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HELICOPTER MAINTENANCE CAREER LADDER AFSCS 43130C/D, 43150C/D, --ETC(U)
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① OCCUPATIONAL SURVEY REPORT. ②

(Final)
May-Aug '77



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HELICOPTER MAINTENANCE CAREER LADDER
AFSCs 43130C/D, 43150C/D, 43170C/D, and 43191.

④ AFPT-90-431-288
⑤ 30 NOV 1977

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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⑩ Harold T. / Welch, III

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Helicopter Maintenance Career Ladder, AFSCs 43130C/D, 43150C/D, 43170C/D, and 43191. The project was directed by USAF Program Technical Training, Volume 2, dated February 1977. 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 1Lt Helen E. Campbell, Inventory Development Specialist. Capt Harold T. Welch, III, 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.

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

This report has been reviewed and is approved.

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SUMMARY OF RESULTS

1. Survey Coverage: The Helicopter Maintenance job inventory was administered during the period May through August 1977. Survey results are based on responses from 79 percent of the personnel assigned to the Helicopter Mechanic career ladder (AFSC 431X0). Respondents included 53 percent AFSC 431X0C personnel, 37 percent 431X0D personnel, and ten percent all 43191 incumbents.

2. Career Ladder Structure: Eighty-eight percent of the survey respondents comprised five major groups. These groups were identified as:

- I. Flight Mechanics (GRP048)
- II. Flight Line Maintenance, H-1 (GRP181)
- III. Flight Line Maintenance, CH-3/HH-3 (GRP087)
- IV. Flight Line Maintenance, HH-53/CH-53 (GRP130)
- V. Supervisory and Support Functions (13 Groups)

The three flightline maintenance groups (GRP181, GRP087, GRP130) appear to be very similar jobs, differing primarily by aircraft.

3. DAFSC Differences: The 5-skill level incumbents were found to spend most of their time performing maintenance tasks. At the 7-skill level, there is an increased time spent on supervisory responsibilities, with many of these incumbents serving as first-line supervisors. As first-line supervisors, incumbents continue to spend a large part of their time performing maintenance tasks but the tasks are more often inspecting and troubleshooting and less servicing or removing and installing. At the 9-skill level, supervisory and managerial duties take up over 85 percent of the time on the job. Very little time is spent on technical tasks dealing with helicopter components or support equipment.

4. AFR 39-1 Evaluation: The job description of AFR 39-1 was found to be sufficiently broad to reflect a realistic picture of the jobs performed by personnel in the career field. Minor changes are recommended for consideration during the next change to AFR 39-1.

5. Task Difficulty: Tasks associated with the H-53 helicopter were rated at the highest difficulty level. Tasks associated with H-1 were of lower difficulty.

6. Job Satisfaction: Responses from incumbents in the career field were very similar to those of 26 career fields sampled in 1976. Job satisfaction and perceived utilization of talents and training were higher for the first enlistment incumbents than the 1976 general average.

7. Comparison to Previous Survey. The career field has remained moderately stable since the last Occupational Survey Report in December 1973. The B-shredout has been dropped due to the elimination of the HH-43 from the Air Force inventory.

OCCUPATIONAL SURVEY REPORT
HELICOPTER MAINTENANCE CAREER LADDER
AFSCs 43130C/D, 43150C/D, 43170C/D, 43191

INTRODUCTION

This is a report of an occupational survey of the Helicopter Maintenance career ladder (AFSCs 43130C/D, 43150C/D, 43170C/D, and 43191) which was completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in November 1977. The previous occupational survey of this career ladder was published during December 1973.

The Helicopter Maintenance Career Ladder has remained moderately stable over the years since the last occupational survey. The major classification change which has occurred since that time was the dropping of the B shredout, which was airmen assigned to helicopters having semi-articulated rotor systems. This change was brought about by the elimination of the HH-43 aircraft from the Air Force inventory. A Worldwide Helicopter Maintenance Conference was conducted in March 1977, at Sheppard AFB, Texas. Numerous recommendations resulted from the conference, with primary emphasis being placed on channelized training.

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; and (3) comparisons with career field structure documents.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-431-288. Thorough research of publications and directives, utilization of previous task lists, personal interviews with 19 subject-matter specialists at four bases, and written reviews from 29 experienced incumbents in the Helicopter Maintenance career ladder led to final development of the survey instrument, which consists of 817 tasks grouped under 21 duty headings.

During the period May through August 1977, Consolidated Base Personnel Offices in operational units worldwide administered the inventory booklets to job incumbents holding the DAFSCs identified above.

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Table 1 reflects the percentage distribution, by major command, of assigned personnel in the 431X0C/D career ladder as of April 1976. Also reflected is the distribution by major command of incumbents in the final survey sample. The 1,311 incumbents making up this final sample represents 79 percent of the total AFS population of 1,659 members. This sampling of career ladder members is considered to be an adequate and representative sampling of the overall career ladder.

TABLE 1

COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>DAFSC 431X0C</u>		<u>DAFSC 431X0D</u>	
	<u>PERCENT ASSIGNED</u>	<u>PERCENT SAMPLED</u>	<u>PERCENT ASSIGNED</u>	<u>PERCENT SAMPLED</u>
MAC	52	56	68	70
TAC	18	21	20	19
AFSC	11	9	3	2
AAC	6	4	-	-
USAFE	5	6	3	3
AFLC	1	-	-	-
ATC	1	1	4	4
SAC	1	-	-	-
OTHER	5	3	2	2

Total 431X0C/D/91 incumbents assigned - 1,659
 Total 431X0C/D/91 incumbents sampled - 1,311
 Percent of 431X0C/D/91 incumbents sampled - 79%

CAREER LADDER STRUCTURE

A key aspect of the USAF occupational analysis program is to examine the actual structure of career ladders--what people are doing in the field (rather than how official career ladder documents say they should be organized). 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. This process permits identification of the major types of work being performed in the occupation (career ladder) and is analyzed in terms of job descriptions and background data of each job group. This type of information is used to examine the accuracy and completeness of present career ladder documents (AFR 39-1 specialty descriptions, STS, etc.) and to formulate an understanding of current utilization patterns. Later sections of this report will deal with each of these issues.

Based on task similarity, the best division of the jobs performed in the 431X0C/D career ladder was determined to be that illustrated in Figure 1. Basically, five primary groups were identified. These were:

- I. Flight Mechanics (GRP048)
- II. Flight Line Maintenance, H-1 (GRP181)
- III. Flight Line Maintenance, CH-3/HH-3 (GRP087)
- IV. Flight Line Maintenance, HH-53/CH-53 (GRP103)
- V. Supervisory and Support Personnel (13 Groups)

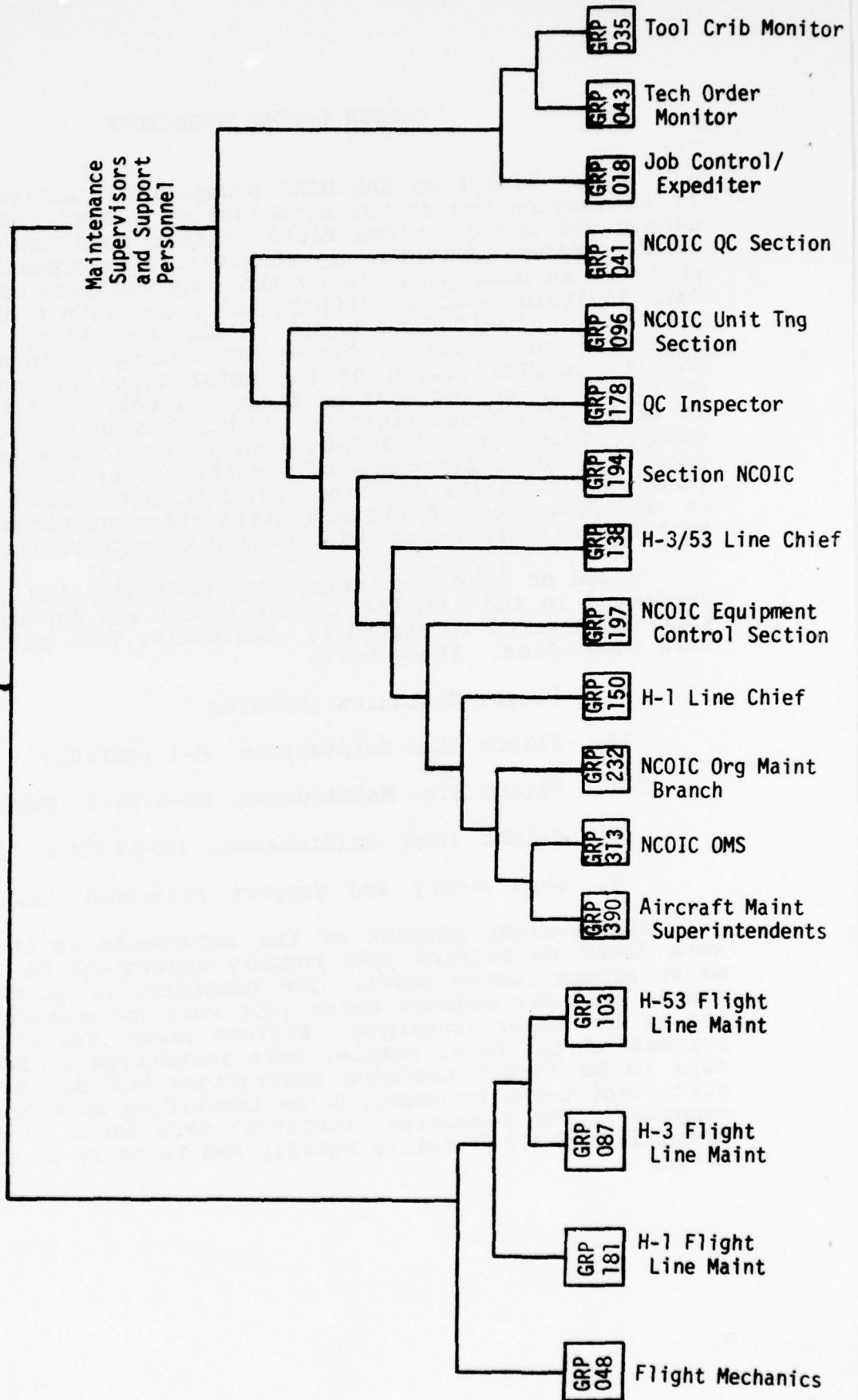
Eighty-eight percent of the incumbents in the sample were found to perform jobs roughly equivalent to the five major groups listed above. The remaining 12 percent of the sample includes members whose jobs were not associated with any of the major groupings. Fifteen cases, representing one percent of the total sample, were identified by background data to be formal training instructors but did not have sufficient tasks in common to be identified as a group by the computer. The remaining "isolates" were found to represent commands and AFSCs fairly equally and to share no characteristics.

