

Avyance Commercial Standard Rate Sheet with Established Catalog Rates

Avyance Commercial Standard Rate Sheet - Catalog Rates	
Effective:	1-Jan-25
Published on:	https://avyance.com/services/
Discount:	None, standard rates
Annual escalation:	5.0%

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
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	\$ 194.48	\$ 204.20	\$ 214.41	\$ 225.13	\$ 236.39
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	\$ 243.10	\$ 255.26	\$ 268.02	\$ 281.42	\$ 295.49
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.	\$ 249.18	\$ 261.64	\$ 274.72	\$ 288.46	\$ 302.88
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	\$ 279.57	\$ 293.55	\$ 308.23	\$ 323.64	\$ 339.82
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	\$ 309.95	\$ 325.45	\$ 341.72	\$ 358.81	\$ 376.75

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	\$ 413.27	\$ 433.93	\$ 455.63	\$ 478.41	\$ 502.33
* Senior Instructional Designer	Minimum of five years of instructional design experience and one year of supervisory experience in instructional design. Minimum of 5 years of specific experience with the ADDIE model (Analyze, Design, Develop, Implement, and Evaluate) is required. Performance Consulting experience is highly desirable. Familiar with Immersive Learning to include Extended Reality (XR) learning capabilities. Significant knowledge of and experience with eLearning development and applying Section 508 conformant eLearning. Storyboarding experience in support of online learning development using various Learning Management Systems (Moodle, Totara, Cornerstone) is highly desirable.	Bachelors	5	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 189.14	\$ 198.60	\$ 208.53	\$ 218.95	\$ 229.90
* Instructional Designer	Minimum of two years of instructional design experience. Specific experience with the ADDIE model (Analyze, Design, Develop, Implement, and Evaluate) is required. Familiar with Immersive Learning to include Virtual and Augmented Reality learning capabilities. Knowledge of and experience with eLearning development and applying Section 508 conformant eLearning. Performance Consulting Experience is highly desirable. Storyboarding experience in support of online learning development using a SCORM or Experience API approach is highly desirable.	Bachelors	2	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 149.84	\$ 157.33	\$ 165.20	\$ 173.46	\$ 182.13
* Senior Graphic Artist	Minimum of five years of graphic design in support of instructional design using graphic design and animation capabilities. Online learning instructional design experience with specialized experience in planning, designing, and developing 2D and 3D graphics and animations, video production, edit, and produce high quality video, record, and edit audio files. This includes Virtual Reality and Augmented Reality learning capabilities. Experience with designing and developing web pages and writing or modifying code to manipulate content inside of a learning management system. Familiar with the following software types relative to eLearning development: Adobe Captivate, Maya, 3D Studio Max, Blender, Adobe Creative Cloud, Microsoft Windows Office, Adobe Acrobat, Unity, Camtasia, and Articulate Storyline. Programming experience in Web Development to include CSS and HTML5; 3D Modelling and Animation; 2D Animation; Graphic Design and Production. Significant knowledge of and experience with eLearning and applying Section 508 conformance. Production of eLearning using the Learning Management Systems such as Moodle, Totara, and Cornerstone. Manage Content Library systems.	Bachelors	5	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 170.17	\$ 178.68	\$ 187.61	\$ 196.99	\$ 206.84

