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AFSCs 32632A/B/C, 32652A/B/C, 32672A/B/C, and 32692.

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Integrated Avionic Systems career ladder (AFSCs 32632A/B/C, 32652A/B/C, 32672A/B/C, and 32692). The project was directed by USAF Program Technical Training, Volume 2, dated April 1976. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Mr. James L. Slovak, Inventory Development Specialist. Captains Hynson H. Marvel, Jr. and 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, 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 job inventory was administered to field incumbents between September 1976 and January 1977. The 1,050 incumbents in the final survey sample represents 68 percent of the total assigned population of 1,544 members.

2. Career Ladder Structure: Four major groupings of jobs were identified. These grouping tended to break out along the line of the present shredout configurations, as well as that of supervisors and support personnel.

3. DAFSC Analysis: Clear and distinct differences were noted in the areas maintained by each shredout group, with very little overlap found in the tasks performed. The exception to this trend was in the area of general avionics maintenance. Within each shredout group, tasks performed among skill level groups were highly similar. In all three shredouts, incumbents progressed from technical maintenance to supervision duties. However, personnel within the B-shredout reflected somwhat of a smaller amount of time spent on supervisory tasks than those personnel in the A-shredout or C-shredout groups.

4. AFR 39-1 Evaluation: Comparisons of the survey data and the specialty descriptions in AFR 39-1 indicated that the descriptions contained statements of responsibility which were sufficiently broad in scope to include all technical tasks performed by job incumbents. Descriptions of the three shredouts paralleled the major clusters identified in the career ladder structure. This analysis tended to validate the exisiting structure of the career ladder.

5. STS Review: In general, the tasks listed in the three separate documents were well supported by the survey data.

OCCUPATIONAL SURVEY REPORT
INTEGRATED AVIONIC SYSTEMS CAREER LADDER
(AFSC'S 32632A/B/C, 32652A/B/C, 32672A/B/C, AND 32692)

INTRODUCTION

This is a report of an occupational survey of the Integrated Avionic Systems career ladder (AFSCs 32632A/B/C, 32652A/B/C, 32672A/B/C, and 32692), completed by the Occupational Survey Branch, USAF Occupational Measurement Center during October 1977.

This is the initial occupational survey of the Integrated Avionics career ladder. The career field subdivision (AFSCs 326XX) was created in 1968. It was designed primarily to support the F-111 series aircraft. The Integrated Avionics System Specialist/Technician (AFSCs 326X2A/B/C) was established in 1972. It was established to perform the flightline duties previously performed by avionic maintenance personnel on older aircraft with conventional avionic systems. Responsibility for the F-15A was added later and the F-16 will soon become the third weapon system requiring integrated avionics maintenance.

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

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-326-240. Thorough research of career field publications and directives, personal interviews with 28 subject-matter specialists at six bases, and written reviews from 48 experienced 32672A/B/C personnel contributed to the final development of the survey instrument, which consists of 1,005 tasks grouped under 22 duty headings.

During the period 20 September 1976 through 6 January 1977, consolidated base personnel offices in operational units worldwide administered the inventory booklets to job incumbents holding the DAFSCs identified above. Table 1 reflects the percentage distribution, by major command, of

assigned personnel in the career ladder as of August 1976. Also reflected is the distribution by major command of incumbents in the final survey sample. The 1,050 incumbents making up this final sample represents 68 percent of the total AFSC population of 1,544 members. This sampling of career ladder members is considered to be an adequate and representative sampling of the total career ladder population.

TABLE 1

COMMAND REPRESENTATION IN THE SURVEY SAMPLE

COMMAND	326X2A		326X2B		326X2C		32692	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
TAC	64	68	60	66	58	62	40	51
USAFE	13	8	23	12	24	15	20	20
SAC	13	12	10	17	11	14	14	15
ATC	4	8	3	4	4	7	15	10
OTHER	6	4	4	1	3	2	11	4
TOTALS	100	100	100	100	100	100	100	100

* Assigned DAFSC 32692 personnel
** Surveyed only DAFSC 32692 personnel who supervise DAFSC 326X2A/B/C personnel

Total assigned - 1,544
Total sample - 1,050
Percent of assigned - 68%

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 326X2A/B/C career ladder was determined to be that illustrated in Figure 1. Basically, four primary groups were identified. These were:

I. Electronic Countermeasures (ECM)/Navigation (NAV)/ Communication (COM) Equipment Maintenance Personnel (GRP059)

II. Radar and Inertial Navigation System (INS) Maintenance Personnel (GRP023)

III. Supervisors and Support Personnel (GRP007)

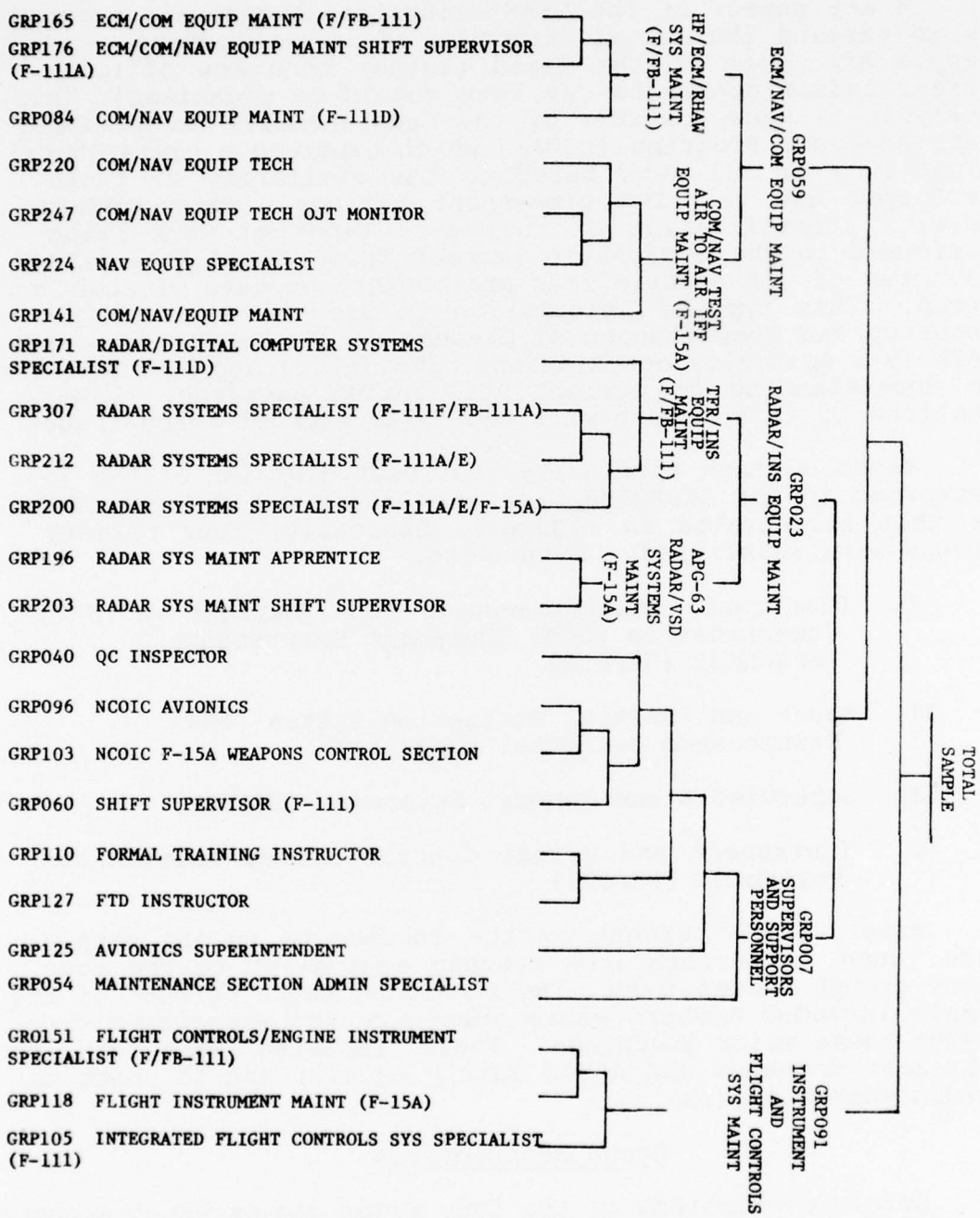
IV. Instrument and Flight Control System Maintenance Personnel (GRP091)

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

Group Descriptions

Brief descriptions of the four major groups which encompass the important functions of the Integrated Avionics Component career ladder are given below. Complete summaries of representative tasks and background information for these groups can be

FIGURE 1
CAREER LADDER STRUCTURE
AFSCs 326X2A/B/C



found in Appendix A. The GRP numbers used in conjunction with each group in the Narrative, Figure 1, and in Appendix A are references to computer printout information (EXTRACT) forwarded to some users for additional analysis in support of classification or training decisions.

I. ECM/NAV/COM Equipment Maintenance Personnel (GRP059). The members of this group hold DAFSC 326X2C. Tasks performed by incumbents within the group include the isolation of ECM/NAV/COM equipment malfunctions and the removal and installation of ECM/NAV/COM equipment. Two primary subgroups within this overall group were identified. These subgroups broke out by type of aircraft involved, specifically by the F/FB-111 and F-15A aircraft. These groups are broken out further to illustrate specific jobs within aircraft groups. By and large, members found their jobs dull or so-so, with only 42 percent finding it interesting. A large percentage also felt that their talents were not being used effectively.

II. Radar and INS Maintenance Personnel (GRP023). These personnel hold DAFSC 326X2A. Their primary job relates to the removal, the installation, and the performance of operational checks of the radar and inertial navigation systems on both the F/FB-111 and F-15A aircraft. As with the ECM/NAV/COM Equipment Maintenance personnel (GRP059), two subgroups were identified which broke out specifically by the type of aircraft involved. Job interest for this group was only slightly better than shown by ECM/NAV/COM Equipment Maintenance personnel, with 53 percent finding the job interesting.

III. Supervisors and Support Personnel (GRP001). Members of this group spend most of their time performing supervisory and administrative tasks. Within this group are Inspectors, Instructors, Administration Specialists, and various levels of Supervisors. Job interest was quite high for all job types, with 80 percent or more of incumbents in each subgroup generally finding the job interesting.

IV. Instrument and Flight Controls Systems Maintenance Personnel (GRP091). This group is composed of members having DAFSC 326X2B. Tasks performed by members of this group were found to include removal and replacement of flight control equipment, and checking and troubleshooting instrument system equipment. Contained within this group are three subgroups. One group works on flight controls and engine instruments on F/FB-111 aircraft, another works on integrated flight controls on the F-111, and the third group works on F-15A flight instrument maintenance. Job interest of this group's members was higher than that expressed for the other two technical groups (I and II above), with 62 percent of these members finding their job interesting.

ANALYSIS OF DAFSC GROUPS

Table 2 reflects the relative percent time spent by members of the three shredout groups on tasks within each duty section of the job inventory. Clear and distinct differences can be seen in the areas maintained by each shredout group, with very little overlap found except in the areas of general avionics maintenance. Within each shredout group, there is a noticeable transition from technical maintenance (Duties F through V) to supervision (Duties A through E), as incumbents progress from the 3-skill level through the 9-skill level.

