

## OPM's human capital consultants.



As part of its mission, OPM provides technical assistance to Federal agencies to meet their most critical human capital challenges. HR Solutions (HRS) is the OPM division dedicated to providing exceptional HR products and services to meet the dynamic human capital and training needs of the Federal Government. And because HRS is run by Federal employees for Federal employees, we are uniquely positioned to help agencies meet their mission goals through customer-focused, optimal HR solutions.

### **We deliver products and services to our customers in three ways:**

- As Federal employees, the HRS team has extensive experience with Federal policy and operating environments. This cadre of HR specialists, industrial-organizational psychologists, educators, IT specialists, and program managers partners with agencies to design and deliver solutions uniquely suited for government.
- Our assisted acquisition expertise gives you reach into world-class commercial partners who deliver the full range of human capital management and customized training solutions. These partners follow OPM's contracting requirements and deliver services under the watchful eye of OPM's HRS project managers.
- HRS also provides a blended approach that leverages our reach back to private sector capability to complement our Federal workforce. HRS works with agencies to determine the strategy that best meets their needs.

Providing services through our revolving fund authority allows agencies more flexibility to finance their human capital and training needs. We know how important this flexibility is to meeting critical mission requirements.

# Our best-in-class contracts.

## Human Capital and Training Solutions (HCaTS)

**Our Human Capital Industry Solutions (HCIS) team helps solve your toughest human capital challenges.** HCaTS contracts help Federal agencies procure customized, best-in-class human capital and training services. HCaTS was the first category management solution for human capital and training and is supported by the Category Management Leadership Council. It is also the first to be awarded a best-in-class designation by the Office of Management and Budget.

Composed of three IDIQ contracts, HCaTS Unrestricted, HCaTS Small Business, and HCaTS 8(a), this vehicle was designed to meet your needs with comprehensive capabilities, flexibility, and variable or multiyear periods of performance to align with your agency's mission.

## Greater flexibility in contracting approaches

**Full-service assisted acquisition** services from the HCIS team encompasses contract startup through closeout, including refining your requirements and cost estimates, selecting competitive providers, awarding task orders, conducting periodic project reviews, and invoicing providers.

**Directly access contracts** through your own contracting office. HCIS can consult with you on optimizing the statement of requirements, which ultimately serves as the catalyst for provider proposals.

## HCaTS contracts provide:

- **Innovative and customized solutions.** HCaTS contracts align with your agency human capital plans, connecting you to top resources—including more than 100 highly rated commercial partners, unique small businesses, and OPM experts. Key service areas include human capital strategies, training and development, and organizational performance improvement.
- **Flexibility.** HCaTS offers the flexibility to leverage revolving funds and uses all contract types (fixed price, time and materials, labor hours, and cost reimbursement).
- **Value.** The quality of HCaTS services is based on the highly competitive, strategically sourced process for provider awards. With lower costs and labor fees, HCaTS maximizes your return on investment in human capital management and training services.
- **Measurable impact.** HCaTS contracts include a strong emphasis on metrics, quality requirements, quality deliverables, and sustainable outcomes.

## To learn more or get started, contact:

Marvin Middleton  
[Marvin.Middleton@opm.gov](mailto:Marvin.Middleton@opm.gov)  
202-606-0482 or 202-359-8323

Or visit us on the web at [opm.gov/HCIS](https://opm.gov/HCIS)

*“The services and products received from HR Solutions have been outstanding and very productive to the success of this organization.”*

— **Deputy Chief Management Officer,**  
**Department of Defense**



## USALearning®

USALearning's best-in-class learning solution offers customizable online course development, training platforms, learning and content management systems, and all associated system support services.

USALearning supports developing the Federal workforce and advancing agency missions through simplified and one-stop access to high-quality eLearning products, information, and services.

It is easy to work with USALearning. We are government-to-government, so it only takes an interagency agreement to get started today. We have two contract vehicles administered by a single-award, small-business integrator: the Learning Management System Blanket Purchase Agreement and the Knowledge Portal IDIQ.

