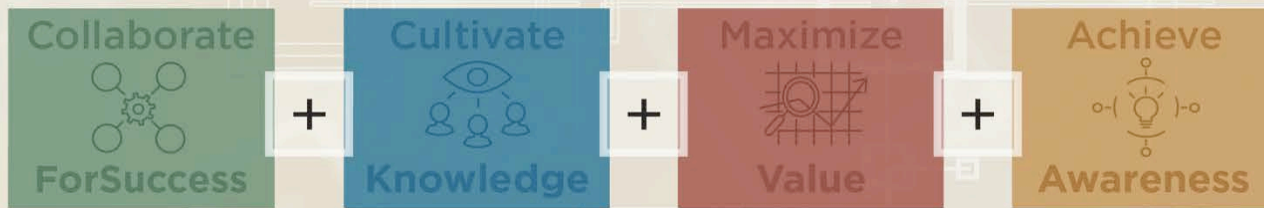
- OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or Blanket Purchase Agreement (BPA) when the supplies and or services are not known at the time of the Schedule contract or BPA award (no more than 33.33% of the order, excluding travel costs)
- Prices are **not** established at the FSS contract or BPA level
- Prices are established and acquired at the **order level** and the ordering activity contracting officer is responsible for making the determination that prices for all OLMs are fair and reasonable
- Purchased under the authority of the FSS program and are not open market items [FAR 8.402 (f)]
- OLM SIN numbers PSS - 00CORP-500, 738 X 738X-500
- LINK to OLM INTERACT Post: <https://interact.gsa.gov/blog/order-level-materials-have-arrived-schedules>



PSS Schedule-wide Changes

➤ Commercial Supplier Agreements (CSAs)

- ⑩ Commonly recurring, conflicting or ambiguous terms and conditions found in CSAs have required the GSA CO's to negotiate individual agreements to address the conflicts, often at significant delays and cost to GSA and vendors.
- ⑩ CSAs are commonly used in the acquisition of information technology offerings— software, products, services, and solutions.
- ⑩ CSAs have become ubiquitous in a broad variety of contexts, from travel to telecommunications to financial services to building maintenance systems.
- ⑩ CSAs include terms and conditions that are customarily offered to the public by vendors of supplies or services that meet the definition of "commercial item" and are intended to create a binding legal obligation on the end user.
- ⑩ As a result, the GSAR final rule will be implemented across all GSA contracts and contract vehicles - MAS Schedules, Government-wide Acquisition Contracts, and Multiple Award Indefinite Delivery Indefinite Quantity contracts - that offer products or services that are commonly acquired with CSAs. The GSAR final rule will also be implemented across applicable task orders and delivery orders.



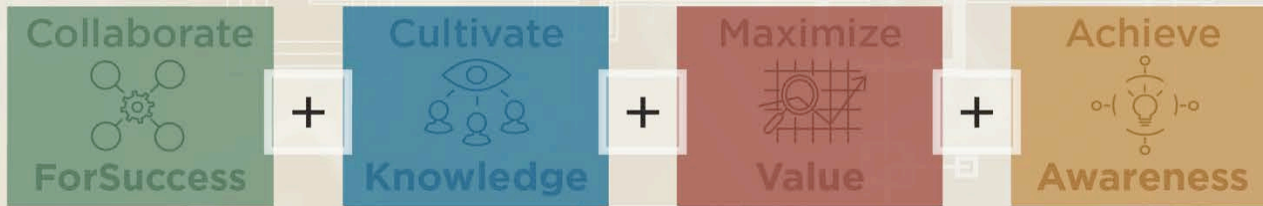
PSS Schedule-wide Changes

➤ What Schedule Vendors Need to Know

- To receive the OLM customized mass modification, eligible contractors (those on OLM Schedules), must **first** accept the CSA modification.
- This modification contains the changes to the commercial item clause for both CSA and OLM:

