OCCUPATIONAL SURVEY REPORT.

INSTRUMENTATION CAREER LADDER

AFSC 316X3

AFPT 90-316-377

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OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
RANDOLPH AFB TEXAS 78148

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Instrumentation Mechanic career ladder (AFSCs 31633, 31653, 31673, 31693, and CEM Code 31600). This project was directed by USAF Program Technical Training, Volume 2, dated June 1979. The 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.

This survey instrument was developed by Lieutenant Rita Snyder, Inventory Development Specialist. Mr. Joseph S. Tartell and Lieutenant Kathy L. Johnson analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78148.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Reasearch Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL. Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

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SUMMARY OF RESULTS

1. Survey Methodology: The Instrumentation Mechanic career ladder job inventory was administered during the period February through June 1979. Survey results are based on responses from 849 incumbents, representing 79 percent of the personnel assigned to the 316X3 career ladder.

2. Career Ladder Structure: Twenty-five job groups were identified within the 316X3 career ladder and are described in the CAREER LADDER STRUCTURE section of this report. Basically, these groups entailed general instrumentation duties, and instrumentaton duties in specialized areas, such as lasers, aircraft, and laboratories. Detailed descriptions of these groups may also be found in Appendix A.

3. Career Ladder Progression: In general, 3- and 5-skill level personnel performed a wide variety of technical tasks. Seven-skill level incumbents also performed many technical tasks; in addition, they performed some supervisory and managerial tasks. Personnel in the 9-skill level spent the majority of their time on managerial, supervisory, and training tasks.

4. AFMS Differences: First enlistment respondents performed primarily technical tasks. With the second and third enlistments, increasingly larger amounts of time were spent performing supervisory, management, and training tasks.

5. AFR 39-1 Review: Overall, AFR 39-1 specialty descriptions gave a thorough and accurate picture of the 316X3 career ladder.

6. Comparison to Previous Survey: The results of this survey were similar to those found in the 1976 survey. Differences found between the two surveys reflect a trend towards increasing specialization in the Instrumentation Mechanic career field.

7. Use of Test Equipment: Based on an increased emphasis on test equipment in technical training, it was expected that there would be an increased use of test equipment in the field. This proved to be true for some pieces of equipment; however, wave analyzers, sweep generators, RF voltmeters, and similar pieces of test equipment were used by fewer people in the 1979 survey than in the 1976 occupational survey.

OCCUPATIONAL SURVEY REPORT
INSTRUMENTATION CAREER LADDER
AFSC 316X3

INTRODUCTION

This is a report of an occupational survey of the Instrumentation career ladder (AFSCs 31633, 31653, 31673, 31693, and CEM Code 31600) completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in September, 1979.

The Instrumentation career ladder (AFSC 316X3) was initially established in 1951 as AFSC 313X0 and included two skill levels -- 31300 (Preset Missile Specialist) and 31370 (Preset Missile Technician). In 1954, the career ladder was expanded to include 5-skill level personnel. The 9-skill level was added in 1961 and given the title Instrumentation Superintendent. In 1966, the 3-, 5-, and 7-skill levels were reclassified to 317X0, with the 9-skill level being similarly changed in 1969. A final reorganization on 30 April 1976 resulted in the current classification structure. The 316X3 career ladder has remained stable since the last occupational survey report in 1976.

A course scrubdown of the technical training for the 316X3 career ladder occurred in March 1978. As a result of that scrubdown, several changes were implemented: more training emphasis was placed on electronic principles and special purpose test equipment; a number of 31653 and 31673 proficiency levels in the 316X3 STS (February 1977) were changed; several paragraphs of the 316X3 STS were deleted.

The current occupational survey report was requested by the 3460th Technical Training Group at Lowry AFB in order to determine the effects of these changes. Of particular interest were the effects of the increased training emphasis placed on electronic principles and special purpose test equipment.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-316-377. The task list used in the occupational survey of this career field in April 1976 (AFPT 90-317-178)

served as the basis for the new task inventory. The previous task list was expanded and refined after personal interviews with 33 subject matter specialists at five bases. The final task list was composed of 678 tasks grouped under 22 duty headings. A backgound section, which solicited information about each respondent, such as grade, total active federal militery service (TAFMS), and job interest, was included in the inventory booklet.

Survey Administration

During the period February though June 1979, consolidated base personnel offices in operational units worldwide administered the inventory booklets to personnel holding the Instrumentation Mechanic DAFSCs. These personnel were selected from the December 1978 Uniform Airman Record.

Each individual participating in the survey first completed an identification and biographical information section, then checked each task performed in his or her current job. Then the tasks were rated on a nine point scale indicating relative time spent on each task compared to all other tasks performed in the current job. The ratings ranged from one (very-small-amount time spent) through five (about-average time spent) to nine (very-large-amount time spent). All of a respondents' ratings are assumed to account for 100 percent of his or her time spent on the job. These ratings are summed, each rating is divided by the total task responses, and the quotient mulitiplied by 100. This procedure provides a basis for comparing tasks not only in terms of percent members performing, but also in terms of average percent time spent performing each task.

Survey Sample

Personnel were selected to participate in this survey so as to insure proper representation across MAJCOM and DAFSC groups. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of July 1979. Also listed in this table is the percentage distribution of respondents in the final survey sample.

Table 2 presents the DAFSC distribution of the survey sample; Table 3 presents the TAFMS distribution. Notice that 81 percent of the personnel sampled in this survey are 5- or 7-skill level, and 33 percent of the sampled personnel are in their first enlistment.

The command and DAFSC distributions listed above indicate that, overall, the survey sample is representative of the 316X3 career ladder as a whole.

TABLE 1

COMMAND REPRESENTATION OF SURVEY SAMPLE

COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
AFSC	76	68
SAC	6	8
AFLC	5	5
AFCS	4	5
ATC	3	4
TAC	2	3
ADCOM	2	3
USAFE	*	2
OTHER	1	2

TOTAL ASSIGNED - 1,069
TOTAL SAMPLED - 849
PERCENT SAMPLED - 79%

* INDICATES LESS THAN ONE PERCENT ASSIGNED

TABLE 2

DAFSC DISTRIBUTION OF SURVEY SAMPLE

DAFSC	NUMBER ASSIGNED	PERCENT OF PERSONNEL ASSIGNED	PERCENT OF SAMPLE
31633	95	9	4
31653	511	48	51
31673	270	25	30
31693	162	15	13
CEM CODE 31600	31	3	2

TABLE 3

TAFMS DISTRIBUTION OF SURVEY SAMPLE

	MONTHS TIME IN SERVICE					
	13-48*	49-96	97-144	145-192	193-240	241+
NUMBER IN SAMPLE	273	162	114	111	94	95
PERCENT OF SAMPLE	33%	19%	13%	13%	11%	11%

* SURVEY SAMPLE HAD NO RESPONDENTS WITH LESS THAN 13 MONTHS TAFMS

CAREER LADDER STRUCTURE

An important goal of the USAF occupational analysis program is to examine the existing structure of career ladders -- what people actually are doing in the field, as opposed to what official career documents say they should be doing. This analysis is accomplished through the use of the Comprehensive Occupational Data Analysis Programs (CODAP), which generate a number of statistical products. The primary product used to analyze career ladders is a hierarchical clustering of all jobs based on the similarity of tasks performed and the relative amount of time spent on those tasks. This clustering allows identification of the major types of work being performed in the career ladder, and is analyzed in terms of the job description and background data of each type of job.

The basic identifying group used in the hierarchical job structure is the Job Type, which is defined as a group of individuals who perform many of the same tasks and spend similar amounts of time performing these tasks. Two or more job types which are similar and are grouped together are called a Cluster.

Based on task similarity, the division of jobs performed by personnel in the 316X3 career field is illustrated in Figure 1. The job groups which constitute this career ladder structure are listed below. The GRP number appearing before each title is part of a reference system generated by the computer clustering program.

