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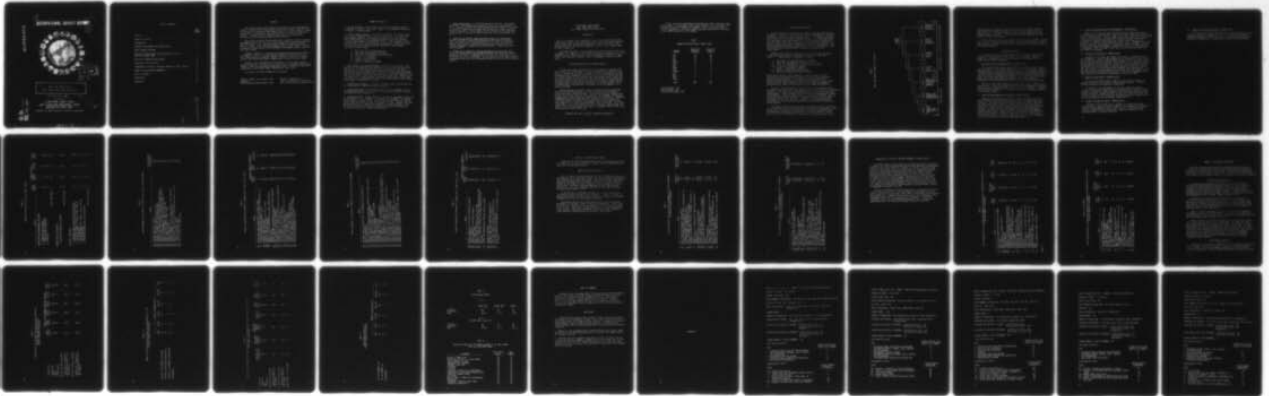
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SMALL ARMS CAREER LADDER AFSCS 75330, 75350, 75370, AND 75391.(U)
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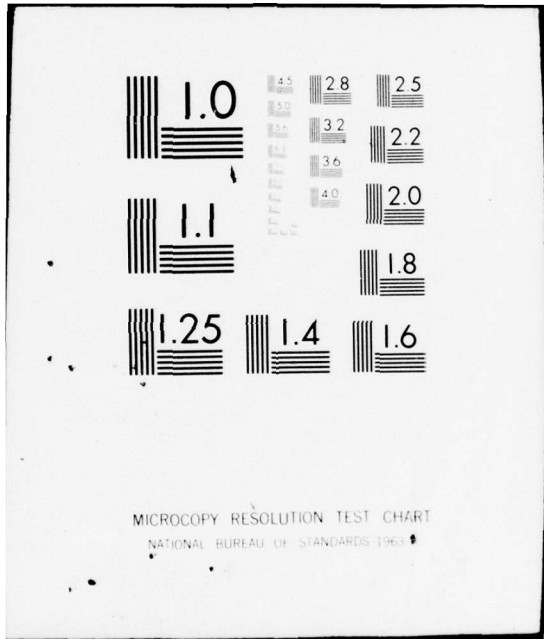
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OCCUPATIONAL SURVEY REPORT



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SMALL ARMS CAREER LADDER
AFSCs 75330, 75350, 75370, AND 75391

14 AFPT-90-753-160

31 JULY 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 Small Arms career ladder (AFSCs 75330, 75350, 75370 and 75391). The project was directed by USAF Program Technical Training, Volume 2, dated January 1976. 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 G. Nolte, Inventory Development Specialist. Mr. Guy B. Cole analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, 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
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Chief, Occupational Survey Branch
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SUMMARY OF RESULTS

1. Survey Coverage: Survey results are based on responses from 406 incumbents in the Small Arms career ladder. This represents 80 percent of the 507 assigned personnel.

2. Career ladder Structure: Personnel in the Small Arms career ladder perform very homogeneous jobs, with the exception of four specialized jobs composed primarily of personnel assigned to basic and security police marksmanship training programs at the Air Force Military Training Center (AFMTC), Lackland AFB, Texas. These incumbents instruct on the firing line or perform weapons and ammunition storage functions. The seven job groups identified within the overall career ladder consisted of the following:

- I. Base Small Arms Marksmanship NCOs
- II. Small Arms Marksmanship Instructors
- III. Small Arms Marksmanship Training Managers
- IV. Firing Line Instructors
- V. Weapons Storage NCOICs
- VI. Weapons Storage Assistants
- VII. Ammunition Storage Assistants

3. DAFSC Patterns in Task Performance: Personnel at the 5-skill level perform a large number of tasks concerned primarily with the day-to-day operation of the marksmanship program such as conducting classroom marksmanship training, operating and maintaining ranges, and transporting and storing weapons and ammunition. Seven-skill level personnel perform the same functions as well as a number of supervisory tasks common to first line supervisors. Superintendents, although spending much of their time on supervisory and management functions, also perform many of the technical tasks common to the other skill levels.

4. CONUS/Overseas Patterns: No major differences were found between the task performance of CONUS and overseas personnel.

5. Career Field Input: Forty-eight percent of the respondents to the survey completed the resident technical training course, while 31 percent retrained from other specialties.

6. Job Satisfaction: Seventy percent of all survey respondents found their job interesting. This compares to 73 percent for incumbents in 24 other career ladders surveyed in 1976. Over 80 percent felt that their talents and training were being utilized fairly well or better. However, personnel working exclusively in weapons and ammunition storage functions at the Air Force Military Training Center reported very low job interest and perceived utilization of talents and training.

7. Reenlistment Rates: In FY 76, 82 percent of the first term airmen reenlisted. This dropped to 48 percent for the first three quarters of FY 77. Second-term and career reenlistments were also high in FY 76, with 83 percent of second-term eligibles and 100 percent of career eligibles actually reenlisting. These figures fell to 74 percent for second-term and 93 percent for career eligibles during the first three quarters of FY 77.

8. Comparison of AFM 39-1 Specialty Descriptions with Survey Data: Overall, the AFM 39-1 specialty descriptions were found to accurately cover the primary duties and responsibilities of small arms personnel. However, more specific references concerning the transportation and storage of weapons or ammunition should be added in future revisions of these documents.

9. Comparison of Specialty Training Standard (STS) with Survey Data: Except for transportation and storage of weapons and ammunition, the STS adequately outlines the knowledge and skill levels as reflected by task performance by survey respondents. As the M-60 machine gun comes into more widespread operational use, consideration should be given to its inclusion in the STS.

OCCUPATIONAL SURVEY REPORT
SMALL ARMS CAREER LADDER
AFSCs 75330, 75350, 75370, AND 75391

INTRODUCTION

↓ This is a report of an occupational survey of the Small Arms career ladder (AFSCs 75330, 75350, 75370, and 75391) conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from January 1976 through June 1977. No previous occupational survey of this career ladder has been accomplished.