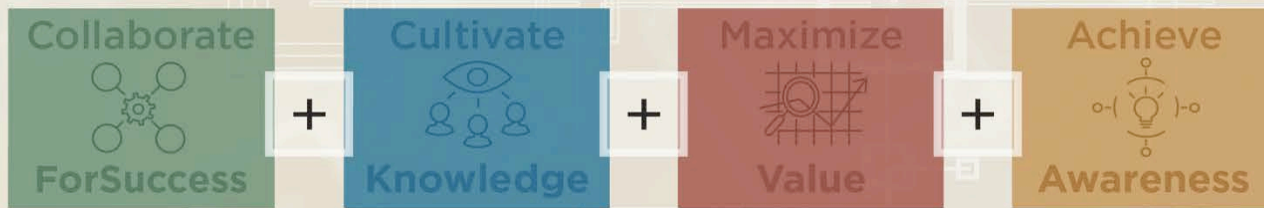
GS AR 552.212-4

Contract Terms and Conditions - Commercial Items
(JAN 2017) (Deviation - FEB 2018)(Alternate I - JAN
2017) (Deviation - FEB 2007)



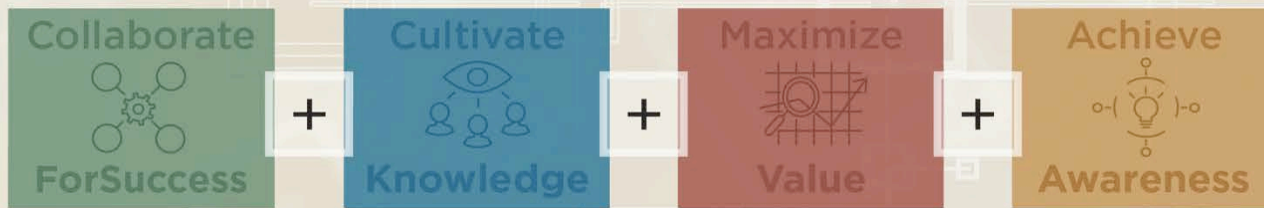
Schedules impacted by OLM and CSA?

03FAC	<ul style="list-style-type: none"> •Facilities Maintenance and Management
56	<ul style="list-style-type: none"> •Buildings and Building Materials/Industrial Services and Supplies
70	<ul style="list-style-type: none"> •General Purpose Commercial Information Technology Equipment, Software and Services
71	<ul style="list-style-type: none"> •Furniture
84	<ul style="list-style-type: none"> •Total Solutions for Law Enforcement, Security, Facilities, Fire, Rescue, Clothing, Marine Craft...
00CORP	<ul style="list-style-type: none"> •The Professional Services Schedule
738X	<ul style="list-style-type: none"> •Human Capital Management and Administrative Support Services



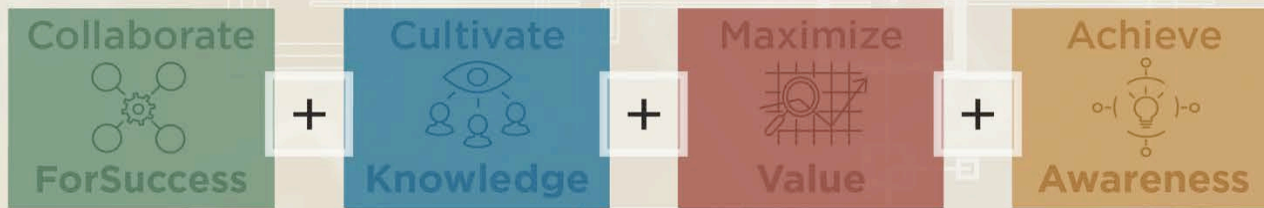
PSS Schedule-wide Changes

- SIN 874 8 has been updated to align with FAI
 - GSA, in collaboration with the Federal Acquisition Institute (FAI), has incorporated additional SIN-specific instructions in the PSS solicitation for companies proposing acquisition workforce training courses under Special Item Number (SIN) 874 8.
 - GSA has also incorporated instructions for customers on how to procure FAC-C and DAWIA training under 874 8.