GRP116 - Missile Instrumentation Mechanics (N=20)

GRP143 - Airborne Telemetry Mechanics (N=28)

GRP183 - Satellite Data Technicians (N=41)

GRP111 - Data Reduction Technicians (N=17)

GRP223 - Circuit Constructors (N=128)

GRP248 - Engineering Technicians (N=7)

GRP175 - Supply and Procurement Specialists (N=14)

GRP182 - Test and Project Monitors (N=6)

GRP314 - First-line Supervisors (N=11)

GRP336 - General Test Projects Technicians (N=28)

GRP235 - Instrumentation Testing Technicians (N=6)

GRP276 - Components Instrumentation Technicians (N=8)

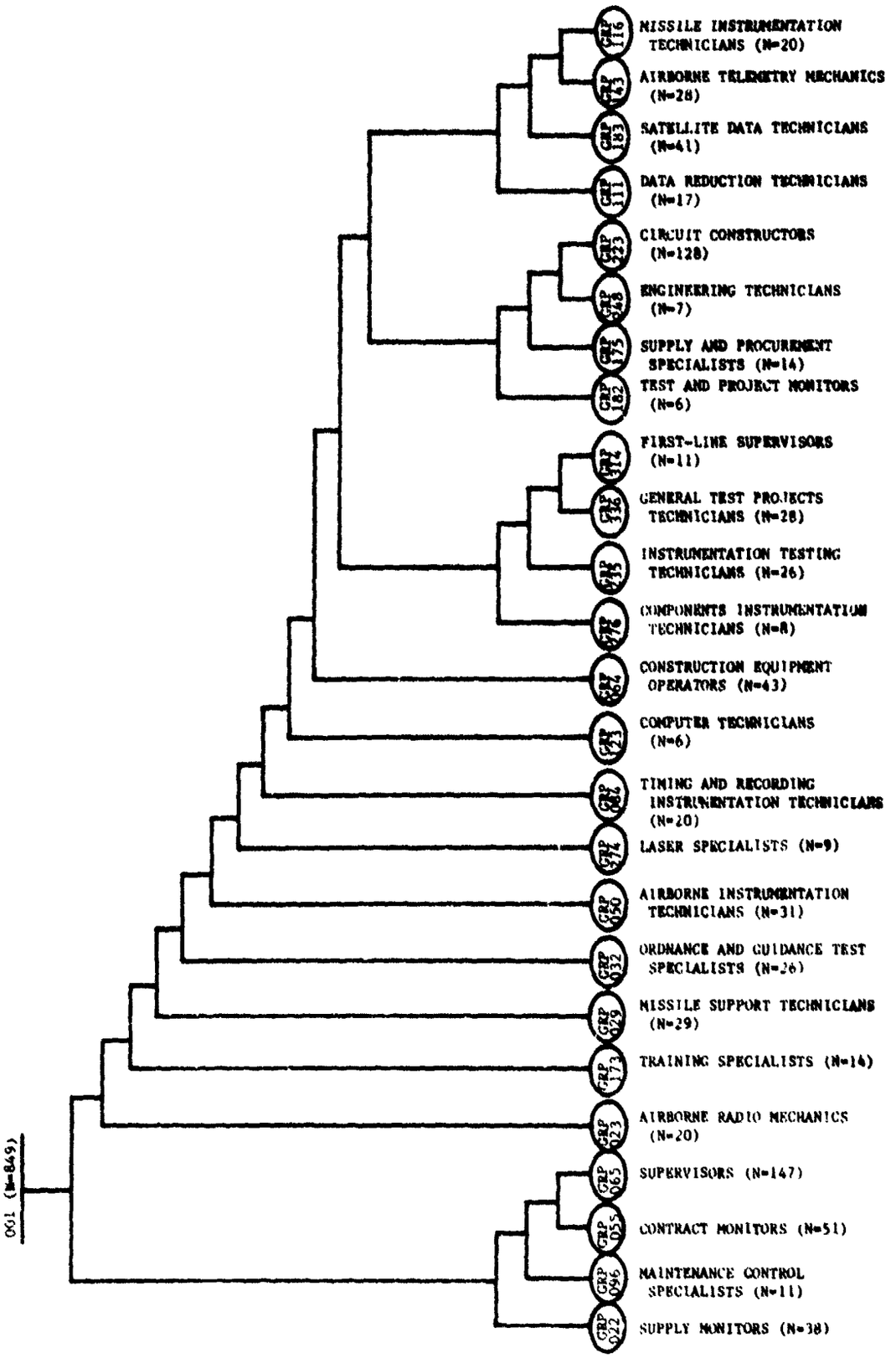
001 (N=849)
GRP 116
MISSILE INSTRUMENTATION TECHNICIANS (N=20)
GRP 143
AIRBORNE TELEMETRY MECHANICS (N=28)
GRP 183
SATELLITE DATA TECHNICIANS (N=41)
GRP 111
DATA REDUCTION TECHNICIANS (N=17)
GRP 123
CIRCUIT CONSTRUCTORS (N=128)
GRP 048
ENGINEERING TECHNICIANS (N=7)
GRP 175
SUPPLY AND PROCUREMENT SPECIALISTS (N=14)
GRP 182
TEST AND PROJECT MONITORS (N=6)
GRP 114
FIRST-LINE SUPERVISORS (N=11)
GRP 136
GENERAL TEST PROJECTS TECHNICIANS (N=28)
GRP 115
INSTRUMENTATION TESTING TECHNICIANS (N=26)
GRP 076
COMPONENTS INSTRUMENTATION TECHNICIANS (N=8)
GRP 084
CONSTRUCTION EQUIPMENT OPERATORS (N=43)
GRP 121
COMPUTER TECHNICIANS (N=6)
GRP 082
TIMING AND RECORDING INSTRUMENTATION TECHNICIANS (N=20)
GRP 174
LASER SPECIALISTS (N=9)
GRP 050
AIRBORNE INSTRUMENTATION TECHNICIANS (N=31)
GRP 032
ORDNANCE AND GUIDANCE TEST SPECIALISTS (N=26)
GRP 029
MISSILE SUPPORT TECHNICIANS (N=29)
GRP 173
TRAINING SPECIALISTS (N=14)
GRP 023
AIRBORNE RADIO MECHANICS (N=20)
GRP 065
SUPERVISORS (N=147)
GRP 055
CONTRACT MONITORS (N=51)
GRP 096
MAINTENANCE CONTROL SPECIALISTS (N=11)
GRP 022
SUPPLY MONITORS (N=38)

FIGURE 1

GRP064 - Construction Equipment Operators (N=43)

GRP123 - Computer Technicians (N=6)

GRP084 - Timing and Recording Instrumentation Technicians (N=20)

GRP274 - Laser Specialists (N=9)

GRP050 - Airborne Instrumentation Technicians (N=31)

GRP032 - Ordnance and Guidance Test Specialists (N=26)

GRP029 - Missile Support Technicians (N=29)

GRP173 - Training Specialists (N=14)

GRP023 - Airborne Radio Mechanics (N=20)

GRP065 - Supervisors (N=147)

GRP055 - Contract Monitors (N=51)

GRP096 - Maintenance Control Specialists (N=11)

GRP022 - Supply Monitors (N=38)

A summary of representative tasks and background information for all of these job groups is presented in Appendix A.

Eighty-nine percent of the respondents in the sample were found to perform jobs roughly equivalent to those described in the clusters listed above. The remaining 11 percent of the sample included members whose jobs were different from those described in the clusters. These remaining jobs were so heterogeneous that they did not group with the clusters or as independent job types. Examples of job titles given by the remaining 11 percent of respondents include: lead technical supervisor of applied concepts, ground station operator, NCOIC FUZE lab, ballistic missile analyst technician, ground safety NCO, quality assurance inspector, project officer, senior systems analyst technician, unit career advisor, and site manager. Although some of these titles appear to be similar to those used to describe personnel within the clusters, these individuals performed unique jobs which did not group as distinct job types.

Group Descriptions

GRP116 Missile Instrumentation Mechanics: The members of this group were primarily 5-skill level, with an average grade of E-4. Most of the members were assigned to AFSC units within the CONUS; over half were in their first enlistment. While 70 percent felt that their jobs

utilized their talents fairly well to very well, 55 percent indicated that their jobs utilized their training very little or not at all. The members of this group spent most of their time performing routine maintenance tasks on missile instrumentation systems. Examples of tasks performed by members of this group included: operating power supplies, inspecting the installation of harnesses or connectors, and checking the calibration of test equipment.

