



HCaTS IDIQ

Human Capital and Training Solutions
Indefinite Delivery, Indefinite Quantity Contract

LMI CONTACTS:

Susan Ford

HCaTS Program Manager

+1.703.917.7524 *office*

LMIHCaTS@lmi.org

Shaye Brotherton

HCaTS Alternate Program Manager

+1.703.917.7027 *office*

sbrotherton@lmi.org

Susan Ford

HCaTS Contract Manager

+1.703.917.7524 *office*

sford@lmi.org

CONTRACT NUMBER:

Pool 1: GS02Q16DCR0021

Pool 2: GS02Q16DCR0056

CONTRACT SCOPE:

Pool 1: Professional & Management
Development Training

- Customized Training Services
- Customized Employee
Development Services

Pool 2: Human Resource
Consulting Service

- Customized Human Capital
Strategy Services
- Customized Organizational
Performance Improvement

CONTRACT PERIOD:

Base ordering period:

September 26, 2016–

September 25, 2021

Option ordering period:

September 26, 2021–

September 25, 2026

Orders may extend five years after
ordering period

CONTRACT TYPE:

Multiple-award IDIQ; all contract types

AVAILABLE TO:

All federal agencies

AWARD CEILING:

\$5.75B

HCaTS is a multiple-award IDIQ contract vehicle offering a streamlined process to fulfill complex and customized training and development, human capital strategy, and organizational performance improvement requirements. A best-in-class (BIC) contract vehicle with a 10-year ordering period, HCaTS is available to all federal agencies seeking a reliable, flexible, fast, and efficient method to obtain best-value, long-term, and complete human capital solutions. HCaTS centralizes contracting activities for total human capital solutions in the General Services Administration, enabling federal agencies to benefit from reduced contract workload, lowered costs, and consistent service delivery through strategically sourced program management.

HCaTS's Benefits

As an Office of Management and Budget–designated BIC contract vehicle, HCaTS is the preferred government-wide, category management solution for human capital and training requirements. It is flexible, easy to use, and enables federal agencies to

- obtain comprehensive, customized, long-term solutions for complex requirements;
- access highest technically rated with fair and reasonable pricing contractors that have been vetted by human capital specialists;
- use any contract type, including hybrid contract types;
- tailor pricing and contract line item number structures to task order requirements;
- include ancillary services and other direct costs at the task order level;
- purchase commercial or non-commercial services;
- execute task orders in and outside of the continental United States and in classified environments;
- choose from 21 labor categories with four expertise levels or add categories at the task order level; and
- maximize return on investment through a low contract access fee (CAF) and no-protest guarantee for orders less than \$10 million.

LMI's Expertise

LMI is a designated HCaTS provider that can support government agencies with comprehensive human capital and training solutions. We integrate strategy, structure, people, and processes to better enable government agencies' missions and create high-performing organizations.

With a robust framework, a set of data analytic tools, and a proven record of accomplishment, LMI provides a full complement of data-driven human capital and training solutions. Our capabilities include the following:

- Strategic planning
- Business process reengineering and improvement
- Workforce analytics and planning
- Competency modeling
- Organizational assessment and design
- Service delivery assessment
- Performance needs assessment
- Program management
- Change management
- Talent management
- Strategic communications
- Technology-based training solutions.

How to Use HCaTS

The HCaTS program is a multiple-award IDIQ contract vehicle with a 10-year ordering period (a 5-year base and one 5-year option), plus a possible 6-month extension.

- Task orders may extend up to five years after the IDIQ has expired.
- HCaTS contracts permit any contract type (e.g., firm-fixed price, time and materials, cost reimbursement) or mix of contract types.
- Task orders may include incentives, performance-based measures, multiyear or option periods, and commercial or non-commercial items.
- A CAF of 0.75 percent is applied to the total price of the contract.

Agencies using HCaTS may choose from two flexible service options:

1. **Direct Buy:** The ordering agency performs pre- and post-award activities

and the HCaTS program management office (PMO) provides complementary scope reviews. Before issuing task orders on HCaTS, the ordering contracting officer (OCO) must attend delegated procurement authority (DPA) training and obtain an HCaTS DPA certificate. DPA training establishes the OCO's roles and responsibilities, is approximately 90 minutes, and is eligible for continuous learning points.

To request DPA training, please visit <https://www.gsa.gov/portal/content/129566>.

2. **Assisted Acquisition Services (AAS):** The HCaTS PMO provides end-to-end acquisition services for the ordering agency. An additional AAS fee, based on the complexity and magnitude of the task order, is applied. An inter-agency agreement is required.

Task orders awarded through HCaTS are competed in one of two pools categorized by NAICS codes:

- **Pool 1:** Professional & Management Development Training (NAICS codes 611430, 611699, and 624310)
- **Pool 2:** Human Resource Consulting Service (NAICS codes 541611, 541612, 541613, 541618, and 611710).

About Us

LMI is a consultancy dedicated to improving the business of government, drawing from deep expertise in advanced analytics, digital services, logistics, and management advisory services. Established as a private, not-for-profit organization in 1961, LMI is a trusted third party to federal civilian and defense agencies, free of commercial and political bias. Headquartered in Tysons, VA, LMI has 1,400 employees nationwide.

[Learn more at lmi.org](https://lmi.org)

Additional Contract Contacts

Direct Agency Ordering/ DPA Assistance

+1.202.606.1637 *office*
HCaTSDirect@opm.gov

Human Capital Industry Solutions Assisted Acquisition Services

+1.202.606.0482 *office*
HCIS@opm.gov

GSA's HCaTS Website

www.gsa.gov/hcats
To see the complete list of HCaTS labor categories, visit the HCaTS Resource Directory.