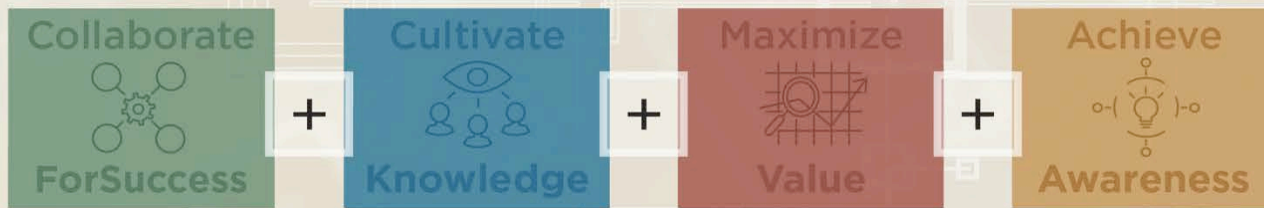
PSS Schedule-wide Changes

- SIN 520 20 Identity Protection Service (IPS) to replace the IPS BPA
 - Redefining the SIN allows industry to provide current state-of-the-art identity protection services (identity monitoring and notification of Personally Identifiable Information (PII) and Protected Health Information (PHI), identity theft insurance and identity restoration services, and protection (safeguard) of the confidentiality of PII and PHI) while allowing ordering agencies the ability to meet their individual requirements.
 - LINK to INTERACT Post: <https://interact.gsa.gov/blog/pshc-redefines-sin-520-20-official-data-breach-response-and-identity-protection-services-ips>



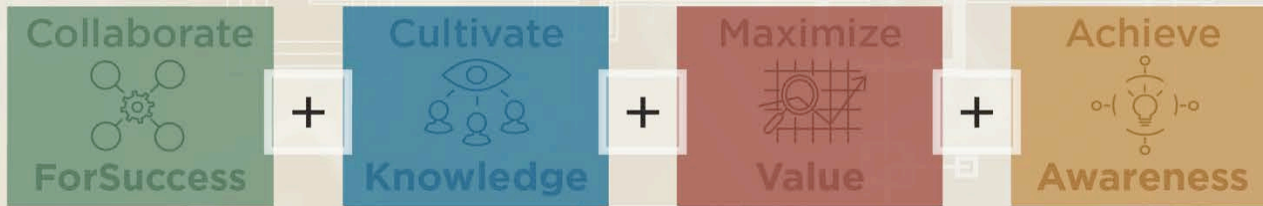
Human Capital Management and Administrative Support Services Schedule (738X)

- 738X offers a full array of pre-qualified, professional HR service providers, and addresses the full spectrum of HR, EEO Requirements and Social Services
- 738X consists of 16 Special Item Numbers (SINs)
- 738X offers 209 experienced contractors to provide a range of HR services at competitive market rates



MAS 738X Updates

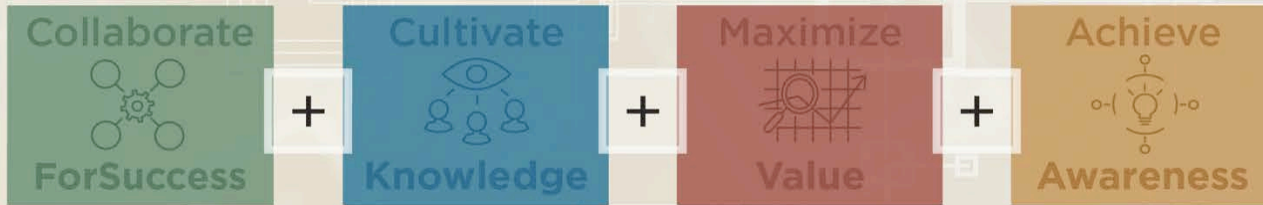
- The standing solicitation for MAS 738X was refreshed in April, 2017 which led to a new SIN structure to better reflect OPM's Federal Human Capital Business reference Model (HCBRM)
- Goal was to update SIN 595-21 and add 10 New SINs reflecting discrete HR Service Groups (Sub-Functions) organized in accordance with the Federal Human Capital Business Reference Model (HCBRM)



MAS 738X Updates

New Special Item Numbers (SINs):

