

GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**[™], a menu-driven database system. The INTERNET address for **GSA Advantage!**[™] is: <http://www.GSAAdvantage.gov>

Schedule for - Consolidated

Federal Supply Group: CORP Class:

Contract Number: GS-00F-213CA

For more information on ordering from Federal Supply Schedules

Click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contract Period: July 17, 2015- July 16, 2020

Contractor: VSE Corporation
6348 Walker Lane
Alexandria, VA 22310 3226

Business Size: Large Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".

Telephone: (703) 960-4600
Extension: N/A
FAX Number: (703) 960-2688
Web Site: www.vsecorp.com
E-mail: GSA-00CORP@vsecorp.com
Contract Administration: Jamie Goytia





CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	Recovery	SIN Description
C100-03	C100-03RC	Ancillary Supplies and/or Services
C871-1	C871-1RC	Strategic Planning for Technology Programs/Activities
C871-2	C871-2RC	Concept Development and Requirements Analysis
C871-3	C871-3RC	System Design, Engineering and Integration
C871-4	C871-4RC	Test and Evaluation
C871-5	C871-5RC	Integrated Logistics Support
C871-6	C871-6RC	Acquisition and Life Cycle Management
C874-1	C874-1RC	Integrated Consulting Services
C874-4	C874-4RC	Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration
C874-501	C874-501RC	Supply and Value Chain Management
C874-503	C874-503RC	Distribution and Transportation Logistics Services
C874-504	C874-504RC	Deployment Logistics
C874-505	C874-505RC	Logistics Training Services
C874-507	C874-507RC	Operations & Maintenance Logistics Management and Support Services
C874-6	C874-6RC	Acquisition Management Support
C874-7	C874-7RC	Integrated Business Program Support Services

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item.

2. Maximum Order: \$1,000,000.00



3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic and Overseas
5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment.
7. **Quantity discounts:** Task orders for services provided on-site using 100% Government furnished facilities are eligible to receive a 20% discount off the published prices and is only applicable to SINS: C874-1, C874-4, C874-6, C874-7 and C100-03.

2.5% discount is applicable to tasks orders over \$2.5 million and is applicable only to SINS: C871-1, C871-2, C871-3, C871-4, C871-5 and C871-6.
8. **Prompt payment terms:** Net 30 days
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$2,500
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery:** Contact Contractor
- 11c. **Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery is available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery:** Contact Contractor
- 11d. **Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to affect a faster delivery:** Contact Contractor
12. **F.O.B Points(s):** Destination



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- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
14. **Payment address(es):** Same as company address
15. **Warranty provision.:** Contractor's standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at:** www.Section508.gov/.
25. **Data Universal Numbering System (DUNS) number:** 049997380
26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Registered



27. Final Pricing:

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
1	874-1, 874-6, 874-7	Business Applications Specialist	Both	\$81.75	\$83.39	\$85.05	\$86.75	\$88.49
2	874-1, 874-6, 874-7	Sr. Logistics Management Specialist	Both	\$113.29	\$115.56	\$117.87	\$120.22	\$122.63
3	874-1, 874-6, 874-7	Logistics Management Specialist I	Both	\$81.75	\$83.39	\$85.05	\$86.75	\$88.49
4	874-1, 874-6, 874-7	Logistics Management Specialist II	Both	\$69.53	\$70.92	\$72.34	\$73.79	\$75.26
5	874-1, 874-6, 874-7	Educational/Training Specialist	Both	\$73.55	\$75.02	\$76.52	\$78.05	\$79.61
6	874-1, 874-6, 874-7	Analyst I	Both	\$68.15	\$69.51	\$70.90	\$72.32	\$73.77
7	874-1, 874-6, 874-7	Analyst II	Both	\$57.60	\$58.75	\$59.93	\$61.13	\$62.35
8	874-1, 874-6, 874-7	Administrative Assistant	Both	\$54.62	\$55.71	\$56.83	\$57.96	\$59.12
9	874-1, 874-6, 874-7	Technical Writer	Both	\$69.53	\$70.92	\$72.34	\$73.79	\$75.26
10	874-1, 874-6, 874-7	Statistician	Both	\$81.74	\$83.37	\$85.04	\$86.74	\$88.48
11	874-1, 874-6, 874-7	Research Analyst I	Both	\$59.26	\$60.45	\$61.65	\$62.89	\$64.14
12	874-1, 874-6, 874-7	Research Analyst II	Both	\$53.46	\$54.53	\$55.62	\$56.73	\$57.87
13	874-1, 874-6, 874-7	Data Technician I	Both	\$66.23	\$67.55	\$68.91	\$70.28	\$71.69
14	874-1, 874-6, 874-7	Data Technician II	Both	\$51.46	\$52.49	\$53.54	\$54.61	\$55.70
15	874-1, 874-6, 874-7	Technical Support I	Both	\$44.62	\$45.51	\$46.42	\$47.35	\$48.30
16	874-1, 874-6, 874-7	Technical Support II	Both	\$39.41	\$40.20	\$41.00	\$41.82	\$42.66
17	874-1, 874-6, 874-7	Technical Intern	Both	\$38.99	\$39.77	\$40.57	\$41.38	\$42.20
18	874-1, 874-6, 874-7	Director of Enterprise Excellence	Both	\$384.58	\$392.27	\$400.12	\$408.12	\$416.28
19	874-1, 874-6, 874-7	Program Manager Enterprise Excellence	Both	\$308.68	\$314.85	\$321.15	\$327.57	\$334.13



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
20	874-1, 874-6, 874-7	Senior Lean Six Sigma Master Black Belt	Both	\$327.99	\$334.55	\$341.24	\$348.07	\$355.03
21	874-1, 874-6, 874-7	Lean Six Sigma Master Black Belt	Both	\$299.05	\$305.03	\$311.13	\$317.35	\$323.70
22	C871-1, 2, 3, 4, 5, 6	Program Director II	Customer	\$216.63	\$223.13	\$229.82	\$236.72	\$243.82
23	C871-1, 2, 3, 4, 5, 6	Program Director I	Customer	\$189.43	\$195.11	\$200.97	\$207.00	\$213.21
24	C871-1, 2, 3, 4, 5, 6	Program Manager III	Customer	\$180.72	\$186.14	\$191.73	\$197.48	\$203.40
25	C871-1, 2, 3, 4, 5, 6	Program Manager II	Customer	\$107.57	\$110.80	\$114.12	\$117.54	\$121.07
26	C871-1, 2, 3, 4, 5, 6	Program Manager I	Customer	\$94.81	\$97.65	\$100.58	\$103.60	\$106.71
27	C871-1, 2, 3, 4, 5, 6	Senior Technical Staff III	Customer	\$169.29	\$174.37	\$179.60	\$184.99	\$190.54
28	C871-1, 2, 3, 4, 5, 6	Senior Technical Staff II	Customer	\$139.78	\$143.97	\$148.29	\$152.74	\$157.32
29	C871-1, 2, 3, 4, 5, 6	Senior Technical Staff I	Customer	\$118.53	\$122.09	\$125.75	\$129.52	\$133.41
30	C871-1, 2, 3, 4, 5, 6	Senior Scientist	Customer	\$169.70	\$174.79	\$180.03	\$185.44	\$191.00
31	C871-1, 2, 3, 4, 5, 6	Scientist	Customer	\$130.22	\$134.13	\$138.15	\$142.29	\$146.56
32	C871-1, 2, 3, 4, 5, 6	Systems Analyst III	Customer	\$130.22	\$134.13	\$138.15	\$142.29	\$146.56
33	C871-1, 2, 3, 4, 5, 6	Systems Analyst II	Customer	\$93.12	\$95.91	\$98.79	\$101.75	\$104.81
34	C871-1, 2, 3, 4, 5, 6	Systems Analyst I	Customer	\$66.67	\$68.67	\$70.73	\$72.85	\$75.04
35	C871-1, 2, 3, 4, 5, 6	Senior Strategic Planner	Customer	\$129.34	\$133.22	\$137.22	\$141.33	\$145.57
36	C871-1, 2, 3, 4, 5, 6	Modeling and Simulation Specialist	Customer	\$124.17	\$127.90	\$131.73	\$135.68	\$139.75
37	C871-1, 2, 3, 4, 5, 6	Computer Specialist III	Customer	\$130.22	\$134.13	\$138.15	\$142.29	\$146.56
38	C871-1, 2, 3, 4, 5, 6	Computer Specialist II	Customer	\$109.95	\$113.25	\$116.65	\$120.15	\$123.75
39	C871-1, 2, 3, 4, 5, 6	Computer Specialist I	Customer	\$77.61	\$79.94	\$82.34	\$84.81	\$87.35
40	C871-1, 2, 3, 4, 5, 6	Reliability and Maintainability Eng. II	Customer	\$108.64	\$111.90	\$115.26	\$118.71	\$122.28
41	C871-1, 2, 3, 4, 5, 6	Reliability and Maintainability Eng. I	Customer	\$85.38	\$87.94	\$90.58	\$93.30	\$96.10
42	C871-1, 2, 3, 4, 5, 6	Project Manager III	Customer	\$94.81	\$97.65	\$100.58	\$103.60	\$106.71
43	C871-1, 2, 3, 4, 5, 6	Project Manager II	Customer	\$85.73	\$88.30	\$90.95	\$93.68	\$96.49



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
44	C871-1, 2, 3, 4, 5, 6	Project Manager I	Customer	\$76.09	\$78.37	\$80.72	\$83.15	\$85.64
45	C871-1, 2, 3, 4, 5, 6	Senior Engineer III	Customer	\$102.34	\$105.41	\$108.57	\$111.83	\$115.18
46	C871-1, 2, 3, 4, 5, 6	Senior Engineer II	Customer	\$71.29	\$73.43	\$75.63	\$77.90	\$80.24
47	C871-1, 2, 3, 4, 5, 6	Senior Engineer I	Customer	\$66.13	\$68.11	\$70.16	\$72.26	\$74.43
48	C871-1, 2, 3, 4, 5, 6	Associate II	Customer	\$102.23	\$105.30	\$108.46	\$111.71	\$115.06
49	C871-1, 2, 3, 4, 5, 6	Associate I	Customer	\$71.07	\$73.20	\$75.40	\$77.66	\$79.99
50	C871-1, 2, 3, 4, 5, 6	Senior Acquisition Manager	Customer	\$100.91	\$103.94	\$107.06	\$110.27	\$113.58
51	C871-1, 2, 3, 4, 5, 6	Instrumentation Specialist	Customer	\$94.81	\$97.65	\$100.58	\$103.60	\$106.71
52	C871-1, 2, 3, 4, 5, 6	Senior Business/ Financial Analyst	Customer	\$94.81	\$97.65	\$100.58	\$103.60	\$106.71
53	C871-1, 2, 3, 4, 5, 6	Business/ Financial Analyst	Customer	\$59.16	\$60.93	\$62.76	\$64.65	\$66.59
54	C871-1, 2, 3, 4, 5, 6	Senior Human Factors Engineer	Customer	\$94.81	\$97.65	\$100.58	\$103.60	\$106.71
55	C871-1, 2, 3, 4, 5, 6	Human Factors Engineer	Customer	\$85.38	\$87.94	\$90.58	\$93.30	\$96.10
56	C871-1, 2, 3, 4, 5, 6	Senior Manufacturing Engineer	Customer	\$94.81	\$97.65	\$100.58	\$103.60	\$106.71
57	C871-1, 2, 3, 4, 5, 6	Manufacturing Engineer	Customer	\$65.73	\$67.70	\$69.73	\$71.82	\$73.98
58	C871-1, 2, 3, 4, 5, 6	Material Engineer/ Metallurgist	Customer	\$94.40	\$97.23	\$100.15	\$103.15	\$106.25
59	C871-1, 2, 3, 4, 5, 6	Senior Cost Analyst	Customer	\$94.40	\$97.23	\$100.15	\$103.15	\$106.25
60	C871-1, 2, 3, 4, 5, 6	Cost Analyst	Customer	\$85.38	\$87.94	\$90.58	\$93.30	\$96.10
61	C871-1, 2, 3, 4, 5, 6	Provisioner III	Customer	\$85.38	\$87.94	\$90.58	\$93.30	\$96.10
62	C871-1, 2, 3, 4, 5, 6	Provisioner II	Customer	\$75.00	\$77.25	\$79.57	\$81.95	\$84.41
63	C871-1, 2, 3, 4, 5, 6	Provisioner I	Customer	\$55.61	\$57.28	\$59.00	\$60.77	\$62.59
64	C871-1, 2, 3, 4, 5, 6	Senior Logistics Manager	Customer	\$93.12	\$95.91	\$98.79	\$101.75	\$104.81
65	C871-1, 2, 3, 4, 5, 6	Configuration Manager III	Customer	\$76.09	\$78.37	\$80.72	\$83.15	\$85.64
66	C871-1, 2, 3, 4, 5, 6	Configuration Manager II	Customer	\$62.00	\$63.86	\$65.78	\$67.75	\$69.78
67	C871-1, 2, 3, 4, 5, 6	Configuration Manager I	Customer	\$50.44	\$51.95	\$53.51	\$55.12	\$56.77
68	C871-1, 2, 3, 4, 5, 6	Engineer III	Customer	\$61.98	\$63.84	\$65.75	\$67.73	\$69.76



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
69	C871-1, 2, 3, 4, 5, 6	Engineer II	Customer	\$60.15	\$61.95	\$63.81	\$65.73	\$67.70
70	C871-1, 2, 3, 4, 5, 6	Engineer I	Customer	\$53.02	\$54.61	\$56.25	\$57.94	\$59.67
71	C871-1, 2, 3, 4, 5, 6	Senior Logistician	Customer	\$75.00	\$77.25	\$79.57	\$81.95	\$84.41
72	C871-1, 2, 3, 4, 5, 6	Logistician	Customer	\$65.97	\$67.95	\$69.99	\$72.09	\$74.25
73	C871-1, 2, 3, 4, 5, 6	Quality Assurance Manager	Customer	\$72.43	\$74.60	\$76.84	\$79.15	\$81.52
74	C871-1, 2, 3, 4, 5, 6	Quality Assurance Specialist	Customer	\$55.61	\$57.28	\$59.00	\$60.77	\$62.59
75	C871-1, 2, 3, 4, 5, 6	Electronic Technician III	Customer	\$67.28	\$69.30	\$71.38	\$73.52	\$75.72
76	C871-1, 2, 3, 4, 5, 6	Electronic Technician II	Customer	\$59.47	\$61.25	\$63.09	\$64.98	\$66.93
77	C871-1, 2, 3, 4, 5, 6	Electronic Technician I	Customer	\$49.16	\$50.63	\$52.15	\$53.72	\$55.33
78	C871-1, 2, 3, 4, 5, 6	Logistics Manager	Customer	\$67.28	\$69.30	\$71.38	\$73.52	\$75.72
79	C871-1, 2, 3, 4, 5, 6	Senior Technical Writer / Editor	Customer	\$67.28	\$69.30	\$71.38	\$73.52	\$75.72
80	C871-1, 2, 3, 4, 5, 6	Technical Writer / Editor	Customer	\$55.53	\$57.20	\$58.91	\$60.68	\$62.50
81	C871-1, 2, 3, 4, 5, 6	Designer III	Customer	\$65.73	\$67.70	\$69.73	\$71.82	\$73.98
82	C871-1, 2, 3, 4, 5, 6	Designer II	Customer	\$55.61	\$57.28	\$59.00	\$60.77	\$62.59
83	C871-1, 2, 3, 4, 5, 6	Designer I	Customer	\$49.16	\$50.63	\$52.15	\$53.72	\$55.33
84	C871-1, 2, 3, 4, 5, 6	Planner/Analyst	Customer	\$64.66	\$66.60	\$68.60	\$70.66	\$72.78
85	C871-1, 2, 3, 4, 5, 6	Analyst II	Customer	\$58.25	\$60.00	\$61.80	\$63.65	\$65.56
86	C871-1, 2, 3, 4, 5, 6	Analyst I	Customer	\$51.74	\$53.29	\$54.89	\$56.54	\$58.23
87	C871-1, 2, 3, 4, 5, 6	Junior Engineer III	Customer	\$51.74	\$53.29	\$54.89	\$56.54	\$58.23
88	C871-1, 2, 3, 4, 5, 6	Junior Engineer II	Customer	\$49.16	\$50.63	\$52.15	\$53.72	\$55.33
89	C871-1, 2, 3, 4, 5, 6	Junior Engineer I	Customer	\$46.56	\$47.96	\$49.40	\$50.88	\$52.40
90	C871-1, 2, 3, 4, 5, 6	Cataloguer	Customer	\$62.07	\$63.93	\$65.85	\$67.83	\$69.86
91	C871-1, 2, 3, 4, 5, 6	Draftsperson III	Customer	\$61.99	\$63.85	\$65.77	\$67.74	\$69.77
92	C871-1, 2, 3, 4, 5, 6	Draftsperson II	Customer	\$45.75	\$47.12	\$48.54	\$49.99	\$51.49
93	C871-1, 2, 3, 4, 5, 6	Draftsperson I	Customer	\$42.67	\$43.95	\$45.27	\$46.63	\$48.03
94	C871-1, 2, 3, 4, 5, 6	Illustrator	Customer	\$59.47	\$61.25	\$63.09	\$64.98	\$66.93
95	C871-1, 2, 3, 4, 5, 6	Technician III	Customer	\$64.25	\$66.18	\$68.16	\$70.21	\$72.31



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
96	C871-1, 2, 3, 4, 5, 6	Technician II	Customer	\$55.76	\$57.43	\$59.16	\$60.93	\$62.76
97	C871-1, 2, 3, 4, 5, 6	Technician I	Customer	\$45.94	\$47.32	\$48.74	\$50.20	\$51.71
98	C871-1, 2, 3, 4, 5, 6	Word Processor II	Customer	\$54.36	\$55.99	\$57.67	\$59.40	\$61.18
99	C871-1, 2, 3, 4, 5, 6	Word Processor I	Customer	\$44.70	\$46.04	\$47.42	\$48.84	\$50.31
100	C871-1, 2, 3, 4, 5, 6	Data Analyst	Customer	\$49.16	\$50.63	\$52.15	\$53.72	\$55.33
101	C871-1, 2, 3, 4, 5, 6	Administrative Assistant	Customer	\$45.88	\$47.26	\$48.67	\$50.13	\$51.64
102	C871-1, 2, 3, 4, 5, 6	Administrative Support	Customer	\$40.04	\$41.24	\$42.48	\$43.75	\$45.07
103	C871-1, 2, 3, 4, 5, 6	Technical Support	Customer	\$37.21	\$38.33	\$39.48	\$40.66	\$41.88
104	C871-1, 2, 3, 4, 5, 6	Technical Intern	Customer	\$31.20	\$32.14	\$33.10	\$34.09	\$35.12
105	C871-1, 2, 3, 4, 5, 6	Program Director II	Contractor	\$270.76	\$278.88	\$287.25	\$295.87	\$304.74
106	C871-1, 2, 3, 4, 5, 6	Program Director I	Contractor	\$236.75	\$243.85	\$251.17	\$258.70	\$266.46
107	C871-1, 2, 3, 4, 5, 6	Program Manager III	Contractor	\$225.93	\$232.71	\$239.69	\$246.88	\$254.29
108	C871-1, 2, 3, 4, 5, 6	Program Manager II	Contractor	\$134.47	\$138.50	\$142.66	\$146.94	\$151.35
109	C871-1, 2, 3, 4, 5, 6	Program Manager I	Contractor	\$118.52	\$122.08	\$125.74	\$129.51	\$133.40
110	C871-1, 2, 3, 4, 5, 6	Senior Technical Staff III	Contractor	\$211.58	\$217.93	\$224.47	\$231.20	\$238.14
111	C871-1, 2, 3, 4, 5, 6	Senior Technical Staff II	Contractor	\$174.71	\$179.95	\$185.35	\$190.91	\$196.64
112	C871-1, 2, 3, 4, 5, 6	Senior Technical Staff I	Contractor	\$148.18	\$152.63	\$157.20	\$161.92	\$166.78
113	C871-1, 2, 3, 4, 5, 6	Senior Scientist	Contractor	\$212.12	\$218.48	\$225.04	\$231.79	\$238.74
114	C871-1, 2, 3, 4, 5, 6	Scientist	Contractor	\$162.76	\$167.64	\$172.67	\$177.85	\$183.19
115	C871-1, 2, 3, 4, 5, 6	Systems Analyst III	Contractor	\$156.95	\$161.66	\$166.51	\$171.50	\$176.65
116	C871-1, 2, 3, 4, 5, 6	Systems Analyst II	Contractor	\$116.39	\$119.88	\$123.48	\$127.18	\$131.00
117	C871-1, 2, 3, 4, 5, 6	Systems Analyst I	Contractor	\$83.34	\$85.84	\$88.42	\$91.07	\$93.80
118	C871-1, 2, 3, 4, 5, 6	Senior Strategic Planner	Contractor	\$161.66	\$166.51	\$171.51	\$176.65	\$181.95
119	C871-1, 2, 3, 4, 5, 6	Modeling and Simulation Specialist	Contractor	\$155.22	\$159.88	\$164.67	\$169.61	\$174.70
120	C871-1, 2, 3, 4, 5, 6	Computer Specialist III	Contractor	\$162.76	\$167.64	\$172.67	\$177.85	\$183.19
121	C871-1, 2, 3, 4, 5, 6	Computer Specialist II	Contractor	\$137.42	\$141.54	\$145.79	\$150.16	\$154.67
122	C871-1, 2, 3, 4, 5, 6	Computer Specialist I	Contractor	\$97.02	\$99.93	\$102.93	\$106.02	\$109.20



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
123	C871-1, 2, 3, 4, 5, 6	Reliability and Maintainability Eng. II	Contractor	\$135.80	\$139.87	\$144.07	\$148.39	\$152.84
124	C871-1, 2, 3, 4, 5, 6	Reliability and Maintainability Eng. I	Contractor	\$106.71	\$109.91	\$113.21	\$116.60	\$120.10
125	C871-1, 2, 3, 4, 5, 6	Project Manager III	Contractor	\$118.52	\$122.08	\$125.74	\$129.51	\$133.40
126	C871-1, 2, 3, 4, 5, 6	Project Manager II	Contractor	\$107.14	\$110.35	\$113.66	\$117.07	\$120.59
127	C871-1, 2, 3, 4, 5, 6	Project Manager I	Contractor	\$95.13	\$97.98	\$100.92	\$103.95	\$107.07
128	C871-1, 2, 3, 4, 5, 6	Senior Engineer III	Contractor	\$127.93	\$131.77	\$135.72	\$139.79	\$143.99
129	C871-1, 2, 3, 4, 5, 6	Senior Engineer II	Contractor	\$89.12	\$91.79	\$94.55	\$97.38	\$100.31
130	C871-1, 2, 3, 4, 5, 6	Senior Engineer I	Contractor	\$82.67	\$85.15	\$87.70	\$90.34	\$93.05
131	C871-1, 2, 3, 4, 5, 6	Associate II	Contractor	\$127.78	\$131.61	\$135.56	\$139.63	\$143.82
132	C871-1, 2, 3, 4, 5, 6	Associate I	Contractor	\$88.84	\$91.51	\$94.25	\$97.08	\$99.99
133	C871-1, 2, 3, 4, 5, 6	Senior Acquisition Manager	Contractor	\$126.09	\$129.87	\$133.77	\$137.78	\$141.92
134	C871-1, 2, 3, 4, 5, 6	Instrumentation Specialist	Contractor	\$118.52	\$122.08	\$125.74	\$129.51	\$133.40
135	C871-1, 2, 3, 4, 5, 6	Senior Business/ Financial Analyst	Contractor	\$118.52	\$122.08	\$125.74	\$129.51	\$133.40
136	C871-1, 2, 3, 4, 5, 6	Business/ Financial Analyst	Contractor	\$73.96	\$76.18	\$78.46	\$80.82	\$83.24
137	C871-1, 2, 3, 4, 5, 6	Senior Human Factors Engineer	Contractor	\$118.52	\$122.08	\$125.74	\$129.51	\$133.40
138	C871-1, 2, 3, 4, 5, 6	Human Factors Engineer	Contractor	\$106.71	\$109.91	\$113.21	\$116.60	\$120.10
139	C871-1, 2, 3, 4, 5, 6	Senior Manufacturing Engineer	Contractor	\$118.52	\$122.08	\$125.74	\$129.51	\$133.40
140	C871-1, 2, 3, 4, 5, 6	Manufacturing Engineer	Contractor	\$82.14	\$84.60	\$87.14	\$89.76	\$92.45
141	C871-1, 2, 3, 4, 5, 6	Material Engineer/ Metallurgist	Contractor	\$118.03	\$121.57	\$125.22	\$128.97	\$132.84
142	C871-1, 2, 3, 4, 5, 6	Senior Cost Analyst	Contractor	\$118.03	\$121.57	\$125.22	\$128.97	\$132.84
143	C871-1, 2, 3, 4, 5, 6	Cost Analyst	Contractor	\$106.71	\$109.91	\$113.21	\$116.60	\$120.10
144	C871-1, 2, 3, 4, 5, 6	Provisioner III	Contractor	\$106.71	\$109.91	\$113.21	\$116.60	\$120.10
145	C871-1, 2, 3, 4, 5, 6	Provisioner II	Contractor	\$93.78	\$96.59	\$99.49	\$102.48	\$105.55