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 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 90-753-160. 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 309 tasks grouped under 10 duty headings. Thorough research of publications and directives, personal interviews with 15 subject-matter specialists at four bases, and written reviews from 74 experienced small arms 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 October 1976 through February 1977, based upon the September 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 Small Arms career ladder as of September 1976 by major command. Also reflected is the distribution by major command of incumbents in the final survey sample. The 406 respondents in the final sample represents 80 percent of the total career ladder population of 507 members.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
ATC	31	29
SAC	19	18
TAC	18	20
MAC	11	14
USAFE	7	4
AFLC	4	3
ADC	2	3
PACAF	2	2
AFSC	1	2
USAFSS	1	1
AU	1	1
AFCS	1	1
AAC	1	1
USAFA	1	1
TOTAL	<u>100</u>	<u>100</u>

Total Assigned: 507
 Total Sampled: 406
 Percent of Assigned: 80%

CAREER LADDER STRUCTURE

The job structure of the Small Arms 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. The structure analysis 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 753X0 career ladder was determined to be that illustrated in Figure 1. These groups are identified as follows:

- I. Base Small Arms Marksmanship NCOs (GRP052)
- II. Small Arms Marksmanship Instructors (GRP061)
- III. Small Arms Marksmanship Training Managers (GRP026)
- IV. Firing Line Instructors (GRP020)
- V. Weapons Storage NCOICS (GRP028)
- VI. Weapons Storage Assistants (GRP016)
- VII. Ammunition Storage Assistants (GRP021)

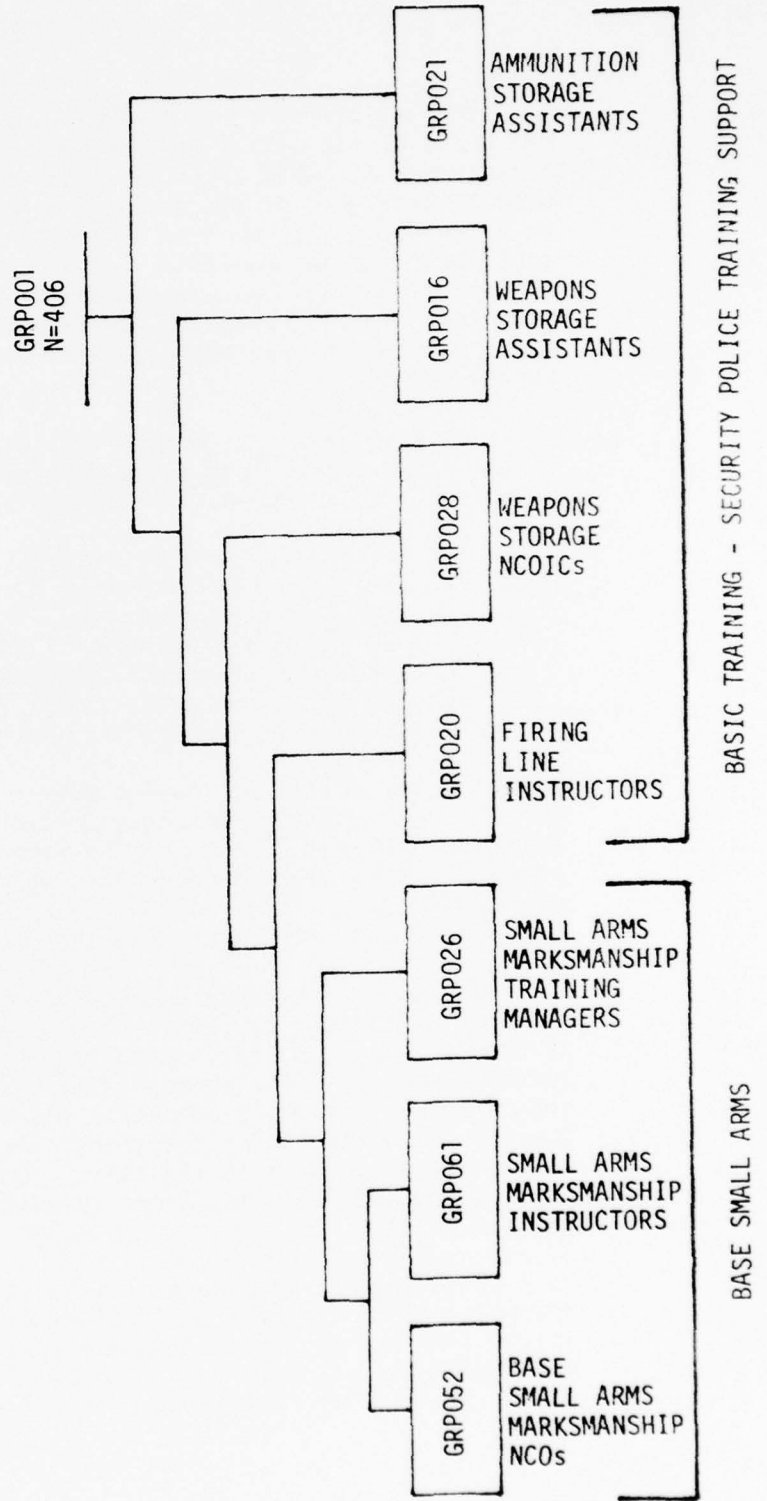
Ninety-three percent of the incumbents in the sample were found to perform jobs roughly equivalent to those described in the seven major groupings shown in Figure 1. The remaining seven percent of the sample included members whose jobs were not associated with any of these major groupings. These "isolates"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

Basically, the job groupings shown in Figure 1 revealed essentially two work situations for Small Arms personnel. The first situation, represented by Groups I, II, and III, contained approximately 75 percent of the career ladder members. These personnel worked in Small Arms marksmanship programs and performed a variety of duties and tasks encompassing the full scope of Small Arms career ladder functions. Personnel in these jobs performed an average of from 92 to 183 tasks. Generally, they found their jobs interesting and felt that their talents and training were utilized fairly well or better.

The unique AF marksmanship training requirements for basic airmen and security police trainers at Lackland AFB constitutes the second work situation. At the time of the survey, approximately 25 percent of the career ladder personnel were assigned to Air Force Military Training Center. Groups IV, V, VI, and VII, representing 19 percent of the survey sample, reflect

FIGURE 1

SMALL ARMS CAREER LADDER, AFS 753X0/91



specialized job assignments existing primarily in the large marksmanship training functions unique to AFMTC. A few personnel, however, were at other locations. Personnel assigned to each of these four types of jobs reported lower job interest. Similar trends were also reported for utilization of talents and training.

Discussion with supervisors of some of these functions at AFMTC revealed that, as far as practical, personnel were rotated through the various small arms functions in order to provide variety and enhance the scope of experience for future assignments.

GROUP DESCRIPTIONS

Brief descriptions of the seven groups which encompass the important functions of the Small Arms career ladder are given below. Complete summaries of representative tasks and background information for these groups can be found in Appendix A.

I. Base Small Arms Marksmanship NCOs - GRP052 (N=189)

This group includes small arms personnel who perform a full range of duties and tasks in the accomplishment of the small arms program. Typically, these personnel direct or assist in carrying out all small arms functions including planning marksmanship training, scheduling and conducting classroom and range training; requisitioning equipment and/or supplies; maintaining ranges and weapons and ammunition storage areas; inspecting and correcting deficiencies concerning the above functions; and establishing and maintaining files and record relative to the small arms training program.

Members of this group perform an average of 183 tasks. Although the majority work in TAC, SAC, or MAC, most of the other commands are represented. Twenty percent of these personnel are in their first enlistment. However, the total group averages over 11 1/2 years in the Air Force and seven years in this career ladder.

