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Custom Training Solutions

COMMERCIAL PRICE LIST – Effective April 2019

LABOR RATES
 Instructor Led Training
 Web Based Training and Education Courses
 Course Development and Test Administration

Labor Category Name	Per Hour Labor Rate	Labor Category Description & Education/Experience Requirements
Program Manager	\$227.18	Provide overall management and leadership to the contract. Responsible for overall performance and management of the contract including: development and enforcement of policies and procedures, execution of or delegation of responsibility for all program personnel actions to include hiring, lay-off, and dismissal, assuring corporate compliance with all Governmental regulations and policies, supervision of subordinate managers, establishing, measuring, and maintaining contract goals, performance objectives and work standards, assessing the performance of subordinates and establishing the objectives and criteria for promotions, raises and advancements, resolution of complaints and grievances, assurance of compliance with corporate EEO objectives. Determines techniques, methodologies, and standards to be employed in the conduct of company business and interfaces with customer on programmatic issues. BS/BA in related field. MS/MA preferred. Minimum of 10 years progressively responsible experience in providing training related consulting services. Minimum of 5 years exp. required in program management, directing the efforts of teams in multi-media courseware design and development.
Project Manager	\$172.40	Serves as the contract project manager for individual delivery orders. Responsible for the day-to-day management (personnel, technical, cost, and schedule performance) of all work performed under the assigned delivery order. Allocates assigned resources for the performance of the task/delivery order. Evaluate performance within assigned area of responsibility. Responsible for the complete satisfaction of all work defined by the statement of work for the assigned delivery order. May perform the functions of the Program Manager

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		during brief absences. BA/BS in related field, MS/MA preferred; 10+ years related experience; 5+ years direct multimedia exp.; 5+ years directly related managerial experience.
Senior Instructional Designer	\$153.68	Labor Category includes Instructional Technologists and Research Psychologists. Conduct analyses, and develop curriculum and associated products in multiple formats. Lead other Instructional Designers and provide technical direction as required. Determine instructional strategies to be used, and ensure curriculum developed follows sound ISD methodology. Develop tests, storyboards, authored files, and other courseware components. Ph.D. preferred. MA/MS in related field; 10+ years related experience; 5+ years direct multimedia experience; 5+ years directly related managerial experience – or- BA/BS in related field; 15+ years related experience; 10+years direct multimedia experience; 5+ years directly related managerial exp.
Advanced Instructional Designer	\$121.60	Labor Category includes Instructional Technologists and Research Psychologists. Conduct analyses, and develop curriculum and associated products to include CD-ROM, on-line learning, web-based instruction, tests, and databases. MA/MS & 3+ years direct multimedia experience; 3+ years supervisory experience or BA/BS 5+ years direct multimedia experience; 1+ year directly related supervisory experience
Instructional Designer	\$104.78	Labor Category includes Instructional Technologists and Research Psychologists. Conduct analyses, and develop curriculum and associated products in multiple formats. Assemble course materials into their final form using CBT authoring systems. MA/MS & 1+ year direct multimedia experience –or- BA/BS & 2+ years direct multimedia experience –or- at least 5 years experience in the technical field relating to the curriculum being developed.
Senior Media Specialist	\$96.87	Develop associated media products needed to support courseware products. Could include graphics, animation, audio, digital video, still images, etc. Conduct field production and post production to produce video elements of a curriculum development program. Provide on-site support for setting up and running audio and video teleconferences. MA/MS & 5+ years related experience; 3+ years direct multimedia experience; 3+ years related supervisory experience –or- BA/BS & 7+ years related experience; 4+ years direct multimedia experience; 3+ years directly related supervisory exp. –or- AA/AS & 10+ years related experience; 4+ years direct multimedia experience; 6+ years related supervisory experience.
Advanced Media Specialist	\$87.56	Develop associated media products needed to support courseware products. Could include graphics, animation, audio, digital video, still images, etc. Conduct field production and post production to produce video elements of a curriculum

