



**RETURN BIDS TO:  
RETOURNER LES SOUMISSIONS À:**

PWGSC/TPSGC Acquisitions Bid  
Receiving/Réception des Soumissions  
126 Prince William Street/  
126, rue Prince William  
Suite 14B  
Saint John  
New Brunswick  
E2L 2B6  
Bid Fax: (506) 636-4376

**SOLICITATION AMENDMENT  
MODIFICATION DE L'INVITATION**

The referenced document is hereby revised; unless otherwise indicated, all other terms and conditions of the Solicitation remain the same.

Ce document est par la présente révisé; sauf indication contraire, les modalités de l'invitation demeurent les mêmes.

**Comments - Commentaires**

**Vendor/Firm Name and Address**  
Raison sociale et adresse du  
fournisseur/de l'entrepreneur

**Issuing Office - Bureau de distribution**

Saint John, NB (STJ)  
126 Prince William Street/  
126, rue Prince William  
Suite 14B  
Saint John  
New Bruns  
E2L 2B6

<b>Title - Sujet</b> Courseware Production Services	
<b>Solicitation No. - N° de l'invitation</b> W2037-190094/A	<b>Amendment No. - N° modif.</b> 002
<b>Client Reference No. - N° de référence du client</b> W2037-190094	<b>Date</b> 2019-02-01
<b>GETS Reference No. - N° de référence de SEAG</b> PW-\$STJ-005-4386	
<b>File No. - N° de dossier</b> STJ-8-41066 (005)	<b>CCC No./N° CCC - FMS No./N° VME</b>
<b>Solicitation Closes - L'invitation prend fin</b> <b>at - à 02:00 PM</b> <b>on - le 2019-02-21</b>	<b>Time Zone</b> <b>Fuseau horaire</b> Atlantic Standard Time AST
<b>F.O.B. - F.A.B.</b> <b>Plant-Usine:</b> <input type="checkbox"/> <b>Destination:</b> <input checked="" type="checkbox"/> <b>Other-Autre:</b> <input type="checkbox"/>	
<b>Address Enquiries to: - Adresser toutes questions à:</b> Lomax (STJ), Sandra	<b>Buyer Id - Id de l'acheteur</b> stj005
<b>Telephone No. - N° de téléphone</b> (506) 639-8503 ( )	<b>FAX No. - N° de FAX</b> (506) 636-4376
<b>Destination - of Goods, Services, and Construction:</b> <b>Destination - des biens, services et construction:</b>	

**Instructions: See Herein**

**Instructions: Voir aux présentes**

<b>Delivery Required - Livraison exigée</b>	<b>Delivery Offered - Livraison proposée</b>
<b>Vendor/Firm Name and Address</b> Raison sociale et adresse du fournisseur/de l'entrepreneur	
<b>Telephone No. - N° de téléphone</b> <b>Facsimile No. - N° de télécopieur</b>	
<b>Name and title of person authorized to sign on behalf of Vendor/Firm</b> <b>(type or print)</b> <b>Nom et titre de la personne autorisée à signer au nom du fournisseur/</b> <b>de l'entrepreneur (taper ou écrire en caractères d'imprimerie)</b>	
<b>Signature</b>	<b>Date</b>

This Solicitation Amendment No. two (2) is raised to include the following Addendum No. two (2).

The following Addendum to the tender is effective immediately. This addendum shall form part of the contract documents.

**All other terms and conditions remain the same.**

#### **EXTENSION OF TIME**

Notice is hereby given that the time for the reception of tenders previously due February 13, 2019 is hereby extended to 14:00 hours, **February 21, 2019**.

#### **SOLICITATION**

**REMOVE** ANNEX "B" BASIS OF PAYMENT and **REPLACE** with the attached ANNEX "B" BASIS OF PAYMENT revised February 1, 2019

**REMOVE** ANNEX "D" TECHNICAL EVALUATION CRITERIA and **REPLACE** with the attached ANNEX "D" TECHNICAL EVALUATION CRITERIA revised February 1, 2019

**REMOVE** "4.1.3.1 Mandatory Financial Criteria / SACC Manual Clause C3011T (2014/06/26) Exchange Rate Fluctuation" and **REPLACE** with "4.1.3.1 Mandatory Financial Criteria / SACC Manual Clause C3011T (2013/11/06) Exchange Rate Fluctuation"

#### **QUESTION AND ANSWERS**

##### **Question 1:**

Please refer to Annex "A" – Statement of Work, 2.3, Table 1, Quality Assurance, which states that a Bilingual QA Consultant is required. Please confirm that this resource should be one Bilingual QC Consultant vs. a QA Consultant.

