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AIRCREW EGRESS SYSTEMS CAREER LADDER AFSCS 42332, 42352, 42372,--ETC(U)
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OCCUPATIONAL SURVEY REPORT.

AIRCREW EGRESS SYSTEMS CAREER LADDER

AFSCs 42332, 42352, 42372, and 42396

AFPT-90-423-268

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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 Aircrew Egress Systems career ladder (AFSCs 42332, 42352, 42372, and 42396). This project was directed by USAF Program Technical Training, Volume 2, dated April 1976. Authority for conducting occupational 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. Jim Slovak, Inventory Development Specialist. Captain Jerry M. Barucky analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, Chief, Airman 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.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel 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: Inventory booklets were administered to Aircrew Egress Systems career ladder incumbents during the period February through May 1977. Survey results are based on responses from 798 of the 1,410 incumbents holding DAFSCs 42332, 42352, 42372, and 42396. This represents 57 percent of all assigned personnel.

2. Career Ladder Structure: Analysis of the career ladder structure revealed 10 major groupings of jobs. A majority of the groupings are associated with specific aircraft egress systems. The various types of jobs within each major group are generally differentiated by experience and supervisory responsibilities.

3. Career Ladder Progression: In general, 5-, 7-, and 9-skill level respondents are distinguished by the percentage of supervisory tasks that they perform. Although 5-skill level personnel are involved in some first-line supervisory responsibilities, they primarily perform technical duties. The 7-skill level respondents perform a smaller percentage of technical tasks, with approximately 40 percent of their time being spent on supervisory responsibilities. In their positions as branch chiefs, most of the 9-skill level personnel spend about 90 percent of their time performing managerial or supervisory tasks.

4. AFR 39-1 Evaluation: Although the specialty job descriptions for all skill levels are generally accurate, the 5-skill level description could more clearly emphasize the control and handling of cartridges and other explosive devices. In addition, it should be made more apparent in the 7-skill level description that 7-skill level personnel perform many of the same technical tasks performed by 5-skill level respondents.

5. STS Review: Although the task statements in the STS are very broad, they appear to cover the types of tasks performed by members of the 423X2 career ladder. The coding of sections on the escape hatch system and the module system to a 1b proficiency level may merit reconsideration since no more than 11 percent of the first-term personnel perform any of the tasks specifically related to those systems.

6. Job Satisfaction: Forty-three percent of the survey respondents indicated that they found their job interesting and fifty-six percent indicated that their talents were being used at least fairly well. These figures are lower than the average for first-term airmen in 20 career ladders surveyed in 1976. However, a greater percentage of the 423X2 first-term respondents (87 percent) felt their training was being used at least fairly well than did the first-term respondents in the larger 1976 normative sample (79 percent).

7. Reenlistment: Fifty-four percent of the first-term 423X2 respondents indicated plans to reenlist, while forty-three percent of first-

term airmen in 20 career ladders surveyed in 1976 expressed the same intentions. The actual reenlistment rate for eligible, 423X2 first-term personnel was also higher (50 percent) than the Air Force-wide rate (39 percent) for eligible first-termers in FY 1977.

OCCUPATIONAL SURVEY REPORT
AIRCREW EGRESS SYSTEMS CAREER LADDER
(AFSC's 42332, 42352, 42372, 42396)

INTRODUCTION

This is a report of an occupational survey of the Aircrew Egress Systems career ladder (AFSC 423X2) completed by the Occupational Survey Branch, USAF Occupational Measurement Center in December 1977. The previous occupational survey of this career ladder was published during February 1973.

Since the last occupational survey was completed, two classification changes have occurred. In April 1976, AFS 422X2 was converted to AFS 423X2, and the 42292 personnel combined with 9-skill level personnel from other career ladders to form the 42396 AFSC. Despite these changes, this present survey report reflects that the duties and tasks performed by the members of this career ladder have remained relatively stable over the past four years. An additional change of AFSC 42396 to 42399 occurred since the survey was administered and is not reflected in this report.

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

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-423-268, which was developed via a thorough validation and updating of the 1973 task list. The validation process included research of old survey data and write-in comments, examination of current publications and directives, personal interviews with 15 subject-matter-specialists at three bases, and written reviews from 49 experienced aircrew egress system incumbents. This process resulted in a current inventory of 422 tasks grouped under 12 duty headings.

During the period February through May 1977, consolidated base personnel offices in operational units worldwide administered the inventory booklets to job incumbents in the aircrew egress systems specialty. Table 1 reflects the percentage distribution, by major command, of

assigned personnel in the career ladder as of December 1976. Also reflected is the distribution, by major command, of incumbents in the final survey sample. The 798 respondents making up the final sample represent 57 percent of the 1,410 members assigned to the Aircrew Egress Systems career ladder. This sampling of incumbents is considered to be an adequate and representative sample of the overall population.

TABLE 1

COMMAND REPRESENTATION OF 423X2 SURVEY SAMPLE

COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
TAC	37	38
USAFE	19	22
ATC	10	11
PACAF	7	7
SAC	12	10
ADCOM	6	6
AFSC	1	2
AAC	2	1
AFLC	1	1
OTHER	5	2

Total 423X2 Incumbents Assigned - 1,410
Total 423X2 Incumbents Sampled - 798
Percent of 423X2 Incumbents Sampled - 57%

CAREER LADDER STRUCTURE

The analysis of the 423X2 career ladder structure is designed to identify the major types of work being performed by job incumbents and includes an examination of both job descriptions and background data of each job group. This analysis is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP), which generate a hierarchical clustering of all jobs based on the similarity of tasks performed and relative time-spent ratings.

Based on this task similarity, the most realistic division of jobs performed in the aircrew egress systems (423X2) career ladder is that illustrated in Figure 1. The major job groups identified were as follows:

I. Supervisory Personnel (GRP057)

II. F-4 Egress System Repairmen (GRP048)

III. B-52 Egress System Repairmen (GRP078)

IV. T-33, T-37, T-38, F-106 Egress System Repairmen (GRP081)

V. A-7, A-10 Egress System Repairmen (GRP108)

VI. F-4 Egress System Inspectors (GRP050)

VII. F-15, OV-10 Egress System Repairmen (GRP054)

VIII. F-4 Egress System Flightline Specialists (GRP059)

IX. F-111 Egress System Repairmen (GRP087)

X. Training Instructors (GRP021)

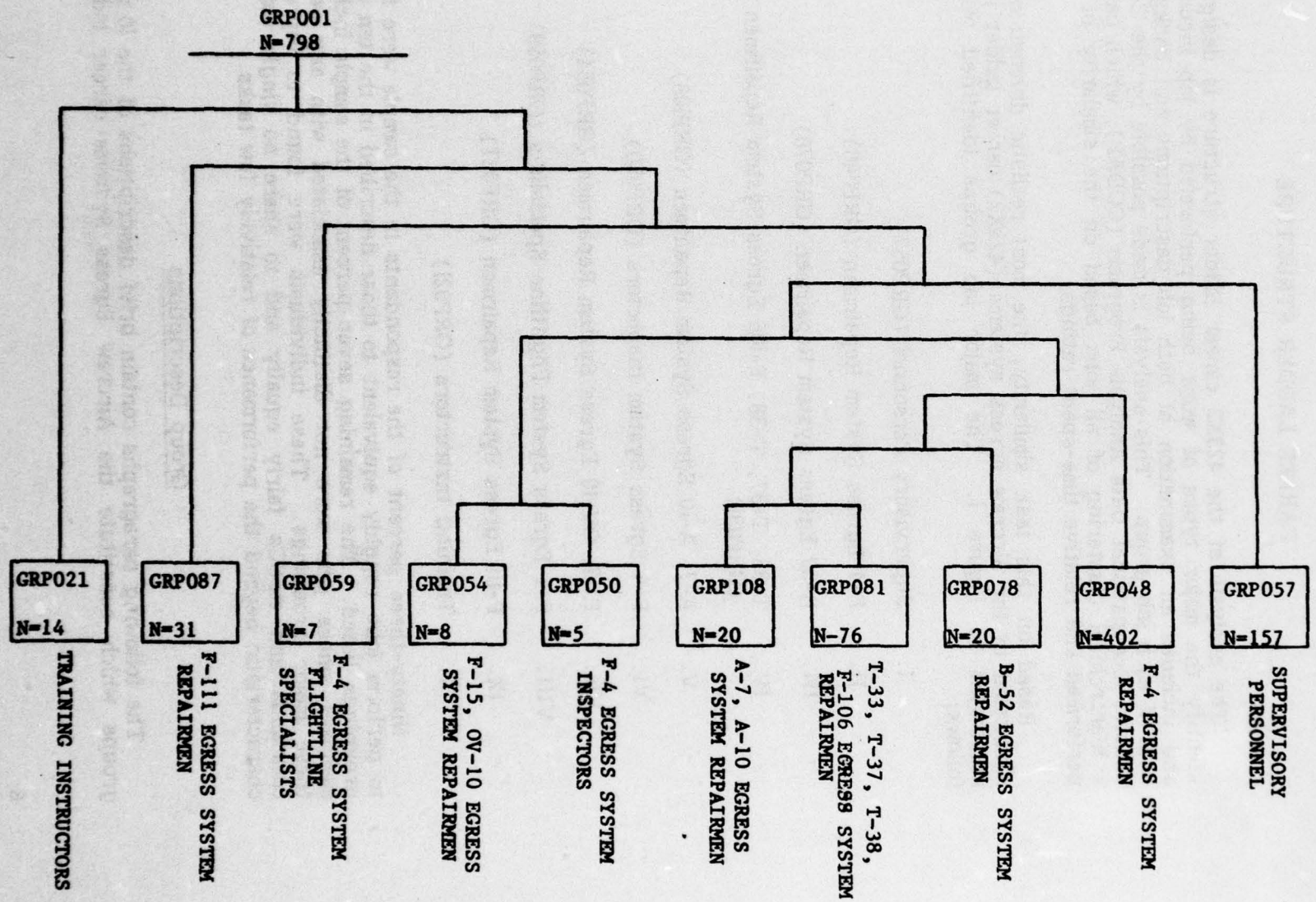
Ninety-three percent of the respondents in the sample were found to perform jobs roughly equivalent to those described in the ten major groupings listed. The remaining seven percent of the sample included members whose jobs were not distinctly associated with any one of these major groupings. These individuals were found to represent commands and AFSCs fairly equally and to share no single common characteristic beyond the performance of relatively few tasks.