FIGURE 1
HELICOPTER MAINTENANCE CAREER LADDER STRUCTURE

AFSC 431X0C/D/91

GRP001

Maintenance Supervisors and Support Personnel



Group Descriptions

Brief descriptions of the five major groups which encompass the important functions of the Helicopter Mechanic career ladder are discussed below. Complete summaries of representative tasks and background information for these groups can be found in Appendix A. The GRP numbers used in conjunction with each group are references to computer printout information (EXTRACT) forwarded to some users for additional analysis in support of classification or training decisions. These GRP numbers may be used to cross-reference groups from the narrative, Figure 1, and Appendix A.

I. Flight Mechanics (GRP048). There are 163 members of GRP048 in this group, with 94 percent responding that their job is aircrew flight mechanic and six percent as flight line maintenance. Within this group are three subgroups which break out by aircraft. These are identified as H-1 flight mechanics (21 percent), H-3 flight mechanics (42 percent), and H-53 flight mechanics (36 percent). Within each of these subgroups were respondents indicating they work as alert crew, flight standardization, flight training, rescue/recovery team, and first-line supervisors. All of the members of this group spend a large amount of time performing tasks from Duty S, Performing Flight Mechanic Duties.

II. Flight Line Maintenance, H-1 (GRP181). There are 366 members in this group, with 83 percent responding that they work in flight line maintenance. Although 21 percent identified themselves as flight mechanics, they spend less than half as much time performing flight mechanic tasks as the Flight Mechanics (GRP048). Thirty-four percent of the respondents indicated they worked in dock maintenance, while 20 percent said they work on rescue/recovery teams. Within this large group were subgroups of crew chiefs based on type aircraft. Fifty-three percent work on the UH-1N, 36 percent on the TH-1F, 18 percent on the UH-1H and HH-1H, and 13 percent on the UH-1P. There were also subgroups of apprentices, first-line supervisors, line chiefs, and quality control personnel. While these members work on several aircraft, they tended to group together primarily on the basis that a large percentage of their time is spent on maintaining H-1 helicopter aircraft, rotor, and flight control systems and airframe.

III. Flight Line Maintenance, CH 3/HH-3 (GRP087). This group has 222 members, with 82 percent responding that they work in flight line maintenance and 32 percent on dock maintenance. Eighty-nine percent of the members indicated they work on CH-3 aircraft and 46 percent on HH-3 aircraft. Subgroups break out by experience--a group of apprentices,

one of specialists (H-3 cr w chiefs), and one of first-line supervisors. There is also a small subgroup of dock maintenance workers and a small group working on CH-3s assigned to TAC.

IV. Flight Line Maintenance, HH-53/CH-53 (GRP103). Of these 213 respondents, 84 percent indicate they work flight line maintenance and 37 percent work on dock maintenance. There are 79 percent working on HH-53 aircraft and 32 percent working on CH-53 aircraft. The structure of the group is similar to that for CH-3/HH-3 Flight Line Maintenance group members (GRP087). There are subgroups identified as apprentices, specialists (H-53 crew chiefs), and first line supervisors. There are also two subgroups of dock maintenance workers and one of crew chiefs assigned to Air Force Systems Command.

V. Supervisors and Support Functions (13 groups). There is a total of 185 members in these 13 distinct groups. The group titles are listed here; when used with the information contained in Appendix A, an accurate description of the separate groups can be formulated.

Helicopter Maintenance Superintendent (GRP390)

NCOIC Organizational Maintenance Squadron (GRP313)

NCOIC Organizational Maintenance Branch (GRP232)

H-1 Line Chief (GRP150)

NCOIC Equipment Control Section (GRP197)

H-3/H-53 Line Chief (GRP138)

Section NCOIC (GRP194)

Quality Control Inspector (GRP178)

NCOIC Unit Training Section (GRP096)

NCOIC Quality Control Section (GRP041)

Job Control/Expeditor (GRP018)

Technical Orders Monitor (GRP043)

Tool Crib Monitor GRP035)

The large groups (GRP181, GRP087, and GRP103) appear to be the same basic job but on different aircraft. Members from these groups spend most of their time on Maintaining

Helicopter Aircraft Rotor and Flight Control Systems (Duty K). They also spend a good deal of time performing tasks involving Maintaining Helicopter Aircraft Transmission and Drive Systems (Duty M). Members of are quite different from these groups and spend over half their time Performing Flight Mechanic Duties (Duty S), and virtually no time performing tasks from Duties K and M. The groups which make up the Supervisory and Support section spend various amount of time on a variety of duties.

ANALYSIS OF DAFSC GROUPS

Table 2 reflects the relative percent time spent on duties by members of the various skill-level groups. Generally, Duties A thru E have tasks which involve supervisory or administrative support, Duties F thru H are general support maintenance tasks, Duties I thru R represent systems maintenance tasks, and Duties S thru U are special maintenance functions. This table illustrates the increase of time spent on supervisory tasks and the decrease of time spent on maintenance tasks as skill-level increases. An exception to this trend is found in Duty S, Performing Flight Mechanic Duties, for C-shred incumbents. The 43150C incumbents spend ten percent of their time performing tasks within this duty, but 43170C incumbents spend 19 percent of their time performing these tasks.

Analysis of the data shows that 5-skill level incumbents spend little time performing supervisory tasks, with more time spent on maintenance of various aircraft systems. The tasks which are most representative of the 5-level job are listed in Tables 3 and 4. The tasks are primarily involved with removing, installing, attaching, detaching and servicing components of the various aircraft. The relatively higher percent members performing each task for D-shredout incumbents indicates a more homogeneous group, with group members performing a more similar job than DAFSC 43150C personnel.

The 7-skill level incumbents show an increase in time spent on the supervisory duties while spending slightly less time on maintenance duties. Tables 5 and 6 list tasks most representative of the jobs performed by 43170C/D incumbents. These tasks are primarily supervising, checking, and troubleshooting for C-shredout incumbents and inspecting and troubleshooting for D-shredout incumbents. Due to the larger percentages performing these representative tasks, the 7-skill level D-shredout incumbents appear to have the more homogeneous job than the same level C-shredout incumbents.

Tables 7 and 8 indicate specific tasks with the greatest difference between 5-skill level and 7-skill level incumbents for the C- and D-shredouts, respectively. They both indicate a high percentage of 5-skill level incumbents performing maintenance tasks and low percentages performing supervisory tasks. On the other hand, 7-skill level incumbents show a moderate percentage performing both maintenance and supervisory tasks.

Analysis of the 9-skill level job identified the most representative tasks as shown in Table 9. These tasks are primarily writing, reviewing, and evaluating maintenance

reports. Tables 10 and 11 show tasks of greatest difference between DAFSC 43170C and 43191 personnel and DAFSC 43170D and 43191 personnel. A moderate percentage of 7-skill level incumbents perform maintenance tasks with a very low percentage of 9-skill level incumbents performing the same tasks. However, a large percentage of the 9-skill level incumbents perform the supervisory tasks with a relatively low percentage of 7-skill level incumbents performing the tasks.

TABLE 2

PERCENT TIME SPENT ON DUTIES BY 431X0 DAFSC GROUPS

DUTY	DAFSC 43150C (N=416)	DAFSC 43150D (N=310)	DAFSC 43170C (N=210)	DAFSC 43170D (N=145)	DAFSC 43191 (N=124)
A PLANNING AND ORGANIZING	2	1	5	5	16
B DIRECTING AND IMPLEMENTING	3	2	8	8	23
C EVALUATING	2	3	9	9	29
D TRAINING	3	1	5	6	7
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	4	3	8	7	10
F PERFORMING SCHEDULED AND SPECIAL AIRCRAFT INSPECTIONS	5	5	4	5	2
G PERFORMING GENERAL HELICOPTER AIRCRAFT MAINTENANCE	5	5	3	4	1
H PERFORMING GROUND HANDLING OF HELICOPTER AIRCRAFT	7	7	5	5	2
I MAINTAINING HELICOPTER AIRFRAME SYSTEMS	6	7	3	4	1
J MAINTAINING HELICOPTER AIRCRAFT LANDING GEAR SYSTEMS	5	1	2	1	0
K MAINTAINING HELICOPTER AIRCRAFT ROTOR AND FLIGHT CONTROL SYSTEMS	12	14	8	11	2
L MAINTAINING HELICOPTER AIRCRAFT ENGINE OR POWER PLANT SYSTEMS	5	8	3	5	1
M MAINTAINING HELICOPTER AIRCRAFT TRANSMISSION AND DRIVE SYSTEMS	7	9	4	6	1
N MAINTAINING HELICOPTER AIRCRAFT UTILITY SYSTEMS	5	5	3	3	0
O MAINTAINING HELICOPTER AIRCRAFT ELECTRICAL AND LIGHTING SYSTEMS	3	5	2	3	1
P MAINTAINING HELICOPTER AIRCRAFT HYDRAULIC SYSTEMS	3	3	2	2	0
Q MAINTAINING HELICOPTER AIRCRAFT FUEL SYSTEMS	3	4	2	3	1
R MAINTAINING HELICOPTER AIRCRAFT INSTRUMENT SYSTEMS	1	2	1	1	0
S PERFORMING FLIGHT MECHANIC DUTIES	10	6	19	6	1
T MAINTAINING TOOLS AND GROUND SUPPORT EQUIPMENT	3	3	2	3	1
U MAINTAINING FACILITIES AND WORK AREAS	7	6	5	5	2

TABLE 3

TASKS MOST REPRESENTATIVE OF DAFSC 43150C JOBS

	TASKS	PERCENT MEMBERS PERFORMING
H2	ATTACH OR DETACH TOW-BARS OR TOWING DEVICES ON H-3/53 HELICOPTER AIRCRAFT	76
I14	REMOVE OR INSTALL AIRFRAME ACCESS PANELS, HATCHES, OR COWLING ON H-1N HELICOPTER AIRCRAFT	76
K86	SERVICE TAIL ROTOR ASSEMBLIES ON H-3/53 HELICOPTER AIRCRAFT	72
Q30	SERVICE H-3/53 HELICOPTER AIRCRAFT FUEL SYSTEMS	71
K48	REMOVE OR INSTALL MAIN ROTOR BLADES ON H-3/53 HELICOPTER AIRCRAFT	71
K51	REMOVE OR INSTALL TAIL ROTOR BLADES ON H-3/53 HELICOPTER AIRCRAFT	70
K37	REMOVE MAIN ROTOR ASSEMBLIES FROM H-3/53 HELICOPTER AIRCRAFT	69
I10	REMOVE, INSTALL, OR REPLACE STRUCTURAL HARDWARE, BOLTS, FASTENERS, OR SCREWS	67
J23	SERVICE TIRES ON H-3/53 HELICOPTER AIRCRAFT	66
I24	REMOVE OR INSTALL SEATS OR HARNESES	63