- ❖ 595 2: Talent Acquisition
- ❖ 595 3: Talent Development
- ❖ 595 4: Employee Performance Management
- ❖ 595 5 : Compensation & Benefits
- ❖ 595 6: Separation & Retirement
- ❖ 595 7: Employee Relations
- ❖ 595 8: Labor Relations
- ❖ 595 9: Workforce Analytics & Employee Records
- ❖ 595 10: Agency Human Capital Evaluation
- ❖ 595 11: Administrative Support Services



MAS 738X (HR Services) refresh

Maintained by: hrlob@opm.gov

United States Office of Personnel Management

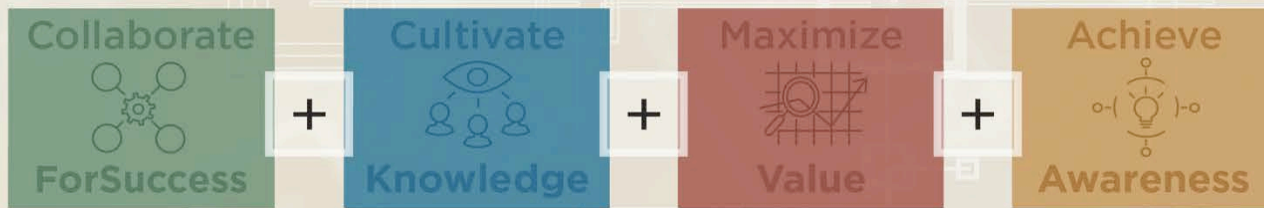
Federal Human Capital Business Reference Model (HCBRM)

Human Capital Operational Lifecycle

F1 Federal Human Capital Leadership	A1 Agency Human Capital Strategy, Policies, and Operation Plan		F3 Federal Vetting
	A2 Talent Acquisition	A3 Talent Development	
	A4 Employee Performance Management		
F2 Federal Oversight and Evaluation	A5 Compensation and Benefits	A6 Separation and Retirement	F4 Federal Benefits
	A7 Employee Relations and Continuous Vetting		F5 Federal Retirement
	A8 Labor Relations		
	A9 Workforce Analytics and Employee Records		
A10 Agency Human Capital Evaluation			

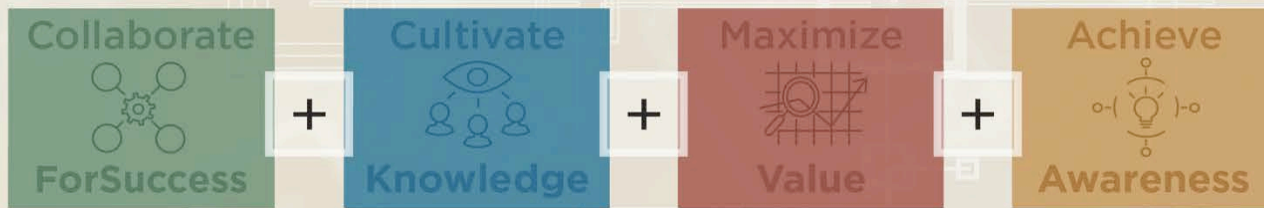
The Human Capital Business Reference Model (HCBRM) defines the end-to-end lifecycle of Federal Government Human Capital Management (HCM). This includes functional categorization and definition; legal and regulatory alignment; and delegated policy oversight. The [Director of OPM](#) is the owner of the HCBRM and has delegated policy authority to the designated policy leads.