GRP143 Airborne Telemetry Mechanics: Personnel in this group were distinguished by the fact that they spent a great deal of time operating and maintaining installed instrumentation equipment (30 percent) and inspecting, operating, and maintaining aircraft instrumentation (nine percent). Typical tasks performed by members of this group included: operating receivers, spectrum display units, and voltage controlled oscillators. Almost two-thirds of the respondents were 7-skill level, with 61 percent possessing an A prefix (Aircrew Member). The members of this group were all assigned to AFSC.

GRP183 Satellite Data Technicians: These 41 members were primarily 5- and 7-skill level incumbents assigned to AFSC, ADCOM, ATC, and TAC units within the CONUS. The majority felt that their jobs were interesting, and that their talents and training were being utilized fairly well to very well. The members of this group performed a variety of tasks pertaining to data collection, such as operating and maintaining magnetic data tape recorders, and monitoring data collection systems during tests or operations.

GRP111 Data Reduction Technicians: These 17 incumbents were assigned to AFSC (76 percent), AFLC (18 percent), and SAC (six percent). All members possessed either a 5- or 7-skill level and were located within the CONUS. Seventy-one percent felt that their jobs utilized their talents very well to fairly well, while the corresponding statistic for perceived utilization of training was only 53 percent. The members of this group spent most of their job time operating various data collection systems during test projects. Typical tasks included: operating light team recorders, data reduction equipment, and time code generators.

GRP223 Circuit Constructors: The members of this cluster comprised one of the largest groups (15 percent) of this sample. Most of these personnel were 5-skill level and assigned to units within the CONUS. Common tasks performed by the members of this group involved circuit construction using a variety of components.

GRP248 Engineering Technicians: This group of seven incumbents were 5- and 7-skill level respondents who were assigned to AFSC units within the CONUS. Fifty-seven percent felt that their jobs utilized their talents very little or not at all; 86 percent felt that their jobs utilized their training very little or not at all. The tasks performed by respondents in this group included installing or removing microwave systems, and installing antennas at test sites.

GRP175 Supply and Procurement Specialists: Members of this group were of the 5- or 7-skill level, with an average grade of E-4. All were assigned to AFSC units within the CONUS. Seventy-nine percent of the personnel in this group found their jobs interesting. However, half felt that their talents were being utilized very little or not at all, while 79 percent felt that their training was being utilized very little or not at all. Most of their job time was spent ordering and transporting supplies.

GRP182 Test and Project Monitors: The six members of this group were all assigned to AFSC and located within the CONUS. Eighty-three percent were 5-skill level, with the remainder being 7-skill level. Half of the respondents in this group felt that their jobs utilized their talents fairly well to very well. Four of the six respondents, on the other hand, felt that their jobs utilized their training very little or not at all. The tasks performed by members of this group involved a wide variety of testing functions. Typical tasks included: operating rate tables or centrifuges, operating magnetic data processors, installing test fixtures, and installing test items in test fixtures.

GRP314 First-Line Supervisors: The members of this group were primarily 7-skill level, with an average grade of E-5. Most were assigned to AFSC (91 percent); all were located within the CONUS. Some of the tasks commonly performed by the members of this group included preparing APRs, evaluating new equipment, and planning or scheduling work assignments.

GRP336 General Test Projects Technicians: The majority of personnel in this group were 7-skill level, with an average grade of E-6. They were assigned to AFSC (89 percent), ADCOM (seven percent), and AFCS (four percent). All 28 members of this group found their jobs interesting. Personnel in this group performed a wide variety of tasks, with the average number of tasks performed being 224. Typical tasks included inspecting the installation of test components, analyzing test requirements to determine equipment requirements, and coordinating instrumentation checkout with other test teams.

GRP235 Instrumentation Testing Technicians: These six members were 5- and 7-skill level personnel assigned to AFSC (67 percent) and AFLC (33 percent). They all found their jobs interesting, and half felt that their jobs utilized their training and talents fairly well to very well. Common tasks performed involved operating test equipment and analyzing test results.

GRP276 Components Instrumentation Technicians: The members of this group were primarily 5-skill level personnel, with an average grade of E-4. Fifty percent were in their first enlistment. These members worked at the component level on such tasks as repairing discreet electronic circuits, interpreting schematic or logic diagrams, and operating temperature measurement systems. It should be noted that

the members of this group seemed relatively satisfied with their training; five of the eight respondents felt that their jobs utilized their training fairly well to very well.

GRP064 Construction Equipment Operators: The members of this group were mostly 5-skill level, with 63 percent being in their first enlistment. All were assigned to ADCOM or AFSC units within the CONUS. Personnel in this group performed an average of only 39 tasks. Typical tasks were: operating power hand tools, splicing cabling or wiring, and operating drill presses. Very few tasks were directly related to electronic instrumentation.

GRP123 Computer Technicians: The personnel in this group were 5- or 7-skill level, with an average grade of E-5. All were located within the CONUS; the majority were assigned to AFSC (67 percent). The tasks performed by this group dealt primarily with computer systems. Examples of these tasks included writing and testing computer programs, setting up computer systems, and operating computer controlled systems.

GRP084 Timing and Recording Instrumentation Technicians: These 20 incumbents were assigned to AFLC (5 percent), AFSC (85 percent), and TAC (10 percent) units located within the CONUS. Ninety-five percent were 3- or 5-skill level, with an average grade of E-4. The average number of tasks performed by personnel in this group was only 33. These tasks primarily involved operating timing systems.

GRP274 Laser Specialists: The nine respondents comprising this group were primarily 5- or 7-skill level. They were assigned to AFSC (89 percent) or AFCS (11 percent); all were located within the CONUS. The members of this group seemed dissatisfied with their training, as eight of the nine respondents indicated that their jobs utilized their training very little or not at all. On the other hand all of the respondents found their jobs interesting. The majority of tasks performed by members of the group dealt with the design and testing of laser systems.

GRP050 Airborne Instrumentation Technicians: Over half of the respondents in this group were 5-skill level, with 61 percent possessing an A prefix (Aircrew Member). They were assigned to AFSC (87 percent) and SAC (13 percent) units within the CONUS. Most of the members felt that their jobs utilized their talents fairly well to very well, while over two thirds felt that their jobs utilized their training very little or not at all. The respondents in this group were distinguished from those in GRP143 on the basis of percent time spent performing tasks related to the in-flight operation of aircraft systems. Some of the tasks typically performed by members of this group included performing pre-flight inspections and system checks, and performing in-flight operation of test systems.

GRP032 Ordnance and Guidance Test Specialists: The majority of respondents in this group were 5-skill level, with an average grade of E-3. Eighty-eight percent were in their first enlistment. They were assigned to AFLC (54 percent) or AFSC (46 percent) units located within the CONUS. Most of the members (62 percent) felt that their training was being used very little or not at all in the performance of their jobs. Common tasks performed included the detonation of ordnance, installing instrumentation tables for ground systems, and splicing cables.

GRP029 Missile Support Technicians: The 29 members of this group were primarily 5-skill level, with an average grade of E-4. They were assigned to AFCS (52 percent), SAC (31 percent), ADCOM (seven percent), AFSC (seven percent), and USAFE (three percent). Fifty-nine percent reported that their jobs were dull. Similarly, 83 percent indicated that their jobs did not utilize their talents, and 86 percent felt that their jobs did not utilize their training. Tasks performed included performing missile pre-launch checks, isolating malfunctions in minuteman M and C panels, and calibrating or adjusting torque wrenches.

GRP173 Training Specialists: The members of this group were 5- or 7-skill level. Their average grade was E-5. All were assigned to ATC and located within the CONUS. They spent most of their time performing training tasks.

GRP023 Airborne Radio Mechanics: Most of the personnel in this group were 5-skill level and assigned to AFSC. Seventy percent held the A (Aircrew Member) prefix. Concerning job satisfaction data, 90 percent indicated that their jobs were interesting. More than 70 percent felt that their training and talents were used fairly well to very well on their jobs. Members of this group performed an average of only 24 tasks. Typical tasks performed by members of this group included operating ultra high frequency (UHF) receivers, operating receivers, and operating airborne stations during aerospace vehicle tests.

