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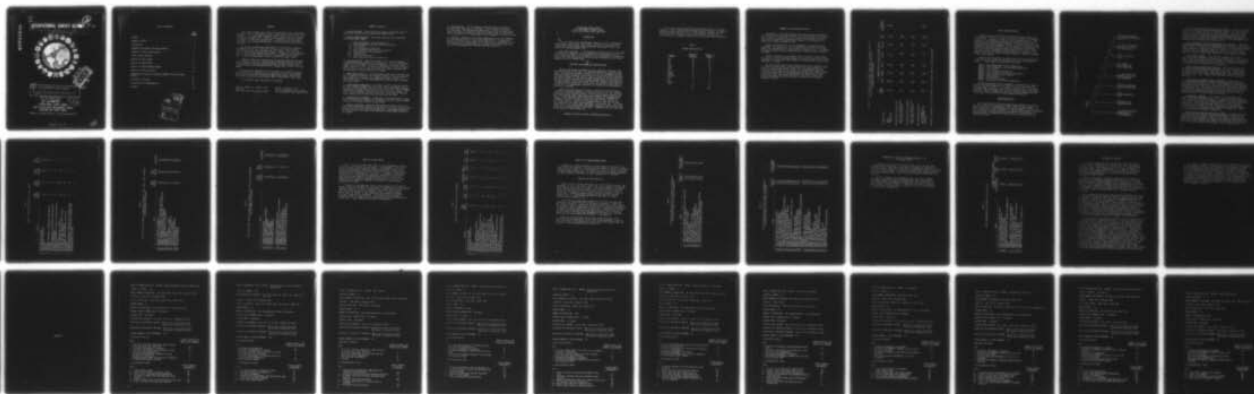
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OCCUPATIONAL SURVEY REPORT.

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STILL PHOTOGRAPHIC CAREER LADDER

AFSCs 23132, 23152, 23172, AND 23192 •

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AFPT-90-231-234

⑪

31 DECEMBER 1976

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OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE	2
SUMMARY OF RESULTS	3
INTRODUCTION	5
INVENTORY DEVELOPMENT AND ADMINISTRATION	5
SUMMARY OF JOB SATISFACTION DATA	7
CAREER LADDER STRUCTURE	9
ANALYSIS OF DAFSC GROUPS	12
ANALYSIS OF AFMS GROUPS	17
ANALYSIS OF CONUS/OVERSEAS GROUPS	19
ANALYSIS OF TASK DIFFICULTY	19
COMPARISON OF SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS	22
RELEVANCE OF TRAINING	24
CONCLUSIONS AND RECOMMENDATIONS	27
APPENDIX	28

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Still Photographic career ladder, AFSCs 23132, 23152, 23172, and 23192. The project was directed by USAF Program Technical Training, Volume 2, dated April 1975. Authority for conducting specialty surveys is contained in AFM 35-2, paragraph 2-1. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by 1Lt Loretta Lee, Inventory Development Specialist. Capt John X. Olivo and Mr. James B. Keeth analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Thomas J. O'Connor, Chief, Operations/Support Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas, 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Colonel, USAF
Commander
USAF Occupational Measurement Center

WALTER E. DRISKILL, Ph.D.
Chief, Occupational Survey Branch
USAF Occupational Measurement Center

SUMMARY OF RESULTS

1. Survey Coverage: Survey results are based on responses from 79 percent of the assigned personnel holding DAFSC 231X2.

2. Career Ladder Structure: Nine major groupings were identified within the career ladder.

- I. Base Photographic Services Specialists
- II. Base Photographic Services NCOICs/Technicians
- III. OJT Trainers
- IV. Slide Processing Technicians
- V. Black and White and Color Film Processors
- VI. Black and White Film Processors
- VII. Photographers
- VIII. Color Film Processors
- IX. Base Audiovisual Services Supervisors

3. Job Satisfaction: Eighty-two percent of all survey respondents indicated that they found their job interesting. This is significantly higher than the 69 percent figure for incumbents in 35 other career ladders surveyed in 1975. In terms of perceived utilization of talents and training, at least 77 percent of the total sample indicated that both were being utilized fairly well or better.

4. Reenlistment Patterns: The reenlistment intent scale indicated that only 44 percent of the first-term airmen planned to reenlist, with this figure jumping to 75 percent for second-term airmen. Actual FY 76 reenlistment rates for first-term airmen was 37 percent and 70 percent for second termers.

5. Career Ladder Progression: The largest portion of the job time for the total sample was spent performing photographic assignments and processing and finishing black and white film. The 5-skill level incumbents showed task performance very similar to that of the total sample. The 7-skill level incumbents, however, spent very little time on technical tasks, spending most of their time on supervisory functions.

6. CONUS/Overseas Differences: Comparison of tasks performed by incumbents stationed in the CONUS versus incumbents stationed overseas showed virtually no difference between the two groups.

7. AFM 39-1 Evaluation: Specialty descriptions for the 5- and 7-skill levels were found to be adequate but the addition of several tasks to both descriptions was clearly supported by the data. A detailed explanation of these points can be found in the ANALYSIS OF DAFSC GROUPS section of this report.

8. STS Evaluation: The STS generally reflected the job performed in the field, but some revision is needed. Tasks related to selecting printing paper, film and developer combinations, as well as identifying causes for defects on negatives need to be added to the STS since these tasks are performed by a large number of job incumbents in all skill levels.

9. Training: Comparison of the tasks performed by first job incumbents with the training given in basic course 3ABR23132-01-1 indicated that extensive revision could be made in the areas of color photography, color film processing, and photojournalism. Survey data indicated that very few first job personnel are involved with these functions.

OCCUPATIONAL SURVEY REPORT
STILL PHOTOGRAPHIC CAREER LADDER
AFSCs 23132, 23152, 23172, AND 23192

INTRODUCTION

This is a report of an occupational survey of the Still Photographic career ladder, AFSCs 23132, 23152, 23172, and 23192, conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from August 1975 through December 1976.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current training and career field structure documents; and (4) recommended actions for further study.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-231-234. The inventory booklet was composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent on tasks performed in their current jobs. The latter section consisted of 318 tasks grouped under 12 duty headings. Thorough research of publications and directives, personal interviews with 11 subject-matter specialists at four bases, and written reviews from 44 experienced still photographic personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to 1,017 job incumbents holding the DAFSCs identified above. Survey administration occurred from April 1976 through August 1976, based upon the March 1976 Uniform Airman Record. After supplying identification and biographical information, incumbents checked and rated the tasks performed in their current job. Tasks were rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job. The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

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Table 1 gives the distribution of assigned personnel in the career ladder as of March 1976 and the percentage, by major command, of inventory booklets returned from the field. The 801 booklets returned from the field represent 79 percent of career field members surveyed, and is considered to be an adequate sample of the 231X2 career ladder population.

TABLE 1
COMMAND REPRESENTATION

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
MAC	24	24
SAC	20	19
TAC	14	14
ATC	10	10
USAFE	9	8
AFSC	8	10
ADC	5	5
USAFSS	2	2
PACAF	2	2
HQ COMD	2	1
AFLC	1	2
AU	1	1
AFCS	1	1
USAFA	1	1
	<u>100</u>	<u>100</u>

SUMMARY OF JOB SATISFACTION DATA

Percentages of the total sample and enlistment groups responding to the various points of the job interest, perceived utilization of talents and training, and reenlistment intent scales are presented in Table 2. Also given for comparison purposes are responses for incumbents in 35 other career ladders surveyed in 1975.