Home Navigation Overview Government-wide Enabling Employee Lifecycle Supporting



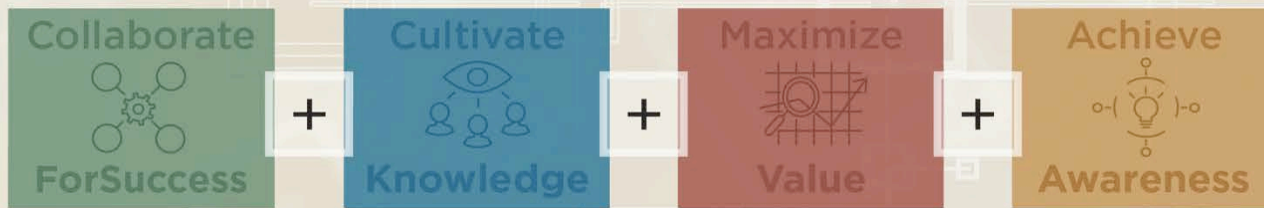
Benefits of MAS 738X

- The enhanced MAS 738X makes it easier for customers to identify specific HR service providers and expands opportunities for small businesses leveraging a vendor pool that is approximately 60 percent designated as small business. The refreshed Schedule 738X complements the Human Capital and Training Solutions (HCaTS) vehicle which is designed for more complex requirements thru several contracting methods including Cost types.
- A sample of services offered include web-based automated recruiting, online telehealth and consulting services, electronically processed pre-employment screening services, and HR-specific training and consulting, as well as planning and integration services.



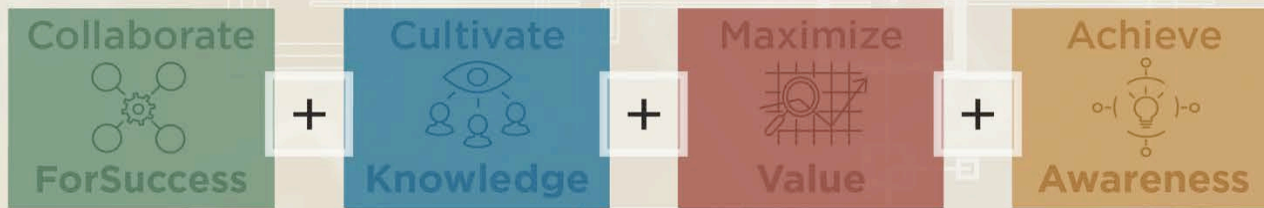
Temporary Administrative and Professional Staffing (TAPS) (736)

- 736 offers a full array of pre-qualified temporary staffing service providers in areas such as administrative support, ADP, and technical and professional occupations.
- 736 consists of 6 Special Item Numbers (SINs)
- 736 offers 228 experienced contractors to provide a range of temporary staffing services at competitive market rates



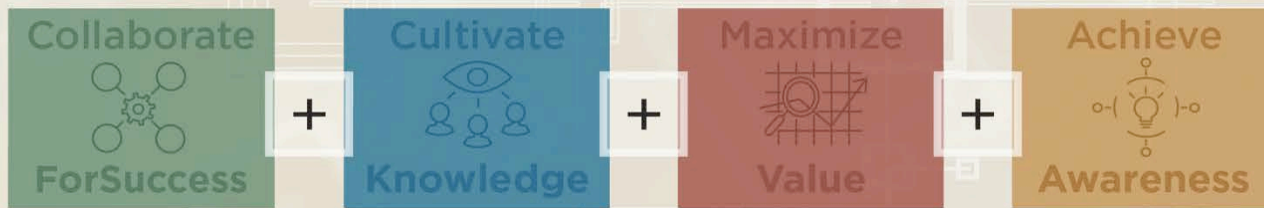
Benefits of MAS 736 (Temporary Administrative and Professional Staffing (TAPS))

- **Ease of Use:** Tailor orders to get what you agency needs by customizing terms and conditions at the task order level.
- **Speed:** Reduce procurement lead time and use GSA eBuy for fast turnaround
- **Compliance:** Comply with Department of Labor SCA minimums and benefits
- **Supports small businesses:** Variety of small business types represented to help meet your agency's small business goals



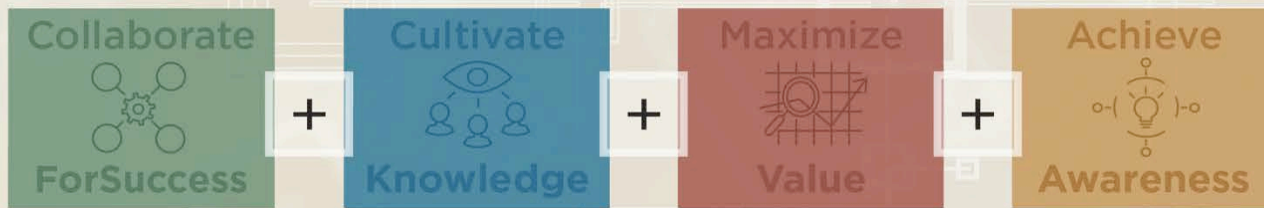
Benefits of MAS 736 (Temporary Administrative and Professional Staffing (TAPS) Continued