##### **Answer 1:**

This line should read "Bilingual QC Consultant"

##### **Question 2:**

Please refer to Annex "A" – Statement of Work, 14, Specific IT Requirements. The paragraph states that 3D Gamer Programmers and 3D Animators must provide their own IT equipment as listed. The paragraph further states that the IT equipment will become the property of DND upon completion of the contract in Mar 2022. It has been the bidders experience on contract #W8486-163123/A that turning all of the IT equipment in to the Crown during the first week of contract execution proved to be very successful.- This approach would allow easier compliance with clause 14.2 for access to the hardware and software. Additionally, we would ensure that all warranties are transferred to the Crown.

The Bidder respectively requests that all IT equipment listed in paragraph 14 be turned in to the Crown during the first week of contract execution or earlier.

##### **Answer 2:**

Delete Para 14.1 entirely and replace with:

- 14.1. Contractors working in support of ALSC will be provided DWAN equipment and software. The 3D GP and 3D A are required to provide their own IT equipment with internet capability necessary to conduct the work. Within seven (7) days of commencement of contract execution, all IT equipment and software will become the property of DND . The IT equipment will consist of a desktop computer with the following minimum specifications and software:

- 
- Processor: AMD Ryzen Threadripper 2950x
  - Liquid Cooled CPU Cooler
  - X399 ATX Motherboard
  - RAM: 64GB DDR4 3200MHz
  - Video Card: NVIDIA RTX 2080
  - 500GB NVMe SSD
  - 2TB 7200rpm HDD
  - Windows 10 Pro x64
  - 2 x Asus ProArt 24" Monitor
  - Keyboard and mouse (not wireless)
  - Software (with licensing for the duration of the contract):
    - Windows 10
    - Microsoft Office (2013 or newer)
    - Autodesk 3DS Max
    - Adobe Creative Cloud (2014 or newer)
    - Adobe Creative Suite 5 or 5.5 (for legacy product as CC has issues opening files created with CS software)
    - Unity (2017 or newer)
    - Unreal Engine( version 4 or newer)
    - Web Browsers
      - IE 11
      - Chrome
      - Firefox

**Question 3:**

Please refer to Annex "B" – Basis of Payment, year 2 and year 3. Please confirm that line 1 is for the Senior Project Manager (PM).

**Answer 3:** Line 1 is for the Senior Project Manager.

**Question 4:**

Please refer to Annex "D" – Technical Evaluation Criteria, Mandatory Requirements, M1 Project Managers (PM), which states that there are 5 Intermediate PMs for a total of 6 resources. Please confirm that 6 Intermediate PMs are required for a total of 7 resources.

**Answer 4:**

Please refer to Annex "D" – Technical Evaluation Criteria, Mandatory Requirements, M1 Project Managers (PM), which states that there are 5 Intermediate PMs for a total of 6 resources. Please confirm that 6 Intermediate PMs are required for a total of 7 resources.

**Question 5:**

Please refer to Annex "D" – Technical Evaluation Criteria, Mandatory Requirements, M2 Instructional Designers (ID), 2.1 Senior ID, education requirements 2.1.1, which limits the degree to a graduate level diploma and limits the acceptable fields of education to Education, Adult Learning, Distance Learning or eLearning. It has been the Bidder's experience including on previous solicitations for the same services, that the educational requirements were defined and/or amended to "Must have a university degree (in any field)" and that the resource with this level of education has successfully fulfilled this role in the past, with no impact of their ability to do the job.

The Bidder respectfully requests that the Crown change the educational requirements for 2.1.1 be changed to "Must have a university degree (in any field)" to reflect and be consistent with previous RFPs and resulting contracts.