GRP065 Supervisors: The 147 members of this group were primarily 7- and 9-skill level personnel assigned to various commands. Most of their time was spent performing supervisory tasks.

GRP055 Contract Monitors. Personnel in this group were primarily 7- and 9-skill level respondents assigned to various commands within the CONUS. Over half felt that their talents were being used fairly well to very well; 41 percent indicated that their jobs utilized their training fairly well to very well. Most of their time was spent performing tasks such as evaluating contractor performance, evaluating contractor test projects, and evaluating contractors' status reports.

GRP096 Maintenance Control Specialists: The 11 members of this group were mostly 7-skill level, with an average grade of E-6. They were assigned to various commands within the CONUS. Most felt that

their jobs were so-so to dull. Concerning utilization of training and talents, 64 percent felt that their jobs were using their talents and training very little or not at all. The average number of tasks performed by members of this group was 24, much lower than for most other groups. Typical tasks performed by personnel in this group included coordinating work activities with maintenance control, maintaining status boards or charts, and coordinating maintenance scheduling with job control.

GRP022 Supply Monitors: The 38 incumbents in this group were primarily 5- and 7-skill members assigned to various commands. Fifty-three percent indicated that their jobs were so-so to dull; 76 percent felt that their jobs utilized their training very little or not at all. Most of their job time was spent coordinating the use of supplies or equipment. Typical tasks performed by members of this group included scheduling test equipment for precision measurement equipment laboratory (PMEL) calibration and coordinating with base supply or material control on supply requirements.

Summary

Twenty-five job clusters were identified which accounted for 89 percent of the survey respondents. The members of these clusters performed a wide variety of general instrumentation duties, as well as specialized duties related to specific instrumentation systems, such as lasers, aircraft, missiles, and satellites. The remaining 11 percent of the sample respondents performed jobs which were different from those defined in the job clusters, as well as different from each other. The heterogeneity found by this survey of the 316X3 career field is consistent with the results of the 1976 survey.

ANALYSIS OF DAFSC GROUPS

DAFSC 31633 and 31653: Three- and 5-skill level personnel were found to perform essentially the same jobs. Both of these groups spent almost half of their time in the following duties: operation of installed instrumentation equipment; preparation for test projects; construction of instrumentation circuits or devices, and performance of general repair functions.

Although they performed basically the same jobs, there were some differences in the duties performed between the two groups which should be noted. As may be seen from Table 4, which presents percent time spent performing duties by DAFSC groups, 31633 personnel spent more time performing general repair functions and maintaining installed instrumentation equipment than did 31653 personnel. Similarly, the 5-skill level personnel were involved in training and munitions testing more than the 3-skill level personnel.

Tables 5 and 6 present representative tasks performed by 3- and 5-skill level personnel, respectively. These tasks primarily involve general repair functions. Note that with the exception of two test project related tasks performed by the 5-skill level personnel, the task lists of Tables 5 and 6 are identical.

DAFSC 31673: Seven-skill level personnel spent a small amount of time on many different duties, as may be seen from Table 4. These people performed the widest variety of duties of all the skill levels. Nevertheless, over one-third of their time was spent performing supervisory tasks, such as directing, inspecting, evaluating, organizing, and planning.

Table 7 presents a list of representative tasks performed by 31673 personnel. These tasks include preparation of APRs, counseling of personnel, scheduling of work assignments, and performance of self-inspections.

Some of the tasks which differentiate between 5- and 7-skill level personnel are presented in Table 8. This table indicates that the performance of supervisory tasks increased as personnel achieved the 7-skill level. For example, almost one-third of 7-skill level personnel analyzed work load requirements, while only one-sixteenth of 5-skill level personnel performed the same task.

DAFSC 31693: Nine-skill level personnel spent 64 percent of their time performing tasks related to administration, supervision, and management. All 12 tasks performed by the largest percentages of these personnel were included in the above-named duties (see Table 9).

Table 10 lists some of the tasks which differentiate between 7- and 9-skill level personnel. As may be seen from this table, these two groups differed because of the larger percentages of 9-skill level personnel who performed the management, supervision, and administration related tasks, rather than because of the performance of different tasks.

TABLE 4

PERCENT TIME SPENT PERFORMING DUTIES BY DAFSC GROUPS

	DUTY	TOTAL SAMPLE (N=849)	DAFSC 31633 (N=36)	DAFSC 31653 (N=431)	DAFSC 31673 (N=256)	DAFSC 31693 (N=106)
N	PERFORMING GENERAL REPAIR FUNCTIONS	11	21	14	7	2
O	OPERATING INSTALLED INSTRUMENTATION EQUIPMENT	10	12	14	8	1
H	PREPARING FOR TEST PROJECTS AND OPERATIONS, AND INSTALLING INSTRUMENTATION	9	9	10	8	6
M	CONSTRUCTING INSTRUMENTATION CIRCUITS OR DEVICES	8	8	10	6	1
G	PERFORMING SUPPLY AND PROCUREMENT FUNCTIONS	7	7	7	7	6
F	WORKING WITH FORMS, REPORTS, AND TECHNICAL DATA	7	3	5	8	12
B	DIRECTING AND IMPLEMENTING	6	2	2	9	17
C	EVALUATING	6	2	2	8	19
A	ORGANIZING AND PLANNING	5	1	2	7	15
P	MAINTAINING INSTALLED INSTRUMENTATION EQUIPMENT	5	10	6	4	1
V	PERFORMING MISCELLANEOUS MISSION SUPPORT FUNCTIONS	5	7	7	4	1
D	TRAINING	4	1	3	6	6
E	INSPECTING FOR CAPABILITY, QUALITY, OR ADHERENCE TO STANDARDS	4	2	2	6	6
I	PERFORMING TEST, LAUNCH, OR SATELLITE OPERATIONS	3	4	4	3	2
Q	INSPECTING, OPERATING, AND MAINTAINING AIRCRAFT INSTRUMENTATION	2	2	3	3	1
J	PERFORMING POST-TEST PROCEDURES	2	2	2	1	1
K	REDUCING AND ANALYZING TEST DATA	2	1	2	1	1
L	DEVELOPING TECHNICAL DATA	1	1	1	2	2
R	DESIGNING, CONSTRUCTING, AND OPERATING LASER SYSTEMS	1	1	1	1	-
T	INSPECTING, OPERATING, AND MAINTAINING ANTENNA SYSTEMS	1	1	1	1	-
S	INSTALLING, CHECKING, AND TESTING MUNITION OR ORDNANCE DEVICES	1	3	1	-	-
U	INSPECTING AND MAINTAINING MISSILE INSTRUMENTATION SYSTEMS	-	-	1	-	-

TABLE 5

REPRESENTATIVE TASKS PERFORMED BY DAFSC 31633 PERSONNEL

TASK	PERCENT PERFORMING
PERFORM HOUSEKEEPING FUNCTIONS	72
SOLDER OR DESOLDER COMPONENTS	67
OPERATE POWER SUPPLIES	58
OPERATE POWER HAND TOOLS	50
DRAW PARTS OR SUPPLIES FROM BENCH STOCK	47
SPLICE CABLING OR WIRING	47
INTERPRET SCHEMATIC OR LOGIC DIAGRAMS	44
CONSTRUCT CIRCUIT INTERCONNECTING CABLING	44
CONSTRUCT CIRCUIT WIRING	42
INSPECT INSTALLATION OF ELECTRICAL HARNESSES OR CONNECTORS	39
OPERATE DRILL PRESSES	33
TEST ELECTRONIC COMPONENTS OTHER THAN INTEGRATED CIRCUITS	33

