



FSSI HRST Working Group

Principles

- **Flexibility**
 - The Federal Strategic Sourcing Initiative (FSSI) HR Services and Training (HRST) contract should be designed to provide flexibility at the task order level to meet immediate customer agency mission requirements across the best-value continuum.
 - We recommend that GSA and OPM:
 - Allow for more flexibility in the way that orders are priced (e.g., FFP, T&M, Labor Hour, Cost plus).
 - Build in flexibility for clients to do longer term work (i.e. period of performance lasting multiple years).
 - Allow contractors to provide ancillary support as necessary to offer integrated HRST solutions. For example, if limited IT services are necessary and integral to meeting the objectives specified in the task order, they should be allowed in the task order response. (For specific contract language, see GSA Alliant C.3.4 Ancillary Support).
 - Promote innovation-based considerations in RFPs, RFIs and Proof of Concept demonstrations through flexible proposal responses such as alternative proposals and evaluation criterion that promotes innovation and competition.
 - Promote flexibility in the way that vendors satisfy customer agency requirements by not limiting performance to the Human Capital Assessment and Accountability Framework (HCAAF) model.
- **Efficiency**
 - The FSSI HRST contract should offer an efficient streamlined ordering process through direct order by customer agencies.
 - We also recommend that GSA and OPM:
 - Increase the scope of the FSSI HRST contract to cover related Human Capital IDIQs (Schedule 738x, Army HRSS, MOBIS Training SIN, etc.), including in scope services such as technology and the ability to buy hardware/software/mobile devices, staff augmentation, and HR operations. This would greatly reduce contract actions and government-wide contract duplication.
 - Allow for a longer base period (10 years) like other large GWACs/MACs (Alliant, CIO-SP3, OASIS)
 - A longer base would also communicate the durability of the vehicle to agency customers and contractors. It would also increase efficiency by addressing

customer agency and vendor concerns about “running out of time” to move a task order through the vehicle. The most significant advantage of a longer base period is the reduction in administrative burden and cost for both the Government and FSSI HRST awardees.

- Before making the decision to use the OASIS acquisition strategy, collect industry feedback on the OASIS acquisition strategy to fully understand the level of effort and bid and proposal costs involved in OASIS on the vendor side, and to identify factors impacting the level of competition.
- Additional features increasing efficiency that the FSSI HRST contract could implement include:
 - Continuation of the strong focus on Best Value with Trade-Off evaluation (vs. LPTA).
 - Notification of the acceptable dollar range of an opportunity, much like FEDSIM traditionally does.
 - Ability of customers within an Agency Department to utilize already existing task orders where scope is the same (example, ability for a CDC customer to leverage an existing contract for a similar requirement at a different CDC branch).
 - Provide advance notices of upcoming opportunities so that contractors can better prepare for task order RFPs.
 - Host annual capability workshops/conferences where contractors can present innovative solutions and capabilities so that customers are aware of current practice in the market, technical capabilities and trends.
 - During the RFP/RFQ phase of the HRST contract, be specific about changes in the solicitation resulting from amendments.

- ***Data Collection Requirements***

- Data collection requirements that shift from the government to contractors increase costs which are ultimately borne by the government through higher prices or overhead rates.
 - In order to control these costs, data collection requirements should align with commercial practices.
- Customer agencies should be made aware of the additional costs involved in having data collected through vendors.
- Any pricing data collected and shared government-wide should also include access to the associated terms and conditions to provide context to pricing information.
- GSA and OPM should follow the rulemaking process for data collection in accordance with the Paperwork Reduction Act.

- ***Evaluation Criteria***

- Evaluation Criteria should result in the selection of human capital and training and learning contractors capable of providing best value solutions for the government.
 - Strong emphasis on technical approach, key staff, past performance, business development and marketing efforts, and ability to successfully manage GSA Schedules, GWACs/MACs and IDIQs.

- Allow for and reward innovations such as management, technical and contractual innovations proposed by industry.
- Leverage OASIS price evaluation strategy to set realistic and pre-determined labor categories.
- Evaluate only prime vendors and do not require pre-formed teams. This would provide HRST contractors the ability to respond to task orders with whatever team they feel best meets the needs of the customer.