TABLE 4

TASKS MOST REPRESENTATIVE OF DAFSC 43150D JOBS

	TASKS	PERCENT MEMBERS PERFORMING
H1	ATTACH OR DETACH TOW-BARS OR TOWING DEVICES ON H-1 HELICOPTER AIRCRAFT	96
K74	SERVICE MAIN ROTOR ASSEMBLIES ON H-1 HELICOPTER AIRCRAFT	90
I21	REMOVE OR INSTALL HELICOPTER AIRCRAFT DOORS OR WINDOWS ON H-1 HELICOPTER AIRCRAFT	89
O15	REMOVE OR INSTALL BATTERIES ON H-1 HELICOPTER AIRCRAFT	88
K21	INSTALL TAIL ROTOR ASSEMBLIES ON H-1 HELICOPTER AIRCRAFT	87
H17	REMOVE OR SECURE AIRFRAME OR ENGINE COVERS ON H-1 HELICOPTER AIRCRAFT	86
K18	INSTALL MAIN ROTOR ASSEMBLIES ON H-1 HELICOPTER AIRCRAFT	86
K47	REMOVE OR INSTALL MAIN ROTOR BLADES ON H-1 HELICOPTER AIRCRAFT	86
K85	SERVICE TAIL ROTOR ASSEMBLIES ON H-1 HELICOPTER AIRCRAFT	85
K36	REMOVE MAIN ROTOR ASSEMBLIES FROM H-1 HELICOPTER AIRCRAFT	82

TABLE 5

TASKS MOST REPRESENTATIVE OF DAFSC 43170C JOBS

	TASKS	PERCENT MEMBERS PERFORMING
K88	TROUBLESHOOT FLIGHT CONTROL SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	53
B4	COUNSEL SUBORDINATES ON PROBLEMS	52
A2	COORDINATE WORK WITH RELATED MAINTENANCE ACTIVITIES	51
K90	TROUBLESHOOT MAIN ROTOR SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	50
K92	TROUBLESHOOT TAIL ROTOR SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	49
K8	CHECK TRACK OF MAIN ROTOR BLADES ON H-3/53 HELICOPTER AIRCRAFT	48
B31	SUPERVISE HELICOPTER MECHANICS (43150C)	48
N13	PERFORM OPERATIONAL CHECKS OF ENGINE FIRE DETECTION SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	45
D11	COUNSEL TRAINERS OR TRAINEES	45
D5	CONDUCT OJT	43

TABLE 6

TASKS MOST REPRESENTATIVE OF DAFSC 43170D JOBS

	TASKS	PERCENT MEMBERS PERFORMING
K15	INSPECT FLIGHT CONTROL SYSTEMS ON H-1 HELICOPTER AIRCRAFT	79
K89	TROUBLESHOOT MAIN ROTOR SYSTEMS ON H-1 HELICOPTER AIRCRAFT	78
K87	TROUBLESHOOT FLIGHT CONTROL SYSTEMS ON H-1 HELICOPTER AIRCRAFT	74
K91	TROUBLESHOOT TAIL ROTOR SYSTEMS ON H-1 HELICOPTER AIRCRAFT	74
F4	PERFORM AIRCRAFT MAINTENANCE PREFLIGHT INSPECTIONS ON H-1 HELICOPTER AIRCRAFT	73
O6	PERFORM OPERATIONAL CHECKS OF AIRCRAFT LIGHTING SYSTEMS ON H-1 HELICOPTER AIRCRAFT	73
K7	CHECK TRACK OF MAIN ROTOR BLADES ON H-1 HELICOPTER AIRCRAFT	73
F16	PERFORM AIRCRAFT SPECIAL INSPECTIONS ON H-1 HELICOPTER AIRCRAFT	72
F25	PERFORM TCIO INSPECTIONS ON H-1 HELICOPTER AIRCRAFT	70
O3	INSPECT BATTERY INSTALLATION ON H-1 HELICOPTER AIRCRAFT	68

TABLE 7

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 43150C AND 43170C PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 43150C	DAFSC 43170C	DIFFERENCE
K86 SERVICE TAIL ROTOR ASSEMBLIES ON H-3/53 HELICOPTER AIRCRAFT	72	38	+34
I6 LOAD OR OFF-LOAD H-3/53 HELICOPTER AIRCRAFT FOR TRANSPORT	68	34	+34
K48 REMOVE OR INSTALL MAIN ROTOR BLADES ON H-3/53 HELICOPTER AIRCRAFT	71	37	+34
N21 REMOVE OR INSTALL COMPONENTS OF CABIN HEATING OR VENTILATING SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	59	26	+33
J23 SERVICE TIRES ON H-3/53 HELICOPTER AIRCRAFT	66	33	+33
I24 REMOVE OR INSTALL SEATS OR HARNESES	63	31	+32
C22 PREPARE OR INDOSE AIRMAN PERFORMANCE REPORTS (APRS)	16	53	-37
C24 RESOLVE TECHNICAL PROBLEMS	11	47	-36
B4 COUNSEL SUBORDINATES ON PROBLEMS	21	52	-31
B3 CONDUCT SUPERVISORY ORIENTATIONS OR BRIEFINGS	7	35	-28
A13 SCHEDULE SHIFTS, WORK ASSIGNMENTS, LEAVES, SCHOOLS, OR TDYS	7	35	-28
B31 SUPERVISE HELICOPTER MECHANICS (43150C)	20	48	-28

TABLE 8

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 43150D AND 43170D PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 43150C	DAFSC 43170C	DIFFERENCE
I4 APPLY SEALING COMPOUNDS	73	45	+28
I5 LUBRICATE AIRFRAME MECHANISMS ON H-1 HELICOPTER AIRCRAFT	87	60	+27
M14 DRAIN AND FLUSH TRANSMISSION OIL SYSTEMS ON H-1 HELICOPTER AIRCRAFT	77	50	+27
O15 REMOVE OR INSTALL BATTERIES ON H-1 HELICOPTER AIRCRAFT	88	61	+27
K74 SERVICE MAIN ROTOR ASSEMBLIES ON H-1 HELICOPTER AIRCRAFT	90	64	+26
I1 ADJUST DOOR OR WINDOW LATCH MECHANISMS OR ACTUATORS ON H-1 HELICOPTER AIRCRAFT	87	61	+26
C22 PREPARE OR INDORSE AIRMAN PERFORMANCE REPORTS (APRS)	18	66	-48
A13 SCHEDULE SHIFTS, WORK ASSIGNMENTS, LEAVES, SCHOOLS, OR TDYS	12	55	-43
B32 SUPERVISE HELICOPTER MECHANICS (43150D)	31	70	-39
D25 MAINTAIN INDIVIDUAL OJT RECORDS (AF FORM 623)	24	61	-37
F22 PREPARE REQUESTS FOR TURN-IN OF EXCESS PROPERTY	20	56	-36
A2 COORDINATE WORK WITH RELATED MAINTENANCE ACTIVITIES	41	70	-29

TABLE 9

TASKS MOST REPRESENTATIVE OF DAFSC 43191 JOBS

TASKS	PERCENT MEMBERS PERFORMING
C28 REVIEW OR FOLLOW UP ON INSPECTION REPORTS	82
E4 DRAFT CORRESPONDENCE OR REPORTS	78
C24 RESOLVE TECHNICAL PROBLEMS	77
C23 RESOLVE PERSONNEL OR MANNING PROBLEMS	73
C29 REVIEW, PREPARE, OR INDORSE RECOMMENDATIONS FOR SPECIAL AWARDS OR NOMINATIONS	73
A16 WRITE OR UPDATE POLICY DIRECTIVES OR MAINTENANCE OPERATING INSTRUCTIONS (MOIS)	73
B20 IMPLEMENT OR FOLLOW UP ON SAFETY PROGRAMS	71
C6 EVALUATE MAINTENANCE INSTRUCTIONS	64
C5 EVALUATE MAINTENANCE ANALYSIS REPORTS	62
C30 REVIEW, PREPARE, OR INDORSE PERSONNEL ACTIONS	63

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 43170C AND 43191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 43170C	DAFSC 43191	DIFFERENCE
U2	67	21	+46
H27	56	10	+46
S3	48	7	+41
Q30	51	9	+42
U5	55	15	+40
K88			
H7	53	13	+40
K8	53	14	+39
N13	49	10	+39
M72	45	7	+38
A16	47	9	+38
C29	16	73	-57
A3	18	73	-55
B3	26	79	-53
C28	35	83	-48
E4	35	82	-47
B25	21	67	-46
B1	17	61	-44
C34	42	87	-44
A13	22	63	-41
	35	75	-40

TABLE 11

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 43170D AND 43191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 43170C	DAFSC 43191	DIFFERENCE
K15 INSPECT FLIGHT CONTROL SYSTEMS ON H-1 HELICOPTER AIRCRAFT	79	7	+72
K89 TROUBLESHOOT MAIN ROTOR SYSTEMS ON H-1 HELICOPTER AIRCRAFT	78	13	+65
F25 PERFORM TCTO INSPECTIONS ON H-1 HELICOPTER AIRCRAFT	70	8	+62
G15 JACK OR LEVEL H-1 HELICOPTER AIRCRAFT	69	8	+61
N5 INSPECT FIRE EXTINGUISHER SYSTEMS INSTALL ON H-1 HELICOPTER AIRCRAFT	64	5	+59
B32 SUPERVISE HELICOPTER MECHANICS (43150D)	70	14	+56
P30 SERVICE, DRAIN, OR REFILL HYDRAULIC SYSTEMS ON H-1 HELICOPTER AIRCRAFT	59	4	+55
F7 PERFORM AIRCRAFT PHASED INSPECTIONS ON H-1 HELICOPTER AIRCRAFT	60	10	+50
H3 INSPECT AGE FOR SERVICEABILITY	64	25	+39
H22 STANDBY OR OPERATE PORTABLE A20 FIRE EXTINGUISHERS	54	17	+37
C29 REVIEW, PREPARE, OR INDORSE RECOMMENDATIONS FOR SPECIAL AWARDS OR NOMINATIONS	28	73	-45
A10 PLAN PROCUREMENT OR REPLACEMENT OF PERSONNEL	18	61	-43
C30 REVIEW, PREPARE, OR INDORSE PERSONNEL ACTIONS	23	63	-40
B5 DIRECT ADMINISTRATIVE FUNCTIONS	18	58	-40
A16 WRITE OR UPDATE POLICY DIRECTIVES OR MAINTENANCE OPERATING INSTRUCTIONS (MOIS)	33	73	-40
B3 CONDUCT SUPERVISORY ORIENTATIONS OR BRIEFINGS	46	82	-36
C23 RESOLVE PERSONNEL OR MANNING PROBLEMS	37	73	-36
C5 EVALUATE MAINTENANCE ANALYSIS REPORTS	26	62	-36
C26 REVIEW CORRESPONDENCE OR REPORTS	42	78	-36
A3 DETERMINE OR JUSTIFY REQUIREMENTS FOR SPACE, PERSONNEL, MATERIEL, OR SUPPLIES	44	79	-35

COMPARISON OF AFR 39-1 JOB DESCRIPTION TO SURVEY DATA

Survey results were compared to the AFR 39-1 job descriptions, dated 1 June 1977, for the Helicopter Mechanic (AFSC 43130, 43150) and the Helicopter Technician (AFSC 43170). Both specialty descriptions generally reflect the duties and tasks performed by the career ladder incumbents. However, the survey data does indicate three areas on the 43130/50 job description that should be considered for review during the next revision of AFM 39-1.