Group Descriptions

The following paragraphs contain brief descriptions of the 10 major groups which constitute the Aircrew Egress Systems career ladder.

FIGURE 1

AIRCREW EGRESS SYSTEM CAREER LADDER STRUCTURE
AFSCs 423X2/96



Complete summaries of background information and representative tasks for each of these groups and for subgroups (job types) within these major groups can be found in Appendix A. The GRP numbers used in conjunction with each group in both the narrative and Appendix A are references to computer printed information (EXTRACT) forwarded to some users for additional analysis in support of classification or training decisions.

I. Supervisory Personnel (GRP057). The respondents in this group represent all commands and divide basically into two subgroups depending upon their level of supervision. The first subgroup consists primarily of 9-skill level supervisors who occupy positions as branch chiefs of the aerospace systems branch or aerospace ground equipment branch. Their jobs focus almost exclusively on supervisory tasks such as counseling personnel, evaluating work performance of subordinates, planning improved work methods, or assigning personnel to duty positions. Very few technical tasks are performed by these incumbents.

The other subgroup of supervisors, however, is made up primarily of NCOIC's or assistant NCOIC's in the egress shop. Although these 7-skill level personnel spend a majority of their time performing supervisory tasks such as preparing airman performance reports (APRs) or demonstrating maintenance methods or procedures, they also perform technical tasks as well. Approximately 40 percent of their time is spent on such tasks as performing quality inspections of egress systems maintenance, removing or installing ejection seats, or inspecting mechanical, gas-fired initiators.

II. F-4 Egress System Repairmen (GRP048). This group is the largest and most diverse of the major clusters that make up the 423X2 career ladder. Consisting of 402 members (50% of the sample), this group divides into subgroups primarily on the relative amount of supervision and experience indicated by the respondents and the number of tasks performed. Working on the most complex of the various egress systems, all F-4 respondents spend a large portion of their time removing or installing, inspecting, or adjusting and aligning the component parts of the ejection seat system or the unique air-operated canopy systems. As F-4 egress shops tend to be some of largest in the Air Force, a large percentage of these incumbents also have the opportunity to exercise first-level supervisory skills as team chiefs, production inspectors ("red-x" men), or shift supervisors. In these capacities, they perform tasks such as performing quality inspections on egress systems maintenance or supervising 3- or 5-skill level personnel. In addition, a portion of this F-4 group is made up of NCOIC's of F-4 egress shops. These respondents tended to cluster together with the F-4 repairmen rather than with other NCOIC's in the supervisory cluster because NCOIC's of F-4 shops indicate involvement in a heavy concentration of F-4 system specific technical tasks.

III. B-52 Egress System Repairmen (GRP078). Working primarily for SAC in relatively small egress shops, B-52 egress system repairmen are a small, fairly homogeneous group of E-3 and E-4 personnel. Working on the only major aircraft system that still employs escape hatches, these respondents differ from other egress sytem repair personnel in that they perform no work on canopy systems. Instead, members spend 18 percent of their time on tasks related to the hatch ejection system. Thus, although 51 percent of their time is still related to maintaining ejection seat systems, such tasks as remove or replace escape hatches, remove or install tail turret escape systems, or perform operational checks of downward ejection seats distinguish them from other groups.

IV. T-33, T-37, T-38, F-106 Egress System Repairmen (GRP081). Assigned primarily to ATC and ADCOM, the respondents in this group Of the 76 members in this group, 44 work on the T-37, 43 work on the T-38, 28 work on the T-33, and 20 work on the F-106. Eighteen personnel working on the F-106 also work on the T-33, and 36 members working on the T-37 also work on the T-38.

In general, the respondents of this overall group spend 49 percent of their time maintaining ejection seat systems and 20 percent of their time maintaining canopy systems. Some of the tasks which differentiate this group from the large F-4 egress system group are associated with ejection seat rotary actuators, ejection seat headrests, or ejection seat shoulder harnesses. Conversely, members of this group do not work on ejection seat buckets or main beams or on the air-operated canopy system that is associated with the F-4 egress system. In addition to a core of 5-skill level technicians that makes up the largest portion (35 percent) of this group, three other subgroups are identifiable based on supervisory tasks, experience level, or a specific combination of aircraft egress systems worked on.

V. A-7, A-10 Egress System Repairmen (GRP108). This group of 5-skill level respondents is assigned primarily to TAC and is relatively junior in rank and experience. All but one of these airmen are still in their first enlistment. Sixty percent of their time is spent maintaining ejection seat systems and 13 percent is spent maintaining canopy systems. The tasks that seem to differentiate these incumbents from other groups are associated with the removal, installation, or inspection of seat/man separation bladders and escape system nitrogen bottles. Despite the fact that this group averages fewer tasks (68) than most of the other major aircraft specific groups, they express the greatest interest in their jobs.

VI. F-4 Egress System Inspectors (GRP050). The five members of this group are differentiated from the main F-4 group because they do a very small number of tasks. A majority of these tasks deal with the inspection of various components of the ejection seat system. Although this group averages 32 months in the career field, three members had less than 10 months experience, the fourth was assigned

to a phase maintenance crew, and the fifth member had recently cross-trained into the F-4 egress system and had not yet attended the FTD course. Consequently, all five were oriented more to in-shop tasks and especially the inspection of ejection seat components.

VII. F-15, OV-10 Egress System Repairmen (GRP054). This group is made up of respondents who work exclusively on either the F-15 or OV-10 egress systems. Because the canopy systems on these two aircraft have no ballistics, very little time is spent on canopy ejection systems. The respondents of this group perform an average of only 36 tasks, with 73 percent of these tasks dealing with maintaining ejection seat systems. Tasks such as inspecting ejection seat survival kits, inspecting seat/man separation bladders, or removing or installing ejection seat aircrew personnel parachutes are typical for this group.

VIII. F-4 Egress System Flightline Specialists (GRP059). The members of this group are relatively inexperienced personnel who perform the smallest average number of tasks (26) of any of the groups identified. With an average of only 11 months in the career field, these respondents spend 85 percent of their time maintaining ejection seat systems. Most of their tasks are involved with removing or installing parts of the ejection seat. Very little time is spent on the canopy system or on inspecting or adjusting and aligning parts of the egress system.

IX. F-111 Egress System Repairmen (GRP087). Assigned primarily to TAC and USAFE, the members in this group work on an advanced module egress system that clearly differentiates their job from those of other aircraft-specific groups. Fifty-four percent of their time is spent maintaining this module system, and, consequently, very little time is spent maintaining ejection seat or canopy systems. Tasks performed by these respondents include removing or installing module seats, inspecting module bilge pumps, inspecting shielded mild detonating cords (SMDC), or removing or installing pyrotechnic panels. This group is composed of two subgroups: one made up of first-line supervisors and one of regular technicians who do relatively few supervisory tasks. This subgroup of technicians perform fewer tasks (55) than do their counterparts in any other major aircraft-specific group except the F-15, OV-10 group and also report the lowest job interest, with 62 percent describing their job as dull.

X. Training Instructors (GRP021). Composed primarily of experienced 7-skill level personnel, this group is made up of respondents who are instructors at both the ATC resident technical training school and the field training detachments. As there is a large number of aircraft-specific FTD initial training courses, many of the technical tasks taught by each of these respondents are not very similar to those taught by other members of the group. However, members of this group spend 56 percent of their time on similar training-related tasks such as developing or updating training aids, writing or revising training materials, or administering or scoring tests.

ANALYSIS OF DAFSC GROUPS

The survey respondents of the Aircrew Egress Systems career ladder, as indicated by Table 2, spend a majority of their time on tasks related to maintaining ejection seat (40%) and canopy (15%) systems. Of the 50 most time-consuming tasks, 36 are related to removing or installing, adjusting or aligning, inspecting, or performing operational checks of various parts of ejection seat systems. Table 3 lists those tasks performed by 60 percent or more of all 423X2 personnel and verifies that the most commonly performed tasks are those just cited.

A comparison of the tasks performed by 5- and 7-skill level airmen reveals a distinct difference in supervisory responsibilities. Five-skill level respondents are occasionally engaged in some supervision as team chiefs, "red-x" men, or even shift supervisors. In these positions, their tasks include performing final or quality inspections, supervising 3-skill level incumbents, and conducting on-the-job training (OJT). However, a large majority of their time is devoted to technical tasks such as those outlined in Table 3. Seven-skill level respondents, on the other hand, occupy most of the egress shop NCOIC or assistant NCOIC positions and a majority of the training instructor and shift supervisor jobs. In these capacities, they are more heavily involved than the 5-skill level respondents in supervisory tasks such as evaluating work performance of subordinates, demonstrating maintenance methods or procedures, or supervising 5-skill level incumbents. Although 7-skill level personnel also perform technical tasks associated with removing, installing, or inspecting various parts of the ejection seat, canopy, hatch, or advanced module systems, the fact that they spend an equal amount of time in supervisory roles differentiates them from the 5-skill level respondents. Table 4 reflects this difference.

As shown in Table 5, 9-skill level respondents spend over 90 percent of their time preparing forms, records, or reports or performing such supervisory duties as planning and organizing, directing and implementing, evaluating, or training. They are usually assigned to higher level positions such as superintendent or NCOIC of an aerospace systems branch or a ground equipment branch. In these positions, they spend very little time on technical tasks, and, as illustrated in Table 5, it is this heavy concentration on supervisory tasks that differentiates the 9-skill level from the 7-skill level respondents.