II. Small Arms Marksmanship Instructors - GRP061 (N=101)

Members of this group spend almost 70 percent of their work time in tasks related to Range Operations and Maintenance and Weapons Storage Functions. Typically, they perform many of the same tasks as Base Small Arms Marksmanship NCOs but on the average, perform only about half as many tasks. Personnel in this group concentrate primarily on those tasks directly associated with the day-to-day operation of AF marksmanship training. Program direction, management, and evaluation are normally accomplished by others. Almost half of this group are first-term airmen, while group personnel averaged six years total service. Time in this career field, however, is slightly over three years, which is considerably less than that for Base Small Arms Marksmanship NCOs.

III. Small Arms Marksmanship Training Managers - GRP026 (N=10)

Members of this group normally manage and direct larger marksmanship training programs containing one or more 7-skill level technicians supervising 5-skill level personnel. The most commonly performed supervisory tasks include planning, scheduling and assigning work; interpreting policies, directives or procedures; counseling personnel; and insuring compliance with work standards. In addition, these personnel perform overall management functions such as inspection and evaluation of classrooms, ranges, or other small arms training facilities or equipment; implementing security and safety programs or procedures; enforcing range safety rules; and directing maintenance or utilization of equipment.

IV. Firing Line Instructors - GRP020 (N=44)

Personnel in this group work almost exclusively in range operations and maintenance. Typically they perform only an average of 42 tasks, almost all of which are directly concerned with the operation of the range during practice and qualification firing. Three-fourths of this group are assigned to marksmanship training functions for basic trainees and security police training within the USAF School of Applied Aerospace Sciences at Lackland AFB. Due to the large training mission at AFMTC, these personnel are assigned to specialized jobs which do not encompass the full scope of Small Arms functions at a normal operational base. This group represents one of four specialized jobs primarily performed by personnel at AFMTC.

V. Weapons Storage NCOICs - GRP028 (N=78)

Typically this small group is made up of personnel in charge of a weapons storage facility storing a large volume of weapons. A majority of these personnel are assigned at Lackland AFB.

In addition to the performance of such non-supervisory tasks as issuing, inventorying, inspecting, and cleaning weapons, personnel in this group also arrange for armed personnel to be present when opening weapons storage facilities, establish control of keys for storage facilities, and perform a number of other supervisory and management tasks relative to the day-to-day operations of the weapons storage facility.

VI. Weapons Storage Assistants - GRP016 (N=14)

Personnel in this group serve as workers in storage facilities. Typically these individuals have no supervisory or managerial responsibility. They perform an average of only 17 tasks such as issuing, transporting, cleaning, assembling and disassembling, conducting inventories, and securing weapons in storage facilities.

VII. Ammunitions Storage Assistants - GRP021 (N=8)

This small group includes Small Arms specialists who are exclusively engaged in ammunition storage and issue. Also primarily located at Lackland AFB, members perform full time duty operating and maintaining ammunition storage areas. They perform an average of only 29 tasks.

ANALYSIS OF DAFSC GROUPS AND EVALUATION OF AFM 39-1 SPECIALTY DESCRIPTIONS

Personnel in the Small Arms career ladder instruct in small arms marksmanship, weapon and range safety, and the care and cleaning of small arms. In addition, they operate and maintain firing ranges; inspect, repair, and maintain small arms; and supervise small arms personnel. Table 2 shows differences between the various skill levels based on time spent on supervision and management, administrative, and technical functions.

Skill Levels

Typically, 5-skill level Small Arms specialists perform an average of 106 tasks, or 34 percent of the tasks in the inventory. The most common tasks performed by these personnel are listed in Table 3. In addition to the classroom pre-marksmanship training and the instruction of personnel during practice firing, Small Arms specialists also normally perform a variety of other functions. These normally include operation and maintenance of firing ranges and associated equipment; storage, issue, maintenance, transportation, and inspection of weapons; receipt, storage, and issue of ammunition used in the marksmanship program; and maintenance of a variety of forms and records pertaining to the above functions. Although 12 percent reported supervision of subordinates, approximately 30 percent to 50 percent performed supervisory or managerial tasks such as developing or improving work methods or procedures; inspecting, classrooms; directing maintenance or utilization of equipment; determining work priorities; planning work; and determining requirements for space, personnel, equipment, or supplies.

As reflected in Table 2, 5-skill level personnel, as a group, spend 76 percent of their time in performance of technical tasks, with the remaining time being spent on administrative, supervisory, and management functions.

The 7-skill level Small Arms technicians perform an average of 172 or 56 percent of the tasks in the inventory, considerably more than 5-skill level personnel. In addition, 75 percent supervise one or more subordinates, compared to 12 percent of the 5-skill level group. In addition to performing the tasks common to the 5-skill level specialists, large percentages of technicians also perform many supervisory and managerial tasks not characteristic of the 5-skill level. Table 4 lists representative tasks which differentiate between the 5- and 7-skill levels.

The 9-skill level superintendents within this career ladder spend as much of their overall work time on tasks within the technical functions as they do in supervisory and management tasks. This, plus the fact that they perform an average of 178 tasks, reflects their day-to-day involvement

in the technical functions as well as the overall responsibility for management and supervision of marksmanship training. Table 5 lists a number of representative tasks performed by 90 percent or more of this group.

Table 6 lists a number of tasks which are indicative of the primary differences between 7- and 9-skill level personnel. Both groups are engaged in supervision, management, and day-to-day technical operation of marksmanship programs. Superintendents, however, normally supervise larger organizations, which require one or more subordinate supervisors, and are therefore more concerned with the second level supervisory function. Seven-skill level personnel, on the other hand, perform more of the routine operational tasks of marksmanship training.

AFM 39-1 Evaluation

Comparison of task performance as reflected above to duties and responsibilities outlined in AFM 39-1 indicated that current specialty descriptions accurately reflect the primary duties and responsibilities of each skill level relative to instructing in small arms marksmanship; operating ranges; and inspecting, repairing, and maintaining small arms. No specific references, however, are included with regard to the maintenance of small arms or ammunition storage facilities and the many tasks associated with these functions. Since a majority of the survey respondents performed a number of tasks within these functions, consideration should be given to their inclusion in subsequent AFM 39-1 revisions.

TABLE 2

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	DAFSC GROUPS		
	75330 (N=25)	75350 (N=261)	75370 (N=101)
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>			
A ORGANIZING AND PLANNING	9	2	6
B DIRECTING AND IMPLEMENTING	4	5	10
C INSPECTING AND EVALUATING	2	3	8
D TRAINING	4	4	6
TOTAL TIME SPENT -	11	14	31
<u>ADMINISTRATIVE FUNCTIONS</u>			
E MAINTAINING FORMS AND RECORDS	9	10	12
TOTAL TIME SPENT -	9	10	12
<u>TECHNICAL FUNCTIONS</u>			
F PERFORMING RANGE PLANNING AND CONSTRUCTION	5	6	9
G PERFORMING RANGE OPERATIONS AND MAINTENANCE	51	47	31
H PERFORMING WEAPONS, STORAGE, ISSUE, TURN-IN, AND SAFEGUARDING	17	13	10
I PERFORMING AMMUNITION STORAGE, ISSUE, TURN-IN, AND SAFEGUARDING	5	7	5
J PERFORMING GENERAL SMALL ARMS FUNCTIONS	2	3	2
TOTAL TIME SPENT -	80	76	57