The AFR 39-1 job description makes no mention of flight mechanic duties performed by 5-skill level incumbents. Survey data indicated that 16 percent of the C-shredout and 27 percent of the D-shredout 5-skill level incumbents performed duties as flight mechanics.

Paragraph 2a lists various systems which are inspected by the 5-skill level incumbents. Less than two percent of the respondents from this group indicated that they worked with lubricating vacuums, oxygen systems, or superchargers. In paragraph 2c, use of balloon jacks is mentioned. However, less than five percent of the respondents indicated they had ever used balloon jacks in their jobs.

DISCUSSION OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

Analysis of AFMS groups provides a general description on the jobs within an AFSC at different levels of tenure. Time spent on tasks within duties by AFMS groups of each shredout of the 431X0 AFSC is shown in Tables 12 and 13. Similar conclusions to those for DAFSC groups were noted in both shredouts.

Generally, time spent on supervisory duties increases with time in service and time spent on maintenance duties decreases. Of significance is the high percent time spent in Performing Flight Mechanic Duties, Duty S, for 431X0C personnel and Maintaining Helicopter Aircraft Rotor and Flight Control Systems, Duty K, for 431X0D personnel.

In looking at job performance of first enlistment airmen (1-48 months AFMS), it was found that 30 percent or more AFSC 431X0C incumbents perform 254 tasks out of 817 tasks in the job inventory. The average number of tasks performed by each member was 166. For AFSC 431X0D first enlistment incumbents, there were 232 tasks performed by 30 percent or more with an average of 168 tasks by each member. The similarity between number of tasks performed by 30 percent or more of each shredout group and average number of tasks by each member is one indication of general similarity of jobs performed by members of each shredout. Tables 14, 15, 16, and 17 present information on equipment, special tools, systems, AGE, and aircraft used or maintained by 30 percent or more first enlistment incumbents from each shredout.

TABLE 12

PERCENT TIME SPENT ON DUTIES BY 43LXOC AFMS GROUPS

DUTY	TOTAL MONTHS ACTIVE FEDERAL MILITARY SERVICE				
	1-48 (N=293)	49-96 (N=120)	97-144 (N=81)	145-192 (N=107)	193+ (N=86)
A PLANNING AND ORGANIZING	1	2	4	4	5
B DIRECTING AND IMPLEMENTING	2	4	6	8	9
C EVALUATING	1	3	5	7	14
D TRAINING	1	3	6	6	5
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	4	5	8	6	8
F PERFORMING SCHEDULED AND SPECIAL AIRCRAFT INSPECTIONS	5	4	4	3	3
G PERFORMING GENERAL HELICOPTER AIRCRAFT MAINTENANCE	6	4	3	3	2
H PERFORMING GROUND HANDLING OF HELICOPTER AIRCRAFT	8	7	6	5	5
I MAINTAINING HELICOPTER AIRFRAME SYSTEMS	7	5	3	3	2
J MAINTAINING HELICOPTER AIRCRAFT LANDING GEAR SYSTEMS	6	4	3	2	1
K MAINTAINING HELICOPTER AIRCRAFT ROTOR AND FLIGHT CONTROL SYSTEMS	15	11	8	8	6
L MAINTAINING HELICOPTER AIRCRAFT ENGINE OR POWER PLANT SYSTEMS	7	5	3	3	3
M MAINTAINING HELICOPTER AIRCRAFT TRANSMISSION AND DRIVE SYSTEMS	8	6	4	4	3
N MAINTAINING HELICOPTER AIRCRAFT UTILITY SYSTEMS	6	4	3	3	2
O MAINTAINING HELICOPTER AIRCRAFT ELECTRICAL AND LIGHTING SYSTEMS	4	3	2	2	2
P MAINTAINING HELICOPTER AIRCRAFT HYDRAULIC SYSTEMS	4	3	2	2	1
Q MAINTAINING HELICOPTER AIRCRAFT FUEL SYSTEMS	4	3	2	3	2
R MAINTAINING HELICOPTER AIRCRAFT INSTRUMENT SYSTEMS	2	1	1	1	1
S PERFORMING FLIGHT MECHANIC DUTIES	3	14	20	21	19
T MAINTAINING TOOLS AND GROUND SUPPORT EQUIPMENT	3	3	2	2	2
U MAINTAINING FACILITIES AND WORK AREAS	6	7	7	7	5

TABLE 13

PERCENT TIME SPENT ON DUTIES BY 431XOD AFMS GROUPS

DUTY	TOTAL MONTHS ACTIVE FEDERAL MILITARY SERVICE				
	1-48 (N=235)	49-96 (N=83)	97-144 (N=57)	145-192 (N=68)	193+ (N=44)
A PLANNING AND ORGANIZING	1	2	3	5	7
B DIRECTING AND IMPLEMENTING	1	4	6	7	10
C EVALUATING	1	3	5	9	12
D TRAINING	1	2	5	5	6
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	3	4	5	6	8
F PERFORMING SCHEDULED AND SPECIAL AIRCRAFT INSPECTIONS	6	5	5	5	5
G PERFORMING GENERAL HELICOPTER AIRCRAFT MAINTENANCE	6	4	5	4	4
H PERFORMING GROUND HANDLING OF HELICOPTER AIRCRAFT	8	7	6	5	5
I MAINTAINING HELICOPTER AIRFRAME SYSTEMS	8	6	5	4	4
J MAINTAINING HELICOPTER AIRCRAFT LANDING GEAR SYSTEMS	1	1	1	1	1
K MAINTAINING HELICOPTER AIRCRAFT ROTOR AND FLIGHT CONTROL SYSTEMS	15	13	11	11	11
L MAINTAINING HELICOPTER AIRCRAFT ENGINE OR POWER PLANT SYSTEMS	8	8	7	5	5
M MAINTAINING HELICOPTER AIRCRAFT TRANSMISSION AND DRIVE SYSTEMS	9	8	7	6	5
N MAINTAINING HELICOPTER AIRCRAFT UTILITY SYSTEMS	5	4	4	3	3
O MAINTAINING HELICOPTER AIRCRAFT ELECTRICAL AND LIGHTING SYSTEMS	5	4	4	3	3
P MAINTAINING HELICOPTER AIRCRAFT HYDRAULIC SYSTEMS	3	3	2	2	1
Q MAINTAINING HELICOPTER AIRCRAFT FUEL SYSTEMS	4	4	4	3	2
R MAINTAINING HELICOPTER AIRCRAFT INSTRUMENT SYSTEMS	2	2	2	1	1
S PERFORMING FLIGHT MECHANIC DUTIES	4	9	7	8	4
T MAINTAINING TOOLS AND GROUND SUPPORT EQUIPMENT	4	3	3	3	2
U MAINTAINING FACILITIES AND WORK AREAS	6	5	6	5	3

TABLE 14

EQUIPMENT OR SPECIAL TOOLS USED OR OPERATED BY 30 PERCENT
OR MORE OF FIRST ENLISTMENT 431X0C/D INCUMBENTS

<u>EQUIPMENT OR SPECIAL TOOLS</u>	<u>PERCENT MEMBERS USING</u>	
	<u>431X0C</u>	<u>431X0D</u>
CLEANING EQUIPMENT	83	83
CREW STANDS	86	89
DEPTH GAUGE	33	30
DIAL INDICATOR	65	46
DROP LIGHTS	52	59
ELECTRONIC TRACKING EQUIPMENT	66	76
ENGINE STAND	*	57
ENGINE TRANSMISSION ALIGN EQUIP	*	40
ENGINE WASH CARTS	49	61
FEELER/THICKNESS GAUGE	85	91
GROUND HANDLING WHEELS	*	97
HOISTS OR A-FRAMES	84	78
JACKS	91	93
MICROMETER	*	30
PORTABLE POWER TOOLS	39	46
PORTABLE LIGHTING EQUIP	75	70
PROPELLER PROTRACTORS	45	45
RECTIFIERS	*	35
ROTOR BALANCE EQUIP	37	88
SPRING SCALES	69	79
STANDARD HAND TOOLS	89	93
STROBEX BLAGE TRACKER	70	85
TENSIOMETERS	85	60
TORQUE WRENCHES	90	97
TOW-BARS	91	97
TRACKING FLAGS	47	75
VIBREX TRACKERS/BALANCERS	56	84

* LESS THAN 30 PERCENT MEMBERS RESPONDING

TABLE 15

TYPES OF SYSTEMS MAINTAINED BY 30 PERCENT OR MORE
OF FIRST ENLISTMENT 431XOC/D INCUMBENTS

<u>SYSTEMS</u>	<u>PERCENT MEMBERS MAINTAINING</u>	
	<u>431XOC</u>	<u>431XOD</u>
POWER PLANT SYSTEM (T58-GE-5)	37	*
POWER PLANT SYSTEM (T64-GE-7)	40	*
POWER PLANT SYSTEM (T400)	*	42
POWER PLANT SYSTEM (T58-GE-3)	*	37
INDUCTION/EXHAUST SYSTEM	*	37

TABLE 16

AGE OPERATED BY 30 PERCENT OR MORE OF FIRST ENLISTMENT
431XOC/D INCUMBENTS

<u>AGE</u>	<u>PERCENT MEMBERS OPERATING</u>	
	<u>431XOC</u>	<u>431XOD</u>
AIR COMPRESSOR (MC-1)	50	31
AIR COMPRESSOR (MC-A)	67	*
AIR COMPRESSOR (MC-2A)	35	*
AUX ELECT PWR UNITS (MD3)	88	92
AUX ELECT PWR UNITS (NF-2)	64	50
CLARK TUGS	*	40
COLEMAN TRACTORS	53	*
FEDERAL TUGS	*	30
HYDRAULIC SERVICING CARTS	80	*
NITROGEN SERVICING CARTS	44	*
PORTABLE GRND HEATER/BLOWER (BT-400)	57	57

TABLE 17

AIRCRAFT MAINTAINED/SUPPORTED BY 30 PERCENT OR MORE
OF FIRST ENLISTMENT 431XOC/D INCUMBENTS

<u>AIRCRAFT</u>	<u>PERCENT MEMBERS MAINTAINING</u>	
	<u>431XOC</u>	<u>431XOD</u>
TH-1F	*	39
UH-1N	*	51
CH-3	50	*
HH-53	41	*

* LESS THAN 30 PERCENT MEMBERS PERFORMING

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the 431X0C/D job survey, 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 79 raters who returned booklets was .96. Ratings were adjusted (standardized) so that tasks of average difficulty had ratings of 5.00.