TABLE 6

REPRESENTATIVE TASKS PERFORMED BY DAFSC 31653 PERSONNEL

TASK	PERCENT PERFORMING
SOLDER OR DESOLDER COMPONENTS	72
PERFORM HOUSEKEEPING FUNCTIONS	62
OPERATE POWER SUPPLIES	61
SPLICE CABLING OR WIRING	55
DRAW PARTS OR SUPPLIES FROM BENCH STOCK	54
OPERATE POWER HAND TOOLS	49
CONSTRUCT CIRCUIT WIRING	45
CONSTRUCT CIRCUIT INTERCONNECTING CABLING	45
INSPECT INSTALLATION OF ELECTRICAL HARNESSES OR CONNECTORS	43
INTERPRET SCHEMATIC OR LOGIC DIAGRAMS	42
OPERATE MAGNETIC DATA TAPE RECORDERS	41
OPERATE GENERAL TEST EQUIPMENT DURING TESTS	40

TABLE 7

REPRESENTATIVE TASKS PERFORMED BY DAFSC 31673 PERSONNEL

TASK	PERCENT PERFORMING
PREPARE APRs	59
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	53
SOLDER OR DESOLDER COMPONENTS	53
DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	49
PERFORM HOUSEKEEPING FUNCTIONS	48
SUPERVISE INSTRUMENTATION MECHANIC (AFSC 31653) PERSONNEL	48
DRAW PARTS OR SUPPLIES FROM BENCH STOCK	47
PLAN OR SCHEDULE WORK ASSIGNMENTS	47
PLAN OR SCHEDULE ON-THE-JOB TRAINING (OJT)	44
INSPECT INSTALLATION OF ELECTRICAL HARNESSES OR CONNECTORS	43
PERFORM SELF-INSPECTIONS	43
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	41

TABLE 8

TASKS WHICH DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	5-SKILL LEVEL	7-SKILL LEVEL	DIFFERENCE
PREPARE APRs	13	59	-46
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	13	53	-40
PLAN OR SCHEDULE WORK ASSIGNMENTS	10	47	-37
SUPERVISE INSTRUMENTATION MECHANIC (AFSC 31653) PERSONNEL	15	48	-33
DRAFT CORRESPONDENCE OR REPORTS	6	39	-33
PLAN OR SCHEDULE ON-THE-JOB TRAINING (OJT)	11	44	-33
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	10	41	-31
PARTICIPATE IN STAFF MEETINGS	10	39	-29
COUNSEL TRAINEES ON TRAINING PROGRESS	11	38	-27
SCHEDULE LEAVES OR PASSES	6	32	-26
ANALYZE WORK LOAD REQUIREMENTS	6	32	-26
DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	23	49	-26
EVALUATE COMPLIANCE WITH WORK STANDARDS	9	34	-25
ENDORSE APRs	5	29	-24

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 31693 PERSONNEL

TASK	PERCENT PERFORMING
PARTICIPATE IN STAFF MEETINGS	81
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	76
DRAFT CORRESPONDENCE OR REPORTS	75
PLAN OR PREPARE BRIEFINGS	75
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	73
DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	70
PREPARE APRs	70
PERFORM SELF-INSPECTIONS	70
ASSIGN PERSONNEL TO DUTY POSITIONS	63
ENDORSE APRs	58
ESTABLISH OR UPDATE ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	57
ANALYZE WORK LOAD REQUIREMENTS	56

TABLE 10

TASKS WHICH DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	7-SKILL LEVEL	9-SKILL LEVEL	DIFFERENCE
PLAN OR PREPARE BRIEFINGS	25	75	-50
ASSIGN PERSONNEL TO DUTY POSITIONS	21	63	-42
PARTICIPATE IN STAFF MEETINGS	39	81	-42
EVALUATE SUGGESTIONS	10	50	-40
DRAFT STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	14	51	-37
COORDINATE TECHNICAL PLANS WITH OTHER AGENCIES OR HIGHER HEADQUARTERS	24	61	-37
DRAFT CORRESPONDENCE OR REPORTS	39	75	-36
ESTABLISH OR UPDATE ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	21	57	-36
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	41	76	-35
SUPERVISE MILITARY PERSONNEL OTHER THAN AFSC 316X3	17	52	-35
EVALUATE INSPECTION REPORTS OR PROCEDURES	18	51	-33
ENDORSE APRs	29	58	-29
EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	16	42	-26
EVALUATE CONTRACTOR PROPOSALS	13	40	-27
EVALUATE LAYOUT OF FACILITIES	14	39	-25

ANALYSIS OF TASK DIFFICULTY

From a listing of personnel identified for the 316X3 job survey, 50 incumbents in the 7- and 9-skill levels from various locations and commands were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty being defined as the length of time it takes an average career ladder member to learn to do the task. Interrater reliability among the 50 raters was .91. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Tasks rated as above average in difficulty were mostly associated with laser technology. These laser tasks included the design of electronic guns, pointing and tracking systems, plasma systems, and gas flow systems. As may be seen from Table 11, these tasks were performed by only a small percentage of the 316X3 respondents.

Those tasks which were rated as being least difficult primarily pertained to instrumentation support functions, such as operating power hand tools and post hole diggers, dismantling test stands, and removing or replacing batteries. As Table 12 indicates, these low difficulty tasks were performed by a relatively large percentage of the 316X3 personnel.

TABLE 11

THE 15 TASKS RATED AS MOST DIFFICULT FOR DAFSC 316X3

TASKS	TASK DIFFICULTY RATING	PERCENT MEMBERS PERFORMING (N=849)
DESIGN MICROPROCESSOR TEST CONTROLLERS	7.83	2
DESIGN ELECTRONIC CIRCUITS	7.81	12
DESIGN LASER POINTING AND TRACKING SYSTEMS	7.61	*
DESIGN LASER ELECTRON GUNS	7.60	*
DESIGN LASER GAS FLOW SYSTEMS	7.60	1
EVALUATE CONTRACTOR PROPOSALS	7.59	11
DESIGN LASER PLASMA SYSTEMS	7.45	*
WRITE COMPUTER PROGRAMS	7.44	7
DESIGN LASER HIGH VOLTAGE SYSTEMS	7.43	1
EVALUATE CONTRACTOR TEST REPORTS	7.43	11
DESIGN LASER CAVITIES	7.42	*
PREPARE ENGINEERING SPECIFICATIONS FOR EQUIPMENT PROCUREMENT	7.3[illegible]	7
DESIGN LASER MODULATOR SYSTEMS	7.31	*
DESIGN LASER COOLING SYSTEMS	7.09	*
DESIGN LASER VACUUM SYSTEMS	7.06	1

* INDICATES TASKS PERFORMED BY LESS THAN ONE PERCENT OF THE MEMBERS

TABLE 12

THE 15 TASKS RATED AS LEAST DIFFICULT FOR DAFSC 316X3

TASKS	TASK DIFFICULTY RATING	PERCENT MEMBERS PERFORMING (N=849)
OPERATE POWER HAND TOOLS	2.88	40
REMOVE OR REPLACE PLUG-IN UNITS, SUCH AS FILTERS OR TUBES	2.88	24
DISMANTLE TEST STANDS	2.70	8
DRAW PARTS OR SUPPLIES FROM BENCH STOCK	2.67	47
SET UP OR TEAR DOWN PARTITIONS OR WALLS	2.55	8
OPERATE POST HOLE DIGGERS	2.54	2
OPERATE PAINT APPLICATION EQUIPMENT	2.50	8
SCHEDULE LEAVES OR PASSES	2.50	20
OPERATE MOWING OR TRIMMING EQUIPMENT	2.47	6
REMOVE OR REPLACE BATTERIES	2.43	23
DIG OR FILL CABLE TRENCHES	2.19	4
PERFORM HOUSEKEEPING FUNCTIONS	2.12	51
INTIATE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)	2.01	30
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	1.92	13
TRANSPORT PARTS OR SUPPLIES	1.90	25

ANALYSIS OF TRAINING EMPHASIS

Training emphasis data provide a rating of tasks indicating the relative emphasis which should be placed in structured training for first-term personnel. Structured training is defined as training provided at resident technical schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), or formal OJT. From a listing of personnel identified for the 316X3 job survey, 60 incumbents in the 7-skill level from various locations and commands were selected to rate training emphasis. Tasks were rated on a ten-point scale from zero (no training emphasis) to nine (extremely heavy training emphasis). The interrater reliability for the 60 raters was .94; the average of the ratings was 1.46, with a standard deviation of 2.54.