Eighty-two percent of all survey respondents indicated that they found their job interesting. This is significantly higher than the 69 percent for incumbents in 35 career ladders surveyed in 1975. In general, job interest remained fairly constant as skill level and time in service increased.

Survey respondents also indicated high utilization of both talents and training. In all enlistment groups, 77 percent or more of the survey respondents indicated that their talents and training were being utilized fairly well or better.

The reenlistment intent scale indicated that only 44 percent of the first-term airmen planned to reenlist, with this figure jumping to 75 percent for second-term airmen. Actual FY 76 reenlistment rates for first-term 231X2 airmen was 37 percent and 70 percent for second termers. It should be noted that, while approximately 80 percent of first-term airmen found their job interesting and felt that their talents and training were being utilized fairly well or better, only 44 percent planned to reenlist.

TABLE 2

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING,
AND CAREER INTENT BY TOTAL SAMPLE AND AFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	TOTAL SAMPLE	MONTHS ACTIVE FEDERAL MILITARY SERVICE					OTHER AF SPECIALTIES*
		1-48	49-96	97-144	145-192	193-240	240+
"I FIND MY JOB"							
DULL	9	10	9	8	7	13	4
SO-SO	9	12	7	12	9	6	4
INTERESTING	82	78	84	80	84	81	92
							16 15 69
"MY JOB UTILIZES MY TALENTS"							
NOT AT ALL OR VERY LITTLE	18	21	19	12	14	23	14
FAIRLY WELL OR BETTER	82	79	81	88	86	77	86
							- -
"MY JOB UTILIZES MY TRAINING"							
NOT AT ALL OR VERY LITTLE	18	17	22	14	16	23	15
FAIRLY WELL OR BETTER	82	83	78	86	84	77	85
							- -
"DO YOU PLAN TO REENLIST"							
NO OR PROBABLY NO	34	56	24	11	3	46	53
YES OR PROBABLY YES	65	44	75	88	97	52	32
NO REPLY	1	-	1	1	-	2	15
							45 55 -

* Based on responses of 21,107 incumbents from 35 career ladders surveyed during 1975

CAREER LADDER STRUCTURE

The job structure of the Still Photographic career ladder was determined on the basis of similarity in tasks performed by incumbents in the field, independent of DAFSC or other background factors. The products of the computerized hierarchical grouping procedure used in this part of the analysis helped identify: (1) tasks which tend to be performed by the same incumbents; (2) the breadth or narrowness of jobs performed in the field; and (3) tasks and background characteristics used in distinguishing among different jobs within the career field. Structure analysis therefore provided an objective indication of the amount of task overlap among the various groups of incumbents included in the survey sample.

Based on task similarity, the best division of the jobs performed in the 231X2 career ladder was determined to be that illustrated in Figure 1. These groups are identified as follows:

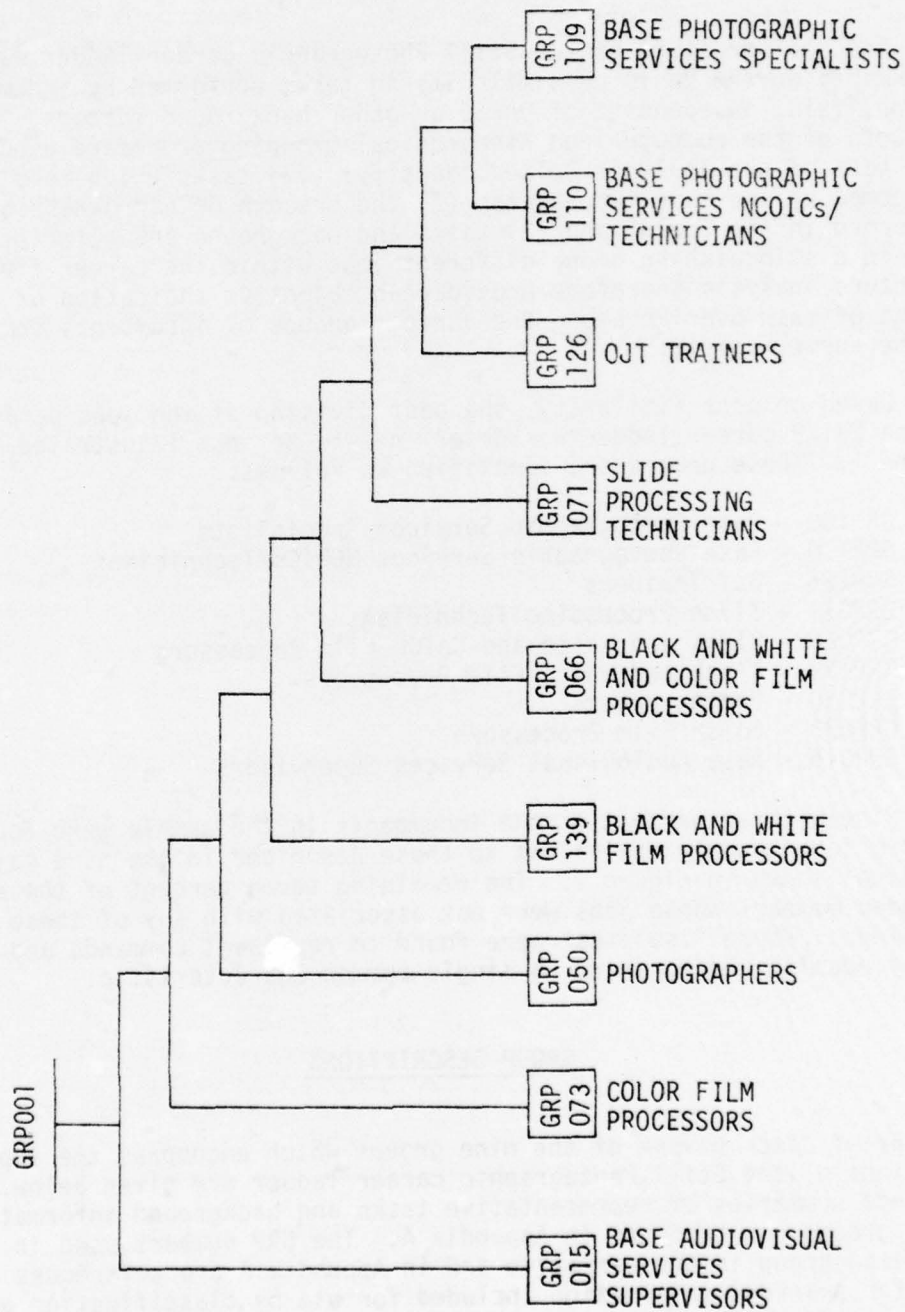
- GRP109 - Base Photographic Services Specialists
- GRP110 - Base Photographic Services NCOICs/Technicians
- GRP126 - OJT Trainers
- GRP071 - Slide Processing Technicians
- GRP066 - Black and White and Color Film Processors
- GRP139 - Black and White Film Processors
- GRP050 - Photographers
- GRP073 - Color Film Processors
- GRP015 - Base Audiovisual Services Supervisors

Ninety-three percent of the incumbents in the sample were found to perform jobs roughly equivalent to those described in the nine major groupings shown in Figure 1. The remaining seven percent of the sample included members whose jobs were not associated with any of these major groupings. These "isolates" were found to represent commands and AFSCs fairly equally and to share no single common characteristic.

