

Avyance Commercial Price List with Established Catalog Rates

Avyance Commercial Standard Rate Sheet - Catalog Rates	
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Discount:	None, rates listed are standard fully-burdened commercial hourly rates.
Annual escalation:	3.1%

Unique Item #	Labor Category (LCAT) / Service Title	LCAT Description	Minimum Education	Minimum Years of Experience	Substitutions	Hourly Rate 1/1/2025 - 12/31/2025	Hourly Rate 1/1/2026 - 12/31/2026	Hourly Rate 1/1/2027 - 12/31/2027	Hourly Rate 1/1/2028 - 12/31/2028	Hourly Rate 1/1/2029 - 12/31/2029
101	Senior 1 Training Material Specialist	Develops products and learning materials (such as, training aids, course workbooks, instructor guides) with input from project and customer stakeholders and best practices in course subject matter, in support of project specific requirements. May be responsible for instructional development tasks among multiple projects. May lead less experienced instructional designers. May also deliver training.	Bachelors	8	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 176.40	\$ 181.87	\$ 187.51	\$ 193.32	\$ 199.31
102	Senior 1 Business/ Financial/ Management Analyst	Confers with client executive management using line of business expertise to define the client's strategic business goals and advises in identifying solutions to address operational inefficiencies and create strategic alignment within the organization. Applies appropriate theories and methodologies to the analysis to identify root causes of problems and develop appropriate solutions. Applies best practices. May advise executives and managers in the client organization.	Bachelors	10	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 220.50	\$ 227.34	\$ 234.38	\$ 241.65	\$ 249.14
103	Administrative Project Manager	Uses Project Management Institute (PMI) accepted project management practices to plan, implement, execute, monitor and control projects. Develops and manages project schedule and budget in line with client requirements. Develops project management processes for clients. May develop orientation programs on project management processes for clients. Manages employees assigned to contract.	Bachelors	10	A Bachelor's degree may be substituted with 5 years of relevant experience. PMP certification may be substituted with 10 years of relevant project management experience.	\$ 226.01	\$ 233.02	\$ 240.24	\$ 247.69	\$ 255.37
104	Senior 2 Business/Financial/ Management Analyst	Confers with client executive management using line of business expertise to define the client's strategic business goals and advises in identifying solutions to address operational inefficiencies and create strategic alignment within the organization. Applies appropriate theories and methodologies to the analysis to identify root causes of problems and develop appropriate solutions. Applies best practices in finance and management. May coach executives and managers in the client organization.	Bachelors	15	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 253.58	\$ 261.44	\$ 269.54	\$ 277.90	\$ 286.51
105	Senior PhD Business Financial Management Analyst	Provides expert knowledge, advice, research, analysis, and leadership to client executive and leadership teams. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Provides leadership to influence objectives of complex efforts. Coaches C-level and other executives. Recognized in the professional community as an expert in their specific field.	PhD	15	A PhD degree requirement may be substituted with 15 additional years of directly relevant experience	\$ 281.14	\$ 289.85	\$ 298.84	\$ 308.10	\$ 317.65
106	SME Strategic Planning	Leads strategic planning, program management, and communications initiatives in specified program area. Expert facilitator. Creates team structure for range of support services and meets with client regularly to discuss performance, propose initiatives, and to establish priorities. Designs approaches to accomplishment of goals and develops metrics for tracking and analysis.	Masters	20	A Master's degree may be substituted with 10 additional years of directly relevant experience	\$ 374.85	\$ 386.47	\$ 398.45	\$ 410.80	\$ 423.54