**Answer 5:**

The Crown amends Annex D paragraph 2.1.1, to read: "Must have a university degree (in any field)"

**Question 6:**

Please refer to Annex "D" – Technical Evaluation Criteria, Mandatory Requirements, M2 Instructional Designers (ID), 2.2 Intermediate ID, education requirements 2.2.1, which limits the degree to a university diploma and limits the acceptable fields of education to Education, Adult Learning, Distance Learning or eLearning. It has been the Bidder's experience including on previous solicitations for the same services, that the educational requirements were defined and/or amended to "Must have a college diploma (in any field) or a university degree (in any field)" and that resources with this level of education have successfully fulfilled these roles in the past, with no impact of their ability to do the job.

The Bidder respectfully requests that the Crown change the educational requirements for 2.2.1 be changed to "Must have a college diploma (in any field) or a university degree (in any field)" to reflect and to be consistent with the previous RFPs and resulting contracts.

**Answer 6:**

The Crown amends Annex D paragraph 2.2.1 to read: "Must have a college diploma (in any field) or university degree (in any field)"

**Question 7:**

Please refer to Annex "D" – Technical Evaluation Criteria, Mandatory Requirements, M2 Instructional Designers (ID), 2.2.2 and 2.3.2 which requests that both the Intermediate and Junior IDs have "a minimum of five (5) years' experience in the last ten (10) years in instructional design." It has been the Bidder's experience that the Crown typically defines the years of experience for junior level resources as up to three (3) years and intermediate level resources at three (3) to five (5) years.

The Bidder respectfully request that the Crown change 2.3.2 to "three (3) years' experience in the last ten (10) years" to reflect a difference between the Junior and Intermediate levels.

**Answer 7:**

The Crown amends Annex D paragraph 2.3.2 to read "three (3) years' experience in the last ten (10) years"

**Question 8:**

Please refer to Annex "D" – Technical Evaluation Criteria, Mandatory Requirements, M2 Instructional Designers (ID), 2.3 Junior ID, education requirements 2.3a, which limits the acceptable fields of education to Education, Adult Learning, Distance Learning or eLearning.

The Bidder respectfully requests that the Crown change the 2.3a educational requirements to "Must have a university degree (in any field)". It has been the Bidder's experience that resources with this level of education have successfully fulfilled these roles in the past, with no impact of their ability to do the job.

**Answer 8:**

No, the educational requirement will remain

**Question 9:**

Please refer to Annex "D" – Technical Evaluation Criteria, Mandatory Requirements, M7 Junior 3D Game Programmer, which states that there are "Three (1 resource)." Please confirm that one (1) Junior 3D Game Programmer is required.

**Answer 9:**

Confirmed, only one (1) Junior 3D Programmer is required.

**ANNEX "B"**  
**BASIS OF PAYMENT**  
Revised February 1, 2019

You will be paid your costs reasonably and properly incurred for the performance of the work as follows:

<b>Year 1: April 1, 2019 or Contract Award to 31 March 2020:</b>		Extended price (daily rate x number of days)
1.	Senior Project Manager (PM)	
	Labour at the following firm rates:	
1.1	\$_____ per day for an estimated 220 days	\$_____
2.	Intermediate PMs	
	Labour at the following firm rates:	
2.1	\$_____ per day for an estimated 1320 days	\$_____
3.	Senior Instructional Designer (ID)	
	Labour at the following firm rates:	
3.1	\$_____ per day for an estimated 220 days	\$_____
4.	Intermediate ID	
	Labour at the following firm rates:	
4.1	\$_____ per day for an estimated 3960 days	\$_____
5.	Junior ID	
	Labour at the following firm rates:	
5.1	\$_____ per day for an estimated 1760 days	\$_____
6.	Quality Assurance (QA) Consultant	
	Labour at the following firm rates:	
6.1	\$_____ per day for an estimated 220 days	\$_____