Because of a rather large number of career ladders that combine at the 9-skill level, many of the 9-skill level respondents have no background in egress systems. Of the 92 survey respondents holding the 9-skill level, 30 reported that they had taken no courses related to egress systems repair. A closer examination of these 9-skill level members indicated that those who had completed egress systems courses spent approximately the same amount of time on the various egress system duties as did their 9-skill level counterparts who had completed no courses (see Table 6).

TABLE 2

PERCENT TIME SPENT ON DUTIES BY 423X2 DAFSC GROUPS

DUTY	TOTAL SAMPLE (N=798)	DAFSC 42332 (N=50)	DAFSC 42352 (N=433)	DAFSC 42372 (N=200)	DAFSC 42396 (N=92)
A PLANNING AND ORGANIZING	6	1	2	8	22
B DIRECTING AND IMPLEMENTING	6	1	3	8	17
C EVALUATING	4	-	1	6	14
D TRAINING	5	2	2	9	9
E PREPARING FORMS, RECORDS, OR REPORTS	12	4	8	15	29
F INSPECTING AND PERFORMING QUALITY CONTROL	2	1	2	3	5
G MAINTAINING AIRCREW EGRESS SYSTEMS	6	6	7	6	1
H MAINTAINING CANOPY SYSTEMS	15	18	19	13	1
I MAINTAINING EJECTION SEAT SYSTEMS	40	64	50	29	2
J MAINTAINING HATCH EJECTION SYSTEMS	1	-	1	1	-
K MAINTAINING MODULE OR ADVANCED EGRESS SYSTEMS	3	2	4	2	-
L MAINTAINING EXTRACTION SYSTEMS	-	1	1	-	-

TABLE 3

TASKS PERFORMED BY 60% OR MORE OF ALL 423X2 PERSONNEL

TASK		PERCENT MEMBERS PERFORMING
G18	REMOVE OR INSTALL EGRESS SYSTEMS BALLISTIC OR PNEUMATIC LINES, TUBES, OR HOSES	77
I2	ARM OR DISARM EJECTION SEATS	77
I77	REMOVE OR INSTALL EJECTION SEATS	75
I71	REMOVE OR INSTALL EJECTION SEAT LAP BELTS	75
I27	INSPECT EJECTION SEAT INERTIAL REELS, LINKAGES, OR CONTROLS	74
I52	PERFORM OPERATIONAL CHECKS OF SEAT INERTIAL REELS	73
I10	ADJUST OR ALIGN INERTIAL REELS, LINKAGES, OR CONTROLS	73
I11	CLEAN OR LUBRICATE SEAT SYSTEMS	73
I25	INSPECT EJECTION SEAT LAP BELTS	73
I70	REMOVE OR INSTALL EJECTION SEAT INERTIAL REELS, LINKAGES, OR CONTROLS	72
I58	REMOVE OR INSTALL EJECTION SEAT ACTUATORS	69
I75	REMOVE OR INSTALL EJECTION SEAT MECHANICAL GAS FIRED INITIATORS	66
I22	INSPECT EJECTION SEAT FIRING LINKAGES	65
I56	PERFORM TCTO MODIFICATIONS TO EJECTION SEAT SYSTEMS	65
E23	INITIATE OR REVIEW REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	64
H38	MANUALLY OPERATE CANOPY SYSTEMS	63
E17	INITIATE OR REVIEW MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	62
I81	REMOVE OR INSTALL EJECTION SEAT SURVIVAL KITS	62
I14	INSPECT EJECTION SEAT ACTUATORS	62
I33	INSPECT EJECTION SEAT SHOULDER HARNESSES	61
I37	INSPECT MECHANICAL GAS FIRED INITIATORS	61
I5	ADJUST OR ALIGN EJECTION SEAT FIRING LINKAGES	60

TABLE 4

TASKS WHICH BEST DIFFERENTIATE BETWEEN 42352 AND 42372 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK		DAFSC 42352	DAFSC 42372	DIFFERENCE
B5	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	21	84	-63
C13	PREPARE AIRMAN PERFORMANCE REPORTS (APRs)	20	82	-62
C12	EVALUATE WORK PERFORMANCE OF SUBORDINATES	20	79	-59
C10	EVALUATE QUALIFICATIONS OF SUBORDINATES	12	70	-58
E7	INITIATE OR ANNOTATE ON-THE-JOB TRAINING RECORD FORMS (AF FORM 623)	19	75	-56
A2	ADVISE MAINTENANCE OFFICER OR BRANCH CHIEF ON EGRESS SYSTEMS MAINTENANCE	14	68	-54
E22	INITIATE OR REVIEW RECORD OF INDIVIDUAL COUNSELING FORMS	12	65	-53
D9	COUNSEL INDIVIDUALS ON TRAINING PROGRESS	16	69	-53
C6	EVALUATE COMPLIANCE WITH WORK STANDARDS	12	65	-53
B17	SUPERVISE AIRCREW EGRESS SYSTEMS MECHANICS (42252) (NEW AFSC 42352)	33	84	-51

TABLE 5

TASKS WHICH BEST DIFFERENTIATE BETWEEN 42372 AND 42396 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK		DAFSC 42372	DAFSC 42396	DIFFERENCE
G18	REMOVE OR INSTALL EGRESS SYSTEMS BALLISTIC OR PNEUMATIC LINES, TUBES, OR HOSES	86	10	76
I52	PERFORM OPERATIONAL CHECKS OF SEAT INERTIAL REELS	82	7	75
I27	INSPECT EJECTION SEAT INERTIAL REELS, LINKAGES, OR CONTROLS	86	11	75
I25	INSPECT EJECTION SEAT LAP BELTS	83	9	74
I71	REMOVE OR INSTALL EJECTION SEAT LAP BELTS	78	4	74
I70	REMOVE OR INSTALL EJECTION SEAT INERTIAL REELS, LINKAGES, OR CONTROLS	80	7	73
I10	ADJUST OR ALIGN INERTIAL REELS, LINKAGES, OR CONTROLS	80	8	72
B20	SUPERVISE MILITARY PERSONNEL WITH AFSC OTHER THAN 422X2 (NEW AFSC 423X2)	23	74	-51
B2	CONDUCT OR PARTICIPATE IN STAFF MEETINGS	37	84	-47
B8	DRAFT OR EDIT CORRESPONDENCE	51	87	-36
E33	INITIATE OR REVIEW WORK REQUEST FORMS (AF FORM 332)	31	67	-36
B9	IMPLEMENT OR UPDATE MOBILITY PROGRAMS	25	59	-34
A13	ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	41	73	-32

TABLE 6

COMPARISON OF PERCENT TIME SPENT ON DUTIES BY 42396 DAFSC PERSONNEL WHO HAD COMPLETED EGRESS SYSTEMS COURSES WITH 42396 DAFSC PERSONNEL WHO HAD COMPLETED NO EGRESS COURSES

DUTY	42396 PERSONNEL COMPLETING COURSES	42396 PERSONNEL WITH NO COURSES
A PLANNING AND ORGANIZING	21	23
B DIRECTING AND IMPLEMENTING	16	17
C EVALUATING	13	15
D TRAINING	10	8
E PREPARING FORMS, RECORDS, OR REPORTS	28	31
F INSPECTING AND PERFORMING QUALITY CONTROL	5	5
G MAINTAINING AIRCREW EGRESS SYSTEMS	1	0
H MAINTAINING CANOPY SYSTEMS	1	0
I MAINTAINING EJECTION SEAT SYSTEMS	5	1
J MAINTAINING HATCH EJECTION SYSTEMS	0	0
K MAINTAINING MODULE OR ADVANCED EGRESS SYSTEMS	0	0
L MAINTAINING EXTRACTION SYSTEMS	0	0

AFR 39-1 COMPARISON TO SURVEY DATA

The survey results were compared to the AFR 39-1 job descriptions for each skill level. In general, the 5-, 7-, and 9-skill level descriptions reflect an accurate picture of the jobs performed by personnel in the 423X2 DAFSC's. However, the following observations might improve the accuracy of these documents:

a. Although the 5-skill level job description makes a general reference to "ballistic associated subsystems and components," the control and handling of cartridges and other explosive devices is such an important part of this career ladder that those responsibilities could be more clearly specified.

b. The 7-skill level job description accurately reflects the greater emphasis on a variety of supervisory tasks. It also indicates, in paragraph b, that 7-skill level personnel perform some of the more "difficult installation, repair, or removal of critical components." What it does not indicate, however, is that 7-skill levels also do many of the more basic tasks, such as removing or installing ejection seat buckets or lap belts, that are listed in the 5-skill level specialty description. Thus, the present 7-skill level description can give the erroneous impression that those personnel are involved only with supervisory tasks or difficult or critical technical tasks.

ANALYSIS OF CONUS/OVERSEAS DIFFERENCES

The analysis of differences in the types of tasks performed by 5-skill level respondents stationed within the CONUS and those stationed overseas reveals some basic aircraft-system-related differences. Table 7 illustrates the high percentage tasks performed by overseas personnel. These are primarily associated with the air-operated aircraft canopy system (Duty H) and ejection seat components (Duty I) that are unique to the F-4 egress system. Conversely, tasks performed by a higher percentage of CONUS personnel are associated with seat rotary actuators, headrests and other parts of ejection seats that are found in other aircraft systems. These differences are related generally to command-specific aircraft. Ninety percent of overseas personnel work on the F-4 aircrew egress system, while only 54 percent of the CONUS personnel perform tasks on the F-4 egress system.