The A-shred respondents indicated the majority of their time was spent maintaining radar systems, digital computer systems, and inertial navigation systems. Tasks performed at the 3- and 5-skill levels were found to be quite similar, with both groups isolating malfunctions, performing operational checks, and removing or installing components involved with TFR, INS, and ARS systems. At the 7-skill level, these same technical functions are being performed but a smaller number of members are performing them. Seven-skill level members were more involved with tasks associated with training, directing, and implementing. Table 3 highlights these differences across skill levels.

Personnel with DAFSC 326X2B spend most of their time maintaining integrated flight control and instrument systems. Very little overlap in technical tasks was seen between this group and the A-shredout group. As with the A-shredout, very little difference was noted between the tasks performed between 3- and 5-skill level personnel. Both skill level groups are involved with performing checks and self-tests on flight control systems, isolating malfunctions, and performing operational checks on instrument systems. Over 60 percent of their time is spent maintaining instrument systems. At the 7-skill level, members spend 60 percent of their time maintaining flight control and instrument systems, while spending 34 percent on supervisory duties A through E. This contrasts with the 7-skill level members of the A- and C-shredouts who spend 52 percent of their time performing the same duties. Table 4 highlights tasks performed among the DAFSC 326X2B skill level groups.

The DAFSC 326X2C members indicated that their time was being spent primarily maintaining communications systems, navigational systems, and penetration aids and electronic countermeasures. Again, very little overlap was found between the tasks performed by these members and that for members in the A- and B-shredouts. As with the A- and B-shredouts, task

performance for the C-shredout 3- and 5-skill level respondents was similar. Members were involved with removing, installing, and isolating malfunctions to high frequency antenna systems and receiver-transmitters, UHF controls, glideslope receivers, ILS and TACAN receivers, ECM antennas, and RHAW system AFT receivers and video signal processors. At the 7-skill level, members are still involved with these tasks, but they also spend 52 percent of their time on supervisory duties A through E. Table 5 reflects representative tasks performed by DAFSC 326X2C personnel.

Most tasks performed by these personnel involve locating a malfunction and changing the replaceable unit. Most tasks of this nature are rated above average in terms of their difficulty to learn. Thus, the overall job performed by 326X2C respondents was found to be somewhat more difficult than jobs performed by 326X2A or 326X2B groups. Task difficulty is discussed in greater detail in a following section of this report.

Integrated Avionics Superintendents progress from the Avionics Aerospace Ground Equipment Technician (AFS 32670A/B/C/D), Integrated Avionics Component Technician (AFS 32671C/D/E), or Integrated Avionics Systems Technician (AFS 32672A/B/C) specialties. The survey sample was limited to DAFSC 32692 personnel who supervised AFS 326X2A/B/C personnel.

Nine-skill level respondents indicated the majority of their time was spent performing supervisory tasks (See Table 6). In contrast to the 7-skill level respondents who perform technical and supervisory tasks, the 9-level respondents indicated less than five percent time spent on technical tasks. On the average, they performed 77 tasks primarily associated with supervising personnel, evaluating maintenance procedures, planning equipment repair, and directing maintenance activities.

TABLE 2

PERCENT TIME SPENT ON DUTIES BY AFS 326X2 DAFSC GROUPS

	DUTY	DAFSC 326X2A			DAFSC 326X2B			DAFSC 326X2C			DAFSC 32692
		3	5	7	3	5	7	3	5	7	
A	ORGANIZING AND PLANNING	1	2	7	2	1	5	1	3	11	22
B	DIRECTING AND IMPLEMENTING	1	4	13	2	2	8	1	4	13	29
C	EVALUATING	*	1	7	*	*	6	*	1	6	17
D	TRAINING	*	4	11	0	1	6	*	3	8	5
E	MAINTAINING FORMS, RECORDS, AND REPORTS	5	5	14	4	4	9	2	7	14	20
F	PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	8	9	7	8	7	6	13	9	6	1
G	MAINTAINING RADAR SYSTEMS	32	26	14	*	*	*	*	*	*	1
H	MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	13	13	8	*	*	*	*	0	*	*
I	MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	10	9	5	*	*	*	*	0	*	*
J	MAINTAINING DIGITAL COMPUTER SYSTEMS	12	10	5	*	*	*	0	0	*	*
K	MAINTAINING OPTICAL SIGHT SYSTEMS	8	7	4	*	*	*	0	*	*	*
L	MAINTAINING INTEGRATED DISPLAY SYSTEMS (IDS)	1	1	1	*	*	0	0	0	0	*
M	MAINTAINING NAVIGATIONAL RADAR (DOPPLER) SYSTEMS	2	2	1	0	*	0	0	0	0	*
N	MAINTAINING HORIZONTAL SITUATION DISPLAY (HSD) SETS	1	1	*	1	*	*	*	0	0	*
O	MAINTAINING ELECTRONIC ALTIMETER (LARA) SYSTEMS	4	5	4	0	*	*	0	*	*	*
P	MAINTAINING AUTOMATIC TRACKING ASTROCOMPASS	0	*	*	1	*	*	0	0	0	0
Q	MAINTAINING INTEGRATED FLIGHT CONTROL SYSTEMS	1	*	*	18	17	13	*	0	*	1
R	MAINTAINING INSTRUMENT SYSTEMS	*	1	*	64	65	47	*	1	*	2
S	MAINTAINING COMMUNICATIONS SYSTEMS	*	*	*	*	*	0	27	21	12	0
T	MAINTAINING NAVIGATIONAL SYSTEMS	0	*	*	0	*	*	23	23	12	0
U	MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURES	*	*	*	0	*	0	32	27	15	*
V	MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS)	0	*	0	0	*	0	*	1	1	*

* Less than one percent

TABLE 3
TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 326X2A RESPONDENTS
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 32632A	DAFSC 32652A	DAFSC 32672A
A1	CONDUCT OR PARTICIPATE IN MEETINGS OR BRIEFINGS	42	50	75
B8	DIRECT MAINTENANCE OR CHECKOUT OF INTEGRATED AVIONIC SYSTEMS	18	38	57
B13	PREPARE AIRMAN PERFORMANCE REPORTS (APR)	10	34	70
D7	COUNSEL INDIVIDUALS ON TRAINING PROGRESS	7	28	52
E11	INITIATE OR POST MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	49	63	67
E45	REVIEW MAINTENANCE DATA FORMS FOR CORRECTNESS OR COMPLETENESS	8	29	55
F3	INTERPRET AIRCRAFT INTERCONNECTING WIRING DIAGRAMS	85	86	65
G15	ISOLATE MALFUNCTIONS TO ARS RADAR SET CONTROLS	68	75	48
G28	PERFORM OPERATIONAL CHECKS OR ARS SYSTEMS	66	79	52
H7	ISOLATE MALFUNCTIONS TO TFR COMPUTERS	62	71	53
H14	OPERATIONALLY CHECK TFR SYSTEMS	63	70	52
I9	OPERATIONALLY CHECK INS SYSTEMS	92	90	66
I17	REMOVE OR INSTALL INS STABILIZED PLATFORMS	69	81	58
J15	ISOLATE MALFUNCTIONS TO DIGITAL COMPUTER COMPLEX (DCC) GENERAL NAVIGATIONAL COMPUTER WEAPONS DELIVERY COMPUTERS	66	50	34
J36	REMOVE OR INSTALL DCC CONVERTOR-MULTIPLEXERS	51	50	30

TABLE 4

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 326X2B RESPONDENTS
(PERCENT MEMBERS PERFORMING)

	TASKS	DAFSC 32632B	DAFSC 32652B	DAFSC 32672B
A1	CONDUCT OR PARTICIPATE IN MEETINGS OR BRIEFINGS	36	43	61
B13	PREPARE AIRMAN PERFORMANCE REPORTS (APR)	14	28	79
E11	INITIATE OR POST MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	57	64	79
Q4	ISOLATE MALFUNCTIONS TO AUTOMATIC FLIGHT CONTROL SYSTEMS	75	93	82
Q18	PERFORM FLIGHT CONTROL COMPUTER SELF-TESTS	86	79	60
Q30	PERFORM TFR AND FLIGHT CONTROL TIE-IN CHECKS	82	83	65
Q38	REMOVE OR INSTALL FLIGHT CONTROL AUTOPILOT DAMPER PANELS	93	94	74
Q44	REMOVE OR INSTALL FLIGHT CONTROL LATERAL OR NORMAL ACCELEROMETERS	68	88	63
Q47	REMOVE OR INSTALL FLIGHT CONTROL RATE GYROSCOPE ASSEMBLIES	82	91	71
R19	ISOLATE MALFUNCTIONS TO AIR DATA COMPUTERS	86	93	77
R30	ISOLATE MALFUNCTIONS TO ANGLE-OF-ATTACK INDICATORS	86	85	74
R41	ISOLATE MALFUNCTIONS TO DISPLACEMENT GYROSCOPES	82	93	74
R54	ISOLATE MALFUNCTIONS TO HORIZONTAL SITUATION INDICATORS (HSI)	79	92	74
R79	ISOLATE MALFUNCTIONS TO PITOT-STATIC PROBES	89	92	74
R105	PERFORM OPERATIONAL CHECKS OF AIR DATA COMPUTERS	93	93	68
R108	PERFORM OPERATIONAL CHECKS OF AIRSPEED MACH INDICATING SYSTEMS	89	91	65
R161	REMOVE OR INSTALL ANGLE-OF-ATTACK TRANSMITTERS	79	92	76
R203	REMOVE OR INSTALL INSTRUMENT SYSTEM TACHOMETER INDICATORS	68	89	63
R238	SET UP OR OPERATE PITOT-STATIC TEST SETS (TTU-205 C/E OR TTU-205 B/E)	96	92	81
R244	SET UP PITOT-STATIC ADAPTERS	86	93	76

TABLE 5

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 326X2C RESPONDENTS
(PERCENT MEMBERS PERFORMING)