- **Wide selection of services:**
 - ✿ Professional and clerical
 - ✿ Highly specialized disciplines: scientific, legal, medical, human capital, and technical
- **An Ordering Guide is being prepared to further assist customers**



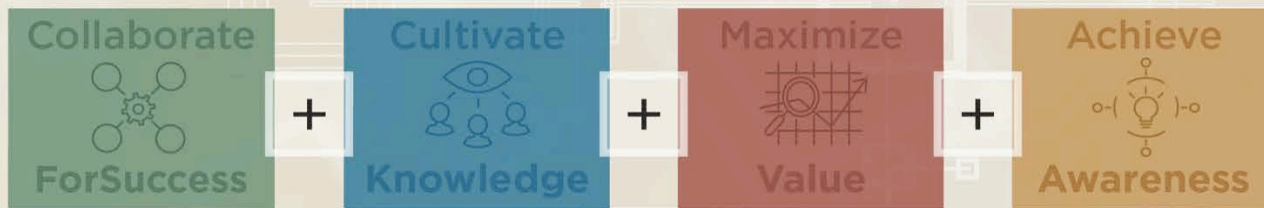
Benefits of MAS 738X, 736 and PSS Schedules

- Use simplified acquisition procedures described in FAR 8.4 to issue an RFQ using
 - ⑩ Their own solicitation system or
 - ⑩ GSA's eBuy solicitation system or
 - ⑩ By issuing an RFQ directly to contractors using your agency's procedures
- Allow Contractor Team Arrangements
 - ⑩ Bring a wide variety of industry partners to the negotiating table*
 - ⑩ All CTA partners must be awarded the applicable SINS and have their portions priced on their schedule contracts.



Benefits of MAS 738X, 736 and PSS Schedules

- Allow subcontracting where only the prime is required to be awarded the priced services
- Customize terms and conditions in task orders – or through Blanket Purchase Agreements – to meet specific requirements
- Be assured FAR terms and conditions are incorporated into the contract
- Ensure adequate small business participation



etools and Resources

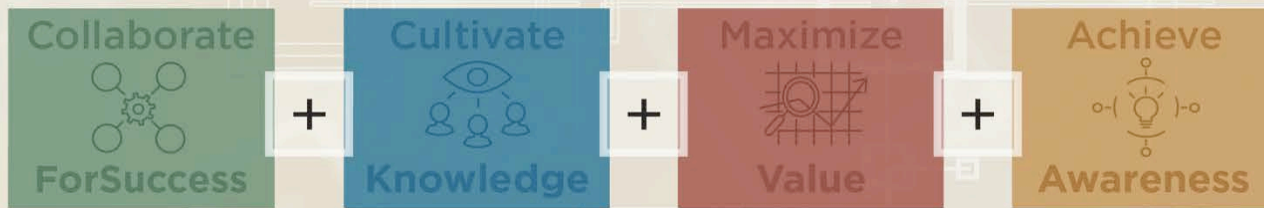
➤ CALC (Contract Awarded Labor Category)

⑩ Website - <https://calc.gsa.gov>

⑩ About - The CALC tool searches awarded hourly rate prices on the GSA Professional Services Schedule and returns comparable labor categories and prices based on search criteria and filters used

⑩ Purpose - Built to assist with market research and price analysis for labor categories.