### Some of our offerings include the development and delivery of:

- Customized learning management systems (LMS)
- Learning content management systems (LCMS) and associated services
- eLearning/testing platforms
- Communities of practice
- Other customized content and collaborative platforms to include object and document repositories, course development, and innovative software engineering services

### Here's how you benefit:

- Plug-and-play learning architecture
- Advanced learning analytics
- Governmentwide learning record store (LRS)
- FedRAMP-certified processes
- Streamlined, assisted acquisition process
- Pricing advantages from centralized, volume buying power

### To learn more or get started, contact:

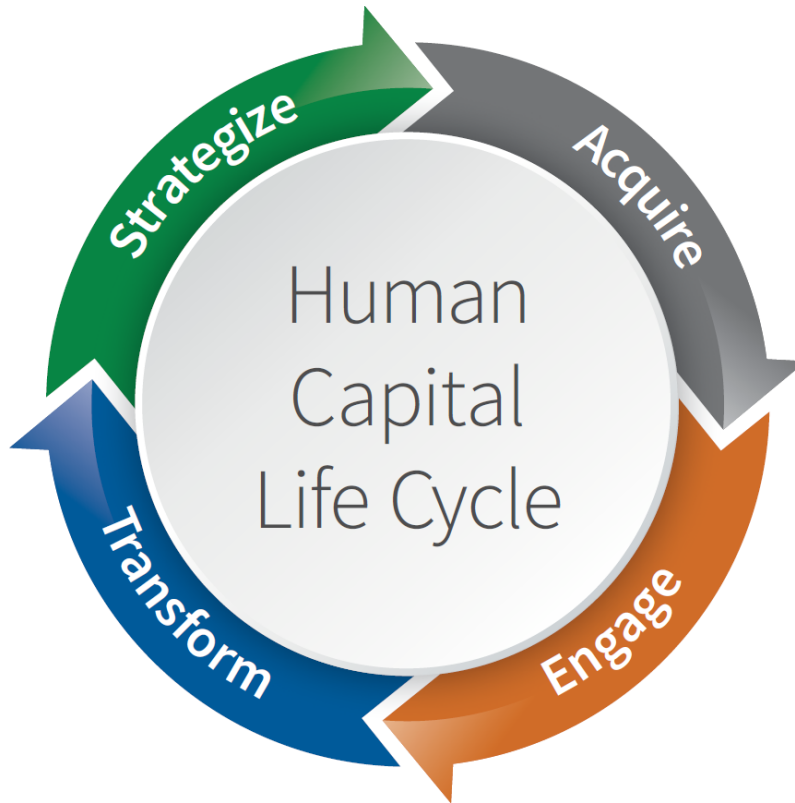
Athena Dattilo  
[Athena.Dattilo@opm.gov](mailto:Athena.Dattilo@opm.gov)  
202-936-2684

Paul Jesukiewicz  
[Paul.Jesukiewicz@opm.gov](mailto:Paul.Jesukiewicz@opm.gov)  
202-936-2158

Or visit us on the web at [opm.gov/USALearning](https://opm.gov/USALearning)

*“Our project manager has made a big difference. She is very knowledgeable, helpful, and responsive. Most importantly, she takes time to really understand our requirements and support us to achieve them.”*

— Program Manager,  
Federal Aviation Administration



### Why Choose OPM HR Solutions?

We are the single largest provider of human capital management and training solutions across the human capital lifecycle and the only Federal organization entirely focused on making people and organizations better. Because of our mission focus, “by government, for government,” we offer a unique combination of human capital management and training and procurement expertise. Coupled with ease of acquisition, subject matter expertise, Federal compliance, and speed of access, we are the right choice.

**Partner with us— let’s build a stronger government together.**

Get started by visiting [opm.gov/HRS](https://opm.gov/HRS), or contact us at [AskHRS@opm.gov](mailto:AskHRS@opm.gov) for a consultative discussion about your needs.

HRS comprises more than 400 professionals nationwide, as well as a network of the finest private sector contractors in the field of human capital management and training.

### We offer:

- **Expertise.** Extensive expertise in human capital management and training.
- **Agility.** Speed-to-mission capability through government-to-government agreements.
- **Compliance.** Elegant solutions that fully comply with Federal policies and regulations.
- **Value.** Off-the-shelf applicant assessments to fill your commonly advertised positions.
- **Knowledge.** Effective classroom and distance learning solutions tailored to your workforce needs.
- **Resources.** Expedited access to private sector capabilities through an assisted acquisition program.
- **Experience.** More than 50 years of experience providing professional development to Federal leaders.
- **Technology.** Cutting-edge, automated solutions providing comprehensive HR life-cycle support.