TABLE 3

TASKS PERFORMED BY 80 PERCENT OR MORE OF THE 5-SKILL LEVEL PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
G18 ENFORCE RANGE SAFETY RULES	86
G32 INSTRUCT PERSONNEL DURING PRACTICE FIRING	86
G59 SUPERVISE CLEARANCES OR CLEAR MALFUNCTIONS	85
G60 SUPERVISE SAFE WEAPONS HANDLING PROCEDURES DURING FIRING	85
G23 INSPECT FIRING LINES FOR SAFETY BEFORE PROCEEDING DOWN RANGE	84
G13 CONDUCT PRE-MARKSMANSHIP TRAINING PRIOR TO FIRING	83
G25 INSPECT OR SECURE RANGES PRIOR TO DEPARTURE	83
G54 SCORE TARGETS OR COMPLETE TARGET FORMS	81
G14 CONDUCT RANGE FIRING	81
G33 INSTRUCT PERSONNEL TO POLICE RANGE AREAS OR STORE EQUIPMENT	81
G34 INVENTORY WEAPONS PRIOR TO TRANSPORTATION	80
G46 PROCURE SAFETY DEVICES SUCH AS EAR PROTECTORS PRIOR TO FIRING	80
G17 DISPOSE OF UNUSABLE TARGETS	80
G38 PERFORM GROUND MAINTENANCE	80
G64 WIPE-OFF EXCESS OIL FROM WEAPONS	80

TABLE 4

TYPICAL TASKS WHICH DIFFERENTIATE BETWEEN THE 5- AND 7-SKILL LEVELS

	TASKS	PERCENT MEMBERS PERFORMING		DIFFERENCE
		5-SKILL LEVEL	7-SKILL LEVEL	
G5	ASSIGN SMALL ARMS INSTRUCTORS TO OPERATE RANGES	19	80	61
A9	ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	24	84	60
A19	SCHEDULE LEAVES OR PASSES	11	65	54
B22	SUPERVISE SMALL ARMS SPECIALISTS (AFSC 75350)	24	75	51
B26	SUPERVISE TRAINING PROGRAMS	29	79	50
F2	CONSULT WITH CIVIL ENGINEERING ON RANGE CONSTRUCTION OR REHABILITATION	26	76	50
B3	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	29	79	50
A8	DRAFT BUDGET OR FINANCIAL REQUIREMENTS	18	66	48
C14	EVALUATE SAFETY OR SECURITY PROGRAMS	24	71	47
B16	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	24	71	47
A2	ASSIGN PERSONNEL TO DUTY POSITIONS	17	62	45
C7	EVALUATE COMPLIANCE WITH WORK STANDARDS	22	67	45
F24	PLAN PREVENTIVE MAINTENANCE FOR RANGES OR FACILITIES	17	62	45
A10	ESTABLISH PERFORMANCE STANDARDS	17	59	42
B12	IMPLEMENT COST REDUCTION PROGRAMS	14	54	40
F6	ESTABLISH TYPES OF RANGE TRAINING REQUIRED	27	66	39
F8	INFORM LOCAL COMMUNITIES OF RANGE DANGER AREAS	22	61	39
D21	EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	22	59	37
F34	PLAN WEAPONS MAINTENANCE FACILITIES	18	54	36

TABLE 5

TASKS PERFORMED BY 90 PERCENT OR MORE OF THE 9-SKILL LEVEL PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
B16 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
C15 EVALUATE SUGGESTIONS	100
B9 DRAFT CORRESPONDENCE	93
F2 CONSULT WITH CIVIL ENGINEERING ON RANGE CONSTRUCTION OR REHABILITATION	93
C10 EVALUATE INSPECTION REPORTS OR PROCEDURES	93
C14 EVALUATE SAFETY OR SECURITY PROGRAMS	93
F7 EVALUATE RANGES WITH GROUND SAFETY PERSONNEL	93
B26 SUPERVISE TRAINING PROGRAMS	93
A5 DETERMINE WORK PRIORITIES	93
C6 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS	93
F16 INSPECT SURFACES OF RANGE FOR HAZARDOUS MATERIALS TO PREVENT RICOCHETS	93
C13 EVALUATE PROCEDURES FOR STORAGE, INVENTORY, OR INSPECTION OF PROPERTY ITEMS	93
C3 EVALUATE ADEQUACY OF TRAINING MATERIALS	93
C20 REVIEW COURSE OUTLINES, LESSON PLANS, OR PRESENTATION METHODS	93
B4 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	93
B7 DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	93
F14 INSPECT RANGE BACKSTOPS OR IMPACT AREAS	93
B3 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	93
B6 DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	93
B5 DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, GRAPHS, OR CHARTS	93
F13 INSPECT MARKINGS OF FIRING POINTS	93

TABLE 6

TYPICAL TASKS WHICH DIFFERENTIATE BETWEEN THE 7- AND 9-SKILL LEVELS

TASKS	PERCENT MEMBERS PERFORMING		DIFFERENCE
	7-SKILL LEVEL	9-SKILL LEVEL	
G36 OPERATE RANGES WITH AN OFFICER APPOINTED ON ORDERS	58	14	+44
G61 TRANSPORT WEAPONS	86	43	+43
H10 INSPECT WEAPONS FOR FUNCTIONAL OPERATION	90	50	+40
G7 BUILD TARGET FRAMES	75	36	+39
H11 INSPECT WEAPONS FOR WEAR OR DEFECTIVE PARTS	89	50	+39
G23 INSPECT FIRING LINES FOR SAFETY BEFORE PROCEEDING DOWN RANGE	91	57	+34
G6 BRIEF ALL PERSONNEL ON SAFETY AND RANGE PROCEDURES PRIOR TO FIRING	89	57	+32
G13 CONDUCT PRE-MARKSMANSHIP TRAINING PRIOR TO FIRING	89	57	+32
D2 ASSIGN OJT TRAINERS	28	86	-58
B23 SUPERVISE SMALL ARMS TECHNICIANS (AFSC 75370)	33	79	-46
C8 EVALUATE EFFECTIVENESS OF OJT SUPERVISORS	28	71	-43
C24 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	39	79	-40
C19 INVESTIGATE ACCIDENTS OR INCIDENTS	37	71	-34
B5 DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, GRAPHS, OR CHARTS	60	93	-33

ANALYSIS OF CONUS/OVERSEAS GROUPS

Comparison of task performance between CONUS and overseas groups did not reveal any significant differences between jobs performed within the CONUS and jobs performed overseas.

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the 753X0/91 job survey, 50 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 38 raters who returned booklets was .90. The ratings were adjusted so that tasks of average difficulty have ratings of 5.00

Of the 158 tasks rated above average in difficulty, 82 were performed by 30 percent or more of the respondents. Table 7 lists the 15 most difficult tasks from this group. These tasks pertain to the overall *management and direction* of marksmanship programs.

One hundred and two tasks rated below average in difficulty were performed by 30 percent or more of the survey respondents. The 15 least difficult tasks from this group are shown on Table 8 in ascending order of difficulty. These tasks include performance of routine housekeeping tasks, records maintenance, conducting routine operational checks of range equipment, and performing routine range safety tasks.