Table 13 presents the tasks which were rated highest on recommended training emphasis. All of these tasks deal primarily with constructing instrumentation circuits and performing general repair functions. Relatively large percentages of first-term personnel perform these tasks.

The tasks rated lowest on training emphasis are presented in Table 14. These tasks pertain to supervisory functions and are performed by very few first-term personnel.

TABLE 13

THE 10 TASKS RATED HIGHEST ON RECOMMENDED TRAINING EMPHASIS FOR FIRST ENLISTMENT PERSONNEL

TASKS	TRAINING EMPHASIS RATING	PERCENT FIRST ENLISTMENT PERSONNEL PERFORMING (N=273)
SOLDER OR DESOLDER COMPONENTS	7.52	79
SPLICE CABLING OR WIRING	6.13	63
TEST ELECTRONIC COMPONENTS OTHER THAN INTEGRATED CIRCUITS	5.88	40
CONSTRUCT CIRCUIT WIRING	5.85	53
INTERPRET SCHEMATIC OR LOGIC DIAGRAMS	5.72	41
ISOLATE MALFUNCTIONS OF DISCREET ELECTRONIC CIRCUITS	5.65	36
TEST DIGITAL INTEGRATED CIRCUITS	5.60	33
CONSTRUCT CIRCUITS USING INTEGRATED CIRCUITS	5.58	45
CONSTRUCT CIRCUITS USING PRINTED CIRCUIT BOARDS	5.50	41
CONSTRUCT CIRCUITS USING CONVENTIONAL RESISTORS OR CAPACITORS	5.43	48

TABLE 14

THE 10 TASKS RATED LOWEST ON RECOMMENDED TRAINING EMPHASIS FOR FIRST ENLISTEMENT PERSONNEL

TASKS	TRAINING EMPHASIS RATING	PERCENT FIRST ENLISTMENT PERSONNEL PERFORMING (N=273)
REVIEW, MAKE ENTRIES ON, OR MAINTAIN MASTER ROSTERS	.05	2
DEVELOP ORGANIZATIONAL CHARTS	.00	3
DRAFT BUDGET OR FINANCIAL REQUIREMENTS	.00	2
DIRECT CONTRACTOR OPERATIONS	.00	3
SUPERVISE MISSILE ELECTRONICS MAINTENANCE SUPERVISOR (AFSC 31693) PERSONNEL	.00	2
PREPARE CIVILIAN PERFORMANCE RATINGS	.00	*
DEVELOP OR UPDATE RESIDENT COURSE CURRICULUM MATERIALS	.00	1
REVIEW CONTRACTORS' EXPENDITURE REPORTS	.00	4
REVIEW CONTRACTORS' STATUS REPORTS	.00	1
TRACK PROJECT FUNDS EXPENDITURES	.00	3

* INDICATES LESS THAN ONE PERCENT

ANALYSIS OF TAFMS GROUPS

Table 15 presents the percent time spent performing duties by TAFMS groups. As may be seen from this table, there was a decrease in the percent of time spent performing technical duties with increasing years of service, while for supervisory duties the opposite relationship held true. Thus, first enlistment personnel spent most of their time performing technical duties, with only 15 percent of their time taken up by supervisory and administrative duties. However, second enlistment personnel spent 32 percent of their time and third enlistment personnel spent 38 percent of their time performing these same supervisory and administrative duties.

Table 16 lists the tasks performed most frequently by first enlistment personnel, and the difficulty ratings of these tasks. Notice that all of these tasks are technical in nature and have average or below average difficulty ratings.

Instrumentation equipment usage among first enlistment personnel is highlighted in Table 17. Magnetic tape recorders, oscillograph recorders, and hardwire were used by over one-third of first enlistment personnel. Low light level airborne TVs and millimeter waves, on the other hand, were used by less than one percent of these personnel.

TABLE 15

PERCENT TIME SPENT PERFORMING DUTIES BY AFMS GROUPS

DUTIES	MONTHS AFMS 13-48 (N=273)	49-96 (N=162)	97-144 (N=114)	145-192 (N=111)	193-240 (N=94)	241+ (N=95)
MANAGEMENT, SUPERVISION, AND TRAINING:						
ORGANIZING AND PLANNING	1	3	5	7	12	14
DIRECTING AND IMPLEMENTING	1	3	6	9	14	17
EVALUATING	1	3	5	9	12	18
TRAINING	1	5	5	6	5	7
INSPECTING FOR CAPABILITY, QUALITY, OR ADHERENCE TO STANDARDS	2	3	5	4	5	7
ADMINISTRATIVE:						
WORKING WITH FORMS, RECORDS, REPORTS, AND TECHNICAL DATA	4	6	6	8	10	12
PERFORMING SUPPLY AND PROCUREMENT FUNCTIONS	5	9	6	8	8	7
TECHNICAL:						
PREPARING FOR TEST PROJECTS AND OPERATIONS, AND INSTALLING INSTRUMENTATION	11	8	9	8	7	6
PERFORMING TEST, LAUNCH, OR SATELLITE OPERATIONS	4	4	4	3	3	1
PERFORMING POST-TEST PROCEDURES	3	2	2	1	1	-
REDUCING AND ANALYZING TEST DATA	2	2	2	1	1	1
DEVELOPING TECHNICAL DATA	1	2	1	2	2	2
CONSTRUCTING INSTRUMENTATION CIRCUITS OR DEVICES	12	8	6	6	3	2
PERFORMING GENERAL REPAIR FUNCTIONS	16	12	10	7	5	2
OPERATING INSTALLED INSTRUMENTATION EQUIPMENT	15	12	9	8	4	2
MAINTAINING INSTALLED INSTRUMENTATION EQUIPMENT	7	6	6	3	3	1
INSPECTING, OPERATING, AND MAINTAINING AIRCRAFT INSTRUMENTATION	2	2	4	3	1	-
DESIGNING, CONSTRUCTING, AND OPERATING LASER SYSTEMS	1	1	1	1	1	-
INSTALLING, CHECKING, AND TESTING MUNITION OR ORDNANCE DEVICES	2	1	1	1	-	-
INSPECTING, OPERATING, AND MAINTAINING ANTENNA SYSTEMS	1	1	1	1	-	-
INSPECTING AND MAINTAINING MISSILE INSTRUMENTATION SYSTEMS	1	1	1	-	3	-
PERFORMING MISCELLANEOUS MISSION SUPPORT FUNCTIONS	7	6	5	4	-	1

TABLE 16

TASKS MOST FREQUENTLY PERFORMED BY FIRST ENLISTMENT PERSONNEL

TASK	PERCENT PERFORMING	TASK DIFFICULTY RATING
SOLDER OR DESOLDER COMPONENTS	79	4.38
OPERATE POWER SUPPLIES	65	3.29
SPLICE CABLING OR WIRING	63	4.03
PERFORM HOUSEKEEPING FUNCTIONS	61	2.12
DRAW PARTS OR SUPPLIES FROM BENCH STOCK	54	2.67
CONSTRUCT CIRCUIT WIRING	53	5.04
OPERATE POWER HAND TOOLS	52	2.88
CONSTRUCT CIRCUIT INTERCONNECTING CABLING	51	4.67
CONSTRUCT CIRCUITS USING CONVENTIONAL RESISTORS OR CAPACITORS	48	5.06
INSPECT INSTALLATION OF ELECTRICAL HARNESSES OR CONNECTORS	45	4.37
CONSTRUCT CIRCUITS USING INTEGRATED CIRCUITS	45	5.97
CONSTRUCT CIRCUITS USING TRANSISTORS OR DISCREET COMPONENTS	44	5.75
OPERATE GENERAL TEST EQUIPMENT DURING TESTS	44	4.80
PERFORM NON-JOB RELATED DETAILS	42	4.02
ISOLATE EQUIPMENT MALFUNCTIONS DURING OPERATIONAL TESTS	42	6.65
REMOVE OR REPLACE CHASSIS OR CIRCUIT CARD ASSEMBLIES	42	3.20
CONSTRUCT CIRCUIT CHASSIS OR BOXES	41	5.11
INTERPRET SCHEMATIC OR LOGIC DIAGRAMS	41	5.84
REMOVE OR REPLACE ELECTRONIC UNITS, DRAWERS, OR ASSEMBLIES	41	3.24
CONSTRUCT CIRCUITS USING PRINTED CIRCUIT BOARDS	41	5.32
INSTALL INSTRUMENTATION CABLES FOR GROUND SYSTEMS	40	4.35
TEST ELECTRONIC COMPONENTS OTHER THAN INTEGRATED CIRCUITS	40	5.46
OPERATE MAGNETIC DATA TAPE RECORDERS	40	4.73
INSTALL SENSORS OR TRANSDUCERS	39	5.09
INSTALL INSTRUMENTATION CABINETS OR EQUIPMENT IN TRAILERS, VANS, BUILDINGS, OR AIRCRAFT	38	4.97