	TASKS	DAFSC 32632C	DAFSC 32652C	DAFSC 32672C
A1	CONDUCT OR PARTICIPATE IN MEETINGS OR BRIEFINGS	48	50	81
B2	BRIEF PERSONNEL ON UNIT SECURITY OR SAFETY RULES	3	24	67
B13	PREPARE AIRMAN PERFORMANCE REPORTS (APR)	0	29	73
D9	DEMONSTRATE USE OF EQUIPMENT OR TOOLS	6	54	61
E11	INITIATE OR POST MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	35	68	64
S1	CHANGE UHF RADIO PRESET FREQUENCIES	86	93	76
S5	ISOLATE MALFUNCTIONS TO HIGH FREQUENCY (HF) ANTENNA SYSTEMS	77	76	53
S8	ISOLATE MALFUNCTIONS TO HF RECEIVER-TRANSMITTERS	82	74	54
S15	ISOLATE MALFUNCTIONS TO UHF CONTROLS	90	88	64
S22	OPERATIONALLY CHECK HF SYSTEMS	89	73	54
S36	REMOVE OR INSTALL HF ANTENNA COUPLERS	82	72	53
S49	REMOVE OR INSTALL UHF PRIMARY OR AUXILIARY RECEIVER-TRANSMITTERS	79	78	57
T12	ISOLATE MALFUNCTIONS TO GLIDESLOPE RECEIVERS	71	82	63
T18	ISOLATE MALFUNCTIONS TO ILS ANTENNAS	68	73	57
T23	ISOLATE MALFUNCTIONS TO TACAN ANTENNAS	73	85	61
T38	PERFORM OPERATIONAL CHECKS OF ILS SYSTEMS	81	85	67
T52	REMOVE OR INSTALL AIR-TO-AIR IFF RECEIVER-TRANSMITTERS	61	63	31
T72	REMOVE OR INSTALL TACAN RECEIVER-TRANSMITTERS	87	88	64
U16	ISOLATE MALFUNCTIONS TO ECM ANTENNAS	71	67	46
U19	ISOLATE MALFUNCTIONS TO LOW, MEDIUM, OR HIGH BAND ECM POWER AMPLIFIERS	76	71	46
U32	ISOLATE MALFUNCTIONS TO RHAW SYSTEM AFT RECEIVERS	76	70	50
U40	ISOLATE MALFUNCTIONS TO RHAW SYSTEM VIDEO SIGNAL PROCESSORS (VSP)	76	71	47
U55	PERFORM OPERATIONAL CHECKS OF RHAW SYSTEMS	77	71	49
U68	REMOVE OR INSTALL COUNTERMEASURE DISPENSER CONTROLS	65	66	44
U84	REMOVE OR INSTALL ECM POWER AMPLIFIERS	69	69	36
U94	REMOVE OR INSTALL RHAW SYSTEM AFT RECEIVERS	74	70	44
U106	UPLOAD OR DOWNLOAD ECM PODS/PYLONS	63	62	41

TABLE 6

TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 32672 AND 32692 RESPONDENTS

	TASK	DAFSC 32672A (N=92)	DAFSC 32672B (N=62)	DAFSC 32572C (N=70)	DAFSC 32692 (N=59)
A1	CONDUCT OR PARTICIPATE IN MEETINGS OR BRIEFINGS	75	61	81	95
B6	COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	63	52	67	90
B13	PREPARE AIRMAN PERFORMANCE REPORTS (APR)	70	79	73	86
A7	INITIATE METHODS FOR IMPROVING SHOP OR SECTION OPERATIONS	54	44	53	81
B2	BRIEF PERSONNEL ON UNIT SECURITY OR SAFETY RULES	52	47	67	78
B5	COUNSEL SUBORDINATES ON CAREER PROGRESSION OR JOB PERFORMANCE	61	58	63	78
B12	INTERPRET POLICIES OR PROCEDURES FOR SUBORDINATE PERSONNEL	53	34	47	78
B9	DIRECT SECTION ACTIVITIES	40	29	33	76
A12	PLAN PHYSICAL LAYOUTS OF SECTION WORKSPACE	22	16	33	66
B1	ASSIGN PERSONNEL TO DUTY POSITIONS	35	27	23	66
C15	EVALUATE SHOP FACILITIES OR EQUIPMENT	29	27	27	64
A15	PREPARE RECOMMENDATIONS FOR SECTION MANNING	22	13	14	63
C7	EVALUATE INDIVIDUALS FOR PROMOTION OR RECLASSIFICATION	16	19	13	56
E36	POST OR RESEARCH MAINTENANCE DATA RECORDS	42	37	41	53
A13	PLAN PROCEDURES FOR MAINTAINING SUPPLIES OR STOCK LEVELS	21	11	21	53
D1	BRIEF SUPERVISORS ON TRAINING PROGRESS OF PERSONNEL	40	47	36	51

DISCUSSION OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

Analysis of AFMS groups provides a general description of the jobs within an AFSC at different levels of tenure. Time spent on tasks within duties by AFMS groups within each shredout of AFSC 326X2 is shown in Tables 7, 8, and 9.

In general, as personnel progress in their AFSC shredout, time spent on technical tasks decreases and time spent on supervisory duties increases. By the time incumbents reach their 5th and 6th enlistment, much of their time is spent on supervisory functions. While this trend holds true for both the 326X2A and 326X2C respondents, it does not hold for 326X2B personnel. These incumbents are performing the same high degree of technical functions at the later stages of their career as they were earlier. For example, 326X2B personnel in their first three enlistment periods spend approximately 60 percent of their time maintaining instrument systems. During their fifth enlistment (193-240 months), they are still spending 42 percent of their time in this function. During the 6th enlistment, they are still performing a quarter of their time on technical tasks in this area. This is in contrast to A- and C-shredout personnel in their 6th enlistment who spend generally less than five percent of their time on technical tasks.

Table 10 lists tasks that are performed by significant percentages of first term incumbents from all shreds. Of the 1,012 tasks surveyed, there were only 18 tasks performed by 30 percent of the first term incumbents from all the shreds. The small number of tasks reflects negligible commonality of tasks performed between shreds. Incumbents with more than 48 months AFMS from each shred indicated 36 tasks with 30 percent or more performing the tasks. Since these tasks are supervisory or support functions, there is continued evidence of a low degree of commonality between shreds.

TABLE 7

PERCENT TIME SPENT ON DUTIES BY 326X2A AFMS GROUP RESPONDENTS**

DUTY	MONTHS AFMS 1-48	49-96	97-144	145-192	193-240	241+
A ORGANIZING AND PLANNING	1	6	3	6	7	14
B DIRECTING AND IMPLEMENTING	2	6	9	13	14	22
C INSPECTING AND EVALUATING	*	2	2	7	6	12
D TRAINING	2	7	8	9	14	10
E MAINTAINING FORMS, RECORDS AND REPORTS	4	8	9	17	12	15
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	8	8	8	9	6	4
G MAINTAINING RADAR SYSTEMS	27	26	24	14	13	7
H MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	15	8	8	7	8	4
I MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	10	8	8	4	5	3
J MAINTAINING DIGITAL COMPUTER SYSTEMS	12	7	7	5	6	2
K MAINTAINING OPTICAL SIGHT SYSTEMS	6	8	8	4	4	3
L MAINTAINING INTEGRATED DISPLAY SYSTEMS (IDS)	1	1	1	*	*	*
M MAINTAINING NAVIGATIONAL RADAR (DOPPLER) SYSTEMS	2	1	1	1	1	*
N MAINTAINING HORIZONTAL SITUATION DISPLAY (HSD) SETS	1	*	*	*	*	*
O MAINTAINING ELECTRONIC ALTIMETER (LARA) SYSTEMS	6	4	4	3	4	3
P MAINTAINING AUTOMATIC TRACKING ASTROCOMPASS	*	0	0	0	0	*
Q MAINTAINING INTEGRATED FLIGHT CONTROL SYSTEMS	1	*	1	*	*	*
R MAINTAINING INSTRUMENT SYSTEMS	*	*	1	*	*	0
S MAINTAINING COMMUNICATIONS SYSTEMS	*	*	*	*	*	0
T MAINTAINING NAVIGATIONAL SYSTEMS	*	*	1	*	0	*
U MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURES	*	*	*	*	*	0
V MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS)	*	0	*	0	0	0

* Less than one percent

** Does not include 32693 respondents

TABLE 8

PERCENT TIME SPENT ON DUTIES BY 326X2B AFMS GROUP RESPONDENTS**

	DUTY	MONTHS AFMS 1-48	49-96	97-144	145-192	193-240	241+
A	ORGANIZING AND PLANNING	1	2	1	7	12	11
B	DIRECTING AND IMPLEMENTING	2	4	4	15	7	13
C	INSPECTING AND EVALUATING	*	*	4	3	8	14
D	TRAINING	1	2	6	4	7	6
E	MAINTAINING FORMS, RECORDS AND REPORTS	3	7	5	11	7	22
F	PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	8	7	6	6	5	3
G	MAINTAINING RADAR SYSTEMS	*	*	*	*	*	0
H	MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	*	*	*	0	*	0
I	MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	*	*	*	0	*	0
J	MAINTAINING DIGITAL COMPUTER SYSTEMS	*	*	*	0	*	0
K	MAINTAINING OPTICAL SIGHT SYSTEMS	*	*	*	0	*	0
L	MAINTAINING INTEGRATED DISPLAY SYSTEMS (IDS)	*	*	0	0	0	0
M	MAINTAINING NAVIGATIONAL RADAR (DOPPLER) SYSTEMS	*	0	0	0	0	0
N	MAINTAINING HORIZONTAL SITUATION DISPLAY (HSD) SETS	*	*	*	0	0	0
O	MAINTAINING ELECTRONIC ALTIMETER (LARA) SYSTEMS	*	*	0	0	0	0
P	MAINTAINING AUTOMATIC TRACKING ASTROCOMPASS	1	*	*	0	*	0
Q	MAINTAINING INTEGRATED FLIGHT CONTROL SYSTEMS	19	15	13	12	11	7
R	MAINTAINING INSTRUMENT SYSTEMS	65	62	59	41	42	24
S	MAINTAINING COMMUNICATIONS SYSTEMS	*	*	0	0	0	0
T	MAINTAINING NAVIGATIONAL SYSTEMS	*	*	0	*	*	0
U	MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURES	*	0	*	0	0	0
V	MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS)	0	0	*	0	0	0

* Less than one percent

** Does not include 32693 respondents

TABLE 9

PERCENT TIME SPENT ON DUTIES BY 326X2C AFMS GROUP RESPONDENTS**

	DUTY	MONTHS AFMS 1-48	49-96	97-144	145-192	193-240	241+
A	ORGANIZING AND PLANNING	2	2	8	8	12	10
B	DIRECTING AND IMPLEMENTING	2	4	11	13	14	42
C	INSPECTING AND EVALUATING	1	1	3	6	6	14
D	TRAINING	2	5	6	11	6	3
E	MAINTAINING FORMS, RECORDS AND REPORTS	4	8	11	13	18	29
F	PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	11	9	7	8	5	2
G	MAINTAINING RADAR SYSTEMS	*	*	*	*	*	0
H	MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	*	0	0	*	0	0
I	MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	*	0	0	*	*	0
J	MAINTAINING DIGITAL COMPUTER SYSTEMS	*	*	0	*	0	0
K	MAINTAINING OPTICAL SIGHT SYSTEMS	*	0	0	*	0	0
L	MAINTAINING INTEGRATED DISPLAY SYSTEMS (IDS)	*	0	0	0	0	0
M	MAINTAINING NAVIGATIONAL RADAR (DOPPLER) SYSTEMS	0	0	0	0	0	0
N	MAINTAINING HORIZONTAL SITUATION DISPLAY (HSD) SETS	*	*	*	0	0	0
O	MAINTAINING ELECTRONIC ALTIMETER (LARA) SYSTEMS	*	*	0	*	0	0
P	MAINTAINING AUTOMATIC TRACKING ASTROCOMPASS	0	0	0	0	0	0
Q	MAINTAINING INTEGRATED FLIGHT CONTROL SYSTEMS	*	*	*	*	*	0
R	MAINTAINING INSTRUMENT SYSTEMS	1	1	*	1	*	0
S	MAINTAINING COMMUNICATIONS SYSTEMS	23	20	15	13	13	0
T	MAINTAINING NAVIGATIONAL SYSTEMS	22	20	20	15	15	0
U	MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURES	32	27	17	10	9	0
V	MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS)	*	1	1	1	1	0