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
146	C871-1, 2, 3, 4, 5, 6	Provisioner I	Contractor	\$69.53	\$71.62	\$73.76	\$75.98	\$78.26
147	C871-1, 2, 3, 4, 5, 6	Senior Logistics Manager	Contractor	\$116.39	\$119.88	\$123.48	\$127.18	\$131.00
148	C871-1, 2, 3, 4, 5, 6	Configuration Manager III	Contractor	\$95.13	\$97.98	\$100.92	\$103.95	\$107.07
149	C871-1, 2, 3, 4, 5, 6	Configuration Manager II	Contractor	\$77.53	\$79.86	\$82.25	\$84.72	\$87.26
150	C871-1, 2, 3, 4, 5, 6	Configuration Manager I	Contractor	\$63.04	\$64.93	\$66.88	\$68.89	\$70.95
151	C871-1, 2, 3, 4, 5, 6	Engineer III	Contractor	\$77.50	\$79.83	\$82.22	\$84.69	\$87.23
152	C871-1, 2, 3, 4, 5, 6	Engineer II	Contractor	\$75.20	\$77.46	\$79.78	\$82.17	\$84.64
153	C871-1, 2, 3, 4, 5, 6	Engineer I	Contractor	\$66.29	\$68.28	\$70.33	\$72.44	\$74.61
154	C871-1, 2, 3, 4, 5, 6	Senior Logistician	Contractor	\$93.78	\$96.59	\$99.49	\$102.48	\$105.55
155	C871-1, 2, 3, 4, 5, 6	Logistician	Contractor	\$82.46	\$84.93	\$87.48	\$90.11	\$92.81
156	C871-1, 2, 3, 4, 5, 6	Quality Assurance Manager	Contractor	\$90.54	\$93.26	\$96.05	\$98.94	\$101.90
157	C871-1, 2, 3, 4, 5, 6	Quality Assurance Specialist	Contractor	\$69.53	\$71.62	\$73.76	\$75.98	\$78.26
158	C871-1, 2, 3, 4, 5, 6	Electronic Technician III	Contractor	\$84.09	\$86.61	\$89.21	\$91.89	\$94.64
159	C871-1, 2, 3, 4, 5, 6	Electronic Technician II	Contractor	\$74.37	\$76.60	\$78.90	\$81.27	\$83.70
160	C871-1, 2, 3, 4, 5, 6	Electronic Technician I	Contractor	\$61.46	\$63.30	\$65.20	\$67.16	\$69.17
161	C871-1, 2, 3, 4, 5, 6	Logistics Manager	Contractor	\$84.09	\$86.61	\$89.21	\$91.89	\$94.64
162	C871-1, 2, 3, 4, 5, 6	Senior Technical Writer / Editor	Contractor	\$84.09	\$86.61	\$89.21	\$91.89	\$94.64
163	C871-1, 2, 3, 4, 5, 6	Technical Writer / Editor	Contractor	\$69.41	\$71.49	\$73.64	\$75.85	\$78.12
164	C871-1, 2, 3, 4, 5, 6	Designer III	Contractor	\$82.14	\$84.60	\$87.14	\$89.76	\$92.45
165	C871-1, 2, 3, 4, 5, 6	Designer II	Contractor	\$69.53	\$71.62	\$73.76	\$75.98	\$78.26
166	C871-1, 2, 3, 4, 5, 6	Designer I	Contractor	\$61.46	\$63.30	\$65.20	\$67.16	\$69.17
167	C871-1, 2, 3, 4, 5, 6	Planner/Analyst	Contractor	\$80.87	\$83.30	\$85.80	\$88.37	\$91.02
168	C871-1, 2, 3, 4, 5, 6	Analyst II	Contractor	\$72.83	\$75.01	\$77.27	\$79.58	\$81.97
169	C871-1, 2, 3, 4, 5, 6	Analyst I	Contractor	\$64.69	\$66.63	\$68.63	\$70.69	\$72.81
170	C871-1, 2, 3, 4, 5, 6	Junior Engineer III	Contractor	\$64.66	\$66.60	\$68.60	\$70.66	\$72.78
171	C871-1, 2, 3, 4, 5, 6	Junior Engineer II	Contractor	\$61.46	\$63.30	\$65.20	\$67.16	\$69.17
172	C871-1, 2, 3, 4, 5, 6	Junior Engineer I	Contractor	\$58.20	\$59.95	\$61.74	\$63.60	\$65.50



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
173	C871-1, 2, 3, 4, 5, 6	Cataloguer	Contractor	\$77.61	\$79.94	\$82.34	\$84.81	\$87.35
174	C871-1, 2, 3, 4, 5, 6	Draftsperson III	Contractor	\$77.50	\$79.83	\$82.22	\$84.69	\$87.23
175	C871-1, 2, 3, 4, 5, 6	Draftsperson II	Contractor	\$57.21	\$58.93	\$60.69	\$62.51	\$64.39
176	C871-1, 2, 3, 4, 5, 6	Draftsperson I	Contractor	\$53.34	\$54.94	\$56.59	\$58.29	\$60.03
177	C871-1, 2, 3, 4, 5, 6	Illustrator	Contractor	\$74.37	\$76.60	\$78.90	\$81.27	\$83.70
178	C871-1, 2, 3, 4, 5, 6	Technician III	Contractor	\$80.28	\$82.69	\$85.17	\$87.72	\$90.36
179	C871-1, 2, 3, 4, 5, 6	Technician II	Contractor	\$69.76	\$71.85	\$74.01	\$76.23	\$78.52
180	C871-1, 2, 3, 4, 5, 6	Technician I	Contractor	\$57.44	\$59.16	\$60.94	\$62.77	\$64.65
181	C871-1, 2, 3, 4, 5, 6	Word Processor II	Contractor	\$67.94	\$69.98	\$72.08	\$74.24	\$76.47
182	C871-1, 2, 3, 4, 5, 6	Word Processor I	Contractor	\$55.88	\$57.56	\$59.28	\$61.06	\$62.89
183	C871-1, 2, 3, 4, 5, 6	Data Analyst	Contractor	\$61.46	\$63.30	\$65.20	\$67.16	\$69.17
184	C871-1, 2, 3, 4, 5, 6	Administrative Assistant	Contractor	\$57.32	\$59.04	\$60.81	\$62.64	\$64.51
185	C871-1, 2, 3, 4, 5, 6	Administrative Support	Contractor	\$50.02	\$51.52	\$53.07	\$54.66	\$56.30
186	C871-1, 2, 3, 4, 5, 6	Technical Support	Contractor	\$46.53	\$47.93	\$49.36	\$50.84	\$52.37
187	C871-1, 2, 3, 4, 5, 6	Technical Intern	Contractor	\$39.00	\$40.17	\$41.38	\$42.62	\$43.89
188	C874-501, C847-503, C847-504, C874-505, C874-507	Program Director I	Contractor	\$178.11				
189	C874-501, C847-503, C847-504, C874-505, C874-507	Program Director II	Contractor	\$203.68				
190	C874-501, C847-503, C847-504, C874-505, C874-507	Program Manager I	Contractor	\$89.16				
191	C874-501, C847-503, C847-504, C874-505, C874-507	Program Manager II	Contractor	\$101.15				
192	C874-501, C847-503, C847-504, C874-505, C874-507	Program Manager III	Contractor	\$169.94				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
193	C874-501, C847-503, C847-504, C874-505, C874-507	Project Manager I	Contractor	\$71.55				
194	C874-501, C847-503, C847-504, C874-505, C874-507	Project Manager II	Contractor	\$80.61				
195	C874-501, C847-503, C847-504, C874-505, C874-507	Project Manager III	Contractor	\$89.16				
196	C874-501, C847-503, C847-504, C874-505, C874-507	Associate I	Contractor	\$66.83				
197	C874-501, C847-503, C847-504, C874-505, C874-507	Associate II	Contractor	\$86.01				
198	C874-501, C847-503, C847-504, C874-505, C874-507	Cataloguer (SCA/WD)	Contractor	\$58.35				
199	C874-501, C847-503, C847-504, C874-505, C874-507	Configuration Manager I	Contractor	\$47.42				
200	C874-501, C847-503, C847-504, C874-505, C874-507	Configuration Manager II	Contractor	\$58.30				
201	C874-501, C847-503, C847-504, C874-505, C874-507	Configuration Manager III	Contractor	\$71.55				
202	C874-501, C847-503, C847-504, C874-505, C874-507	Educational / Training Specialist	Contractor	\$70.52				
203	C874-501, C847-503, C847-504, C874-505,	Logistician I	Contractor	\$62.03				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
	C874-507							
204	C874-501, C847-503, C847-504, C874-505, C874-507	Logistician II	Contractor	\$70.54				
205	C874-501, C847-503, C847-504, C874-505, C874-507	Sr. Logistics Management Specialist	Contractor	\$108.62				
206	C874-501, C847-503, C847-504, C874-505, C874-507	Logistics Management Specialist I	Contractor	\$78.39				
207	C874-501, C847-503, C847-504, C874-505, C874-507	Logistics Manager I	Contractor	\$63.26				
208	C874-501, C847-503, C847-504, C874-505, C874-507	Logistics Manager II	Contractor	\$87.55				
209	C874-501, C847-503, C847-504, C874-505, C874-507	Provisioner I	Contractor	\$52.29				
210	C874-501, C847-503, C847-504, C874-505, C874-507	Provisioner II	Contractor	\$70.54				
211	C874-501, C847-503, C847-504, C874-505, C874-507	Provisioner III	Contractor	\$80.28				
212	C874-501, C847-503, C847-504, C874-505, C874-507	Senior Technical Staff I	Contractor	\$111.46				
213	C874-501, C847-503, C847-504, C874-505, C874-507	Senior Technical Staff II	Contractor	\$131.43				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
214	C874-501, C847-503, C847-504, C874-505, C874-507	Senior Technical Staff III	Contractor	\$141.63				
215	C874-501, C847-503, C847-504, C874-505, C874-507	Technical Writer (SCA/WD)	Contractor	\$43.22				
216	C874-501, C847-503, C847-504, C874-505, C874-507	Technician I (SCA/WD)	Contractor	\$43.22				
217	C874-501, C847-503, C847-504, C874-505, C874-507	Technician II (SCA/WD)	Contractor	\$52.44				
218	C874-501, C847-503, C847-504, C874-505, C874-507	Technician III (SCA/WD)	Contractor	\$60.42				
219	C874-501, C847-503, C847-504, C874-505, C874-507	Automation Specialist I	Contractor	\$76.47				
220	C874-501, C847-503, C847-504, C874-505, C874-507	Automation Specialist II	Contractor	\$81.05				
221	C874-501, C847-503, C847-504, C874-505, C874-507	Automation Specialist III	Contractor	\$85.92				
222	C874-501, C847-503, C847-504, C874-505, C874-507	Facilitator	Contractor	\$95.14				
223	C874-501, C847-503, C847-504, C874-505, C874-507	Human Factors Engineer I	Contractor	\$94.69				
224	C874-501, C847-503, C847-504, C874-505,	Human Factors Engineer II	Contractor	\$89.16				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
	C874-507							
225	C874-501, C847-503, C847-504, C874-505, C874-507	Reliability and Maintainability Engineer I	Contractor	\$80.28				
226	C874-501, C847-503, C847-504, C874-505, C874-507	Reliability and Maintainability Engineer II	Contractor	\$102.16				
227	C874-501, C847-503, C847-504, C874-505, C874-507	Senior Acquisition Manager (Logistics)	Contractor	\$94.88				
228	C874-501, C847-503, C847-504, C874-505, C874-507	Sr. Consultant I	Contractor	\$132.64				
229	C874-501, C847-503, C847-504, C874-505, C874-507	Sr. Consultant II	Contractor	\$151.80				
230	C874-501, C847-503, C847-504, C874-505, C874-507	Designer I (SCA/WD)	Contractor	\$46.22				
231	C874-501, C847-503, C847-504, C874-505, C874-507	Designer II (SCA/WD)	Contractor	\$52.29				
232	C874-501, C847-503, C847-504, C874-505, C874-507	Designer III (SCA/WD)	Contractor	\$61.82				
233	C874-501, C847-503, C847-504, C874-505, C874-507	Engineer I	Contractor	\$49.85				
234	C874-501, C847-503, C847-504, C874-505, C874-507	Engineer II	Contractor	\$56.57				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
235	C874-501, C847-503, C847-504, C874-505, C874-507	Engineer III	Contractor	\$58.28				
236	C874-501, C847-503, C847-504, C874-505, C874-507	Jr. Engineer I	Contractor	\$43.78				
237	C874-501, C847-503, C847-504, C874-505, C874-507	Jr. Engineer II	Contractor	\$46.22				
238	C874-501, C847-503, C847-504, C874-505, C874-507	Jr. Engineer III	Contractor	\$48.65				
239	C874-501, C847-503, C847-504, C874-505, C874-507	Logistics/Field Engineer I	Contractor	\$42.69				
240	C874-501, C847-503, C847-504, C874-505, C874-507	Logistics/Field Engineer II	Contractor	\$53.95				
241	C874-501, C847-503, C847-504, C874-505, C874-507	Logistics/Field Engineer III	Contractor	\$62.47				
242	C874-501, C847-503, C847-504, C874-505, C874-507	Logistics/Field Engineer IV	Contractor	\$84.80				
243	C874-501, C847-503, C847-504, C874-505, C874-507	Sr. Engineer I	Contractor	\$62.18				
244	C874-501, C847-503, C847-504, C874-505, C874-507	Sr. Engineer II	Contractor	\$69.35				
245	C874-501, C847-503, C847-504, C874-505,	Sr. Engineer III	Contractor	\$96.23				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
	C874-507							
246	C874-501, C847-503, C847-504, C874-505, C874-507	Systems Engineer I	Contractor	\$68.24				
247	C874-501, C847-503, C847-504, C874-505, C874-507	Systems Engineer II	Contractor	\$95.86				
248	C874-501, C847-503, C847-504, C874-505, C874-507	Systems Engineer III	Contractor	\$106.29				
249	C874-501, C847-503, C847-504, C874-505, C874-507	Test Engineer I	Contractor	\$62.18				
250	C874-501, C847-503, C847-504, C874-505, C874-507	Test Engineer II	Contractor	\$67.04				
251	C874-501, C847-503, C847-504, C874-505, C874-507	CM Technical Support	Contractor	\$143.11				
252	C874-501, C847-503, C847-504, C874-505, C874-507	CM Analyst I	Contractor	\$41.18				
253	C874-501, C847-503, C847-504, C874-505, C874-507	CM Analyst II	Contractor	\$46.38				
254	C874-501, C847-503, C847-504, C874-505, C874-507	CM Analyst III	Contractor	\$69.91				
255	C874-501, C847-503, C847-504, C874-505, C874-507	Analyst I	Contractor	\$48.65				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
256	C874-501, C847-503, C847-504, C874-505, C874-507	Analyst II	Contractor	\$54.77				
257	C874-501, C847-503, C847-504, C874-505, C874-507	Data Analyst I (SCA/WD)	Contractor	\$32.08				
258	C874-501, C847-503, C847-504, C874-505, C874-507	Data Analyst II (SCA/WD)	Contractor	\$36.16				
259	C874-501, C847-503, C847-504, C874-505, C874-507	Data Analyst III (SCA/WD)	Contractor	\$44.20				
260	C874-501, C847-503, C847-504, C874-505, C874-507	Data Analyst IV (SCA/WD)	Contractor	\$49.22				
261	C874-501, C847-503, C847-504, C874-505, C874-507	Program Analyst	Contractor	\$95.14				
262	C874-501, C847-503, C847-504, C874-505, C874-507	Research Analyst I (SCA/WD)	Contractor	\$42.71				
263	C874-501, C847-503, C847-504, C874-505, C874-507	Research Analyst II	Contractor	\$42.98				
264	C874-501, C847-503, C847-504, C874-505, C874-507	Research Analyst III	Contractor	\$43.24				
265	C874-501, C847-503, C847-504, C874-505, C874-507	System Analyst I	Contractor	\$57.50				
266	C874-501, C847-503, C847-504, C874-505,	Systems Analyst II	Contractor	\$67.84				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
	C874-507							
267	C874-501, C847-503, C847-504, C874-505, C874-507	System Analyst III	Contractor	\$87.93				
268	C874-501, C847-503, C847-504, C874-505, C874-507	Planner/ Analyst	Contractor	\$60.80				
269	C874-501, C847-503, C847-504, C874-505, C874-507	Senior Strategic Planner	Contractor	\$121.61				
270	C874-501, C847-503, C847-504, C874-505, C874-507	Operation Research Specialist	Contractor	\$56.83				
271	C874-501, C847-503, C847-504, C874-505, C874-507	Cost Analyst I	Contractor	\$80.28				
272	C874-501, C847-503, C847-504, C874-505, C874-507	Cost Analyst II	Contractor	\$88.77				
273	C874-501, C847-503, C847-504, C874-505, C874-507	Data Entry Operator I (SCA/WD)	Contractor	\$30.28				
274	C874-501, C847-503, C847-504, C874-505, C874-507	Data Entry Operator II (SCA/WD)	Contractor	\$40.43				
275	C874-501, C847-503, C847-504, C874-505, C874-507	Data Technician I (SCA/WD)	Contractor	\$30.32				
276	C874-501, C847-503, C847-504, C874-505, C874-507	Data Technician II (SCA/WD)	Contractor	\$38.59				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
277	C874-501, C847-503, C847-504, C874-505, C874-507	Electronic Technician I (SCA/WD)	Contractor	\$46.22				
278	C874-501, C847-503, C847-504, C874-505, C874-507	Electronic Technician II (SCA/WD)	Contractor	\$55.92				
279	C874-501, C847-503, C847-504, C874-505, C874-507	Electronic Technician III (SCA/WD)	Contractor	\$63.26				
280	C874-501, C847-503, C847-504, C874-505, C874-507	Automated Graphics Specialist I	Contractor	\$37.34				
281	C874-501, C847-503, C847-504, C874-505, C874-507	Automated Graphics Specialist II	Contractor	\$44.16				
282	C874-501, C847-503, C847-504, C874-505, C874-507	Quality Assurance Manager	Contractor	\$85.15				
283	C874-501, C847-503, C847-504, C874-505, C874-507	Quality Assurance Specialist	Contractor	\$65.36				
284	C874-501, C847-503, C847-504, C874-505, C874-507	Quality Control Specialist I	Contractor	\$51.90				
285	C874-501, C847-503, C847-504, C874-505, C874-507	Quality Control Specialist II	Contractor	\$55.61				
286	C874-501, C847-503, C847-504, C874-505, C874-507	Quality Control Specialist III	Contractor	\$62.27				
287	C874-501, C847-503, C847-504, C874-505,	Administrative Support (SCA/WD)	Contractor	\$40.43				



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
	C874-507							
288	C874-501, C847-503, C847-504, C874-505, C874-507	Technical Intern (SCA/WD)	Contractor	\$36.30				
289	C874-501, C847-503, C847-504, C874-505, C874-507	Technical Support (SCA/WD)	Contractor	\$36.68				
290	C874-501, C847-503, C847-504, C874-505, C874-507	Word Processor I (SCA/WD)	Contractor	\$52.55				
291	C874-501, C847-503, C847-504, C874-505, C874-507	Word Processor II (SCA/WD)	Contractor	\$63.87				
292	874-1, 874-6, 874-7	Program Director I	Both	\$269.93	\$275.33	\$280.84	\$286.45	\$292.18
293	874-1, 874-6, 874-7	Program Director II	Both	\$232.86	\$237.52	\$242.27	\$247.11	\$252.06
294	874-1, 874-6, 874-7	Program Manager	Both	\$158.33	\$161.50	\$164.73	\$168.02	\$171.38
295	874-1, 874-6, 874-7	Sr. Organizational Transformation/Consultant	Both	\$248.85	\$253.83	\$258.90	\$264.08	\$269.36
296	874-1, 874-6, 874-7	Sr. Curriculum Development/ Presentation Consultant	Both	\$202.20	\$206.24	\$210.37	\$214.58	\$218.87
297	874-1, 874-6, 874-7	Sr. Technical Staff I	Both	\$192.68	\$196.53	\$200.46	\$204.47	\$208.56
298	874-1, 874-6, 874-7	Sr. Technical Staff II	Both	\$155.43	\$158.54	\$161.71	\$164.94	\$168.24
299	874-1, 874-6, 874-7	Sr. Technical Staff III	Both	\$125.00	\$127.50	\$130.05	\$132.65	\$135.30
300	874-1, 874-6, 874-7	Sr. Consultant	Both	\$158.33	\$161.50	\$164.73	\$168.02	\$171.38
301	874-1, 874-6, 874-7	Consultant	Both	\$138.33	\$141.10	\$143.92	\$146.80	\$149.73
302	874-1, 874-6, 874-7	Associate I	Both	\$98.18	\$100.14	\$102.15	\$104.19	\$106.27
303	874-1, 874-6, 874-7	Associate II	Both	\$79.92	\$81.52	\$83.15	\$84.81	\$86.51
304	874-1, 874-6, 874-7	Facilitator	Both	\$99.23	\$101.21	\$103.24	\$105.30	\$107.41
305	874-1, 874-6, 874-7	Organizational Performance Analyst	Both	\$62.21	\$63.45	\$64.72	\$66.02	\$67.34



FINAL PRICING								
Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
306	874-1, 874-6, 874-7	Sr. Administrator	Both	\$138.33	\$141.10	\$143.92	\$146.80	\$149.73
307	874-1, 874-6, 874-7	Administrator	Both	\$113.29	\$115.56	\$117.87	\$120.22	\$122.63
308	874-1, 874-6, 874-7	Program Analyst	Both	\$99.23	\$101.21	\$103.24	\$105.30	\$107.41
309	874-1, 874-6, 874-7	Systems Engineer	Both	\$125.79	\$128.31	\$130.87	\$133.49	\$136.16
310	874-1, 874-6, 874-7	Systems Analyst	Both	\$91.71	\$93.54	\$95.42	\$97.32	\$99.27



