



# HRXXI Contract Speeds Up Human Resources Procurement

SGT. 1ST CLASS CONNIE E. DICKEY

**W**ASHINGTON (Army News Service, Nov. 17, 1999) – After more than six years of working to provide a supplement to in-house human resource capabilities, the Army recently announced a new contract.

“The Human Resource XXI Century Contract is a tool that an agency can use to meet its human resources needs,” said Susan Harvey, director of the HRXXI Business Unit, within the Office of the Secretary of the Army (Manpower and Reserve Affairs).

This contract can provide such human resource services as personnel records maintenance; transition processing; recruiting and training; employee counseling; distance learning; replacement processing; core competency HR studies and analyses; personnel services; automation support; and recruiting management analysis and support.

Harvey said that anyone who has a concept of what they need can call the HRXXI office, and one of the staff members will start the process of developing the statement of work. The office will also monitor the contract through the delivery of services. The staff can also help in any modifications that may be needed to the contract.

“One of the beauties of this contract is that it is very flexible and many avenues are open to provide the needs of an organization,” Harvey said. “Even though there are only two prime

contractors, each contractor has many sub-contractors under them,” she said.

Harvey explained the Army’s leadership developed the idea of providing help to federal managers and commanders because of the Army’s changing needs in human resources. She said the Army decided “to go slow, to go fast” in developing a contract vehicle that the Army would need for the 21st century. “We are at the ‘go fast’ stage now,” Harvey said.

The initiative began in the early 1990s almost exclusively to provide congressionally mandated transition and employment assistance to separating servicemembers, their families, and federal employees. The resulting Transition Assistance Office and the Job Assistance Center worked under the direction of the U.S. Army Personnel Command.

Harvey said that the Army leadership supported an effort to ensure the new contract provided what managers needed. “The long-term procurement planning took six years and produced the one-of-a-kind highly competitive contract,” she said.

“This contract is open to all government and civilian agencies and especially for the Army – from headquarters, to major commands, installations, and unit levels,” Harvey said. “The Army has done the procurement work, and the contract is now open to [whomever] is seeking help,” Harvey said.