* Less than one percent

** Does not include 32693 respondents

TABLE 10

TASKS PERFORMED BY A SIGNIFICANT PERCENTAGE OF FIRST-TERM INCUMBENTS
(1-48 MONTHS AFMS) IN ALL SHREDOUTS
(PERCENT MEMBERS PERFORMING)

	TASK	DAFSC 326X2A	DAFSC 362X2B	DAFSC 326X2C
A1	CONDUCT OR PARTICIPATE IN MEETINGS OR BRIEFINGS	47	40	47
B8	DIRECT MAINTENANCE OR CHECKOUT OF INTEGRATED AVIONIC SYSTEMS	28	29	34
D3	CONDUCT ON-THE-JOB TRAINING (OJT)	30	32	27
D9	DEMONSTRATE PROCEDURES FOR LOCATING TECHNICAL INFORMATION	34	36	34
E11	INITIATE OR POST MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	57	58	46
E16	INITIATE OR POST REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	49	52	45
E42	POST OR REVIEW MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A)	36	36	32
F1	ADJUST OR REPLACE AVIONIC SYSTEMS MINOR HARDWARE SUCH AS SCREWS OR CONTROL KNOBS	87	90	83
F3	INTERPRET AIRCRAFT INTERCONNECTING WIRING DIAGRAMS	88	87	83
F17	OPERATE MULTIMETER (AN/PSM-6)	84	92	85
F19	PLUG OR CAP ELECTRICAL, AIR, OR HYDRAULIC LINES	57	89	51
F21	REMOVE CORROSION OR FOREIGN MATTER FROM AVIONIC COMPONENTS	42	48	52
F22	REMOVE OR INSTALL AVIONIC SYSTEMS RELAYS	42	73	44
F23	REMOVE OR INSTALL AVIONIC SYSTEMS RELAYS	69	56	77
F25	REMOVE OR INSTALL ELECTRICAL CONNECTORS BY SOLDERING	53	73	79
F26	REMOVE OR INSTALL ELECTRICAL SOLDERLESS CONNECTORS	66	94	78
F28	REMOVE OR INSTALL ELECTRICAL WIRING SPLICES	45	85	61
F30	REMOVE OR INSTALL REMOTE INDICATOR LIGHT BULBS	35	39	49

ANALYSIS OF TASK AND JOB DIFFICULTY

From a listing of airmen identified for the AFS 326X2 job survey, incumbents in the 7- and 9-skill levels from various 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 64 raters was .90. Ratings were adjusted (standardized) so that tasks of average difficulty have ratings of 5.00.

Tables 11 and 12 list the most difficult and the least difficult tasks performed by 326X2A/B/C personnel. Tasks associated with maintaining penetration aids and electronic countermeasures (Duty U) appear to be the most difficult to learn, with 74 percent of tasks being rated above average in difficulty. Tasks associated with maintaining instrument systems (Duty R) appear to be the least difficult to learn, with 75 percent of such tasks rated below average in difficulty. In general, the most difficult tasks involved isolating malfunctions while the least difficult tasks involved removing or installing instruments.

Tables 13, 14, and 15 list the most difficult to learn tasks performed by each shredout of the specialty. Interpreting aircraft interconnecting wire diagrams (Task F3) is a difficult task which is common to all three shredouts.

Based on survey data, C-shred personnel appear to perform more difficult tasks than A- or B-shredout personnel. This is supported by job difficulty indices for each shredouts' 1-48 months AFMS respondents. A job difficulty index is calculated for any defined job in a career ladder. It is based on an equation using number of tasks and average difficulty per unit time spent. The index ranks jobs on a scale of 1 for very easy jobs to 25 for very difficult jobs. The indices for A-, B-, and C-shredouts are 11.8, 13.7, and 15.6 respectively.

TABLE 11

MOST DIFFICULT TASKS PERFORMED BY 326X2/A/B/C SURVEY RESPONDENTS

	TASKS	PERCENT MEMBERS PERFORMING	DIFFICULTY INDEX
U21	ISOLATE MALFUNCTIONS TO ECM TRANSMISSION LINE POWER DIVIDERS	18	7.5
U22	ISOLATE MALFUNCTIONS TO ECM WAVE GUIDES OR COAXIAL ASSEMBLIES	19	7.4
K2	BORESIGHT OPTICAL SIGHT SYSTEM CRADLES/MOUNTS	15	7.2
Q3	BORESIGHT ANGLE-OF-ATTACK ALPHA OR BETA TRANSMITTER ASSEMBLIES	15	7.2
R50	ISOLATE MALFUNCTIONS TO FUEL QUANTITY PROBES	22	7.1
R234	SET UP OR OPERATE COMPASS CALIBRATOR TEST SETS (MC-1/MC-1M)	17	7.1
U8	ISOLATE MALFUNCTIONS TO CMRS WAVE GUIDES OR COAXIAL ASSEMBLIES	17	7.0
U39	ISOLATE MALFUNCTIONS TO RHAW SYSTEM TRANSMISSION LINE ASSEMBLIES	18	7.0
U87	REMOVE OR INSTALL ECM WAVE GUIDES OR COAXIAL ASSEMBLIES	17	7.0
U105	SET UP OR OPERATE OSCILLOSCOPE CHECKING INTERFERENCE BLANKER SYSTEMS	13	6.9
R16	CALIBRATE REMOTE COMPASS TRANSMITTERS	15	6.8
U33	ISOLATE MALFUNCTIONS TO RHAW SYSTEM ANTENNAS	20	6.8
U18	ISOLATE MALFUNCTIONS TO ECM ELECTRICAL EQUIPMENT RACKS	20	6.7
U34	ISOLATE MALFUNCTIONS TO RHAW SYSTEM ELECTRICAL EQUIPMENT RACKS	20	6.7
U37	ISOLATE MALFUNCTIONS TO RHAW SYSTEM FORWARD RECEIVERS	22	6.6
F15	OPERATE INTEGRATED AVIONIC SYSTEMS FOR RHAW SYSTEMS TIE-IN TROUBLESHOOTING	27	6.5
U4	ISOLATE MALFUNCTIONS TO CMRS RECEIVER ANTENNAS	16	6.5

TABLE 12

LEAST DIFFICULT TASKS PERFORMED BY 326X2A/B/C SURVEY RESPONDENTS

TASKS		PERCENT MEMBERS PERFORMING	DIFFICULTY INDEX
F19	PLUG OR CAP ELECTRICAL, AIR, OR HYDRAULIC LINES	60	1.4
F1	ADJUST OR REPLACE AVIONIC SYSTEMS MINOR HARDWARE SUCH AS SCREWS OR CONTROL KNOBS	73	1.8
F30	REMOVE OR INSTALL REMOTE INDICATOR LIGHT BULBS	34	2.3
R193	REMOVE OR INSTALL INSTRUMENT SYSTEM HYDRAULIC PRESSURE INDICATORS	20	2.4
R207	REMOVE OR INSTALL INSTRUMENT SYSTEM TRUE AIRSPEED INDICATORS	15	2.4
G20	LOAD OR UNLOAD ARS CAMERA MAGAZINES	16	2.5
R172	REMOVE OR INSTALL FORWARD/AFT FUEL QUANTITY INDICATORS	21	2.5
R192	REMOVE OR INSTALL INSTRUMENT SYSTEM FUEL FLOW INDICATORS	21	2.5
R166	REMOVE OR INSTALL COMPASS SYSTEM CONTROLLERS	20	2.6
R190	REMOVE OR INSTALL INSTRUMENT SYSTEM ENGINE PRESSURE RATIO INDICATORS	17	2.6
R198	REMOVE OR INSTALL INSTRUMENT SYSTEM NOZZLE POSITION INDICATORS	20	2.6
R203	REMOVE OR INSTALL INSTRUMENT SYSTEM TACHOMETER INDICATORS	21	2.6
R208	REMOVE OR INSTALL INSTRUMENT SYSTEM TURBINE INLET TEMPERATURE INDICATORS/FAN TURBINE TEMPERATURE INDICATORS	20	2.6
R213	REMOVE OR INSTALL OIL PRESSURE INDICATORS	20	2.6
R221	REMOVE OR INSTALL SELECT/TOTAL FUEL INDICATORS	19	2.7
F2	APPLY RANGE MARKINGS	23	2.8
R163	REMOVE OR INSTALL BEARING DISTANCE HEADING INDICATORS (BDHI)	15	2.8
R205	REMOVE OR INSTALL INSTRUMENT SYSTEM TOTAL TEMPERATURE INDICATORS	18	2.8

TABLE 13

MOST DIFFICULT TASKS PERFORMED BY AFS 326X2A SURVEY RESPONDENTS

TASKS		PERCENT MEMBERS PERFORMING 1-48 MOS AFMS	PERCENT MEMBERS PERFORMING 49+ MOS AFMS	DIFFICULTY INDEX
K2	BORESIGHT OPTICAL SIGHT SYSTEM CRADLES/MOUNTS	40	36	7.2
F3	INTERPRET AIRCRAFT INTERCONNECTING WIRING DIAGRAMS	88	71	6.5
F10	OPERATE INTEGRATED AVIONIC SYSTEMS FOR FLIGHT DIRECTOR SYSTEMS TIE-IN TROUBLESHOOTING	25	32	6.3
H8	ISOLATE MALFUNCTIONS TO TFR ELECTRICAL EQUIPMENT RACKS	76	46	6.2
J18	ISOLATE MALFUNCTIONS TO WEAPONS RELEASE SYSTEMS	42	27	6.2
G70	SET UP OR OPERATE SUBSYSTEM TIE-IN TEST SET CHECKING ARS SYSTEMS	45	31	6.1
H15	PERFORM TCTO MODIFICATIONS TO TFR SYSTEMS	40	27	6.1
I2	ADJUST OR ALIGN INS STABILIZED PLATFORM MOUNTING BASES	29	22	6.1
I6	ISOLATE MALFUNCTIONS TO INS MAGNETIC AZIMUTH DETECTORS	52	35	6.1
H13	ISOLATE MALFUNCTIONS TO TFR WAVE GUIDE ASSEMBLIES	75	43	6.0
H27	SET UP OR OPERATE SUBSYSTEMS TIE-IN TEST SET CHECKING TFR SYSTEMS	71	44	6.0

TABLE 14

MOST DIFFICULT TASKS PERFORMED BY AFS 326X2B SURVEY RESPONDENTS

TASKS		PERCENT MEMBERS PERFORMING 1-48 MOS AFMS	PERCENT MEMBERS PERFORMING 49+ MOS AFMS	DIFFICULTY INDEX
Q3	BORESIGHT ANGLE-OF-ATTACK ALPHA OR BETA TRANSMITTER ASSEMBLIES	73	47	7.1
R50	ISOLATE MALFUNCTIONS TO FUEL QUANTITY PROBES	93	78	7.1
R234	SET UP OR OPERATE COMPASS CALIBRATOR TEST SETS (MC-1/MC-1M)	82	48	7.1
R51	ISOLATE MALFUNCTIONS TO FUEL QUANTITY SYSTEM COMPENSATORS	79	55	7.0
R16	CALIBRATE REMOTE COMPASS TRANSMITTERS	68	51	6.8
F3	INTERPRET AIRCRAFT INTERCONNECTING WIRING DIAGRAMS	87	81	6.5
Q2	ADJUST OR ALIGN ROLL STICK POSITION TRANSDUCERS	70	51	6.4
F10	OPERATE INTEGRATED AVIONIC SYSTEMS FOR FLIGHT DIRECTOR SYSTEMS TIE-IN TROUBLESHOOTING	70	59	6.3
R93	ISOLATE MALFUNCTIONS TO TURBINE INLET TEMPERATURE PROBES/FAN TURBINE INLET TEMPERATURE PROBES	80	60	6.3
R242	SET UP OR OPERATE SUBSYSTEM TEST SET CHECKING AFRS SYSTEMS	64	36	6.3