TABLE 7

TASKS WHICH BEST DIFFERENTIATE BETWEEN CONUS AND OVERSEAS PERSONNEL HOLDING DAFSC 42352
(PERCENT MEMBERS PERFORMING)

	TASK	CONUS (N=282)	OVERSEAS (N=153)	DIFFERENCE
I78	REMOVE OR INSTALL EJECTION SEAT ROTARY ACTUATORS	50	23	+27
I31	INSPECT EJECTION SEAT ROTARY ACTUATORS	47	23	+24
I69	REMOVE OR INSTALL EJECTION SEAT HEADRESTS	52	29	+23
I24	INSPECT EJECTION SEAT HEADRESTS	56	37	+19
H59	REMOVE OR INSTALL BALLISTIC REMOVERS	31	14	+17
I9	ADJUST OR ALIGN EJECTION SEAT ROTARY ACTUATORS	37	22	+15
H14	INSPECT AIRCRAFT CANOPY PNEUMATIC ACTUATORS	41	78	-37
I62	REMOVE OR INSTALL EJECTION SEAT COMMAND SELECTOR VALVES	45	82	-37
I4	ADJUST OR ALIGN EJECTION SEAT BUCKETS	46	83	-37
I23	INSPECT EJECTION SEAT GUILLOTINES	44	80	-36
I66	REMOVE OR INSTALL EJECTION SEAT EMERGENCY OXYGEN BOTTLES	48	84	-36
H54	REMOVE OR INSTALL AIRCRAFT CANOPY SELECTOR VALVES	41	77	-36
H44	REMOVE OR INSTALL AIRCRAFT CANOPY DUMP VALVES	43	78	-35
I73	REMOVE OR INSTALL EJECTION SEAT MAIN BEAMS	53	88	-35
H49	REMOVE OR INSTALL AIRCRAFT CANOPY PNEUMATIC ACTUATORS	45	80	-35

ANALYSIS OF TASK DIFFICULTY

From a listing of senior enlisted incumbents for the 423X2 job survey, DAFSC 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 61 raters who returned booklets was .92. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 422 tasks in the inventory booklet, 202 were rated above average in difficulty. Table 8 shows that 13 of these tasks were performed by 50 percent or more of these AFS 423X2 respondents. Generally, the technical tasks rated as most difficult were those related to the tail turret escape system, the aircraft canopy systems, and the removal or installation of components of the advanced module system. Although aircraft canopy system tasks were usually performed by 30-45 percent of the respondents, tasks in the other two systems were performed by less than 10 percent of the AFSC 423X2 career ladder.

Of the 219 tasks rated as less than average in difficulty, 17 were performed by 60 percent or more of the respondents (see Table 9). The technical tasks that were rated as least difficult included many of the inspecting tasks in various egress systems and particularly the inspection of ejection seat components. In addition, tasks associated with egress systems dollies, hoists, lap belts, and headrests also were rated relatively lower in difficulty.

TABLE 8

TASKS RATED ABOVE AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY 50% OR MORE OF DAFSC 423X2 RESPONDENTS

TASK		DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
H40	PERFORM OPERATIONAL CHECKS OF EMERGENCY JETTISON SYSTEMS	7.10	50
G12	PERFORM FLOW OR CONTINUITY CHECKS OF INSTALLED EGRESS SYSTEMS TUBING	6.44	56
I56	PERFORM TCTO MODIFICATIONS TO EJECTION SEAT SYSTEMS	6.35	65
I4	ADJUST OR ALIGN EJECTION SEAT BUCKETS	6.17	51
G8	LEAK-TEST PNEUMATIC EGRESS SYSTEM COMPONENTS	6.00	53
I5	ADJUST OR ALIGN EJECTION SEAT FIRING LINKAGES	5.96	60
I55	PERFORM OPERATIONAL CHECKS OF EJECTION SEAT SYSTEMS	5.82	57
I10	ADJUST OR ALIGN INERTIAL REELS, LINKAGES, OR CONTROLS	5.80	73
H39	PERFORM OPERATIONAL CHECKS OF AIRCRAFT CANOPY SYSTEMS	5.64	54
I73	REMOVE OR INSTALL EJECTION SEAT MAIN BEAMS	5.54	55
I70	REMOVE OR INSTALL EJECTION SEAT INERTIAL REELS, LINKAGES, OR CONTROLS	5.48	72
I67	REMOVE OR INSTALL EJECTION SEAT FIRING LINKAGES OR CABLES	5.25	57
H10	INSPECT AIRCRAFT CANOPY EXTERNAL OR INTERNAL JETTISON CONTROLS	5.19	53

TABLE 9

TASKS RATED BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY 60% OR MORE OF DAFSC 423X2 RESPONDENTS

TASK		DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
G18	REMOVE OR INSTALL EGRESS SYSTEMS BALLISTIC OR PNEUMATIC LINES, TUBES, OR HOSES	4.86	77
I58	REMOVE OR INSTALL EJECTION SEAT ACTUATORS	4.85	69
I2	ARM OR DISARM EJECTION SEATS	4.82	77
I27	INSPECT EJECTION SEAT INERTIAL REELS, LINKAGES, OR CONTROLS	4.76	74
I75	REMOVE OR INSTALL EJECTION SEAT MECHANICAL GAS-FIRED INITIATORS	4.60	66
I22	INSPECT EJECTION SEAT FIRING LINKAGES	4.56	65
E17	INITIATE OR REVIEW MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	4.30	62
I52	PERFORM OPERATIONAL CHECKS OF SEAT INERTIAL REELS	4.23	73
I37	INSPECT MECHANICAL GAS-FIRED INITIATORS	4.17	61
I14	INSPECT JETTISON SEAT ACTUATORS	4.11	62
E23	INITIATE OR REVIEW REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	3.94	64
I81	REMOVE OR INSTALL EJECTION SEAT SURVIVAL KITS	3.90	62
I33	INSPECT EJECTION SEAT SHOULDER HARNESSES	3.77	61
I71	REMOVE OR INSTALL EJECTION SEAT LAP BELTS	3.50	75
I25	INSPECT EJECTION SEAT LAP BELTS	3.33	73
I11	CLEAN OR LUBRICATE SEAT SYSTEMS	3.23	73
H38	MANUALLY OPERATE CANOPY SYSTEMS	3.00	63

SUMMARY OF BACKGROUND INFORMATION

The background information section of each USAF Job Inventory gives the respondents the opportunity to report information about themselves and their job. This information, when compared to combined data from other ladders recently surveyed, can indicate the relative intentions or attitudes of aircrew egress systems incumbents about such factors as job interest, perceived utilization of talents and training, and reenlistment.

Job Interest/Utilization of Talents and Training

Table 10 summarizes the responses of 423X2 respondents in terms of their job interest and perceived utilization of talents and training. According to this table, 43 percent of all first-term 423X2 respondents indicated that they found their jobs interesting and 56 percent felt that their talents were being used fairly well or better. These figures are slightly lower than the combined data from 20 career ladders surveyed in 1976, which shows that 65 percent of the first-term airmen found their job interesting and 71 percent felt their talents were used at least fairly well.

This situation is reversed, however, in the perceived utilization of training. Eighty-seven percent of the first-term 423X2 respondents felt that their training was being used at least fairly well. Of the first termers in the larger 1976 normative sample, 79 percent indicated the same response. Thus, although fewer 423X2 first-term personnel find their job interesting or feel that their job utilizes their talents well, they seem slightly more satisfied than the respondents across 20 career fields that their training is being well utilized.

It may also be interesting to note one aspect when considering these three factors across the various AFMS groups. Generally, negative responses to job interest and perceived utilization of talents decrease among 423X2 respondents from first to later enlistments. However, the third enlistment group reverses this trend and records a slightly higher percentage of negative responses than do either the second or fourth enlistment groups. This increase in negative response is also apparent in the perceived utilization of training; for, in this area, the third enlistment group records the least satisfaction of any of the other AFMS groups.

Reenlistment Intent

Table 11 shows that 54 percent of all 423X2 first-term respondents indicated a desire to reenlist. Combined responses of first-term airmen in 22 studies completed in CY 1976 indicate that an average of 43 percent planned to reenlist.

Method of Assignment

An additional area in the background section details the methods by which 423X2 incumbents entered the career ladder. Table 12 shows that 64 percent of the respondents completed resident technical training.

TABLE 10

EXPRESSIONS OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING
BY DAFSC 423X2 TOTAL SAMPLE AND AFMS GROUPS
(PERCENT MEMBERS RESPONDING)

RESPONSE	TOTAL SAMPLE	MONTHS ACTIVE FEDERAL MILITARY SERVICE				
		1-48	49-96	97-144	145-192	193+
"HOW DO YOU FIND YOUR JOB?"						
DULL	22	26	23	25	9	13
SO-SO	18	23	27	13	7	4
INTERESTING	52	43	46	55	77	72
NO REPLY	8	8	4	7	7	11
"HOW DOES YOUR JOB UTILIZE YOUR TALENTS?"						
NOT AT ALL OR VERY LITTLE	30	41	26	35	14	10
FAIRLY WELL TO VERY WELL	56	53	66	54	68	51
EXCELLENTLY OR PERFECTLY	11	3	7	9	14	33
NO REPLY	3	3	1	2	4	6
"HOW DOES YOUR JOB UTILIZE YOUR TRAINING?"						
NOT AT ALL OR VERY LITTLE	11	10	10	19	14	7
FAIRLY WELL TO VERY WELL	70	76	77	70	64	53
EXCELLENTLY OR PERFECTLY	15	11	11	7	18	33
NO REPLY	4	3	2	4	4	7

TABLE 11

REENLISTMENT INTENTIONS OF 423X2 PERSONNEL
(PERCENT MEMBERS RESPONDING)

RESPONSE	1ST TERM (N=324)	2ND TERM (N=121)	CAREER (N=269)
YES, OR UNCERTAIN PROBABLY YES	54	64	64
NO, OR UNCERTAIN PROBABLY NO	36	28	25
NO REPLY	10	8	11

TABLE 12

METHOD OF ASSIGNMENT TO 423X2 CAREER LADDER

ASSIGNMENT	PERCENT MEMBERS RESPONDING
COMPLETED RESIDENT TECHNICAL TRAINING	64
RECLASSIFIED WITHOUT COMPLETING TECHNICAL TRAINING OR OJT	1
DIRECTED DUTY ASSIGNMENT (DDA) FROM BASIC TRAINING TO OJT WITHOUT BYPASS TEST	4
DDA FROM BASIC TRAINING BY BYPASS TEST	0
CONVERTED FROM ANOTHER AF SPECIALTY WITHOUT TRAINING BY CLASSIFICATION BOARD ACTION	5
RETRAINED FROM ANOTHER SPECIALTY	10
REENLISTED AFTER PRIOR SERVICE IN USAF OR FROM ANOTHER BRANCH OF SERVICE	2
NOT ASSIGNED TO CAREER LADDER BY ANY OF THE ABOVE METHODS	9
NO REPLY	5

COMPARISON OF THE SPECIALTY TRAINING STANDARD (STS) TO THE SURVEY DATA

A review of STS 423X2 was made by comparing STS items to survey data. Assistance was provided by subject matter experts at the Technical Training School, who matched inventory tasks with STS tasks that pertain to 3-skill level personnel. In general, the STS seems to cover the tasks performed by the survey respondents. However, the extremely broad nature of the technical task statements in the STS inhibits a detailed analysis of this document.

