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AUDIOVISUAL MEDIA CAREER LADDER, AFSCS 231X0, 231X0A, 231X0B, A--ETC(U)  
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# OCCUPATIONAL SURVEY REPORT



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AUDIOVISUAL MEDIA CAREER LADDER  
AFSCs 231X0, 231X0A, 231X0B, AND 23192.

AFPT-90-231-216

31 MARCH 1977

OCCUPATIONAL SURVEY BRANCH  
USAF OCCUPATIONAL MEASUREMENT CENTER  
LACKLAND AFB TEXAS 78236

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## PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Audiovisual Media career ladder, AFSCs 231X0, 231X0A, 231X0B, and 23192. The project was directed by USAF Program Technical Training, Volume 2, dated October 1975. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Mr. Reginald Nolte, Inventory Development Specialist. Major Walter F. Kasper 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.

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## SUMMARY OF RESULTS

1. Survey Coverage: Survey results are based on responses from 74 percent of the 662 members assigned to the Audiovisual Media career ladder.

2. Career Ladder Structure: Eight groups were reported for the Audiovisual Media career ladders (AFSC 231X0/A/B/92). These were:

- I Audiovisual Library Personnel
- II Audiovisual Presentations Personnel
- III Audiovisual Managers/Superintendents
- IV Audio Recording Personnel
- V Film Editing Personnel
- VI Conference Room Monitors
- VII Learning Center Monitors
- VIII Audiovisual Specialized Equipment Operators

About 60 percent of the job incumbents surveyed were assigned duties within the Audiovisual Library and Presentations groups. These primary duties were in the audiovisual material loan services, care and maintenance of aids and projection equipment.

3. AFM 39-1 Evaluation: Comparison of the job descriptions for Audiovisual Media personnel with the survey data reflected that AFM 39-1 duties were adequately matched with the job inventory tasks.

4. Job Progression: Audiovisual Media personnel spent the largest portion of their duty time performing Audiovisual Material Loan Services Functions (Duty E). The AFSC 231X0 (no shredout) 3-skill level members spent the most time (24 percent) on this duty, while the 5-skill level members spent slightly less time (21 percent). As longevity and rank increased, technical duty performance decreased considerably for the 7- and 9-skill level supervisors and managers. The AFSC 23150A personnel performed motion picture film editing duties 64 percent of their time, while the AFSC 23150B members spent 43 percent of their time on audiovisual sound application duties.

5. CONUS vs Overseas Differences: The duties performed by the members assigned to CONUS versus those assigned overseas showed very slight differences. Other survey data analyzed indicated no appreciable difference between the two groups.

6. Sex Group Comparisons: The male job incumbents were performing about 50 percent more supervisory duties than the female job counterparts. This difference was related to the smaller number of females in the career ladder and the females having less time in service and lower skill level than their male counterparts.

7. Job Satisfaction: Sixty-seven percent of the individuals surveyed expressed a high interest in their work. This is slightly below average when compared with the 73 percent for incumbents in the 27 other career ladders surveyed in 1976. The AFSC 23150 (no shredout) respondents indicated they were less satisfied with their jobs when compared with the A and B shredout 5-skill level personnel. In terms of perceived utilization of talents and training, more than 65 percent of the incumbents in the career ladder viewed the use of their talents and training from fairly well to perfectly.

8. Reenlistment Trends. The reenlistment intention scale indicated that 49 percent of the first-term airmen plan to reenlist. This figure jumps to 72 percent for second-term airmen. Actual FY 76 reenlistment rates for the Audiovisual Media career ladders were 56 percent for first-term and 68 percent for second-term groups. The actual reenlistment rate for career airmen (97+ months AFMS) was 89 percent.

9. STS Evaluation: Generally, the STS was found to be a very descriptive and accurate document when compared with survey data. Several non-technical tasks could not be specifically related to STS items.

OCCUPATIONAL SURVEY REPORT  
AUDIOVISUAL MEDIA CAREER LADDER  
AFSCs 231X0, 231X0A, 231X0B, 23192

INTRODUCTION

This is a report of an occupational survey of the Audiovisual Media career ladder, AFSC 231X0 (Audiovisual Media), 231X0A (Audiovisual Media Editor), 231X0B (Audiovisual Media Sound) and 23192 (Audiovisual Services Superintendent), conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from October 1975 through March 1977.

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 90-231-216. 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 276 tasks grouped under 11 duty headings. Thorough research of publications and directives, personal interviews with 18 subject-matter specialists at six bases, and written reviews from 68 experienced audiovisual media personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to job incumbents holding the DAFSCs identified above. Survey administration occurred from July 1976 through October 1976, based upon the May 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 Audiovisual Media career ladders as of June 1976 by Major Command. The number of respondents in the final sample represents 74 percent of the total AFSC population of 662 members.



TABLE 1  
COMMAND REPRESENTATION OF SURVEY SAMPLE

COMMAND	231X0		231X0A		231X0B		23192	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
ADC	3	4	-	-	-	-	2	14
AFSC	8	9	27	16	6	7	12	4
ATC	21	23	5	-	17	18	10	7
AU	2	3	-	-	-	-	3	4
HQ COM	3	1	5	-	14	7	10	-
MAC	22	19	50	78	63	68	18	11
PACAF	1	2	-	-	-	-	1	4
SAC	13	13	-	6	-	-	12	28
TAC	13	11	5	-	-	-	10	7
USAF	1	2	-	-	-	-	5	7
USAFE	7	5	-	-	-	-	7	7
OTHER	6	8	8	-	-	-	10	7
TOTAL	100	100	100	100	100	100	100	100

Total Assigned - 662  
Total Sampled - 447  
Percent Sampled - 74%



## CAREER LADDER STRUCTURE

The job structure of the Audiovisual Media career ladder was determined on the basis of similarity in the tasks performed by incumbents in the field, independent of DAFSC or other background factors. The computer printouts 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 231X0/A/B/92 career ladder was determined to be that illustrated in Figure 1. These jobs are grouped as follows:

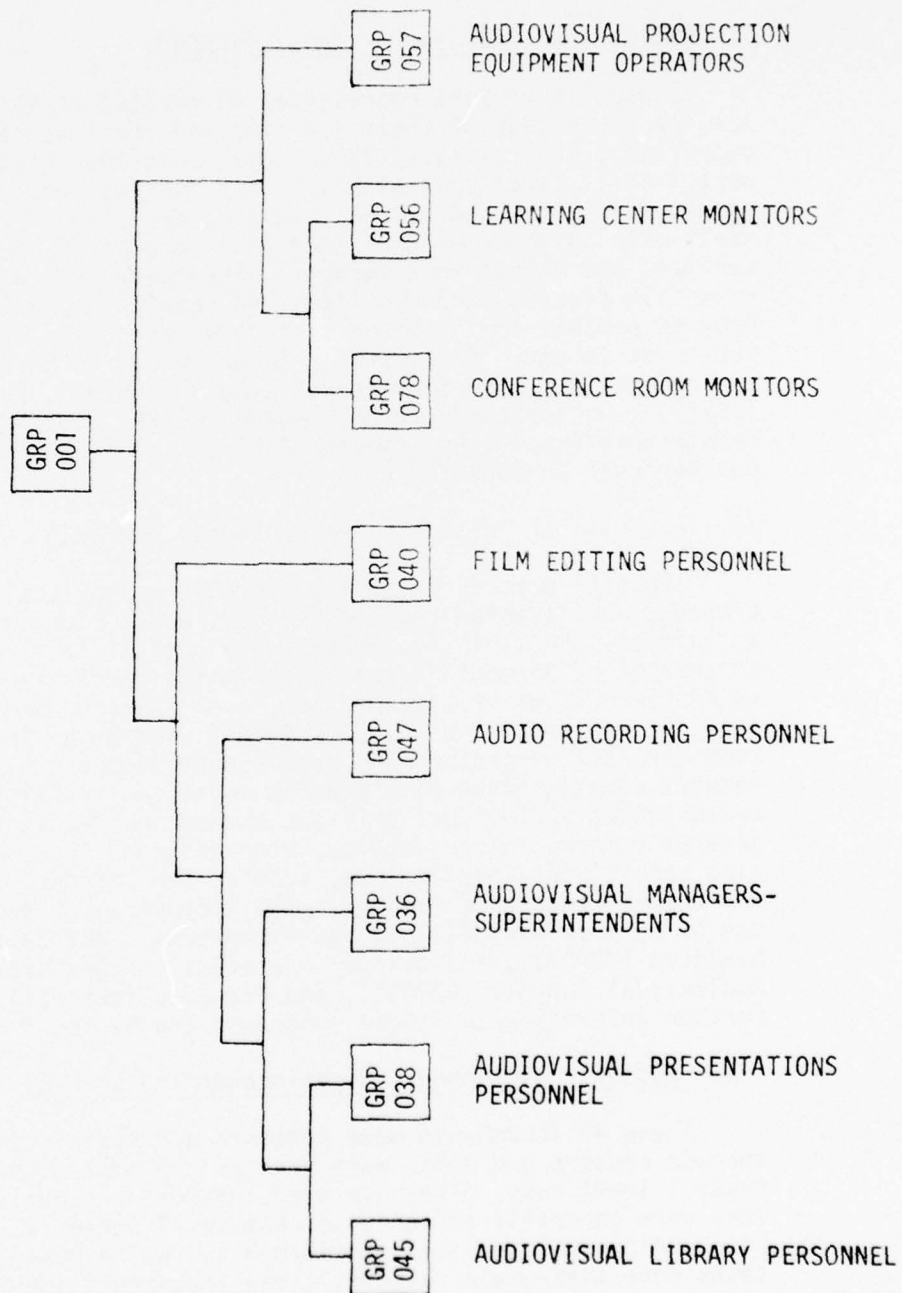
- I - Audiovisual Library Personnel (GRP045)
- II - Audiovisual Presentations Personnel (GRP038)
- III - Audiovisual Managers-Superintendents (GRP036)
- IV - Audio Recording Personnel (GRP047)
- V - Film Editing Personnel (GRP040)
- VI - Conference Room Monitors (GRP078)
- VII - Learning Center Monitors (GRP056)
- VIII - Audiovisual Projection Equipment Operators (GRP057)

Eighty-six percent of the incumbents in the sample were found to perform jobs roughly equivalent to those described in the eight major groupings shown in Figure 1. The remaining 14 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.