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7.	Quality Control (QC) Consultant (Bilingual)		
	Labour at the following firm rates:		
7.1	\$_____ per day for an estimated 220 days	\$_____	
8.	Senior E-Learning Product Programmer (ELPP)		
	Labour at the following firm rates:		
8.1	\$_____ per day for an estimated 220 days	\$_____	
9.	Intermediate E-Learning Product Programmer (ELPP)		
	Labour at the following firm rates:		
9.1	\$_____ per day for an estimated 880 days	\$_____	
10.	Junior E-Learning Product Programmer (ELPP)		
	Labour at the following firm rates:		
10.1	\$_____ per day for an estimated 660 days	\$_____	
11.	Intermediate 3D / Gaming Programmer (3D GP)		
	Labour at the following firm rates:		
11.1	\$_____ per day for an estimated 220 days	\$_____	
12.	Junior 3D / Gaming Programmer (3D GP)		
	Labour at the following firm rates:		
12.1	\$_____ per day for an estimated 220 days	\$_____	
13.	3D Animator (3D A)		
	Labour at the following firm rates:		
13.1	\$_____ per day for an estimated 440 days	\$_____	
14.	Courseware Technical Advisor (CTA)		
	Labour at the following firm rates:		
14.1	\$_____ per day for an estimated 660 days	\$_____	
	<b>TOTAL ESTIMATED COST: Contact Award to 31 March 2020</b>		

Year 2: from 01 April 2020 to 31 March 2021:		Extended price (daily rate x number of days)
1.	Senior Project Manager	
	Labour at the following firm rates:	
1.1	\$_____per day for an estimated 220 days	\$_____
2.	Intermediate PMs	
	Labour at the following firm rates:	
2.1	\$_____per day for an estimated 1320 days	\$_____
3.	Senior Instructional Designer (ID)	
	Labour at the following firm rates:	
3.1	\$_____per day for an estimated 220 days	\$_____
4.	Intermediate ID	
	Labour at the following firm rates:	
4.1	\$_____per day for an estimated 3960 days	\$_____
5.	Junior ID	
	Labour at the following firm rates:	
5.1	\$_____per day for an estimated 1760 days	\$_____
6.	Quality Assurance (QA) Consultant	
	Labour at the following firm rates:	
6.1	\$_____per day for an estimated 220 days	\$_____
7.	Quality Control (QC) Consultant (Bilingual)	
	Labour at the following firm rates:	
7.1	\$_____per day for an estimated 220 days	\$_____
8.	Senior E-Learning Product Programmer (ELPP)	
	Labour at the following firm rates:	
8.1	\$_____per day for an estimated 220 days	\$_____
9.	Intermediate E-Learning Product Programmer (ELPP)	

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		Labour at the following firm rates:	
	9.1	\$_____per day for an estimated 880 days	\$_____
10.	Junior E-Learning Product Programmer (ELPP)		
		Labour at the following firm rates:	
	10.1	\$_____per day for an estimated 660 days	\$_____
11.	Intermediate 3D / Gaming Programmer (3D GP)		
		Labour at the following firm rates:	
	11.1	\$_____per day for an estimated 220 days	\$_____
12.	Junior 3D / Gaming Programmer (3D GP)		
		Labour at the following firm rates:	
	12.1	\$_____per day for an estimated 220 days	\$_____
13.	3D Animator (3D A)		
		Labour at the following firm rates:	
	13.1	\$_____per day for an estimated 440 days	\$_____
14.	Courseware Technical Advisor (CTA)		
		Labour at the following firm rates:	
	14.1	\$_____per day for an estimated 660 days	\$_____
		<b>TOTAL ESTIMATED COST: 01April 2020 to 31 March 2021</b>	



Year 3: from 01 April 2021 to 31 March 2022:		Extended price (daily rate x number of days)
1.	Senior Project Manager	
	Labour at the following firm rates:	
1.1	\$_____per day for an estimated 220 days	\$_____
2.	Intermediate PMs	
	Labour at the following firm rates:	
2.1	\$_____per day for an estimated 1320 days	\$_____
3.	Senior Instructional Designer (ID)	
	Labour at the following firm rates:	
3.1	\$_____per day for an estimated 220 days	\$_____
4.	Intermediate ID	
	Labour at the following firm rates:	
4.1	\$_____per day for an estimated 3960 days	\$_____
5.	Junior ID	
	Labour at the following firm rates:	
5.1	\$_____per day for an estimated 1760 days	\$_____
6.	Quality Assurance (QA) Consultant	
	Labour at the following firm rates:	
6.1	\$_____per day for an estimated 220 days	\$_____
7.	Quality Control (QC) Consultant (Bilingual)	
	Labour at the following firm rates:	
7.1	\$_____per day for an estimated 220 days	\$_____
8.	Senior E-Learning Product Programmer (ELPP)	
	Labour at the following firm rates:	
8.1	\$_____per day for an estimated 220 days	\$_____