Table 18 lists the 25 most difficult tasks performed by the survey respondents. These tasks were primarily related to maintaining rotor and flight control systems, and engine and power plant systems. The highest difficulty levels were associated with rigging systems on the H--3 helicopter which is maintained by the C-shredout personnel.

Table 19 lists the 25 least difficult tasks performed by survey respondents. These tasks are related to a variety of functions such as maintaining facilities and work areas and ground handling of helicopters. In most cases fairly large percentages of respondents are performing these low difficulty tasks.

Table 20 lists tasks and difficulty level for the H-1, H-3, and H-53 helicopters. According to survey respondents tasks associated with the H-3 are the most difficult to learn and the tasks associated with the H-53 are the least difficult to learn. In nine of the eleven comparisons of representative tasks shown in Table 20, the H-53 tasks are below average difficulty.

TABLE 18

TWENTY-FIVE MOST DIFFICULT TASKS PERFORMED BY CAREER FIELD RESPONDENTS

TASK	DIFFICULTY LEVEL	PERCENT MEMBERS PERFORMING		
		AIRMEN	C-SHRED	D-SHRED
K57 RIG AUTOMATIC FLIGHT CONTROL SYSTEMS ON H-53 HELICOPTER AIRCRAFT	7.6	13	24	1
K63 RIG CYCLIC CONTROL SYSTEMS ON H-53 HELICOPTER AIRCRAFT	7.4	16	29	1
K66 RIG DIRECTIONAL CONTROL SYSTEMS ON H-53 HELICOPTER AIRCRAFT	7.4	16	28	0
K60 RIG COLLECTIVE CONTROL SYSTEMS ON H-53 HELICOPTER AIRCRAFT	7.4	16	29	1
K69 RIG MAIN ROTORS ON H-53 HELICOPTER AIRCRAFT	7.3	16	30	0
K73 RIG TAIL ROTORS ON H-53 HELICOPTER AIRCRAFT	7.2	16	29	0
K88 TROUBLESHOOT FLIGHT CONTROL SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	7.2	28	57	1
M28 REMOVE OR INSTALL MAIN GEARBOXES OR COMPONENTS ON H-3 HELICOPTER AIRCRAFT	7.1	17	31	1
K90 TROUBLESHOOT MAIN ROTOR SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	7.1	32	56	2
L55 REMOVE OR INSTALL ENGINE SPEED DECREASER GEARBOXES OR COMBINING GEARBOXES ON H-1N HELICOPTER AIRCRAFT	7.0	10	1	24
M29 REMOVE OR INSTALL MAIN GEARBOXES OR COMPONENTS ON H-53 HELICOPTER AIRCRAFT	7.0	16	29	1
K56 RIG AUTOMATIC FLIGHT CONTROL SYSTEMS ON H-3 HELICOPTER AIRCRAFT	7.0	16	28	1
K92 TROUBLESHOOT TAIL ROTOR SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	7.0	30	55	1
L14 INSTALL JET ENGINES ON H-1N HELICOPTER AIRCRAFT	7.0	11	1	29
K14 INSPECT AUTOMATIC FLIGHT CONTROL SYSTEMS ON H-53 HELICOPTER AIRCRAFT	7.0	16	30	1
G4 ASSEMBLE H-53 HELICOPTER AIRCRAFT AFTER DELIVERY	7.0	10	17	1
K40 REMOVE OR INSTALL AUTOMATIC FLIGHT CONTROL SYSTEM COMPONENTS ON H-53 HELICOPTER AIRCRAFT	7.0	10	18	1

TABLE 18 (CONTINUED)

TWENTY-FIVE MOST DIFFICULT TASKS PERFORMED BY CAREER FIELD RESPONDENTS

TASK	DIFFICULTY LEVEL	PERCENT MEMBERS PERFORMING		
		ALL AIRMEN	C-SHRED	D-SHRED
M8 ALIGN TRANSMISSION OR DRIVE SYSTEMS ON H-53 HELICOPTER AIRCRAFT	6.9	14	26	1
K20 INSTALL MAIN ROTOR ASSEMBLIES ON H-53 HELICOPTER AIRCRAFT	6.9	18	32	1
L87 RIG JET ENGINE CONTROLS ON H-53 HELICOPTER AIRCRAFT	6.9	7	12	1
K62 RIG CYCLIC CONTROL SYSTEMS ON H-3 HELICOPTER AIRCRAFT	6.8	16	29	1
K68 RIG MAIN ROTORS ON H-3 HELICOPTER AIRCRAFT	6.8	16	29	1
K65 RIG DIRECTIONAL CONTROL SYSTEMS ON H-3 HELICOPTER AIRCRAFT	6.8	16	29	1
L85 RIG JET ENGINE CONTROLS ON H-1 HELICOPTER AIRCRAFT	6.8	17	0	42
K59 RIG COLLECTIVE CONTROL SYSTEMS ON H-3 HELICOPTER AIRCRAFT	6.8	16	30	1

TABLE 19

TWENTY-FIVE LEAST DIFFICULT TASKS PERFORMED BY CAREER FIELD RESPONDENTS

	TASK	DIFFICULTY LEVEL	PERCENT MEMBERS PERFORMING		
			ALL AIRMEN	C-SHRED	D-SHRED
H26	TIE DOWN, MOOR, OR SECURE H-1 HELICOPTER AIRCRAFT	2.8	33	3	82
M61	TAKE TRANSMISSION SOAP SAMPLES ON H-1 HELICOPTER AIRCRAFT	2.8	27	2	68
T1	CLEAN NON-POWERED SUPPORT EQUIPMENT (AGE)	2.8	26	22	37
O20	REMOVE OR INSTALL ELECTRICAL LIGHTING COMPONENTS OR BULBS	2.8	53	49	71
R2	DRAIN MOISTURE FROM PITOT-STATIC LINES ON H-1 HELICOPTER AIRCRAFT	2.8	24	2	61
O6	PERFORM OPERATIONAL CHECKS OF AIRCRAFT LIGHTING SYSTEMS ON H-1 HELICOPTER AIRCRAFT	2.8	32	2	81
H12	POSITION OR SPOT POWERED AGE OR SUPPORT EQUIPMENT (AGE)	2.7	56	53	71
T15	TRANSPORT POWERED AGE FROM ONE LOCATION TO ANOTHER	2.6	29	26	39
T14	TRANSPORT NON-POWERED SUPPORT EQUIPMENT (AGE) FROM ONE LOCATION TO ANOTHER	2.6	31	30	37
K10	CHECK TRACK OF TAIL ROTOR BLADES ON H-3/53 HELICOPTER AIRCRAFT	2.6	43	46	1
U7	PAINT FACILITIES	2.5	60	58	74
H13	POSITION OR SPOT VEHICLES	2.5	45	45	51
N7	INSPECT FIRST AID KITS	2.5	40	38	51
H23	STANDBY OR OPERATE PORTABLE CO2 FIRE EXTINGUISHERS	2.5	64	64	76
H1	ATTACH OR DETACH TOW-BARS OR TOWING DEVICES ON H-1 HELICOPTER AIRCRAFT	2.5	37	5	90
N32	SERVICE WINDSHIELD WIPER SYSTEM RESERVOIRS ON H-3/53 AIRCRAFT	2.4	26	48	1
S48	SERVE OR DISTRIBUTE FOOD IN FLIGHT	2.4	5	7	5
H22	STANDBY OR OPERATE PORTABLE A20 FIRE EXTINGUISHERS	2.4	40	39	48
U2	CLEAN WORK AREAS	2.3	77	81	87
R1	CLEAN OR INSPECT INSTRUMENT COVER GLASSES FOR SLIPPAGE OR BREAKAGE	2.3	57	56	73

TABLE 19 (CONTINUED)

TWENTY-FIVE LEAST DIFFICULT TASKS PERFORMED BY CAREER FIELD RESPONDENTS

TASK	DIFFICULTY LEVEL	PERCENT MEMBERS PERFORMING		
		ALL AIRMEN	C-SHRED	D-SHRED
U1 CLEAN FACILITIES	2.2	76	78	86
N28 REMOVE OR INSTALL PORTABLE FIRE EXTINGUISHERS	2.1	43	40	57
U6 MOW GRASS OR MAINTAIN WORK AREA GROUNDS	2.0	44	40	59
U5 MOP, WAS, OR POLISH FLOORS	2.0	67	68	80
U9 REMOVE OR DISPOSE OF TRASH, WASTE, OR MATERIALS	2.0	75	77	86