Brief descriptions of the eight groups which encompass the important functions of the Audiovisual Media 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

AUDIOVISUAL MEDIA CAREER LADDER  
AFSC 231X0/A/B/92



## Group Descriptions

### I. Audiovisual Library Personnel (GRP045)

These 215 members represented 48 percent of the survey sample. A large percentage of their job time was spent operating and managing audiovisual library facilities. More than two-thirds of the members were 5-skill level specialists. They averaged more than 48 months experience in the audiovisual media career field. Typical functions dealt with by these members include film counter operation, customer service, and maintenance support. They generally worked in areas involved with film cleaning and the issue and receipt of audiovisual equipment. Over 90 percent of the members of this group used overhead projectors and screen equipment. Members of this group can be divided into four subgroups: Audiovisual Customer Service Assistants (GRP193), Customer Service Managers (GRP223), Audiovisual Library Managers (GRP119), and Audiovisual Library Maintenance/Support Assistants (GRP060). Information on these subgroups can be found in Appendix A.

### II. Audiovisual Presentations Personnel (GRP038)

These 56 members primarily operated audiovisual equipment, and organized, planned, and directed conference room, auditorium, and projection room activities. Most of the members were 5-skill level specialists. They had an average of 86 months experience in the career field. Most were assigned to MAJCOM offices or intermediate level units. Twenty-one percent of their job time was spent operating equipment such as audio tape recorders, Kodak 35MM carousel projectors and overhead projectors. In addition, these members were involved with program media, multi-image presentations, and headquarters audiovisual briefing and communicative support functions. Several members in one subgroup were assigned to specialized units requiring special duty performance, such as the Defense Nuclear Agency, AFIT, and the AF Senior NCO Academy. The Audiovisual Presentations Personnel can be further divided into four subgroups: Audiovisual Presentations Managers (GRP073), Audiovisual Presentations Assistants (GRP087), Specialized Audiovisual Support (GRP095), and Presentations Facility Assistants (GRP084). Further information on these subgroups can be found in Appendix A.

### III. Audiovisual Managers-Superintendents (GRP036)

These 45 incumbents were managers and superintendents of audiovisual service centers and media work centers. Almost 50 percent were at the 9-skill level duty. They averaged 138 months experience in the career field. They were generally assigned to base-level organizations in support of the base audiovisual services requirements. While managerial and administrative tasks were their main concern, these incumbents spent 15 percent of their

time on technical tasks. Most members had completed career development, management, and supervisory training courses. Members of this group can be divided into four subgroups: Audiovisual Service Center/Library Managers/Superintendents (GRP103), Learning Center Managers (GRP122), Headquarters Presentations Facility Managers/Superintendents (GRP066), and Learning Center Managers/Superintendents (GRP046). Information on these subgroups can be found in Appendix A.

#### IV. Audio Recording Personnel (GRP047)

The 25 members of this group spent about 53 percent of their time performing audiovisual sound applications tasks. Most members carried the "audio" or B shredout. Approximately 65 percent were 7-skill level technicians. All members averaged slightly over 57 months experience in the career field. Approximately 48 percent of the members were assigned to MAC Aerospace Audiovisual Service (AAVS) units. Most "audio" personnel worked in the production area of the organization. Frequently they used the Kodak 35MM carousel projector and various record players. Members of this group can be divided into three subgroups: Audio Equipment Specialists (GRP192), Audio Equipment Technicians/Managers (GRP152), and Audio Equipment/Maintenance Specialists (GRP075). Information on these subgroups can be found in Appendix A.

#### V. Film Editing Personnel (GRP040)

These 17 members spent 63 percent of their time performing motion picture film editing. Members of this group carried the "editor" or A shredout. Most of the members were 5-skill level specialists. They averaged less than 48 months experience in the career field. Like Audio Recording Personnel, these members were primarily assigned to MAC Aerospace Audiovisual Service (AAVS) units. While these members worked in the production area, they did not specialize on any particular type of equipment. Members of this group can be divided into two subgroups: Film Editors (GRP104) and Film Editors/Managers (GRP090). Information on these subgroups can be found in Appendix A.

#### VI. Conference Room Monitors (GRP078)

The six members of this small group spent most of their time scheduling and arranging conference rooms and operating audiovisual equipment to support the activities of these conference rooms. About 80 percent of these members were 5-skill level specialists. They averaged only 38 months in the career field. This group was very similar to the Audiovisual Presentations Personnel (GRP038); however, members of this group performed fewer tasks.



VII. Learning Center Monitors (GRP056)

These 13 incumbents were primarily assigned to student squadrons or technical training units within ATC. They were primarily 5-skill level specialists. They averaged 39 months in the career field. They performed an average of only 24 tasks and spent about 57 percent of their time operating audiovisual equipment, adjusting equipment for proper operation, and cleaning and maintaining audiovisual aids. About 92 percent of the members used the audio tape recorder and the Kodak 35MM carousel projector in their daily duties.

VIII. Audiovisual Projection Equipment Operators (GRP057)

This small group of six members spent about 49 percent of their time operating audiovisual projection equipment. Members performed an average of only ten tasks. Over 75 percent were 5-skill level specialists. They averaged only 18 months in the career field. Most members worked either in an auditorium or a projection room. Several members of this group were female and were relatively newcomers in the Audiovisual Media career field.



## ANALYSIS OF DAFSC GROUPS

### AFM 39-1 COMPARISON

Survey results were compared to the AFM 39-1 job descriptions for the Audiovisual Media career ladders. Overall, these Air Force specialty descriptions were generally found to reflect an accurate representation of tasks being performed at each skill level within the ladder. The Air Force classification duties of providing audiovisual library support; audiovisual presentation services; advising and assisting in the preparation and use of visual aids; operating audiovisual equipment; and performing editorial and audio recording functions were well supported by the job inventory data. Likewise, the planning, directing, and inspection of audiovisual service activities along with the OJT training and performance of technical duties by AFSC 23192 was adequately supported by the survey data.

### Skill Level Groups

Table 2 reflects the relative amount of time spent by each skill level group on tasks within each duty. This analysis will primarily focus on the AFSC 231X0 (no shredout) personnel groups since over 76 percent of the total sample falls in that group. Any mention of the A and B shredout groups will be in reference only to the 5-skill level A and B personnel since the very small number of 3- and 7-skill level personnel with shredouts makes any analysis of these skill levels impractical.

In general, those members with the AFSC 231X0 spent the largest portion of their time on tasks related to Audiovisual Material Loan Services (Duty E), Care and Maintenance of Audiovisual Aids (Duty F), and Audiovisual Projection Equipment (Duty H). Time spent on these three duties ranged from 39 percent for 7-skill level technicians to 65 percent for the 3-skill level incumbents. Those 5-skill level members with the A shredout, however, spent the largest amount of their time (56 percent) on motion picture film editing duties, while the members with a B shredout were primarily involved with audiovisual sound applications duties (41 percent). The 9-skill level superintendents spent the majority of their time (89 percent) on supervisory and management functions, with very little time being spent on technical functions.

At the 3-skill level within the Audiovisual Media career ladder (no shredout), the 40 members spent 65 percent of their time on tasks such as preparing audiovisual materials for shipment, issuing equipment on loan to customers, performing maintenance on audiovisual equipment, and cleaning audiovisual aids. As expected, very little time was spent on supervisory duties.

TABLE 2  
PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

	TOTAL SAMPLE (N=447)	MEDIA		EDITOR		SOUND		DAFSC	
		DAFSC (N=40)	DAFSC 23150 (N=236)	DAFSC 23170 (N=83)	DAFSC 23150A (N=15)	DAFSC 23150B (N=19)	DAFSC 23192 (N=28)		
A ORGANIZING AND PLANNING	8	3	15	11	4	6	26		
B DIRECTING AND IMPLEMENTING	11	7	8	15	3	3	30		
C INSPECTING AND EVALUATING	7	5	5	10	3	2	24		
D TRAINING	5	3	5	8	1	2	9		
E AUDIOVISUAL MATERIAL LOAN SERVICES	17	24	21	14	7	2	2		
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	15	19	19	12	14	9	2		
G AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	8	7	8	7	4	11	2		
H AUDIOVISUAL PROJECTION EQUIPMENT	15	22	18	13	7	13	4		
I MAINTAINING RECORDS AND PUBLICATIONS	4	5	5	4	-	-	1		
J MOTION PICTURE FILM EDITING	4	2	2	1	56	11	-		
K AUDIOVISUAL SOUND APPLICATIONS	6	3	4	5	1	41	-		

The 5-skill level (no shredout) incumbents spent the largest percent of their time (58 percent) on the same duties as did the 3-skill level (Duties E, F, and H). However, they were more involved with operating and maintaining the audiovisual equipment and scheduling this equipment for customer use and/or periodic inspections. Generally, their job was more technical in nature than that of the 3-skill level. In addition, 33 percent of the 5-skill level incumbent's time was spent on supervisory and management duties as compared to 18 percent for the 3-skill level incumbents. Table 3 lists those tasks which best differentiated between the 3- and 5-skill level incumbents. The biggest difference was in the "Directing and Implementing" supervisory duty.

The 7-skill level members reported spending 30 percent of their job on the same three technical duties (E, F and H), while spending 44 percent on supervisory functions. Technical tasks performed were similar to those of the 5-skill level members, primarily in scheduling the use of the equipment and operating the audiovisual equipment. However, 7-skill level incumbents were more involved with the inspection of the equipment and supervision of work areas to insure that proper procedures were being complied with by the subordinates.

Table 4 shows those tasks distinguishing between the 5- and 7-skill level members. Essentially, the difference was in the amount of direct supervision and management between these two groups.

The 9-skill level superintendents were totally involved with supervisory and management tasks. They performed about 15 percent more time on supervisory tasks than the 7-skill level members. Typical time-consuming tasks included evaluating job performance with work standards and interpreting policies and procedures for subordinates. Table 5 reflects group distinctions between the 7- and 9-skill level personnel. Technical duties performed by the 7-skill levels were the major differences.

Similarities among the 3-, 5-, and 7-skill level members are indicated in Tables 6 and 7. The information in these tables could provide a common core of training for an effective OJT program.