TRAINING COURSES										
SIN	Course Title	Days	Participants		Site	Base Rate	Year 2	Year 3	Year 4	Year 5
			Min.	Max.						
C874-4	Mission and Vision Training Workshop	1	10	20	Both	\$4,402.88	\$4,490.94	\$4,580.76	\$4,672.37	\$4,765.82
C874-4	Mission and Vision Training Workshop; additional student	1			Both	\$320.21	\$326.61	\$333.15	\$339.81	\$346.61
C874-4	Management Transformation Program Training	3	10	20	Both	\$13,209.42	\$13,473.61	\$13,743.08	\$14,017.94	\$14,298.30
C874-4	Management Transformation Program Training; additional student	3			Both	\$320.21	\$326.61	\$333.15	\$339.81	\$346.61
C874-4	Strategic Planning Training Workshop	2	10	20	Both	\$8,805.75	\$8,981.87	\$9,161.50	\$9,344.73	\$9,531.63
C874-4	Strategic Planning Training Workshop; additional student	2			Both	\$320.21	\$326.61	\$333.15	\$339.81	\$346.61
C874-4	Team Building Training Workshop	2	10	20	Both	\$8,805.75	\$8,981.87	\$9,161.50	\$9,344.73	\$9,531.63



TRAINING COURSES										
SIN	Course Title	Days	Participants		Site	Base Rate	Year 2	Year 3	Year 4	Year 5
			Min.	Max.						
C874-4	Team Building Training Workshop; additional student	2			Both	\$320.21	\$326.61	\$333.15	\$339.81	\$346.61
C874-4	Understanding the Human Factors of Change Management Training	1	10	20	Both	\$4,402.88	\$4,490.94	\$4,580.76	\$4,672.37	\$4,765.82
C874-4	Understanding the Human Factors of Change Management Training; additional student	1	10	20	Both	\$320.21	\$326.61	\$333.15	\$339.81	\$346.61
C874-4	Awareness and Certification Process of ISO 9000 (Workshop)	1	10	20	Both	\$4,402.88	\$4,490.94	\$4,580.76	\$4,672.37	\$4,765.82
C874-4	Awareness and Certification Process of ISO 9000 (Workshop); additional student	1			Both	\$320.21	\$326.61	\$333.15	\$339.81	\$346.61
C874-4	Six Sigma Green Belt Workshop	10	10	20	Both	\$75,984.32	\$77,504.01	\$79,054.09	\$80,635.17	\$82,247.87
C874-4	Six Sigma Green Belt Workshop; additional student	10			Both	\$7,528.02	\$7,678.58	\$7,832.15	\$7,988.80	\$8,148.57



TRAINING COURSES										
SIN	Course Title	Days	Participants		Site	Base Rate	Year 2	Year 3	Year 4	Year 5
			Min.	Max.						
C874-4	Six Sigma Black Belt Workshop	8	10	20	Both	\$87,882.26	\$89,639.91	\$91,432.70	\$93,261.36	\$95,126.58
C874-4	Six Sigma/Lean Enterprise Executive Champion Training	2	10	20	Both	\$28,026.88	\$28,587.42	\$29,159.17	\$29,742.35	\$30,337.20
C874-4	Six Sigma/Lean Enterprise Green Belt Workshop (Green Belt Plus Parts 1 & 2)	9	10	20	Both	\$98,591.24	\$100,563.06	\$102,574.33	\$104,625.81	\$106,718.33
C874-4	Six Sigma/Lean Enterprise Black Belt Workshop	8	10	20	Both	\$87,883.44	\$89,641.11	\$91,433.93	\$93,262.61	\$95,127.86
C874-4	Introduction to Project Management	3	15	20	Both	\$28,026.88	\$28,587.42	\$29,159.17	\$29,742.35	\$30,337.20
C874-4	Introduction to Probability and Statistics Workshop	3	15	20	Both	\$14,688.00	\$14,981.76	\$15,281.40	\$15,587.02	\$15,898.76
C874-4	Probability and Statistics for Engineers and Scientists Workshop	5	15	20	Both	\$19,380.00	\$19,767.60	\$20,162.95	\$20,566.21	\$20,977.54
C874-4	Introduction to Reliability Engineering	5	15	20	Both	\$27,319.14	\$27,865.52	\$28,422.83	\$28,991.29	\$29,571.12



SUPPORT PRODUCTS							
SIN	Support Product	Site	Base Year	Year 2	Year 3	Year 4	Year 5
C100-03	Video Tape	Both	\$6.16	\$6.28	\$6.41	\$6.54	\$6.67
C100-03	Training Manual	Both	\$35.29	\$36.00	\$36.72	\$37.45	\$38.20
C100-03	Transparencies	Both	\$4.11	\$4.19	\$4.28	\$4.36	\$4.45



SERVICE CONTRACT ACT (SCA) MATRIX		
SCA Eligible Labor Category	SCA Equivalent Code Title	Wage Determination No
Administrative Assistant	01020 – Administrative Assistant	2005-2103
Data Analyst	30084 – Engineering Technician IV	2005-2103
Data Entry Operator I-II	0151-52 – Data Entry I-II	2005-2103
Data Technician I-II	01112-01113 – General Clerk II-III	2005-2103
Designer I	30062 – Drafter Cad Operator II	2005-2103
Designer II	30063 – Drafter Cad Operator III	2005-2103
Designer III	30064 – Drafter Cad Operator IV	2005-2103
Research Analyst I- II	01270 – Production Control Clerk	2005-2103
Technician I	30082 – Engineering Technician II	2005-2103
Technician II	30083 – Engineering Technician III	2005-2103
Technical III	30084 – Engineering Technician IV	2005-2103
Technical Intern	01111 – General Clerk III	2005-2103
Technical Writer	30461 – Technical Writer	2005-2103
Word Processor I	01612 – Word Processor II	2005-2103
Word Processor II	01613 – Word Processor III	2005-2103

*The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated (**) SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).*



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**APPLICABLE TO Professional Engineering Services (PES)
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Program Director

<u>Minimum Experience/Training:</u>	Required to have specific relevant experience at the executive or senior program level. Must have demonstrated experience in, and overall management skills for major government or commercial services engineering and technical contract efforts. Must be proficient in developing strategic plans and directing/facilitating overall sector activity for near and long-term business-related factors. Must be able to perform organizational analysis and fully capable of identifying and improving business practices and procedures which may include outsourcing and privatization issues. Required to interact with all levels of management and organizational elements and must be familiar with resource and personnel management, budgetary process, and cost and financial issues facing managers in an engineering and technical services environment.
<u>Minimum Education:</u>	Must have an undergraduate degree in engineering, science, business, economics, or communications and specific experience in the engineering or technical field of endeavor. A graduate degree may be substituted for two years of specific experience. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.
<u>Minimum Education/Minimum Experience:</u>	<i>Program Director I</i> – Bachelor’s degree 8 years <i>Program Director II</i> – Bachelor’s degree 10 years

Program Manager

<u>Minimum Experience/Training:</u>	Minimum of 8 years of program management and administrative experience working with all levels of Government and industry leadership in various aspects of engineering, technical, or organizational management for assigned technology area. Must be current with technological advancements and recognized as a professional advisor on evolving advancements in technology and its intrinsic application. Must be conversant in applicable PES for specific engineering, technical, or management sub-discipline as it relates to system, equipment, or program employment strategies. Must be experienced as a facilitator of administrative matters associated with program and project development and proficient in directing resources to accomplish contract objectives.
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Minimum Education: Must have a bachelor’s degree in engineering, science, administration, or management or an equivalent combination of education and experience. See specifics in the table below for each level of Program Manager offered. The degree of competency and depth of capability increases according to the minimum education and experience required for each level.

Minimum Education/Minimum Experience:
Program Manager I – Bachelor’s degree or equivalent 8 years
Program Manager II – Bachelor’s degree or equivalent 10 years
Program Manager III – Bachelor’s degree or equivalent 12 years

Senior Technical Staff

Minimum Experience/Training: Must demonstrate familiarity with program product, and project financial and management principles. Must have knowledge in technology development and application; project execution, evaluation and planning; process engineering; and technology transfer. Must be recognized in industry as having expertise in the business or engineering area assigned. Shall possess general experience with one or more of the following: contract and personnel management, client interaction, product development/management, budget and resource management, and/or performance accountability.

Minimum Education: An undergraduate degree in engineering, science, management, economics, or communications and general business or engineering experience. A graduate degree may be substituted for two years of experience. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.

Minimum Education/Minimum Experience:
Senior Technical Staff I – Bachelor’s or graduate degree 10 years
Senior Technical Staff II – Bachelor’s or graduate degree 12 years
Senior Technical Staff III – Bachelor’s or graduate degree 14 years

Scientist

Minimum Experience/Training: Must have specific knowledge and experience in the scientific discipline applicable to the work to be performed. Must have a level of proficiency to conduct scientific studies, develop facts, prepare reports, and provide briefings and presentations on complex programs, areas of endeavor, or new advancements in technology. Must have engineering and technical skills that provide the practical basis for developing data and information to study problems and develop solutions. Will be called upon to provide implementing instruction and documentation. Must have good communication skills and provide assistance to engineers and



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	technicians in the field of endeavor.
<u>Minimum Education:</u>	A graduate degree in science, engineering, business, or economics, or a combination of education and experience is required. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.
<u>Minimum Education/Minimum Experience:</u>	<i>Scientist</i> – Master’s degree or equivalent 10 years <i>Senior Scientist</i> – Master’s degree or equivalent 14 years

Systems Analyst

<u>Minimum Experience/Training:</u>	Must be experienced working on complex problems involving all phases of systems analysis in one or more PES sub-disciplines. Must have specialized experience in breakdown and evaluation of business, technical and/or engineering applications. Will be expected to be fully conversant in current analysis techniques and methods used to formulate engineering program planning data, performance evaluations and reports, and extensive data compilations using spreadsheet technology. Must be proficient in conducting analytical studies of business, technical and/or engineering applications, practices, policies, procedures, and processes. Identifies elements to consider in establishing short and long-term program objectives. Must be capable of developing databases and identifying system requirements and information to allow engineers, technicians, and management personnel to make informed decisions. Catalogs, categorizes, and prioritizes application and/or system design features and prepares specifications. Determines functional needs for applications and system upgrades/modifications by analyzing existing business and technical processes through a comparison of existing automated techniques with those routinely practiced.
<u>Minimum Education:</u>	A bachelor’s degree in engineering, science, administration, or business, or an equivalent combination of education and practical systems analysis is required. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.
<u>Minimum Education/Minimum Experience:</u>	<i>Systems Analyst I</i> – Bachelor’s degree or equivalent 2 years <i>Systems Analyst II</i> – Bachelor’s degree or equivalent 4 years <i>Systems Analyst III</i> – Bachelor’s degree or equivalent 6 years

Senior Strategic Planner



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Minimum Experience/Training: Experienced as a senior-level scientist or strategic planner providing expertise in a particular PES field or area where complex industrial type programs or multiple projects are involved. Expertise encompasses the depth and breadth of a specialty such as environmental, energy, industrial waste, nuclear technology, defense systems, manufacturing technology, systems safety, and privatization/outsourcing. Must be regarded as an expert or highly competent in the PES field of endeavor and have facilitated the strategic planning, design and development of governing policies, programmatic issues, and/or technology. Must be experienced in providing consultant services to Government and/or industry executives, program managers, engineers, and technical staff at all levels in the PES sub-discipline area of specialty/expertise. Must be expert at review, definition, assessment, analysis, evaluation, design, and development of systemic policies, program initiatives, and technology advancements for implementing enhancements to business and technical practices. Must be proficient at developing comprehensive databases to benchmark current practices, identify trend information, and to formulate forecasts for further evaluation.

Minimum Education: An undergraduate degree in engineering, science, administration, or business is required.

Minimum Education/Minimum Experience: *Senior Strategic Planner* – Bachelor’s degree 12 years

Modeling, Simulation, and Survey Specialist

Minimum Experience/Training: Experienced at supporting Government and industry programs in the assessment of technical characteristics and apparent costs. Must have specific experience using software tools and database technology to develop information and data for modeling and simulation of engineering, technical, and program attributes such as cost and design trade-offs to determine methods for optimizing. Must be experienced in performing technical and management research and be fully capable of designing and conducting in-depth assessments to support system and equipment justifications and/or decisions. Must be able to develop creative approaches and practical solutions to assist in evaluating alternatives and program/technical risks.

Minimum Education: A bachelor’s degree in science, engineering, management, or an equivalent combination of education and experience is required.

Minimum Education/Minimum Experience: *Modeling, Simulation, and Survey Specialist* – Bachelor’s degree or equivalent 2 years

Computer Specialist

Minimum Experience/Training: Must have progressive experience in engineering and technical assessments of automation requirements and application techniques. Must be fully versed in current and evolving computer technology, test program sets, and computer/machine interfaces



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to make informed decisions on a strategic choice of approach for integrating computer hardware and software to the system to be automated. Must understand engineering and technical interfaces and work as part of an integrated engineering effort to design, modify, and install computer interfaces and controls. Must be proficient in interfacing, networking, and downloading data and information to accomplish near real-time collection of data.

Minimum Education:

Must have progressive experience in engineering and technical assessments of automation requirements and application techniques. Must be fully versed in current and evolving computer technology, test program sets, and computer/machine interfaces to make informed decisions on a strategic choice of approach for integrating computer hardware and software to the system to be automated. Must understand engineering and technical interfaces and work as part of an integrated engineering effort to design, modify, and install computer interfaces and controls. Must be proficient in interfacing, networking, and downloading data and information to accomplish near real-time collection of data.

Minimum Education/Minimum Experience:

Computer Specialist I – Bachelor’s degree or equivalent 4 years
Computer Specialist II – Bachelor’s degree or equivalent 6 years
Computer Specialist III – Bachelor’s degree or equivalent 10 years

Reliability & Maintainability (R&M) Engineer:

Minimum Experience/Training:

Experienced at performing reliability, maintainability and supportability assessments, predictions and analyses for a wide variety of systems and equipment. Reviews and assures the technical adequacy of R&M analysis (quantitative and qualitative) developed by engineering and technical personnel. Must be able to develop and utilize computer models and tools for the assessment of reliability, maintainability and supportability characteristics of system/equipment design to include the performance of functional reliability and maintainability analyses using reliability block diagram analysis (RBDA) and event simulation modeling. Must be capable of assessing design and operational compliance with R&M requirements through participation in Test and Verification processes. Participates in the development and implementation of R&M requirements and programs for advanced programs. Must have experience in planning, scheduling and implementing Reliability, Maintainability, & Availability (RM&A) studies.

Minimum Education:

A bachelor’s degree in engineering, mathematics, statistics, or operations research, or an equivalent combination of education and experience is required.

Minimum Education/Minimum Experience:

Reliability & Maintainability Engineer I – Bachelor’s Degree or Equivalent 8 years
Reliability & Maintainability Engineer II – Bachelor’s Degree or Equivalent 12 years



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Project Manager

<u>Minimum Experience/Training:</u>	Minimum of 4 years of relevant experience as a project manager of engineering, technical, or management related services in varying degrees, from small-scale to broad-based projects or privatization/outsourcing efforts. Must have specific knowledge and expertise in assigned PES project area and sub-discipline(s) as it relates to system, equipment, or program supported. General management experience is required in identifying project finite work elements from Government-conveyed requirements, setting up systematic management oversight controls, and bringing project efforts to completion within budget and schedule while achieving technical objectives.
<u>Minimum Education:</u>	An undergraduate degree is desirable in engineering, science, administration, or business, or an equivalent combination of education and experience. See specifics in the table below for each level of Project Manager offered. The degree of competency and depth of capability increases according to the minimum education and experience required for each level.
<u>Minimum Education/Minimum Experience:</u>	<p><i>Project Manager I</i> – Bachelor’s degree or equivalent 4 years <i>Project Manager II</i> – Bachelor’s degree or equivalent 6 years <i>Project Manager III</i> – Bachelor’s degree or equivalent 10 years</p>

Senior Engineer

<u>Minimum Experience/Training:</u>	Must have specific engineering and technical experience, in one or more of the PES engineering sub-disciplines, that is directly relevant to the specific work assigned. Engineering expertise at this level must have been obtained by performing in-depth and complex engineering projects in more than one life cycle phase (e.g., strategic planning, concept development and requirements analysis, system design, engineering and integration, testing and evaluation, integrated logistics support, and acquisition and life cycle management). Must be knowledgeable in techniques for performing engineering related tasks from one or more of the following: requirements analysis; materials studies/analysis; system/component integration; interoperability; interconnectivity; and structured analysis; design methodologies; design/design analysis; use of design tools and other design techniques; automation principles; test program set development; database structuring, modeling techniques, testability, supportability and logistics support; reliability and maintainability; human factors engineering; safety engineering; environmental engineering packaging; robotics; power/electrical distribution requirements analysis; structural analysis; building requirements; cabling; piping; configuration management/product data management; integrated product team or multi-discipline team; test planning/testing; and logical and physical function, operation, and technical architecture of large and complex systems. Proficiency in hardware/software interfaces and integration is required for relevant systems engineering assignments. Must have a working
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knowledge of constructing system hardware and software design criteria, determining what commercial-off-the-shelf (COTS) hardware/software will fit the intended need. Must have practical experience in providing extensive interaction with system/equipment users, managers, other engineers, programmers, analysts, logisticians, technicians, and trainers to ensure a complete approach in providing an engineering solution.

Minimum Education:

Must have a bachelor's degree in applicable PES engineering discipline or related science, or an equivalent combination of education and experience. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.

Minimum Education/Minimum Experience:

Senior Engineer I – Bachelor's degree or equivalent 6 years
Senior Engineer II – Bachelor's degree or equivalent 8 years
Senior Engineer III – Master's degree or equivalent 10 years

Associate

Minimum Experience/Training:

Must have experience in civil, chemical, electronic, or mechanical areas performing engineering and technical analyses or related business or communications tasks. Demonstrates strong knowledge of technology development and application, project execution/evaluation/planning, process engineering, and/or technology transfer specific to one or more of the following: energy efficient technologies, advanced power systems, electronic or mechanical technology development, facility planning and design, environmental technologies; advanced fossil fuels recovery, development and use; environmental restoration and waste management technologies; and nuclear and strategic processes. Must have demonstrated skills in, and understanding of, engineering and technical business factors. Supports all levels of management in technical, administrative and contractual activities.

Minimum Education:

Must have an undergraduate degree in engineering, science, business, economics, computer science, or communications, or an equivalent combination of education and experience. A graduate degree may be substituted for two years of experience.

Minimum Education/Minimum Experience:

Associate I – Bachelor's degree or equivalent 6 years
Associate II – Bachelor's degree or equivalent 8 years

Senior Acquisition Manager

Minimum Experience/Training:

Experience as a senior-level management advisor with direct acquisition experience of a major acquisition program. Must be capable of reviewing and advising on major acquisition strategies and acquisition programs. Must be proficient in determining



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acquisition costs and evaluating acquisition alternative. Must be knowledgeable about initiatives for use of commercial-off-the-shelf (COTS) and non-developmental items (NDI). Provides innovative approaches and solutions to solving technical issues and functioning within budget constraints. Provides assistance in strategic planning and the review of existing acquisition strategies for acquisitions. Works with Government and industry leaders to identify engineering and technology advancements and solutions to enhance the acquisition process.

Minimum Education: A bachelor’s degree in engineering, science, business, or economics, or an equivalent combination of education and experience.

Minimum Education/Minimum Experience: *Senior Acquisition Manager* – Bachelor’s degree or equivalent 12 years

Instrumentation Specialist

Minimum Experience/Training: Experienced at developing and reviewing requirements, developing test criteria, and requirements for instrumentation. Interfaces with engineers, technicians, and maintenance and logistics specialists to fully equipped systems and equipment to monitor performance. Must be proficient at determining proper instrumentation application considering environmental factors such as temperature, noise, vibration, and electro-magnetic interference. Must be capable of installing, recording, monitoring, analyzing, and reporting on tests performed. Works with engineers and technicians to develop conclusive information and data on results from monitoring and tests conducted.

Minimum Education: An undergraduate degree in engineering, science, or mathematics, or an equivalent combination of education and experience is required. Must be capable of installing, recording, monitoring, analyzing, and reporting on tests performed. Works with engineers and technicians to develop conclusive information and data on results from monitoring and tests conducted.

Minimum Education/Minimum Experience: *Instrumentation Specialist* – Bachelor’s degree or equivalent 10 years

Business/Financial Analyst

Minimum Experience/Training: Relevant experience in business policy, practices, processes, and procedures. Must be practiced at reviewing, mapping, and documenting business operations, technology attributes, and/or financial systems. Must have experience performing studies requiring the use of extensive databases for one or more of the following: life cycle cost analysis, business process review, cost reasonableness/cost-benefit/cost trade-off analysis, scientific testing, technology applications, statistical analysis, feasibility study, and risk assessment. Must be familiar with and possess a working knowledge of business enterprise resource planning and/or basic



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accounting principles utilizing database applications to support informational needs. Shall have general familiarization with outsourcing and privatization issues and initiatives.

Minimum Education: A bachelor’s degree in administration, business, science, economics, accounting, or engineering, or an equivalent combination of education and experience is required.

Minimum Education/Minimum Experience: *Business/Financial Analyst* – Bachelor’s degree or equivalent 8 years
Senior Business/Financial Analyst – Bachelor’s degree or equivalent 10 years

Human Factors Engineer

Minimum Experience/Training: Must have specific human factors engineering experience in one or more of the PES engineering sub-disciplines directly relevant to the specific work assigned. Engineering expertise must result from performing in-depth and complex engineering projects in more than one life cycle phase (e.g., strategic planning, concept development and requirements analysis, system design, engineering and integration, testing and evaluation, integrated logistics support, and acquisition and life cycle management). Must be knowledgeable in techniques for performing human factors engineering related tasks from one or more of the following: requirements analysis; engineering studies/analysis; system/component interfaces; switchology; function/motion of operation; design methodologies; equipment design/redesign criteria; structured analysis; equipment use and environment; automation principles; modeling techniques; supportability and logistics support; functional analysis; safety engineering; environmental engineering; use of robotics; and interactions of integrated product teams or multi-discipline design teams. Must have knowledge of hardware/software interfaces and integration to relevant systems engineering and the ability to assess human factors for complete systems. Must have practical experience in providing extensive interaction with system/equipment designers, users, managers, programmers, analysts, logisticians, technicians, educational specialists, and trainers to ensure a complete approach in providing comprehensive engineering solutions.

Minimum Education: Must have a bachelor’s degree in Human Factors Engineering, applicable PES engineering discipline, or related science, or an equivalent combination of education and experience. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.