TABLE 15

MOST DIFFICULT TASKS PERFORMED BY AFS 326X2C SURVEY RESPONDENTS

TASKS		PERCENT MEMBERS PERFORMING 1-48 MOS AFMS	PERCENT MEMBERS PERFORMING 49+ MOS AFMS	DIFFICULTY INDEX
U21	ISOLATE MALFUNCTIONS TO ECM TRANSMISSION LINE POWER DIVIDERS	70	37	7.5
U22	ISOLATE MALFUNCTIONS TO ECM WAVE GUIDES OR COAXIAL ASSEMBLIES	71	39	7.5
U39	ISOLATE MALFUNCTIONS TO RHAW SYSTEM TRANSMISSION LINE ASSEMBLIES	67	38	7.0
U87	REMOVE OR INSTALL ECM WAVE GUIDES OR COAXIAL ASSEMBLIES	68	35	6.9
U33	ISOLATE MALFUNCTIONS TO RHAW SYSTEM ANTENNAS	73	45	6.8
U18	ISOLATE MALFUNCTIONS TO ECM ELECTRICAL EQUIPMENT RACKS	75	41	6.7
U34	ISOLATE MALFUNCTIONS TO RHAW SYSTEM ELECTRICAL EQUIPMENT RACKS	76	44	6.7
U37	ISOLATE MALFUNCTIONS TO RHAW SYSTEM FORWARD RECEIVERS	82	46	6.7
F15	OPERATE INTEGRATED AVIONIC SYSTEMS FOR RHAW SYSTEM TIE-IN TROUBLESHOOTING	77	46	6.6
F3	INTERPRET AIRCRAFT INTERCONNECTING WIRING DIAGRAMS	83	70	6.5

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

Comparisons were made between the job descriptions compiled from survey data and the Specialty Descriptions in AFR 39-1 for AFS 326X2A/B/C. The comparisons indicate that the AFR 39-1 Specialty Descriptions contain statements of responsibility which are sufficiently broad in scope to include all technical tasks performed by significant percentages of AFS 326X2A/B/C personnel.

Descriptions of the three shredouts in AFR 39-1 parallel three of the major clusters identified in the career ladder structure section of this report. The fourth cluster was a grouping of supervisors and trainers. This cluster is consistent with the 7- and 9-skill level specialty descriptions.

This analysis tends to validate the existing structure of the 326X2A/B/C specialty.

COMPARISON OF OCCUPATIONAL SURVEY DATA WITH SPECIALTY TRAINING STANDARDS (STS) 326X2A/B/C

The STS is designed to describe the tasks and knowledges necessary for airmen to perform duties in a career ladder. There is an STS for each shredout of the AFS 326X2 career ladder. The purpose of this comparison is to determine how closely each STS reflects task performance in the field as expressed by responses to the job inventory. The primary focus of the comparison was on technical tasks associated with avionics systems maintained by AFS 326X2A, 326X2B, and 326X2C respondents. The STS's used for comparison with AFS 326X2A, AFS 326X2B, and AFS 326X2C are dated 13 July 1975, December 1976, and 13 February 1975, respectively.

In general, the tasks listed in the three STSs' were well supported by the survey data in that substantial members in each shred were performing related tasks. As stated previously, task overlap among the shreds was very limited.

SUMMARY OF BACKGROUND INFORMATION

Each USAF Job Inventory contains a background information section in which the respondent reports information about himself and his job. Table 16 summarizes these responses relating to job interest, perceived utilization of talents and training, and reenlistment intentions. For comparisons to other Air Force personnel, Table 16 also contains summary data from 20 other career ladders surveyed during 1976.

Relative Job Satisfaction

Integrated avionics personnel expressed a lower job interest than personnel in the 1976 comparative sample. Both first enlistment and career (those with 49 months or more total service time) groups reflected this trend. The least satisfied group was the first enlistment group in DAFSC 326X2C. Only 34 percent of these incumbents found their job interesting, compared to 52 percent of 326X2A and 59 percent of 326X2B first termers and 65 percent for all first termers in the 20 ladders surveyed in 1976. Career members in all three shredouts showed more consistent figures, with 61-64 percent in each group finding their job interesting. However, this was well below the 80 percent figures found for the 1976 sample career group.

Perceived Utilization of Talents and Training

Respondents were asked to indicate how well their talents and training were utilized in their present job. AFS 326X2A/B/C personnel feel their training is underutilized when compared to other Air Force career ladders surveyed. The C-shred respondents indicated a lower utilization of talents and training than did the A- and B- shred respondents. All three shredouts indicate increased utilization of talents after 48 months. However, both A- and B-shredouts indicate a decrease in perceived utilization of training after 48 months.

Reenlistment Intentions

Plans to reenlist for respondents with 1-48 months AFMS were below the average for other Air Force career ladders surveyed. More than half of the respondents indicated "No or Probably No". The actual reenlistment rates compiled during this period by the AF Military Personnel Center were: 17 percent for A-shredout eligibles, 25 percent for B-shredout eligibles and 18 percent for C-shredout eligibles. The

actual reenlistment rate Air Force wide for first term airmen was 45 percent.

TABLE 16

EXPRESSIONS OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT INTENTIONS FOR 326X2A/B/C PERSONNEL (PERCENT MEMBERS RESPONDING)

	1ST ENLISTMENT (1-48 MONTHS TAFMS				CAREER (49+ MONTHS TAFMS			
I FIND MY JOB:	326X2A	326X2B	326X2C	1976 SAMPLE*	326X2A	326X2B	326X2C	1976 SAMPLE*
DULL	22	20	32	17	18	20	23	9
SO-SO	26	21	34	18	18	17	16	11
INTERESTING	52	59	34	65	64	63	61	80
MY JOB UTILIZES MY TALENTS:								
NOT AT ALL OR VERY LITTLE	44	40	65	29	36	27	36	15
FAIRLY WELL TO VERY WELL	54	59	34	63	54	70	62	66
EXCELLENTLY TO PERFECTLY	2	1	1	8	10	3	2	19
MY JOB UTILIZES MY TRAINING:								
NOT AT ALL OR VERY LITTLE	26	25	36	21	34	19	46	17
FAIRLY WELL TO VERY WELL	69	72	62	68	55	77	52	64
EXCELLENTLY TO PERFECTLY	5	3	2	11	11	4	2	19
I PLAN TO REENLIST:								
NO OR PROBABLY NO	73	68	73	57	29	27	21	27
YES OR PROBABLY YES	27	32	27	42	71	73	79	73

*Based on responses from 23,729 respondents surveyed in 25 other career ladders during 1976.

DISCUSSION

1. Survey data indicate that the Integrated Avionics Systems career ladder is composed of four large job groups. These groups correspond to the present A-, B-, and C-shredouts and a group of supervisors and support personnel. Tasks performed within each shredout are organized around different combinations of the avionics systems associated with the F/FB-111 and F-15A weapons systems. Very little overlap is found in the tasks performed among the various shredouts.

2. Career field documents such as the AFR 39-1 specialty descriptions and STSs 326X2A, 326X2B, and 326X2C appear to be realistic control documents. These document fully reflect the way Integrated Avionics Systems personnel are being utilized throughout the Air Force.

3. In comparison to other Air Force specialties surveyed during 1976, members of this specialty are less satisfied with their work and feel their training is not being fully utilized. Job Satisfaction was lowest for the first enlistment group in the C-shredout. Discussions with personnel in the field indicate that flightline tasks are generally uninteresting. Many personnel feel that the more sophisticated self-testing devices in the newer aircraft have removed the challenge. These findings may suggest a need for job enrichment.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP105 - INTEGRATED FLIGHT CONTROLS SYSTEM SPECIALIST (F-111)

PERCENT OF SAMPLE: LESS THAN 1%

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

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

SKILL LEVEL DISTRIBUTION: 32632 (60%) 32672 (40%)

SUFFIX DISTRIBUTION: B (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 60%

AVERAGE GRADE: 3.2

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (40%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 111

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
R MAINTAINING INSTRUMENT SYSTEMS	54
Q MAINTAINING INTEGRATED FLIGHT CONTROL SYSTEMS	24
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	10

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
R105 PERFORM OPERATIONAL CHECKS OF AIR DATA COMPUTERS	100
Q21 PERFORM FLIGHT CONTROL PEDAL SHAKER SYSTEM CHECKS	100
R119 PERFORM OPERATIONAL CHECKS OF FORWARD/AFT FUEL QUANTITY INDICATORS	100
Q16 PERFORM FLIGHT CONTROL AUTOPILOT DAMPER PANEL CHECKS	100
R109 PERFORM OPERATIONAL CHECKS OF ANGLE-OF-ATTACK TRANSMITTERS	100

GROUP ID NUMBER AND TITLE: GRP059 - ECM/NAV/COM EQUIPMENT MAINTENANCE

PERCENT OF SAMPLE: 26%

MAJOR COMMAND DISTRIBUTION: TAC (64%), USAFE (15%), SAC (15%), OTHER (6%)

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

SKILL LEVEL DISTRIBUTION: 32632 (20%), 32652 (64%), 32672 (16%)

SUFFIX DISTRIBUTION: C (99%), NO RESPONSE (1%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 64%

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 32 PERCENT SUPERVISE AN AVERAGE OF THREE SUBORDINATES EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (42%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (43%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (62%)

AVERAGE NUMBER OF TASKS PERFORMED: 187

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
U MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURES	30
T MAINTAINING NAVIGATIONAL SYSTEMS	24
S MAINTAINING COMMUNICATIONS SYSTEMS	22
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	9

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
S15 ISOLATE MALFUNCTIONS TO UHF CONTROLS	97
S23 OPERATIONALLY CHECK INTERCOMMUNICATIONS SYSTEMS	97
T72 REMOVE OR INSTALL TACAN RECEIVER-TRANSMITTERS	97
F14 OPERATE INTEGRATED AVIONIC SYSTEMS FOR INTERPHONE SYSTEMS TIE-IN TROUBLESHOOTING	86
U37 ISOLATE MALFUNCTIONS TO RHAW SYSTEM FORWARD RECEIVERS	81

GROUP ID NUMBER AND TITLE: GRP071 - HF/ECM/RHAW SYSTEMS MAINTENANCE (F/FB 111)

PERCENT OF SAMPLE: 22%

MAJOR COMMAND DISTRIBUTION: TAC (59%), USAFE (19%), SAC (18%), OTHER (4%)