The data reflect that those few members assigned to the A and B shredouts were doing highly specialized tasks in either the motion picture film editing or the sound application duties. This section and the CAREER LADDER STRUCTURE section show that the AFSC 231X0 (no shredouts) members were performing many specialized tasks in either the "library" and/or "presentations" work areas. It is possible that the use of Special Experience Identifiers (SEI) could distinguish the training and specialization required throughout the Audiovisual Media career ladder and ultimately eliminate the need for shredouts as presently structured. Alternatively, if shredouts are to be used, additional shredouts for "Library" and "Presentations" may be appropriate.

TABLE 3  
TASKS WHICH MOST CLEARLY DISTINGUISH DAFSC 23130 AND 23150 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 23130 (N=40)	DAFSC 23150 (N=236)	DIFFERENCE
F14 RE-MARK FILM IDENTIFICATION, PREFIX NUMBERS, OR TITLES	60	44	+16
J22 OPERATE 16MM SILENT OR SOUND VIEWERS	33	18	+15
H8 LOCATE AUDIOVISUAL EQUIPMENT REQUESTED BY CUSTOMERS	78	66	+12
D22 TEACH USE OF OVERHEAD TRANSPARENCIES, OPAQUE PROJECTORS, OR OTHER AUDIOVISUAL EQUIPMENT	35	67	-32
B3 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	23	54	-31
B18 INVENTORY EQUIPMENT TOOLS OR SUPPLIES	45	67	-22
H6 INSPECT AUDIOVISUAL EQUIPMENT FOR PROPER GROUNDING	50	69	-19
H13 SAFEGUARD AUDIOVISUAL EQUIPMENT	60	78	-18
H9 PERFORM MAINTENANCE ON AUDIOVISUAL EQUIPMENT	53	69	-16
B19 MAINTAIN ADMINISTRATIVE FILES	30	46	-16



TABLE 4  
TASKS WHICH MOST CLEARLY DISTINGUISH DAFSC 23150 AND 23170 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

	TASK	DAFSC 23150 (N=236)	DAFSC 23170 (N=83)	DIFFERENCE
E3	CLOSE OUT FILM PRINT CONTROL FORMS (AF FORM 474) AND FILE	56	42	+14
G12	STRAIGHTEN, ALIGN, OR CLEAN PREVIEW ROOMS	63	49	+14
H3	FILE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	74	62	+12
F12	PERFORM STORAGE OF FILM, SLIDES, OR TRANSPARENCIES IN CONTAINERS	72	60	+12
E31	PREPARE AUDIOVISUAL MATERIALS FOR SHIPMENT	67	55	+12
B8	DRAFT CORRESPONDENCE	28	71	-43
B2	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	26	66	-40
B24	SUPERVISE AUDIOVISUAL MEDIA SPECIALISTS (AFSC 23150, 23150A, 23150B)	18	58	-40
A17	PLAN OR SCHEDULE WORK ASSIGNMENTS	23	62	-39
B1	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	27	59	-32
A3	ASSIGN PERSONNEL TO DUTY POSITIONS	14	43	-29



TABLE 5

TASKS WHICH MOST CLEARLY DISTINGUISH DAFSC 23170 AND 23192 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 23170 (N=83)	DAFSC 23192 (N=28)	DIFFERENCE
H16 SCHEDULE USE OF AUDIOVISUAL EQUIPMENT	76	14	+62
G9 OPERATE MOTION PICTURE PROJECTORS	82	21	+61
H7 ISSUE EQUIPMENT ON LOAN TO CUSTOMERS	71	11	+60
C20 PERFORM INSPECTIONS OF FILM OR EQUIPMENT	78	25	+53
F1 CLEAN FILMS, SLIDES, OR TRANSPARENCIES	72	21	+51
H1 ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATION	80	32	+48
H13 SAFEGUARD AUDIOVISUAL EQUIPMENT	78	32	+46
H9 PERFORM MAINTENANCE ON AUDIOVISUAL EQUIPMENT	68	25	+43
C14 EVALUATE ORGANIZATIONAL STRUCTURES	17	68	-51
C17 EVALUATE SUGGESTIONS	25	75	-50
C23 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	30	79	-49
C6 EVALUATE ALERT OR EMERGENCY PROCEDURES	15	61	-46
A15 PLAN MANPOWER REQUIREMENTS	34	79	-45
C11 EVALUATE INSPECTION REPORTS OR PROCEDURES	35	79	-44
B16 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	54	89	-35
B2 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	66	93	-27

TABLE 6

HIGH PERFORMANCE TASKS WHICH SHOW SIMILAR PERCENTAGES OF DAFSC 23130 AND 23150 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

	TASK	DAFSC	
		23130 (N=40)	23150 (N=236)
H1	ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATION	80	82
C20	PERFORM INSPECTIONS OF FILMS OR EQUIPMENT	70	73
F2	CLEAN AUDIOVISUAL AIDS	73	72
H3	FILE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	73	74
H12	REMOVE AF FORM 1297 FROM FILE AND RETURN TO CUSTOMER UPON RECEIPT OF EQUIPMENT	72	70
F15	REPAIR FILM	68	70
H5	INITIATE OR MAINTAIN TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297) FOR ISSUING EQUIPMENT	72	69
G12	STRAIGHTEN, ALIGN, OR CLEAN PREVIEW ROOMS	65	63

TABLE 7

HIGH PERFORMANCE TASKS WHICH SHOW SIMILAR PERCENTAGES OF DAFSC 23150 AND 23170 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC	
	23150 (N=236)	23170 (N=83)
H1 ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATION	82	80
G9 OPERATE MOTION PICTURE PROJECTORS	82	82
H13 SAFEGUARD AUDIOVISUAL EQUIPMENT	78	71
H9 PERFORM MAINTENANCE ON AUDIOVISUAL EQUIPMENT	69	68
H6 INSPECT AUDIOVISUAL EQUIPMENT FOR PROPER GROUNDING	69	69
H11 RECEIVE AND INSPECT EQUIPMENT FROM LOAN	73	78
D22 TEACH USE OF OVERHEAD TRANSPARENCIES, OPAQUE PROJECTORS, OR OTHER AUDIOVISUAL EQUIPMENT	67	68

## ANALYSIS OF AFMS GROUPS

Table 8 reflects the relative amount of time spent performing tasks by enlistment groups. The conclusions closely follow those that were reported for DAFSC groups. That is, career field members in their first three enlistment groups spent most of their duty time on the technical tasks of providing material loan services, maintaining audiovisual aids, and operating audiovisual projection equipment. These technical tasks continued to be performed across all enlistment groups. However, by the fourth enlistment period, supervisory and management tasks required more of the incumbents available duty time than did the technical tasks.

TABLE 8  
PERCENT TIME SPENT ON DUTIES BY AFMS GROUPS

DUTIES BY INVENTORY SECTION	TOTAL SAMPLE (N=447)	ACTIVE FEDERAL MILITARY SERVICE					240+ MOS (N=36)
		T-48 MOS (N=134)	49-96 MOS (N=141)	97-144 MOS (N=56)	145-192 MOS (N=35)	193-240 MOS (N=44)	
A ORGANIZING AND PLANNING	8	3	6	8	11	14	20
B DIRECTING AND IMPLEMENTING	11	6	8	12	15	16	24
C INSPECTING AND EVALUATING	7	4	5	8	13	12	17
D TRAINING	5	3	5	7	9	6	8
E AUDIOVISUAL MATERIAL LOGISTICS	17	23	17	14	15	10	6
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	15	19	16	14	13	10	5
G AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	8	7	9	8	6	8	5
H AUDIOVISUAL PROJECTION EQUIPMENT	15	18	17	16	10	12	8
I MAINTAINING RECORDS AND PUBLICATIONS	4	5	5	4	4	3	2
J MOTION PICTURE FILM EDITING	4	6	4	4	2	3	2
K AUDIOVISUAL SOUND APPLICATIONS	6	6	8	5	2	6	5



## ANALYSIS OF CONUS/OVERSEAS GROUPS

Task performance was compared between the 389 incumbents stationed in the CONUS and the 58 members stationed overseas. There appeared to be virtually no difference between the two groups. Scheduling projectionist training classes and maintaining the Air Force Audiovisual Directory (AFR 95-2) are the two tasks showing the greatest difference between these groups. However, this amounted to less than a 25 percent difference among groups. The overseas members perform an average of 86 tasks compared to an average of 76 tasks performed by their counterparts in the CONUS.

## SEX GROUPS ANALYSIS

Table 9 lists the tasks which most closely differentiate the job performance by male and female incumbents. Data show there was little difference in the performance of technical tasks by either sex group. The smaller number of females in the entire career ladder coupled with less time in service and lower skill level than their male counterparts would explain the performance of fewer supervisory tasks.

Survey data further show that there are no females with the "audio" or B shredout. Approximately 92 percent of the females possess the AFSC 231X0 and eight percent are assigned as "editors" (A shredout).

Similar tasks which are performed by a high percentage of both males and females are given in Table 10. These tasks deal primarily with maintaining the audiovisual aids and accounting for the projection equipment.

TABLE 9  
TASKS MOST CLEARLY DISTINGUISHING MALE AND FEMALE JOB INCUMBENTS  
(PERCENT MEMBERS PERFORMING)

TASK	MALES (N=382)*	FEMALES (N=48)*	DIFFERENCE
B2 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	41	6	+35
A17 PLAN OR SCHEDULE WORK ASSIGNMENTS	35	6	+29
B1 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	39	13	+26
G4 DUPLICATE AUDIO TAPES	30	4	+26
B16 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	36	10	+26
G8 OPERATE AUDIO RECORDING EQUIPMENT	50	25	+25
E24 ORDER AUDIOVISUAL MATERIALS FROM AIR FORCE CENTRAL AUDIOVISUAL LIBRARY (AFCAVL) OR AIR FORCE REGIONAL AUDIOVISUAL LIBRARY (AFRAVL) USING AUDIOVISUAL MATERIAL REQUEST FORMS (AF FORM 2018)	41	60	-19
E15 LOG CONFIRMATION OF RECEIPT OF AUDIOVISUAL MATERIALS	42	60	-18
J25 OPERATE 35MM SILENT OR SOUND VIEWERS	8	25	-17
E19 NOTIFY REQUESTING AGENCIES OF OBSOLETE FILMS	45	60	-15

\* 17 members did not indicate sex group in background section.