Title/Level Minimum Education/Minimum Experience: *Human Factors Engineer* – Bachelor’s degree or equivalent 8 years
Senior Human Factors Engineer – Bachelor’s degree or equivalent 10 years

Manufacturing Engineer



LABOR CATEGORY DESCRIPTIONS/TRAINING COURSES/SUPPORT PRODUCTS FOR ALL SINS

**APPLICABLE TO Professional Engineering Services (PES)
 SINS C871-1, C871-2, C871-3, C871-4, C871-5 and C871-6**

<u>Minimum Experience/Training:</u>	Must be experienced in the manufacturing environment working with manual, semi-automated and automated shop and manufacturing equipment. Must have engineering experience in determining and analyzing requirements, and developing those requirements into manufacturing and shop workflow documents. Must be able to recognize the type of engineering and manufacturing capability needed to accomplish work assigned, as well as plan and execute work requirements. Will provide interface with various PES sub-discipline engineering and technical personnel to assess incoming design and manufacturing requirements. Must have in-depth knowledge of materials and processes and be able to identify sources for acquiring capability or materials to support the manufacturing process. Must support and have extensive experience in working with quality control and the use of shop travelers to support the inspection and quality documenting process.
<u>Minimum Education:</u>	A bachelor's degree in engineering, science, or related industrial technology, or the equivalent combination of education and experience is required. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.
<u>Minimum Education/Minimum Experience:</u>	<i>Manufacturing Engineer</i> – Bachelor's degree or equivalent 8 years <i>Senior Manufacturing Engineer</i> – Bachelor's degree or equivalent 12 years

Materials Engineer/Metallurgist

<u>Minimum Experience/Training:</u>	Experience as a materials engineer and/or metallurgist, capable of performing in-depth studies on materials with relation to the operational environment for planned use. Must be thoroughly familiar with test planning and testing techniques and capable of designing tests of materials reflecting environmental conditions expected. Must possess the knowledge to conduct engineering investigations and analyze metal attributes from use in an operational environment. Must be able to use the latest in technology to determine cause of failure or fatigue and draw conclusions on mode of failure. Must be familiar with composite material technology and be able to define suitable lightweight materials as alternatives. Will provide engineering solutions for new design and retrofit requirements and report on finding, conclusions, and recommendations.
<u>Minimum Education:</u>	A bachelor's degree in engineering, science, or applicable technology, or an equivalent combination of education and experience is required.
<u>Minimum Education/Minimum Experience:</u>	<i>Materials Engineer/Metallurgist</i> – Bachelor's degree or equivalent 8 years



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Cost Analyst

Minimum Experience/Training: Relevant experience in cost analysis associated with business and engineering practices, processes, and procedures. Must be practiced at reviewing and documenting business and engineering operations and industrial technology attributes for cost assessments. Must have experience performing studies requiring the use of extensive databases to analyze and document cost data associated with job functions and for entire enterprises. Must have knowledge of life cycle cost analysis, business process review, cost reasonableness/cost benefit/cost-trade-off analysis, statistical cost analysis techniques, cost feasibility studies, and cost/risk assessments. Must be familiar with, and possess a working knowledge of, basic accounting principles utilizing database applications to support informational needs. Shall have general familiarity with outsourcing and privatization issues and initiatives.

Minimum Education: An undergraduate degree in administration, business, science, economics, or accounting, or an equivalent combination of education and experience is required. The degree of competency and effectiveness of the service professional assigned increases according to the minimum education and experience requirements for each level offered.

Minimum Education/Minimum Experience: *Cost Analyst* – Bachelor’s degree or equivalent 8 years
Senior Cost Analyst – Bachelor’s degree or equivalent 10 years

Provisioner

Minimum Experience/Training: Must be experienced at reviewing drawing and engineering documentation to develop provisioning data. Must have thorough knowledge of supply operations and procedures for properly coding each item being provisioned. Will work extensively with spreadsheet and database programs to develop complete parts breakdown lists and outfitting requirements.

Minimum Education: High school diploma and technical school training is desirable, relevant provisioning and supply system experience is required. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.

Minimum Education/Minimum Experience: *Provisioner I* – High School and Technical School 6 years
Provisioner II – High School and Technical School 8 years
Provisioner III – High School and Technical School 10 years



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Logistics Manager

<u>Minimum Experience/Training:</u>	Must be experienced at performing comprehensive studies and analyses of logistics systems and planning. Must be capable of performing process and procedural reviews, designing optimum logistics systems, modeling and simulating logistics pipelines, and providing in-depth reports on quality and productivity enhancements. Must be proficient at conducting studies in management and organizational relationships and providing logistics advice on implementation near- and long-term support strategies. Must participate in logistics forums and provide facilitation services among Government departments, agencies, and industry.
<u>Minimum Education:</u>	An undergraduate degree in business or science and relevant logistics management experience, or an equivalent combination of education and experience is required.
<u>Minimum Education/Minimum Experience:</u>	<i>Logistics Manager</i> – Bachelor’s degree or equivalent 8 years <i>Senior Logistics Manager</i> – Bachelor’s degree or equivalent 10 years

Configuration Manager

<u>Minimum Experience/Training:</u>	Must be experienced in all aspects of configuration management and knowledgeable of current Government initiatives to evolve from traditional legacy data and systems to full digitization of technical data and information using standardized general machine language common to Government and industry. Must have practical knowledge and experience as a Configuration Manager and be familiar with CM and PDM practices and policies. Must be thoroughly familiar with automated techniques to establish and implement CM database of authority, processes, and/or procedures supporting all life cycle phases of CM in assigned engineering discipline area.
<u>Minimum Education:</u>	Required to have a high school diploma and technical training in configuration or data management. The degree of competency and extensiveness of involvement as a Configuration Manager increases according to the minimum education and experience required for each of the levels offered.
<u>Minimum Education/Minimum Experience:</u>	<i>Configuration Manager I</i> – High School and technical training 6 years <i>Configuration Manager II</i> – High School and technical training 8 years <i>Configuration Manager III</i> – High School and technical training 10 years



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Engineer

Minimum Experience/Training: Must have specific engineering and technical experience in one or more of the PES engineering sub-disciplines that is directly relevant to the specific work assigned. Engineering expertise at this level must have involved performing fundamental and progressive engineering assignments in at least one life cycle phase (e.g., strategic planning, concept development and requirements analysis, system design, engineering and integration, test and evaluation, integrated logistics support, and acquisition and life cycle management). Must be knowledgeable in techniques for performing engineering related tasks from one or more of the following: requirements analysis; materials studies/analysis, system/component integration; interoperability; interconnectivity; structured analysis; design methodologies; design/design analysis; use of design tools and other design techniques; automation principles; test program set development; data base structuring; modeling techniques; testability; supportability and logistics support; reliability and maintainability; human factors engineering; safety engineering; environmental engineering; packaging; robotics; power/electrical distribution requirements analysis; structural analysis; building requirements; cabling; piping; configuration management/product data management; integrated product team or multi-discipline team; and test planning/testing. Must have a working knowledge of determining system hardware and software design criteria and defining what commercial-off-the-shelf (COTS) hardware/software are candidates for fulfilling the intended need.

Minimum Education: Must have an undergraduate degree in applicable PES engineering discipline or related science, or an equivalent combination of education and experience. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.

Minimum Education/Minimum Experience:
Engineer I – Bachelor’s degree or equivalent 1 years
Engineer II – Bachelor’s degree or equivalent 3 years
Engineer III – Bachelor’s degree or equivalent 5 years

Logistician

Minimum Experience/Training: Must be experienced at performing comprehensive studies and analyses of logistics systems and planning. Must be experienced at performing process and procedural reviews; defining logistics system requirements; evaluating logistics pipelines; and responding to program action items. Participates in logistics forums and provides facilitation services between Government departments, agencies, and industry.

Minimum Education: A two-year degree in business or science and relevant experience in logistics, or an equivalent combination of education and



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experience is required.

Minimum Education/Minimum Experience:
Logistician – Associate’s degree or equivalent 8 years
Senior Logistician – Associate’s degree or equivalent 12 years

Quality Control Specialist/Manager

Minimum Experience/Training: Experienced in establishing quality control (QC) requirements and procedures, and identifying critical inspection points for various engineering and technical documentation throughout the document life cycle. Must have training in the requirements of ISO 9001, and general quality auditing experience is preferred. As a Quality Control Manager, will be responsible for providing complete program Quality System Management. As a Quality Control Specialist, must be familiar with and capable of performing critical reviews and offering suggestions for improvement to overall processes. Responsible for preparing QC plans according to governing quality requirements, specifications, or dictum. Quality inspections will follow detailed QC checklists in accordance with standardized QC procedures. Any/all quality related problems will be identified, documented, and tracked through resolution. When required, provides training to others in ISO quality program requirements to enhance the quality process.

Minimum Education: A two-year degree in the arts or sciences or an equivalent combination of education and experience is required. The degree of competency and depth of capability increases according to the minimum levels offered below.

Minimum Education/Minimum Experience:
Quality Control Specialist – Associate’s degree or equivalent 4 years
Quality Control Manager – Associate’s degree or equivalent 8 years

Electronic Technician

Minimum Experience/Training: Must have general technical experience in one or more of the PES electronics engineering sub-disciplines directly relevant to the specific work assigned. Technical experience must have involved performing specific assignments in at least one life cycle phase (e.g., strategic planning, concept development and requirements analysis, system design, engineering and integration, testing and evaluation, integrated logistics support, and acquisition and life cycle management). Must be knowledgeable in performing technical related tasks in some or all of the following: planning; electronic equipment analysis; system/component installation/integration; interoperability and electro-magnetic interference; interconnectivity; modification methodologies; electronic component installation; use of drawings and technical data; database structuring; testing and troubleshooting; supportability and logistics support; maintenance/repair/installation; safety and environmental precautions; packing/unpacking; power/electrical distribution system analysis; cabling; configuration management; product data management; integrated product



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team and/or multi-discipline team support.

Minimum Education: Technical training in electronics and in a PES sub-discipline or related science, or an equivalent combination of education and experience. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.

Minimum Education/Minimum Experience:
Electronics Technician I – High School and Technical School 4 years
Electronics Technician II – High School and Technical School 6 years
Electronics Technician III – High School and Technical School 8 years

Technical Writer/Editor

Minimum Experience/Training: Must have general business or technical composition experience including experience performing specific documentation development and preparation including graphics integration. Must also be experienced at collecting raw technical data and information and preparing customized reports, technical data and documentation, training materials, presentation materials, and meeting/briefing agendas, minutes, and action item responses. Must be proficient in sentence structure and the proper use of English language and grammar. Must be able to perform editorial and quality assurance support for documents, data, training materials, and reports generated to support engineers and technical personnel with a background in engineering disciplines to include civil, chemical, electronics, and/or mechanical.

Minimum Education: An undergraduate degree in art or science and relevant writing experience, or an equivalent combination of education and experience is required.

Minimum Education/Minimum Experience:
Technical Writer/Editor – Bachelor’s Degree or Equivalent 4 years
Senior Technical Writer/Editor – Bachelor’s Degree or Equivalent 8 years

Designer

Minimum Experience/Training: Must have experience in computer-aided design tools such as AutoCAD, CAM, CAE, or EE Designer. Must be familiar with advance design techniques and have had experience working with engineers and/or manufacturing personnel to develop and produce drawings from which to build. Must have experience in utilizing electronic drafting applications in the preparation of other related engineering graphics, data, and documentation. Utilizes design related drafting concepts and procedures to produce two-dimensional drawings to support systems and equipment for civil, chemical, electronic, and mechanical engineering



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disciplines.

Minimum Education: Must have a high school diploma or equivalent and specific technical training on application software of choice (e.g., AutoCAD, CAM, CAE, or EE Designer). The degree of competency and extensiveness of experience in performing design related services increases according to the minimum education and experience required for each level offered.

Minimum Education/Minimum Experience:
Designer I – High School and Technical School 2 years
Designer II – High School and Technical School 4 years
Designer III – High School and Technical School 10 years

Planner/Analyst

Minimum Experience/Training: Experienced at planning and analyzing engineering and technical requirements to include design, maintenance, modification and modernization programs. Must be able to translate complex planning data into detailed schedules for accomplishment. Must be able to use software applications to prepare and record design, maintenance, modification and modernization program data and accomplishments. Must be expert at performing analysis of data including data acquisition, normalizing, and compilation. Must be capable of producing periodic reports based on past, present, and projected requirements.

Minimum Education: An undergraduate degree in science, mathematics, business, economics, or computer technology is preferred, or equivalent combination of education and experience is required.

Minimum Education/Minimum Experience: *Planner/Analyst* – Bachelor’s degree or equivalent 8 years

Analyst

Minimum Experience/Training: General business experience in reviewing and evaluating data and information from databases and computer-generated documents/reports is required. Must be knowledgeable in techniques for conducting research, review, and analysis of technical, financial, and management-related documents and data. Must be skilled in working with computer-generated reports and extracting data from databases to develop and generate information and summary data to support such activities as engineering and



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technical evaluations; management and financial record keeping, tracking, and reporting; and validation of information on source documentation.

Minimum Education: An associate’s degree is preferred but not required. An equivalent combination of education and experience may be substituted. The degree of competency and depth of capability increases according to the minimum education and experience required for each position offered.

Minimum Education/Minimum Experience: *Analyst I* – Associate’s degree or equivalent 2 years
Analyst II – Associate’s degree or equivalent 4 years

Junior Engineer

Minimum Experience/Training: Must have general engineering and technical experience in one or more of the PES engineering sub-disciplines directly relevant to the specific work assigned. Engineering experience must include performing fundamental engineering assignments in at least one life cycle phase (e.g., strategic planning, concept development and requirements analysis, system design, engineering and integration, testing and evaluation, integrated logistics support, and acquisition and life cycle management). Must be knowledgeable in performing engineering related tasks such as requirements analysis; system/component integration; interoperability; interconnectivity; design methodologies and planning; use of design tools (CAD/CAE/CAM); automation principles; test program set development; database structuring; modeling techniques; testability; supportability and logistics support; maintenance repair and installation; reliability and maintainability; human factors engineering; safety engineering; environmental engineering; packaging; power/electrical distribution requirements analysis; structural analysis; building requirements; cabling; piping; configuration management/product data management; integrated product team or multi-discipline team support; and test planning/testing.

Minimum Education: A degree is desirable (but not required) in a related PES sub-discipline or related science. An equivalent combination of education and experience may be substituted. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.

Minimum Education: A degree is desirable (but not required) in a related PES sub-discipline or related science. An equivalent combination of education and experience may be substituted. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.

Minimum Education/Minimum Experience: *Junior Engineer I* – Bachelor’s degree or equivalent (preferred) 1 years
Junior Engineer II – Bachelor’s degree or equivalent (preferred) 3 years



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Experience: *Junior Engineer III* – Bachelor’s degree or equivalent (preferred) 5 years

Cataloguer

Minimum Experience/Training: Must be experienced at reviewing provisioning data and entering the data into supply system records. Must have thorough knowledge of supply operations and procedures for verification of properly coding of each provisioned item being entered into the system. Will work extensively with database programs entering and cataloging information from the provisioning process.

Minimum Education: A high school diploma and technical school training is desirable. Relevant general knowledge of provisioning and supply system experience is required.

Minimum Education: A high school diploma and technical school training is desirable. Relevant general knowledge of provisioning and supply system experience is required.

Minimum Education/Minimum Experience: *Cataloguer* – High School and Technical School 5 years

Draftsperson

Minimum Experience/Training: Must have general experience in computer-aided tools for drafting. Must be familiar with AutoCAD and have experience working with engineers and technicians to develop and produce complete drawing packages. Must have experience in utilizing electronic drafting applications in the preparation of graphics, drawings, and other engineering documentation. Utilizes design related drafting concepts and procedures to produce two-dimensional drawings to support systems and equipment for civil, chemical, electronic, and mechanical engineering disciplines.

Minimum Education: Must have a high school diploma or equivalent and specific technical training on application software of choice such as AutoCAD. The degree of competency and extensiveness of involvement in performing computer aided design/drafting services increases according to the minimum education and experience required for each labor category offered.

Title/Level Minimum Education/Minimum Experience:
Draftsperson I – High School or Technical School 2 years
Draftsperson II – High School or Technical School 4 years
Draftsperson III – High School or Technical School 10 years



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Illustrator

<u>Minimum Experience/Training:</u>	Must have general experience in illustration and graphic art design. Must be familiar with and use automated applications such as Corel Draw, AutoCAD, or Photo Paint. Must have worked with engineers and technicians to develop and produce graphic materials to support program requirements. Must have practical experience in utilizing graphical skills in conceptualizing, developing, and preparing presentation materials, signs, artistic drawings, and engineering documentation.
<u>Minimum Education:</u>	Must have a high school diploma or equivalent and specific technical training on application software of choice.
<u>Minimum Education/Minimum Experience:</u>	<i>Illustrator</i> – High School or Technical School and specific training 1 year

Technician

<u>Minimum Experience/Training:</u>	Must have general technical experience in one or more of the PES engineering sub-disciplines directly relevant to the specific work assigned. Technical experience must have involved performing specific assignments in at least one life cycle phase (e.g., strategic planning, concept development and requirements analysis, system design, engineering and integration, test and evaluation, integrated logistics support, and acquisition and life cycle management). Must be knowledgeable in performing technical related tasks in some or all of the following: planning; equipment analysis; system/component installation/integration; interoperability; interconnectivity; modification methodologies; installation planning; use of drawings and technical data; database structuring, testing and troubleshooting; supportability and logistics support; maintenance repair/installation; safety and environmental precautions; packing/unpacking; power/electrical distribution system analysis; structural assessments; building requirements; cabling; piping; configuration management; product data management; integrated product team or multi-discipline team support.
<u>Minimum Education:</u>	Technical training in a related PES sub-discipline or related science, or an equivalent combination of education and experience. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.
<u>Minimum Education/Minimum Experience:</u>	<i>Technician I</i> – Technical training and experience 2 years <i>Technician II</i> – Technical training and experience 4 years <i>Technician III</i> – Technical training and experience 8 years



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Word Processor

<u>Minimum Experience/Training:</u>	Must have general office skills and technical training on various types of word processing equipment and software. Must have experience as a word processor. In addition to typing technical reports, will be called upon to provide more advanced computer functions such as graphics support and to have database and spreadsheet knowledge.
<u>Minimum Education:</u>	Must have a high school diploma and equivalent technical training in word processing. The degree of competency and depth of capability increases according to the minimum levels offered below.
<u>Minimum Education/Minimum Experience:</u>	<i>Word Processor I</i> – High School Diploma or equivalent 1 year <i>Word Processor II</i> – High School Diploma or equivalent 2 years

Data Analyst

<u>Minimum Experience/Training:</u>	Performs basic and complex data research and analysis to support management, engineering, and technical projects. Prepares data formats, collects and enters data into spreadsheets, and compiles data to develop and produce reports, information, data, and documentation.
<u>Minimum Education:</u>	Must have a two-year college degree, or an equivalent combination of education and experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Data Analyst</i> – Associate’s degree or equivalent 8 years

Administrative Support/Assistant

<u>Minimum Experience/Training:</u>	Must have experience in supporting managers, engineers, or technicians in the administrative duties associated with accomplishing work assigned in civil, chemical, electronics, and/or mechanical disciplines. Must have an equivalent of at least two years of secretarial training or technical school and the ability to perform rudimentary spreadsheet and database entry and report generation.
<u>Minimum Education:</u>	A high school diploma and technical training, preferably with a technical school is required.
<u>Minimum Education/Minimum Experience:</u>	<i>Administrative Support</i> – High School Diploma 2 years



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Experience: *Administrative Assistant* – High School Diploma 4 years

Technical Support

Minimum Experience/Training: Provides technical support in one or more of the following: data entry, drafting, reproduction, and clerk support services. Provides this support to fulfill the technical requirements of documentation and data needed to support PES engineering and technical personnel in the accomplishment of tasks assigned.

Minimum Education: A high school diploma or equivalent and technical training for functional area of support is required. A second or third year college student majoring in engineering, with little or no work experience, is desired but not required for the Intern position.

Minimum Education/Minimum Experience: *Technical Intern* – High School Diploma and Some College Preferred None Required
Technical Support – High School Diploma and Some College Preferred 1 year



APPLICABLE TO LOGISTICS WORLDWIDE (LOGWORLD)
SINS C874-501, C874-503, C874-504, C874-505 AND C874-507

<i>Program Director</i>	
<u>Minimum Experience/Training:</u>	A minimum of 8 years of relevant experience as a PD. Providing specific relevant Integrated Logistics Support (ILS) experience at the executive or senior program level. Offers demonstrated experience and overall management skills of major government or commercial services providing diverse logistics, engineering and technical contract efforts. Proficient at developing strategic plans and directing/facilitating overall sector activity for near- and long-term business-related factors. Able to perform organizational analysis and fully capable of identifying and improving business practices, processes, and procedures which may include partnering, outsourcing, and privatization issues. Practiced in one of more of the following areas: supply chain management; acquisition logistics; distribution and transportation logistics; deployment logistics; and, training. Required to interact with all levels of management and organizational elements. Must be familiar with resource and personnel management, budgetary process, cost and financial issues facing managers in an engineering and technical service environment.
<u>Minimum Education:</u>	Must have an undergraduate degree in engineering, science, business, economics, or communications and specific experience in logistics, engineering or technical field of endeavor. A graduate level degree may be substituted for three years of specific experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Program Director I</i> – Bachelor’s Degree and experience 8 years <i>Program Director II</i> – Bachelor’s Degree and experience 10 years
<i>Program Manager</i>	
<u>Minimum Experience/Training:</u>	A minimum of 8 years of relevant experience as a PM. Qualified in all aspects of program management and administration working with all levels of Government and industry leadership in various aspects of logistics, engineering, or technical management for assigned technology area. Current with technological advancements and recognized as a professional advisor on evolving advancements in technology and its intrinsic application to logistics. Conversant in applicable ILS element for specific engineering, technical, or management sub-discipline as it relates to system, equipment, or program employment strategies. Practiced in one of more of the following areas: supply chain management; acquisition logistics, distribution and transportation logistics; deployment logistics, and training. Must be experienced as a facilitator of administrative matters associated with



	programs, projects or Integrated Product Teams (IPTs) with proficiency in directing resources to accomplish contract objectives.
<u>Minimum Education:</u>	Must have a degree in engineering, science, administration, or management or an equivalent combination of education and experience. Two years of experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<i>Program Manager I</i> – Bachelor’s Degree and experience 8 years <i>Program Manager II</i> – Bachelor’s Degree and experience 10 years <i>Program Manager III</i> - Bachelor’s Degree and experience 12 years
<i>Project Manager</i>	
<u>Minimum Experience/Training:</u>	Minimum of 4 years of relevant experience as a project manager or Integrated Product Team manager of logistics, engineering, technical, or management related services in varying degrees, from small-scale to broad-based projects or functional areas. Must have specific knowledge and expertise in assigned ILS project area and sub-discipline(s) as it relates to system, equipment, or program support. General management experience is required in identifying project finite work elements from Government conveyed requirements, setting up systematic management oversight controls, and bringing project efforts to completion within budget and schedule while achieving technical objectives.
<u>Minimum Education:</u>	An undergraduate degree is desirable in engineering, science, administration, or business, or an equivalent combination of education and experience. Two years of experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<i>Project Manager I</i> – Bachelor’s Degree or equivalent and experience 4 years <i>Project Manager II</i> – Bachelor’s Degree or equivalent and experience 6 years <i>Project Manager III</i> - Bachelor’s Degree or equivalent and experience 10 years
<i>Senior Technical Staff</i>	
<u>Minimum Experience/Training:</u>	Minimum of 10 years of relevant experience is required. Must demonstrate familiarity with program product, and project financial and management principles. Must have knowledge in technology development and application, project execution, evaluation and planning, process engineering, technology transfer and ILS Impact assessment. Must be recognized in industry as having expertise in the logistics, program management, or engineering area assigned. Shall possess general experience with one or more of the following: supply chain management; acquisition logistics, distribution and transportation logistics; deployment logistics; and/or, training.
<u>Minimum Education:</u>	A combination of an undergraduate degree in engineering, science, management, economics, or communications and general logistics or engineering experience is required. A graduate level degree may be substituted for four years of specific experience. Two years of experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<i>Senior Technical Staff I</i> – Master’s or Bachelor’s Degree and experience 10 years