TABLE 20

REPRESENTATIVE TASKS DEMONSTRATING JOB DIFFICULTY BY AIRCRAFT TYPE

	TASK	DIFFICULTY LEVEL	PERCENT OF TOTAL SAMPLE PERFORMING
F7	PERFORM AIRCRAFT PHASED INSPECTIONS ON H-1 HELICOPTER AIRCRAFT	5.48	31
F8	PERFORM AIRCRAFT PHASED INSPECTIONS ON H-3 HELICOPTER AIRCRAFT	5.84	18
F9	PERFORM AIRCRAFT PHASED INSPECTIONS ON H-53 HELICOPTER AIRCRAFT	6.26	16
G5	ASSEMBLE H-1 HELICOPTER AIRCRAFT COMPONENTS AFTER DELIVERY	5.44	22
G6	ASSEMBLE H-3 HELICOPTER AIRCRAFT COMPONENTS AFTER DELIVERY	6.33	12
G7	ASSEMBLE H-53 HELICOPTER AIRCRAFT COMPONENTS AFTER DELIVERY	6.68	14
H14	REMOVE OR RECOVER DAMAGED H-1 HELICOPTER AIRCRAFT	5.65	14
H15	REMOVE OR RECOVER DAMAGED H-3 HELICOPTER AIRCRAFT	6.11	7
H16	REMOVE OR RECOVER DAMAGED H-53 HELICOPTER AIRCRAFT	6.73	7
I7	PERFORM ALIGNMENT INSPECTIONS OF H-1 HELICOPTER AIRCRAFT STRUCTURAL COMPONENTS	5.56	20
I8	PERFORM ALIGNMENT INSPECTIONS OF H-3 HELICOPTER AIRCRAFT STRUCTURAL COMPONENTS	6.01	10
I9	PERFORM ALIGNMENT INSPECTIONS OF H-53 HELICOPTER AIRCRAFT STRUCTURAL COMPONENTS	6.19	12
J25	TROUBLESHOOT LANDING GEAR SYSTEMS ON H-1 HELICOPTER AIRCRAFT	4.00	28
J26	TROUBLESHOOT LANDING GEAR SYSTEMS ON H-3 HELICOPTER AIRCRAFT	5.47	18
J27	TROUBLESHOOT LANDING GEAR SYSTEMS ON H-53 HELICOPTER AIRCRAFT	5.61	16
K71	RIG TAIL ROTORS ON H-1 HELICOPTER AIRCRAFT	6.12	28
K72	RIG TAIL ROTORS ON H-3 HELICOPTER AIRCRAFT	6.65	16
K73	RIG TAIL ROTORS ON H-53 HELICOPTER AIRCRAFT	7.20	16
L3	CONNECT OR DISCONNECT ENGINE CONTROLS ON H-1 HELICOPTER AIRCRAFT	4.93	22
L4	CONNECT OR DISCONNECT ENGINE CONTROLS ON H-3 HELICOPTER AIRCRAFT	5.33	10
L5	CONNECT OR DISCONNECT ENGINE CONTROLS ON H-53 HELICOPTER AIRCRAFT	6.08	9

TABLE 20 (CONTINUED)

REPRESENTATIVE TASKS DEMONSTRATING JOB DIFFICULTY BY AIRCRAFT TYPE

	TASK	DIFFICULTY LEVEL	PERCENT OF TOTAL SAMPLE PERFORMING
M42	REMOVE OR INSTALL TAIL GEARBOXES ON H-1 HELICOPTER AIRCRAFT	5.42	26
M43	REMOVE OR INSTALL TAIL GEARBOXES ON H-3 HELICOPTER AIRCRAFT	5.97	16
M44	REMOVE OR INSTALL TAIL GEARBOXES ON H-53 HELICOPTER AIRCRAFT	6.42	15
N36	TROUBLESHOOT ENGINE FIRE DETECTION SYSTEMS ON H-1 HELICOPTER AIRCRAFT	4.55	20
N37	TROUBLESHOOT ENGINE FIRE DETECTION SYSTEMS ON H-3 HELICOPTER AIRCRAFT	4.96	12
N38	TROUBLESHOOT ENGINE FIRE DETECTION SYSTEMS ON H-53 HELICOPTER AIRCRAFT	4.98	9
O17	REMOVE OR INSTALL GENERATORS ON H-1 HELICOPTER AIRCRAFT	4.56	22
O18	REMOVE OR INSTALL GENERATORS ON H-3 HELICOPTER AIRCRAFT	4.98	17
O19	REMOVE OR INSTALL GENERATORS ON H-53 HELICOPTER AIRCRAFT	5.23	14
P14	REMOVE OR INSTALL HYDRAULIC SYSTEM MASTER CYLINDERS ON H-1 HELICOPTER AIRCRAFT	4.70	15
P15	REMOVE OR INSTALL HYDRAULIC SYSTEM MASTER CYLINDERS ON H-3 HELICOPTER AIRCRAFT	5.08	8
P16	REMOVE OR INSTALL HYDRAULIC SYSTEM MASTER CYLINDERS ON H-53 HELICOPTER AIRCRAFT	5.40	6

SUMMARY OF BACKGROUND INFORMATION

Each USAF Job Inventory contains a background information section which the respondent reports information about himself and his job. Table 21 summarizes these responses, by shredout, relating to job interest, perceived utilization of talents and training, and reenlistment intentions. For comparison with other Air Force personnel, Table 21 also contains response data from 25 other career ladders which were surveyed during 1976.

Relative Job Satisfaction

Responses to the question on job satisfaction were relatively high for the first enlistment incumbents when compared to the average of the 1976 studies. Few respondents believed their jobs to be dull. The career respondents (49+ months AFMS) answers were very similar to the 1976 job interest data.

Perceived Utilization of Talents and Training

Respondents were asked to indicate how well their talents and training were utilized in their present job. The helicopter mechanics in their first enlistment believe their talents and training are well used in their present jobs. The career incumbents were in line with the 1976 sample responses.

Reenlistment Intentions

Plans to reenlist for first enlistment respondents were slightly below the average for other Air Force career ladders surveyed in 1976. Career incumbents indicated a slightly higher intention to reenlist than the 1976 sample average. The actual reenlistment rates compiled during this period by the Military Personnel Center were: 39 percent for C-shredout eligibles and 87 percent for D-shredout eligibles. The actual reenlistment rate Air Force wide for first term airmen was 39 percent.

TABLE 21

EXPRESSIONS OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS, PERCEIVED UTILIZATION OF TRAINING,
AND REENLISTMENT INTENTIONS FOR 431XOC/D PERSONNEL
(PERCENT MEMBERS PERFORMING)

	1ST ENLISTMENT (1-48 MONTHS AFMS)		CAREER (49+ MONTHS AFMS)	
	SAMPLE	431XOC	SAMPLE*	431XOC
I FIND MY JOB:				
DULL	17	8	9	6
SO-SO	18	20	11	14
INTERESTING	65	72	80	80
MY JOB UTILIZES MY TALENTS:				
NOT AT ALL OR VERY LITTLE	29	18	15	13
FAIRLY WELL OR VERY WELL	63	73	66	68
EXCELLENTLY OR PERFECTLY	8	9	19	19
MY JOB UTILIZES MY TRAINING:				
NOT AT ALL OR VERY LITTLE	21	15	17	13
FAIRLY WELL OR VERY WELL	68	73	64	63
EXCELLENTLY OR PERFECTLY	11	12	19	24
I PLAN TO REENLIST:				
NO OR PROBABLY NO	57	62	27	23
YES OR PROBABLY YES	42	38	73	77

* BASED ON RESPONSES FROM 23,729 RESPONDENTS SURVEYED IN 25 OTHER CAREER LADDERS DURING 1976

DISCUSSION

1. The job of a helicopter mechanic, as defined by the survey data, appears to remain very much the same regardless of the type aircraft to which he is assigned. He may be a flight mechanic, crewchief, or section NCOIC, or he may work in dock maintenance, quality control, or training but the type of work he does will remain the same whether he works on a CH-3, HH-53, or UH-1N. Even though the jobs appear to be the same it must be noted that the tasks that have been determined to be different appear to require separate training. In fact, respondents indicate that maintenance on the HH-53 involves more difficult to learn tasks than maintenance on the H-1 or H-3 aircraft.

2. A new Specialty Training Standard for this AFSC is pending and the Plan of Instruction is currently being re-written and is expected to be in the field by May 1978. The survey data will be used in writing and editing these documents.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP048 - FLIGHT MECHANIC

NUMBER IN GROUP: 163

PERCENT OF SAMPLE: 12%

MAJOR COMMAND DISTRIBUTION: MAC (53%), TAC (28%), AFSC (10%), USAFE (7%),
OTHER (2%)

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

DAFSC DISTRIBUTION: 43150 (49%), 43170 (51%), 431X0C (81%), 431X0D (19%)

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 109 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: (9%)

AMOUNT OF SUPERVISION: 22 PERCENT SUPERVISED AN AVERAGE OF 4 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (2%), SO-SO (4%), INTERESTING (94%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (6%)
FAIRLY WELL OR BETTER (94%)

AVERAGE NUMBER OF TASKS PERFORMED: 74

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
S PERFORMING FLIGHT MECHANIC DUTIES	54
U MAINTAINING FACILITIES AND WORK AREAS	7
H PERFORMING GROUND HANDLING OF HELICOPTER AIRCRAFT	7
D TRAINING	5
C EVALUATING	3

GROUP DIFFERENTIATING TASKS:

TASKS

S2 BRIEF OR INSTRUCT PASSENGERS FOR NORMAL FLIGHT PROCEDURES AND EMERGENCIES	98
S22 MONITOR INFLIGHT OPERATION OF ROTOR, TRANSMISSION, OR DRIVE SYSTEMS	97
S21 MONITOR INFLIGHT OPERATION OF ENGINE FUEL OR OIL PRESSURE SYSTEMS	96
S4 COMPUTE DATA FOR TAKEOFF AND LANDING DATA (TOLD) CARDS	91
S1 BALANCE CARGO	90

GROUP ID NUMBER AND TITLE: GRP181 - FLIGHT LINE MAINTENANCE, H-1

NUMBER IN GROUP: 366

PERCENT OF SAMPLE: 28%

MAJOR COMMAND DISTRIBUTION: MAC (72%), TAC (19%), ATC (3%), USAFE (3%),
OTHER (3%)

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

DAFSC DISTRIBUTION: 43130D (7%), 43150D (73%), 43170D (20%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 53 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: (57%)

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISED AN AVERAGE OF 4 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (15%), INTERESTING (74%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (17%)
FAIRLY WELL OR BETTER (83%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (12%)
FAIRLY WELL OR BETTER (88%)

AVERAGE NUMBER OF TASKS PERFORMED: 205

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING HELICOPTER AIRCRAFT ROTOR AND FLIGHT CONTROL SYSTEMS	15
M MAINTAINING HELICOPTER AIRCRAFT TRANSMISSION AND DRIVE SYSTEMS	10
L MAINTAINING HELICOPTER AIRCRAFT ENGINE OR POWER PLANT SYSTEMS	9
I MAINTAINING HELICOPTER AIRFRAME SYSTEMS	7
H PERFORMING GROUND HANDLING OF HELICOPTER AIRCRAFT	7

GROUP DIFFERENTIATING TASKS:

TASKS

K18 INSTALL MAIN ROTOR ASSEMBLIES ON H-1 HELICOPTER AIRCRAFT	95
F4 PERFORM AIRCRAFT MAINTENANCE PREFLIGHT INSPECTIONS ON H-1 HELICOPTER AIRCRAFT	95
P30 SERVICE, DRAIN, OR REFILL HYDRAULIC SYSTEMS ON H-1 HELICOPTER AIRCRAFT	93
M30 REMOVE OR INSTALL MAIN TRANSMISSIONS OR COMPONENTS ON H-1 HELICOPTER AIRCRAFT	93
Q29 SERVICE H-1 HELICOPTER AIRCRAFT FUEL SYSTEMS	89