GROUP DESCRIPTIONS

Brief descriptions of the nine groups which encompass the important functions of the Still Photographic career ladder are given below. Complete summaries of representative tasks and background information for these groups can be found in Appendix A. The GRP numbers used in conjunction with each group in the narrative and in Appendix A are references to computer printout information included for use by classification and training officials.

FIGURE 1
STILL PHOTOGRAPHIC CAREER LADDER STRUCTURE
AFS 231X2



Base Photographic Services Specialists (GRP109). These 345 incumbents comprise the largest group within the career ladder. They are primarily 5-skill level specialists with less than 48 months in the career field. Their principle tasks involve providing photographic support for base level activities. Common tasks include selecting proper equipment for accomplishing photographic assignments, taking official photographs, and developing and processing black and white film.

Base Photographic Services NCOICs/Technicians (GRP110). These 160 members are assigned at the same base photo labs as members of the previous group (GRP109). In addition to performing many of the same technical tasks, these incumbents also perform supervisory functions to insure that the technical tasks are performed correctly. Most of the members listed their duty titles as NCOIC, Base Photo Lab or NCOIC, Production Control.

OJT Trainers (GRP126). These ten job incumbents deal almost exclusively with on-the-job training and associated tasks. Most of their time is spent determining training requirements, counseling individuals on training problems, demonstrating the operation of equipment, and determining proficiency of trainees prior to upgrading.

Slide Processing Technicians (GRP071). These 12 individuals are assigned to various activities above base level. Their primary job is to produce 35 MM and overhead slides used in briefings. Common tasks include laying out the slides, taking photographs, processing the film, and mounting the slides. Members work with both color and black and white film.

Film Processors (GRP066, GRP139, and GRP073). Three groups of film processors are shown in Figure 1. The 71 members of these three groups work almost exclusively in the lab processing and finishing color, black and white film, and prints. Very little of their time is taken up by photography tasks. As laboratory technicians, they perform such tasks as exposing and processing contact and projection prints, controlling contrast of selected printing paper, and manually processing color or black and white roll film and negative sheet film.

Photographers (GRP050). This group of 59 job incumbents deals almost exclusively with photography. Their jobs run the gamut from the highly diversified job of base support photographer to studio photographer to the highly specialized job of photojournalist. Tasks which typify these groups' job include selecting light sources for assignments, arranging subject elements in scene, coordinating mission requirements with customers, and positioning camera angles for composition. (Also see GRP094, GRP168, and GRP062 in Appendix A).

Base Audiovisual Services Supervisors (GRP015). The administration functions of base level photo labs and other audiovisual agencies are accomplished by the 69 members comprising this group. The majority of their time is spent organizing, planning, and evaluating these activities. Common duty titles given by group members include Chief, Base Audiovisual Services; Chief, Base Photo Lab; and Chief, Color Production Unit.

ANALYSIS OF DAFSC GROUPS

Table 3 lists those tasks which are performed by 65 percent or more of all 231X2 incumbents. Most of the tasks relate to the operation of cameras, lenses, and electronic flashes; posing or arranging subjects for pictures; and exposing and printing black and white film.

Survey results were compared to the AFM 39-1 job descriptions for the 231X2 career ladder. Overall, these descriptions generally reflect the duties and tasks performed by still photographic personnel.

Analysis of survey results indicates that the job description for 5-skill level personnel should include two additional functions. These include tasks related to planning work assignments, schedules, and priorities; and tasks dealing with the establishment, maintenance, and inventory of stock levels and equipment.

The 7-skill level job description should be amended to include tasks related to budget development, implementation, and evaluation; and to establishing manning and publications requirements. A new subparagraph dealing with evaluation should also be added. Tasks grouped under this paragraph should include such items as evaluation of job descriptions, maintenance of equipment and facilities, quality control, training programs, and workload requirements.

Skill Level Groups

Table 4 shows the relative amount of time spent by each skill level group on tasks within the duties. The largest portion of the job time for the total sample is spent performing technical photography functions (duties F through I).

The 5-skill level incumbents show task performance very similar to that of the total sample, with 70 percent of their time being spent in duties F through I. Very little time is spent on supervisory tasks.

Relative time spent on duties by 7-skill level incumbents, however, is somewhat different from that of the total sample. These members spend only 38 percent of their time performing duties F through I and 45 percent of their time on supervisory functions. Table 5 lists those tasks which most clearly differentiate between the 5- and 7-skill level incumbents. As expected, all tasks are supervisory in nature.

The 9-skill level incumbents spend 68 percent of their time on duties A through C. Very little of their job time is spent on technical duties. Table 6 lists those tasks which best differentiate between the 7- and 9-skill level groups. As shown, technical tasks relating to the accomplishment of photographic assignments are performed by a larger number of 7-skill level incumbents, while evaluation tasks are primarily performed by the 9-skill level members.

TABLE 3

TASKS PERFORMED BY 65 PERCENT OR MORE OF ALL 231X2 INCUMBENTS

	TASK	PERCENT PERFORMING
G1	ADJUST LENS APERTURES FOR EXPOSURE	81
H2	CHANGE CAMERA LENSES	75
H17	OPERATE 35 MM SINGLE LENS REFLEX CAMERAS	74
G11	POSITION AND OPERATE ELECTRONIC FLASHES	73
H26	SELECT CAMERA LENSES FOR ASSIGNMENTS	71
H1	ARRANGE SUBJECT ELEMENTS IN SCENE	70
H24	POSITION CAMERA ANGLES FOR COMPOSITION	70
H9	INSPECT AND CLEAN CAMERAS AND ACCESSORIES	68
H3	COORDINATE MISSION REQUIREMENTS WITH CUSTOMERS	68
H8	EMPLOY TRIPODS FOR CAMERA STABILITY	67
H21	POSE SUBJECTS FOR AWARDS AND PRESENTATIONS	67
I15	EXPOSE BLACK AND WHITE PROJECTION PRINTS	67
I28	SELECT EXPOSURES FOR PROJECTION PRINTING	66
F3	CLEAN PROCESSING AREAS	66
I24	PROCESS BLACK AND WHITE PROJECTION PRINTS	66
G8	OPERATE REFLECTED LIGHT METERS	65
G3	DETERMINE EXPOSURE FROM DATA SHEETS	65
I31	SELECT PRINTING FILTERS FOR VARIABLE CONTRAST PAPER	65
I9	DETERMINE EXPOSURE FOR BLACK AND WHITE PRINT MATERIALS	65