- Capturing award prices allows the tool to return hundreds of comparables.



etools and Resources

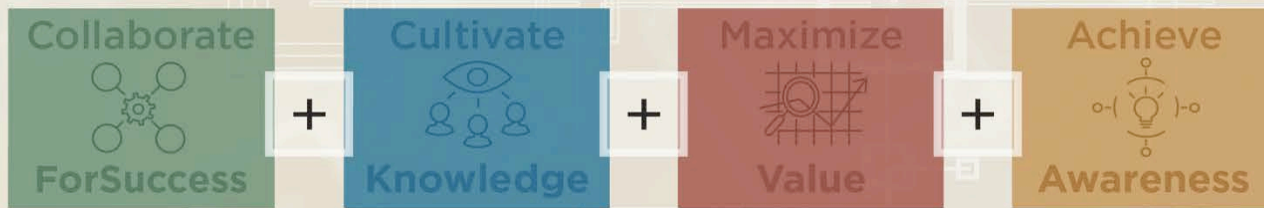
➤ Prices Paid Portal

⑩ Website - <https://p3.cap.gsa.gov/>

⑩ About - Buying agencies use the portal to effectively lower prices at both the order and contract level

- Establishes a database that provides buying agencies with transparency into the prices paid by other agencies at the task or delivery order level

⑩ Purpose - Conduct improved market research, develop realistic IGCE, analyze price data and aid in negotiations, and provide transparency



etools and Resources

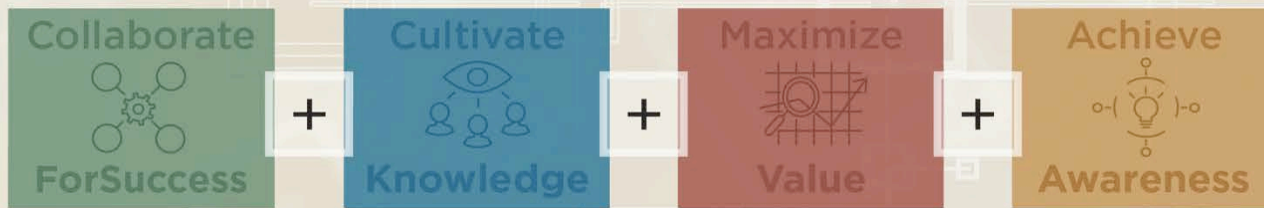
➤ Interact.gov

⑩ Website -

<https://interact.gsa.gov/groups/professionalservicescategory>

⑩ **About** - GSA Interact is an open, collaborative community for connecting, communicating, learning and engaging across GSA topics. Our goal is to help increase government's effectiveness through better communication and collaboration.

⑩ **Purpose** - Connect, Join, Learn, Discuss Professional Services with Peers and PSS experts!



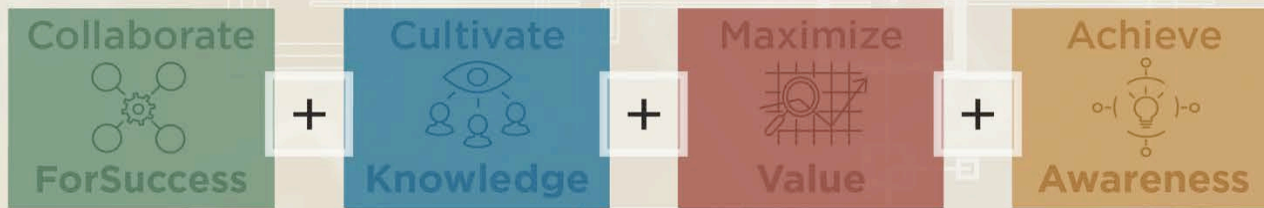
etools and Resources

➤ Multiple Award Schedule (MAS) Desk Reference

⑩ **Website** - <http://www.gsa.gov/portal/category/100755>

⑩ **About** - The MAS Desk Reference is a booklet that covers all the basic processes needed to award a task order using GSA Schedules