9.	Intermediate E-Learning Product Programmer (ELPP)	
	Labour at the following firm rates:	
9.1	\$_____ per day for an estimated 880 days	\$_____
10.	Junior E-Learning Product Programmer (ELPP)	
	Labour at the following firm rates:	
10.1	\$_____ per day for an estimated 660 days	\$_____
11.	Intermediate 3D / Gaming Programmer (3D GP)	
	Labour at the following firm rates:	
11.1	\$_____ per day for an estimated 220 days	\$_____
12.	Junior 3D / Gaming Programmer (3D GP)	
	Labour at the following firm rates:	
12.1	\$_____ per day for an estimated 220 days	\$_____
13.	3D Animator (3D A)	
	Labour at the following firm rates:	
13.1	\$_____ per day for an estimated 440 days	\$_____
14.	Courseware Technical Advisor (CTA)	
	Labour at the following firm rates:	
14.1	\$_____ per day for an estimated 660 days	\$_____
	<b>TOTAL ESTIMATED COST: 01 April 2021 to 31 March 2022</b>	

Allowance for travel as required\*

\$ 20,000.00

**Grand Total:**

\$ \_\_\_\_\_

The sum of all periods and allowance for travel will be used for evaluation purposes

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**Notes:**

1. The basis of payment will be on an all-inclusive per diem rate based on seven point five (7.5) hours of work. For work performed for duration of more or less than one day, the daily rate specified will be prorated accordingly. The Contractor is to submit a monthly invoice for consulting days/hours utilized each month before the 15th day of the following month.
2. The minimum guaranteed level of effort for this requirement is 10% of the maximum contract value. All resources must be available to start working within 30 days of contract award unless otherwise specified.

\* All travel and living costs will require prior authorization from the Technical Authority. Travel and living expenses incurred in the performance of the work will be reimbursed in accordance with the National Joint Council Travel Directive.

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**ANNEX "D"**  
**TECHNICAL EVALUATION CRITERIA**

Revised February 1, 2019

Bids must include a resume for the proposed resource(s) illustrating the requested experience and education, and if appropriate, copies of diplomas and/or certificates. Bids must demonstrate how the proposed resource(s) meet the selection criteria. When required, the sum of all the examples must equal or exceed the timeframe identified. For each example that is cited as experience within the technical proposal, the following information must be provided:

- a. Job or position;
- b. Start and end time (month / year) of the experience and specify actual time period (months, years) (if applicable);
- c. Roles and responsibilities, including a description of the work performed and type of deliverables; and
- d. Identify the organization (provide references). Include the contact name for the organization and contact information. Contact information for any reference cited should include contact name, title and current telephone number.

NOTE: Listing professional experience without providing any supporting details describing when, where and how such experience was obtained will cause the proposal to be considered non-compliant by the evaluation team. All professional experience must be fully documented and substantiated in the proposal.

DND reserves the right to validate any or all of the information supplied by the bidder from the referenced project(s) prior to contract award and will document the responses and results of the Mandatory contacts.

**MANDATORY REQUIREMENTS**

It is understood by the parties submitting offers that to be considered valid, an offer MUST meet all of the following mandatory requirements. Proposals must be supported by proper and adequate detail, particularly where supporting evidence is required by a mandatory item. Those not meeting all of these mandatory requirements will be given no further consideration.

**ANNEX "D"**  
**TECHNICAL EVALUATION CRITERIA**  
Revised February 1, 2019

**ATTENTION BIDDERS: WRITE BESIDE THE CRITERIA BELOW THE RELEVANT PAGE NUMBER(S) FROM YOUR PROPOSAL WHICH ADDRESSES THE ISSUE.**