TABLE 4

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	TOTAL SAMPLE (N=801)	DAFSC 23152 (N=505)	DAFSC 23172 (N=224)	DAFSC 23192 (N=13)
A ORGANIZING AND PLANNING	5	2	10	19
B DIRECTING AND IMPLEMENTING	11	7	20	31
C EVALUATING	4	2	8	18
D TRAINING	3	2	7	5
E PERFORMING PHOTOGRAPHIC LABORATORY ADMINISTRATION FUNCTIONS	6	5	8	4
F SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	14	17	8	3
G DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILMS	9	10	7	3
H PERFORMING PHOTOGRAPHIC ASSIGNMENTS	16	19	12	5
I SELECTING, EXPOSING, PROCESSING, AND FINISHING BLACK AND WHITE PRINT MATERIALS	20	24	11	3
J SELECTING AND USING PHOTOGRAPHIC FILTERS FOR ASSIGNMENTS	3	2	2	1
K PRODUCING PHOTOGRAPHIC REPRODUCTIONS AND COLOR PRINTS	5	5	4	7
L PREPARING CONVENTIONAL BLACK AND WHITE CHEMISTRY AND MAINTAINING QUALITY CONTROL	4	5	3	1

TABLE 5
TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

	TASK	DAFSC 23152 (N=505)	DAFSC 23172 (N=224)	DIFFERENCE
C9	EVALUATE PERSONNEL PERFORMANCE	23	66	-43
B54	SUPERVISE STILL PHOTOGRAPHIC SPECIALISTS, AFSC 23152	23	64	-41
B4	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	26	66	-40
D6	COUNSEL INDIVIDUALS ON TRAINING PROBLEMS	23	61	-38
C2	EVALUATE ACCOMPLISHMENT OF ASSIGNMENTS	24	61	-37
B48	SCHEDULE LEAVES	11	47	-36
A5	ESTABLISH PERFORMANCE STANDARDS	19	55	-36
A26	PLAN WORK SCHEDULES OR PRIORITIES	34	70	-36
B1	ASSIGN DUTIES TO PERSONNEL	32	68	-36
C15	EVALUATE WORKLOAD REQUIREMENTS	16	52	-36
B24	DRAFT CORRESPONDENCE	14	49	-35
A25	PLAN WORK ASSIGNMENTS	37	72	-35

TABLE 6

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 23172 (N=224)	DAFSC 23192 (N=13)	DIFFERENCE
C6 EVALUATE JOB DESCRIPTIONS	27	84	-57
A6 ESTABLISH PERSONNEL MANNING REQUIREMENTS	29	84	-55
C13 EVALUATE SECURITY PROCEDURES	33	84	-51
C12 EVALUATE SAFETY PROGRAMS	34	85	-51
C14 EVALUATE TRAINING PROGRAMS	42	92	-50
C3 EVALUATE BUDGET REQUIREMENTS	30	77	-47
G3 DETERMINE EXPOSURE FROM DATA SHEETS	59	15	+44
G10 PERFORM OPERATOR MAINTENANCE OF LIGHTING EQUIPMENT	44	8	+36
H1 ARRANGE SUBJECT ELEMENTS IN SCENE	59	23	+36
G5 DETERMINE EXPOSURE USING GUIDE NUMBERS	58	23	+35
H4 DELIVER EXPOSED FILM TO WORK ORDER CLERKS	39	8	+31
E3 DETERMINE TYPE OF FILM USED FOR SPECIFIC JOBS	62	31	+31

ANALYSIS OF AFMS GROUPS

Table 7 shows the percent time spent by survey respondents on tasks within each duty across enlistment groups. Job incumbents in the first three enlistment periods spend an average of two-thirds of their time performing photographic assignments and processing and printing color or black and white film (Duties F, G, H, and I). Incumbents in the fourth through sixth enlistment periods spend only approximately one-third of their time on these duties, but spend nearly one-half of their time performing tasks related to supervision (Duties A, B, C, and D). This trend closely follows that reported in the ANALYSIS OF DAFSC GROUPS section of this report.

It should also be noted that duties involving the use of filters on cameras, producing reproductions, and preparing conventional black and white chemistry (Duties J, K, and L) represent only a small portion of the total time spent by any of the enlistment groups. The major factor behind these low figures is that these tasks are generally performed by a small number of job incumbents. For example, the only group of incumbents which uses camera filters extensively are the photojournalists, a very small, highly sophisticated group of photographers.

TABLE 7
PERCENT TIME SPENT ON DUTIES BY AFMS GROUPS

DUTIES	TOTAL SAMPLE (N=801)	ENLISTMENT GROUPS					
		1ST (N=240)	2ND (N=196)	3RD (N=117)	4TH (N=96)	5TH (N=86)	6TH (N=66)
A ORGANIZING AND PLANNING	5	1	2	4	7	11	15
B DIRECTING AND IMPLEMENTING	11	3	7	11	19	22	25
C EVALUATING	4	1	2	4	7	9	11
D TRAINING	3	1	2	4	7	7	6
E PERFORMING PHOTOGRAPHIC LABORATORY ADMINISTRATION FUNCTIONS	6	4	5	6	8	8	8
F SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	14	18	17	15	9	7	6
G DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILMS	9	11	10	9	8	7	5
H PERFORMING PHOTOGRAPHIC ASSIGNMENTS	16	20	18	15	13	12	10
I SELECTING, EXPOSING, PROCESSING, AND FINISHING BLACK AND WHITE PRINT MATERIALS	20	28	23	21	13	11	7
J SELECTING AND USING PHOTOGRAPHIC FILTERS FOR ASSIGNMENTS	3	3	3	2	2	2	2
K PRODUCING PHOTOGRAPHIC REPRODUCTIONS AND COLOR PRINTS	5	5	6	5	4	2	3
L PREPARING CONVENTIONAL BLACK AND WHITE CHEMISTRY AND MAINTAINING QUALITY CONTROL	4	5	5	4	3	2	2

ANALYSIS OF CONUS/OVERSEAS GROUPS

Comparison of tasks performed by the 406 incumbents stationed in the CONUS and the 98 incumbents stationed overseas showed virtually no difference between the two groups. All tasks showed less than a 20 percent difference in percent members performing. On the average, overseas members performed 103 tasks compared to 92 tasks for their counterparts in the CONUS.

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the AFS 231X2 job survey, 68 incumbents in the 7- and 9-skill levels from various commands and locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average incumbent to learn to do the task. Interrater agreement among the 46 raters who returned booklets was .95. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 166 tasks rated above average in difficulty, ten tasks were performed by 50 percent or more of the survey respondents. These tasks are listed in Table 8. These tasks relate primarily to arranging subjects for different types of photographs and working with cameras and accessories to obtain the correct composition for the print. Other tasks not listed in Table 8 but which were also rated above average in difficulty were tasks related to supervision and management of the photo lab, laboratory chemistry, and color photography and color film processing.

Table 9 lists those tasks having below average difficulty which were performed by 60 percent or more of the survey respondents. Most of the tasks relate to the operation of single lens reflex 35 MM cameras and accessories and processing black and white film.