One area that merits attention is the required proficiency level of the escape hatch and module systems sections in the STS. As indicated in the technical school's February 1976 Training Evaluation Report (paragraph 11a), the training utilization rate for these STS sections (13c and d, and 14c and d) were between 16 and 22 percent members performing. This report stated that "although the utilization rate is low, these rates show a substantial increase over the previous report and the number of applicable aircraft in, and expected in, the field is great enough to continue training on these elements." The present occupational survey data shows that the percent members performing is now between four and nine percent for 19 tasks related to escape hatch systems and between two and 11 percent for 53 tasks related to the module system. Thus, these low percentages may warrant reconsideration of the rationale for teaching these sections to the 1b proficiency level.

COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

The results of this survey were compared to those of Occupational Survey Report (OSR) AFPT 90-422-086, dated 1 February 1973. In general, the result of the career ladder structure analysis was the same, with clusters and job types being determined basically by the type of aircraft egress system. However, the small group of extraction system specialists reported in the previous survey were not identifiable as a distinct group in this report. The percentage of time spent working on tasks related to aircraft without extraction systems, such as the F-4 or F-111, made these personnel more readily identifiable as members of those larger groups. Also, in this report, 9-skill level personnel constitute a larger percentage of the respondents (11 percent) than they did in the previous survey (one percent). Consequently, the tasks reported for this group are almost distinctly supervisory as opposed to the large percentage of technical tasks reported for 9-skill levels in the previous survey report.

DISCUSSION OF SURVEY FINDINGS

The overall analysis of the occupational survey data has shown that the aircrew egress systems career ladder is a relatively stable structure with few perceivable problems in classification or training. Although the structure analysis reveals 10 major job groups, there is a good deal of overlap among many of them in terms of the types of tasks performed. The differences among the groups are primarily related to supervisory functions or to particular aircraft-related egress systems. This structural breakout along aircraft-specific lines is very similar to that found in the previous survey and seems to support the present training strategy which provides channelization to aircraft-specific FTD courses after completion of a common ABR course.

The survey analysis indicates that 5-, 7-, and 9-skill level job descriptions that are found in AFR 39-1 are basically sound, and, with the exception of two minor additions to the 5- and 7-skill level descriptions, they very adequately relate to the jobs performed by 423X2 personnel.

The specialty training standard also seems to adequately cover the types of tasks performed by members of the career ladder. However, the subparagraphs dealing with the escape hatch system and the module system require training to a proficiency level (1b) which may not be justified by the relatively small percent members performing.

Despite this problem, the survey data indicate that the overall training program for 423X2 personnel seems to be well received. This finding is supported by the responses from career field incumbents in that 85 percent of the 423X2 survey respondents reported positively on the utilization of their training. This percentage is higher than the norm (79 percent) for respondents in 20 career ladders surveyed in 1976.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP057 - SUPERVISORY PERSONNEL

NUMBER IN GROUP: 157

PERCENT OF SAMPLE: 20%

MAJOR COMMAND DISTRIBUTION: SAC (31%), TAC (27%), ATC (13%), USAFE (12%), ADCOM (10%), PACAF (3%), OTHER (4%)

LOCATION: CONUS (80%), OVERSEAS (18%), NO REPLY (2%)

DAFSC DISTRIBUTION: 42352 (8%), 42372 (43%), 42396 (46%), NO REPLY (3%)

AVERAGE GRADE: 6.7

AVERAGE TIME IN CAREER FIELD: 173 MONTHS

AVERAGE TIME IN SERVICE: 207 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 1%

AMOUNT OF SUPERVISION: 90 PERCENT SUPERVISE AN AVERAGE OF EIGHT SUBORDINATES

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (8%), INTERESTING (73%), NO REPLY (11%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(8%)
FAIRLY WELL OR BETTER	(85%)
NO REPLY	(7%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(7%)
FAIRLY WELL OR BETTER	(85%)
NO REPLY	(8%)

AVERAGE NUMBER OF TASKS PERFORMED: 120

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
E PREPARING FORMS, RECORDS, OR REPORTS	25
A PLANNING AND ORGANIZING	16
B DIRECTING AND IMPLEMENTING	12
I MAINTAINING EJECTION SEAT SYSTEMS	12
C EVALUATING	11
D TRAINING	9

GROUP DIFFERENTIATING TASKS:

TASKS	
C12	EVALUATE WORK PERFORMANCE OF SUBORDINATES
B5	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS
B20	SUPERVISE MILITARY PERSONNEL WITH AFSC OTHER THAN 422X2 (NEW AFSC 423X2)
B14	INTERPRET MAINTENANCE POLICIES, PROCEDURES, OR DIRECTIVES
C11	EVALUATE USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES

GROUP ID NUMBER AND TITLE: GRP071 - FIELD MAINTENANCE SQUADRON BRANCH CHIEFS

NUMBER IN GROUP: 76

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: TAC (30%), SAC (26%), ATC (13%), USAFE (9%), ADCOM (8%), USAFE (5%), OTHERS (9%)

LOCATION: CONUS (79%), OVERSEAS (20%), NO REPLY (1%)

DAFSC DISTRIBUTION: 42352 (2%), 42372 (8%), 42396 (86%), NO REPLY (4%)

AVERAGE GRADE: 7.5

AVERAGE TIME IN CAREER FIELD: 220 MONTHS

AVERAGE TIME IN SERVICE: 247 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 96 PERCENT SUPERVISE AN AVERAGE OF NINE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (0%), INTERESTING (80%), NO REPLY (15%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(5%)
FAIRLY WELL OR BETTER	(83%)
NO REPLY	(12%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(7%)
FAIRLY WELL OR BETTER	(82%)
NO REPLY	(11%)

AVERAGE NUMBER OF TASKS PERFORMED: 81

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
E PREPARING FORMS, RECORDS, OR REPORTS	31
A PLANNING AND ORGANIZING	22
B DIRECTING AND IMPLEMENTING	16
C EVALUATING	14

GROUP DIFFERENTIATING TASKS:

TASKS

B8 DRAFT OR EDIT CORRESPONDENCE
B5 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS
A3 ASSIGN PERSONNEL TO DUTY POSITIONS
B20 SUPERVISE MILITARY PERSONNEL WITH AFSC OTHER THAN 422X2 (NEW AFSC 423X2)
B14 INTERPRET MAINTENANCE POLICIES, PROCEDURES, OR DIRECTIVES

GROUP ID NUMBER AND TITLE: GRP101 - EGRESS SHOP NCOIC's AND ASSISTANT NCOIC's

NUMBER IN GROUP: 77

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: SAC (36%), TAC (26%), USAFE (14%), ADCOM (12%), ATC (10%), PACAF (2%)

LOCATION: CONUS (82%), OVERSEAS (17%), NO REPLY (1%)

DAFSC DISTRIBUTION: 42352 (12%), 42372 (78%), 42396 (9%), NO REPLY (1%)

AVERAGE GRADE: 6.0

AVERAGE TIME IN CAREER FIELD: 132 MONTHS

AVERAGE TIME IN SERVICE: 173 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 3%

AMOUNT OF SUPERVISION: 87 PERCENT SUPERVISE AN AVERAGE OF SIX SUBORDINATES

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (16%), INTERESTING (63%), NO REPLY (9%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(9%)
FAIRLY WELL OR BETTER	(88%)
NO REPLY	(3%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(7%)
FAIRLY WELL OR BETTER	(88%)
NO REPLY	(5%)

AVERAGE NUMBER OF TASKS PERFORMED: 158

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	23
E PREPARING FORMS, RECORDS, OR REPORTS	20
A PLANNING AND ORGANIZING	11
B DIRECTING AND IMPLEMENTING	9
D TRAINING	8
C EVALUATING	8

GROUP DIFFERENTIATING TASKS:

TASKS	
F6	PERFORM QUALITY INSPECTIONS ON EGRESS SYSTEMS MAINTENANCE
C12	EVALUATE WORK PERFORMANCE OF SUBORDINATES
D10	DEMONSTRATE MAINTENANCE METHODS OR PROCEDURES
C13	PREPARE AIRMAN PERFORMANCE REPORTS
B3	CONTROL HANDLING, SEGREGATION, OR STORAGE OF CARTRIDGE-ACTIVATED DEVICES

GROUP ID NUMBER AND TITLE: GRP048 - F-4 EGRESS SYSTEM REPAIRMEN

NUMBER IN GROUP: 402

PERCENT OF SAMPLE: 50%

MAJOR COMMAND DISTRIBUTION: TAC (46%), USAFE (33%), PACAF (12%), AAC (2%), OTHER (7%)

LOCATION: CONUS (50%), OVERSEAS (50%)

DAFSC DISTRIBUTION: 42332 (8%), 42352 (67%), 42372 (22%), NO REPLY (3%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 53 MONTHS

AVERAGE TIME IN SERVICE: 64 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 56%

AMOUNT OF SUPERVISION: 38 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (27%), SO-SO (21%), INTERESTING (45%), NO REPLY (7%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(38%)
FAIRLY WELL OR BETTER	(59%)
NO REPLY	(3%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(12%)
FAIRLY WELL OR BETTER	(85%)
NO REPLY	(3%)