LOCATION: CONUS (81%), OVERSEAS (9%)

SKILL LEVEL DISTRIBUTION: 32632 (22%), 32652 (62%), 32672 (16%)

SUFFIX DISTRIBUTION: C (99%), NO RESPONSE (1%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 71%

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (39%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (41%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (60%)

AVERAGE NUMBER OF TASKS PERFORMED: 203

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
U MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURES	36
S MAINTAINING COMMUNICATIONS SYSTEMS	22
T MAINTAINING NAVIGATIONAL SYSTEMS	21
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	9

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
S8 ISOLATE MALFUNCTIONS TO HF RECEIVER-TRANSMITTERS	100
S39 REMOVE OR INSTALL HF CONTROLS	98
U37 ISOLATE MALFUNCTIONS TO RHAW SYSTEM FORWARD RECEIVERS	98
T41 PERFORM OPERATIONAL CHECKS OF TACAN SYSTEMS	97
U19 ISOLATE MALFUNCTIONS TO LOW, MEDIUM, OR HIGH BAND ECM POWER AMPLIFIERS	95

GROUP ID NUMBER AND TITLE: GRP165 - ECM/COM EQUIPMENT MAINTENANCE (F/FB-111)

PERCENT OF SAMPLE: 19%

MAJOR COMMAND DISTRIBUTION: ATC (4%), SAC (17%), TAC (59%), USAFE (20%)

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

SKILL LEVEL DISTRIBUTION: 32632 (22%), 32652 (67%), 32672 (11%)

SUFFIX DISTRIBUTION: C (99%), NO RESPONSE (1%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 75%

AVERAGE GRADE: 3.8

AMOUNT OF SUPERVISION: 26 PERCENT SUPERVISE AN AVERAGE OF 3 SUBORDINATES EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (38%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (36%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (62%)

AVERAGE NUMBER OF TASKS PERFORMED: 207

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
U MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURES	38
S MAINTAINING COMMUNICATIONS SYSTEMS	23
T MAINTAINING NAVIGATIONAL SYSTEMS	22
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	9

FIVE REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
S24	OPERATIONALLY CHECK UHF SYSTEMS	100
S8	ISOLATE MALFUNCTIONS TO HF RECEIVER-TRANSMITTERS	100
U37	ISOLATE MALFUNCTIONS TO RHAW SYSTEM FORWARD RECEIVERS	99
U52	PERFORM OPERATIONAL CHECKS OF ECM SYSTEMS	95
S18	ISOLATE MALFUNCTIONS TO UHF PRIMARY OR AUXILIARY RECEIVER-TRANSMITTERS	89

GROUP ID NUMBER AND TITLE: GRP176 - ECM/COM/NAV EQUIPMENT MAINTENANCE SHIFT SUPERVISOR (F-111A)

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (8%), TAC (67%), USAFE (28%)

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

SKILL LEVEL DISTRIBUTION: 32652 (33%), 32672 (67%)

SUFFIX DISTRIBUTION: C (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 17%

AVERAGE GRADE: 5.3

AMOUNT OF SUPERVISION: 75 PERCENT SUPERVISE AN AVERAGE OF 6 PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (33%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (75%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (50%)

AVERAGE NUMBER OF TASKS PERFORMED: 260

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
U MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURES	23
S MAINTAINING COMMUNICATIONS SYSTEMS	14
T MAINTAINING NAVIGATIONAL SYSTEMS	13
E MAINTAINING FORMS, RECORDS, AND REPORTS	12
B DIRECTING AND IMPLEMENTING	12

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
S7 ISOLATE MALFUNCTIONS TO HF POWER AMPLIFIERS	100
U55 PERFORM OPERATIONAL CHECKS OF RHAW SYSTEMS	100
B24 SUPERVISE INTEGRATED AVIONIC SYSTEMS SPECIALISTS (AFSC 32652C)	92
B8 DIRECT MAINTENANCE OR CHECKOUT OF INTEGRATED AVIONIC SYSTEMS	92
D7 COUNSEL INDIVIDUALS ON TRAINING PROGRESS	92

GROUP ID NUMBER AND TITLE: GRP084 - COM/NAV MAINTENANCE (F-111D)

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: SAC (14%), TAC (86%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32632 (57%), 32652 (29%) 32672 (14%)

SUFFIX DISTRIBUTION: C (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 71%

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISE AN AVERAGE OF THREE PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (43%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (57%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (29%)

AVERAGE NUMBER OF TASKS PERFORMED: 90

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
S MAINTAINING COMMUNICATIONS SYSTEMS	48
T MAINTAINING NAVIGATIONAL SYSTEMS	21
U MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURES	11

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
S23 OPERATIONALLY CHECK INTERCOMMUNICATIONS SYSTEMS	100
S8 ISOLATE MALFUNCTIONS TO HF RECEIVER-TRANSMITTERS	100
T27 ISOLATE MALFUNCTIONS TO TACAN RECEIVER-TRANSMITTERS	86
T6 ISOLATE MALFUNCTIONS TO AIR-TO-AIR IFF RECEIVER TRANSMITTERS	86
S18 ISOLATE MALFUNCTIONS TO UHF PRIMARY OR AUXILIARY RECEIVER-TRANSMITTERS	71

GROUP ID NUMBER AND TITLE: GRP093 - COM/NAV EQUIPMENT TEST AND AIR TO AIR IFF EQUIPMENT MAINTENANCE (F-15A)

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: TAC (86%), ATC (8%), OTHER (6%)

LOCATION: CONUS (98%), OVERSEAS (2%)

SKILL LEVEL DISTRIBUTION: 32632 (10%), 32652 (70%), 32672 (20%)

SUFFIX DISTRIBUTION: C (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 29%

AVERAGE GRADE: 4

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

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (53%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (49%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (65%)

AVERAGE NUMBER OF TASKS PERFORMED: 114

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
T MAINTAINING NAVIGATIONAL SYSTEMS	40
S MAINTAINING COMMUNICATIONS SYSTEMS	23
E MAINTAINING FORMS, RECORDS, AND REPORTS	10
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	8

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
S1 CHANGE UHF RADIO PRESET FREQUENCIES	98
T41 PERFORM OPERATIONAL CHECKS OF TACAN SYSTEMS	98
T6 ISOLATE MALFUNCTIONS TO AIR-TO-AIR IFF RECEIVER TRANSMITTERS	94
S14 ISOLATE MALFUNCTIONS TO UHF ANTENNAS	93
T51 REMOVE OR INSTALL AIR-TO-AIR IFF RECEIVER-TRANSMITTERS	92

GROUP ID NUMBER AND TITLE: GRP220 - COM/NAV EQUIPMENT TECHNICIAN (F-15A)

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFSC (22%), SAC (11%), TAC (67%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32652 (78%), 32672 (22%)

SUFFIX DISTRIBUTION: C (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 33%

AVERAGE GRADE: 4.6

AMOUNT OF SUPERVISION: 56 PERCENT SUPERVISE AN AVERAGE OF FOUR PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (56%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (33%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (56%)

AVERAGE NUMBER OF TASKS PERFORMED: 147

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
T MAINTAINING NAVIGATIONAL SYSTEMS	40
S MAINTAINING COMMUNICATIONS SYSTEMS	22
E MAINTAINING FORMS, RECORDS, AND REPORTS	11
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	10

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
E16 INITIATE OR POST REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	100
S18 ISOLATE MALFUNCTIONS TO UHF PRIMARY OR AUXILIARY RECEIVER-TRANSMITTERS	100
T27 ISOLATE MALFUNCTIONS TO TACAN RECEIVER-TRANSMITTERS	100
S11 ISOLATE MALFUNCTIONS TO INTEGRATED COMMUNICATIONS CONTROL PANELS	100
T21 ISOLATE MALFUNCTIONS TO LOCALIZER RECEIVERS	100

GROUP ID NUMBER AND TITLE: GRP247 - COM/NAV EQUIPMENT TECHNICIAN/OJT MONITOR (F-15A)

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32652 (89%), 32672 (11%)

SUFFIX DISTRIBUTION: C (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 11%

AVERAGE GRADE: 4.8

AMOUNT OF SUPERVISION: 79 PERCENT SUPERVISE AN AVERAGE OF TWO PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (22%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (33%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (55%)

AVERAGE NUMBER OF TASKS PERFORMED: 116

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
T MAINTAINING NAVIGATIONAL SYSTEMS	33
S MAINTAINING COMMUNICATIONS SYSTEMS	19
E MAINTAINING FORMS, RECORDS, AND REPORTS	11
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	10

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
S18 ISOLATE MALFUNCTIONS TO UHF PRIMARY OR AUXILIARY RECEIVER-TRANSMITTERS	100
T27 ISOLATE MALFUNCTIONS TO TACAN RECEIVER-TRANSMITTERS	100
D3 CONDUCT OJT	100
D9 DEMONSTRATE USE OF EQUIPMENT OR TOOLS	100
T65 REMOVE OR INSTALL IFF/SIF RECEIVER-TRANSMITTERS	100

GROUP ID NUMBER AND TITLE: GRP224 - NAV EQUIPMENT SPECIALIST (F-15A)

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32632 (29%), 32652 (71%)

SUFFIX DISTRIBUTION: C (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 45%

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 21 PERCENT SUPERVISE AN AVERAGE OF TWO PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (42%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (64%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (79%)

AVERAGE NUMBER OF TASKS PERFORMED: 91

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
T MAINTAINING NAVIGATIONAL SYSTEMS	50
S MAINTAINING COMMUNICATIONS SYSTEMS	25
E MAINTAINING FORMS, RECORDS, AND REPORTS	9

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
T24 ISOLATE MALFUNCTIONS TO TACAN CONTROLS OR NAVIGATIONAL AIDS CONTROLS	100
T5 ISOLATE MALFUNCTIONS TO AIR-TO-AIR IFF INTERROGATOR SET CONTROLS	100
S26 PERFORM BIT ON UHF SYSTEMS	93
T47 REMOVE OR INSTALL AIR-TO-AIR ELECTRICAL SYNCHRONIZERS/ REPLY EVALUATORS	79
T4 ISOLATE MALFUNCTIONS TO AIR-TO-AIR IFF INTERROGATOR COMPUTERS	79

GROUP ID NUMBER AND TITLE: GRP141 - COM/NAV EQUIPMENT MAINTENANCE (F-15A)

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (14%), TAC (86%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32632 (14%), 32652 (71%), 32672 (14%)

SUFFIX DISTRIBUTION: C (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 43%

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISE AN AVERAGE OF THREE PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (71%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (29%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (43%)

AVERAGE NUMBER OF TASKS PERFORMED: 63

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
T MAINTAINING NAVIGATIONAL SYSTEMS	43
S MAINTAINING COMMUNICATIONS SYSTEMS	31
E MAINTAINING FORMS, RECORDS, AND REPORTS	9

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
S18 ISOLATE MALFUNCTIONS TO UHF PRIMARY OR AUXILIARY RECEIVER-TRANSMITTERS	100
T36 PERFORM BIT ON TACAN SYSTEMS	100
S11 ISOLATE MALFUNCTIONS TO INTEGRATED COMMUNICATIONS CONTROL PANELS	100
T72 REMOVE OR INSTALL TACAN RECEIVER-TRANSMITTERS	100
T33 PERFORM BIT ON AIR-TO-AIR IFF SYSTEMS	86