TABLE 8

TASKS ABOVE AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY
50 PERCENT OR MORE OF THE SURVEY RESPONDENTS

TASKS	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
H7 EMPLOY CORRECTIVE PROCEDURES USING CAMERA FOR COMPOSITION	5.53	56
H22 POSE SUBJECTS FOR OFFICIAL PORTRAITS	5.41	62
H1 ARRANGE SUBJECT ELEMENTS IN SCENE	5.41	70
H15 OPERATE VIEW CAMERAS	5.40	64
J2 SELECT AND USE CONTRAST FILTERS	5.19	57
H24 POSITION CAMERA ANGLES FOR COMPOSITION	5.10	70
H21 POSE SUBJECTS FOR AWARDS AND PRESENTATIONS	5.10	67
H26 SELECT CAMERA LENSES FOR ASSIGNMENTS	5.06	71
I10 DETERMINE PROJECTION PRINTING TECHNIQUES WHEN PRINTING	5.02	64
H3 COORDINATE MISSION REQUIREMENTS WITH CUSTOMERS	5.00	68

TABLE 9

TASKS BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY
60 PERCENT OR MORE OF THE SURVEY RESPONDENTS

TASKS	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
G11 POSITION AND OPERATE ELECTRONIC FLASHES	4.92	73
G16 SELECT LIGHT SOURCES FOR ASSIGNMENTS	4.90	60
H18 OPERATE 120 SIZE RANGE FINDER CAMERAS	4.81	61
H17 OPERATE 35 MM SINGLE LENS REFLEX CAMERAS	4.76	74
I9 DETERMINE EXPOSURES FOR BLACK AND WHITE PRINT MATERIALS	4.71	64
I28 SELECT EXPOSURES FOR PROJECTION PRINTING	4.56	66
I31 SELECT PRINTING FILTERS FOR VARIABLE CONTRAST	4.56	65
G8 OPERATE REFLECTED LIGHT METERS	4.50	65
F21 MANUALLY PROCESS BLACK AND WHITE NEGATIVE ROLL FILM	4.40	63
F32 SCREEN NEGATIVES	4.20	64
G1 ADJUST LENS APERTURES FOR EXPOSURE	4.19	81
I15 EXPOSE BLACK AND WHITE PROJECTION PRINTS	4.12	67
I24 PROCESS BLACK AND WHITE PROJECTION PRINTS	4.11	66
I19 INSPECT AND CLEAN BLACK AND WHITE PROJECTION PRINTERS AND ACCESSORIES	4.06	60
G3 DETERMINE EXPOSURE FROM DATA SHEETS	3.99	65
H23 POSE SUBJECTS FOR PASSPORT PICTURES	3.99	61
H9 INSPECT AND CLEAN CAMERAS AND ACCESSORIES	3.98	68
I23 PROCESS BLACK AND WHITE CONTACT PRINTS	3.95	63
H2 CHANGE CAMERA LENSES	3.93	75
I26 SELECT AND USE FIXING BATHS	3.91	61
I14 EXPOSE BLACK AND WHITE CONTACT PRINTS	3.68	63
H8 EMPLOY TRIPODS FOR CAMERA STABILITY	3.51	67
F31 SCREEN AND SORT FILM ACCORDING TO WORK ORDERS	3.45	63
F13 LOAD FILM ONTO REELS	3.44	64
I33 SELECT WASH TIME FOR PRINTS	3.26	62
F3 CLEAN PROCESSING AREAS	2.74	66
F10 IMMERSE OR REMOVE FILM FROM WETTING AGENT	1.94	60

COMPARISON OF SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS

A comprehensive review of STS 231X2, dated 2 July 1974, was made by comparing the survey data to STS items. Paragraphs one through five were not evaluated since they contain general information which is applicable across most career ladders. In addition, fourteen subparagraphs which were coded with knowledge levels rather than task performance levels were not evaluated.

The STS, in general, was supported by the survey data. However, there were 12 tasks from the job inventory which were performed by a significant number of incumbents but which were not covered by the STS. These tasks are listed in Table 10. Since the 231X2 STS is currently being revised, inclusion of these 12 tasks in the next revision should be given serious consideration.

TABLE 10

TASKS RECOMMENDED FOR INCLUSION IN THE 231X2 STS

TASKS	PERCENT MEMBERS PERFORMING		
	1ST JOB (8-24 MOS AFMS)	5-SKILL LEVEL	7-SKILL LEVEL
I1 ATTACH FRISKETS TO EASELS TO IDENTIFY PRINTS	73	62	38
I2 CHOOSE FILM AND DEVELOPER COMBINATIONS	68	63	48
I30 SELECT PAPER GRADES FOR PRINTING	59	59	42
I29 SELECT PAPER FOR SURFACE TEXTURES	57	53	44
G2 DETERMINE EQUIVALENT EXPOSURE SETTINGS OF UNKNOWN FILM SPEEDS	56	52	41
L3 IDENTIFY CAUSES OF CHEMICAL DEFECTS ON NEGATIVES	47	46	43
F6 DETERMINE GRAIN SIZE OF BLACK AND WHITE FILM	43	41	26
K2 COMPUTE EXPOSURES FOR REPRODUCTIONS	43	34	24
L4 IDENTIFY CAUSES OF MECHANICAL DEFECTS ON NEGATIVES	42	38	41
I35 STAMP BLACK AND WHITE PRINTS	38	41	26
I21 LABEL BLACK AND WHITE PRINTS	33	33	22
F23 MANUALLY PROCESS BLACK AND WHITE REVERSAL FILM	31	26	12

RELEVANCE OF TRAINING

The Plan of Instruction (POI) for the basic Still Photographic Specialist course, 3ABR23132-01-1, dated 30 April 1975, was reviewed in terms of the task performance of the 79 first job incumbents with 8-24 months TAFMS. Course 3ABR23132-01-1 is 19 weeks in length and emphasizes basic photography, basic film processing (black and white film), color photography, color film processing, and journalistic techniques and photo layouts.

Blocks of instruction I through VIII were well supported by the survey data. The equipment covered by these sections of the POI are generally used by a high percentage of first job incumbents. However, Table 11 lists 13 pieces of equipment which incumbents are being trained on in the course, but which are used by less than 30 percent of first job incumbents. Based on this survey data and overall cost effectiveness, the need to instruct on the operation of this equipment should be reevaluated.

The job inventory contained 30 tasks directly related to the color photography and color film processing functions taught in Blocks IX and X of the POI. Of these 30 tasks, only five are performed by more than 20 percent of either first job incumbents, or members of the first enlistment group (1-48 months AFMS). These tasks are listed in Table 12. Since resident technical training is directed primarily at job incumbents in these two AFMS groups, serious consideration should be given to eliminating all training related to color photography and color film processing. Elimination of these blocks of instruction from the course could result in a net savings of 19 training days. Further, investigation of the data reveals that tasks related to color photography and film processing are performed by very few incumbents in any AFMS group.

The final block of instruction in the POI, Block XI, deals primarily with photojournalism. Based on the analysis of the career ladder, it is apparent that few, if any, first job incumbents are assigned to a photojournalist job. Those first job incumbents who are assigned as photojournalists have either received training at a civilian institution or have previous civilian experience as a photojournalist. A young airman aspiring to become a photojournalist will first work at a base photo lab as a still camera specialist. Then, if he displays potential as a photojournalist, he can compile a portfolio of his work and submit it to Headquarters AAVS when applications for photojournalists are sought. All portfolios are then reviewed and those photographers which show the highest degree of excellence are chosen for assignment as photojournalists. Since photojournalists are such a small select group of individuals, it seems inconsistent that the basic technical training course should devote 10 training days to tasks primarily dealing with this type of duty. In addition, comments from photojournalists surveyed in this study indicate that the training received in this basic course was too little too soon.

In summary, it appears that the POI for course 3ABR23132-01-1 should be reevaluated on the basis of the findings of this survey. The deletions of color photography, color film processing, and photojournalism from the course are strongly supported by the data. If such a change does occur, the resident course might be reduced by 30 percent. In addition, if instructions on those pieces of equipment listed in Table 11 were also eliminated, the duration of the course could be shortened even more. The elimination of unwarranted training, and the savings in operation and maintenance cost of equipment not used by first job incumbents would probably result in a significant reduction in training costs for the still photographic specialist.