			Page #	For Evaluation Purposes	
				Met/ Not Met	Comments
<b>M1</b>	<b>Project Mangers (PM) Seven (7) resources 1 Senior PM, 6 Intermediate PM's</b>				
	<b>1.1</b>	<b>Senior PM (1 resource)</b>			
	1.1.1	Must have a University degree (in any field) or a College Diploma (in any field) and a Project Management Professional (PMP) certification from the Project Management Institute.			
	1.1.2	Must have a minimum of seven (7) years' experience as a Project Manager, including three (3) years' experience in managing training projects and teams as program manager.			
	1.1.3	Must have a minimum of three (3) years' experience managing eLearning and/or software projects, including a minimum of two (2) years' experience managing eLearning teams.			
	1.1.4	Must be proficient in English.			
	<b>1.2</b>	<b>Intermediate PM's (6 resources)</b>			
	1.2.1	Must have a University degree (in any field) or a College Diploma (in any field) or a Project Management Professional (PMP) certification from the Project Management Institute.			
	1.2.2	Must have a minimum of five (5) years' experience as a Project Manager, including two (2) years' experience in managing training projects.			
	1.2.3	Must have a minimum of three (3) years' experience in managing eLearning and/or software projects.			
	1.2.4	Must be proficient in English.			
<b>M2</b>	<b>Instructional Designers (ID) Twenty-seven (27 resources) ID's (1 senior ID, 18 intermediate ID's and 8 Jr ID's)</b>				
	<b>2.1</b>	<b>Senior ID (1 resource)</b>			

			Page #	For Evaluation Purposes	
				Met/ Not Met	Comments
	2.1.1	Must have a university degree (in any field).			
	2.1.2	Must have a minimum of seven (7) years' experience in the last ten (10) years in instructional design.			
	2.1.3	Must have a minimum of five (5) years' experience in the last ten (10) years in the instructional design of eLearning product(s) and a minimum of (3) years' experience in the last five (5) years in the management of Instructional Designer teams.			
	2.1.4	Must be proficient in English.			
	<b>2.2</b>	<b>Intermediate ID's (18 resource)</b>			
	2.2.1	Must have a college diploma (in any field) or university degree (in any field).			
	2.2.2	Must have a minimum of five (5) years' experience in the last ten (10) years in instructional design.			
	2.2.3	Must have a minimum of three (3) years' experience in the last ten (10) years as a project lead instructional designer in the instructional design of eLearning product(s).			
	2.2.4	Must be proficient in English.			
	<b>2.3</b>	<b>Junior ID ( 8 resources)</b>			
	2.3.1	Must have a college degree in any field.			
	2.3.2	Must have a minimum of three (3) years' experience in the last ten (10) years in instructional design.			
	2.3.3	Must have a minimum of three (3) year experience in the last ten (10) years in the instructional design of eLearning product(s).			
	2.3.4	Must be proficient in English.			
	OR				
	2.3a	Must have an undergraduate degree with a Major in one of the following fields: Education, Adult Learning, Distance Learning, or eLearning.			

			Page #	For Evaluation Purposes	
				Met/ Not Met	Comments
	2.3.1a	Must have a minimum of one (1) years' experience in instructional design			
	2.3.2a	Must be proficient in English.			
<b>M3</b>	<b>Quality Assurance (QA) consultant (1 resource)</b>				
	<b>3.1</b>	Must have a minimum of three (3) years' experience in the last five (5) years developing QA policies, plans, procedures and metrics.			
	3.1.1	Must have a minimum of three (3) years' experience in the last five (5) years developing software development standards.			
	3.1.2	Must have a minimum of three (3) years' experience in the last five (5) years managing the QA process.			
	3.1.3	Must be proficient in English.			
<b>M4</b>	<b>Bilingual Control (QC) consultant (1 resource)</b>				
	<b>4.1</b>	Must have a minimum of three (3) years' experience in the last ten (10) years developing QC policies, plans, procedures and metrics.			
	4.1.1	Must have a minimum of three (3) years' experience in the last ten (10) years developing eLearning development standards.			
	4.1.2	Must have a minimum of three (3) years' experience in the last ten (10) years managing the QC process.			
	4.1.3	Must be bilingual (English/French).			
<b>M5</b>	<b>E-Learning Product Programmers (ELPPs) eight (8 resources) (1 senior ELPP, 4 intermediate and 3 Jr ELPP)</b>				
	<b>5.1</b>	<b>Senior ELPP (1 resource)</b>			
	5.1.1	Must have a University degree (in any field) or College diploma (in any field).			
	5.1.2	Must have a minimum of seven (7) years' experience in the last ten (10) years using Adobe Suite of products, other rapid eLearning tools such as HTML 5, CSS, JavaScript and/or eLearning authoring tools.			
	5.1.3	Must have a minimum of five (5) years' experience in the last ten (10) years as a project lead developer.			
	5.1.4	Must have a minimum of three (3) years' experience in the last five (5) years managing developer/programmer teams.			

