

Human Capital and Training Solutions (HCaTS)



HCaTS is a new indefinite-delivery indefinite-quantity (IDIQ) government-wide contract that provides customized human capital management and training services to all agencies.

HCaTS Contract Facts

The Human Capital and Training Solution (HCaTS) contract is the result of a partnership between the U.S. Office of Personnel Management (OPM) and the General Services Administration (GSA). The initiative creates the joint management of a new strategically sourced, IDIQ government-wide contract to support OPM's Training and Management Assistance (TMA) program. HCaTS contracts provide federal agencies with a reliable, flexible, fast, and efficient way to obtain best value solutions for their complex human capital and training service requirements.

Benefits and Features of Using HCaTS Small Business (SB) IDIQ

- Management of small business goals.
- Government wide use.
- Improving human capital management in accordance with the HCAAF and OPM governing doctrines.
- Maximizing the return on investment in human capital management and training services.
- Flexibility to use all contract types.
- Pricing at the task order level.
- Ability to solicit classified requirements
- Provides longer-term planning for complex program requirements with a ceiling of \$11.5 Billion.
- Provides self-service (via a DPA) and assisted service (via OPM) access to human capital solutions.

PERSON ASSOCIATES HCaTS SERVICES

ANALYTIC TRAINING – CONSULTING – LEADERSHIP DEVELOPMENT

Industry-Recognized Publications

Pherson Associates' publications provide analysts, managers, and intelligence practitioners with new ways to think critically and write analytically. Our publications are used by government and corporate analysts, and university programs.

Pherson Associate's HCaTS Contract Number:

GS02Q16DCR0078

Contract Type: Multiple-Award Indefinite Delivery/Indefinite Quantity Government Wide Acquisition

Period of Performance: 10 November 2016—9 May 2026

Training and Consulting Expertise across the Federal Government

Pherson Associates specializes in training analysts in basic and advanced tradecraft, counterintelligence, security risk analysis, and homeland security. Our company has been developing curriculum, teaching, and coaching critical thinking and writing skills and the use of structured analytic techniques in the Intelligence, Homeland Security, and Law Enforcement Communities for over a decade. Our existing materials, including courses, articles, and case studies, cover the entire analytic process from learning about an issue to finding and evaluating sources and data to conceptualizing, drafting, and fine-tuning analytic products.



1892 Preston White Drive, Suite 300 Reston, VA 20191 | www.pherson.org

HCaTs Corporate Program Manager: Diana Pittman | dpittman@pherson.org | (703) 391-6071
HCaTs Corporate Contracts Manager: Alysa Gander | agander@pherson.org | (703) 390-9946