AVERAGE NUMBER OF TASKS PERFORMED: 135

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	52
H MAINTAINING CANOPY SYSTEMS	23
E PREPARING FORMS, RECORDS, OR REPORTS	7
G MAINTAINING AIRCREW EGRESS SYSTEMS	6

GROUP DIFFERENTIATING TASKS:

TASKS

I60 REMOVE OR INSTALL EJECTION SEAT BUCKETS
I81 REMOVE OR INSTALL EJECTION SEAT SURVIVAL KITS
I28 INSPECT EJECTION SEAT MAIN BEAMS
I36 INSPECT EJECTION SEAT TIME RELEASE MECHANISMS (TRM)
H50 REMOVE OR INSTALL AIRCRAFT CANOPY PRESSURE OPERATED VALVES

GROUP ID NUMBER AND TITLE: GRP415 - NCOIC's AND ASSISTANT NCOIC's, F-4 EGRESS SHOPS

NUMBER IN GROUP: 51

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: USAFE (49%), TAC (39%), PACAF (10%), OTHER (2%)

LOCATION: CONUS (39%), OVERSEAS (59%), NO REPLY (2%)

DAFSC DISTRIBUTION: 42352 (27%), 42372 (69%), 42396 (2%), NO REPLY (2%)

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 114 MONTHS

AVERAGE TIME IN SERVICE: 139 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 10%

AMOUNT OF SUPERVISION: 82 PERCENT SUPERVISE AN AVERAGE OF SEVEN SUBORDINATES

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (12%), INTERESTING (66%), NO REPLY (4%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(14%)
FAIRLY WELL OR BETTER	(84%)
NO REPLY	(2%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(6%)
FAIRLY WELL OR BETTER	(90%)
NO REPLY	(4%)

AVERAGE NUMBER OF TASKS PERFORMED: 223

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	32
H MAINTAINING CANOPY SYSTEMS	19
E PREPARING FORMS, RECORDS, OR REPORTS	14
A PLANNING AND ORGANIZING	7
B DIRECTING AND IMPLEMENTING	7
G MAINTAINING AIRCREW EGRESS SYSTEMS	6

GROUP DIFFERENTIATING TASKS:

TASKS	
G11	PERFORM EGRESS SYSTEM FINAL INSPECTIONS
B5	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS
B10	IMPLEMENT SECTION EXPLOSIVE SAFETY PROGRAMS
B18	SUPERVISE AIRCREW EGRESS SYSTEMS REPAIR TECHNICIANS (42272) (NEW AFSC 42372)
C2	DETERMINE ADEQUACY OF MAINTENANCE INSPECTIONS

GROUP ID NUMBER AND TITLE: GRP404 - F-4/F-111 AIRCREW EGRESS MECHANICS

NUMBER IN GROUP: 9

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (56%), AFSC (22%), PACAF (11%), USAFE (11%)

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

DAFSC DISTRIBUTION: 42352 (89%), NO REPLY (11%)

AVERAGE GRADE: 3.8

AVERAGE TIME IN CAREER FIELD: 40 MONTHS

AVERAGE TIME IN SERVICE: 42 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 78%

AMOUNT OF SUPERVISION: 44 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (45%), INTERESTING (22%), NO REPLY (22%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	(45%)
	FAIRLY WELL OR BETTER	(33%)
	NO REPLY	(22%)
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	(0%)
	FAIRLY WELL OR BETTER	(89%)
	NO REPLY	(11%)

AVERAGE NUMBER OF TASKS PERFORMED: 204

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	41
H MAINTAINING CANOPY SYSTEMS	22
K MAINTAINING MODULE OR ADVANCED EGRESS SYSTEMS	16
E PREPARING FORMS, RECORDS, OR REPORTS	6

GROUP DIFFERENTIATING TASKS:

TASKS	
I60	REMOVE OR INSTALL EJECTION SEAT BUCKETS
I21	INSPECT EJECTION SEAT EMERGENCY OXYGEN BOTTLES
H22	INSPECT AIRCRAFT CANOPY SHUTTLE VALVES
K12	INSPECT EXPLOSIVE PANELS, PYROTECHNIC PANELS, OR ACCESS COVERS
K34	REMOVE OR INSTALL MODULE FLSC

GROUP ID NUMBER AND TITLE: GRP175 - F-4 EGRESS SYSTEM MECHANICS

NUMBER IN GROUP: 238

PERCENT OF SAMPLE: 30%

MAJOR COMMAND DISTRIBUTION: TAC (49%), USAFE (31%), PACAF (14%), AAC (3), OTHERS (3%)

LOCATION: CONUS (48%), OVERSEAS (50%), NO REPLY (2%)

DAFSC DISTRIBUTION: 42332 (8%), 42352 (74%), 42372 (16%), NO REPLY (2%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 45 MONTHS

AVERAGE TIME IN SERVICE: 55 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 69%

AMOUNT OF SUPERVISION: 34 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (29%), SO-SO (23%), INTERESTING (41%), NO REPLY (7%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(38%)
FAIRLY WELL OR BETTER	(59%)
NO REPLY	(3%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(12%)
FAIRLY WELL OR BETTER	(85%)
NO REPLY	(3%)

AVERAGE NUMBER OF TASKS PERFORMED: 130

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	54
H MAINTAINING CANOPY SYSTEMS	25
G MAINTAINING AIRCREW EGRESS SYSTEMS	6

GROUP DIFFERENTIATING TASKS:

TASKS	
I60	REMOVE OR INSTALL EJECTION SEAT BUCKETS
I10	ADJUST OR ALIGN INERTIAL REELS, LINKAGES, OR CONTROLS
H44	REMOVE OR INSTALL AIRCRAFT CANOPY DUMP VALVES
H22	INSPECT AIRCRAFT CANOPY SHUTTLE VALVES
I23	INSPECT EJECTION SEAT GUILLOTINES

GROUP ID NUMBER AND TITLE: GRP153 - F-4 EGRESS SYSTEM FIRST LINE SUPERVISORS

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: USAFE (60%), TAC (30%), PACAF (10%)

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

DAFSC DISTRIBUTION: 42352 (70%), 42372 (30%)

AVERAGE GRADE: 5.0

AVERAGE TIME IN CAREER FIELD: 76 MONTHS

AVERAGE TIME IN SERVICE: 94 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: DULL (30%), SO-SO (30%), INTERESTING (40%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (40%)
FAIRLY WELL OR BETTER (60%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (20%)
FAIRLY WELL OR BETTER (80%)

AVERAGE NUMBER OF TASKS PERFORMED: 111

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	44
H MAINTAINING CANOPY SYSTEMS	16
E PREPARING FORMS, RECORDS, OR REPORTS	12
G MAINTAINING AIRCREW EGRESS SYSTEMS	8
B DIRECTING AND IMPLEMENTING	6

GROUP DIFFERENTIATING TASKS:

TASKS

G11 PERFORM EGRESS SYSTEM FINAL INSPECTIONS
F6 PERFORM QUALITY INSPECTIONS ON EGRESS SYSTEMS MAINTENANCE
B17 SUPERVISE AIRCREW EGRESS SYSTEMS MECHANICS (42252) (NEW AFSC 42352)
G13 PERFORM TEAM CHIEF DUTIES ON EGRESS SYSTEMS MAINTENANCE
E32 INITIATE OR REVIEW UNSERVICEABLE (REPARABLE) TAG MATERIAL FORMS (DD FORM 1577-2)

GROUP ID NUMBER AND TITLE: GRP092 - F-4 EGRESS SYSTEM SPECIALISTS

NUMBER IN GROUP: 67

PERCENT OF SAMPLE: 9%

MAJOR COMMAND DISTRIBUTION: TAC (60%), USAFE (28%), PACAF (6%), ATC (2%), AFSC (1%), NO REPLY (3%)

LOCATION: CONUS (60%), OVERSEAS (39%), NO REPLY (1%)

DAFSC DISTRIBUTION: 42332 (18%), 42352 (78%), NO REPLY (4%)

AVERAGE GRADE: 3.1

AVERAGE TIME IN CAREER FIELD: 24 MONTHS

AVERAGE TIME IN SERVICE: 27 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 90%

AMOUNT OF SUPERVISION: 5 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (31%), SO-SO (19%), INTERESTING (42%), NO REPLY (8%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(54%)
FAIRLY WELL OR BETTER	(44%)
NO REPLY	(2%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(16%)
FAIRLY WELL OR BETTER	(82%)
NO REPLY	(2%)

AVERAGE NUMBER OF TASKS PERFORMED: 67

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTIONS SEAT SYSTEMS	71
H MAINTAINING CANOPY SYSTEMS	18

GROUP DIFFERENTIATING TASKS:

TASKS

I73 REMOVE OR INSTALL EJECTION SEAT MAIN BEAMS
I61 REMOVE OR INSTALL EJECTION SEAT CATAPULT GUNS
I71 REMOVE OR INSTALL EJECTION SEAT LAP BELTS
I60 REMOVE OR INSTALL EJECTION SEAT BUCKETS
I2 ARM OR DISARM EJECTION SEATS

GROUP ID NUMBER AND TITLE: GRP078 - B-52 EGRESS SYSTEM REPAIRMEN

NUMBER IN GROUP: 20

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: SAC (90%), ATC (10%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 42352 (75%), 42372 (20%), NO REPLY (5%)

AVERAGE GRADE: 4.1

AVERAGE TIME IN CAREER FIELD: 58 MONTHS

AVERAGE TIME IN SERVICE: 74 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 55%

AMOUNT OF SUPERVISION: 15 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (30%), SO-SO (10%), INTERESTING (45%), NO REPLY (15%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(25%)
FAIRLY WELL OR BETTER	(70%)
NO REPLY	(5%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(15%)
FAIRLY WELL OR BETTER	(80%)
NO REPLY	(5%)

AVERAGE NUMBER OF TASKS PERFORMED: 76

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	51
J MAINTAINING HATCH EJECTION SYSTEMS	18
G MAINTAINING AIRCREW EGRESS SYSTEMS	10
E PREPARING FORMS, RECORDS, OR REPORTS	8

