



## Professional Services and Human Capital Solutions Overview

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# PSHC Fast Facts

*Did you know:*

FY 2022 - Over **\$115** billion in obligations for Professional Services and Human Capital

Over \$70 billion **SUM**

Multiple solutions, 2 processes

Over 4,300+ Contractors



# Spend Under Management Tiers



## Tier 0

Spend not aligned to CM Principals

Contract dollars not fitting into any other Tier

OMB encourages Agencies to shift to higher tier solutions  
OMB M-19-22

## Tier 1

Agency-Wide Mandatory Solutions

Agency-wide contract dollars with mandatory use or mandatory consideration policies & data sharing standards

*Example:*  
Air Force NETCENTS-2 IDIQ

## Tier 2

Multi-Agency Solutions/*Certain SB Awards\**

Obligated dollars on agency-wide contracts satisfying rigorous standards for strategy, data, tools & metrics

*Example:* GSA MAS

## Tier 3

Government-wide Best-in-Class (BIC) Solutions

Contract dollars obligated on Best-In-Class contracts

*Example:*  
OASIS, Alliant

# Multiple Award Schedules

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As a TIER 2 contract, MAS PS/HC provides a direct, fast, compliant, and easy method to connect quality vendors with procurement officials in order to fulfill a wide-spectrum of agency requirements at a fair & reasonable price

## Fixed-Price, Labor Hours, or Time & Materials

Highlights	Speed	Quality
Fair & Reasonable Pricing	Vendor Pool (Avg offers received ~ 2)	Internal audits, quality control, cost recoupment
Government-wide	Flexibility and Control	Regulatory Compliance
Cost Avoidance	Order Placement (Avg PALT ~ 79 days)	Cost Savings Realized
Small Business Variety	eTools for Pre-Award	Customer Service

# What We Offer – Schedules (FAR 8.4)

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## MAS Professional Services

- Management & Advisory
- Business Administrative
- Environmental
- Financial
- **Identity Protection (\*BIC\*)**
- **Language**
- **Legal**
- Logistics
- Marketing and Public Relations
- Technical and Engineering
- Training & Support

## MAS Human Capital

- **Background Investigations**
- Compensation and Benefits
- Social Services
- Human Resources
- Training

# Order Level Materials (OLM)

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- **Benefits:**

- Accommodates supplies and services not on the master MAS contract but are necessary to support a specific customer requirement
- Identified by the ordering contracting officer
- Increased ability to provide a total professional services solution for our customers
- Decreased contract duplication, procurement and administrative costs, leading to overall cost savings for ordering agency
- All MAS terms and conditions apply

- **How it Works:**

- Contractors must have the OLM on their MAS PS Master Contract
- It cannot be the basis for the primary task order
- Total value of the OLM cannot exceed 33% of the primary task order value
- Applicable to anything written against the MAS-PS
  - Task orders original scope
  - Blanket Purchase Agreement (BPA) original scope

# MAS Program Updates

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- **New MAS PS/HC SINS**

- 561920RMI – Mult. Industry Remediation
- 541713 – R&D Nanotech
- 541714 – R&D Biotech
- 541715AIR – R&D Aerotech
- 541715APM – R&D Other Aerotech, Missiles, Space
- 541720 – R&D Social Sciences and Humanities
- 541330EMI – Military Engineering
- 541990 – All Other Professional, Scientific, and Technical Services (Non-IT)



# PSHC IDIQs

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*OASIS - One Acquisition Solution for Integrated Services*  
*HCaTS - Human Capital And Training Solutions*

## Quality

- Highly vetted industry base
- Flexible Ordering
- Small Business Participation

## Value

- Contract Management
- Tier 3 – Best In Class
- Competition

## Support

- Training
- PMO Responsiveness
- Industry Engagement

# OASIS Statistics

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Average PALT	Unrestricted	Small Business	8(a)
Value < \$10M	75	55	45
\$10 - \$50M	109	110	77
> \$50M	133	157	149

Avg Competition	Unrestricted	Small Business	8(a)
All Pools	2.06	3.61	2.88

# What We Offer – IDIQs (FAR 16)

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## OASIS

- Program management services
- Management consulting services
- Logistics services
- Engineering services
- Scientific services
- Financial services
- Research & Development

## HCATS

- Training and Development
- Human Capital Strategy
- Organizational Performance Improvement

# How to Use OASIS and HCaTS

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- Delegation of Procurement Authority training
  - [Register](#)
- Follow contract T&Cs, Ordering Guides, and remember:
  - Plan around expectations
  - Request an optional scope review
  - No in-scope protests under \$10M
  - Issue to one Pool (or Sub-pool) only
  - Ancillary labor **is** allowed
  - These are unpriced!
- Report awards

# IDIQ Program Updates

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- **OASIS**

- Contract Programs expire Sept. 2024 (UR) and Dec. 2024 (SB/8(a))
- Migration to Symphony

- **HCaTS**

- Combined DPA training with OASIS (FAC-153)

# PSHC Program Updates

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## OASIS Plus(+)

- GSA's next best-in-class (BIC) multi-agency contract (MAC) for non-IT services
- Expanded scope covering OASIS, BMO, HCaTS, and previously undefined service areas such as Intelligence and Enterprise Solutions ([link to draft RFP](#))
- Solicitation release in FY2023 with awards in late FY2023 / early FY2024
- Feedback Survey:  
[https://feedback.gsa.gov/jfe/form/SV\\_bQRtv9SiT0b1WAe](https://feedback.gsa.gov/jfe/form/SV_bQRtv9SiT0b1WAe)