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		development program. Provide on-site support for setting up and running audio and video teleconferences. MA/MS & 2+ years related experience; 1+ years direct multimedia experience –or- BA/BS & 5+ years related experience; 2+ years direct multimedia experience –or- AA/AS & 7+ related experience; 4+ years direct multimedia experience.
Media Specialist	\$87.46	Develop associated media products needed to support courseware products. Could include graphics, animation, audio, digital video, still images, etc. Conduct field production and post production to produce video elements of a curriculum development program. MA/MS –or- BA/BS & 2+ years related experience –or- AA/AS & 4+ related experience.
Network Administrator	\$119.87	Oversees the daily activities associated with the configuration, maintenance and administration of computer networks and associated facilities. Responsible for installation, configuration, optimization and maintenance of all network software applications and hardware components. Responsible for maintaining currency with licensing for all components and applications installed on the network. Certification as a Network Administrator by an appropriate professional (e.g., Microsoft, Novell) or academic institution. Requires 5+ years related work experience.
Senior Programmer	\$143.97	Program elements of the instructional materials that will be used in a digital format. Could include computer-based instruction, websites, web-based instruction, databases, training management software, PowerPoint files, and other electronic aids. Responsible for preparing custom code using languages such as Javascript, Java, Perl and C++, and authoring languages such as Dreamweaver, Toolbook II and Authorware. Responsible for creating e-learning plug-in components such as Macromedia Flash. Provide on-site support when installing e-learning products. Develop hardware and software architectures and Implementation Plans for audio and video teleconferencing. Utilize software to create synchronous learning environments. MA/MS & 5+ years related experience; 3+ years direct multimedia experience –or- BA/BS & 7+ years related experience; 4+ years direct multimedia experience; -or- AA/AS & 10+ years related experience; 4+ years direct multimedia experience.
Advanced Programmer	\$134.30	Program elements of the instructional materials that will be used in a digital format. Could include PowerPoint files, computer-based instruction, websites, web-based instruction, databases, training management software, and other electronic aids. Responsible for preparing custom code using languages such as Javascript, Java, Perl and C++, and authoring languages such as Dreamweaver, Toolbook II and Authorware. Responsible for creating e-learning plug-in components such as Macromedia Flash. Provide on-site support when installing

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		e-learning products. Utilize software to create synchronous learning environments. MA/MS & 2+ years related experience; 1+ years direct multimedia exp. –or- BA/BS & 5+ years related exp.; 2+ years direct multimedia experience –or AA/AS & 7+ related exp.; 4+ years direct multimedia experience.
Programmer	\$98.56	Program elements of the instructional materials that will be used in a digital format. Could include PowerPoint files, computer-based instruction, web-based instruction, databases, training management software, and other electronic aids. Responsible for preparing custom code using languages such as JavaScript, Java, Perl and C++, and authoring languages such as Dreamweaver, Toolbook II and Authorware. Responsible for creating e-learning plug-in components such as Macromedia Flash. MA/MS –or- BA/BS & 2+ years related experience –or- AA/AS & 4+ related experience
Technical Writer	\$91.05	Prepares technical documents such as manuals, procedures and specifications. Originates procedures, format and schedules for major technical publications. Responsible for quality, graphics, coverage, format and style. AA in related field –or- equivalent experience; 5+ years writing experience.
Quality Assurance Engineer	\$129.24	Ensures all products developed and services rendered by the company and its subcontractors are of the highest quality and are in full compliance with contracted requirements. MA/MS & 1+ year direct quality assurance experience in the training field –or- BA/BS & 2+ years quality assurance experience in the training field –or- at least 5 years experience quality assurance experience in the training field.
Senior Subject Matter Expert/ Instructor - Facilitator	\$239.74	Provide technical and background expertise in the custom curriculum subject matter. Considered an expert in this field. May perform as a Senior Instructor/Facilitator and Test Administrator. Ph.D. preferred. MA/MS in related field; 10+ years related experience.
Subject Matter Expert/ Instructor - Facilitator	\$149.53	Provide technical and background expertise in the custom curriculum subject matter. At least 5 years experience in the technical field that is the subject of the curriculum.