Experience:	<i>Senior Technical Staff II</i> – Master’s or Bachelor’s Degree and experience 12 years <i>Senior Technical Staff III</i> – Master’s or Bachelor’s Degree and experience 14 years
<i>Sr. Consultant</i>	
Minimum Experience/Training:	Minimum of 4 years of relevant experience is required. Provides expertise in all areas of ILS offering advice and instruction on topics that span the entire life cycle and every ILS element. Supports the development of strategic plans, ILS detailed specifications, and ILS planning data. Facilitates the development of mission statements, goals, and objectives. Assists governmental agencies in implementing the Government Performance and Results Act in strategic planning and the executive order directed towards labor-management partnership. Works with all levels of Government management from senior executives to ILS program and project managers. Assists in complex problem recognition and resolution. Addresses major issues concerning cost of ownership, full-service support, use of Commercial-Off-The-Shelf (COTS) items, product availability and supportability, and other related topics. Provides leadership in government and industry meetings, briefings, and forums to facilitate the exchange of ideas and concepts.
Minimum Education:	A graduate degree in business administration, management, engineering, or science with minimum relevant experience or an equivalent combination of education and experience is required. Two years of experience may be substituted for one year of education in the appropriate curriculum.
Minimum Education/Minimum Experience:	<i>Senior Consultant I</i> – Master’s Degree and experience 4 years <i>Senior Consultant II</i> – Master’s Degree and experience 6 years
<i>Facilitator</i>	
Minimum Experience/Training:	Minimum of 8 years of relevant experience is required. Plans, evaluates, and conducts facilitated meetings between executive level industrial decision-makers and government leaders and program managers on a wide variety of ILS related topics. Specifies consensus decision techniques, determines agenda and goals in coordination with sponsor. In addition, identifies appropriate number and technical/management level attendees; selects and, if necessary, trains other facilitator staff; directs preparation of materials and meeting objectives; communicates issues and problems; and works to identify consensus solutions between government and industry representatives. Documents results and provides direction and advice to all levels of personnel involved in the process.
Minimum Education:	A graduate degree and formal training in facilitating techniques or an equivalent combination of education and experience is required. Two years of experience may be substituted for one year of education in the appropriate curriculum. A graduate level degree may be substituted for three years of specific experience.
Minimum Education/Minimum Experience:	<i>Facilitator</i> – Master’s Degree and experience 8 years



Experience:

Senior Engineer

Minimum Experience/Training: Minimum of 6 years of relevant experience is required. Must have specific engineering and technical experience specializing in one or more of the ILS elements/sub-disciplines that is directly relevant to the specific work assigned. ILS expertise at this level must have been achieved from performing in depth and complex logistics projects in more than one life-cycle phase, i.e., strategic planning, concept development and requirements analysis, system design, engineering and integration, test and evaluation, in-service engineering, and acquisition and life cycle management. Must be knowledgeable in techniques for performing logistics engineering related tasks from one or more of the following: requirements analysis; materials studies/analysis; system/component integration; interoperability; interconnectivity; structured analysis; design methodologies; design and modification analysis; ILS impact analysis/assessment; testability and supportability techniques; transportation and distribution technologies; test program set development; data base structuring; modeling techniques; reliability and maintainability; human factors; safety engineering; environmental engineering; packaging; handling; robotics; facilities planning/building requirements; cabling; piping; configuration management/product data management; integrated product team or multi-discipline team; test planning/testing; and logical and physical function, operation, and technical architecture of large and complex systems. Must have familiarity in hardware/software interfaces and integration required to fully integrate relevant systems. Must have practical experience in providing extensive interaction with system/equipment users, managers, design engineers, programmers, analysts, logisticians, technicians, and trainers to ensure a complete approach in providing an engineering solution.

Minimum Education: An undergraduate degree related to a logistics engineering discipline, related science or an equivalent combination of education and experience is required. Two years of experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience:
Senior Engineer I – Bachelor’s Degree and experience 6 years
Senior Engineer II – Bachelor’s Degree and experience 8 years
Senior Engineer III - Master’s Degree and experience 10 years

Systems Analyst

Minimum Experience/Training: Experienced working on complex problems involving all phases of systems analysis in one or more logistics elements or sub-disciplines. Must have specialized experience in breakdown and evaluation of logistics business, technical and/or engineering applications. Expected to be fully conversant in current analysis techniques and methods used to formulate logistics program planning data, performance evaluations and reports, and extensive data compilations using database and spreadsheet technology. Proficient at conducting analytical studies of logistics business, technical and/or engineering applications, practices, policies, procedures, and processes. Identifies elements to consider in establishing short and long-term program objectives. Must be capable of developing databases and Intelligent Queries to identify system requirements and information to allow logisticians, engineers, technicians, and management personnel to make informed decisions. Catalogs, categorizes, and prioritizes application and/or



system design features and prepares specifications. Determines functional needs for applications and system upgrades/modifications by analyzing existing business and technical processes by comparing existing automated techniques to those routinely practiced.

Minimum Education: An undergraduate degree in a structured science, administration, mathematics, or business, or an equivalent combination of education and practical systems analysis experience is required. Two years of practical systems analysis may be substituted for one year of education in the appropriate curriculum

Minimum Education/Minimum Experience:
Systems Analyst I– Bachelor’s Degree and experience 2 years
Systems Analyst II– Bachelor’s Degree and experience 4 years
Systems Analyst III– Bachelor’s Degree and experience 6 years

Program Analyst

Minimum Experience/Training: Develops program performance metrics and techniques for documenting and projecting future performance of individual program elements and broader agency sub-components. Implements measurement techniques based on project benefit/cost fundamentals including financial analysis of decisions, effects of proposed changes in policy and program alternatives on financial attractiveness of options. Develops systematic approaches for management of quality metric data including data acquisition, and analyzes of performance (both retrospectively and prospectively) against specific measures related to program goals and objectives.

Minimum Education: A graduate degree in science or the arts and a minimum of four years relevant experience, or a minimum of eight years of progressive relevant experience performing similar duties is required.

Minimum Education/Minimum Experience: *Program Analyst* – Master’s Degree and experience 4 years

Senior Strategic Planner

Minimum Experience/Training: Experienced as a senior level planner providing expertise in a particular field or area of endeavor where complex industrial type programs or multiple projects are involved. Expertise encompasses the depth and breadth of a specialty such as logistics engineering, acquisition logistics, environmental and hazardous waste, defense systems, manufacturing technology, supply system management, transportation systems, systems safety, and training. Must be regarded as an expert or highly competent in the field of endeavor and have facilitated the strategic planning, design and development of comprehensive plans and governing policies, programmatic issues, and/or technology. Must be experienced in providing consultant services to Government and/or industry executives, program managers, logisticians, engineers, and technical staff at all levels in the area of specialty/expertise. Must be expert at review, definition, assessment, analysis, evaluation, design, and development of systemic policies, program initiatives, and technology advancements for implementing enhancements to logistics programs, policies, and business and technical practices. Must be proficient at developing databases to benchmark current practices, identify trend information, and to formulate



forecasts for further evaluation.

Minimum Education: An undergraduate degree in engineering, science, administration, or business is required.

Minimum Education/Minimum Experience: *Program Analyst* – Bachelor’s Degree and experience 12 years

Associate

Minimum Experience/Training: Must have experience performing logistics engineering work that interfaces with engineering disciplines such as Electronic, Mechanical, Industrial, Civil, or Chemical, performing engineering and technical analyses on system development, performance assessment, supportability, maintainability, or other related logistics tasks. Demonstrates strong knowledge of technology development and application, project execution, evaluation and planning, process engineering, and/or technology transfer specific to one or more of the following: supply support/supply chain management; acquisition logistics; distribution systems and services; inventory tracking and assessments; manufacturing resource planning; packaging; handling, storage and transportation; deployment logistics services; logistics training; configuration and data management; and logistics processes and procedures. Has demonstrated skills in and understanding of logistics engineering and related technical business factors. Supports all levels of management in technical, administrative and contractual activities.

Minimum Education: An undergraduate degree in engineering, science, business, economics, computer science, or communications, or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience: *Associate I* – Bachelor’s Degree and experience 6 years
Associate II- Bachelor’s Degree and experience 8 years

Operations Research Specialist

Minimum Experience/Training: Researches and analyzes operational data to perform logistical, management and/or organizational assessments. Compiles data and develops information for use by organizations, Integrated Product Teams, management teams, and leaders. Provides operation, process, and procedural appraisals to prepare and organize materials and data for constructing customized reports, Gantt charts, statistical tests, trend analysis and operational effectiveness evaluations. Performs research into causative factors affecting operational or performance degradation for systems, equipment, parts, programs, projects, processes, and/or procedures. Prepares and conducts surveys, compiles and analyzes data, performs statistical tests and analysis, and develops information about planned and achieved performance. Utilizing modeling techniques, simulates complex operational environments and proposed changes to operational environments to evaluate performance attributes. Must be specialized in one or more of the following areas: supply chain management; acquisition logistics, distribution and transportation logistics; deployment logistics; and training.



<u>Minimum Education:</u>	An undergraduate degree in operations research, administration, science, mathematics, or engineering and eight years of relevant experience or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<i>Operations Research Specialist</i> – Bachelor’s Degree and experience 8 years
<i>Senior Acquisition Manager (Logistics)</i>	
<u>Minimum Experience/Training:</u>	Experienced as a senior level management advisor with direct acquisition experience of a major acquisition logistics program. Capable of reviewing and advising on major acquisition strategies and acquisition logistics programs. Practiced in one of more of the following areas: supply chain management; acquisition logistics, distribution and transportation logistics; deployment logistics; and training. Proficient in determining acquisition costs and evaluating acquisition alternative. Knowledgeable of initiatives associated with the use of commercial-off-the-shelf (COTS) and non-developmental items (NDI). Provides innovative approaches and solutions to solve technical issues while living within budget constraints. Provides assistance in strategic planning and the review of existing acquisition strategies for major and minor acquisitions. Works with Government and industry leaders to identify engineering and technology advancements and solutions to enhance the acquisition logistics process.
<u>Minimum Education:</u>	An undergraduate degree in science, business, mathematics, or economics or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<i>Senior Acquisition Manager (Logistics)</i> – Bachelor’s Degree and experience 12 years
<i>Automation Specialist</i>	
<u>Minimum Experience/Training:</u>	Must have progressive experience in logistics, engineering, and technical assessments of automation requirements and application techniques. Must be fully versed in current and evolving automated technology, test program sets, and computer/machine interfaces to make informed decisions on strategic choice of approach for integrating computer hardware and software to the system to be automated. Must understand engineering and technical interfaces and work as part of an integrated engineering effort to design, modify, and install computer interfaces and controls. Must be proficient in interfacing, networking and downloading data, and information to accomplish near real time collection of data. Must be able to design and develop database programs, tables, standard reports, and intelligent queries.
<u>Minimum Education:</u>	An undergraduate degree in engineering, science, mathematics, business, or computer technology or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the



appropriate curriculum.

Minimum Education/Minimum Experience:

Automation Specialist I- Bachelor’s Degree and experience 4 years
Automation Specialist II- Bachelor’s Degree and experience 6 years
Automation Specialist III – Bachelor’s Degree and experience 10 years

Reliability & Maintainability Engineer

Minimum Experience/Training:

Experienced at performing reliability, maintainability and supportability assessments, predictions and analyses for a wide-variety of systems and equipment. Reviews and assures the technical adequacy of reliability, and maintainability (R&M) analysis (quantitative and qualitative) developed by engineering and technical personnel. Develops and utilizes computer models and tools for the assessment of reliability, maintainability, supportability, and availability characteristics and factors of systems or equipment. This may include review and analysis of design for performance of functional reliability and maintainability using techniques such as reliability block diagram analysis (RBDA) and event simulation modeling. Capable of assessing design and operational compliance with R&M requirements through participation in test and verification processes. Participate in the development and implementation of R&M requirements for new, modified, and/or advanced technology programs. Must have experience in planning, scheduling and implementing R&M studies.

Minimum Education:

An undergraduate degree in engineering, mathematics, statistics, or operations research or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience:

Reliability & Maintainability Engineer I- Bachelor’s Degree and experience 8 years
Reliability & Maintainability Engineer II- Bachelor’s Degree and experience 12 years

Human Factors Engineer

Minimum Experience/Training:

Must have specific human factors engineering experience in one or more of the engineering disciplines that is directly relevant to the specific work assigned. Human factors engineering expertise must have been achieved from performing in-depth and complex engineering projects in more than one life-cycle phase, i.e., strategic planning, concept development and requirements analysis, system design, engineering and integration, test and evaluation, in-service engineering, and acquisition and life cycle management. Must be knowledgeable in techniques for performing human factors engineering related tasks from one or more of the following: requirements analysis; engineering studies/analysis; system/component interfaces; test equipment switchology; function/motion of operation; design methodologies; equipment design/redesign criteria; structured analysis; equipment use and environment, automation principles; modeling techniques, supportability and logistics support; functional analysis; safety engineering;



environmental engineering; use of robotics; and interactions integrated product teams or multi-discipline design teams. Must have knowledge of hardware/software interfaces and integration to relevant systems engineering and the ability to assess human factors for complete systems. Must have practical experience in providing extensive interaction with system/equipment designers, users, managers, programmers, analysts, logisticians, technicians, educational specialists, and trainers to ensure a complete approach in providing comprehensive engineering solutions.

Minimum Education: An undergraduate degree in Human Factors Engineering, applicable engineering discipline, or related science or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience: *Human Factors Engineer I-* Bachelor’s Degree and experience 8 years
Human Factors Engineer II- Bachelor’s Degree and experience 10 years

Sr. Logistics Management Specialist

Minimum Experience/Training: Performs comprehensive studies and analyses of logistics systems and planning. Conducts research and develops extensive acquisition logistics planning data and ILS plans. Develops and implements ILS programs for entire systems and/or focuses on specific ILS elements. Develops and monitors ILS development schedules. Performs process and procedural reviews, designs optimum logistics systems, models and simulates logistics pipelines, and provides in-depth reports on quality and productivity enhancements that can be achieved. Studies management and organizational relationships and provides advice on implementation strategies for optimizing logistics support. Involved in the development, update, and maintenance of the logistics support analysis for assigned commodity. Participates in logistics forums and provides facilitation services between government departments, agencies, and industry.

Minimum Education: An undergraduate degree and eight years of relevant experience or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience: *Sr. Logistics Management Specialist* - Bachelor’s Degree and experience 8 years

Logistics Management Specialist

Minimum Experience/Training: Performs comprehensive studies and analyses of logistics systems and planning. Performs process and procedural reviews; provides support in the definition of logistics systems; models, simulates and evaluates logistics pipelines; and provides in-depth reports on quality and productivity enhancements. Studies management and organizational relationships and provides advice on implementation strategies for optimizing logistics support. Participates in logistics forums and provides facilitation services



between government departments, agencies, and industry.

Minimum Education:

An undergraduate degree and two years of relevant experience or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience:

Logistics Management Specialist - Bachelor's Degree and experience 2 years

Logistics Manager

Minimum Experience/Training:

Experienced at performing comprehensive studies and analyses of logistics systems and planning. Must be capable of performing process and procedural reviews, designs optimum logistics systems, models and simulates logistics pipelines, and provide in-depth reports on quality and productivity enhancements. Proficient at conducting studies in management and organizational relationships providing logistics advice on implementation of near- and long-term support strategies. Prepares comprehensive logistics plans to acquire capability for full support of end-items or systems. Manages the lay-in of the logistics support by planning, directing, monitoring and controlling efforts to make available all elements of logistics. Participates in logistics forums and provides facilitation services between government departments, agencies, activities, and private industry.

Minimum Education:

An undergraduate degree and relevant logistics management experience or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience:

Logistics Manager I - Bachelor's Degree and experience 8 years
Logistics Manager II - Bachelor's Degree and experience 10 years

Logistics/Field Engineer

Minimum Experience/Training:

Experienced in the broad area of logistics associated with acquisition programs and/or fielded systems and equipment. Must be knowledgeable of all elements of logistics and possess the capability to provide operation and maintenance instruction, training, and advice to personnel performing various logistics related functions. Conducts studies and analyses of logistics systems and planning. Reviews processes and procedures. Supports the recognition of logistic system elements and assists in establishing proficiency in logistics area of endeavor. Provides in-depth reports on quality and productivity enhancements that can be achieved through automation of logistics functions. Studies management and organizational relationships and provides advice on implementation strategies for optimizing field support. Participates in logistics forums and provides technical advice to involved Government and industry representatives. Provides on-location field service support of logistics requirements to enhance inventory assessments, training in operation and maintenance functions, and to resolve equipment-related problems.

At the advance positions (Logistics/Field Engineer III & IV) performs comprehensive studies and analysis of logistics systems and planning. Reviews policies, processes, and procedures. Supports the development and definition of acquisition logistics systems



elements, database systems, and computer models that provide computer generated logistics support analysis to support system planning and simulation of logistics pipeline for the purpose of systematic evaluation of performance. Provides highly evolved and in-depth knowledge of the Logistics Support Analysis process, inventory assessment techniques, maintenance workload planning, technical document evolution (including Integrated Electronic Technical Manuals), configuration and data management, and database structuring and analysis. Provides in-depth reports on quality and productivity enhancements that can be achieved through automation of logistics functions. Studies management and organizational relationships and provides advice on implementation strategies to allow optimization of logistics programs within the Government and through use of outsourcing and privatization alternatives. Plans and develops training program requirements and curriculum, and investigates the adaptation of computer-based trainer technology. Participates in logistics forums and provides facilitation services between Government and industry. Provides on-location field service support of logistics requirements to enhance inventory assessment and resolve equipment-related problems.

Minimum Education: An undergraduate degree or an equivalent combination of education and experience combined with at least two years of experience as an advisor in resolving system related problems such as those associated with interfaces and interoperability is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience:
Logistics/Field Engineer I - Bachelor's Degree and experience 2 years
Logistics/Field Engineer II - Bachelor's Degree and experience 4 years
Logistics/Field Engineer III - Bachelor's Degree and experience 6 years
Logistics/Field Engineer IV - Bachelor's Degree and experience 12 years

Logistician

Minimum Experience/Training: Experienced at performing comprehensive studies and analyses of logistics systems and planning. Performs process and procedural reviews; defines logistics system requirements; and evaluates logistics pipelines. Also performs inventory assessment, maintenance workload planning, and responding to program action items. Participates in logistics forums and provides facilitation services between government departments, agencies, and industry.

Minimum Education: An undergraduate degree in business or science and relevant experience in logistics or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience:
Logistician I – Associate's Degree and experience 8 years
Logistician II – Associate's Degree and experience 12 years

Test Engineer



<p><u>Minimum Experience/Training:</u></p>	<p>Must be experienced in developing test requirements and methods of testing. Capable of designing techniques for conducting and performing tests using manual, semi-automated and fully automated methods to accomplish. Must be familiar with relevant bench, shop, production, and/or manufacturing equipment used to assemble/disassemble, test, analyze, diagnose, and repair end items. Uses the appropriate technology and techniques available to conduct test requirements. May involve working in coordination with design engineers to design and develop unique test equipment and/or built-in tests specifically constructed to perform to the test requirements criteria. Will provide interface with logisticians, maintenance personnel, and various engineers and technical personnel to determine capabilities needed to effectively perform desired level of tests considering the test environment available. Must have in-depth knowledge of materials and processes and able to identify sources for acquiring capability or materials to support the test development process. Must have extensive experience in developing test requirements documents, conducting tests, working with quality control, and reporting on test results.</p>
<p><u>Minimum Education:</u></p>	<p>An undergraduate degree in engineering, science, or related industrial technology or the equivalent combination of education and experience is required.</p>
<p><u>Minimum Education/Minimum Experience:</u></p>	<p><i>Test Engineer I</i> – Bachelor’s Degree and experience 8 years <i>Test Engineer II</i> – Bachelor’s Degree and experience 12 years</p>
<p><i>Cost Analyst</i></p>	
<p><u>Minimum Experience/Training:</u></p>	<p>Must have relevant experience in cost analysis associated with logistics programs, practices, processes, and procedures. Practiced at reviewing, analyzing, and documenting logistics operations and industrial technology attributes for cost concerns. Must have experience performing studies requiring the use of extensive databases and/or cost modeling techniques to formulate, analyze and document cost data associated with job functions. Cost analysis support shall encompass varied qualifying factors and venues such as functional operations, finite organizational elements and/or entire enterprises. Must have knowledge of one or more of the following: life-cycle cost analysis; business process re-engineering; cost- reasonableness/cost-benefit/cost-trade-off/should-cost analysis; statistical cost analysis techniques; cost feasibility studies; and cost/risk assessments. Must be familiar with and possess a working knowledge of basic budgeting and accounting principles, utilizing spreadsheet and database applications to support informational needs.</p>
<p><u>Minimum Education:</u></p>	<p>An undergraduate degree in administration, business, finance, science, economics, accounting or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.</p>
<p><u>Minimum Education/Minimum Experience:</u></p>	<p><i>Cost Analyst I</i> – Bachelor’s Degree and experience 8 years <i>Cost Analyst II</i> – Bachelor’s Degree and experience 10 years</p>



Educational/Training Specialist

<u>Minimum Experience/Training:</u>	Prepares educational and instructional course materials such as outlines, instructor’s guides, student workbooks, instructional presentation media, test booklets, and survey forms. Develops interactive courseware content and coordinates courseware automation or has a working knowledge of the capabilities offered through this type media. Reviews training/instructional materials, audits, and critiques formal classroom and informal instruction including methods of conveying subject matter. Provides instruction to individuals, teams, and groups on selected subject matter. Researches and/or reviews prospective courseware, books, and training aids.
<u>Minimum Education:</u>	A graduate degree in the arts or sciences with emphasis on business administration, education, or counseling and six years of relevant experience, or an equivalent combination of education and experience. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum. A graduate level degree may be substituted for four years of specific experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Educational/Training Specialist</i> – Master’s Degree and experience 6 years

Technical Writer

<u>Minimum Experience/Training:</u>	Provides business or technical composition expertise supporting a full range of projects, developing and preparing management and technical documentation to suite the specified need. This includes development and preparation of program and equipment operation and maintenance documentation to be used in various ways such as technical manuals, publications, technical documentation, plans, program information, brochures, fact sheets, training materials, instructions, procedures, guides, specifications, presentation materials, reports, meeting/briefing agendas, and minutes. Development and preparation efforts will include textual and graphics integration, scanning and digitizing, and publication services using color, black and white, and digital forms of delivery. Provides editorial and quality assurance support for internally produced and client generated documents and reports supporting functional area media needs.
<u>Minimum Education:</u>	An undergraduate degree in the arts or sciences, or an equivalent combination of education and experience is required. One year of relevant experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<i>Technical Writer</i> – Bachelor’s Degree and experience 4 years