			Page #	For Evaluation Purposes	
				Met/ Not Met	Comments
	5.1.5	Must be proficient in English.			
	<b>5.2</b>	<b>Intermediate ELPP (4 resource)</b>			
	5.2.1	Must have a University degree (in any field) or College diploma (in any field).			
	5.2.2	Must have a minimum of five (5) years' experience in the last ten (10) years using Adobe Suite of products, other rapid eLearning tools such as HTML 5, CSS, JavaScript and/or eLearning authoring tools.			
	5.2.3	Must have a minimum of two (2) years' experience in the last five (5) years as project lead developer in the production of eLearning.			
	5.2.4	Must have a minimum of three (3) years' experience in the last five (5) years using Adobe Suite of products to produce eLearning.			
	5.2.5	Must be proficient in English.			
	<b>5.3</b>	<b>Junior ELPP (3 resource)</b>			
	5.3.1	Must have a College diploma (in any field) and/or Applied Studies Internship (ASI) Certificate.			
	5.3.2	Must have a minimum of three (3) years' experience in the last five (5) years or successful graduate of the Applied Studies Internship (ASI) mentorship program using Adobe Suite of products, other rapid eLearning tools such as HTML 5, CSS, JavaScript and/or eLearning authoring tools.			
	5.3.3	Must be proficient in English.			
<b>M6</b>	<b>Intermediate 3D Game Programmer (3D GP) (1 resource)</b>				
	<b>6.1</b>	<b>Intermediate 3D GP</b>			
	6.1.1	Must have a University degree (in any field) or College diploma (in any field).			
	6.1.2	Must have a minimum of three (3) years' experience in the last seven (7) years in programming and scripting functionality of real world objects, characters and equipment for use in real-time engines such as Unity/Unreal.			
	6.1.3	Must have a minimum of one (1) year experience in the last three (3) years in 3D modeling, and texturing for 3D applications.			
	6.1.4	Must have a minimum of two (2) years' experience in the last five (5) years as a project lead 3D developer in the production of 3D projects.			



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	6.1.5	Must be proficient in English.			
<b>M7</b>	<b>Junior 3D Game Programmer One (1) resource</b>				
	<b>7.1</b>	Must have a College diploma (in any field) and/or Applied Studies Internship (ASI) Certificate.			
	7.1.1	Must have a minimum of three (3) years' experience in the last five (5) years or be a successful graduate of the Applied Studies Internship (ASI) mentorship program in programming and scripting functionality of real world objects, characters and equipment for use in real-time engines such as Unity.			
	7.1.2	Must have a minimum of two (2) years' experience in the last five (5) years working in a 3D environment incorporating 3D modeling and 3D animation for 3D applications in eLearning.			
	7.1.3	Must be proficient in English.			
<b>M8</b>	<b>3D Animator (2 resources)</b>				
	<b>8.1</b>	Must have a University degree (in any field) or College diploma (in any field).			
	8.1.2	Must have a minimum of seven (7) years' experience in the last ten (10) years in 3D animation, pipeline management, programming and scripting animations of real world objects, characters and equipment for use in animations for real-time engines such as Unity, Unreal and training.			
	8.1.3	Must have a minimum of three (3) years' experience in the last five (5) years as project lead 3D animator in the production of 3D animations.			
	8.1.4	Must have a minimum of five (5) years' experience in the last ten (10) years using Autodesk 3DS Max for 3D and other 3D tools (as specified by the client, such as Adobe after effects, Motion builder, Vue).			
	8.1.5	Must be proficient in English.			
<b>M9</b>	<b>Courseware Technical Advisor (3 resources)</b>				
	9.1	Must have held the minimum rank of Captain (for Officers) and be qualified Army Operations Course (or equivalent).			

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	9.1.1	Must have a minimum of three (3) years' experience in the content area related to the Army Training System within the last five (5) years			
	9.1.2	Resource must be proficient in English.			