TABLE 17

INSTRUMENTATION SYSTEMS USED BY THE LARGEST AND SMALLEST PERCENTAGES OF FIRST ENLISTMENT PERSONNEL (PERCENT MEMBERS RESPONDING)

EQUIPMENT	13-48 MONTHS AFMS (N=272)
MAGNETIC TAPE RECORDING	49
HARDWIRE	39
OSCILLOGRAPHIC RECORDING	36
DIGITAL LOGIC	32
TIMING	26
PRESSURE MEASUREMENT	26
ACCELERATION MEASUREMENT	24
STRAIN MEASUREMENT	23
AIRBORNE TRACKING STATION	4
CAPACITIVE DISCHARGE BANK	4
HF	3
FLASH X-RAY	3
SCORING/TARGET AUGMENTATION	1
TACSAT	1
LOW LIGHT LEVEL AIRBORNE TV	*
MILLIMETER WAVE	*

* INDICATES LESS THAN ONE PERCENT MEMBERS USING

JOB SATISFACTION INDICATORS

Table 18 presents job interest and perceived utilization of talents and training for DAFSC groups. As may be seen from this table, there was an increase in job interest with increasing skill level.

In terms of utilization of talents and training, 3- and 5-skill level incumbents gave similar responses. For example, six percent of both 31633 and 31653 personnel indicated that their jobs utilized their talents perfectly to excellently; three percent of both groups reported that their jobs utilized their training perfectly to excellently. It should be noted that 58 percent of the 3-skill level personnel and 56 percent of the 5-skill level personnel felt that their jobs utilized their training very little or not at all.

For 7- and 9-skill level respondents there was an upward trend in perceived utilization of talents and training. More 9-skill level personnel indicated that their talents and training were utilized perfectly to excellently in their jobs than did 5- or 7-skill level personnel (see Table 18).

Table 19 presents the reenlistment intentions of 316X3 personnel for TAFMS groups. As would be expected, most personnel in their third or fourth enlistment indicated that they would reenlist or would probably reenlist. Over half of the personnel in their first or second enlistment, on the other hand, indicated that they would not or probably would not reenlist.

TABLE 18

JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT INTENTIONS FOR DAFSC GROUPS
(PERCENT MEMBERS RESPONDING)

	TOTAL SAMPLE (N=849)	DAFSC 31633 (N=36)	DAFSC 31653 (N=431)	DAFSC 31673 (N=256)	DAFSC 31693 (N=106)
I FIND MY JOB:					
INTERSTING	70	58	67	71	82
SO-SO	14	25	16	14	7
DULL	15	17	17	14	11
NO REPLY	1	-	-	1	-
MY JOB UTILIZES MY TALENTS:					
PERFECTLY TO EXCELLENTLY	12	6	6	14	27
VERY WELL TO FAIRLY WELL	59	58	60	61	57
VERY LITTLE OR NOT AT ALL	28	36	33	25	15
NO REPLY	1	-	1	-	1
MY JOB UTILIZES MY TRAINING:					
PERFECTLY TO EXCELLENTLY	7	3	3	7	23
VERY WELL TO FAIRLY WELL	45	39	41	50	54
VERY LITTLE OR NOT AT ALL	47	58	56	41	23
NO REPLY	1	-	-	2	-

TABLE 19

REENLISTMENT INTENTIONS FOR TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	TOTAL ACTIVE FEDERAL MILITARY SERVICE					
	13-48 MONTHS (N=273)	49-96 MONTHS (N=162)	97-144 MONTHS (N=114)	145-192 MONTHS (N=111)	193-240 MONTHS (N=94)	241+ MONTHS (N=95)
MY REENLISTMENTS PLANS ARE TO:						
NOT OR PROBABLY NOT REENLIST	67	52	19	5	47	65
TO REENLIST OR PROBABLY REENLIST	33	48	80	95	53	34
NO RESPONSE	-	-	1	-	-	1

COMPARISON OF AFR 39-1 DESCRIPTIONS TO SURVEY DATA

A comparison of the 316X3 specialty descriptions contained in AFR 39-1 (1 June 1977) with the survey data revealed that the descriptions were basically accurate in outlining the duties performed by 316X3 personnel. The specialty descriptions for 3-, 5-, and 7-skill level personnel depict the functions of assembly installation, inspection, maintenance, testing, calibration, analysis, and modification of instrumentation equipment. In addition, the specialty descriptions for 5- and 7-skill level personnel outline the functions of supervision of instrumentation personnel and activities. Examination of the data revealed acceptable percentages of personnel performing tasks related to these functions. Although it was not included in the specialty description, 7-skill level personnel were found to perform additional tasks involving interaction with contractors. For example, 37.5 percent of these personnel reported coordinating work activities with contractors, and 22.7 percent indicated that they monitor contractor performance.

COMPARISON OF CURRENT SURVEY TO THE 1976 SURVEY

The results of this survey were compared to those of Occupational Survey Report (AFPT 90-317-178) dated 30 April 1976. Overall, the survey findings were similar. The degree of heterogeneity found in the previous study was apparent in the present study. Many groups identified in the 1976 study (Supply and Procurement Specialists, General Test Projects Technicians, Instrumentation Testing Technicians, Laser Specialists, Ordnance and Guidance Test Specialists, Missile Support Technicians, Training Specialists, Supervisors, Construction Equipment Operators, Satellite Data Technicians, Maintenance Control Specialists) also were found in the present study.

There were, however, several differences between the two surveys. In the present study three groups were found which performed work specifically related to aircraft instrumentation systems, whereas in the previous study only one such group was found. Another important difference concerns the group of Contract Monitors identified in the present survey. Members of this group performed a variety of tasks pertaining to the evaluation of contractor performance. In the 1976 study, however, no such group was identified. Similarly, the previous study listed no counterpart for the Computer Technician group reported in the present study. These differences indicate a greater degree of specialization in the 316X3 career field than was previously evident.

DISCUSSION

One of the purposes of the present study was to assess the effects of an increased training emphasis on special purpose test equipment which occurred as a result of the March 1978 course scrubdown. Table 20 presents a comparison of the 1976 and 1979 surveys in terms of test equipment used by first enlistment personnel. As may be seen from this table, there were only a few differences in equipment usage among first job group personnel in the two surveys. For example, in the 1979 survey 91 percent of the first job group respondents indicated that they used multimeters, whereas for the 1976 survey the corresponding statistic was 78 percent. There were several instances, on the other hand, where equipment was used by fewer personnel in the 1979 survey than in the 1976 survey. Wave analyzers, sweep generators, solid state device testers, harmonic generators, RF voltmeters, and differential voltmeters are examples of equipment which fall into this category.