Research Analyst



<u>Minimum Experience/Training:</u>	Performs basic research and analysis to support logistics program management, administration, planning, and deployment services. Collects, retrieves, and reviews data and information, and performs analysis of maintenance and logistics data. Develops/identifies trend information. Develops, compiles, analyzes, and prepares information and data to support logistics management, maintenance, and engineering tasks. Compiles and summarizes data and information for reports, documentation, and presentation materials. Works in coordination with logisticians, program managers, engineers and technicians.
<u>Minimum Education:</u>	An Associate’s degree in science, management, or mathematics or an equivalent combination of education and experience is required. One year of relevant experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<i>Research Analyst I-</i> Associate’s Degree and experience 1 year <i>Research Analyst II-</i> Bachelor’s Degree and experience 3 years <i>Research Analyst III-</i> Bachelor’s Degree and experience 5 years
<i>Cataloguer</i>	
<u>Minimum Experience/Training:</u>	Experienced at reviewing provisioning data and entering data into supply system records. Must have a thorough knowledge of supply operations and procedures for verification of proper coding of each provisioned item being entered into the system. Works extensively with spreadsheets and database programs, entering and cataloging information from derived from the provisioning process.
<u>Minimum Education:</u>	High school and/or Technical/ training school diploma is required. Relevant general knowledge of provisioning and basic supply system experience is required.
<u>Minimum Education/Minimum Experience:</u>	<i>Cataloguer-</i> High School and/or Technical School and experience 5 years
<i>Provisioner</i>	
<u>Minimum Experience/Training:</u>	Experienced at reviewing drawing and engineering documentation to develop provisioning data. Must have thorough knowledge of supply operations and procedures for proper coding of each item being provisioned. Works extensively with spreadsheet and database programs to develop complete parts breakdown lists and outfitting requirements.
<u>Minimum Education:</u>	High school and/or Technical/ training school diploma is required. Relevant provisioning and supply system experience are required.
<u>Minimum Education/Minimum Experience:</u>	<i>Provisioner I-</i> High School and/or Technical School and experience 6 years <i>Provisioner II-</i> High School and/or Technical School and experience 8 years



Experience:	<i>Provisioner III</i> - High School and/or Technical School and experience 10 years
Configuration Manager	
Minimum Experience/Training:	Performs in all areas of configuration management and is knowledgeable of current Government initiatives to evolve from traditional legacy data and systems to full digitization of technical data and information. Performs as Configuration Manager or in support of the Configuration Manager, thoroughly familiar with configuration management (CM), product data management (PDM) practices and policies for assigned project. Familiar with automated techniques to establish and maintain product baselines, database of authority, CM processes, workflow, and procedures to support all life-cycle phases.
Minimum Education:	Required to have a High School and/or technical training Diploma in configuration or data management.
Minimum Education/Minimum Experience:	<i>Configuration Manager I</i> - High School and/or Technical School and experience 6 years <i>Configuration Manager II</i> - High School and/or Technical School and experience 8 years <i>Configuration Manager III</i> - High School and/or Technical School and experience 10 years
CM Analyst	
Minimum Experience/Training:	Performs configuration management and product data management (CM/PDM) analyses for determining methods for implementing CM/PDM for assigned products. Knowledgeable of current Government initiatives to implement fully digitized techniques for CM/PDM. Determines and recommends systematic approaches for providing the automated capability. Coordinates the implementation and works to establish policies, procedures, and processes for conducting and managing automated CM/PDM systems. Provides training and assistance to managers, users, and others to enhance implementations. Works with others to perform data linking and data migrations when other databases are involved. For existing systems, provides analytical support in the review of CM/PDM processes and procedures. Assists in the identification of CM/PDM potential areas of improvement to develop efficiencies and enhancements for implementing comprehensive and systematic solutions including converting from legacy data systems to digital form. Provides support in all areas of CM including configuration identification, control, status accounting, functional/physical audits, and change tracking. Supports PDM efforts providing advice on automation features to implement document identification, tracking, and control. Reviews current PDM processes and procedures and recommends improvements including implementing CALS initiatives that promote common digital technical data and graphics interchange. Develops source data for CM/PDM plans, systems descriptions, and reports.
Minimum Education:	High school and/or technical training diploma in one or more of the following; CM, PDM, and/or CM/PDM automated systems is required.
Minimum Education/Minimum Experience:	<i>CM Analyst I</i> - High School diploma and experience 4 years



Experience:	<p><i>CM Analyst II</i>- High School diploma and experience 8 years <i>CM Analyst III</i>- Bachelor's Degree and experience 10 years</p>
<i>CM Technical Support</i>	
Minimum Experience/Training:	<p>Provides technical advice and expertise to commercial and Government personnel on the details of CM/PDM as it relates to automated system processes and techniques for establishing and maintaining database of authority. Provides liaison with assigned commercial and Government technical personnel responsible for CM/PDM and provides guidance on the proper approach to gain skills in the applications for performing CM/PDM functions. Provides one-on-one remedial support to develop proficiency in CM/PDM techniques.</p> <p>Provides extensive technical expertise in configuration management and product data management (CM/PDM) working with all aspects of documentation. Thoroughly familiar with procedures in establishing and maintaining product baselines, configuration control, change management, and status accounting. Experienced in commercial and/or Government documentation in support of end items including hardware and/or software.</p>
Minimum Education:	High school and/or specialized proficiency training diploma in CM/PDM automated functions is required.
Minimum Education/Minimum Experience:	<i>CM Technical Support</i> - High School diploma and experience 1 years
<i>Systems Engineer</i>	
Minimum Experience/Training:	<p>Performs logistics engineering studies, analysis, and evaluations from a systems perspective for one or more of the following areas: requirements analysis; system/component integration; hardware/software interfaces; integration and testing; interoperability; interconnectivity; structured analysis; design methodologies; reliability and maintainability; human factors engineering; design-in logistics and supportability techniques; test program set origination; database structuring and bar coding; CM/PDM; integrated product team or multi-discipline team; test planning and testing logical and physical function, operation, and technical architecture of large and complex information systems. Assists in identifying logistics requirements for design consideration and coordinates the development of fully integrated systems that are supportable. Determines required interactions and interoperability requirements and creates a total systems approach for commissioning complete systems or upgrades to existing systems from a logistics prospective. Reviews current technology to evaluate capabilities and features and compares this with real-world end-user applications. Constructs system hardware and software supportability design criteria and determines what commercial-off-the-shelf (COTS) hardware/software will fit the intended need. Provides extensive interaction with system users, managers, logisticians, engineers, programmers, analysts, technicians, and trainers to ensure a complete systems approach in providing an automated solution.</p>



	<p>Must have a combination of general business, technical and/or logistics experience as well as specific systems engineering experience. Knowledgeable in techniques for performing systems engineering related tasks to assess system design from a supportability prospective. Proficient in adaptation of hardware/software interfaces and integration for relevant systems engineering assignments. Familiar with test program set development for computer/equipment interfaces for those relevant systems engineering assignments.</p>
<u>Minimum Education:</u>	An undergraduate degree in systems engineering, engineering, or science, or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<p><i>Systems Engineer I-</i> Bachelor's Degree and experience 6 years <i>Systems Engineer II-</i> Bachelor's Degree and experience 12 years <i>Systems Engineer III-</i> Bachelor's Degree and experience 18 years</p>
<i>Engineer</i>	
<u>Minimum Experience/Training:</u>	<p>Must have specific engineering, technical and logistics experience in one or more of the logistics engineering elements or sub-disciplines that is directly relevant to the specific work assigned. Engineering expertise at this level must have involved performing fundamental and progressive engineering assignments in at least one life-cycle phase, i.e., strategic planning, concept development and requirements analysis, system design, engineering and integration, test and evaluation, in-service engineering, and/or acquisition and life cycle management. Must be knowledgeable in techniques for performing engineering related tasks to identify support and test requirements to be employed in support of operation and maintenance once deployed. Engineering efforts shall include but is not limited to: requirements analysis; materials studies/analysis; system/component integration; interoperability; interconnectivity; structured analysis; testing methodologies; automation principles; test program set development; database structuring, modeling techniques; testability; supportability and logistics support; reliability and maintainability; human factors; safety engineering; environmental engineering; packaging; handling; transporting; facilities/building requirements; power/electrical distribution requirements analysis; cabling; piping; configuration management/product data management; integrated product team or multi-discipline team; and test planning/testing. Supports engineering investigations providing failure analysis to determine cause of failure. Recommends engineering solutions relative to design, materials, training, and/or supportability.</p>
<u>Minimum Education:</u>	An undergraduate degree in applicable engineering discipline or related science or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<p><i>Engineer I-</i> Bachelor's Degree and experience 1 years <i>Engineer II-</i> Bachelor's Degree and experience 3 years</p>



Engineer III- Bachelor's Degree and experience 5 years

Electronics Technician

Minimum Experience/Training: Provides technical and logistics management expertise performing assignments associated with one or more of the following: planning, concept development and requirements analysis; system supportability design reviews; engineering investigations; test and evaluation; acquisition logistics support; system/equipment/component/part design and assembly; maintenance testing; troubleshooting and repair; and/or life cycle management. From a technical prospective, performs tasks in some or all of the following: planning; electronic equipment analysis; system/component installation/integration; interoperability and electromagnetic interference; interconnectivity; modification methodologies; electronic component installation; use of drawings and technical data; database structuring; testing and troubleshooting; supportability and logistics support; maintenance/repair/installation; safety and environmental precautions; packing/unpacking; power/electrical distribution system analysis; cabling; configuration management; product data management; integrated product team and/or multi-discipline team support.

Minimum Education: High school and/or specialized proficiency training diploma is required. Technical training in electronics or related science, or an equivalent combination of education and experience is required. One year of relevant experience may be substituted for one year of education in the appropriate curriculum.

Minimum Education/Minimum Experience:
Electronics Technician I- High School and Technical School and experience 4 years
Electronics Technician II- High School and Technical School and experience 6 years
Electronics Technician III- High School and Technical School and experience 8 years

Automated Graphics Specialist

Minimum Experience/Training: Provides computer-generated graphic designs, illustrative art, and pictorials using software applications such as Corel Draw, Adobe Illustrator, PowerPoint, MacDraw, and other commercial-off-the-shelf software products. Produces automated graphics such as illustrations, drawings, slides, brochures, flyers, signs, charts, displays, photos, animation, and videos. Efforts will include automated desktop publishing and production of documentation that incorporates automated graphics such as reports, papers, newsletters, and manuals. Will assist managers, engineers, and technical personnel in developing and designing document layouts, presentation methods, and identifying appropriate use of multimedia techniques.

General experience is required in contemporary and abstract illustrative art forms, common drafting techniques, desktop publishing, and computer graphics application programs. Specific experience is required with complex illustrative concepts using computer-generated graphic techniques and document production techniques.

Minimum Education: An Associate's degree or equivalent education and illustrative art experience is required. Two years of relevant experience may be



	substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<i>Automated Graphics Specialist I-</i> Associate's Degree and experience 7 years <i>Automated Graphics Specialist II-</i> Bachelor's Degree and experience 4 years
<i>Designer</i>	
<u>Minimum Experience/Training:</u>	Must have experience in computer-aided design tools such as CAD, CAM, CAE, or EE Designer. Must be familiar with advance design techniques and have had experience working with engineers and/or manufacturing to develop and produce drawings to build from. Must have experience in utilizing electronic drafting applications in the preparation of other related engineering graphics, data, and documentation. Utilizes design related drafting concepts and procedures to produce two-dimensional drawings to support systems and equipment for Civil, Chemical, Electronic, and Mechanical engineering disciplines.
<u>Minimum Education:</u>	Must have a High School Diploma or equivalent, and specific technical training on application software of choice, i.e., CAD, CAM, CAE, EE Designer, etcetera.
<u>Minimum Education/Minimum Experience:</u>	<i>Designer I-</i> High School and Technical School and experience 2 years <i>Designer II-</i> High School and Technical School and experience 4 years <i>Designer III-</i> High School and Technical School and experience 10 years
<i>Planner/ Analyst</i>	
<u>Minimum Experience/Training:</u>	Experienced at planning and analyzing engineering and technical requirements to include design, maintenance, modification and modernization programs. Must be able to develop complex planning data into detailed schedules for accomplishment and able to use software application to prepare and record design, maintenance, modification and modernization program data and accomplishments. Must be expert at performing analysis of data including data acquisition, normalizing, and compilation. Capable of producing periodic reports based on past, present, and projected requirements.
<u>Minimum Education:</u>	An undergraduate degree in science, mathematics, business, economics, or computer technology is preferred, or equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.
<u>Minimum Education/Minimum Experience:</u>	<i>Planner/ Analyst-</i> Bachelor's Degree and experience 8 years
<i>Analyst</i>	



<p><u>Minimum Experience/Training:</u></p>	<p>General business experience in reviewing and evaluating data and information from databases and computer-generated documents/reports is required. Must be knowledgeable on techniques for conducting research, review, and analysis of technical, financial, and management-related documents and data. Must be skilled in working with computer-generated reports and extracting data from databases to develop and generate information and summary data to support such activities as engineering and technical evaluations; management and financial record keeping, tracking, and reporting; and, validation of information on source documentation.</p>
<p><u>Minimum Education:</u></p>	<p>An Associate’s degree is required or an equivalent combination of education and experience may be substituted. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.</p>
<p><u>Minimum Education/Minimum Experience:</u></p>	<p><i>Analyst I-</i> Associate’s Degree and experience 2 years <i>Analyst II-</i> Associate’s Degree and experience 4 years</p>
<p><i>Junior Engineer</i></p>	
<p><u>Minimum Experience/Training:</u></p>	<p>Must have general engineering and technical experience in an engineering or technical discipline that is relevant to the specific work assigned. Engineering experience must have involved performing fundamental logistics related engineering assignments in at least one life-cycle phase, i.e., strategic planning, concept development and requirements analysis, system design, engineering and integration, test and evaluation, in-service engineering, and acquisition and life cycle management. Must be knowledgeable in performing logistics engineering related tasks such as logistics requirements analysis; test methodologies and planning; use of design tools (CAD/CAE/CAM); automation principles; test program set development, database structuring, modeling techniques, testability, supportability and logistics support analysis, maintenance repair and installation, reliability and maintainability, human factors, safety engineering, environmental engineering, packaging, power/electrical distribution requirements analysis, facilities/building requirements, cabling, piping, configuration management/product data management; integrated product team or multi-discipline team; and test planning/testing.</p>
<p><u>Minimum Education:</u></p>	<p>An undergraduate degree is required in a related logistics, engineering or scientific discipline, or an equivalent combination of education and experience. Two years of relevant experience may be substituted for one year of education in the appropriate curriculum.</p>
<p><u>Minimum Education/Minimum Experience:</u></p>	<p><i>Junior Engineer I-</i> Bachelor’s Degree and experience 1 years <i>Junior Engineer II-</i> Bachelor’s Degree and experience 3 years <i>Junior Engineer III-</i> Bachelor’s Degree and experience 5 years</p>
<p><i>Technician</i></p>	



<p><u>Minimum Experience/Training:</u></p>	<p>Must have general technical experience in an engineering or technical discipline that is relevant to the specific work assigned. Technical experience must have involved performing specific assignments in at least one life-cycle phase, i.e., strategic planning, concept development and requirements analysis, system design, engineering and integration, test and evaluation, integrated logistics support, and acquisition and life cycle management. Must be knowledgeable in performing technical related tasks in some or all of the following: planning; equipment analysis; system/component installation integration; interoperability; inventory tracking and assessments; modification methodologies; installation planning; use of drawings and technical data; database structuring, testing and troubleshooting; supportability and logistics support; engineering investigations; maintenance repair/installation; safety and environmental precautions; packing/unpacking; power/electrical distribution system analysis; facilities/building requirements; cabling; piping; configuration management; product data management; integrated product team or multi-discipline team.</p>
<p><u>Minimum Education:</u></p>	<p>High School diploma desired. Technical training in a related technical discipline or related science, or an equivalent combination of education and experience is required. One year of relevant experience may be substituted for one year of education in the appropriate curriculum.</p>
<p><u>Minimum Education/Minimum Experience:</u></p>	<p><i>Technician I-</i> Technical Training and/or experience and experience 2 years <i>Technician II-</i> Technical Training and/or experience and experience 4 years <i>Technician III-</i> Technical Training and/or experience and experience 8 years</p>
<p><i>Administrative Support</i></p>	
<p><u>Minimum Experience/Training:</u></p>	<p>Provides word processing, desktop publishing, drafting/graphics integration, reproduction services, and clerical support services to fulfill the technical preparation and delivery of documentation and data needed to support technical accomplishment of assigned tasks. Provides experience in specific functional area of support.</p>
<p><u>Minimum Education:</u></p>	<p>High school diploma is required and technical training for applicable functional area of support is desirable.</p>
<p><u>Minimum Education/Minimum Experience:</u></p>	<p><i>Administrative Support-</i> High School diploma and experience 5 years</p>
<p><i>Data Analyst</i></p>	
<p><u>Minimum Experience/Training:</u></p>	<p>Researches, reviews, and analyzes technical, financial, and management-related documents and data. Works with computer-generated reports and extracts data from databases to develop and generate information and summary data to support such activities as engineering and technical evaluations; management and financial record keeping, tracking, and reporting; and</p>



	validation of information on source documentation. Provides general business experience in reviewing and evaluating data and information from databases and computer-generated documents/reports.
<u>Minimum Education:</u>	High school diploma and corresponding experience for level assigned is required.
<u>Minimum Education/Minimum Experience:</u>	<i>Data Analyst I-</i> High School diploma and experience 4 years <i>Data Analyst II-</i> High School diploma and experience 8 years <i>Data Analyst III-</i> High School diploma and experience 10 years <i>Data Analyst IV-</i> High School diploma and experience 12 years
<i>Data Technician</i>	
<u>Minimum Experience/Training:</u>	Reviews and interprets database information, engineering drawings, and technical documentation for proper content, call-outs, and terminology. Prepares records, graphs, charts, and reports that document review findings. Provides general technical experience in extracting data and information from computer databases, engineering drawings, and technical documents.
<u>Minimum Education:</u>	High school diploma and corresponding experience for level assigned is required.
<u>Minimum Education/Minimum Experience:</u>	<i>Data Technician I-</i> High School diploma and experience 4 years <i>Data Technician II-</i> High School diploma and experience 8 years
<i>Data Entry Operator</i>	
<u>Minimum Experience/Training:</u>	Provides data entry and clerical support services to fulfill the establishment and/or maintenance of databases. Produces technical data and reports as needed to support technical accomplishment of assigned tasks. Provides general experience in performing basic data entry.
<u>Minimum Education:</u>	High school diploma or an equivalent combination of higher education and experience is required. One year of relevant experience may be substituted for one year of education.
<u>Minimum Education/Minimum Experience:</u>	<i>Data Entry Operator I-</i> High School diploma and experience 2 years <i>Data Entry Operator II-</i> High School diploma and experience 3 years
<i>Quality Assurance Specialist/Manager</i>	
<u>Minimum Experience/Training:</u>	Experienced in establishing quality control (QC) requirements and procedures, and identifying critical inspection points for various



engineering and technical documentation throughout the document life-cycle. Provides training and advice in the requirements of ISO 9001 and offers general quality auditing experience. As a Quality Manager, is responsible for providing complete program Quality System Management. As a Quality Specialist must be familiar with and capable of performing critical reviews and offering suggestions for improvement to overall processes. Responsible for preparing QC plans according to governing quality requirements, specification, or dictum. Quality inspections will follow detailed QC checklists in accordance with standardized QC procedures. Any/all quality-related problems will be identified, documented, and tracked through resolution. When required, provides training to others in ISO quality program requirements to enhance the quality process.

Minimum Education:

An Associate's degree in the arts or sciences or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in an appropriate curriculum. Formal quality training is desired.

Minimum Education/Minimum Experience:

Quality Assurance Specialist – Associate's Degree and experience 4 years
Quality Assurance Manager – Associate's Degree and experience 8 years

Quality Control Specialist

Minimum Experience/Training:

Responsible for developing and establishing QC requirements and procedures, and identifying critical checkpoints. Will prepare QC plans according to the governing quality specification or dictum. Performs quality inspections following detailed QC checklists in accordance with standardized QC procedures. Any/all quality-related problems will be identified, documented, and tracked through resolution. When required, provides training to others in ISO quality program requirements to enhance the quality process.

Experienced in establishing quality control (QC) requirements and procedures, and identifying critical inspection points for computer software, various hardware, and/or documentation throughout the development process. Must have training in the requirements of ISO 9001 (as a minimum) and must have general quality auditing experience.

Minimum Education:

An Associate's degree in the arts or sciences or an equivalent combination of education and experience is required. Two years of relevant experience may be substituted for one year of education in an appropriate curriculum. Formal quality training is desired.

Minimum Education/Minimum Experience:

Quality Control Specialist I – Associate's Degree and experience 4 years
Quality Control Specialist II – Associate's Degree and experience 8 years
Quality Control Specialist III – Associate's Degree and experience 14 years

Word Processor

Minimum Experience/Training:

Provides general office skills and has technical training on various types of word processing equipment and software. Provides experience as a word processor preparing technical reports. Provides more advanced computer functions such as graphics support,



	database and spreadsheet knowledge.
<u>Minimum Education:</u>	Must have a high school diploma, preferably with technical training in word processing skills and/or software.
<u>Minimum Education/Minimum Experience:</u>	<i>Word Processor I</i> – High School Diploma and experience 1 years <i>Word Processor II</i> – High School Diploma and experience 2 years
<i>Technical Support</i>	
<u>Minimum Experience/Training:</u>	Provides technical support in one or more of the following: data entry, drafting, reproduction, and clerk support services to fulfill the technical requirements of documentation and data needed to support logistics engineering and technical personnel in the accomplishment of tasks assigned.
<u>Minimum Education:</u>	High school diploma or equivalent and technical training for functional area of support are required. Second or third year college student with logistics related major and little or no work experience desired but not required for the Technical Intern position. One year of relevant experience may be substituted for one year of education.
<u>Minimum Education/Minimum Experience:</u>	<i>Technical Intern</i> – High School Diploma and some Technical School or College Preferred and experience 0 years <i>Technical Support</i> – High School Diploma and some Technical School or College Preferred and experience 1 years

NOTE: The labor category descriptions provided above include the minimum requirements for experience, training, certifications (if applicable), and level of education. VSE Corporation allows education to be substituted for required minimum years of experience and experience to be substituted for required minimum educational requirements that meet or exceed prerequisite LOGWORLD job qualifications. When multiple level of labor categories are offered, the degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.