GROUP DIFFERENTIATING TASKS:

TASKS	
J16	REMOVE OR REPLACE ESCAPE HATCHES
J13	PERFORM OPERATIONAL CHECKS OF ESCAPE HATCH SYSTEMS
J15	REMOVE OR REPLACE ESCAPE HATCH BALLISTIC COMPONENTS
I77	REMOVE OR INSTALL EJECTION SEATS
I42	PERFORM OPERATIONAL CHECKS OF DOWNWARD EJECTION SEATS

GROUP ID NUMBER AND TITLE: GRP081 - T-33, T-37, T-38, F-106 EGRESS SYSTEMS REPAIRMEN

NUMBER IN GROUP: 76

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: ATC (54%), ADCOM (33%), SAC (7%), TAC (4%), AAC (2%)

LOCATION: CONUS (97%), OVERSEAS (3%)

DAFSC DISTRIBUTION: 42332 (8%), 42352 (74%), 42372 (17%), 42396 (1%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 45 MONTHS

AVERAGE TIME IN SERVICE: 59 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 63%

AMOUNT OF SUPERVISION: 28 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (21%), INTERESTING (56%), NO REPLY (5%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	(25%)
	FAIRLY WELL OR BETTER	(72%)
	NO REPLY	(3%)
PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	(7%)
	FAIRLY WELL OR BETTER	(92%)
	NO REPLY	(1%)

AVERAGE NUMBER OF TASKS PERFORMED: 79

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	49
H MAINTAINING CANOPY SYSTEMS	20
E PREPARING FORMS, RECORDS, OR REPORTS	11
G MAINTAINING AIRCREW EGRESS SYSTEMS	7

GROUP DIFFERENTIATING TASKS:

TASKS	
I78	REMOVE OR INSTALL EJECTION SEAT ROTARY ACTUATORS
I79	REMOVE OR INSTALL EJECTION SEAT SHOULDER HARNESSES
I69	REMOVE OR INSTALL EJECTION SEAT HEADRESTS
I24	INSPECT EJECTION SEAT HEADRESTS
I31	INSPECT EJECTION SEAT ROTARY ACTUATORS

GROUP ID NUMBER AND TITLE: GRP130 - T-33, T-37, T-38, F-106 EGRESS SHOP FIRST-LEVEL SUPERVISORS

NUMBER IN GROUP: 18

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ADCOM (39%), ATC (39%), AAC (11%), SAC (11%)

LOCATION: CONUS (89%), OVERSEAS (11%)

DAFSC DISTRIBUTION: 42332 (6%), 42352 (44%), 42372 (44%), 42396 (6%)

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 82 MONTHS

AVERAGE TIME IN SERVICE: 111 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 17%

AMOUNT OF SUPERVISION: 61 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (22%), INTERESTING (56%), NO REPLY (11%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(17%)
FAIRLY WELL OR BETTER	(77%)
NO REPLY	(6%)

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL OR BETTER	(94%)
NO REPLY	(6%)

AVERAGE NUMBER OF TASKS PERFORMED: 117

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	34
H MAINTAINING CANOPY SYSTEMS	17
E PREPARING FORMS, RECORDS, OR REPORTS	14
G MAINTAINING AIRCREW EGRESS SYSTEMS	8
B DIRECTING AND IMPLEMENTING	7
A PLANNING AND ORGANIZING	6

GROUP DIFFERENTIATING TASKS:

TASKS	
I56	PERFORM TCTO MODIFICATIONS TO EJECTION SEAT SYSTEMS
I78	REMOVE OR INSTALL EJECTION SEAT ROTARY ACTUATORS
B3	CONTROL HANDLING, SEGREGATION, OR STORAGE OF CARTRIDGE-ACTIVATED DEVICES
G13	PERFORM TEAM CHIEF DUTIES ON EGRESS SYSTEMS MAINTENANCE
F6	PERFORM QUALITY INSPECTIONS ON EGRESS SYSTEMS MAINTENANCE

GROUP ID NUMBER AND TITLE: GRP234 - T-33, F-106 FIRST-LEVEL SUPERVISORS

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ADCOM (40%), SAC (40%), ATC (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 42352 (60%), 42372 (40%)

AVERAGE GRADE: 4.6

AVERAGE TIME IN CAREER FIELD: 85 MONTHS

AVERAGE TIME IN SERVICE: 128 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AMOUNT OF SUPERVISION: 40 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (60%), INTERESTING (40%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (60%)
FAIRLY WELL OR BETTER (40%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (40%)
FAIRLY WELL OR BETTER (60%)

AVERAGE NUMBER OF TASKS PERFORMED: 98

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	44
H MAINTAINING CANOPY SYSTEMS	16
E PREPARING FORMS, RECORDS, OR REPORTS	12
G MAINTAINING AIRCREW EGRESS SYSTEMS	8
B DIRECTING AND IMPLEMENTING	6

GROUP DIFFERENTIATING TASKS:

TASKS

I2 ARM OR DISARM EJECTION SEATS
I31 INSPECT EJECTION SEAT ROTARY ACTUATORS
A26 SCHEDULE WORK ON EGRESS SYSTEMS
F6 PERFORM QUALITY INSPECTIONS ON EGRESS SYSTEMS MAINTENANCE
B17 SUPERVISE AIRCREW EGRESS SYSTEMS MECHANICS 42252 (NEW AFSC 42352)

GROUP ID NUMBER AND TITLE: GRP239 - T-37, T-38 EGRESS SYSTEMS REPAIRMEN

NUMBER IN GROUP: 27

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: ATC (70%), ADCOM (15%), TAC (11%), SAC (4%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 42332 (4%), 42352 (92%), 42372 (4%)

AVERAGE GRADE: 3.3

AVERAGE TIME IN CAREER FIELD: 25 MONTHS

AVERAGE TIME IN SERVICE: 34 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 78%

AMOUNT OF SUPERVISION: 22 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (26%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (19%)
FAIRLY WELL OR BETTER (81%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (7%)
FAIRLY WELL OR BETTER (93%)

AVERAGE NUMBER OF TASKS PERFORMED: 74

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	55
H MAINTAINING CANOPY SYSTEMS	22
E PREPARING FORMS, RECORDS, OR REPORTS	10

GROUP DIFFERENTIATING TASKS:

TASKS

I58 REMOVE OR INSTALL EJECTION SEAT ACTUATORS
I31 INSPECT EJECTION SEAT ROTARY ACTUATORS
I24 INSPECT EJECTION SEAT HEADRESTS
H45 REMOVE OR INSTALL AIRCRAFT CANOPY EXTERNAL OR INTERNAL JETTISON CONTROLS
I33 INSPECT EJECTION SEAT SHOULDER HARNESSES

GROUP ID NUMBER AND TITLE: GRP111 - T-33, T-37, T-38, F-106 EGRESS SYSTEMS MECHANICS

NUMBER IN GROUP: 17

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ADCOM (59%), ATC (41%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 42332 (18%), 42352 (82%)

AVERAGE GRADE: 3.4

AVERAGE TIME IN CAREER FIELD: 21 MONTHS

AVERAGE TIME IN SERVICE: 24 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 100%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (29%), SO-SO (24%), INTERESTING (35%), NO REPLY (12%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(35%)
FAIRLY WELL OR BETTER	(59%)
NO REPLY	(6%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(6%)
FAIRLY WELL OR BETTER	(94%)

AVERAGE NUMBER OF TASKS PERFORMED: 45

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	61
H MAINTAINING CANOPY SYSTEMS	21
G MAINTAINING AIRCREW EGRESS SYSTEMS	8

GROUP DIFFERENTIATING TASKS:

TASKS	
I25	INSPECT EJECTION SEAT LAP BELTS
I24	INSPECT EJECTION SEAT HEADRESTS
I79	REMOVE OR INSTALL EJECTION SEAT SHOULDER HARNESSES
I78	REMOVE OR INSTALL EJECTION SEAT ROTARY ACTUATORS
I11	CLEAN OR LUBRICATE SEAT SYSTEMS

GROUP ID NUMBER AND TITLE: GRP108 - A-7, A-10 EGRESS SYSTEMS REPAIRMEN

NUMBER IN GROUP: 20

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: TAC (90%), ADCOM (10%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 42332 (10%), 42352 (90%)

AVERAGE GRADE: 3.2

AVERAGE TIME IN CAREER FIELD: 23 MONTHS

AVERAGE TIME IN SERVICE: 26 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 95%

AMOUNT OF SUPERVISION: 10 PERCENT SUPERVISE AN AVERAGE OF ONE PERSON

EXPRESSED JOB INTEREST: SO-SO (30%), INTERESTING (65%), NO REPLY (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (30%)
FAIRLY WELL OR BETTER (70%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL OR BETTER (90%)
NO REPLY (10%)

AVERAGE NUMBER OF TASKS PERFORMED: 67

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	60
H MAINTAINING CANOPY SYSTEMS	13
E PREPARING FORMS, RECORDS, OR REPORTS	8
G MAINTAINING AIRCREW EGRESS SYSTEMS	8

GROUP DIFFERENTIATING TASKS:

TASKS

I39 INSPECT SEAT/MAN SEPARATION BLADDERS
I87 WEIGH ESCAPE SYSTEM NITROGEN BOTTLES
I85 REMOVE OR INSTALL SEAT/MAN SEPARATION BLADDERS
I83 REMOVE OR INSTALL ESCAPE SYSTEM NITROGEN BOTTLES
I20 INSPECT EJECTION SEAT EMERGENCY HARNESS RELEASE MECHANISMS

GROUP ID NUMBER AND TITLE: GRP050 - F-4 EGRESS SYSTEM INSPECTORS

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (60%), USAFE (40%)

LOCATION: CONUS (60%), OVERSEAS (20%), NO REPLY (20%)

DAFSC DISTRIBUTION: 42332 (40%), 42352 (20%), 42372 (20%), NO REPLY (20%)