⑩ **Purpose** - The MAS Desk Reference covers everything from the structure of the program, the FAR references, how companies are added to the Schedules, scope determination, ordering procedures, efficiencies, information about Statements of Work (SOWs), Requests for Quotes (RFQs), Contractor Teaming Agreements (CTAs) and more



etools and Resources

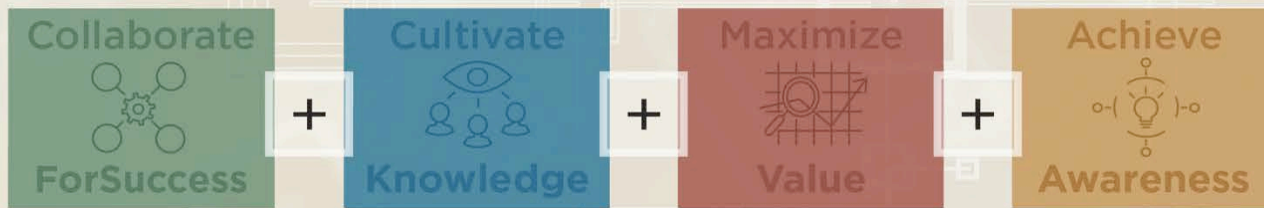
➤ Acquisition Gateway (Federal only)

⑩ Website - <https://hallways.cap.gsa.gov/>

⑩ About - Buying agencies use the portal to effectively lower prices at both the order and contract level

- Establishes a database that provides buying agencies with transparency into the prices paid by other agencies at the task or delivery order level

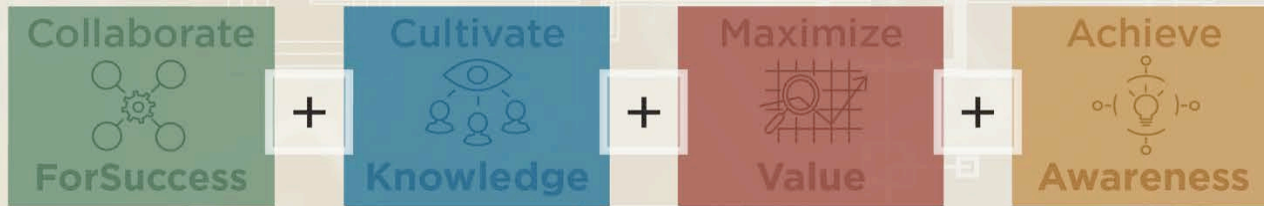
⑩ Purpose - Conduct improved market research, develop realistic IGCE, analyze price data and aid in negotiations, and provide transparency



Online Resources

Demo Videos Available on YouTube

- GSA YouTube - <https://www.youtube.com/user/usgsa>
- Acquisition Gateway(AG) - <https://www.youtube.com/watch?v=xyMol1AGBSQ>
- CALC - <https://www.youtube.com/watch?v=cWYiu-Wli44>
- SOW Library - <https://www.youtube.com/watch?v=PnJjF-VERo8>
- Solutions Finder - <https://www.youtube.com/watch?v=FgonKshh62U>



Questions?

For general questions related to PSS:

Email: professionalservices@gsa.gov

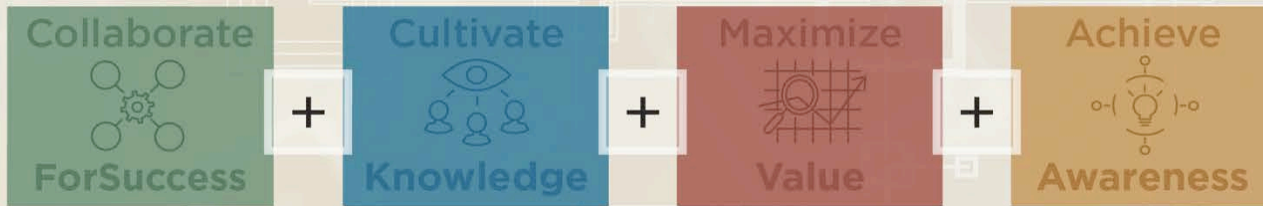
or

Debra Drake, Debra.Drake@gsa.gov

Industry Relations Manager - PSS/OASIS

For questions on a specific PSS, 738X, or 736 contract:

Contact the GSA Procurement Contracting Officer (PCO) assigned to the contract. Information on PCO contact can be found via GSA e-library. Simply search for the contractor name or contract number in GSA e-library where you find the GSA PCO's name and contact information in the contract information screen.



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