TABLE 10

HIGH PERFORMANCE TASKS WHICH SHOW SIMILAR PERCENTAGE OF MALE AND FEMALE JOB INCUMBENTS  
(PERCENT MEMBERS PERFORMING)

TASK	MALES (N=382)*	FEMALES (N=48)*
F2 CLEAN AUDIOVISUAL AIDS	64	61
H16 SCHEDULE USE OF AUDIOVISUAL EQUIPMENT	64	61
E31 PREPARE AUDIOVISUAL MATERIALS FOR SHIPMENT	56	58
H12 REMOVE AF FORM 1297 FROM FILE AND RETURN TO CUSTOMER UPON RECEIPT OF EQUIPMENT	61	63
F12 PERFORM STORAGE OF FILM, SLIDES OR TRANSPARENCIES IN CONTAINERS	61	60
F24 SPLICE FILMS	61	60
H6 INSPECT AUDIOVISUAL EQUIPMENT FOR PROPER GROUNDING	60	60
C21 PREVIEW OR EVALUATE ALL INCOMING FILMS	50	52
F13 PERFORM VISUAL FILM INSPECTIONS	54	56
F16 REPLACE DAMAGED FILM LEADERS	57	56
F17 REPLACE DAMAGED FILM TAILS	54	56

\* 17 members did not indicate sex group in background section.

## ANALYSIS OF TASK DIFFICULTY

A subsample of incumbents in the 7- and 9-skill levels from various commands and locations were selected for rating task difficulty from a listing of airmen identified for the 231X0/A/B/92 job survey. Tasks were rated on a nine-point scale from extremely low difficulty 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 63 raters was .96. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 137 tasks rated above average in difficulty, only 18 tasks were performed by 30 percent or more audiovisual media incumbents. These tasks are listed in Table 11. Twelve of these tasks involved management and supervision duties. The six other tasks were shown being performed within the remaining duty areas.

Table 12 lists tasks having below average difficulty which were performed by 55 percent or more of the survey respondents. These tasks comprised primarily the Care and Maintenance of Audiovisual Aids or the routine operation of Audiovisual Projection Equipment.



TABLE 11

TASKS RATED ABOVE AVERAGE IN DIFFICULTY PERFORMED BY MORE THAN 30 PERCENT OF TOTAL SAMPLE  
(PERCENT MEMBERS RESPONDING)

	TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
B2	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	6.00	38
B3	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	5.76	57
H10	PLAN CENTRALIZED CONTROL OR MANAGEMENT FOR AUDIOVISUAL EQUIPMENT	5.58	39
C13	EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	5.54	34
B10	ESTABLISH OR MAINTAIN PUBLICATION FILES OR LIBRARIES	5.50	35
B16	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	5.45	33
A9	PLAN AUDIOVISUAL PRIORITIES	5.43	38
B8	DRAFT CORRESPONDENCE	5.43	38
C2	ANALYZE REQUIREMENTS FOR AUDIOVISUAL PRESENTATIONS	5.43	35
D4	CONDUCT AUDIOVISUAL PROJECTIONIST TRAINING COURSES	5.32	43
K19	PERFORM PERIODIC INSPECTIONS OF EQUIPMENT	5.30	31
A8	PLAN AUDIOVISUAL AIDS FOR CONFERENCE ROOMS	5.24	30
B6	DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	5.18	45
G8	OPERATE AUDIO RECORDING EQUIPMENT	5.14	47
H1	ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATION	5.12	75
G5	HELP USERS IN PROPER SELECTION OF FILMS FOR BASE PROGRAM OBJECTIVES	5.12	47
A17	PLAN OR SCHEDULE WORK ASSIGNMENTS	5.04	32

TABLE 12

TASKS RATED BELOW AVERAGE IN DIFFICULTY PERFORMED BY MORE THAN 55 PERCENT OF TOTAL SAMPLE  
(PERCENT MEMBER RESPONDING)

	TASKS	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
F7	INSPECT TAKE-UP REELS FOR DAMAGE	3.11	57
H12	REMOVE AF FORM 1297 FROM FILE AND RETURN TO CUSTOMER UPON RECEIPT OF EQUIPMENT	3.35	61
H3	FILE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	3.40	61
F12	PERFORM STORAGE OF FILM, SLIDES, OR TRANSPARENCIES IN CONTAINERS	3.58	61
H5	INITIATE OR MAINTAIN TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297) FOR ISSUING EQUIPMENT	3.67	60
F11	PERFORM STORAGE OF AUDIOVISUAL MATERIALS	3.68	65
H8	LOCATE AUDIOVISUAL EQUIPMENT REQUESTED BY CUSTOMERS	3.70	59
E31	PREPARE AUDIOVISUAL MATERIALS FOR SHIPMENT	3.74	55
F2	CLEAN AUDIOVISUAL AIDS	3.78	63
F1	CLEAN FILMS, SLIDES, OR TRANSPARENCIES	3.82	68
H7	ISSUE EQUIPMENT ON LOAN TO CUSTOMERS	3.85	67
H6	INSPECT AUDIOVISUAL EQUIPMENT FOR PROPER GROUNDING	3.98	60
F16	REPLACE DAMAGED FILM LOADERS	4.25	56
H13	SAFEGUARD AUDIOVISUAL EQUIPMENT	4.34	70
H16	SCHEDULE USE OF AUDIOVISUAL EQUIPMENT	4.44	63
H11	RECEIVE AND INSPECT EQUIPMENT FROM LOAN	4.47	62
B18	INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	4.48	65
C20	PERFORM INSPECTIONS OF FILMS OR EQUIPMENT	4.51	66
F24	SPLICE FILMS	4.54	60
F15	REPAIR FILM	4.63	59
G9	OPERATE MOTION PICTURE PROJECTORS	4.97	74

## COMPARISON OF SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS

A comprehensive review of STS 231X0, dated 1 October 1974, was made by comparing survey data to the nine paragraphs of the STS. Paragraphs coded with knowledge levels rather than skill performance levels were not evaluated.

Generally, STS 231X0 was found to be a very descriptive and accurate document when compared with survey data. The administration and supervision and training paragraphs, along with the technical paragraphs, were supported by the survey data.

There were, however, several non-technical tasks which could not be specifically related to STS items (see Table 13). These should be considered upon revision of the current STS to determine whether they reflect a requirement for knowledge and skills not presently covered in the STS.

TABLE 13  
AUDIOVISUAL MEDIA TASKS OMITTED FROM THE 231X0 STS  
(PERCENT MEMBERS PERFORMING)

TASK	TOTAL SAMPLE (N=447)
H13 SAFEGUARD AUDIOVISUAL EQUIPMENT	70
B18 INVENTORY EQUIPMENT, TOOLS OR SUPPLIES	65
H8 LOCATE AUDIOVISUAL EQUIPMENT REQUESTED BY CUSTOMERS	59
G11 SCHEDULE ROOMS FOR PREVIEWS	49
I3 INITIATE OR MAINTAIN AF FORM 643	48
F4 DISPOSE OF OBSOLETE UNCLASSIFIED FILMS	45
I1 FILE AUDIOVISUAL EQUIPMENT CONTROL RECORD FORMS (AF FORM 643)	45
E17 MAINTAIN INSTRUCTIONAL SYSTEMS DEVELOPMENT (ISD) CATALOGS	39
E43 TELEPHONE EMERGENCY FILM REQUESTS TO AFCAVL OR AFRAVL	39
B8 DRAFT CORRESPONDENCE	38
F14 RE-MARK FILM IDENTIFICATION, PREFIX NUMBERS, OR TITLES	37
I2 FILE SIGNIFICANT HISTORICAL DATA FORMS (AFTO FORM 95)	35
F9 MARK FILM CANS OR CONTAINERS TO INDICATE EITHER BLACK AND WHITE OR COLOR	33
F19 REPLACE DAMAGED SLIDES	32

## SUMMARY OF BACKGROUND INFORMATION

Each USAF Job Inventory contains a background information section in which the respondent reports information about himself and his job. This information is summarized in the following sections.

### Method of Assignment to Career Ladder

Audiovisual Media (231X0/A/B) incumbents generally entered the career ladder by two methods: (1) retraining from another AF specialty (37%); and (2) Direct Duty Assignment (DDA) from basic training to OJT without the bypass specialist test (34%). The remaining 29 percent were scattered throughout the other six categories as indicated in Table 14. There is no Airmen Basic Resident (ABR) Course available to career field members.

### Relative Job Satisfaction

Job interest of the respondents is reflected in Tables 15 and 16. Looking across DAFSC groups in Table 15, job interest for the total sample was slightly below average as compared with 73 percent for incumbents in the 27 other career ladders surveyed during 1976. While reviewing each 5-skill level group independently, data show that at least 86 percent of the "editor" and "audio" personnel (A and B shreds) found their jobs interesting, while only slightly more than one-half of the AFSC 23150 (no shredout) personnel found their jobs interesting. As expected, job interest improved as skill level and time in service increased.

Active Federal Military Service (AFMS) groups show moderate job interest across the enlistment groups as reflected in Table 16. Approximately one-third of the first enlistment personnel found their job "dull". However, job interest improved across the first three enlistment groups. It remained fairly constant across the next two enlistment groups and increased to 100 percent for the 36 members in the 240+ months AFMS group.

### Perceived Utilization of Talents and Training

The survey respondents generally indicated a fairly well to very well use of their talents and training as reported in Tables 17 and 18. As expected, the first job respondents with the lower skill levels indicated very little or no use of their talents and training. As the skill level and Air Force longevity increased, survey data show that the perceived use of talent and training simultaneously increased.