TABLE 7
 THE FIFTEEN MOST DIFFICULT TASKS PERFORMED BY 753X0/91 PERSONNEL
 30 PERCENT OR MORE PERFORMING

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
A8 DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.27	32
A9 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	6.91	40
B6 DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	6.90	39
B4 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	6.80	62
A4 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	6.57	51
F2 CONSULT WITH CIVIL ENGINEERING ON RANGE CONSTRUCTION OR REHABILITATION	6.49	41
D23 IMPLEMENT OR DIRECT TRAINING PROGRAMS	6.45	33
B11 ESTABLISH PUBLICATIONS LIBRARIES	6.43	30
D21 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	6.40	33
C20 REVIEW COURSE OUTLINES, LESSON PLANS, OR PRESENTATION METHODS	6.31	59
B9 DRAFT CORRESPONDENCE	6.28	46
B3 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	6.20	43
B14 IMPLEMENT SECURITY PROGRAMS OR PROCEDURES	6.17	38
A7 DEVELOP PLANS FOR LOCAL FABRICATION, PROCUREMENT, OR IMPROVEMENT OF TRAINING AIDS	6.15	43
G53 SCHEDULE YEARLY RANGE MAINTENANCE WITH CIVIL ENGINEERING	6.14	30

TABLE 8

THE FIFTEEN LEAST DIFFICULT TASKS PERFORMED BY 753X0/91 PERSONNEL
30 PERCENT OR MORE RESPONDING

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
G12 CONDUCT FUNCTIONAL TESTS OF TELEPHONES	2.41	53
G56 STORE RANGE FLAGS OR OTHER WARNING DEVICES	2.49	75
G57 STORE TARGETS	2.50	78
G64 WIPE OFF EXCESS OIL FROM WEAPONS	2.54	78
G17 DISPOSE OF UNUSABLE TARGETS	2.66	80
G8 CLEAN LATRINES OR STORAGE FACILITIES	2.70	67
I16 POST "NO SMOKING" SIGNS INSIDE AND OUTSIDE AMMUNITION STORAGE FACILITIES	2.82	42
G58 STRIP, PASTE, OR INSTALL TARGETS	2.94	66
G10 CONDUCT FUNCTIONAL TESTS OF PUBLIC ADDRESS SYSTEMS	3.00	69
G21 INSPECT BARRELS FOR OBSTRUCTIONS PRIOR TO FIRING	3.23	79
G9 CLEAR FIRING LINES OF ALL UNAUTHORIZED PERSONNEL	3.28	70
F13 INSPECT MARKINGS OF FIRING POINTS	3.37	63
I15 POST EXPLOSIVES FACILITY LICENSE FORMS (AF FORM 2047) INSIDE THE AMMUNITION STORAGE FACILITIES	3.39	39
E11 INITIATE OR FILE SMALL ARMS MARKSMANSHIP TRAINING DATA FORMS (AF FORM 522)	3.46	79
G38 PERFORM GROUNDS MAINTENANCE	3.47	77

COMPARISON OF SPECIALTY TRAINING STANDARD TO SURVEY RESULTS

STS 753X0, dated 1 October 1974, was reviewed against the survey data. In general, most functions performed by Small Arms personnel are adequately covered in the current 753X0 STS. However, no specific references were found for transportation and storage of weapons or ammunitions, although these functions showed substantial numbers of career ladder personnel performing related tasks. Representative tasks pertaining to these functions which are performed by 30 percent or more of the total sample are shown in Table 9. Also included is performance data for personnel in their first job (6-24 months AFMS), and those who possess the 5- and 7-skill levels. Since these functions are an integral part of the Small Arms career ladder and are performed by substantial percentages of Small Arms personnel, consideration should be given to including these functions in subsequent revisions of the STS.

Analysis of equipment utilized revealed that in addition to the M-16 rifles, .38 caliber pistols, riot type shotguns, and grenade launchers, over 50 percent of the personnel in TAC, ADC, and PACAF were also operating M-60 machine guns. However, of the total sample, only 28 percent of the respondents were found to be operating this equipment. As the M-60 machine gun comes into more widespread operational use, consideration should be given to its inclusion in future revisions of the STS.

TABLE 9

TASKS REPRESENTATIVE OF WEAPONS AND AMMUNITION STORAGE AND TRANSPORTATION FUNCTIONS
(PERCENT MEMBERS PERFORMING)

TASK	TOTAL SAMPLE	FIRST JOB 6-24 MOS AFMS	5-SKILL LEVEL	7-SKILL LEVEL
G50 SECURE EXCESS AMMUNITION OR BRASS IN STORAGE FACILITIES	79	73	77	86
G51 SECURE WEAPONS IN STORAGE FACILITIES	78	73	75	87
G55 SORT OR PACK BRASS	63	63	62	67
G61 TRANSPORT WEAPONS	77	74	75	86
G62 TURN BRASS IN TO MUNITIONS INSPECTION SECTION	64	59	60	75
H1 ARRANGE FOR ARMED PERSONNEL TO BE PRESENT WHEN OPENING WEAPONS STORAGE FACILITIES	58	49	53	69
H6 ESTABLISH CONTROLS OR SAFEGUARDS FOR WEAPONS ISSUE OR STORAGE	50	31	40	79
H16 PERFORM DAILY INVENTORY OF WEAPONS	69	67	68	72
I2 ARRANGE FOR ARMED PERSONNEL TO BE AVAILABLE WHEN OPENING AMMUNITION STORAGE FACILITIES	50	40	47	58
I7 ACCOMPANY AUDITORS IN CONDUCTING INVENTORY OF AMMUNITION	50	34	46	62
I8 ESTABLISH CONTROLS OR SAFEGUARDS FOR AMMUNITION ISSUE OR STORAGE	43	29	33	69
I9 ESTABLISH THAT QUANTITY OF AMMUNITION DOES NOT EXCEED AUTHORIZED LIMITS	51	36	42	75
I10 IDENTIFY OR LABEL PARTIALLY FILLED AMMUNITION BOXES	65	56	62	73
I11 INSPECT AMMUNITION STORAGE CONTAINERS	51	44	49	58

(CONT'D)

TABLE 9 (CONTINUED)
 TASKS REPRESENTATIVE OF WEAPONS AND AMMUNITION STORAGE AND TRANSPORTATION FUNCTIONS
 (PERCENT MEMBERS PERFORMING)

TASK	TOTAL SAMPLE	FIRST JOB 6-24 MOS AFMS	5-SKILL LEVEL	7-SKILL LEVEL
I12 OBTAIN AMMUNITION FROM SUPPLY	61	51	57	80
I13 PERFORM INVENTORY OF AMMUNITION WHEN ISSUES OR TURN-INS HAVE BEEN MADE	71	59	66	84
I14 PERFORM TURN-IN OF AMMUNITION	58	43	55	70
I15 POST EXPLOSIVES FACILITY LICENSE FORMS (AF FORM 2047) INSIDE THE AMMUNITION STORAGE FACILITIES	39	26	35	48
I16 POST "NO SMOKING" SIGNS INSIDE AND OUTSIDE AMMUNITION STORAGE FACILITIES	42	37	41	48
I19 STORE AMMUNITION BY CALIBER, TYPE, CLASS, AND LOT NUMBERS	63	56	62	69
J1 ESTABLISH COMMUNICATIONS WITH SECURITY POLICE FROM STORAGE FACILITIES	55	56	54	58
J2 ESTABLISH CONTROL OF KEYS FOR STORAGE FACILITIES	55	46	51	66
J3 PERFORM ALARM SYSTEMS TESTS	55	59	54	56
J4 POST ACCESS LISTS AT STORAGE FACILITIES	40	29	36	51
J5 POST FIRE SYMBOLS IN STORAGE FACILITIES	44	39	42	49

SUMMARY OF BACKGROUND INFORMATION

Each USAF Job Inventory contains a background information section in which the respondent reports information about himself, his attitudes or perceptions concerning his job, his plans concerning reenlistment, and other pertinent topics relating to his job. A summary of this information for the Small Arms personnel surveyed is presented in the following paragraphs.