TABLE 11

EQUIPMENT USED BY LESS THAN 30 PERCENT OF THE FIRST JOB INCUMBENTS

<u>EQUIPMENT</u>	<u>PERCENT MEMBERS USING EQUIPMENT</u>
DENSITOMETERS	27
SENSITOMETERS	22
35 MM PROJECTOR	17
COLOR PROJECTION PRINTER	17
COLOR ANALYZER	15
35 MM VIEWER	15
OVERHEAD PROJECTOR	11
PH METER	10
PROJECTION SCREEN	10
MOTION PICTURE PROCESSOR	8
16 MM MOTION PICTURE CAMERA	6
MOTION PICTURE PROJECTOR	3
MOTION PICTURE SPLICER	1

TABLE 12

COLOR PHOTOGRAPHY TASKS PERFORMED BY 20 PERCENT OR MORE
OF EITHER FIRST JOB OR FIRST ENLISTMENT INCUMBENTS
(PERCENT MEMBERS PERFORMING)

	<u>1ST JOB (8-24 MONTHS AFMS)</u>	<u>1ST ENLISTMENT (1-48 MONTHS AFMS)</u>
F26 MANUALLY PROCESS COLOR REVERSAL FILM	57	51
J1 SELECT AND USE COLOR COMPENSATING FILTERS	27	32
F24 MANUALLY PROCESS COLOR NEGATIVE ROLL FILM	30	28
K1 COMPOSE, FOCUS, AND EXPOSE COLOR PRINTS	22	23
F25 MANUALLY PROCESS COLOR NEGATIVE SHEET FILM	22	20

CONCLUSIONS AND RECOMMENDATIONS

1. The AFM 39-1 specialty descriptions for the 5- and 7-skill levels were generally found to be adequate. However, the survey data clearly support the addition of several tasks to each skill level description. The 5-skill level description should be amended to include tasks related to planning work assignments, schedules, and priorities; and tasks dealing with the establishment, maintenance and inventory of stock levels and equipment. The 7-skill level job description should be revised to include tasks related to budget development, implementation, and evaluation. Also, tasks related to establishing manning and publication requirements should be included. A new subparagraph dealing with evaluation should be added. Tasks grouped under this duty should include evaluation of job descriptions, maintenance of equipment and facilities, quality control, training programs, work load requirement etc.
2. The Specialty Training Standard (STS) should be revised to include 12 additional tasks which were performed by a significant number of incumbents but omitted from the STS. These tasks are listed in Table 10, located in the COMPARISON OF SPECIALTY TRAINING STANDARD WITH SURVEY RESULTS section of this report.
3. Analysis of the Plan of Instruction (POI) for basic course 3ABR23132-01-1 revealed that training currently being given in the areas of color photography, color film processing, and photojournalism should be eliminated from the course. Survey data reflected little use of these functions during the first job assignment and first enlistment period. In addition, the training being given on the operation of 13 pieces of equipment should be reviewed in light of the finding that these items of equipment are used by less than 30 percent of the first job incumbents.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP109 - Base Photographic Services Specialists

PERCENT OF SAMPLE: 43%

MAJOR COMMAND DISTRIBUTION: SAC (20%), MAC (19%), TAC (15%), ATC (10%)

LOCATION: CONUS (80%), Overseas (20%)

DAFSC DISTRIBUTION: 23132 (8%), 23152 (81%), 23172 (10%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 9% supervised one or two subordinates

AVERAGE TIME IN CAREER FIELD: 60 months

AVERAGE TAFMS: 75 months

EXPRESSED JOB INTEREST: Dull (8%), So-So (9%), Interesting (83%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (17%)
Fairly well to perfectly (83%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (15%)
Fairly well to perfectly (85%)

AVERAGE NUMBER OF TASKS PERFORMED: 103

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

I	SELECTING, EXPOSING, PROCESSING, AND FINISHING BLACK AND WHITE PRINT MATERIALS	26
H	PERFORMING PHOTOGRAPHIC ASSIGNMENTS	20
F	SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	19
G	DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILM	11
L	PREPARING CONVENTIONAL BLACK AND WHITE CHEMISTRY AND MAINTAINING QUALITY CONTROL	5

SIX REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

H2	CHANGE CAMERA LENSES	96
G11	POSITION AND OPERATE ELECTRONIC FLASHES	93
H21	POSE SUBJECTS FOR AWARDS AND PRESENTATIONS	92
I9	DETERMINE EXPOSURES FOR BLACK AND WHITE PRINT MATERIALS	91
F21	MANUALLY PROCESS BLACK AND WHITE NEGATIVE ROLL FILM	90
I28	SELECT EXPOSURES FOR PROJECTION PRINTING	90

GROUP ID NUMBER AND TITLE: GRP110 - Base Photographic Services NCOICs/
Technicians

PERCENT OF SAMPLE: 20%

MAJOR COMMAND DISTRIBUTION: MAC (19%), SAC (18%), TAC (17%), USAF (14%)
ATC (11%)

LOCATION: CONUS (77%), Overseas (23%)

DAFSC DISTRIBUTION: 23132 (1%), 23152 (47%), 23172 (50%), 23192 (2%)

AVERAGE GRADE: 5.5

AMOUNT OF SUPERVISION: 56% supervised one to four subordinates

AVERAGE TIME IN CAREER FIELD: 124 months

AVERAGE TAFMS: 158 months

EXPRESSED JOB INTEREST: Dull (7%), So-So (5%), Interesting (88%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (12%)
Fairly well to perfectly (88%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (14%)
Fairly well to perfectly (86%)

AVERAGE NUMBER OF TASKS PERFORMED: 164

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	18
H PERFORMING PHOTOGRAPHIC ASSIGNMENTS	14
I SELECTING, EXPOSING, PROCESSING, AND FINISHING BLACK AND WHITE PRINT MATERIALS	13
F SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	10
A ORGANIZING AND PLANNING	8

SIX REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G11 POSITION AND OPERATE ELECTRONIC FLASHES	97
A26 PLAN WORK SCHEDULES OR PRIORITIES	92
A25 PLAN WORK ASSIGNMENTS	91
E2 DETERMINE TYPE OF EQUIPMENT USED FOR SPECIFIC JOBS	91
B32 ORIENT NEWLY-ASSIGNED PERSONNEL	88
B46 PREPARE WORK ORDER REQUESTS	86

GROUP ID NUMBER AND TITLE: GRP126 - OJT Trainers

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC, SAC (30% each); PACAF, USAF (20% each)

LOCATION: CONUS (60%), Overseas (40%)

DAFSC DISTRIBUTION: 23152 (50%), 23172 (50%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: 80% supervised one to six subordinates

AVERAGE TIME IN CAREER FIELD: 90 months

AVERAGE TAFMS: 122 months

EXPRESSED JOB INTEREST: Dull (10%), Interesting (90%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (20%)
Fairly well to perfectly (80%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (10%)
Fairly well to perfectly (90%)