TABLE 14  
METHOD OF ASSIGNMENT TO CAREER LADDER  
(PERCENT MEMBERS RESPONDING)

	TOTAL SAMPLE (N=447)	MEDIA		EDITOP		AUDIO	
		DAFSC 23130 (N=40)	DAFSC 23150 (N=236)	DAFSC 23170 (N=83)	DAFSC 23150A (N=15)	DAFSC 23150B (N=19)	DAFSC 23192 (N=28)
COMPLETED RESIDENT TECHNICAL TRAINING RECLASSIFIED WITHOUT COMPLETING TECHNICAL TRAINING OR OJT	3	-	1	2	-	-	-
DIRECT DUTY ASSIGNMENT (DDA) FROM BASIC TRAINING TO OJT WITHOUT BYPASS TEST	4	-	6	4	-	-	7
DDA FROM BASIC TRAINING BY BYPASS TEST	34	83	34	23	33	21	11
CONVERTED FROM ANOTHER AF SPECIALTY WITHOUT TRAINING BY CLASSIFICATION BOARD ACTION	4	-	5	5	7	-	3
RETRAINED FROM ANOTHER AF SPECIALTY	8	5	7	8	-	26	11
REENLISTED AFTER PRIOR SERVICE IN USAF, OR FROM ANOTHER BRANCH OF SERVICE	37	10	36	49	33	48	36
NOT REPORTED	9	2	11	6	20	5	7
	1	-	-	3	7	-	-

TABLE 15

JOB INTEREST ACROSS DAFSC GROUPS  
(PERCENT MEMBERS RESPONDING)

I FIND MY JOB:	TOTAL SAMPLE (N=447)	MEDIA		EDITOR		AUDIO		DAFSC		OTHER AF SPECIALTIES*
		DAFSC 23130 (N=40)	DAFSC 23150 (N=236)	DAFSC 23170 (N=83)	DAFSC 23150A (N=15)	DAFSC 23150B (N=19)	DAFSC 23192 (N=28)	DAFSC 23192 (N=28)	DAFSC 23192 (N=28)	
DULL	22	37	29	13	7	5	-	-	-	13
SO-SO	11	8	14	10	7	5	4	4	4	14
INTERESTING	67	55	57	77	86	90	96	96	96	73

\* Based on surveys of 27 career ladders surveyed in 1976 from 23,729 respondents AF wide.

TABLE 16

JOB INTEREST OF 231XX INCUMBENTS IN AFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

I FIND MY JOB:	FIRST JOB 6-24 Mos AFMS (N=80)	ACTIVE FEDERAL MILITARY SERVICE							240+ Mos (N=36)
		1-48 Mos (N=134)	49-96 Mos (N=141)	97-144 Mos (N=56)	145-192 Mos (N=35)	193-240 Mos (N=44)	240+ Mos (N=36)	240+ Mos (N=36)	
DULL	38	34	24	16	14	13	-	-	-
SO-SO	10	13	16	7	6	7	-	-	-
INTERESTING	52	53	60	77	80	80	100	100	100

TABLE 17  
PERCEIVED UTILIZATION OF TALENTS AND TRAINING ACROSS DAFSC GROUPS  
(PERCENT MEMBERS RESPONDING)

	TOTAL SAMPLE (N=447)	DAFSC 23130 (N=40)	DAFSC 23150 (N=236)	DAFSC 23170 (N=83)	DAFSC 23150A (N=15)	DAFSC 23150B (N=19)	DAFSC 23192 (N=28)
MY JOB UTILIZES MY TALENTS:							
VERY LITTLE OR NOT AT ALL	34	63	39	24	33	16	7
FAIRLY WELL TO VERY WELL	51	37	54	54	34	47	36
EXCELLENTLY TO PERFECTLY	15	-	7	22	33	37	57
MY JOB UTILIZES MY TRAINING:							
VERY LITTLE OR NOT AT ALL	26	40	32	17	27	16	4
FAIRLY WELL TO VERY WELL	59	60	59	70	46	37	46
EXCELLENTLY TO PERFECTLY	14	-	9	13	27	42	50
OTHER (NOT REPORTED)	1	-	-	-	-	5	-

TABLE 18  
PERCEIVED UTILIZATION OF TALENTS AND TRAINING BY AFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

	FIRST JOB		ACTIVE FEDERAL MILITARY SERVICE				
	6-24 Mos (N=80)	AFMS (N=134)	49-96 Mos (N=141)	97-144 Mos (N=56)	145-192 Mos (N=35)	193-240 Mos (N=44)	240+ Mos (N=36)
MY JOB UTILIZES MY TALENTS:							
VERY LITTLE OR NOT AT ALL	51	46	40	21	17	27	14
FAIRLY WELL TO VERY WELL	45	51	49	56	57	48	47
EXCELLENTLY TO PERFECTLY	4	3	11	23	26	25	39
MY JOB UTILIZES MY TRAINING:							
VERY LITTLE OR NOT AT ALL	34	31	30	25	9	27	11
FAIRLY WELL TO VERY WELL	60	60	58	63	71	50	56
EXCELLENTLY TO PERFECTLY	6	8	12	10	20	23	33
OTHER (NOT REPORTED)	-	1	-	2	-	-	-

### Reenlistment Intentions

Approximately 68 percent of the total sample across DAFSC groups indicated they would or probably would reenlist as seen in Table 19. There were no differences in reenlistment intentions between personnel in the AFSCs 231X0 (no shredout), "editor" (A shredout), and "audio" (B shredout) personnel.

Table 20 shows that plans to reenlist generally increased with Air Force longevity. Reenlistment intentions were lowest for the first enlistment group (1-48 months AFMS) and highest for the third enlistment group (97-144 months AFMS). Reenlistment intention figures were somewhat deflated for the fifth and sixth enlistment groups due to some respondents reaching maximum TOPCAP tenure during their current enlistment.

Table 21 shows the actual reenlistment rates reported by AFMPC for AFSC 231X0/A/B personnel for fiscal year 1976. The average reenlistment rate of 55 percent computed for AFSC 231X0 (no shredout) personnel reflects the actions of first enlistment airmen.



TABLE 19

REENLISTMENT INTENTIONS FOR 231X0/A/B/92 PERSONNEL ACROSS DAFSC GROUPS  
(PERCENT MEMBERS RESPONDING)

I PLAN TO REENLIST:	TOTAL SAMPLE (N=447)	DAFSC 23130 (N=40)	DAFSC 23150 (N=236)	DAFSC 23170 (N=83)	DAFSC 23150A (N=15)	DAFSC 23150B (N=19)	DAFSC 23192 (N=28)
NO OR PROBABLY NO	31	40	32	25	27	32	29
YES OR PROBABLY YES	68	60	68	75	73	68	66
OTHER (NOT REPORTED)	1	-	-	-	-	-	?

TABLE 20

REENLISTMENT INTENTIONS FOR 231X0/A/B/92 PERSONNEL BY AFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

I PLAN TO REENLIST:	FIRST JOB 6-24 MOS AFMS (N=80)	ACTIVE FEDERAL MILITARY SERVICE					
		1-48 MOS (N=134)	49-96 MOS (N=141)	97-144 MOS (N=56)	145-192 MOS (N=35)	193-240 MOS (N=44)	240+ MOS (N=36)
NO OR PROBABLY NO	54	51	27	4	6	36	39
YES OR PROBABLY YES	46	49	72	96	94	64	56
OTHER (NOT REPORTED)	46	49	1	-	-	-	5

TABLE 21  
ACTUAL REENLISTMENT RATES FOR 231X0/A/B PERSONNEL  
(FY 76)

	FIRST-TERM			SECOND-TERM			CAREER		
	231X0	231X0A	231X0B	231X0	231X0A	231X0B	231X0	231X0A	231X0B
NUMBER OF PERSONNEL ELIGIBLE TO REENLIST	33	-	1	36	2	3	39	4	2
NUMBER OF PERSONNEL WHO ACTUALLY REENLISTED	18	-	1	24	1	3	35	3	2
REENLISTMENT RATE (%)	54.5	-	100	66.7	50	100	89.7	75	100

#### WRITE-IN COMMENTS

In developing this survey, an effort was made to include all information related to duties and tasks performed by career ladder incumbents. Members were encouraged to write in any information not listed in either the background or task list section of the inventory. Representative ideas based on written comments are given below:

1. Job inventory tasks omitted from present survey:
  - a. Supervision and Training of Enlisted Reserve Personnel  
With AFSC 23XXX
  - b. Surveying Audiovisual Facilities
  - c. Scheduling the Use of TV Monitors
  - d. Ordering and Storing AF Lithographs From AFCAUL or AFRAVL
2. Background information on equipment used not included in present survey:
  - a. The AB Dick Cartridge Super 8 Motion Picture Projector  
(Silent)
  - b. 35MM Dissolve Units
  - c. Cassette Recorder and Player
  - d. Harwald Mark III Auto Inspection machine.

## CONCLUSIONS AND RECOMMENDATIONS

1. The ANALYSIS OF DAFSC GROUPS and the CAREER LADDER STRUCTURE sections show that the AFSC 231X0 (no shredout) members are performing many specialized tasks in either the "library" and/or "presentations" work areas. The use of SEIs could distinguish the training and specialization required throughout the entire career ladder and ultimately eliminate the need for shredouts as presently structured.
2. The current 231X0 STS appeared accurate when compared with survey data. The next revision of the STS should determine whether the non-technical tasks identified in Table 13 reflect a requirement for knowledge and skill coverage.

APPENDIX A



GROUP ID NUMBER AND TITLE: GRP045 - Audiovisual Library Personnel

PERCENT OF SAMPLE: 48%

MAJOR COMMAND DISTRIBUTION: MAC (22%); SAC (21%); TAC and ATC (14%)

LOCATION: CONUS (82%); Overseas (18%)

DAFSC DISTRIBUTION: 23130 (12%); 23150 (67%); 23170 (18%)

AVERAGE GRADE: 4.2

AMOUNT OF SUPERVISION: 32% supervised an average of two subordinates

SEX GROUPS: Male (84%); Female (13%)

EXPRESSED JOB INTEREST: Dull (24%); So-So (14%); Interesting (62%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 36%  
Fairly Well to Very Well 53%  
Excellent to Perfectly 11%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 20%  
Fairly Well to Very Well 69%  
Excellent to Perfectly 11%

AVERAGE NUMBER OF TASKS PERFORMED: 115

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

E AUDIOVISUAL MATERIAL LOAN SERVICES  
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS  
H AUDIOVISUAL PROJECTION EQUIPMENT  
G AUDIOVISUAL INFORMATION AND ADVISORY SERVICES  
B DIRECTING AND IMPLEMENTING

31  
18  
15  
8  
8

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

H7 ISSUE EQUIPMENT ON LOAN TO CUSTOMERS  
E5 COMPLETE AF FORM 474 UPON RECEIPT OF AUDIOVISUAL  
MATERIALS FROM LOAN  
F15 REPAIR FILM  
G9 OPERATE MOTION PICTURE PROJECTORS  
E31 PREPARE AUDIOVISUAL MATERIALS FOR SHIPMENT

98  
97  
95  
95  
95

GROUP ID NUMBER AND TITLE: GRP193 - Audiovisual Customer Service Assistants

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: MAC (42%); ATC (25%); SAC (13%); AFCS and TAC (8%)

LOCATION: CONUS (75%); Overseas (25%)