107	Senior Instructional Designer	Leads instructional design efforts across complex learning initiatives. Applies deep expertise in the ADDIE model to design, develop, implement, and evaluate instructional content. Guides storyboard development, eLearning production, and performance consulting activities. Collaborates with clients to refine learning goals, ensure Section 508 compliance, and strengthen adoption of immersive and interactive learning solutions. Provides direction and quality assurance for junior instructional designers.	Bachelors	5	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 189.14	\$ 195.00	\$ 201.05	\$ 207.28	\$ 213.71
108	Instructional Designer	Supports instructional design activities by applying the ADDIE model to develop clear, engaging learning products. Creates storyboards, digital materials, and eLearning content aligned to client objectives and Section 508 requirements. Works with stakeholders to gather content, confirm learning outcomes, and refine materials. Provides production support for virtual, blended, and self-paced training formats. Contributes to quality reviews and continuous improvement of learning deliverables.	Bachelors	2	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 149.84	\$ 154.49	\$ 159.27	\$ 164.21	\$ 169.30
109	Senior Graphic Artist	Leads graphic design and multimedia development in support of instructional and digital communication projects. Produces high quality 2D and 3D graphics, animations, video, and audio assets to strengthen learning and engagement. Designs visual concepts, templates, and layouts that align to client branding and project goals. Collaborates with instructional designers to translate complex ideas into clear visual materials. Oversees content library organization and ensures deliverables meet accessibility standards.	Bachelors	5	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 190.17	\$ 196.07	\$ 202.14	\$ 208.41	\$ 214.87
110	Graphic Artist	Develops graphics, visual elements, and multimedia assets in support of instructional and communication products. Creates layouts, illustrations, animations, and other digital components that align to project requirements and client branding. Supports production of video, audio, and interactive content across platforms. Works with designers and subject matter experts to refine visual concepts. Ensures graphic products meet usability and accessibility	Bachelors	2	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 143.71	\$ 148.17	\$ 152.76	\$ 157.49	\$ 162.38
111	Video Producer/Editor	Creates multimedia products including videos, audio segments, and digital narratives for training and communications. Plans, scripts, and storyboards content in collaboration with clients and internal teams. Produces and edits video and audio using industry standard tools to achieve high quality results. Manages production logistics, schedules, and post-production workflows. Ensures all multimedia deliverables meet accessibility requirements and	Bachelors	2	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 138.02	\$ 142.30	\$ 146.71	\$ 151.26	\$ 155.95
112	Admin Support 3	Provides administrative support including coordination, data entry, document handling, and recurring reporting. Manages routine office functions such as scheduling, tracking actions, distributing materials, and maintaining records. Supports communication across teams by preparing summaries, responding to inquiries, and organizing information. Assists with execution of defined processes and procedures. Ensures accurate and timely completion of	HS Diploma	6	A Bachelor's degree may substitute for up to 5 years of relevant administrative or clerical experience	\$ 87.24	\$ 89.94	\$ 92.73	\$ 95.61	\$ 98.57
113	IT Analyst Senior 1	Delivers advanced support across IT systems including servers, networks, databases, and web applications. Performs analysis, design, testing, and administration of enterprise technology environments. Troubleshoots complex issues and recommends improvements to system performance and security. Provides user support, documentation, and technical guidance. Collaborates with clients to ensure systems meet operational needs and align with IT best	Bachelors	8	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 165.04	\$ 170.16	\$ 175.43	\$ 180.87	\$ 186.48
114	Writer/Editor Senior 2	Develops and refines written materials supporting business operations, training, and digital communications. Produces clear, accurate, and audience-appropriate content for web pages, documents, and presentations. Edits technical and non-technical materials to improve clarity, structure, and readability. Works with subject matter experts to capture information and translate it into accessible content. Ensures all written products meet quality and	Bachelors	15	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 181.33	\$ 186.95	\$ 192.75	\$ 198.72	\$ 204.88

115	Senior Consultant 2	Leads complex consulting engagements focused on organizational change, digital modernization, and enterprise transformation. Advises agency leaders on process optimization, workforce strategies, technology adoption, and operational effectiveness. Facilitates analysis of current state challenges, future state requirements, and improvement opportunities across programs. Develops recommendations, implementation roadmaps, and performance metrics to support decision making and sustained change. Coordinates workstreams, stakeholder engagement, and cross-functional execution to ensure delivery of transformation initiatives. Has professional certifications that are relevant to qualifications and performance of this requirement. Additional specialized, relevant experience may substitute for education or years of experience.	Bachelors	6	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 158.02	\$ 162.92	\$ 167.97	\$ 173.18	\$ 178.54
116	Senior Consultant 1	Supports enterprise transformation and organizational change initiatives through analysis of business processes, data flows, and workforce impacts. Collaborates with leadership to identify gaps, define future state objectives, and design practical solutions. Conducts assessments of workflows, digital tools, and performance drivers to inform modernization strategies. Develops recommendations that strengthen efficiency, alignment, and user adoption. Contributes to planning, documentation, and implementation activities across	Bachelors	3	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 145.86	\$ 150.38	\$ 155.04	\$ 159.85	\$ 164.81
117	Consultant 1	Provides analytical and coordination support for organizational change management, business process improvement, and digital modernization efforts. Conducts research, gathers data, and helps assess challenges, risks, and user impacts. Develops draft recommendations, summaries, and technical work products. Supports workflow mapping, communication planning, and implementation activities. Contributes to solutions that improve operations, strengthen adoption of new tools, and align with client transformation goals.	Bachelors	1	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 121.55	\$ 125.32	\$ 129.20	\$ 133.21	\$ 137.34