GROUP ID NUMBER AND TITLE: GRP087 - FLIGHT LINE MAINTENANCE, CH-3/HH-3

NUMBER IN GROUP: 222

PERCENT OF SAMPLE: 17%

MAJOR COMMAND DISTRIBUTION: MAC (55%), TAC (32%), AAC (10%), OTHER (3%)

LOCATION: CONUS (74%), OVERSEAS (26%)

DAFSC DISTRIBUTION: 43130C (20%), 43150C (65%), 43170C (15%)

AVERAGE GRADE: 3.8

AVERAGE TIME IN CAREER FIELD: 53 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: (61%)

AMOUNT OF SUPERVISION: 32 PERCENT SUPERVISED AN AVERAGE OF 4 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (20%), INTERESTING (70%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 184

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING HELICOPTER AIRCRAFT ROTOR AND FLIGHT CONTROL SYSTEMS	16
H PERFORMING GROUND HANDLING OF HELICOPTER AIRCRAFT	8
M MAINTAINING HELICOPTER AIRCRAFT TRANSMISSION AND DRIVE SYSTEMS	8
L MAINTAINING HELICOPTER AIRCRAFT ENGINE OR POWER PLANT SYSTEMS	7
I MAINTAINING HELICOPTER AIRFRAME SYSTEMS	7

GROUP DIFFERENTIATING TASKS:

TASKS

I22 REMOVE OR INSTALL HELICOPTER AIRCRAFT DOORS OR WINDOWS ON H-3 HELICOPTER AIRCRAFT	96
K19 INSTALL MAIN ROTOR ASSEMBLIES ON H-3 HELICOPTER AIRCRAFT	96
P31 MAINTAINING HELICOPTER AIRCRAFT HYDRAULIC SYSTEMS	93
F5 PERFORM AIRCRAFT MAINTENANCE PREFLIGHT INSPECTIONS ON H-3 HELICOPTER AIRCRAFT	92
D18 DEVELOP TECHNICAL EVALUATION TESTS	91

GROUP ID NUMBER AND TITLE: GRP103 - FLIGHT LINE MAINTENANCE, HH-53/CH-53

NUMBER IN GROUP: 213

PERCENT OF SAMPLE: 16%

MAJOR COMMAND DISTRIBUTION: MAC (63%), AFSC (17%), TAC (10%), USAFE (10%)

LOCATION: CONUS (63%), OVERSEAS (37%)

DAFSC DISTRIBUTION: 43130C (5%), 43150C (73%), 43170C (20%), 43191 (2%)

AVERAGE GRADE: 3.9

AVERAGE TIME IN CAREER FIELD: 53 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: (60%)

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISED AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (18%), INTERESTING (76%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (11%)
FAIRLY WELL OR BETTER (89%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (11%)
FAIRLY WELL OR BETTER (89%)

AVERAGE NUMBER OF TASKS PERFORMED: 210

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING HELICOPTER AIRCRAFT ROTOR AND FLIGHT CONTROL SYSTEMS	16
M MAINTAINING HELICOPTER AIRCRAFT TRANSMISSION AND DRIVE SYSTEMS	9
H PERFORMING GROUND HANDLING OF HELICOPTER AIRCRAFT	8
I MAINTAINING HELICOPTER AIRFRAME SYSTEMS	7
J MAINTAINING HELICOPTER AIRCRAFT LANDING GEAR SYSTEMS	6

GROUP DIFFERENTIATING TASKS:

TASKS

K20 INSTALL MAIN ROTOR ASSEMBLIES ON H-53 HELICOPTER AIRCRAFT	99
J16 REMOVE OR INSTALL WHEELS OF TIRE ASSEMBLIES ON H-53 HELICOPTER AIRCRAFT	99
I23 REMOVE OR INSTALL HELICOPTER AIRCRAFT DOORS OR WINDOWS ON H-53 HELICOPTER AIRCRAFT	98
F22 PERFORM IN-PROCESS INSPECTIONS OF EQUIPMENT	94
P32 SERVICE, DRAIN, OR REFILL HYDRAULIC SYSTEMS ON H-53 HELICOPTER AIRCRAFT	94

GROUP ID NUMBER AND TITLE: GRP390 - HELICOPTER MAINTENANCE SUPERINTENDENT

NUMBER IN GROUP: 31

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: MAC (45%), TAC (26%), AFSC (13%), USAFE (10%),
ATC (6%)

LOCATION: CONUS (74%), OVERSEAS (26%)

DAFSC DISTRIBUTION: 43170C (3%), 43191 (97%)

AVERAGE GRADE: 8.3

AVERAGE TIME IN CAREER FIELD: 268 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 94 PERCENT SUPERVISED AN AVERAGE OF SEVEN SUBORDINATES

EXPRESSED JOB INTEREST: SO-SO (3%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (10%)
FAIRLY WELL OR BETTER (90%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (10%)
FAIRLY WELL OR BETTER (90%)

AVERAGE NUMBER OF TASKS PERFORMED: 81

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	33
B DIRECTING AND IMPLEMENTING	30
A PLANNING AND ORGANIZING	21

GROUP DIFFERENTIATING TASKS:

TASKS

C23 RESOLVE PERSONNEL OR MANNING PROBLEMS	100
C26 REVIEW CORRESPONDENCE OR REPORTS	100
A16 WRITE OR UPDATE POLICY DIRECTIVES OR MAINTENANCE OPERATING INSTRUCTIONS (MOIS)	100
A10 PLAN PROCUREMENT OR REPLACEMENT OF PERSONNEL	100
C8 EVALUATE UNIT EFFICIENCY IN WORK ACCOMPLISHMENT	100

GROUP ID NUMBER AND TITLE: GRP313 - NCOIC ORGANIZATIONAL MAINTENANCE SQUADRON

NUMBER IN GROUP: 21

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: MAC (48%), TAC (33%), AFSC (14%), USAFE (5%)

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

DAFSC DISTRIBUTION: 43150 (5%), 43170 (24%), 43191 (71%), 431XOC (10%),
431XOD (24%)

AVERAGE GRADE: 7.1

AVERAGE TIME IN CAREER FIELD: 225 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 81 PERCENT SUPERVISED AN AVERAGE OF EIGHT SUBORDINATES

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (5%), INTERESTING (86%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (5%)
FAIRLY WELL OR BETTER (95%)

AVERAGE NUMBER OF TASKS PERFORMED: 137

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	25
B DIRECTING AND IMPLEMENTING	22
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15
D TRAINING	12
A PLANNING AND ORGANIZING	12

GROUP DIFFERENTIATING TASKS:

TASKS

A2 COORDINATE WORK WITH RELATED MAINTENANCE ACTIVITIES	100
A13 SCHEDULE SHIFTS, WORK ASSIGNMENTS, LEAVES, SCHOOLS, OR TDYS	100
B25 PREPARE RECOMMENDATIONS FOR POLICY CHANGES IN UTILIZATION OF PERSONNEL	100
C4 EVALUATE MAINTENANCE ACTIVITIES	91
B35 SUPERVISE MILITARY PERSONNEL WITH AFSCS OTHER THAN 431XOC/D	81

GROUP ID NUMBER AND TITLE: GRP232 - NCOIC ORGANIZATIONAL MAINTENANCE BRANCH

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: MAC (29%), TAC (29%), AFSC (29%), USAFE (13%)

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

DAFSC DISTRIBUTION: 43170C (29%), 43191 (71%)

AVERAGE GRADE: 7.3

AVERAGE TIME IN CAREER FIELD: 239 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 86 PERCENT SUPERVISE AN AVERAGE OF NINE SUBORDINATES

EXPRESSED JOB INTEREST: INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 59

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	27
B DIRECTING AND IMPLEMENTING	24
A PLANNING AND ORGANIZING	16
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	13

GROUP DIFFERENTIATING TASKS:

TASKS

A2 COORDINATE WORK WITH RELATED MAINTENANCE ACTIVITIES	100
C24 RESOLVE TECHNICAL PROBLEMS	100
B4 COUNSEL SUBORDINATES ON PROBLEMS	100
B1 ASSIGN PERSONNEL TO DUTY POSITIONS	100
B9 DIRECT FLIGHT LINE MAINTENANCE	85

GROUP ID NUMBER AND TITLE: GRP150 - H-1 LINE CHIEF

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: MAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 43170D (50%), 43191 (50%)

AVERAGE GRADE: 6.5

AVERAGE TIME IN CAREER FIELD: 183 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 83 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDIANTES

EXPRESSED JOB INTEREST: SO-SO (17%), INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (17%)
FAIRLY WELL OR BETTER (83%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 91

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	21
C EVALUATING	16
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	13
A PLANNING AND ORGANIZING	9
D TRAINING	8
K MAINTAINING HELICOPTER AIRCRAFT ROTOR AND FLIGHT CONTROL SYSTEMS	8

GROUP DIFFERENTIATING TASKS:

TASKS

A13 SCHEDULE SHIFTS, WORK ASSIGNMENTS, LEAVES, SCHOOLS, OR TDYS	100
K87 TROUBLESHOOT FLIGHT CONTROL SYSTEMS ON H-1 HELICOPTER AIRCRAFT	100
B9 DIRECT FLIGHT LINE MAINTENANCE	83
B32 SUPERVISE HELICOPTER MECHANICS (43150D)	83
K89 TROUBLESHOOT MAIN ROTOR SYSTEMS ON H-1 HELICOPTER AIRCRAFT	83

GROUP ID NUMBER AND TITLE: GRP197 - NCOIC EQUIPMENT CONTROL SECTION

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: MAC (100%)

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

DAFSC DISTRIBUTION: 43170C (83%), 43191 (17%)

AVERAGE GRADE: 6.2

AVERAGE TIME IN CAREER FIELD: 166 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 83 PERCENT SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

EXPRESSED JOB INTEREST: SO-SO (17%), INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (17%)
FAIRLY WELL OR BETTER (83%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (17%)
FAIRLY WELL OR BETTER (83%)

AVERAGE NUMBER OF TASKS PERFORMED: 71

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	26
B DIRECTING AND IMPLEMENTING	17
C EVALUATING	15
U MAINTAINING FACILITIES AND WORK AREAS	11
A PLANNING AND ORGANIZING	10

GROUP DIFFERENTIATING TASKS:

TASKS

E10 MAINTAIN MAINTENANCE DATA COLLECTION RECORDS (AFTO FORM 349)	100
U8 PERFORM ROUTINE INSPECTIONS OF FACILITIES OR WORK AREAS	100
A13 SCHEDULE SHIFTS, WORK ASSIGNMENTS, LEAVES, SCHOOLS, OR TDYS	100
E6 INVENTORY EQUIPMENT	100
E8 MAINTAIN DAILY STATUS REPORTS	83