* Graphic Artist	Minimum of two years of graphic design in support of instructional design using graphic design and animation capabilities. Online learning instructional design and animation or equivalent experience: Minimum of five years of instructional design experience with specialized experience in planning, designing, and developing 2D and 3D graphics and animations, and Virtual Reality/Augmented Reality immersive learning activities. Familiar with the following software types relative to eLearning development: Adobe Captivate, Tetra 4D, Maya, 3D Studio Max, Blender, Adobe Creative Cloud, Microsoft Windows Office, Adobe Acrobat, Unity, Camtasia, and Articulate Storyline. Programming experience in Web Development to include CSS and HTML5; 3D Modelling and Animation; 2D Animation; Graphic Design and Production; Video development including scripting, audio recording. Knowledge of and experience with eLearning development and applying Section 508 conformant eLearning. Manage content library systems.	Bachelors	2	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 133.71	\$ 140.40	\$ 147.42	\$ 154.79	\$ 162.53
* Video Producer/Editor	Minimum of two years of video and audio production experience performing a combination of the following task: Create and develop multimedia (audio/video) content for learning stories, internal company announcement videos, external promotional social videos, product marketing videos, corporate training, and other enterprise-wide projects. Script, storyboard, and select optimal forms of media for projects. Familiar with industry standard video editing software suites, especially Adobe Premiere Pro. Work independently, as well as part of a team, to establish project deliverables. Collaborate closely with internal clients and stakeholders to help facilitate the creation of multimedia content. Plan video shoots. Develop and propose production schedules. Record and edit video and sound projects, including selecting program format for final output, capturing/importing media, organizing raw media, editing footage and sound files, creating, and inserting static and motion graphics, titling, adding music/voice-over/sfx, media management and archiving project media. Knowledge of and experience with ensuring that audio and video content is Section 508 conformant eLearning. Manage video library systems.	Bachelors	2	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 115.02	\$ 120.77	\$ 126.81	\$ 133.15	\$ 139.81
* Admin Support III	Office oriented, clerical, coordinating series, providing support in an administrative role. Typical functions include telephone answering, desk staffing, copying, data entry, regular cyclical report generation, distribution, pre-defined task execution.	HS Diploma	6	A Bachelor's degree may substitute for up to 5 years of relevant administrative or clerical experience	\$ 97.24	\$ 102.10	\$ 107.21	\$ 112.57	\$ 118.20
* IT Analyst Senior I	Provides information technology services in facilities planning, operations and support; storage systems analysis, design/test, and administration; server system analysis, design/test and administration; database analysis, design/test, administration; website analysis, design/test, and administration; web application analysis, design/test and administration; LAN analysis, design/test and administration; user support planning, operations and administration; and related IT systems functions. Qualifications: Information systems, business systems, management information systems, IT management, other IT degrees are required. Engineering, math, and science degrees are acceptable substitute degrees.	Bachelors	8	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 175.05	\$ 183.80	\$ 192.99	\$ 202.64	\$ 212.77

* Writer/Editor Senior II	Experience providing non-technical writing support. The writer may prepare documents as part of business operations, or as part of documentation and training. The editor is focused on the same areas as the writer and can be applied in each area. This category includes the creation of content for web pages. Education, English, journalism, history, political science or equivalent degrees are required. In the Writer/Editor categories for the Senior and Senior with Special Certification Levels, any combination of degree, certification and relevant experience will be considered if the relevant experience requirement is satisfied.	Bachelors	15	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 181.33	\$ 190.40	\$ 199.92	\$ 209.91	\$ 220.41
* Senior Consultant II	Serves as consulting team lead provides consultation in support of agency heads, directors, and senior officers and managers in management, organizational and business improvement efforts. Coordinates activities including but not limited to process improvement, strategic analysis and organization management, systems improvement. Education/Experience- Minimum of 6 years of experience in business consulting, process improvement, strategy, or a related field. Possess a Bachelor's Degree in a business associated field. Has professional certification (e.g., PMP) which is relevant concerning 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	\$ 165.92	\$ 174.22	\$ 182.93	\$ 192.07
* Senior Consultant I	Provides leadership and or/coordination for the evaluation and redesign of current business processes to ensure effective and efficient use competencies including but not limited to strategic business planning, problem solving techniques, process improvement, strategic analysis, organization management, and systems improvement. Education/Experience- Minimum of 3 years of experience in business consulting, process improvement, strategy, or a related field. Additional specialized, relevant experience may substitute for education or years of experience.	Bachelors	3	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 145.86	\$ 153.15	\$ 160.81	\$ 168.85	\$ 177.29
* Consultant I	Demonstrates knowledge, experience and ability to develop solutions, recommendations and or outcomes for multiple complex tasks. Conducts activities including but not limited to process improvement, strategic analysis and organization management, systems improvement. Minimum of 1 year experience in business consulting, process improvement, strategy, or a related field. Possess a Bachelor's Degree in a business associated field. Additional specialized, relevant experience may substitute for education or years of experience.	Bachelors	1	A Bachelor's degree may be substituted with 5 years of relevant experience	\$ 121.55	\$ 127.63	\$ 134.01	\$ 140.71	\$ 147.74