Relative Job Satisfaction

Job interest and perceived utilization of talents and training for the total sample and DAFSC groups are shown in Table 10. Generally, responses to these factors indicate that the majority of Small Arms personnel feel that their job is interesting and that their talents and training are being utilized fairly well or better. Averages for these personnel are very close to the overall averages for these factors obtained from respondents in the 24 career ladders surveyed in 1976.

Responses to the above factors by TAFMS groups are presented in Table 11. Generally, the same trends were found as in the DAFSC groups. One exception, however, was that airmen in their second enlistment found their job less interesting and also felt that their talents and training were being utilized less than members of the first enlistment group. No apparent reason for this drop was noted.

Table 12 presents the degree of satisfaction which the respondents reported as to their job accomplishments. As shown, over 60 percent of the respondents in all enlistment groups indicated that they were satisfied with the accomplishments achieved in their job.

Table 13 reflects job interest and perceived utilization of talents and training based on the kind of job performed. Note that those who work in the normal base level small arms program and perform a relatively large number of tasks are reasonably satisfied with their job. As jobs become more specialized and require less tasks to accomplish, job interest and utilization of talents and training drop considerably. The very low job interest and utilization of talents and training in the Weapons Storage NCOICS, Weapons Storage Assistants, and Ammunition Storage Assistants groups, reveal serious utilization problems for personnel assigned to these functions.

Reenlistment Intentions

Reenlistment intentions, as reported in Table 14, were high for members of this ladder. Forty-eight percent of first-term respondents indicated "yes or probably yes" to reenlistment intention, with this percentage increasing through the fourth enlistment period where 88 percent indicated

positive reenlistment plans. Actual reenlistment returns for FY 76 (see Table 15) were extremely high, with 82.3 percent of first-termers eligible to reenlist, actually reenlisting. However, during the first three quarters of FY 77, the percentage of eligible first-termers actually reenlisting dropped sharply to 47.6 percent.

Equipment Utilization

The inventory included 23 items of equipment which were used by Small Arms personnel in the field. Fifteen of these items were used by 20 percent or more of all respondents and are listed in Table 16. Utilization by the first enlistment group is also included to identify those items which may require emphasis in the initial training program for Small Arms personnel. As shown, the M-16 rifle and .38 caliber, 4-inch barrel revolver were used by high percentages of both groups. It is also important to note that other weapons used by over 30 percent of the total sample included riot type shotguns, 2-inch barrel .30 caliber revolvers, and XM148 grenade launchers. Although only 28 percent of the total sample were using M-60 machine guns at the time of the inventory, information from career field monitors indicated that many Small Arms personnel would be instructing in the use of this weapon in the future. At the time of the survey, respondents in TAC, ADC, and PACAF showed over 50 percent utilization of this weapon, while personnel in other commands showed less than 30 percent. Currently, plans are being formulated for training of small arms personnel on this weapon.

TABLE 10

EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING
BY TOTAL SAMPLE AND DAFSC GROUPS
(PERCENT MEMBERS RESPONDING)

	TOTAL SAMPLE (N=406)	DAFSC 75350 (N=264)	DAFSC 75370 (N=101)	DAFSC 75391 (N=14)	TOTAL SAMPLE OTHER AF SPECIALTIES *
I FIND MY JOB:					
INTERESTING	70	68	75	79	73
SO-SO	12	12	13	14	14
DULL	10	12	6	-	13
NOT REPORTED	8	8	6	7	-
MY JOB UTILIZES MY TALENTS:					
FAIRLY WELL TO PERFECTLY	81	75	92	79	79
NOT AT ALL OR VERY LITTLE	17	22	8	21	21
NOT REPORTED	2	3	-	-	-
MY JOB UTILIZES MY TRAINING:					
FAIRLY WELL TO PERFECTLY	81	77	88	86	81
NOT AT ALL OR VERY LITTLE	16	19	11	14	19
NOT REPORTED	3	4	1	-	-

* Based on responses from over 21,000 incumbents in 24 studies completed in 1976.

TABLE 11
 EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF
 TALENTS AND TRAINING BY TAFMS
 (PERCENT MEMBERS RESPONDING)

	TOTAL ACTIVE FEDERAL MILITARY SERVICE					
	1-48 (N=124)	49-96 (N=106)	97-144 (N=33)	145-192 (N=41)	193-240 (N=53)	241+ (N=49)
I FIND MY JOB:						
INTERESTING	75	61	79	70	70	74
SO-SO	8	15	12	15	15	12
DULL	10	15	6	10	7	4
NOT REPORTED	7	9	3	5	8	10
MY JOB UTILIZES MY TALENTS:						
FAIRLY WELL TO PERFECTLY	77	73	85	85	89	92
NOT AT ALL OR VERY LITTLE	21	24	12	15	8	8
NOT REPORTED	2	3	3	-	3	-
MY JOB UTILIZES MY TRAINING:						
FAIRLY WELL TO PERFECTLY	83	77	79	78	81	90
NOT AT ALL OR VERY LITTLE	15	20	18	20	13	8
NOT REPORTED	2	3	3	2	6	2

TABLE 12

DEGREE OF SATISFACTION WITH SENSE OF ACCOMPLISHMENT IN JOB
(PERCENT MEMBERS RESPONDING)

	MONTHS IN CAREER FIELD					
	1-48	49-96	97-144	145-192	193-240	241+
SLIGHTLY TO EXTREMELY SATISFIED	69	63	76	76	72	74
NEITHER SATISFIED OR UNSATISFIED	10	7	-	7	9	4
SLIGHTLY TO EXTREMELY DISSATISFIED	19	24	21	17	17	16
NO RESPONSE	2	6	3	-	2	6

TABLE 13

EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING BY CAREER LADDER STRUCTURE GROUPS
(PERCENT MEMBERS RESPONDING)

I FIND MY JOB:	BASE SMALL ARMS MARKSMANSHIP NCOs (N=189)	SMALL ARMS MARKSMANSHIP INSTRUCTORS (N=101)	SMALL ARMS MARKSMANSHIP TRAINING MANAGERS (N=10)	FIRING LINE INSTRUCTORS (N=44)	WEAPONS STORAGE NCOs (N=78)	WEAPONS STORAGE ASSISTANTS (N=14)	AMMUNITION STORAGE ASSISTANTS (N=0)
	INTERESTING	78	74	90	66	37	14
SO-SO	12	10	10	18	18	7	13
DULL	3	10	0	9	27	57	50
NOT REPORTED	7	6		7	18	22	12
MY JOB UTILIZES MY TALENTS:							
FAIRLY WELL TO PERFECTLY	92	83	100	65	55	14	25
NOT AT ALL OR VERY LITTLE	7	16	0	30	36	79	75
NOT REPORTED	1	1	-	5	9	7	
MY JOB UTILIZES MY TRAINING:							
FAIRLY WELL TO PERFECTLY	88	88	80	73	64	14	12
NOT AT ALL OR VERY LITTLE	9	10	20	23	36	79	88
NOT REPORTED	3	2	-	4	-	7	
AVERAGE NUMBER OF TASKS PERFORMED	183	92	143	42	73	17	29