GROUP ID NUMBER AND TITLE: GRP023 - RADAR AND INERTIAL NAVIGATIONAL SYSTEMS MAINTENANCE

PERCENT OF SAMPLE: 32%

MAJOR COMMAND DISTRIBUTION: TAC (72%), SAC (13%), USAFE (8%), OTHER (7%)

LOCATION: CONUS (91%), OVERSEAS (9%)

SKILL LEVEL DISTRIBUTION: 32632 (21%), 32652 (64%), 32672 (15%)

SUFFIX DISTRIBUTION: A (99%), NO RESPONSE (1%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 64%

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 32 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (53%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (58%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (74%)

AVERAGE NUMBER OF TASKS PERFORMED: 130

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G MAINTAINING RADAR SYSTEMS	28
H MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	14
J MAINTAINING DIGITAL COMPUTER SYSTEMS	11
I MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	9
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	8

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
I9 OPERATIONALLY CHECK INS SYSTEMS	96
F3 INTERPRET AIRCRAFT INTERCONNECTING WIRING DIAGRAMS	89
G28 PERFORM OPERATIONAL CHECKS OF ARS SYSTEMS	80
H18 REMOVE OR INSTALL TFR COMPUTERS	74
03 ISOLATE MALFUNCTIONS TO LARA RADAR ALTITUDE INDICATORS	72

GROUP ID NUMBER AND TITLE: GRP130 - TFR/INS EQUIPMENT MAINTENANCE (F/FB-111)

PERCENT OF SAMPLE: 23%

MAJOR COMMAND DISTRIBUTION: TAC (65%), SAC (17%), USAFE (11%), OTHER (7%)

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

SKILL LEVEL DISTRIBUTION: 32632 (18%), 32652 (68%), 32672 (14%)

SUFFIX DISTRIBUTION: A (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 72%

AVERAGE GRADE: 4

AMOUNT OF SUPERVISION: 31 PERCENT SUPERVISE AN AVERAGE OF FOUR SUBORDINATES EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (57%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (60%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (75%)

AVERAGE NUMBER OF TASKS PERFORMED: 142

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G MAINTAINING RADAR SYSTEMS	23
H MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	19
J MAINTAINING DIGITAL COMPUTER SYSTEMS	13
I MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	9
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	8

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
H7 ISOLATE MALFUNCTIONS TO TFR COMPUTERS	100
G6 ISOLATE MALFUNCTIONS TO ARS ANTENNA PEDESTALS	99
H12 ISOLATE MALFUNCTIONS TO TFR SYNCHRONIZER-TRANSMITTERS	99
I7 ISOLATE MALFUNCTIONS TO INS NAVIGATIONAL COMPUTER UNITS	97
O5 ISOLATE MALFUNCTIONS TO LARA RECEIVER-TRANSMITTERS	92

GROUP ID NUMBER AND TITLE: GRP171 - RADAR/DIGITAL COMPUTER SYSTEMS SPECIALIST (F-111D)

PERCENT OF SAMPLE: 7%

MAJOR COMMAND DISTRIBUTION: ATC (4%), SAC (6%), TAC (87%), OTHER (3%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32632 (23%), 32652 (67%), 32672 (10%)

SUFFIX DISTRIBUTION: A (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 80%

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 27 PERCENT SUPERVISE AN AVERAGE OF THREE PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (51%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (64%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (67%)

AVERAGE NUMBER OF TASKS PERFORMED: 167

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G MAINTAINING RADAR SYSTEMS	25
J MAINTAINING DIGITAL COMPUTER SYSTEMS	17
H MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	15
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	8

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
I9 OPERATIONALLY CHECK INS SYSTEMS	100
H7 ISOLATE MALFUNCTIONS TO TFR COMPUTERS	100
G7 ISOLATE MALFUNCTIONS TO ARS ANTENNAS	99
J15 ISOLATE MALFUNCTIONS TO DIGITAL COMPUTER COMPLEX (DCC) GENERAL NAVIGATIONAL COMPUTER/WEAPONS DELIVERY COMPUTERS	91
G18 ISOLATE MALFUNCTIONS TO ARS SIGNAL DATA CONVERTORS	89

GROUP ID NUMBER AND TITLE: GRP307 - RADAR SYSTEMS SPECIALIST (F-111F/FB-111A)

PERCENT OF SAMPLE: 9%

MAJOR COMMAND DISTRIBUTION: AFSC (2%), ATC (5%), SAC (38%), TAC (53%), OTHER (1%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32632 (20%), 32652 (65%), 32672 (15%)

SUFFIX DISTRIBUTION: A (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 74%

AVERAGE GRADE: 3.8

AMOUNT OF SUPERVISION: 28 PERCENT SUPERVISE AN AVERAGE OF FOUR PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (58%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (60%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (76%)

AVERAGE NUMBER OF TASKS PERFORMED: 142

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G MAINTAINING RADAR SYSTEMS	20
H MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	19
J MAINTAINING DIGITAL COMPUTER SYSTEMS	19
I MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	10

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
H7 ISOLATE MALFUNCTIONS TO TFR COMPUTERS	100
J17 ISOLATE MALFUNCTIONS TO DCC CONVERTOR-MULTIPLEXERS	99
G9 ISOLATE MALFUNCTIONS TO ARS ELECTRICAL SYNCHRONIZERS	99
J15 ISOLATE MALFUNCTIONS TO DIGITAL COMPUTER COMPLEX (DCC) GENERAL NAVIGATIONAL COMPUTER/WEAPONS DELIVERY COMPUTERS	98
G12 ISOLATE MALFUNCTIONS TO ARS MODULATOR-RECEIVER-TRANSMITTERS	97

GROUP ID NUMBER AND TITLE: GRP212 - RADAR SYSTEMS SPECIALIST (F-111A/E)

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: AFSC (4%), TAC (51%), USAFE (46%)

LOCATION: CONUS (54%), OVERSEAS (46%)

SKILL LEVEL DISTRIBUTION: 32632 (11%), 32652 (67%) 32672 (21%), 32692 (1%)

SUFFIX DISTRIBUTION: A (98%), NO RESPONSE (2%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 54%

AVERAGE GRADE: 4.2

AMOUNT OF SUPERVISION: 39 PERCENT SUPERVISE AN AVERAGE OF FIVE PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (54%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (82%)

AVERAGE NUMBER OF TASKS PERFORMED: 116

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G MAINTAINING RADAR SYSTEMS	24
H MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	23
O MAINTAINING ELECTRONIC ALTIMETER (LARA) SYSTEMS	11
I MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	11

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
H7 ISOLATE MALFUNCTIONS TO TFR COMPUTERS	100
I7 ISOLATE MALFUNCTIONS TO INS NAVIGATIONAL COMPUTER UNITS	98
I8 ISOLATE MALFUNCTIONS TO INS STABILIZED PLATFORMS	98
G12 ISOLATE MALFUNCTIONS TO ARS MODULATOR-RECEIVER-TRANSMITTERS	98
G9 ISOLATE MALFUNCTIONS TO ARS ELECTRICAL SYNCHRONIZERS	98

GROUP ID NUMBER AND TITLE: GRP200 - RADAR SYSTEMS SPECIALIST (F111A/E/F15A)

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32652 (100%)

SUFFIX DISTRIBUTION: A (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 78%

AVERAGE GRADE: 3.7

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISE AN AVERAGE OF THREE PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (67%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (88%)

AVERAGE NUMBER OF TASKS PERFORMED: 160

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G MAINTAINING RADAR SYSTEMS	35
H MAINTAINING TERRAIN FOLLOWING RADAR (TFR) SYSTEMS	13
K MAINTAINING OPTICAL SIGHT SYSTEMS	11
I MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	9

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
G22 PERFORM BUILT-IN TEST (BIT) ON APG-63 RADAR SETS	100
G9 ISOLATE MALFUNCTIONS TO ARS ELECTRICAL SYNCHRONIZERS	100
G34 PERFORM RADAR OVERHEAT PROTECTION UNIT INSPECTIONS	100
H7 ISOLATE MALFUNCTIONS TO TFR COMPUTERS	100
G16 ISOLATE MALFUNCTIONS TO ARS RADAR TRANSMITTERS	89

GROUP ID NUMBER AND TITLE: GRP055 - APG-63 RADAR/VSD SYSTEMS MAINTENANCE (F-15A)

PERCENT OF SAMPLE: 8%

MAJOR COMMAND DISTRIBUTION: TAC (96%), OTHER (4%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32632 (30%), 32652 (61%), 32672 (9%)

SUFFIX DISTRIBUTION: A (95%), B (1%), C (1%), NO RESPONSE (3%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 49%

AVERAGE GRADE: 4

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

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (46%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (51%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (67%)

AVERAGE NUMBER OF TASKS PERFORMED: 96

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G MAINTAINING RADAR SYSTEMS	41
K MAINTAINING OPTICAL SIGHT SYSTEMS	15
I MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	10
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	10

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
K11 PERFORM BIT ON HUD SYSTEMS	98
I9 OPERATIONALLY CHECK INS SYSTEMS	93
G42 REMOVE OR INSTALL APG-63 RADAR SET DIGITAL PROCESSORS	92
F19 PLUG OR CAP ELECTRICAL, AIR, OR HYDRAULIC LINES	90
G22 PERFORM BUILT-IN TEST (BIT) ON APG-63 RADAR SETS	90

GROUP ID NUMBER AND TITLE: GRP196 - RADAR SYSTEMS MAINTENANCE APPRENTICE (F-15A)

PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: AFSC (4%), ATC (2%), TAC (94%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32632 (40%), 32652 (60%)

SUFFIX DISTRIBUTION: A (98%), NO RESPONSE (2%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 54%

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 24 PERCENT SUPERVISE AN AVERAGE OF THREE PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (42%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (54%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (74%)

AVERAGE NUMBER OF TASKS PERFORMED: 76

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G MAINTAINING RADAR SYSTEMS	47
K MAINTAINING OPTICAL SIGHT SYSTEMS	16
I MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	11
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	10

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
G24 PERFORM BIT ON VERTICAL SITUATION DISPLAY (VSD) SYSTEMS	98
K11 PERFORM BIT ON HUD SYSTEMS	98
G29 PERFORM OPERATIONAL CHECKS OF AUTOMATIC ACQUISITION/ REJECT SWITCHES	96
G45 REMOVE OR INSTALL APG-63 RADAR SET TRANSMITTERS	94
G40 REMOVE OR INSTALL APG-63 RADAR SET CONTROLS	90

GROUP ID NUMBER AND TITLE: GRP203 - RADAR SYSTEMS MAINTENANCE SHIFT SUPERVISOR (F-15A)

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32632 (6%), 32652 (50%), 32672 (44%)

SUFFIX DISTRIBUTION: A (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 19%

AVERAGE GRADE: 4.9

AMOUNT OF SUPERVISION: 87 PERCENT SUPERVISE AN AVERAGE OF FOUR PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (37%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (44%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (45%)