AVERAGE NUMBER OF TASKS PERFORMED: 83

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

I SELECTING, EXPOSING, PROCESSING, AND FINISHING BLACK AND WHITE PRINT MATERIALS	32
F SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	16
B DIRECTING AND IMPLEMENTING	13
D TRAINING	10

SIX REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

I3 CHOOSE PAPER AND DEVELOPER COMBINATIONS FOR PROCESSING PRINT MATERIALS	100
I9 DETERMINE EXPOSURES FOR BLACK AND WHITE MATERIALS	100
I10 DETERMINE PROJECTION PRINTING TECHNIQUES WHEN PRINTING	100
C1 DETERMINE TRAINING REQUIREMENTS	90
D8 DETERMINE PROFICIENCY OF TRAINEES PRIOR TO UPGRADING	80
D17 MAINTAINING TRAINING RECORDS	80

GROUP ID NUMBER AND TITLE: GRP071 - Slide Processing Technicians

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (25%); MAC, SAC, ADC, (17% each)

LOCATION: CONUS (83%), Overseas (17%)

DAFSC DISTRIBUTION: 23152 (75%), 23172 (25%)

AVERAGE GRADE: 4.4

AMOUNT OF SUPERVISION: None

AVERAGE TIME IN CAREER FIELD: 60 months

AVERAGE TAFMS: 71 months

EXPRESSED JOB INTEREST: Dull (8%), So-So (9%), Interesting (83%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (17%)
Fairly well to perfectly (83%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (8%)
Fairly well to perfectly (92%)

AVERAGE NUMBER OF TASKS PERFORMED: 65

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

F	SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	34
H	PERFORMING PHOTOGRAPHIC ASSIGNMENTS	16
K	PRODUCING PHOTOGRAPHIC REPRODUCTIONS AND COLOR PRINTS	13
G	DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILMS	11

SIX REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

F5	DETERMINE APPROPRIATE TIME FOR WASHING FILM	100
F7	DETERMINE METHODS OF AGITATION FOR PROCESSING	92
F32	SCREEN NEGATIVES	92
F10	IMMERSE OR REMOVE FILM FROM WETTING AGENT	83
F12	LOAD FILM INTO HANGERS	83
K2	COMPUTE EXPOSURES FOR REPRODUCTIONS	75

GROUP ID NUMBER AND TITLE: GRP066 - Black and White and Color Film Processors

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (33%); USAFE and ADC (17% each)

LOCATION: CONUS (67%), Overseas (33%)

DAFSC DISTRIBUTION: 23152 (83%), 23172 (17%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: None

AVERAGE TIME IN CAREER FIELD: 44 months

AVERAGE TAFMS: 71 months

EXPRESSED JOB INTEREST: So-So (25%), Interesting (75%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (42%)
Fairly well to perfectly (58%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (33%)
Fairly well to perfectly (67%)

AVERAGE NUMBER OF TASKS PERFORMED: 45

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

F SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	31
I SELECTING, EXPOSING, PROCESSING, AND FINISHING BLACK AND WHITE PRINT MATERIALS	25
H PERFORMING PHOTOGRAPHIC ASSIGNMENTS	18
G DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILMS	8

SIX REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

F21 MANUALLY PROCESS BLACK AND WHITE NEGATIVE ROLL FILM	100
I9 DETERMINE EXPOSURES FOR BLACK AND WHITE PRINT MATERIALS	100
F22 MANUALLY PROCESS BLACK AND WHITE NEGATIVE SHEET FILM	92
L8 MIX CHEMICALS FOR FILM PROCESSING	92
I23 PROCESS BLACK AND WHITE CONTACT PRINTS	83
I24 PROCESS BLACK AND WHITE PROJECTION PRINTS	75

GROUP ID NUMBER AND TITLE: GRP139 - Black and White Film Processors

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: SAC (30%), MAC (19%), AFSC (14%), TAC (12%)

LOCATION: CONUS (84%), Overseas (16%)

DAFSC DISTRIBUTION: 23132 (12%), 23152 (80%), 23172 (8%)

AVERAGE GRADE: 3.8

AMOUNT OF SUPERVISION: 14% supervised one or two subordinates

AVERAGE TIME IN CAREER FIELD: 49 months

AVERAGE TAFMS: 62 months

EXPRESSED JOB INTEREST: Dull (9%), So-So (21%), Interesting (70%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (35%)
Fairly well to perfectly (65%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (23%)
Fairly well to perfectly (77%)

AVERAGE NUMBER OF TASKS PERFORMED: 40

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I SELECTING, EXPOSING, PROCESSING, AND FINISHING BLACK AND WHITE PRINT MATERIALS	70
F SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	8
H PERFORMING PHOTOGRAPHIC ASSIGNMENTS	6
L PREPARING CONVENTIONAL BLACK AND WHITE CHEMISTRY AND MAINTAINING QUALITY CONTROL	5

SIX REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I9 DETERMINE EXPOSURES FOR BLACK AND WHITE PRINT MATERIALS	100
I28 SELECT EXPOSURES FOR PROJECTION PRINTING	98
I14 EXPOSE BLACK AND WHITE CONTACT PRINTS	95
I15 EXPOSE BLACK AND WHITE PROJECTION PRINTS	95
I24 PROCESS BLACK AND WHITE PROJECTION PRINTS	95
I7 CONSTRUCT DODGING AND BURNING TECHNIQUES FOR PRINTING MATERIALS	93

GROUP ID NUMBER AND TITLE: GRP073 - Color Film Processors

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: MAC (50%), AFSC (19%), SAC (13%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23132 (6%), 23152 (75%), 23172 (19%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 19% supervised one or two subordinates

AVERAGE TIME IN CAREER FIELD: 53 months

AVERAGE TAFMS: 62 months

EXPRESSED JOB INTEREST: Dull (6%), So-So (6%), Interesting (88%)

PERCEIVED UTILIZATION OF TALENTS: Fairly well to perfectly (100%)

PERCEIVED UTILIZATION OF TRAINING: Fairly well to perfectly (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 58

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

K	PRODUCING PHOTOGRAPHIC REPRODUCTIONS AND COLOR PRINTS	33
F	SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	29
H	PERFORMING PHOTOGRAPHIC ASSIGNMENTS	11
G	DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILMS	10

SIX REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

K9	EVALUATE COLOR PRINTS WITH COLOR FILTERS	94
K1	COMPOSE, FOCUS, AND EXPOSE COLOR PRINTS	88
F24	MANUALLY PROCESS COLOR NEGATIVE ROLL FILM	88
K8	EVALUATE COLOR NEGATIVES OR TRANSPARENCIES WITH COLOR ANALYZERS	81
K13	INSPECT AND CLEAN COLOR PROJECTION PRINTERS AND ACCESSORIES	81
K3	CONTROL COLOR PRINT PROCESSING SOLUTION TEMPERATURES	75

GROUP ID NUMBER AND TITLE: GRP050 - Photographers

PERCENT OF SAMPLE: 7%

MAJOR COMMAND DISTRIBUTION: MAC (56%), AFSC (15%)

LOCATION: CONUS (78%), Overseas (22%)

DAFSC DISTRIBUTION: 23132 (3%), 23152 (72%), 23172 (25%)

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 33% supervised one to five subordinates

AVERAGE TIME IN CAREER FIELD: 69 months

AVERAGE TAFMS: 102 months

EXPRESSED JOB INTEREST: Dull (10%), So-So (15%), Interesting (75%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (20%)
Fairly well to perfectly (80%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (29%)
Fairly well to perfectly (71%)