**APPLICABLE TO MISSION ORIENTED BUSINESS INTEGRATED SERVICES (MOBIS)
 SINS C874-1, C874-6 AND C874-7**

<i>Program Director</i>	
<u>Minimum Experience/Training:</u>	Strategically plans and organizes resources to accomplish management, organizational, and business improvement services (MOBIS). Provides senior-level management in coordination of MOBIS efforts with agency executive and senior level managers. Provides senior-level consultant services to address complex management, organizational, and business issues to develop reinvention strategies, organizational realignments, and productivity enhancements. Provides expert policy guidance, advice, and planning. Assesses and proposes policy changes. Provides leadership in government and industry meetings, briefings, and forums to facilitate exchange of ideas and concepts. Addresses issues of concern such as downsizing, restructuring, outsourcing, and privatization. Provides facilitation services to promote total quality management and leadership.
<u>Minimum Education:</u>	A graduate degree in administration, management, science, or engineering and ten years' experience in senior executive level management positions in government or industry; or a Bachelor's degree in administration, business, science, or engineering, and fifteen years' experience in senior executive level management positions in government or industry. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.
<u>Minimum Education/Minimum Experience:</u>	<i>Program Director I</i> – Master's Degree and experience 10 years <i>Program Director II</i> – Bachelor's Degree and experience 15 years
<i>Program Manager</i>	
<u>Minimum Experience/Training:</u>	Performs organizational assessments and develops plans for focusing and implementing reinvention strategies. Has experience in developing downsizing approaches and procedures. Assists in identifying candidates for outsourcing and privatization while refocusing on core mission objectives. Prepares mission and vision statements, plans, and related doctrine to guide efforts toward implementation. Coordinates efforts and provides leadership in government and industry meetings. Provides internal planning, guidance, and management structure for tracking accomplishment of work assigned.
<u>Minimum Education:</u>	A graduate degree in administration, business, engineering, or science and six years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Program Manager</i> – Master's Degree and experience 6 years



Sr. Organizational Transformation Consultant

<u>Minimum Experience/Training:</u>	Designs and implements complex organizational change which addresses strategic, structural, process and behavioral factors. Develops strategic plans, business plans, organizational assessments, cultural change programs and business process improvements. Assists governmental agencies in implementing the Government Performance and Results Act in strategic planning and the executive order directed toward labor management partnerships.
<u>Minimum Education:</u>	A graduate degree in business administration and ten years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Sr. Organizational Transformation Consultant</i> – Master’s Degree and experience 10 years

Sr. Curriculum Development and Presentation Consultant

<u>Minimum Experience/Training:</u>	Designs and presents complex training programs which addresses strategic, structural, process, and behavioral factors. Develops customized training courses for strategic plans, business plans, organizational assessments, cultural change programs, and business process improvements. Develops and presents executive leadership training programs based on advanced business management precepts.
<u>Minimum Education:</u>	A graduate degree in business administration and five years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Sr. Curriculum Development and Presentation Consultant</i> – Master’s Degree and experience 5 years

Senior Technical Staff

<u>Minimum Experience/Training:</u>	Demonstrates familiarity with program product, and project financial and management principles. Knowledgeable in technology development and application, project execution, evaluation and planning, process engineering and technology transfer. Must be recognized in industry as having expertise in the business or engineering area of endeavor. Shall possess general experience with one or more of the following: contract and personnel management, client interaction, product development/ management, budget and resource management, performance-based contracting, workforce skills assessment, or metrics/performance accountability.
<u>Minimum Education:</u>	An undergraduate degree in engineering, science, management, economics, or communications and general business or engineering experience. A graduate degree may be substituted for two years of experience. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.
<u>Minimum Education/Minimum Experience:</u>	<i>Senior Technical Staff I</i> – Bachelor’s Degree and experience 14 years



<u>Experience:</u>	<i>Senior Technical Staff II</i> – Bachelor’s Degree and experience 12 years <i>Senior Technical Staff III</i> – Bachelor’s Degree and experience 10 years
<i>Senior Consultant</i>	
<u>Minimum Experience/Training:</u>	Designs, facilitates, and implements complex organizational change that addresses strategic, structural, process, and behavioral factors. Develops strategic plans, business plans, organizational assessments, cultural change programs, and business process improvements. Assists governmental agencies in implementing the Government Performance and Results Act in strategic planning and the executive order directed towards labor-management partnership. Provides leadership in government and industry meetings, briefings, and forums to facilitate the exchange of ideas and concepts. Develops benchmarks, baselines, and metrics.
<u>Minimum Education:</u>	A graduate degree in organizational development, administration, business, engineering, or science and six years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Senior Consultant</i> – Master’s Degree and experience 6 years
<i>Consultant</i>	
<u>Minimum Experience/Training:</u>	Performs studies and reviews of management and organizational structures to evaluate performance relative to business objectives. Advises and provides facilitation services relative to business strategies and realignment issues to focus on most beneficial objectives. Provides strategic advice and plans for systematic downsizing, outsourcing, and privatization. Addresses issues affecting management and workforce to improve productivity while reengineering the organization. Provides assistance in the evaluation, auditor service, and implementation support of quality standards to achieve certification. Provides leadership in government and industry meetings, briefings, and forums to facilitate in the exchange of ideas and concepts.
<u>Minimum Education:</u>	A graduate degree in administration, business, engineering, or science and four years of relevant experience; or an undergraduate degree in same and ten years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Consultant</i> – Master’s Degree and experience 4 years
<i>Associate</i>	
<u>Minimum Experience/Training:</u>	Facilitates management, functional, business process, and procedural assessments to identify candidate areas for reengineering, realignment, or improvement considering quality, efficiency, and effectiveness. This may involve management, technical, engineering, communications, manufacturing, and/or production and include administrative, financial, and/or operational aspects



of a government or industry enterprise. Performs engineering, technical and/or process analyses, documenting current state and designing future state performance criteria. Demonstrates strong knowledge of technology development and application, project execution, evaluation and planning, process reengineering, and/or technology transfer specific to one or more of the following: energy efficient technologies, alternate and advanced power, electronic or mechanical technology development, facility planning and design, environmental technologies; advanced fossil fuels recovery, development, and use; environmental restoration; waste management technologies; nuclear strategic processes; and other general technology-driven areas.

Minimum Education:

An undergraduate degree in engineering, science, business, economics, computer science, communications, or in the arts. A graduate-level degree may be substituted for two years of experience. The degree of competency and depth of capability increases according to the minimum education and experience required for each level offered.

Minimum Education/Minimum Experience:

Associate I – Bachelor’s Degree and experience 8 years
Associate II – Bachelor’s Degree and experience 6 years

Facilitator

Minimum Experience/Training:

Plans, evaluates, and conducts facilitated meetings between executive-level industrial decision makers, and government leaders and program managers. Specifies consensus decision techniques, determines agenda and goals in coordination with sponsor. In addition, identifies appropriate number and technical/management level attendees; selects and, if necessary, trains other facilitator staff; directs preparation of materials and meeting objectives; communicates issues and problems; and works to identify consensus solutions between government and industry representatives. Documents results and provides direction and advice to all levels of personnel involved in the process.

Minimum Education:

A graduate degree and formal training in facilitating techniques and six years of relevant experience.

Minimum Education/Minimum Experience:

Facilitator – Master’s Degree and experience 6 years

Organizational Performance Analyst

Minimum Experience/Training:

Reviews, analyzes and develops data and information for application to organizations, management teams, and leaders. The information is used to provide organizational assessments; prepare data and materials to construct customized workshop and training exercises; develop individual and team work-style preferences and reports; and develop customized organizational development, planning and team-building tools. Support includes management and assistance in the development and preparation of information for final reports, briefings and presentations.



<u>Minimum Education:</u>	An undergraduate degree in business administration and five years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Organizational Performance Analyst</i> – Bachelor’s Degree and experience 5 years
<i>Sr. Administrator</i>	
<u>Minimum Experience/Training:</u>	Reviews and develops recommendations to public policies and procedures for application of government reinvention initiatives to improve customer service, develop measurable benchmarks, and streamline administrative processes and procedures. Support will include expert public administration advice, guidance, and consultation. Will provide leadership at open government and industry forums and briefings to facilitate the exchange of ideas and concepts, as well as program status.
<u>Minimum Education:</u>	A graduate degree in administration, management, or science and six years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Sr. Administrator</i> – Master’s Degree and experience 6 years
<i>Administrator</i>	
<u>Minimum Experience/Training:</u>	Reviews and develops recommendations to public policies and procedures for application of government reinvention initiatives to improve customer service, develop measurable benchmarks, and streamline administrative processes and procedures. Support includes expert public administration advice, guidance, and consultation. Provides participation in open government and industry forums and briefings to facilitate the exchange of ideas and concepts, as well as program status.
<u>Minimum Education:</u>	An undergraduate degree in administration, management, or science and four years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Administrator</i> – Master’s Degree and experience 4 years
<i>Program Analyst</i>	
<u>Minimum Experience/Training:</u>	Develops program performance metrics and techniques for documenting and projecting future performance of individual program elements and broader agency sub-components. Implements measurement techniques based on engineering benefit/cost fundamentals including financial analysis of decisions, effects of policy and program alternatives on financial attractiveness of options, and behavioral science. Develops systems for management of quality metric data acquisition, and analyzes performance (both retrospectively and prospectively) against specific measures related to program goals and objectives.



<u>Minimum Education:</u>	A graduate degree in science or art, and a minimum of four years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Program Analyst</i> – Master’s Degree and experience 4 years
<i>Systems Engineer</i>	
<u>Minimum Experience/Training:</u>	Performs engineering evaluations from a systems perspective. Provides an engineering specialty service such as aerospace, chemical, electronic, electrical, environmental, industrial, mechanical, or nuclear to assess methods and techniques employed to identify hardware/software process and/or procedural problems unique to a particular engineering discipline or across a combination of engineering disciplines. Performs quality program assessments to develop recommendations for eliminating systemic problems that affect productivity, reliability, quality of product or service, and overall customer satisfaction.
<u>Minimum Education:</u>	An undergraduate degree in engineering, science, or business, and six years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Systems Engineer</i> – Bachelor’s Degree and experience 6 years
<i>Systems Analyst</i>	
<u>Minimum Experience/Training:</u>	Provides analytical support in the assessment of employed or proposed systems. Develops benchmarks for measuring system and sub-component performance. Performs “what if” and cause-and-effects analyses. Performs research to identify dysfunctional systems and offers innovative solutions for practical applications of commercial-off-the-shelf (COTS) or customized products to promote productivity enhancements. Creates databases from retrospective and prospective data and information to assist in system analysis efforts.
<u>Minimum Education:</u>	An undergraduate degree in business, science, or engineering and four years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Systems Analyst</i> – Bachelor’s Degree and experience 4 years
<i>Business Applications Specialist</i>	
<u>Minimum Experience/Training:</u>	Performs studies and analyses to develop improvements to management, organization, and business applications for the advancement of quality and efficiency enhancements through reengineering techniques. Evaluates and assesses business applications for practicality and efficiency, and provides recommendations on areas where productivity improvements can be achieved. Participates in government and industry forums and briefings to facilitate discussions on topics such as common use of



business applications between among various agencies.

Minimum Education: An undergraduate degree in business, administration, science, or engineering and four years of relevant experience.

Minimum Education/Minimum Experience: *Business Applications Specialist* – Bachelor’s Degree and experience 4 years

Logistics Management Specialist

Minimum Experience/Training: Performs comprehensive studies and analyses of logistics systems and planning. Performs process and procedural reviews; provides support in the definition of logistics systems; models, simulates and evaluates logistics pipelines; and provides in-depth reports on achievable quality and productivity enhancements. Studies management and organizational relationships and provides advice on implementation strategies for outsourcing, privatization, and optimization. Participates in logistics forums and provides facilitation services between government departments, agencies, and industry.

Minimum Education: An undergraduate degree in business or science, and relevant experience.

Minimum Education/Minimum Experience:
Sr. Logistics Management Specialist – Bachelor’s Degree and experience 10 years
Logistics Management Specialist I – Bachelor’s Degree and experience 6 years
Logistics Management Specialist II – Bachelor’s Degree and experience 4 years

Educational/Training Specialist

Minimum Experience/Training: Prepares educational and instructional course materials such as outlines, instructor’s guides, student workbooks, instructional presentation media, test booklets, and survey forms. Develops interactive courseware content and coordinates courseware automation. Provides instruction to individuals, teams, and groups on selected subject matter.

Minimum Education: A graduate degree in art, science, business administration, education, or counseling and four years of relevant experience.

Minimum Education/Minimum Experience: *Educational/Training Specialist*– Master’s Degree and experience 4 years

Analyst

Minimum Experience/Training: Reviews and evaluates data and information from databases and computer-generated documents/reports. Knowledgeable of techniques for conducting research, review, and process analysis associated with technical, financial, and management-related



functions. Skilled at working with computer-generated reports and extracting data from databases to develop and generate information and summary data; capable of generating process flow charts to support such activities as management, engineering and technical evaluations; able to perform management and financial record keeping, tracking, and reporting and validation of information in source documentation.

Minimum Education: A two-year degree is required. The degree of competency and depth of capability increases according to the minimum education and experience required for each position offered.

Minimum Education/Minimum Experience: *Analyst I*– Associate’s Degree and experience 4 years
Analyst II– Associate’s Degree and experience 2 years

Administrative Assistant

Minimum Experience/Training: Supports managers, engineers, or technicians in the administrative duties associated with accomplishing work assigned in civil, chemical, electronics, and/or mechanical disciplines. Must have an equivalent of at least two years of secretarial training or technical school and the ability to perform rudimentary spreadsheet and database entry and report generation. This labor category is only used for task order services that go beyond typical overhead services that are done in the normal course of business. Federal agencies will not be charged for services that are considered to be company overhead.

Minimum Education: High school diploma and technical training, preferably with a technical school, is required.

Minimum Education/Minimum Experience: *Administrative Assistant*– High School Diploma and Technical Training and experience 0 years

Technical Writer

Minimum Experience/Training: Collects technical data and information and prepares customized reports, technical documentation, training materials, presentation materials, process flow charts, procedural data, and meeting/briefing agendas, minutes, and action items. Provides editorial and quality assurance support for documents, data, training materials, and reports generated to support MOBIS.

Minimum Education: An undergraduate degree in art or science and two years of relevant experience.

Minimum Education/Minimum Experience: *Technical Writer*– Bachelor’s Degree and experience 2 years



Statistician	
<u>Minimum Experience/Training:</u>	Performs empirical quantitative analysis to study business, management, organizational, and workforce behavior. Develops empirical tests such as goodness of fit, inferences of central tendency or dispersion, general distribution, association analysis, and randomness or trend. Data samples will be subjected to hypothesis testing to determine behavioral patterns and evaluate management and organizational tendencies. Data collection will result from identification of investigation to be conducted and theoretical approach to be used to describe empirical phenomena. Designs tests; performs hypothesis testing; and provides statistical inferences to support evaluation of business, management, and organizational attributes. Performs workforce skills assessment based on practiced and hypothetical scenarios. Establishes baselines and benchmarks for evaluation purposes. Performs quality related statistical process control through collection and testing of quality related data to determine the degree of success of the quality program. Identifies areas of concern and makes recommendations on opportunities for productivity improvements. Also performs cost/benefits analysis, life cycle cost analysis, and other related analyses.
<u>Minimum Education:</u>	An undergraduate degree in business, engineering, math, or science and four years of relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Statistician</i> – Bachelor’s Degree and experience 4 years
Research Analyst	
<u>Minimum Experience/Training:</u>	Performs basic research and analysis to support management, organizational, and business improvement efforts. Prepares survey forms and conducts survey interviews. Compiles data, develops trend information, and prepares data and documentation to support report and presentation preparation.
<u>Minimum Education:</u>	Two-year degree required for Research Analyst I. Two-year degree preferred but not required for Research Analyst II and relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Research Analyst I</i> – Associate’s Degree and experience 1 years <i>Research Analyst II</i> – High School Diploma and experience 2 years
Data Technician	
<u>Minimum Experience/Training:</u>	Performs basic and complex data research and analysis to support management, engineering, and technical projects. Prepares data formats, collects and enters data into spreadsheets, and compiles data to develop and produce reports, information, data and documentation.



<u>Minimum Education:</u>	Two-year college degree.
<u>Minimum Education/Minimum Experience:</u>	<i>Data Technician I</i> – Associate’s Degree and experience 3 years <i>Data Technician II</i> – Associate’s Degree and experience 2 years
<i>Technical Support</i>	
<u>Minimum Experience/Training:</u>	Provides word processing, data entry, drafting, reproduction, and clerk support services to fulfill the technical preparation and delivery of documentation and data needed to support MOBIS professional and technical support personnel in the accomplishment of tasks assigned.
<u>Minimum Education:</u>	High school diploma and technical school for functional area of support and relevant experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Technical Support I</i> – High School Diploma and experience 4 years <i>Technical Support II</i> – High School Diploma and experience 2 years
<i>Technical Intern</i>	
<u>Minimum Experience/Training:</u>	Provides basic research, data entry, reproduction, and/or clerk support services to assist in preparation and delivery of technical materials and documentation to support MOBIS professional and technical support personnel in the accomplishment of tasks assigned. This labor category is only used for task order services that go beyond typical overhead services that are done in the normal course of business. Federal agencies will not be charged for services that are considered to be company overhead.
<u>Minimum Education:</u>	High school diploma and general business experience.
<u>Minimum Education/Minimum Experience:</u>	<i>Technical Intern</i> – High School Diploma and experience 0 years



<i>Title/Level</i>	<i>Minimum Education</i>	<i>Minimum Experience</i>
<i>Director of Enterprise Excellence</i>	<i>Bachelor's degree</i>	<i>20 years</i>
<i>Program Manager Enterprise Excellence</i>	<i>Bachelor's degree</i>	<i>10 years</i>
<i>Sr. Lean Six Sigma Master Black Belt</i>	<i>Bachelor's degree</i>	<i>10 years</i>
<i>Lean Six Sigma Master Black Belt</i>	<i>Bachelor's degree</i>	<i>6 years</i>

Title: Director Enterprise Excellence

Functional Responsibility: Directors are integral members of the VSE corporate staff with significant industry; program management and leadership experience who provide top level management, consultation and facilitation services. They manage teams of Lean Six Sigma Master Black Belts, Quality Management professionals, engineers and organization development experts providing consulting services for the integrated deployment of Quality Management Systems, Design for Lean Six Sigma and Lean Six Sigma (Enterprise Excellence) across complex and diverse enterprises.

Directors Enterprise Excellence are Senior Lean Six Sigma Master Black Belts with practical applications experience in Quality Management Systems, Design for Lean Six Sigma, systems engineering and the application of the Lean Six Sigma methodologies and tools. Additionally, directors have the teaming and facilitation skills to lead high level meetings at the executive level. Directors design, develop, implement and manage the deployment of Quality Management Systems, Design for Lean Six Sigma and Lean Six Sigma at the enterprise level. Primarily responsible for guiding major organizations through the change management, leadership and program implementation necessary for the successful implementation of Enterprise Excellence and Lean Six Sigma.

Minimum Education – Minimum/ General Experience: Bachelor's degree in Engineering, Science or related technical field. Masters of Science or Masters of Business Administration preferred, Minimum of twenty years of experience in multiple business environments with expertise in Lean Six Sigma program design, development and deployment, Certified Lean Six Sigma Master Black Belt with experience managing teams of Lean Six Sigma Master Black Belts. Requires extensive experience counseling and mentoring commercial and government executives to include CEO's, Presidents, Senior Vice Presidents, Senior Executive Service (SES), and Flag level military personnel.

Title: Program Manager Enterprise Excellence

Functional Responsibility: Enterprise Excellence Program Managers are Lean Six Sigma Master Black Belts who lead the design and integrated deployment of Quality Management Systems, Design for Lean Six Sigma and Lean Six Sigma (Enterprise Excellence). Responsibilities include being the primary workshop leader, facilitator and Continuous Process Improvement (CPI) mentor for an organization. They supervise Lean Six Sigma Master Black Belts providing consulting and facilitation services.



Enterprise Excellence Program Managers have a demonstrated capability to lead and facilitate teams in Lean Six Sigma programs and projects to successful completion. Enterprise Excellence Program Managers design, develop, implement and manage the implementation of Lean Six Sigma with a specific organization, site or activity, Responsible for the primary training, facilitating, and Continuous Process Improvement (CPI) mentoring responsibilities at the organizational level.

Minimum Education- Minimum/ General Experience: Bachelor's degree in Engineering, Science or related technical field required, Masters of Science or Masters of Business Administration preferred. Enterprise Excellence Program Managers have a minimum of ten years of practical experience in multiple business environments. They are experienced in designing developing and implementing Enterprise Excellence and Lean Six Sigma Programs., and are Certified Lean Six Sigma Master Black Belt with experience supervising teams of Lean Six Sigma Master Black Belts. Requires extensive experience counseling and mentoring, commercial and government executives to include CEO's, Presidents, Senior Vice Presidents, Senior Executive Service (SES), and Flag level military personnel.

Title: Senior Lean Six Sigma Master Black Belt

Functional Responsibility: Senior Lean Six Sigma Master Black Belts are Continuous Process Improvement (CPI) experts that are responsible for the enterprise deployment of CPI. A Senior Lean Six Sigma Master Black Belt's main responsibilities include assisting in the development of the enterprise deployment strategy and guiding the implementation of the strategy. A Senior Lean Six Sigma Master Black Belt also provides training and mentoring of Black Belts and Green Belts, helping to prioritize, select and charter high-impact projects; maintaining the integrity of Lean Six Sigma measurements, improvements and tollgates; and developing, maintaining and revising Lean Six Sigma training materials.

Senior Lean Six Sigma Master Black Belts provide overriding guidance for CPI deployment, implementation and training. They develop and mentor Lean Six Sigma Master Black Belts. They provide: Lean Six Sigma Black Belt training, Design for Lean Six Sigma Black Belt Training, Green Belt Technical and Transactional Processes, Executive Champion Training, mentoring and coaching to improvement teams (Integrated Product Teams, IPT, and Continuous Process Improvement). They also lead improvement projects and initiatives.

Minimum Education- Minimum/ General Experience: Bachelor's degree in Engineering, Science or related technical field, Master of Business Administration preferred. Master Black Belts have at least ten years of direct practical CPI experience, completed a Master Black Belt development program and completed multiple Black Belt projects in differing business environments.

Title: Lean Six Sigma Master Black Belt

Functional Responsibility Master Black Belts are Continuous Process Improvement (CPI) experts that are responsible for the implementation of CPI within an organization. A Master Black Belt's main responsibilities include training and mentoring of Black Belts and Green Belts; helping to prioritize, select and charter high-impact projects; maintaining the integrity of Lean Six Sigma measurements, improvements and tollgates; and developing, maintaining and revising Lean Six Sigma training materials.

Master Black Belt teach and mentor other Lean Six Sigma facilitators and practitioners the methodologies, tools, and applications in all functions and levels of the Enterprise, and are a resource for utilizing CPI techniques. Master Black Belts provide overriding guidance for CPI implementation and training. They will provide: Lean Six Sigma Black Belt training, Design for Lean Six Sigma Black Belt Training, Green Belt Technical and Transactional Processes, Executive Champion Training, mentoring and coaching to improvement teams (Integrated Product Teams, IPT, and Continuous Process Improvement. Master Black Belts lead the implementation of



Enterprise Excellence including Lean, Six Sigma, Quality Management Systems and acquisition of the Voice of the Customer. They are experienced as trainers who have provided training in administrative, manufacturing and engineering environments.

Minimum Education- Minimum/ General Experience: Bachelor's degree in Engineering, Science or related technical field, Master of Business Administration preferred. Master Black Belts have at least six years of direct practical CPI experience, completed a Master Black Belt development program and completed multiple Black Belt projects in differing business environments.