TABLE 14

REENLISTMENT INTENTIONS
(PERCENT MEMBERS RESPONDING)

	MONTHS IN CAREER FIELD					
	1-48	49-96	97-144	145-192	193-240	241+
YES, OR PROBABLY YES	48	63	79	88	49	41
NO, OR PROBABLY NO	40	23	9	7	43	43
NO RESPONSE	12	14	12	5	8	16

TABLE 15
ACTUAL REENLISTMENTS

	FY 76		
	<u>FIRST TERM</u>	<u>SECOND TERM</u>	<u>CAREER</u>
ELIGIBLE	62	18	65
REENLISTED	51	11	61
RATE	82.3%	61.1%	93.8%

	FY 77 OCTOBER 1976 - JUNE 1977		
	<u>FIRST TERM</u>	<u>SECOND TERM</u>	<u>CAREER</u>
ELIGIBLE	21	23	30
REENLISTED	10	17	28
RATE	47.6%	73.9%	93.3%

TABLE 16
EQUIPMENT OPERATED BY 20 PERCENT OR MORE OF THE TOTAL SAMPLE
AND FIRST ENLISTMENT GROUP

<u>EQUIPMENT</u>	<u>FIRST ENLIST GROUP</u>	<u>TOTAL SAMPLE</u>
RIFLES, 5.56MM M-16	88	91
REVOLVERS, CALIBER .38 4-INCH BARREL	90	91
PUBLIC ADDRESS SYSTEMS	69	78
GROUNDSKEEPING EQUIPMENT	58	62
SHOTGUNS, RIOT TYPE	54	55
STOPWATCH	52	55
TELESCOPE	42	50
REVOLVERS, CALIBER .38 2-INCH BARREL	39	42
COMPRESSORS, RECIPROCATING POWER DRIVEN	25	38
LAUNCHERS, GRENADE XM148	30	32
PROJECTORS	23	32
MACHINE GUNS, 7.62MM M-60 (W/EQUIPMENT)	23	28
BINOCULARS	23	28
DEGREASERS, PORTABLE LIQUID TANK	15	24
LAUNCHERS, GRENADE M79	24	24

WRITE-IN COMMENTS

Incumbents were encouraged, when filling out the job inventory booklet, to write in any duty or task which they performed which was not listed. Approximately 10 percent of the respondents had one or more comments. Review of the comments revealed that with the exception of one task, that is to operate and maintain vehicles, the information provided was unique to the respondent and did not materially effect the overall analysis of the career ladder.

CONCLUSIONS

1. Current AFM 39-1 specialty descriptions contain no specific references with regard to the maintenance of small arms or ammunition storage facilities and the many tasks associated with these functions. Subsequent revision of these documents should include specific references to these functions. These functions should also be considered for inclusion in the next revision of the STS.
2. Because of the increased usage of the M60 machine gun by career ladder personnel, consideration should be given as to whether this weapon should be included in the STS.
3. Personnel who are assigned to jobs which primarily or totally consist of tasks pertaining to weapons or ammunitions storage, report very low job interest and feel that their talents and training are not well utilized. Alternatives to utilizing Small Arms personnel in these types of assignments should be explored.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP052 - Base Small Arms Marksmanship NCOs

PERCENT OF SAMPLE: 47% (N=189)

PERCENT FIRST-TERM: 20%

MAJOR COMMAND DISTRIBUTION: TAC (28%), SAC (13%), MAC (15%), Other Misc (34%)

LOCATION: CONUS (90%), Overseas (10%)

DAFSC DISTRIBUTION: 75330 (2%), 75350 (54%), 75370 (40%), 75391 (3%),
No Reply (1%)

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 45% supervised an average of three subordinates

EXPRESSED JOB INTEREST: Dull (3%), So-So (12%), Interesting (78%),
No Reply (7%)

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 7%
Fairly Well Or Better 92%
No Reply 1%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 9%
Fairly Well Or Better 88%
No Reply 3%

AVERAGE NUMBER OF TASKS PERFORMED: 183

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING RANGE OPERATIONS AND MAINTENANCE	36
H PERFORMING WEAPONS STORAGE, ISSUE, TURN-IN, AND SAFEGUARDING	11
E MAINTAINING FORMS AND RECORDS	11
F PERFORMING RANGE PLANNING AND CONSTRUCTION	10
B DIRECTING AND IMPLEMENTING	7

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G14 CONDUCT RANGE FIRING	97
I13 PERFORM INVENTORY OF AMMUNITION WHEN ISSUES OR TURN-IN HAVE BEEN MADE	97
C20 REVIEW COURSE OUTLINES, LESSON PLANS, OR PRESENTATION METHODS	90
B4 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	88
D25 MAINTAIN TRAINING AIDS, SPACE, OR EQUIPMENT	87

GROUP ID NUMBER AND TITLE: GRPO61 - Small Arms Marksmanship Instructors

PERCENT OF SAMPLE: 25% (N=101)

PERCENT FIRST-TERM: 44%

MAJOR COMMAND DISTRIBUTION: ATC (21%), MAC (21%), SAC (20%), TAC (21%)

LOCATION: CONUS (91%)

DAFSC DISTRIBUTION: 75330 (15%), 75350 (50%), 75370 (9%)

AVERAGE GRADE: 3.99

AMOUNT OF SUPERVISION: 10% supervised an average of three subordinates

EXPRESSED JOB INTEREST: Dull (10%), So-So (10%), Interesting (74%),
No Reply (6%)

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 16%
Fairly Well Or Better 83%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 10%
Fairly Well Or Better 88%

AVERAGE NUMBER OF TASKS PERFORMED: 92

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING RANGE OPERATIONS AND MAINTENANCE	54
H PERFORMING WEAPONS, STORAGE, ISSUE, TURN-IN, AND SAFEGUARDING	15
E MAINTAINING FORMS AND RECORDS	8
I PERFORMING AMMUNITION STORAGE, ISSUE, TURN-IN, AND SAFEGUARDING	6
F PERFORMING RANGE PLANNING AND CONSTRUCTION	5

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G59 SUPERVISE CLEARANCE OR CLEAR MALFUNCTIONS	100
G25 INSPECT OR SECURE RANGES PRIOR TO DEPARTURE	99
H5 DISASSEMBLE WEAPONS	98
G14 CONDUCT RANGE FIRING	94
H11 INSPECT WEAPONS FOR WEAR OR DEFECTIVE PARTS	94

GROUP ID NUMBER AND TITLE: GRP026 - Small Arms Marksmanship Training Managers

PERCENT OF SAMPLE: 2% (N=10)