AVERAGE GRADE: 3.2

AVERAGE TIME IN CAREER FIELD: 32 MONTHS

AVERAGE TIME IN SERVICE: 42 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 80%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (40%), INTERESTING (40%), NO REPLY (20%)

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL	(60%)
FAIRLY WELL OR BETTER	(40%)

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL	(40%)
FAIRLY WELL OR BETTER	(40%)
NO REPLY	(20%)

AVERAGE NUMBER OF TASKS PERFORMED: 43

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	64
H MAINTAINING CANOPY SYSTEMS	13
G MAINTAINING AIRCREW EGRESS SYSTEMS	8

GROUP DIFFERENTIATING TASKS:

TASKS	
I15	INSPECT EJECTION SEAT BUCKETS
D5	ATTEND TRAINING CLASSES
I23	INSPECT EJECTION SEAT GUILLOTINES
I20	INSPECT EJECTION SEAT EMERGENCY HARNESS RELEASE MECHANISMS
I21	INSPECT EJECTION SEAT EMERGENCY OXYGEN BOTTLES

GROUP ID NUMBER AND TITLE: GRP054 - F-15, OV-10 EGRESS SYSTEMS REPAIRMEN

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (75%), USAFE (25%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 42332 (13%), 42352 (87%)

AVERAGE GRADE: 3.6

AVERAGE TIME IN CAREER FIELD: 44 MONTHS

AVERAGE TIME IN SERVICE: 55 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 63%

AMOUNT OF SUPERVISION: 13 PERCENT SUPERVISE AN AVERAGE OF ONE PERSON

EXPRESSED JOB INTEREST: DULL (25%), SO-SO (13%), INTERESTING (62%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (50%)
FAIRLY WELL OR BETTER (50%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (13%)
FAIRLY WELL OR BETTER (87%)

AVERAGE NUMBER OF TASKS PERFORMED: 36

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	73
E PREPARING FORMS, RECORDS, OR REPORTS	7
G MAINTAINING AIRCREW EGRESS SYSTEMS	7

GROUP DIFFERENTIATING TASKS:

TASKS

I35 INSPECT EJECTION SEAT SURVIVAL KITS
I59 REMOVE OR INSTALL EJECTION SEAT AIRCREW PERSONNEL PARACHUTES
I81 REMOVE OR INSTALL EJECTION SEAT SURVIVAL KITS
I39 INSPECT SEAT/MAN SEPARATION BLADDERS
B12 IMPLEMENT TOOL KIT ACCOUNTABILITY OR INVENTORY POLICIES FOR DISARM KITS OR SEAT REMOVAL KITS

GROUP ID NUMBER AND TITLE: GRP059 - F-4 EGRESS SYSTEM FLIGHTLINE SPECIALISTS

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (43%), USAFE (43%), PACAF (14%)

LOCATION: CONUS (29%), OVERSEAS (71%)

DAFSC DISTRIBUTION: 42332 (57%), 42352 (43%)

AVERAGE GRADE: 2.9

AVERAGE TIME IN CAREER FIELD: 11 MONTHS

AVERAGE TIME IN SERVICE: 39 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 86%

AMOUNT OF SUPERVISION: 14 PERCENT SUPERVISE AN AVERAGE OF ONE PERSON

EXPRESSED JOB INTEREST: SO-SO (29%), INTERESTING (71%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (29%)
FAIRLY WELL OR BETTER (71%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (14%)
FAIRLY WELL OR BETTER (86%)

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
I MAINTAINING EJECTION SEAT SYSTEMS	84
G MAINTAINING AIRCREW EGRESS SYSTEMS	5

GROUP DIFFERENTIATING TASKS:

TASKS

I60 REMOVE OR INSTALL EJECTION SEAT BUCKETS
I73 REMOVE OR INSTALL EJECTION SEAT MAIN BEAMS
I11 CLEAN OR LUBRICATE SEAT SYSTEMS
I71 REMOVE OR INSTALL EJECTION SEAT LAP BELTS
I52 PERFORM OPERATIONAL CHECKS OF SEAT INERTIAL REELS

GROUP ID NUMBER AND TITLE: GRP087 - F-111 EGRESS SYSTEM REPAIRMEN

NUMBER IN GROUP: 31

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: TAC (61%), USAFE (29%), SAC (10%)

LOCATION: CONUS (68%), OVERSEAS (32%)

DAFSC DISTRIBUTION: 42332 (3%), 42352 (77%), 42372 (13%), NO REPLY (7%)

AVERAGE GRADE: 3.7

AVERAGE TIME IN CAREER FIELD: 41 MONTHS

AVERAGE TIME IN SERVICE: 47 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 58%

AMOUNT OF SUPERVISION: 45 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (42%), SO-SO (23%), INTERESTING (32%), NO REPLY (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (52%)
FAIRLY WELL OR BETTER (48%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (23%)
FAIRLY WELL OR BETTER (77%)

AVERAGE NUMBER OF TASKS PERFORMED: 77

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
K MAINTAINING MODULE OR ADVANCED EGRESS SYSTEMS	54
E PREPARING FORMS, RECORDS, OR REPORTS	17
I MAINTAINING EJECTION SEAT SYSTEMS	6
A PLANNING AND ORGANIZING	4
B DIRECTING AND IMPLEMENTING	4
G MAINTAINING AIRCREW EGRESS SYSTEMS	4

GROUP DIFFERENTIATING TASKS:

TASKS

K24 REMOVE OR INSTALL CREW MODULE URT-27 OR URT-33 RADIO BEACONS
K45 REMOVE OR INSTALL MODULE SEATS
K28 REMOVE OR INSTALL MODULE BILGE PUMPS
K17 INSPECT SHIELDED MILD DETONATING CORDS (SMDC)
K41 REMOVE OR INSTALL PYROTECHNIC PANELS

GROUP ID NUMBER AND TITLE: GRP128 - F-111 EGRESS SYSTEM FIRST-LINE SUPERVISORS

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (39%), USAFE (39%), SAC (22%)

LOCATION: CONUS (62%), OVERSEAS (38%)

DAFSC DISTRIBUTION: 42352 (69%), 42372 (31%)

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 60 MONTHS

AVERAGE TIME IN SERVICE: 69 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 30%

AMOUNT OF SUPERVISION: 77 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (23%), SO-SO (15%), INTERESTING (54%), NO REPLY (8%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (31%)
FAIRLY WELL OR BETTER (69%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (15%)
FAIRLY WELL OR BETTER (85%)

AVERAGE NUMBER OF TASKS PERFORMED: 110

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
K MAINTAINING MODULE OR ADVANCED EGRESS SYSTEMS	39
E PREPARING FORMS, RECORDS, OR REPORTS	22
A PLANNING AND ORGANIZING	7
B DIRECTING AND IMPLEMENTING	7
D TRAINING	6
G MAINTAINING AIRCREW EGRESS SYSTEMS	5
F INSPECTING AND PERFORMING QUALITY CONTROL	5

GROUP DIFFERENTIATING TASKS:

TASKS

K18 LEAK-TEST CREW MODULE FLOTATION SYSTEMS
K42 REMOVE OR INSTALL PYROTECHNIC TIME DELAYS
K39 REMOVE OR INSTALL NITROGEN FLOTATION BOTTLES
B5 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS
A2 ADVISE MAINTENANCE OFFICER OR BRANCH CHIEF ON EGRESS SYSTEMS MAINTENANCE

GROUP ID NUMBER AND TITLE: GRP198 - F-111 EGRESS SYSTEM MECHANICS

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (85%), USAFE (15%)

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

DAFSC DISTRIBUTION: 42352 (85%), NO REPLY (15%)

AVERAGE GRADE: 3.5

AVERAGE TIME IN CAREER FIELD: 29 MONTHS

AVERAGE TIME IN SERVICE: 33 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 85%

AMOUNT OF SUPERVISION: 31 PERCENT SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (62%), SO-SO (23%), INTERESTING (15%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (69%)
FAIRLY WELL OR BETTER (31%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (23%)
FAIRLY WELL OR BETTER (77%)

AVERAGE NUMBER OF TASKS PERFORMED: 54

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
K MAINTAINING MODULE OR ADVANCED EGRESS SYSTEMS	70
E PREPARING FORMS, RECORDS, OR REPORTS	14
I MAINTAINING EJECTION SEAT SYSTEMS	5

GROUP DIFFERENTIATING TASKS:

TASKS

K24 REMOVE OR INSTALL CREW MODULE URT-27 OR URT-33 RADIO BEACONS
K51 REMOVE OR INSTALL SMDC
K12 INSPECT EXPLOSIVE PANELS, PYROTECHNIC PANELS, OR ACCESS COVERS
K28 REMOVE OR INSTALL MODULE BILGE PUMPS
K20 PERFORM OPERATIONAL CHECKS OF MODULE HATCHES

GROUP ID NUMBER AND TITLE: GRP021 - TRAINING INSTRUCTORS

NUMBER IN GROUP: 14

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ATC (93%), USAF SO (7%)

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

DAFSC DISTRIBUTION: 42352 (14%), 42372 (72%), NO REPLY (14%)

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 97 MONTHS

AVERAGE TIME IN SERVICE: 127 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 21%

AMOUNT OF SUPERVISION: 7 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: INTERESTING (86%), NO REPLY (14%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL OR BETTER (93%)
NO REPLY (7%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL OR BETTER (86%)
NO REPLY (14%)

AVERAGE NUMBER OF TASKS PERFORMED: 28

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
D TRAINING	56
E PREPARING FORMS, RECORDS, OR REPORTS	11
A PLANNING AND ORGANIZING	7
H MAINTAINING CANOPY SYSTEMS	6
B DIRECTING AND IMPLEMENTING	6

GROUP DIFFERENTIATING TASKS:

TASKS	
D12	DEVELOP OR UPDATE TRAINING AIDS
D1	ADMINISTER OR SCORE TESTS
D20	WRITE OR REVISE TRAINING MATERIALS
D9	COUNSEL INDIVIDUALS ON TRAINING PROGRESS
D6	CONDUCT EGRESS SYSTEM COCKPIT FAMILARIZATION TRAINING