AVERAGE NUMBER OF TASKS PERFORMED: 107

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G MAINTAINING RADAR SYSTEMS	32
K MAINTAINING OPTICAL SIGHT SYSTEMS	13
E MAINTAINING FORMS, RECORDS, AND REPORTS	10
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	10
B DIRECTING AND IMPLEMENTING	10

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
G24 PERFORM BIT ON VERTICAL SITUATION DISPLAY (VSD) SYSTEMS	100
K11 PERFORM BIT ON HUD SYSTEMS	100
G22 PERFORM BUILT-IN TEST (BIT) ON APG-63 RADAR SETS	94
B18 SUPERVISE APPRENTICE INTEGRATED AVIONIC SYSTEMS SPECIALISTS (AFSC 32632A)	94
B8 DIRECT MAINTENANCE OR CHECKOUT OF INTEGRATED AVIONIC SYSTEMS	88

GROUP ID NUMBER AND TITLE: GRP007 - SUPERVISORS AND SUPPORT PERSONNEL

PERCENT OF SAMPLE: 17%

MAJOR COMMAND DISTRIBUTION: TAC (49%), ATC (18%), SAC (14%), USAFE (13%), OTHER (6%)

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

SKILL LEVEL DISTRIBUTION: 32632 (2%), 32652 (20%), 32672 (44%), 32692 (34%)

SUFFIX DISTRIBUTION: A (36%), B (12%), C (25%), NO RESPONSE (27%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 10%

AVERAGE GRADE: 6

AMOUNT OF SUPERVISION: 66 PERCENT SUPERVISE AN AVERAGE OF EIGHT SUBORDINATES EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (85%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (75%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (60%)

AVERAGE NUMBER OF TASKS PERFORMED: 58

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	23
E MAINTAINING FORMS, RECORDS, AND REPORTS	23
A ORGANIZING AND PLANNING	19
C EVALUATING	14
D TRAINING	13

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A1 CONDUCT OR PARTICIPATE IN MEETINGS OR BRIEFINGS	85
B13 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	65
C13 EVALUATE PROFICIENCY OF SECTION PERSONNEL	53
E11 INITIATE OR POST MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	48
B8 DIRECT MAINTENANCE OR CHECKOUT OF INTEGRATED AVIONIC SYSTEMS	41

GROUP ID NUMBER AND TITLE: GRP103 - NCOIC F-15A WEAPONS CONTROL SECTION

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFSC (7%), TAC (86%), USAFE (7%)

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

SKILL LEVEL DISTRIBUTION: 32652 (14%), 32672 (71%), 32692 (14%)

SUFFIX DISTRIBUTION: A (93%), NO RESPONSE (7%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 0%

AVERAGE GRADE: 5.9

AMOUNT OF SUPERVISION: 93 PERCENT SUPERVISE AN AVERAGE OF 17 PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (79%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (71%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (64%)

AVERAGE NUMBER OF TASKS PERFORMED: 152

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E MAINTAINING FORMS, RECORDS, AND REPORTS	21
B DIRECTING AND IMPLEMENTING	18
G MAINTAINING RADAR SYSTEMS	15
D TRAINING	9
C EVALUATING	7

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
E11 INITIATE OR POST MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	100
B8 DIRECT MAINTENANCE OR CHECKOUT OF INTEGRATED AVIONIC SYSTEMS	100
F3 INTERPRET AIRCRAFT INTERCONNECTING WIRING DIAGRAMS	100
E45 REVIEW MAINTENANCE DATA FORMS FRO CORRECTNESS OR COMPLETENESS	100
D3 CONDUCT OJT	79

GROUP ID NUMBER AND TITLE: GRP060 - SHIFT SUPERVISOR F-111

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (9%), TAC (83%), USAFE (8%)

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

SKILL LEVEL DISTRIBUTION: 32632 (8%), 32672 (50%), 32692 (42%)

SUFFIX DISTRIBUTION: A (8%), B (8%), C (58%), NO RESPONSE (25%)

PERCENT OF GROUP IN FIRST ENLISTMENT: LESS THAN 1%

AVERAGE GRADE: 6.2

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE AN AVERAGE OF SIX PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (67%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (50%)

AVERAGE NUMBER OF TASKS PERFORMED: 35

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	44
E MAINTAINING FORMS, RECORDS, AND REPORTS	24
A ORGANIZING AND PLANNING	10
C EVALUATING	8
D TRAINING	8

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
B8 DIRECT MAINTENANCE OR CHECKOUT OF INTEGRATED AVIONIC SYSTEMS	100
B13 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	100
E11 INITIATE OR POST MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	75
A18 SCHEDULE WORK PRIORITIES OR ASSIGNMENTS	58
D8 DEMONSTRATE PROCEDURES FOR LOCATING TECHNICAL INFORMATION	50

GROUP ID NUMBER AND TITLE: GRP110 - FORMAL TRAINING INSTRUCTOR

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32652 (50%), 32672 (50%)

SUFFIX DISTRIBUTION: A (57%), B (7%), C (36%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 21%

AVERAGE GRADE: 5.1

AMOUNT OF SUPERVISION: 21 PERCENT SUPERVISE AN AVERAGE OF EIGHT PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (79%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (86%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (57%)

AVERAGE NUMBER OF TASKS PERFORMED: 27

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
D TRAINING	64
B DIRECTING AND IMPLEMENTING	12
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	9
A ORGANIZING AND PLANNING	6
C EVALUATING	3

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D2 CONDUCT FORMAL CLASSROOM INSTRUCTION	100
D15 EVALUATE STUDENT PROGRESS	100
D16 PREPARE LESSON PLANS	100
D22 WRITE OR REVISE TRAINING MATERIAL	100
B6 COUNSEL SUBORDINATES ON PERSONAL PROBLEMS	64

GROUP ID NUMBER AND TITLE: GRP127 - FIELD TRAINING DETACHMENT (FTD) INSTRUCTOR

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32672 (100%)

SUFFIX DISTRIBUTION: A (100%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 0%

AVERAGE GRADE: 6.0

AMOUNT OF SUPERVISION: 20 PERCENT SUPERVISE AN AVERAGE OF SIX PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (100%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (100%)

AVERAGE NUMBER OF TASKS PERFORMED: 65

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
D TRAINING	29
G MAINTAINING RADAR SYSTEMS	15
K MAINTAINING OPTICAL SIGHT SYSTEMS	11
B DIRECTING AND IMPLEMENTING	7
J MAINTAINING DIGITAL COMPUTER SYSTEMS	7

FIVE REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D2 CONDUCT FORMAL CLASSROOM INSTRUCTION	100
D11 DEVELOP CURRICULA FOR TRAINING PROGRAMS	100
G22 PERFORM BUILT-IN TEST (BIT) ON APG-63 RADAR SETS	100
K11 PERFORM BIT ON HUD SYSTEMS	100
J1 CONVERT COMPUTER LANGUAGE FROM OCTAL TO BINARY	80

GROUP ID NUMBER AND TITLE: GRP125 - AVIONICS SUPERINTENDENT

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFSC (17%), SAC (17%), TAC (33%), USAFE (17%), OTHER (17%)

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

SKILL LEVEL DISTRIBUTION: 32652 (16%), 32672 (17%), 32692 (67%)

SUFFIX DISTRIBUTION: A (17%), B (17%), C (17%), NO RESPONSE (50%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 0%

AVERAGE GRADE: 6.5

AMOUNT OF SUPERVISION: 100 PERCENT SUPERVISE AN OVERAGE OF 6 PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (100%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (67%)

AVERAGE NUMBER OF TASKS PERFORMED: 65

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A ORGANIZING AND PLANNING	95
B DIRECTING AND IMPLEMENTING	5

FIVE REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A1	CONDUCT OR PARTICIPATE IN MEETINGS OR BRIEFINGS	100
A7	INITIATE METHODS FOR IMPROVING SHOP OR SECTION OPERATIONS	100
A8	INITIATE PERSONNEL ACTIONS	100
A12	PLAN PHYSICAL LAYOUTS OF SECTION WORKSPACE	83
A6	ESTABLISH REQUIREMENTS FOR EQUIPMENT, TOOLS, OR SUPPLIES	83

GROUP ID NUMBER AND TITLE: GRP054 - MAINTENANCE SECTION ADMINISTRATIVE SPECIALIST

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (37%), TAC (50%), USAFE (13%)

LOCATION: CONUS (87%), OVERSEAS (13%)

SKILL LEVEL DISTRIBUTION: 32652 (63%), 32672 (39%)

SUFFIX DISTRIBUTION: A (38%), B (25%), C (38%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 50%

AVERAGE GRADE: 4.6

AMOUNT OF SUPERVISION: 25 PERCENT SUPERVISE AN AVERAGE OF THREE PEOPLE EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (63%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (88%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (75%)

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E MAINTAINING FORMS, RECORDS, AND REPORTS	49
A ORGANIZING AND PLANNING	24
C EVALUATING	15
B DIRECTING AND IMPLEMENTING	9

FIVE REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
E36	POST OR RESEARCH MAINTENANCE DATA RECORDS	88
E11	INITIATE OR POST MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	88
A2	DEVELOP FUNCTIONAL CHARTS OR STATUS BOARDS	88
E50	UPDATE OR FILE AVIONIC SYSTEMS HISTORICAL RECORDS	75
E45	REVIEW MAINTENANCE DATA FORMS FOR CORRECTNESS OR COMPLETENESS	75

GROUP ID NUMBER AND TITLE: GRP118 - FLIGHT INSTRUMENT MAINTENANCE (F-15A)

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: TAC (89%), AFCS (4%), AFSC (4%), OTHER (3%)

LOCATION: CONUS (100%)

SKILL LEVEL DISTRIBUTION: 32632 (11%), 32652 (66%), 32672 (23%)

SUFFIX DISTRIBUTION: B (98%), NO RESPONSE (2%)

PERCENT OF GROUP IN FIRST ENLISTMENT: 25%

AVERAGE GRADE: 5

AMOUNT OF SUPERVISION: 53 PERCENT SUPERVISE AN AVERAGE OF FIVE SUBORDINATES EACH

EXPRESSED JOB INTEREST: FAIRLY TO EXTREMELY INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: FAIRLY WELL TO PERFECTLY (77%)

PERCEIVED UTILIZATION OF TRAINING: FAIRLY WELL TO PERFECTLY (89%)

AVERAGE NUMBER OF TASKS PERFORMED: 169

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
R MAINTAINING INSTRUMENT SYSTEMS	63
Q MAINTAINING INTEGRATED FLIGHT CONTROL SYSTEMS	8
F PERFORMING GENERAL AVIONIC MAINTENANCE FUNCTIONS	8
E MAINTAINING FORMS, RECORDS, AND REPORTS	6

FIVE REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
R177	REMOVE OR INSTALL HORIZONTAL SITUATION INDICATORS (HSI)	100
R102	PERFORM BIT ON SIGNAL DATA RECORDERS	98
R20	ISOLATE MALFUNCTIONS TO AIR INLET CONTROLLERS	96
F6	OPERATE INTEGRATED AVIONIC SYSTEMS FOR AUTOMATIC FLIGHT CONTROL SYSTEMS TIE-IN TROUBLESHOOTING	85
Q59	SET UP OR OPERATE AUTOMATIC FLIGHT CONTROL SYSTEMS FLIGHT LINE TEST SETS	79