DAFSC DISTRIBUTION: 23130 (42%); 23150 (58%)

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: 4% supervised an average of one subordinate

SEX GROUPS: Male (71%); Female (29%)

EXPRESSED JOB INTEREST: Dull (50%); So-So (17%); Interesting (33%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 54%  
Fairly Well to Very Well 46%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 46%  
Fairly Well to Very Well 54%

AVERAGE NUMBER OF TASKS PERFORMED: 71

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

E	AUDIOVISUAL MATERIAL LOAN SERVICES	36
F	CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	23
H	AUDIOVISUAL PROJECTION EQUIPMENT	19
G	AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	7

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

H7	ISSUE EQUIPMENT ON LOAN TO CUSTOMERS	100
E5	COMPLETE AF FORM 474 UPON RECEIPT OF AUDIOVISUAL MATERIALS FROM LOAN	100
F16	REPLACE DAMAGED FILM LEADERS	100
E21	NOTIFY USING AGENCIES OF FILM LOAN DELINQUENCIES	100
H8	LOCATE AUDIOVISUAL EQUIPMENT REQUESTED BY CUSTOMERS	92

GROUP ID NUMBER AND TITLE: GRP223 - Customer Service Managers

PERCENT OF SAMPLE: 35%

MAJOR COMMAND DISTRIBUTION: SAC (25%); MAC (18%); TAC (16%); ATC (10%)

LOCATION: CONUS (87%); Overseas (13%)

DAFSC DISTRIBUTION: 23130 (9%); 23150 (70%); 23170 (19%)

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 34% supervised an average of two subordinates

SEX GROUPS: Males (85%); Female (12%)

EXPRESSED JOB INTEREST: Dull (20%); So-So (12%); Interesting (68%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 31%  
Fairly Well to Very Well 56%  
Excellent to Perfectly 13%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 15%  
Fairly Well to Very Well 71%  
Excellent to Perfectly 14%

AVERAGE NUMBER OF TASKS PERFORMED: 127

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

E	AUDIOVISUAL MATERIAL LOAN SERVICES	33
F	CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	16
H	AUDIOVISUAL PROJECTION EQUIPMENT	14
G	AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	8

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

H3	FILE TEMPORARY ISSUE RECEIPT FORM (AF FORM 1297)	99
H11	RECEIVE AND INSPECT EQUIPMENT FROM LOAN	98
F6	INFORM USING AGENCIES OF THE IMPORTANCE OF PROPER CARE OR MAINTENANCE OF FILM OR AUDIOVISUAL LIBRARY EQUIPMENT	98
E39	RETURN FILMS TO AIR FORCE CENTRAL AUDIOVISUAL LIBRARY (AFCAVL) OR AIR FORCE REGIONAL AUDIOVISUAL LIBRARY (AFRAVL) USING AF FORMS 2012 OR 2013	91
D4	CONDUCT AUDIOVISUAL PROJECTIONIST TRAINING COURSES	82

GROUP ID NUMBER AND TITLE: GRP119 - Audiovisual Library Managers

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: MAC (50%); SAC (25%); PACAF (13%); USAFE (12%)

LOCATION: CONUS (37%); Overseas (63%)

DAFSC DISTRIBUTION: 23150 (13%); 23170 (75%); 23192 (12%)

AVERAGE GRADE: 5.8

AMOUNT OF SUPERVISION: 87% supervised an average of four subordinates

SEX GROUPS: Male (87%); Female (13%)

EXPRESSED JOB INTEREST: Dull (25%); So-So (13%); Interesting (62%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 25%  
Fairly Well to Very Well 62%  
Excellent to Perfectly 13%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 13%  
Fairly Well to Very Well 87%

AVERAGE NUMBER OF TASKS PERFORMED: 118

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

B DIRECTING AND IMPLEMENTING	22
E AUDIOVISUAL MATERIAL LOAN SERVICES	14
C INSPECTING AND EVALUATING	14
A ORGANIZING AND PLANNING	12
D TRAINING	10

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

B24 SUPERVISE AUDIOVISUAL MEDIA SPECIALISTS (AFSC 23150, 23150A, 23150B)	100
B6 DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	100
C13 EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	100
C1 ANALYZE AUDIOVISUAL LIBRARY WORKLOAD REQUIREMENTS	88
A24 SCHEDULE LEAVES OR PASSES	88

GROUP ID NUMBER AND TITLE: GRP060 - Audiovisual Library Maintenance/Support Assistants

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: ATC and MAC (33%); AAC (17%); TAC and USAFA (8%)

LOCATION: CONUS (75%); Overseas (25%)

DAFSC DISTRIBUTION: 23130 (17%); 23150 (83%)

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 8% supervised an average of two subordinates

SEX GROUPS: Males (75%); Female (17%)

EXPRESSED JOB INTEREST: Dull (33%); So-So (17%); Interesting (50%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 75%  
Fairly Well to Very Well 25%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 33%  
Fairly Well to Very Well 59%  
Excellent to Perfectly 8%

AVERAGE NUMBER OF TASKS PERFORMED: 38

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

F	CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	40
E	AUDIOVISUAL MATERIAL LOAN SERVICES	20
H	AUDIOVISUAL PROJECTION EQUIPMENT	19
G	AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	7

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

F15	REPAIR FILM	100
F17	REPLACE DAMAGED FILM TAILS	100
F7	INSPECT TAKE-UP REELS FOR DAMAGE	83
G9	OPERATE MOTION PICTURE PROJECTORS	75
E31	PREPARE AUDIOVISUAL MATERIALS FOR SHIPMENT	67





GROUP ID NUMBER AND TITLE: GRP073 - Audiovisual Presentations Managers

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: MAC (37%); AFSC (21%); AFLC and ATC (10%)

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

DAFSC DISTRIBUTION: 23150 (42%); 23170 (42%); 23192 (5%)

AVERAGE GRADE: 5.5

AMOUNT OF SUPERVISION: 42% supervised an average of two subordinates

SEX GROUPS: Male (100%)

EXPRESSED JOB INTEREST: So-So (5%); Interesting (95%)

PERCEIVED UTILIZATION OF TALENTS:	Very Little or Not At All	16%
	Fairly Well to Very Well	63%
	Excellent to Perfectly	21%

PERCEIVED UTILIZATION OF TRAINING:	Very Little or Not At All	11%
	Fairly Well to Very Well	73%
	Excellent to Perfectly	16%

AVERAGE NUMBER OF TASKS PERFORMED: 79

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H AUDIOVISUAL PROJECTION EQUIPMENT	18
A ORGANIZING AND PLANNING	16
B DIRECTING AND IMPLEMENTING	14
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	11
C INSPECTING AND EVALUATING	11

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G8 OPERATE AUDIO RECORDING EQUIPMENT	100
A9 PLAN AUDIOVISUAL PRIORITIES	95
B3 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	95
H9 PERFORM MAINTENANCE ON AUDIOVISUAL EQUIPMENT	95
H16 SCHEDULE USE OF AUDIOVISUAL EQUIPMENT	95

GROUP ID NUMBER AND TITLE: GRP087 - Audiovisual Presentation Assistants

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: ATC (31%); AU (23%); ADC, Hq COMD, MAC, PACAF  
and USAFE (8%) each

LOCATION: CONUS (85%); Overseas (15%)

DAFSC DISTRIBUTION: 23130 (8%); 23150 (77%); 23170 (7%); 23192 (8%)

AVERAGE GRADE: 4.9

AMOUNT OF SUPERVISION: 15% supervised an average of two subordinates

SEX GROUPS: Male (100%)

EXPRESSED JOB INTEREST: Dull (30%); So-So (8%); Interesting (62%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 46%  
Fairly Well to Very Well 46%  
Excellent to Perfectly 8%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 46%  
Fairly Well to Very Well 39%  
Excellent to Perfectly 15%

AVERAGE NUMBER OF TASKS PERFORMED: 43

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

H AUDIOVISUAL PROJECTION EQUIPMENT	34
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	13
G AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	12
B DIRECTING AND IMPLEMENTING	9

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

H13 SAFEGUARD AUDIOVISUAL EQUIPMENT	100
H11 RECEIVE AND INSPECT EQUIPMENT FROM LOAN	100
H7 ISSUE EQUIPMENT ON LOAN TO CUSTOMERS	100
G9 OPERATE MOTION PICTURE PROJECTORS	100
F2 CLEAN AUDIOVISUAL AIDS	85

GROUP ID NUMBER AND TITLE: GRP095 - Specialized Audiovisual Support

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: Hq COMD (33%); AFSC, AU and TAC (17%) each;  
USAFE (16%)

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

DAFSC DISTRIBUTION: 23150 (67%); 23170 (33%)

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: 17% supervised an average of one subordinate

SEX GROUPS: Male (100%)

EXPRESSED JOB INTEREST: Interesting (100%)

PERCEIVED UTILIZATION OF TALENTS: Excellently to Perfectly 100%

PERCEIVED UTILIZATION OF TRAINING: Fairly Well to Very Well 17%  
Excellently to Perfectly 83%

AVERAGE NUMBER OF TASKS PERFORMED: 44

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

K AUDIOVISUAL SOUND APPLICATIONS	24
A ORGANIZING AND PLANNING	15
H AUDIOVISUAL PROJECTION EQUIPMENT	15
C INSPECTING AND EVALUATING	10
B DIRECTING AND IMPLEMENTING	10

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

K15 OPERATE AUDIO SYSTEMS	100
A2 ARRANGE CONFERENCE ROOMS	100
H1 ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATION	100
K19 PERFORM PERIODIC INSPECTIONS OF EQUIPMENT	83
A23 SCHEDULE CONFERENCE ROOMS OR AUDITORIUMS	83

GROUP ID NUMBER AND TITLE: GRP084 - Presentations Facility Assistants

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: ATC (33%), MAC and TAC (20%)

LOCATION: CONUS (93%); Overseas (7%)

DAFSC DISTRIBUTION: 23150 (67%); 23170 (27%)

AVERAGE GRADE: 4.7

AMOUNT OF SUPERVISION: 13% supervised an average of one subordinate

SEX GROUPS: Male (93%); Female (7%)

EXPRESSED JOB INTEREST: Dull (7%); So-So (20%); Interesting (73%)

PERCEIVED UTILIZATION OF TALENTS:      Very Little or Not At All 20%  
    Fairly Well to Very Well 73%  
    Excellently to Perfectly 7%