Substitution Criteria

Education Level of Employee	Equivalent Education Level	Additional Years of Experience Over and Above Minimum Years of Experience Requirement Listed for Labor Category
Bachelor's Degree	Master's Degree	2
Associate's Degree	Master's Degree	4
High School Diploma	Master's Degree	6
Associate's Degree	Bachelor's Degree	2
High School Diploma	Bachelor's Degree	4
High School Diploma	Associate's Degree	2

Education Level of Employee	Minimum Education Requirement of Labor Category	Equivalent Years of Experience towards the Minimum Years of Experience Requirement for Labor Category
PhD	Master's Degree	2
PhD	Bachelor's Degree	4
PhD	Associate's Degree	6
PhD	High School Diploma	8
Master's Degree	Bachelor's Degree	2
Master's Degree	Associate's Degree	4
Master's Degree	High School Diploma	6
Bachelor's Degree	Associate's Degree	2
Bachelor's Degree	High School Diploma	4
Associate's Degree	High School Diploma	2



Training Course Descriptions

SIN C874-4 - Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internship. Education of an empowered team is an inherent requirement for reengineering and reinvention of government efforts. VSE provides training and presentation materials needed to impart the knowledge and skills required by agency executives, managers, and performing members to adequately plan and execute an optimum productivity improvement program. It is likely that existing training packages will have to be tailored to address an agency's unique needs. VSE training furnished under MOBIS may range from "one-on-one" instruction to "one-on-many" (or even "several-on-many") presentations, workshops, or seminars depending on organizational relationships, locations, and prevailing competency levels of respective individuals or groups. Our educational resources are designed to impart, cultivate, or perfect those cognitive, physical, and sensory skills essential to successful quality service, organizational redesign and business process reengineering endeavors. Courses available include:

Mission and Vision Training Workshop - This one-day course is designed to assist participants in establishing, developing, and communicating their organizational purpose, goals, and values. Tailored to the client's needs, this workshop may vary in duration depending on the number of attendees and level of effort required to prepare client-specific documentation. From this workshop, clients will develop revised Mission and Vision statements for their organization. The Mission and Vision Statements serve as a foundation upon which a viable Strategic Plan can be focused and created.

• Management Transformation Program Training - This three-day workshop integrates mission, vision, and strategic planning to advocate proactive leadership and management of organizational change. Major elements of the program include:

- Assessment of organizational priorities and processes;
- Individual and group behavioral attribute assessment;
- Customized workshop exercises founded on assessments/analyses;
- Personal interviews to reveal issues that have become "undiscussable", but are crucial to the organization's development;
- Organizational Analysis Report - a third-party perspective of the organization's vision, image, key issues, priorities, politics, strengths, weaknesses, and goals; and,
- Professional post-workshop follow-up monitoring of strategic planning implementation to assure successful transformation progress.

Strategic Planning Training Workshop - This two-day workshop guides an organization's management team through a series of questionnaires, interviews, and instruction sessions which fosters development of a Strategic Plan that ties day-to-day activities to the Mission and Vision Statements in specific terms. This integration of strategic planning, quality management, business process re-engineering, and team building provides for accountability, measurement of progress, managing conflict, and empowering of team members.

Team Building Training Workshop - This two-day workshop is held away from the workplace to create a "safe" environment conducive to opening communications essential to initiating the change process. Participants are groomed in the fundamentals of group dynamics, conflict management, decision-making mechanisms,



addressing deviant behavior, designing cultural change, identification of barriers, improving listening skills, team types, and effective team leadership. Activities are focused on developing teams that can easily communicate on a behavioral level, as well as a business and technical level.

Understanding the Human Factors of Change Management Training - This one-day course provides an integrated series of job and person assessment instruments that examine 10 key work- style characteristics: decision making, leadership style, service to others, task involvement, autonomy, performance feedback, control, people involvement, specialist orientation, and security. A Job-Person Match is used to examine the degree of fit and alignment between an individual's referred work style and required behaviors of their job to explore the possibility of achieving greater job satisfaction and enhanced productivity through realignment. Additional analyses address ways on how to capitalize on person-to- person similarities and differences, and how to establish consensus among key parties prior to commencing a placement effort when implementing reengineering, change management, or program restructuring efforts.

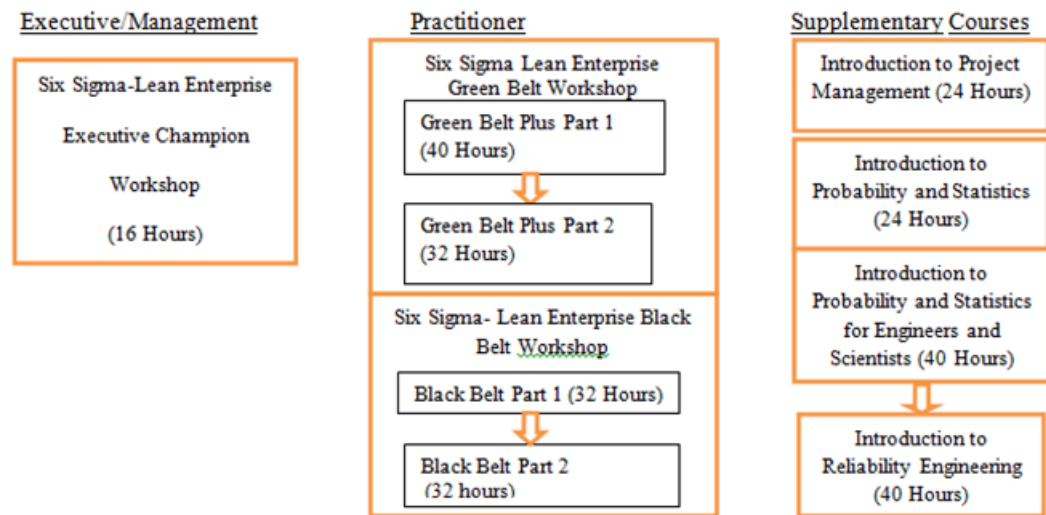
Awareness and Certification Process of ISO 9000 - This one-day orientation in a workshop environment surveys the requirements of ISO 9000 and increases the awareness of the requirements for certification. It covers topics such as the reason for becoming a world-class supplier, self-assessment, planning, implementation, documentation, and continuous improvement techniques relative to the services industry. It explains the certification process and what is meant by "say what you do and do what you say."

VSE Corporation Six Sigma-Lean Enterprise Workshops

This memo describes VSE's training program for preparing personnel to become professionals in implementation of Six Sigma and Lean Enterprise for achieving enterprise excellence. The flow diagram shown below describes the sequence of courses that provide the structure for the program. Unless otherwise noted, each course must be successfully completed before enrollment will be allowed in the next course in a vertical sequence. Certification for Executive Champions will be awarded by VSE upon successful completion of the Executive Champion Workshop.

Certifications for Green Belts and Black Belts will be awarded upon completion of the applicable courses and approved work projects. Continuing Education Units (CEUs) are also awarded. This program will allow individuals with little or no knowledge of the Six Sigma or Lean Enterprise tools and methodology to progress through a series of practical hands-on courses that will prepare them to understand Six Sigma-Lean Enterprise concepts and to critically assess and/or implement Six Sigma-Lean Enterprise projects.

The courses, course lengths, and prerequisite sequence (indicated by arrows) for each track are listed below. Supplementary





courses are offered to support specialized requirements. Course outlines for each of the courses are attached.

Six Sigma-Lean Enterprise Green Belt Workshop is performed in two parts separated by approximately 2 weeks. In addition, hands-on consulting assistance is provided to the participants in the development of their projects following completion of Part 2. Similarly, Six Sigma-Lean Enterprise Black Belt Workshop Part 1 and Part 2 are separated by three weeks. Black Belt candidates are provided consulting assistance between Part 1 and Part 2, and after completing Part 2.

Four supplementary courses are offered to support the Six Sigma-Lean Enterprise track. Introduction to Project Management is offered for those engineers, managers, leaders, and other professional personnel that need to develop project management skills. Introduction to Probability and Statistics is designed for non-engineering managers, supervisors, administrators, and other non-technical personnel that need to understand the basic terms, assumptions and applications of statistics and probability for data analysis.

The Probability and Statistics for Engineers and Scientists course is a practical, hands-on workshop for scientists and engineers. This course develops quantitative data analysis skills for engineers, scientists and technical analysts. It is a prerequisite for Reliability Engineering courses. The Introduction to Reliability Engineering course covers basic reliability concepts, reliability prediction tools and risk assessment, designing and executing reliability tests, and analyzing experimental and field data.

Six Sigma-Lean Enterprise Executive Champion Workshop

Course Title: Six Sigma-Lean Enterprise Executive Champion

Class Size: The size of this class is limited to twenty (20) participants.

Course Description: This course prepares executives and managers for providing support and leadership in Six Sigma-Lean Enterprise implementation and evaluation. It provides training in Six Sigma and Lean Enterprise fundamentals, change management, and the coordination of Green Belt and Black Belt teams. This workshop will emphasize the philosophy, approach, and overall methodology for achieving enterprise excellence using Six Sigma and Lean Enterprise, while providing participants with an understanding of the Champion's role in project selection and use of the process and product improvement tools. Participants should include those individuals who will be responsible for implementation of Six Sigma-Lean Enterprise within their organizations: who will be mentoring and championing the Green Belts and Black Belts, as well as reviewing and approving Six Sigma-Lean Enterprise projects.

Topics covered will include:

- Introduction to Enterprise Excellence, Six Sigma Quality and Lean Enterprise
- Identification of Potential Projects
- The Six Sigma-Lean Enterprise Process
- Six Sigma-Lean Enterprise Tools and Techniques
- Critical Success Factors
- Six Sigma-Lean Enterprise Implementation
- Basic Tools of Six Sigma-Lean Enterprise
- Project Selection
- Management of Six Sigma-Lean Enterprise Implementation
- Roadblock Removal

In-Class Assignments and Exercises will include:

- Project Evaluation and Selection



- Developing Six Sigma-Lean Enterprise Implementation Plans for your organization
- Six Sigma-Lean Enterprise Tool Applications
- Problem Identification and Solution
- Case Study Exercises

Upon completion of this course participants will be able to:

- Understand the Language of Six Sigma-Lean Enterprise
- Understand the Value-added Nature of the Six Sigma-Lean Enterprise Approach
- Understand the relationship between Six Sigma-Lean Enterprise, Quality Management Systems, ISO 9000-2000, Lean Manufacturing and Supply Chain Management
- Implement and Manage a Six Sigma-Lean Enterprise Program
- Critically Review Six Sigma-Lean Enterprise Projects
- Provide the Necessary Management Support for Success
- Assist Green Belts and Black Belts in:
 - Tool selection
 - Tool application and usage
 - Project selection and proposals
 - Review board presentations
 - Roadblock Solutions

Training Materials Provided:

- Six Sigma-Lean Enterprise Executive Champion Workbook
- Six Sigma-Lean Enterprise Project Reviewer's Handbook
- The Leader, Frigon and Jackson, American Management Association
- Achieving the Competitive Edge, Jackson and Frigon, John Wiley & Sons

Six Sigma-Lean Enterprise Green Belt Workshop

Course Title: Green Belt plus Part 1

Class Size: The size of this class is limited to twenty (20) participants.

Course Description: The Six Sigma-Lean Enterprise Green Belt Workshop is divided into two parts.

This course (Part 1) provides an overview of the Six Sigma-Lean Enterprise concepts and tools.

It is designed to develop an application skill level for the participants so they can lead improvement projects and implement the process improvement tools in their work environment. Participants should include design engineers, manufacturing engineers, process engineers, quality/reliability engineers, management and administrative personnel as well as other professionals who have the opportunity to accomplish substantial improvement results in applying Six Sigma-Lean Enterprise principles in their work activities.

Topics covered include:



- Introduction to Enterprise Excellence, Six Sigma and Lean Enterprise
- Selecting and Leading Six Sigma-Lean Enterprise Improvement Projects
- Process Control Strategies
- Process Improvement Strategies
- Six Sigma-Lean Enterprise Project Reviews

In-Class Assignments and Exercises:

- Project Evaluation and Selection
- Six Sigma Tool Application Exercises
- Six Sigma-Lean Enterprise Project Development and Planning
- Case Study Exercises

Upon completion of this course participants will be able to:

- Prioritize and Select Relevant Six Sigma-Lean Enterprise Projects
- Develop a Six Sigma-Lean Enterprise Project Implementation Plan
- Develop a Process/Product Map
- Perform a Failure Modes and Effects Analysis (FMEA), Design of Experiment, and Analysis of Variance
- Apply Appropriate Statistical Methods for Collecting and Analyzing Data
- Develop an Improvement Plan
- Implement Appropriate Improvement Strategies

Training Materials: Provided:

- *Six Sigma-Lean Enterprise Green Belt Workbook*
- *Six Sigma Project Reviewer's Handbook*
- *Six Sigma Team Member's Handbook*
- *Fulfilling Customer Needs*, Jackson and Frigon, John Wiley & Sons
- *Achieving the Competitive Edge*, Jackson and Frigon, John Wiley & Sons

Course Title: Green Belt plus Part 2

Class Size: The size of this class is limited to twenty (20) participants.

Course Description: This course is a continuation of the Green Belt Workshop Part 1. It builds on the foundation established by Part 1, and concentrates on developing skills in the concepts, principles, and tools of Lean Manufacturing and Supply Chain Management needed to reduce costs and improve efficiencies throughout an organization. It is intended to develop an application skill level for participants, and expands the roles of Green Belt to assist in the lean transition.

Topics to be covered:

- Failure Reporting, Analysis and Corrective Action Systems
- Design for Six Sigma-Lean Enterprise



- Improvement Project Reviews
- Introduction to Lean Processes
- Analysis of Supply Chain Performance and Waste Identification
- The Lean Organization
- The Lean Process Flow
- Lean Process Control
- Lean Metrics
- Lean Logistics
- Lean Improvement Projects
- Enterprise Excellence through Six Sigma and Lean Enterprise

In-Class Assignments and Exercises:

- Lean Enterprise Tool Application Exercises
- Case Study Exercises

Upon completion of this course participants will be able to:

- Integrate the concepts of Lean, Supply Chain Management and Six Sigma for achieving enterprise excellence
- Lead a Lean Enterprise Process Team
- Perform a Lean Process Assessment
- Develop a Plan for Lean Process Implementation
- Implement Lean Process Improvement Initiatives
- Participate in Supply Chain Lean Projects
- Evaluate Supply Chain Lean Enterprise Initiatives

Training Materials: Provided in Part 1.

Six Sigma-Lean Enterprise Black Belt Workshop

Course Title: Six Sigma-Lean Enterprise Black Belt Part 1

Class Size: The size of this class is limited to ten (10) participants.

Course Description: This course is a two-part workshop that builds on the foundation established by the Green Belt Workshop and develops advanced levels of understanding and capability in the Six Sigma-Lean Enterprise technical skill set as well as managing and implementing improvement projects. Part 1 concentrates on developing skills in Six Sigma-Lean Enterprise training/facilitation, project assessment, and in preparing and evaluating reports and presentations. Black Belt participants are selected based on their ability to lead complex projects that are broad in scope, serve as mentors to Green Belts, and serve as internal Six Sigma-Lean Enterprise consultants.

Topics covered include:

- Advanced Six Sigma-Lean Enterprise Concepts
- Implementing Six Sigma-Lean Enterprise



- Black Belt Project Selection
- Leading Six Sigma-Lean Enterprise Projects
- Managing Six Sigma-Lean Enterprise Projects
- Training Team Leaders
- Training Team Members
- Improvement Project Reviews

In-Class Assignments and Exercises:

- Tool Application Exercises
- Case Study Exercises

Upon completion of this course participants will be able to:

- Select Qualified Black Belt Projects
- Select and Train Team Leaders and Team Members
- Critically Review and Assess Green and Black Belt Projects
- Prepare and Provide Guidance for Reporting Results
- Prepare and Provide Guidance for Management Presentations

Training Materials: Provided:

- *Six Sigma-Lean Enterprise Black Belt Workbook*
- *The Leader*, Frigon and Jackson, John Wiley & Sons
- *Practical Guide to Experimental Design*, Frigon and Mathews, John Wiley & Sons
- *SPC Applications* Laminated Cards
- Minitab™ Software

Six Sigma-Lean Enterprise Black Belt Workshop

Course Title: Six Sigma-Lean Enterprise Black Belt Part 2

Class Size: The size of this class is limited to ten (10) participants.

Course Description: This course is a continuation of the Six Sigma-Lean Enterprise Black Belt Workshop. It builds on the foundation established by Part 1, and focuses on expanding the breadth and depth of the technical skills in Six Sigma-Lean Enterprise implementation.

Topics covered include:

- Process Mapping and Simulation
- Introduction to Minitab™ and Graphical Analysis
- Design of Experiments
- Implementation of Advanced Process Control Strategies
- Advanced Process Improvement Strategies
- Review of Black Belt Qualification Projects



In-Class Assignments and Exercises:

- Six Sigma Tool Application Exercises
- Case Study Exercises

Upon completion of this course participants will be able to:

- Provide Advice and Guidance on Green Belt Projects
- Perform Advanced Statistical and Data Analyses
- Plan and Manage Six Sigma-Lean Enterprise Projects
- Implement Process Control/Improvement Procedures

Training Materials: Materials were provided in the Black Belt Workshop, Part 1.

Course Title: Introduction to Project Management

Class Size: The size of this class is limited to twenty (20) participants.

Course Description: This course presents and explains the concepts, principles, and tools of Project Management. It is a hands-on approach, intended to develop the application skill level of the participants. Participants should include engineers, managers, leaders, and other professional personnel that need to develop project management skills for the successful completion of their assigned work tasks. The topics that will be covered in this course will include but not be limited to:

Topics covered:

- Introduction to Enterprise Excellence and Project Management
- Project Integration
- Project Scope Management
- Time Management
- Cost Management
- Quality Management
- Effective Project Leadership Skills
- Risk Management

In-Class Assignments and Exercises:

- Case Study Exercises
- Project Management Tool Application Exercises

Upon completion of this course participants will be able to:

- Understand Project Management Processes
- Identify the Professional Roles Needed of a "Good Project Manager"
- Apply Project Management Tools

Training Materials: Provided:

- Project Management Workbook



- *Project Management Professional Study Guide* by Kim Heldman

Introduction to Probability and Statistics Workshop

Course Title: Introduction to Probability and Statistics

Class Size: The size of this class is limited to twenty (20) participants.

Course Description: This three day course presents and explains the basic concepts, principles, and tools of statistical data analyses. It is a practical, introductory course, intended to develop the understanding of basic terms, assumptions and applications of statistics. Participants should include non-engineering managers, supervisors, administrators, and other non-technical personnel that need to understand the basics of quantitative analysis to aid in the completion of their assigned work tasks. The topics that will be covered in this course will include, but not be limited to:

Topics Covered:

- Data Types and Sources
- Levels of Measurements
- The Analytical Decision Making Model
- Descriptive Statistics (statistical measures)
- Introduction to Probability
- Introduction to Data Distributions
- Making Valid Inferences from Data
- Introduction to Hypothesis Testing
- Simple Linear Regression and Correlation

Exercises: Case studies and problems from the text along with real world examples provided by the instructor will be used as in-class assignments and homework. Additionally, workshop attendees may provide actual data to be evaluated during the class.

Upon completion of this course participants will be able to:

- Understand the Data Analysis Process
- Understand the Various Types and Sources of Data
- Understand the Difference Between Data and Information
- Understand How to Use Data Effectively for Problem Solving/Decision Making
- Understand the Meaning and Applications of Various Statistical Tests
- Understand Simple Mathematical Modeling and Its Importance in Making Predictions

Training Materials: Provided:

Text: *Elementary Statistics*, Mario F. Triola, bound copy of presentation

Course Title: Probability and Statistics for Engineers and Scientists

Class size: The size of this class is limited to twenty (20) participants.



Course Description: This five day course is a prerequisite for both the Reliability Management and Introduction to Reliability Engineering courses. This course presents, and explains, the concepts, principles, and tools of probability and statistical data analyses. It is a practical, hands-on approach, intended to develop the application skill level of the participants. Some theory is covered for learning and understanding purposes. Participants should include engineers, scientists, technicians, analysts, and other technical personnel that need to develop quantitative data analysis skills for the successful completion of their assigned work tasks. The topics that will be covered in this course will include, but not be limited to:

Topics covered:

- Data Types and Sources
- Levels of Measurements
- The Analytical Decision Making Model
- Descriptive Statistics
- Probability
- Distributions
- Inferential Statistics
- Significance Tests
- Experimental Design and Analysis
- Regression and Correlation (with confidence and prediction bands)

Exercises: Case studies and problems from the text, as well as practical exercises provided by the instructor, will be used as in class assignments and homework to reinforce the subject material. Additionally, workshop attendees can provide actual data to be evaluated as part of the class.

Upon completion of this course participants will be able to:

- Apply Statistical Analysis Techniques in Problem Solving and Decision Making
- Understand and Apply Statistical Measures Effectively
- Use Probability and Distribution Models
- Perform Statistical Tests and Reach Valid Conclusions from the Results
- Perform Non-parametric Analyses
- Use Data Analysis to Characterize and Predict Process Parameters

Training Materials: Provided:

Text: *Probability and Statistics for Engineers and Scientists*, Anthony J. Hayter.

Bound copy of presentation

Course Titles: Introduction to Reliability Engineering

Class Size: The size of each class is limited to twenty (20) participants.

Course Description: This five day course covers basic reliability concepts, reliability prediction tools and risk assessment, designing and executing reliability tests, and analyzing experimental and field data. Participants should include managers, engineers and other technical personnel who will be involved in the day-to-day activities of reliability engineering. The topics that will be covered in this course will include but not be limited to:



Topics to be covered:

- Basic Reliability Engineering concepts
- Risk Assessment Tools
- Life Testing
- Reliability Predictive Modeling
- Reliability Testing
- Systems Reliability
- Reliability and Maintainability (RAM) Metrics and Assessment

In-Class Assignments and Exercises: A series of practical exercises will be provided to reinforce the topics covered. Additionally, workshop attendees can bring in actual reliability engineering problems to be evaluated as part of the class.

Upon completion of this course participants will be able to:

- Perform reliability prediction analysis
- Calculate survival estimations
- Determine Reliability Test Requirements
- Design Reliability Tests
- Analyze Reliability Data
- Determine Mission Success

Training Materials: Provided by Contractor:

Reliability Engineer's Handbook, vols. 1 &2, Dimitri Kececioglu

Reliability Engineering Laminated Cards

Bound copy of presentation

Our commercial off-the-shelf and customized off-the-shelf courses can be presented in our facility or any other convenient location. Courses presented outside the designated location on our price list will require separate funding for travel related expenses. A VSE Corporation productivity improvement-training objective is to design and develop instructional packages for future use as commercial off-the-shelf and customized off-the-shelf courses. We understand that training course design and development efforts are not part of SIN 874-4, and that any custom course development required under the MOBIS GSA schedule will be performed under SIN 874- 1, consultation services. It is our intention to design and develop training courses (either commercial off-the-shelf or customized off-the-shelf) in the following areas. Those courses that become commercial off-the-shelf will be offered to GSA as an option to be added to SIN 874-4. Our customized off-the-shelf training for initial indoctrination and continuing education of participating agency personnel in management, organizational, and business improvement subject matter relate to:

- Quality management concepts, practices, and implementation;
- Strategic planning and communicating process improvement strategies;
- Effecting organizational transformations to sustain customer satisfaction;
- Statistical process control over raw materials, operator efficiency, and reject rates;
- Creating a customer-centered culture within the organization;
- Preparatory and advanced principles of team building and empowerment strategies;



- Awareness and practical applications of ISO 14000 (Environmental Management Systems);
- Human performance technologies integration and implementation;
- Internal audits and benchmarking for gauging, tracking, and improving performance;
- Malcolm Baldrige National Quality Award criteria as a basis for self-assessment to identify strengths and improvement opportunities; and,
- Managing change to meet future customer requirements.

SUPPORT PRODUCT DESCRIPTIONS

SIN C100-03 - Ancillary Supplies and/or Services. VSE recognizes that support products of a tangible nature such as workbooks, training manuals, slides, videotapes, overhead transparencies, software programs, etc. will be offered only for work performed in conjunction with SINs 874-1 through 874-4. We envision the requirements for these support products will include:

- Training manuals, • overhead transparencies, • videotapes
- Incidental administrative supplies such as binders, index cards, pencils, paper, pens, etc. will be provided in conjunction with the labor costs associated with the other group 874 SINs and not as specifically identified Support Products