PERCENT FIRST-TERM: -

MAJOR COMMAND DISTRIBUTION: ATC (30%), SAC (20%), TAC (40%), AAC (10%)

LOCATION: CONUS (90%)

DAFSC DISTRIBUTION: 75350 (20%), 75370 (20%), 75391 (60%)

AVERAGE GRADE: 7

AMOUNT OF SUPERVISION: 70% supervised an average of six subordinates

EXPRESSED JOB INTEREST: So-So (10%), Interesting (90%)

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All -
Fairly Well Or Better 100%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 20%
Fairly Well Or Better 80%

AVERAGE NUMBER OF TASKS PERFORMED: 143

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
G PERFORMING RANGE OPERATIONS AND MAINTENANCE	18
B DIRECTING AND IMPLEMENTING	16
C INSPECTING AND EVALUATING	14
D TRAINING	12
E MAINTAINING FORMS AND RECORDS	12
F PERFORMING RANGE PLANNING AND CONSTRUCTION	10
A ORGANIZING AND PLANNING	9

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A5 DETERMINE WORK PRIORITIES	100
B4 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	100
C13 EVALUATE PROCEDURES FOR STORAGE, INVENTORY, OR INSPECTION OF PROPERTY ITEMS	100
D27 ORIENT NEWLY-ASSIGNED PERSONNEL	90
F15 INSPECT RANGES FOR ADEQUACY OF MISSION OR TRAINING	90
G5 ASSIGN SMALL ARMS INSTRUCTORS TO OPERATE RANGES	90

GROUP ID NUMBER AND TITLE: GRPO20 - Firing Line Instructors

PERCENT OF SAMPLE: 11% (N=44)

PERCENT FIRST-TERM: 43%

MAJOR COMMAND DISTRIBUTION: ATC (75%), Other Misc (25%)

LOCATION: 95%

DAFSC DISTRIBUTION: 75330 (7%), 75350 (93%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 7% supervised an average of three subordinates

EXPRESSED JOB INTEREST: Dull (9%), So-So (18%), Interesting (66%)

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 30%
Fairly Well Or Better 65%
No Reply (5%)

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 23%
Fairly Well Or Better 73%
No Reply 4%

AVERAGE NUMBER OF TASKS PERFORMED: 42

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

G PERFORMING RANGE OPERATIONS AND MAINTENANCE	75
H PERFORMING WEAPONS STORAGE, ISSUE, TURN-IN, AND SAFEGUARDING	7
E MAINTAINING FORMS AND RECORDS	4

REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

G32 INSTRUCT PERSONNEL DURING PRACTICE FIRING	100
G60 SUPERVISE SAFE WEAPONS HANDLING PROCEDURES DURING FIRING	98
G18 ENFORCE RANGE SAFETY RULES	95
G13 CONDUCT PRE-MARKSMANSHIP TRAINING PRIOR TO FIRING	91
G23 INSPECT FIRING LINES FOR SAFETY BEFORE PROCEEDING DOWN RANGE	86

GROUP ID NUMBER AND TITLE: GRP028 - Weapons Storage NCOICs

PERCENT OF SAMPLE: 3% (N=78)

PERCENT FIRST-TERM: 27%

MAJOR COMMAND DISTRIBUTION: ATC (82%), PACAF (9%), No Reply (9%)

LOCATION: CONUS (91%)

DAFSC DISTRIBUTION: 75350 (82%), 75370 (18%)

AVERAGE GRADE: 4.7

AMOUNT OF SUPERVISION: 36% supervised an average of six subordinates

EXPRESSED JOB INTEREST: Dull (27%), So-So (18%), Interesting (37%) No Reply (18%)

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 36%
Fairly Well Or Better 55%
No Reply 9%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 36%
Fairly Well Or Better 64%

AVERAGE NUMBER OF TASKS PERFORMED: 73

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

H PERFORMING WEAPONS STORAGE, ISSUE, TURN-IN, AND SAFEGUARDING	27
E MAINTAINING FORMS AND RECORDS	18
B DIRECTING AND IMPLEMENTING	15
A ORGANIZING AND PLANNING	9
J PERFORMING GENERAL SMALL ARMS FUNCTIONS	8
C INSPECTING AND EVALUATING	8

REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

H12 ISSUE WEAPONS	100
C13 EVALUATE PROCEDURES FOR STORAGE, INVENTORY, OR INSPECTION OF PROPERTY ITEMS	100
H6 ESTABLISH CONTROLS OR SAFEGUARDS FOR WEAPONS ISSUE OR STORAGE	91
E42 PREPARE OR FILE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	91
J2 ESTABLISH CONTROL OF KEYS FOR STORAGE FACILITIES	82

GROUP ID NUMBER AND TITLE: GRP016 - Weapons Storage Assistants

PERCENT OF SAMPLE: 3% (N=14)

PERCENT FIRST-TERM: 50%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 75330 (14%), 75350 (79%), 75370 (7%)

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: 7% supervised an average of five subordinates

EXPRESSED JOB INTEREST: Dull (57%), So-So (7%), Interesting (14%), No Reply (22%)

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 79%
Fairly Well Or Better 14%
No Reply 7%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 79%
Fairly Well Or Better 14%
No Reply 7%

AVERAGE NUMBER OF TASKS PERFORMED: 17

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
H PERFORMING WEAPONS STORAGE, ISSUE, TURN-IN, AND SAFEGUARDING	35
G PERFORMING RANGE OPERATIONS AND MAINTENANCE	29
E MAINTAINING FORMS AND RECORDS	14
J PERFORMING GENERAL SMALL ARMS FUNCTIONS	9
B DIRECTING AND IMPLEMENTING	6

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H12 ISSUE WEAPONS	100
H16 PERFORM DAILY INVENTORY OF WEAPONS	100
G51 SECURE WEAPONS IN STORAGE FACILITIES	71
H3 CLEAN STORED WEAPONS	71
J3 PERFORM ALARM SYSTEMS TESTS	71

GROUP ID NUMBER AND TITLE: GRP021 - Ammunition Storage Assistants

PERCENT OF SAMPLE: 2% (N=8)

PERCENT FIRST-TERM: 88%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 75350 (100%)

AVERAGE GRADE: 3.5

AMOUNT OF SUPERVISION: None

EXPRESSED JOB INTEREST: Dull (50%), So-So (13%), Interesting (25%),
No Reply (12%)

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 75%
Fairly Well Or Better 25%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 88%
Fairly Well Or Better 12%

AVERAGE NUMBER OF TASKS PERFORMED: 29

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I PERFORMING AMMUNITION STORAGE, ISSUE, TURN-IN, AND SAFEGUARDING	48
E MAINTAINING FORMS AND RECORDS	18
J PERFORMING GENERAL SMALL ARMS FUNCTIONS	18
G PERFORMING RANGE OPERATIONS AND MAINTENANCE	9
A ORGANIZING AND PLANNING	4

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I13 PERFORM INVENTORY OF AMMUNITION WHEN ISSUES OR TURN-INS HAVE BEEN MADE	100
I19 STORE AMMUNITION BY CALIBER, TYPE, CLASS, AND LOT NUMBERS	100
J3 PERFORM ALARM SYSTEMS TESTS	100
J4 POST ACCESS LISTS AT STORAGE FACILITIES	100
I14 PERFORM TURN-IN OF AMMUNITION	88