PERCEIVED UTILIZATION OF TRAINING:      Very Little or Not At All 27%  
    Fairly Well to Very Well 73%

AVERAGE NUMBER OF TASKS PERFORMED: 50

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

F	CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	24
H	AUDIOVISUAL PROJECTION EQUIPMENT	17
A	ORGANIZING AND PLANNING	14
G	AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	11
B	DIRECTING AND IMPLEMENTING	11

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

H1	ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATION	100
F1	CLEAN FILMS, SLIDES, OR TRANSPARENCIES	93
G12	STRAIGHTEN, ALIGN, OR CLEAN PREVIEW ROOMS	93
F19	REPLACE DAMAGED SLIDES	87
A8	PLAN AUDIOVISUAL AIDS FOR CONFERENCE ROOMS	80



GROUP ID NUMBER AND TITLE: GRP036 - Audiovisual Managers/Superintendents

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: ATC (31%); SAC (18%); MAC and AFSC (9%)

LOCATION: CONUS (91%); Overseas (9%)

DAFSC DISTRIBUTION: 23150 (13%); 23170 (27%); 23192 (49%)

AVERAGE GRADE: 6.9

AMOUNT OF SUPERVISION: 93% supervised an average of four subordinates

SEX GROUPS: Male (91%); Female (2%)

EXPRESSED JOB INTEREST: So-So (7%); Interesting (93%)

PERCEIVED UTILIZATION OF TALENTS:      Very Little or Not At All 11%  
   Fairly Well to Very Well 42%  
   Excellently to Perfectly 47%

PERCEIVED UTILIZATION OF TRAINING:      Very Little or Not At All 11%  
   Fairly Well to Very Well 47%  
   Excellently to Perfectly 42%

AVERAGE NUMBER OF TASKS PERFORMED: 60

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

B DIRECTING AND IMPLEMENTING	30
C INSPECTING AND EVALUATING	24
A ORGANIZING AND PLANNING	21
D TRAINING	12

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

B2 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	98
C13 EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT OR SUPPLIES	93
B3 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	93
C8 EVALUATE COMPLIANCE WITH WORK STANDARDS	84
A3 ASSIGN PERSONNEL TO DUTY POSITIONS	82

GROUP ID NUMBER AND TITLE: GRP103 - Audiovisual Service Center/Library  
Managers/Superintendents

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: SAC (24%); ATC (20%); MAC and TAC (12%); ADC  
and USAFA (8%)

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

DAFSC DISTRIBUTION: 23170 (24%); 23192 (68%)

AVERAGE GRADE: 7.4

AMOUNT OF SUPERVISION: 88% supervised an average of four subordinates

SEX GROUPS: Male (96%); Female (4%)

EXPRESSED JOB INTEREST: So-So (4%); Interesting (96%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 4%  
Fairly Well to Very Well 36%  
Excellent to Perfectly 60%

PERCEIVED UTILIZATION OF TRAINING: Fairly Well to Very Well 52%  
Excellent to Perfectly 48%

AVERAGE NUMBER OF TASKS PERFORMED: 77

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	28
C INSPECTING AND EVALUATING	26
A ORGANIZING AND PLANNING	23
D TRAINING	12

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B16 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
C13 EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	100
A15 PLAN MANPOWER REQUIREMENTS	96
B3 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	96
A9 PLAN AUDIOVISUAL PRIORITIES	80

GROUP ID NUMBER AND TITLE: GRP122 - Learning Center Managers

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23150 (50%); 23170 (50%)

AVERAGE GRADE: 5.3

AMOUNT OF SUPERVISION: 100% supervised an average of four subordinates

SEX GROUPS: Male (100%)

EXPRESSED JOB INTEREST: So-So (33%); Interesting (67%)

PERCEIVED UTILIZATION OF TALENTS:   Very Little or Not At All 17%  
  Fairly Well to Very Well 66%  
  Excellent to Perfectly 17%

PERCEIVED UTILIZATION OF TRAINING:   Very Little or Not At All 50%  
  Fairly Well to Very Well 33%  
  Excellent to Perfectly 17%

AVERAGE NUMBER OF TASKS PERFORMED: 59

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

B	DIRECTING AND IMPLEMENTING	25
C	INSPECTING AND EVALUATING	19
D	TRAINING	15
H	AUDIOVISUAL PROJECTION EQUIPMENT	12

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

I11	MAINTAIN RECORDS OF LEARNING CENTER USAGE	100
B24	SUPERVISE AUDIOVISUAL MEDIA SPECIALISTS (AFSC 23150, 23150A, 23150B)	100
D5	CONDUCT OJT	100
H13	SAFEGUARD AUDIOVISUAL EQUIPMENT	83
C20	PERFORM INSPECTIONS OF FILMS OR EQUIPMENT	83

GROUP ID NUMBER AND TITLE: GRP066 - Headquarters Presentations Facility  
Managers/Superintendents

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFSC, Hq COMD, Hq USAF, MAC, and USAFE (20%) each

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

DAFSC DISTRIBUTION: 23150 (20%); 23170 (20%); 23192 (20%)

AVERAGE GRADE: 7.0

AMOUNT OF SUPERVISION: 100% supervised an average of three subordinates

SEX GROUPS: Male (100%)

EXPRESSED JOB INTEREST: Interesting (100%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 20%  
Fairly Well to Very Well 40%  
Excellent to Perfectly 40%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 20%  
Fairly Well to Very Well 20%  
Excellent to Perfectly 60%

AVERAGE NUMBER OF TASKS PERFORMED: 36

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	33
A ORGANIZING AND PLANNING	25
C INSPECTING AND EVALUATING	18
H AUDIOVISUAL PROJECTION EQUIPMENT	18

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B3 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	100
B18 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	100
C13 EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	100
C2 ANALYZE REQUIREMENTS FOR AUDIOVISUAL PRESENTATIONS	80
A9 PLAN AUDIOVISUAL PRIORITIES	30



GROUP ID NUMBER AND TITLE: GRP046 - Learning Center Managers/Superintendents

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (50%); AFSC and SAC (17%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23150 (33%); 23170 (33%); 23192 (33%)

AVERAGE GRADE: 5.4

AMOUNT OF SUPERVISION: 100% supervised an average of three subordinates

SEX GROUPS: Male (83%)

EXPRESSED JOB INTEREST: Interesting (100%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 17%  
Fairly Well to Very Well 50%  
Excellent to Perfectly 33%

PERCEIVED UTILIZATION OF TRAINING: Fairly Well to Very Well 67%  
Excellent to Perfectly 33%

AVERAGE NUMBER OF TASKS PERFORMED: 25

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

B DIRECTING AND IMPLEMENTING	41
C INSPECTING AND EVALUATING	24
D TRAINING	13
A ORGANIZING AND PLANNING	13

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

B2 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	100
B3 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	83
A17 PLAN OR SCHEDULE WORK ASSIGNMENTS	83
C8 EVALUATE COMPLIANCE WITH WORK STANDARDS	67
B19 MAINTAIN ADMINISTRATIVE FILES	67



GROUP ID NUMBER AND TITLE: GRP047 - Audio Recording Personnel

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: MAC (48%); ATC (28%); SAC (12%)

LOCATION: CONUS (96%); Overseas (4%)

DAFSC DISTRIBUTION: 23150 (64%); 23170 (32%)

AVERAGE GRADE: 4.9

AMOUNT OF SUPERVISION: 20% supervised an average of three subordinates

SEX GROUPS: Male (92%)

EXPRESSED JOB INTEREST: Dull (12%); Interesting (88%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 12%  
Fairly Well to Very Well 60%  
Excellent to Perfectly 28%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 24%  
Fairly Well to Very Well 40%  
Excellent to Perfectly 32%  
Other 4%

AVERAGE NUMBER OF TASKS PERFORMED: 48

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

K AUDIOVISUAL SOUND APPLICATIONS	53
H AUDIOVISUAL PROJECTION EQUIPMENT	10
G AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	9
B DIRECTING AND IMPLEMENTING	9

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

K15 OPERATE AUDIO SYSTEMS	92
G8 OPERATE AUDIO RECORDING EQUIPMENT	88
K5 BALANCE LEVELS OR EQUALIZATION WITHOUT OVER-MIXING	88
K26 SET UP OR INTERCONNECT AUDIO SYSTEMS	88
G4 DUPLICATE AUDIO TAPES	84

GROUP ID NUMBER AND TITLE: GRP192 - Audio Equipment Specialists

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (67%); ATC (17%); Hq COMD (16%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23150 (83%); 23170 (17%)

AVERAGE GRADE: 5.1

AMOUNT OF SUPERVISION: No member indicated directly supervising others.

SEX GROUPS: Male (83%)

EXPRESSED JOB INTEREST: Interesting (100%)

PERCEIVED UTILIZATION OF TALENTS:   Very Little or Not At All 17%  
  Fairly Well to Very Well 66%  
  Excellent to Perfectly 17%

PERCEIVED UTILIZATION OF TRAINING:   Very Little or Not At All 50%  
  Fairly Well to Very Well 33%  
  Excellent to Perfectly 17%

AVERAGE NUMBER OF TASKS PERFORMED: 41

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

K AUDIOVISUAL SOUND APPLICATIONS	61
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	10
H AUDIOVISUAL PROJECTION EQUIPMENT	10

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

G8 OPERATE AUDIO RECORDING EQUIPMENT	100
K15 OPERATE AUDIO SYSTEMS	100
K19 PERFORM PERIODIC INSPECTIONS OF EQUIPMENT	100
K21 SELECT, TEST, OR CALIBRATE AUDIO SYSTEM COMPONENTS SUCH AS MICROPHONES, RECORDERS, OR MONITORS	100
F25 SPLICE RECORDING TAPES	100

GROUP ID NUMBER AND TITLE: GRP152 - Audio Equipment Technicians/Managers

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (57%); ATC (43%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23150 (57%); 23170 (43%)

AVERAGE GRADE: 6.0

AMOUNT OF SUPERVISION: 43% supervised an average of two subordinates

SEX GROUPS: Male (86%)

EXPRESSED JOB INTEREST: Interesting (100%)

PERCEIVED UTILIZATION OF TALENTS:	Fairly Well to Very Well	43%
	Excellent to Perfectly	57%

PERCEIVED UTILIZATION OF TRAINING:	Fairly Well to Very Well	29%
	Excellent to Perfectly	57%
	Other	14%