GROUP ID NUMBER AND TITLE: GRP138 - H-3/H-53 LINE CHIEF

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (50%), TAC (20%), AFSC (10%), ATC (10%),
USAFE (10%)

LOCATION: CONUS (70%), OVERSEAS (30%)

DAFSC DISTRIBUTION: 43170C (60%), 43191 (40%)

AVERAGE GRADE: 6.6

AVERAGE TIME IN CAREER FIELD: 181 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 90 PERCENT SUPERVISED AN AVERAGE OF SEVEN SUBORDINATES

EXPRESSED JOB INTEREST: INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 118

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	18
C EVALUATING	15
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	12
A PLANNING AND ORGANIZING	9
K MAINTAINING HELICOPTER AIRCRAFT ROTOR AND FLIGHT CONTROL SYSTEMS	8

GROUP DIFFERENTIATING TASKS:

TASKS

B33 CONDUCT SUPERVISORY ORIENTATIONS OR BRIEFINGS	100
A13 SCHEDULE SHIFTS, WORK ASSIGNMENTS, LEAVES, SCHOOLS, OR TDYS	100
B9 DIRECT FLIGHT LINE MAINTENANCE	90
K88 TROUBLESHOOT FLIGHT CONTROL SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	90
K90 TROUBLESHOOT MAIN ROTOR SYSTEMS ON H-3/53 HELICOPTER AIRCRAFT	90

GROUP ID NUMBER AND TITLE: GRP194 - SECTION NCOIC

NUMBER IN GROUP: 14

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (71%), AFSC (15%), AAC (7%), ATC (7%)

LOCATION: CONUS (93%), OVERSEAS (7%)

DAFSC DISTRIBUTION: 43150C (14%), 43170D (43%), 43191 (43%)

AVERAGE GRADE: 6.5

AVERAGE TIME IN CAREER FIELD: 160 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: (7%)

AMOUNT OF SUPERVISION: 86 PERCENT SUPERVISED AND AVERAGE OF FIVE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (7%), INTERESTING (93%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 346

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	14
C EVALUATING	14
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	10
D TRAINING	8
A PLANNING AND ORGANIZING	7

GROUP DIFFERENTIATING TASKS:

TASKS

C24 RESOLVE TECHNICAL PROBLEMS	100
C23 RESOLVE PERSONNEL OR MANNING PROBLEMS	100
A13 SCHEDULE SHIFTS, WORK ASSIGNMENTS, LEAVES, SCHOOLS, OR TDYS	100
A3 DETERMINE OR JUSTIFY REQUIREMENTS FOR SPACE, PERSONNEL, MATERIEL, OR SUPPLIES	100
B9 DIRECT FLIGHT LINE MAINTENANCE	93

GROUP ID NUMBER AND TITLE: GRP178 - QUALITY CONTROL INSPECTOR

NUMBER IN GROUP: 16

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (56%), TAC (25%), USAFE (13%), AFSC (6%)

LOCATION: CONUS (81%), OVERSEAS (19%)

DAFSC DISTRIBUTION: 43170 (56%), 43191 (44%), 431X0C (31%), 431X0D (25%)

AVERAGE GRADE: 7.0

AVERAGE TIME IN CAREER FIELD: 194 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 75 PERCENT SUPERVISED AN AVERAGE OF SIX SUBORDINATES

EXPRESSED JOB INTEREST: SO-SO (13%), INTERESTING (81%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (0%)
FAIRLY WELL OR BETTER (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 57

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	40
B DIRECTING AND IMPLEMENTING	18
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	12
A PLANNING AND ORGANIZING	12
F PERFORMING SCHEDULED AND SPECIAL AIRCRAFT INSPECTIONS	5

GROUP DIFFERENTIATING TASKS:

TASKS

C28 REVIEW OR FOLLOW UP ON INSPECTION REPORTS	100
B22 IMPLEMENT OR FOLLOW UP ON QUALITY CONTROL PROGRAMS	94
C5 EVALUATE MAINTENANCE ANALYSIS REPORTS	94
E29 REVIEW INSPECTION CHECKLISTS FOR CURRENT REQUIREMENTS	94
C18 INSPECT TO FILES	88

GROUP ID NUMBER AND TITLE: GRP096 - NCOIC UNIT TRAINING SECTION

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: MAC (40%), TAC (20%), USAFE (20%), OTHER (20%)

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

DAFSC DISTRIBUTION: 43150C (80%), 43170C (20%)

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 95 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 80 PERCENT SUPERVISED AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (60%), INTERESTING (20)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 44

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
D TRAINING	40
B DIRECTING AND IMPLEMENTING	19
C EVALUATING	12
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	10

GROUP DIFFERENTIATING TASKS:

<u>TASKS</u>	
B23 PLAN OR SCHEDULE ON-THE-JOB TRAINING (OJT)	100
D1 ADMINISTER ORAL OR WRITTEN TESTS	100
D2 ARRANGE FOR TRAINING AIDS OR TRAINING MATERIALS	100
C19 INSPECT TRAINING RECORDS	100
D22 EVALUATE UNIT TRAINING NEEDS	100

GROUP ID NUMBER AND TITLE: GRP041 - NCOIC QUALITY CONTROL SECTION

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (50%), HQ CMD (10%), AFLC (10%), ATC (10%),
TAC (10%), USAFE (10%)

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

DAFSC DISTRIBUTION: 43170 (50%), 43191 (50%), 431X0C (40%), 431X0D (10%),

AVERAGE GRADE: 7.4

AVERAGE TIME IN CAREER FIELD: 223 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 40 PERCENT SUPERVISED AN AVERAGE OF THREE SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (10%)
FAIRLY WELL OR BETTER (90%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (10%)
FAIRLY WELL OR BETTER (90%)

AVERAGE NUMBER OF TASKS PERFORMED: 20

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	60
A PLANNING AND ORGANIZING	12
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	9

GROUP DIFFERENTIATING TASKS:

TASKS

C26 REVIEW CORRESPONDENCE OR REPORTS	100
C28 REVIEW OR FOLLOW UP ON INSPECTION REPORTS	100
C36 REVIEW UNSATISFACTORY REPORTS (URS)	80
C24 RESOLVE TECHNICAL PROBLEMS	70
C4 EVALUATE MAINTENANCE ACTIVITIES	60

GROUP ID NUMBER AND TITLE: GRP018 - JOB/EXPEDITOR/CONTROL

NUMBER IN GROUP: 43

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: MAC (52%), TAC (16%), AFSC (12%), USAFE (7%),
PACAF (5%), AAC (4%), AFCS (4%)

LOCATION: CONUS (61%), OVERSEAS (39%)

DAFSC DISTRIBUTION: 43150 (42%), 43170 (47%), 43191 (11%), 431X0C (72%),
431X0D (17%)

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 112 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 7%

AMOUNT OF SUPERVISION: 28% SUPERVISED AN AVERAGE OF 4 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (12%), 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 (37%)
FAIRLY WELL OR BETTER (63%)

AVERAGE NUMBER OF TASKS PERFORMED: 16

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	24
A PLANNING AND ORGANIZING	24
B DIRECTING AND IMPLEMENTING	21
C EVALUATING	12

GROUP DIFFERENTIATING TASKS:

<u>TASKS</u>	
A2 COORDINATE WORK WITH RELATED MAINTENANCE ACTIVITIES	88
E2 COMPLETE MAINTENANCE DATA FORMS	51
C2 DEBRIEF FLIGHT CREWS	51
A8 PLAN MAINTENANCE OR INSPECTIONS OF AIRCRAFT	47
B9 DIRECT FLIGHT LINE MAINTENANCE	42

GROUP ID NUMBER AND TITLE: GRP043 - TECHNICAL ORDERS MONITOR

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: MAC (86%), PACAF (14%)

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

DAFSC DISTRIBUTION: 43130C (14%), 43150C (57%), 43170C

AVERAGE GRADE: 4.6

AVERAGE TIME IN CAREER FIELD: 108 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 71%

AMOUNT OF SUPERVISION: ONE PERSON SUPERVISED ONE SUBORDINATE

EXPRESSED JOB INTEREST: DULL (43%), SO-SO (14%), INTERESTING (29%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (43%)
FAIRLY WELL OR BETTER (57%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (57%)
FAIRLY WELL OR BETTER (43%)

AVERAGE NUMBER OF TASKS PERFORMED: 17

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	30
U MAINTAINING FACILITIES AND WORK AREAS	23
D TRAINING	14
C EVALUATING	14
B DIRECTING AND IMPLEMENTING	8

GROUP DIFFERENTIATING TASKS:

TASKS

E15 MAINTAIN TO FILES OTHER THAN ENGINE TOs	100
C18 INSPECT TO FILES	86
E9 MAINTAIN LEVELS OF OFFICE FORMS OR SUPPLIES	57
B12 DIRECT MAINTENANCE OF TECHNICAL ORDER (TO) FILES	57
E5 INITIATE TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORTS AND REPLY FORMS (AFTO FORM 22)	57

GROUP ID NUMBER AND TITLE: GRP035 - TOOL CRIB MONITORS

NUMBER IN GROUP: 9

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (78%), TAC (11%), USAF (11%)

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

DAFSC DISTRIBUTION: 43130C (11%), 43150C (78%), 43170C

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 83 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 78

AMOUNT OF SUPERVISION: 33% SUPERVISED AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: SO-SO (44%), INTERESTING (44%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (22%)
FAIRLY WELL OR BETTER (78%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (33%)
FAIRLY WELL OR BETTER (67%)

AVERAGE NUMBER OF TASKS PERFORMED: 65

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
U MAINTAINING FACILITIES AND WORK AREAS	18
T MAINTAINING TOOLS AND GROUND SUPPORT EQUIPMENT	12
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	10
K MAINTAINING HELICOPTER AIRCRAFT ROTOR AND FLIGHT CONTROL SYSTEMS	8
C EVALUATING	6

GROUP DIFFERENTIATING TASKS:

TASKS

U8 PERFORM ROUTINE INSPECTIONS OF FACILITIES OR WORK AREAS	100
T2 CLEAN OR STORE HANDTOOLS OR SPECIAL EQUIPMENT	78
T6 MAINTAIN STOCK OF HANDTOOLS OR SPECIAL EQUIPMENT	56
E28 RESEARCH SUPPLY INFORMATION FOR SPECIAL REQUISITIONS, ISSUE, OR TURN-IN SLIPS	56
D12 DEMONSTRATE USE OF EQUIPMENT OR TOOLS	56