AVERAGE NUMBER OF TASKS PERFORMED: 43

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING PHOTOGRAPHIC ASSIGNMENTS	43
G DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILMS	23
E PERFORMING PHOTOGRAPHIC LABORATORY ADMINISTRATION FUNCTIONS	7
J SELECTING AND USING PHOTOGRAPHIC FILTERS FOR ASSIGNMENTS	6

SIX REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G1 ADJUST LENS APERTURES FOR EXPOSURE	97
H2 CHANGE CAMERA LENSES	92
H17 OPERATE 35 MM SINGLE LENS REFLEX CAMERAS	90
H24 POSITION CAMERA ANGLES FOR COMPOSITION	85
H26 SELECT CAMERA LENSES FOR ASSIGNMENTS	85
H3 COORDINATE MISSION REQUIREMENTS WITH CUSTOMERS	78

GROUP ID NUMBER AND TITLE: GRP094 - Photographic Technicians

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: MAC (64%), AFSC (17%)

LOCATION: CONUS (79%), Overseas (21%)

DAFSC DISTRIBUTION: 23132 (2%), 23152 (72%), 23172 (22%), Not reported (4%)

AVERAGE GRADE: 4.4

AMOUNT OF SUPERVISION: 26% supervised one or two subordinates

AVERAGE TIME IN CAREER FIELD: 68 months

AVERAGE TAFMS: 97 months

EXPRESSED JOB INTEREST: Dull (10%), So-So (14%), Interesting (76%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (24%)
Fairly well to perfectly (76%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (31%)
Fairly well to perfectly (69%)

AVERAGE NUMBER OF TASKS PERFORMED: 45

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING PHOTOGRAPHIC ASSIGNMENTS	44
G DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILMS	26
J SELECTING AND USING PHOTOGRAPHIC FILTERS FOR ASSIGNMENTS	7
E PERFORMING PHOTOGRAPHIC LABORATORY ADMINISTRATION FUNCTIONS	6

SIX REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H3 COORDINATE MISSION REQUIREMENTS WITH CUSTOMERS	93
H4 DELIVER EXPOSED FILM TO WORK ORDER CLERKS	93
H24 POSITION CAMERA ANGLES FOR COMPOSITION	90
G7 OPERATE INCIDENT LIGHT METERS	88
G16 SELECT LIGHT SOURCES FOR ASSIGNMENTS	88
G15 SELECT LIGHT METER READING SYSTEM TO DETERMINE EXPOSURES	81

GROUP ID NUMBER AND TITLE: GRP168 - Chief Work Order Control Section

PERCENT OF SAMPLE: Less than 1%

MAJOR COMMAND DISTRIBUTION: TAC (40%); SAC, PACAF, AFSC (20% each)

LOCATION: CONUS (60%), Overseas (40%)

DAFSC DISTRIBUTION: 23152 (40%), 23172 (60%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: 40% supervised two subordinates

AVERAGE TIME IN CAREER FIELD: 104 months

AVERAGE TAFMS: 148 months

EXPRESSED JOB INTEREST: Dull (20%), Interesting (80%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (20%)
Fairly well to perfectly (80%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (20%)
Fairly well to perfectly (80%)

AVERAGE NUMBER OF TASKS PERFORMED: 48

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING PHOTOGRAPHIC ASSIGNMENTS	33
E PERFORMING PHOTOGRAPHIC LABORATORY ADMINISTRATION FUNCTIONS	16
B DIRECTING AND IMPLEMENTING	16
G DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILMS	14
F SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	6

SIX REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B46 PREPARE WORK ORDER REQUESTS	100
E8 IDENTIFY SHOOTING ASSIGNMENT REQUIREMENTS	100
H15 OPERATE VIEW CAMERAS	100
B1 ASSIGN DUTIES TO PERSONNEL	80
E2 DETERMINE TYPE OF EQUIPMENT USED FOR SPECIFIC JOBS	80
H28 TEST AND EVALUATE ALERT EQUIPMENT AND SUPPLIES	80

GROUP ID NUMBER AND TITLE: GRP062 - Studio Photographers

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (43%); ATC (29%); AFSC, USAFE (14% each)

LOCATION: CONUS (86%), Overseas (14%)

DAFSC DISTRIBUTION: 23132 (14%), 23152 (86%)

AVERAGE GRADE: 3.7

AMOUNT OF SUPERVISION: None

AVERAGE TIME IN CAREER FIELD: 46 months

AVERAGE TAFMS: 85 months

EXPRESSED JOB INTEREST: So-So (29%), Interesting (71%)

PERCEIVED UTILIZATION OF TALENTS: Fairly well to perfectly (100%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (43%)
Fairly well to perfectly (57%)

AVERAGE NUMBER OF TASKS PERFORMED: 25

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING PHOTOGRAPHIC ASSIGNMENTS	53
G DETERMINING PHOTOGRAPHIC EXPOSURE FOR BLACK AND WHITE OR COLOR FILMS	18
F SELECTING, PROCESSING, OR FINISHING BLACK AND WHITE OR COLOR FILM MATERIALS	15
E PERFORMING PHOTOGRAPHIC LABORATORY ADMINISTRATION FUNCTIONS	5

FOUR REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H22 POSE SUBJECTS FOR OFFICIAL PORTRAITS	100
H15 OPERATE VIEW CAMERAS	86
H17 OPERATE 35 MM SINGLE LENS REFLEX CAMERAS	86
H23 POSE SUBJECTS FOR PASSPORT PICTURES	86

GROUP ID NUMBER AND TITLE: GRP015 - Base Audiovisual Services Supervisors

PERCENT OF SAMPLE: 9%

MAJOR COMMAND DISTRIBUTION: MAC (28%), SAC (20%), TAC (16%), ATC (10%)

LOCATION: CONUS (88%), Overseas (12%)

DAFSC DISTRIBUTION: 23152 (9%), 23172 (78%), 23192 (13%)

AVERAGE GRADE: 6.4

AMOUNT OF SUPERVISION: 80% supervised one to seven subordinates

AVERAGE TIME IN CAREER FIELD: 167 months

AVERAGE TAFMS: 220 months

EXPRESSED JOB INTEREST: Dull (6%), So-So (7%), Interesting (87%)

PERCEIVED UTILIZATION OF TALENTS: Not at all or very little (12%)
Fairly well to perfectly (88%)

PERCEIVED UTILIZATION OF TRAINING: Not at all or very little (16%)
Fairly well to perfectly (84%)

AVERAGE NUMBER OF TASKS PERFORMED: 66

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	35
A ORGANIZING AND PLANNING	20
C EVALUATING	16
E PERFORMING PHOTOGRAPHIC LABORATORY ADMINISTRATION FUNCTIONS	9
D TRAINING	8

SIX REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A26 PLAN WORK SCHEDULES OR PRIORITIES	91
B1 ASSIGN DUTIES TO PERSONNEL	88
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	88
A25 PLAN WORK ASSIGNMENTS	84
B3 CONDUCT INSPECTIONS OR SPOT CHECKS OF PHOTOGRAPHIC PRODUCTION METHODS	81
C9 EVALUATE PERSONNEL PERFORMANCE	81