AVERAGE NUMBER OF TASKS PERFORMED: 72

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

K AUDIOVISUAL SOUND APPLICATIONS	46
B DIRECTING AND IMPLEMENTING	10
H AUDIOVISUAL PROJECTION EQUIPMENT	9

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

K23 SELECT PROCEDURES FOR DISC, TAPE IN REEL-TO-REEL, CARTRIDGE, OR CASSETTE FORMATS	100
K22 SELECT MICROPHONE PLACEMENTS, ADJUST WIND SCREENS, OR USE MIXING TECHNIQUES FOR BALANCE OF FORWARD LEVELS	100
K26 SET UP OR INTERCONNECT AUDIO SYSTEMS	100
K20 PREVIEW OR CRITIQUE RECORDINGS BY ADJUSTING LEVELS, EQUALIZATION, NOISE SUPPRESSORS, OR FILTERS	100
B3 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	100

GROUP ID NUMBER AND TITLE: GRP075 - Audio Equipment/Maintenance Specialist

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (43%); ATC (29%); SAC and USAFE (14%)

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

DAFSC DISTRIBUTION: 23130 (14%); 23150 (57%); 23170 (29%)

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: No member indicated directly supervising others

SEX GROUPS: Male (100%)

EXPRESSED JOB INTEREST: Dull (14%); Interesting (86%)

PERCEIVED UTILIZATION OF TALENTS:      Very Little or Not At All 14%  
  Fairly Well to Very Well 57%  
  Excellentlly to Perfectly 29%

PERCEIVED UTILIZATION OF TRAINING:    Very Little or Not At All 14%  
  Fairly Well to Very Well 57%  
  Excellentlly to Perfectly 29%

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

K AUDIOVISUAL SOUND APPLICATIONS  
G AUDIOVISUAL INFORMATION AND ADVISORY SERVICES  
H AUDIOVISUAL PROJECTION EQUIPMENT

71  
12  
6

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

K4 BALANCE RECORDING QUALITY BY LISTENING FOR  
NOISE OR DISTORTION  
K5 BALANCE LEVELS OR EQUALIZATION WITHOUT OVER-MIXING  
K18 PERFORM OPERATOR MAINTENANCE ON ADUIOVISUAL  
SOUND EQUIPMENT  
K21 SELECT, TEST, OR CALIBRATE AUDIO SYSTEM COMPONENTS  
SUCH AS MICROPHONES, RECORDERS, OR MONITORS  
H1 ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATIONS

100  
100  
100  
86  
86



GROUP ID NUMBER AND TITLE: GRP040 - Film Editing Personnel

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: MAC (71%); AFSC (18%)

LOCATION: CONUS (94%); Overseas (6%)

DAFSC DISTRIBUTION: 23150 (88%); 23170 (12%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 6% supervised an average of two subordinates

SEX GROUPS: Male (77%); Females (18%)

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

PERCEIVED UTILIZATION OF TALENTS:      Very Little or Not At All    6%  
   Fairly Well to Very Well    59%  
   Excellently to Perfectly    35%

PERCEIVED UTILIZATION OF TRAINING:    Very Little or Not At All    6%  
   Fairly Well to Very Well    65%  
   Excellently to Perfectly    29%

AVERAGE NUMBER OF TASKS PERFORMED: 59

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J MOTION PICTURE FILM EDITING	63
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	17
K AUDIOVISUAL SOUND APPLICATIONS	12

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
J22 OPERATE 16MM SILENT OR SOUND VIEWERS	100
J10 MAINTAIN CONTINUITY ACCORDING TO SCRIPTS	100
J9 INSERT SCENES IN PROPER SEQUENCES ACCORDING TO SCRIPTS	100
J21 OPERATE REWINDS, VIEWERS, EDITING MACHINES, SPLICERS, SYNCHRONIZERS, OR SOUND READERS	94
J2 BREAKDOWN FILM FOOTAGES SCENE BY SCENE AND IDENTIFY EACH FROM SCRIPTS	94



GROUP ID NUMBER AND TITLE: GRP104 - Film Editors

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: MAC (88%); ATC (12%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23150 (88%); 23170 (12%)

AVERAGE GRADE: 2.9

AMOUNT OF SUPERVISION: No member indicated directly supervising others

SEX GROUPS: Male (63%); Female (37%)

EXPRESSED JOB INTEREST: Interesting (100%)

PERCEIVED UTILIZATION OF TALENTS: Fairly Well to Very Well 50%  
Excellent to Perfectly 50%

PERCEIVED UTILIZATION OF TRAINING: Fairly Well to Very Well 50%  
Excellent to Perfectly 50%

AVERAGE NUMBER OF TASKS PERFORMED: 34

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

J MOTION PICTURE FILM EDITING	85
K AUDIOVISUAL SOUND APPLICATIONS	25
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	7

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

J21 OPERATE REWINDS, VIEWERS, EDITING MACHINES, SPLICERS, SYNCHRONIZERS, OR SOUND READERS	100
J16 MARK OR SYNCHRONIZE SOUND TRACKS	100
J11 MAINTAIN FILM CONTINUITY	100
J15 MARK EDITED WORK PRINTS FOR FADES, DISSOLVES, OR OTHER OPTICAL EFFECTS	100
J1 APPLY METHOD OF BLOOPING MAGNETIC SOUND TRACKS	75

GROUP ID NUMBER AND TITLE: GRP090 - Film Editors/Managers

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: MAC (63%); AFSC (25%); AU (12%)

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

DAFSC DISTRIBUTION: 23150 (88%); 23170 (12%)

AVERAGE GRADE: 5.1

AMOUNT OF SUPERVISION: 13% supervised an average of two subordinates

SEX GROUPS: Males (88%)

EXPRESSED JOB INTEREST: Dull (13%); So-So (13%); Interesting (74%)

PERCEIVED UTILIZATION OF TALENTS:      Very Little or Not At All 13%  
  Fairly Well to Very Well 74%  
  Excellent to Perfectly 13%

PERCEIVED UTILIZATION OF TRAINING:      Fairly Well to Very Well 87%  
  Excellent to Perfectly 13%

AVERAGE NUMBER OF TASKS PERFORMED: 88

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

J	MOTION PICTURE FILM EDITING	41
F	CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	22
B	DIRECTING AND IMPLEMENTING	6

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

J21	OPERATE REWINDS, VIEWERS, EDITING MACHINES, SPLICERS, SYNCHRONIZERS, OR SOUND READERS	100
J5	COORDINATE UTILIZATION OF STOCK FOOTAGES WITH PRODUCERS	100
J19	OPERATE COMBINATION 16/35MM HOT SPLICERS	100
F13	PERFORM VISUAL FILM INSPECTIONS	100
F17	REPLACE DAMAGED FILM TAILS	100

GROUP ID NUMBER AND TITLE: GRP078 - Conference Room Monitors

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFSC (67%); MAC (22%); TAC (11%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23130 (11%); 23150 (89%)

AVERAGE GRADE: 3.8

AMOUNT OF SUPERVISION: No members indicated directly supervising others

SEX GROUPS: Male (89%); Female (11%)

EXPRESSED JOB INTEREST: Dull (67%); Interesting (33%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 78%  
Fairly Well to Very Well 22%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 56%  
Fairly Well to Very Well 33%  
Excellent to Perfectly 11%

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

A ORGANIZING AND PLANNING	27
G AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	26
H AUDIOVISUAL PROJECTION EQUIPMENT	23
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	13

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

A23 SCHEDULE CONFERENCE ROOMS OR AUDITORIUMS	100
A2 ARRANGE CONFERENCE ROOMS	100
G11 SCHEDULE ROOMS FOR PREVIEWS	100
H1 ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATION	100
G9 OPERATE MOTION PICTURE PROJECTORS	89

GROUP ID NUMBER AND TITLE: GRP056 - Learning Center Monitors

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: ATC (69%); MAC (15%); AFCS (8%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23130 (15%); 23150 (77%); 23170 (8%)

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: 8% supervised an average of one subordinate

SEX GROUPS: Male (54%); Female (39%)

EXPRESSED JOB INTEREST: Dull (62%); Interesting (38%)

PERCEIVED UTILIZATION OF TALENTS:	Very Little or Not At All	61%
	Fairly Well to Very Well	31%
	Excellent to Perfectly	8%

PERCEIVED UTILIZATION OF TRAINING:	Very Little or Not At All	54%
	Fairly Well to Very Well	46%

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME  
SPENT BY ALL MEMBERS

H AUDIOVISUAL PROJECTION EQUIPMENT	30
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	27
I MAINTAINING RECORDS AND PUBLICATIONS	11
G AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	9

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS  
PERFORMING

H1 ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATION	100
I11 MAINTAIN RECORDS OF LEARNING CENTER USAGE	92
F2 CLEAN AUDIOVISUAL AIDS	92
F1 CLEAN FILMS, SLIDES, OR TRANSPARENCIES	92
H9 PERFORM MAINTENANCE ON AUDIOVISUAL EQUIPMENT	77



GROUP ID NUMBER AND TITLE: GRP057 - Audiovisual Projection Equipment Operators

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFSC (50%); AFCS and ATC (17%); AU (16%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23130 (50%); 23150 (33%); 23170 (17%)

AVERAGE GRADE: 2.8

AMOUNT OF SUPERVISION: No members indicated directly supervising others

SEX GROUPS: Male (33%); Female (50%)

EXPRESSED JOB INTEREST: Dull (17%); So-So (17%); Interesting (66%)

PERCEIVED UTILIZATION OF TALENTS: Very Little or Not At All 83%  
Fairly Well to Very Well 17%

PERCEIVED UTILIZATION OF TRAINING: Very Little or Not At All 100%

AVERAGE NUMBER OF TASKS PERFORMED: 10

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H AUDIOVISUAL PROJECTION EQUIPMENT	49
G AUDIOVISUAL INFORMATION AND ADVISORY SERVICES	21
F CARE AND MAINTENANCE OF AUDIOVISUAL AIDS	16
K AUDIOVISUAL SOUND APPLICATIONS	14

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H1 ADJUST AUDIOVISUAL EQUIPMENT FOR PROPER OPERATION	100
F2 CLEAN AUDIOVISUAL AIDS	83
K15 OPERATE AUDIO SYSTEMS	83
G9 OPERATE MOTION PICTURE PROJECTORS	67
H6 INSPECT AUDIOVISUAL EQUIPMENT FOR PROPER GROUNDING	67