



CALIBRE  
HUMAN  
CAPITAL  
AND TRAINING  
SOLUTIONS

Hcats

## CALIBRE

Established in 1989, CALIBRE Systems, Inc. (CALIBRE) is an employee-owned management consulting and digital transformation company that supports government and industry decision-makers with management analysis, technology solutions, and human capital and training program support.

**We build and deliver practical, timely, best value solutions to solve management, technology, and program challenges.** We serve clients in the public and private sectors – defense, federal civil, and commercial.



## What is HCaTS

HCaTS is a Government-Wide, Multiple Award, Indefinite-Delivery, Indefinite-Quantity (MA-IDIQ) task order contract intended to be the premier contract vehicle with both direct access and assisted acquisition access to human capital management and training services. The HCaTS solution is part of a strategic, government-wide movement to “buy-as-one” through Category Management and is an important first step in optimizing spending in the human capital category.

As an industry leader across several human capital, training, and performance improvement areas including transition, force management, and senior leader development. **CALIBRE was awarded the Office of Personnel and Management (OPM) / General Services Administration (GSA) Human Capital and Training Solutions (HCaTS) contract vehicle.**



## CALIBRE IS AN INDUSTRY LEADER

across several human capital,  
training, and performance  
improvement areas.



## HCaTS Contract Basics

- **Availability:** Available to all government agencies
- **Contract Ceiling Amount:** \$5.75 Billion
- **Period of Performance:** 5 year base, one 5 year option (FY 2017-2027)
- **Scope of Services:**
  1. Customized Training and Development Services
  2. Customized Human Capital Strategy Services
  3. Customized Organizational Performance Improvement
- **Procurement Options:**
  1. Delegated procurement authority provides Federal agencies direct vehicle access.
  2. OPM assisted acquisition services provides Federal agencies with assisted acquisition access.
- **Contract Types at the Task Order Level:** Fixed-Price (all types), Cost-Reimbursement (all types), Time-and-Materials, and Labor-Hour. Task orders may also combine more than one contract type. Additionally, task orders may include incentives, performance based measures, multi-year or option periods, and commercial or non-commercial items.
- **Operating Costs Associated with the Management and Administration:** Contract Access Fee (CAF). Federal agencies have the flexibility to determine fair and reasonable pricing for their requirements.

## CALIBRE's HCaTS Key Capabilities

### ■ TRAINING



Training to meet tomorrow's challenges requires multiple types of learning capabilities in Live, Virtual, Constructive, and Gaming (LVC&G) environments. CALIBRE provides all levels of training enablers - from individual skills training to top-level policy and requirements development for training systems. We run large enterprise training programs, including the Army Force Management School (AFMS), and develop single-topic courses in multiple environments. From competency models to career maps, we link all training activities to the organization's human capital programs.

### CUSTOMIZED TRAINING AND DEVELOPMENT SERVICES

- Training Program Management Support
- Technical Skills & Knowledge Training/Learning
- Career Development & Management
- Leadership, Management & Supervisory Training
- General Skills & Knowledge Training
- Development & Coaching

SERVICES

## ■ ORGANIZATIONAL PERFORMANCE IMPROVEMENT



CALIBRE provides management consulting services to support performance and change management initiatives. Our capabilities include organizational design, Lean Six Sigma (LSS), Business Process Reengineering (BPR), change management, organizational transformation, knowledge management, data analytics, and quality systems implementation. Our performance improvement support is results focused, saving time, money, and enhancing organizational productivity.

### ORGANIZED PERFORMANCE IMPROVEMENT SERVICES

- Talent Management
- Human Capital Management
- Integrated Business Management
- Change Management
- Performance Management
- Employee Value Position
- Knowledge and Competency

## ■ HUMAN CAPITAL MANAGEMENT



CALIBRE offers a holistic approach to HCM, including leader development, strategy and planning, analysis, end-to-end business process reengineering, and training. With our people and performance focused research, we enable organizations to maximize the talent and human resources to improve their overall success and achieve growth. From strategic and workforce planning to focused programs such as executive coaching and organizational redesign, we assist organizations in addressing their most challenging people issues.

### CUSTOMIZED HUMAN CAPITAL STRATEGY SERVICES

- Performance Metrics and Improvements
- Change Management
- Strategic Planning and Alignment
- Facilitation
- Data Analytics
- Employee Value Position
- Business Process Improvement & Reengineering
- Organizational Assessment & Transformation

HCATS

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