# Proposed Domain Structure: Draft Scope



**Key**



# OASIS+ Unique Features (Draft RFP)

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## Streamlined IDIQ Ordering Environment thru 6 contract programs

**Flexible  
Domain-based  
structure**

**Industrial base  
of highly  
qualified  
contractors**

**Global access to  
commercial &  
non-commercial  
services**

**No evaluation of  
price at the  
contract level  
(use of 876 Authority)**

**No contract  
ceiling & no cap  
on number of  
awards**

**10-year  
consecutive  
coterminous  
ordering period**

**Open on-  
ramping after  
initial awards**

**Technology  
based ordering  
& market  
research tools**



# Program Comparison

Features	OASIS	MAS	OASIS+
<b>On Ramping</b>	As needed	Continuously Open	Continuous after first phase of awards
<b>NAICS Assignment</b>	One per Pool defined by same size standard	One per Contractor based on core business	One primary per Contractor; principle purpose per Domain
<b>Period of Performance</b>	5 yrs plus 5 yr option; performance can continue 5 yrs beyond that	5 yr base plus three 5 yr options; performance can continue 5 yrs beyond that	10 yrs with no option; performance can continue 5 yrs beyond that
<b>Pricing</b>	Pricing only applies to sole-source T&M / LH orders; not released publicly	Ceiling prices established at contract level; discounts should be requested	No pricing at contract level
<b>Contractor Teaming</b>	CTA permitted in accordance with FAR 9.601(1) (not FAR 9.601(2))	CTAs permitted in accordance with FAR 8.4 (not FAR 9.6) IAW I-FSS-40, Contractor Team Arrangements	CTA permitted in accordance with FAR 9.601
<b>FAR Ordering Procedures</b>	FAR 16.505	FAR 8.4	FAR 16.505
<b>Order Types Allowed</b>	FFP, LH, T&M, CR, Hybrids	FFP, LH, T&M	FFP, LH, T&M, CR, Hybrids

# Program Comparison

Features	OASIS	MAS	OASIS+
<b>Commerciality</b>	Commercial and non-commercial requirements	Commercial requirements only	Commercial and non-commercial requirements
<b>Other Direct Costs (ODCs)</b>	No limit on the contract for ODCs	ODCs (such as travel, are available for procurement. OLMs (ancillary products and services that aren't priced on schedule) are limited to 33.3% of the overall value of the order)	No limit on the contract for ODCs
<b>Delegation of Procurement Authority (DPA)</b>	Required; training provided	Not required	Required; training provided
<b>BPA, IDIQs, or BOAs</b>	No authority to establish	BPAs allowed per FAR 8.405-3; BOAs may utilize MAS contracts; no IDIQs	No authority to establish
<b>Protests</b>	Not allowed for in-scope orders less than \$10 million	Allowed at any order dollar value	Not allowed for in-scope orders less than \$10 million
<b>Spend Under Management (SUM)</b>	Tier 3, Best-in-Class (BIC) solution	Tier 2, Multi-Agency Solution	Tier 3, Best-in-Class (BIC) solution

# Determining a Best Fit

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## *Schedules and OASIS/HCATS*

- SCOPE
  - Commerciality: Commercial and Non-Commercial
  - Defined requirements
  - NAICS Code
- Contract type and vehicle required
  - Task order, Blanket Purchase Agreement, Option Years, Option Periods
  - Optional CLINs
  - FFP, T&M, LH, Cost, Hybrid
- *Request a Scope Review*

# Market Research Tools

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<https://d2d.gsa.gov/report/public-category-management-dashboards-analytics>



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## Public Category Management Dashboards & Analytics



Executive  
Summary  
Dashboard



CM Reporting  
Workbench (CMR) -  
NEW!



Small Business  
Dashboard



Common and  
Defense-Centric  
Spend Tables

# Market Research Tools

## Award Exploration Tool

- Combines Federal Procurement Data System with the category management taxonomy
- Helps industry partners use the category management framework to identify expiring contracts
- Filter by Dept/Agency/Office, Obligation Classification, Award Details and Vendor Details

Agency	Contract Value	Count of Contracts	Count of Obligations	Count of Awards
Summary of Data	\$33,548.2M	372,642	344,563	70,460
Count of Obligations				20,230

## Contract Inventory Exploration Tool

- Obtain insight into Category Management performance
- Identify the typical procurement size, NAICS, and contract vehicle used by agencies.

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Summary of Data	\$33,548.2M	372,642	344,563	70,460
Count of Obligations				20,230

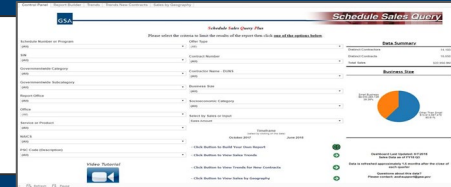
## Small Business Dashboard

- D2D dashboard displaying FPDS data for CFO Act Agencies in
- SB Obligations Data from 2018-2022
- Search by agency, category or best-in-class contract



## Schedule Sales Query

- Search MAS sales information from FY 1991 to present
- Includes sales dollars for Transactional Data Reporting contracts
- Customizable reports to view MAS sales by fiscal year and quarter



# Open Floor Discussion

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*Questions and Answers Time!!!*



# Let's Connect

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**Website:** [www.gsa.gov/professionalservices](http://www.gsa.gov/professionalservices)

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