TABLE 20

COMPARISON OF 1976 AND 1979 SURVEYS ON TEST EQUIPMENT USED BY FIRST ENLISTMENT PERSONNEL (PERCENT MEMBERS USING)

TEST EQUIPMENT	1979 SURVEY FIRST ENLISTMENT PERSONNEL (N=215)	1976 SURVEY FIRST ENLISTMENT PERSONNEL (N=315)	DIFFERENCE
MULTIMETERS	91	78	+13
POWER SUPPLIES	81	73	+ 8
OSCILLOSCOPES	86	79	+ 7
AMMETERS	64	58	+ 6
OSCILLOSCOPE CAMERAS	29	24	+ 5
POWER METERS	40	36	+ 4
DEADWEIGHT TESTERS	10	6	+ 4
PULSE GENERATORS	36	33	+ 3
LASER POWER METERS	7	5	+ 2
INCLINOMETERS	3	1	+ 2
GAMMA EQUIPMENT	2	0	+ 2
TENSIL TESTERS	2	0	+ 2
WHEATSTONE GRIDGES	21	20	+ 1
HIGH VOLTAGE PULSERS	6	5	+ 1
INTERFEROMETERS	4	3	+ 1
MONOCHROMETERS	3	2	+ 1
DECADE BOXES	41	41	0
LCR METERS	3	3	0
PYROMETERS	2	2	0
TENSIOMETERS	1	2	- 1
ELECTROMETERS	1	3	- 2
BOLOMETERS	3	5	- 2
GYROSCOPES	5	7	- 2
FREQUENCY COUNTERS	78	80	- 2
FREQUENCY GENERATORS	70	72	- 2
SPECTRUM DISPLAY UNITS	21	23	- 2
MEGGERS	5	7	- 2
PARAMETRIC AMPLIFIERS	4	7	- 3
SPRING SCALES	6	11	- 5
DIGITAL VOLTMETERS	78	83	- 5
SIGNAL GENERATORS	68	73	- 5
DISTORTION ANALYZERS	8	14	- 6
RF DETECTORS	13	20	- 7
MICROWAVE TEST EQUIPMENT	6	13	- 7
SPECTRUM ANALYZERS	36	43	- 7
RF ATTENUATORS	25	32	- 7
WAVE ANALYZERS	12	22	-10
SWEEP GENERATORS	29	40	-11
SOLID STATE DEVICE TESTERS	28	39	-11
HARMONIC GENERATORS	8	21	-13
RF VOLTMETERS	16	29	-13
DIFFERENTIAL VOLTMETERS	54	68	-14

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP116 - MISSILE INSTRUMENTATION MECHANICS

NUMBER IN GROUP: 20 PERCENT OF SAMPLE: 2.3%

MAJOR COMMAND DISTRIBUTION: ADCOM (5%), AFSC (75%), SAC (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (5%), 31653 (75%), 31673 (15%), 31693 (5%)

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 60.1 MOS

AVERAGE TIME IN SERVICE: 73.25 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 55%

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (35%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	70%
	LITTLE OR NOT AT ALL	30%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	45%
	LITTLE OR NOT AT ALL	55%

AVERAGE NUMBER OF TASKS PERFORMED: 84.8

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

INSPECT RACK MOUNTED EQUIPMENT
CHECK CALIBRATION OF TEST EQUIPMENT
PERFORM MISSILE PRE-LAUNCH CHECKS
INSPECT INSTALLATION OF PANEL DOORS, HATCHES, OR CABLEWAYS
PERFORM POST MAINTENANCE INSPECTIONS
REMOVE OR REPLACE COMMAND DESTRUCT RECEIVERS
ISOLATE MALFUNCTIONS OF DISCREET ELECTRONIC CIRCUITS
PERFORM MISSILE POST LAUNCH CHECKS

GROUP ID NUMBER AND TITLE: GRP143 - AIRBORNE TELEMETRY MECHANICS

NUMBER IN GROUP: 28 PERCENT OF SAMPLE: 3.3%

MAJOR COMMAND DISTRIBUTION: AFSC (100%)

LOCATION: CONUS (64%), OVERSEAS (36%)

DAFSC DISTRIBUTION: 31633 (4%), 31653 (32%), 31673 (64%), 31693 (0%)

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 99.9 MOS

AVERAGE TIME IN SERVICE: 123.9 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 14%

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (4%), INTERESTING (92%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	14%
	VERY WELL TO FAIRLY WELL	79%
	LITTLE OR NOT AT ALL	7%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	7%
	VERY WELL TO FAIRLY WELL	64%
	LITTLE OR NOT AT ALL	29%

AVERAGE NUMBER OF TASKS PERFORMED: 88.1

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

<u>TASKS</u>

OPERATE RECEIVERS
OPERATE SPECTRUM DISPLAY UNITS
ISOLATE EQUIPMENT MALFUNCTIONS DURING OPERATIONAL TESTS
OPERATE AIRBORNE STATION DURING AEROSPACE VEHICLE TESTS
PERFORM PRE-FLIGHT CALIBRATIONS
ALIGN OR ADJUST AIRCRAFT INSTRUMENTATION PACKAGES

GROUP ID NUMBER AND TITLE: GRP183 - SATELLITE DATA TECHNICIANS

NUMBER IN GROUP: 41 PERCENT OF SAMPLE: 4.8%

MAJOR COMMAND DISTRIBUTION: ADCOM (10%), AFSC (75%), ATC (10%), TAC (5%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (2%), 31653 (74%), 31673 (24%), 31693 (0%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 44.3 MOS

AVERAGE TIME IN SERVICE: 78.9 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 41%

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (20%), INTERESTING (73%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	15%
	VERY WELL TO FAIRLY WELL	61%
	LITTLE OR NOT AT ALL	24%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	10%
	VERY WELL TO FAIRLY WELL	68%
	LITTLE OR NOT AT ALL	22%

AVERAGE NUMBER OF TASKS PERFORMED: 80.1

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

OPERATE MAGNETIC DATA TAPE RECORDERS
MAINTAIN MAGNETIC DATA TAPE RECORDERS
PROGRAM PATCH PANELS
MONITOR DATA COLLECTING SYSTEMS DURING TESTS OR OPERATIONS
OPERATE GENERAL TEST EQUIPMENT DURING TESTS
OPERATE GROUND STATIONS DURING AEROSPACE VEHICLE TESTS

GROUP ID NUMBER AND TITLE: GRP111 - DATA REDUCTION TECHNICIANS

NUMBER IN GROUP: 17 PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFLC (18%), AFSC (76%), SAC (6%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (18%), 31673 (82%), 31693 (0%)

AVERAGE GRADE: 3.8

AVERAGE TIME IN CAREER FIELD: 33.8 MOS

AVERAGE TIME IN SERVICE: 39.8 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 88%

EXPRESSED JOB INTEREST: DULL (18%), SO-SO (18%), INTERESTING (64%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	71%
	LITTLE OR NOT AT ALL	29%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	53%
	LITTLE OR NOT AT ALL	47%

AVERAGE NUMBER OF TASKS PERFORMED: 45.2

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

OPERATE MAGNETIC DATA TAPE RECORDERS
OPERATE LIGHT BEAM RECORDERS
OPERATE DATA REDUCTION EQUIPMENT
PROCESS OSCILLOGRAPH RECORDINGS
OPERATE TIME CODE GENERATORS
MAINTAIN MAGNETIC DATA TAPE RECORDERS
MONITOR DATA COLLECTING SYSTEMS DURING TEST OR OPERATIONS

GROUP ID NUMBER AND TITLE: GRP223 - CIRCUIT CONSTRUCTORS

NUMBER IN GROUP: 128 PERCENT OF SAMPLE: 15.1%

MAJOR COMMAND DISTRIBUTION: ADCOM (2%), AFCS (2%), AFLC (2%), AFSC (91%), SAC (1%), USAFA (2%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (4%), 31653 (75%), 31673 (20%), 31693 (1%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 53.5 MOS

AVERAGE TIME IN SERVICE: 71.7 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 56%

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (11%), INTERESTING (84%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	11%
	VERY WELL TO FAIRLY WELL	75%
	LITTLE OR NOT AT ALL	14%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	2%
	VERY WELL TO FAIRLY WELL	51%
	LITTLE OR NOT AT ALL	47%

AVERAGE NUMBER OF TASKS PERFORMED: 80.7

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

CONSTRUCT CIRCUIT WIRING
CONSTRUCT CIRCUITS USING CONVENTIONAL RESISTORS OR CAPACITORS
CONSTRUCT CIRCUITS USING TRANSISTORS OR DISCREET COMPONENTS
CONSTRUCT CIRCUITS USING PRINTED CIRCUIT BOARDS
CONSTRUCT CIRCUIT CHASSIS OR BOXES
BREADBOARD CIRCUITS

GROUP ID NUMBER AND TITLE: GRP248 - ENGINEERING TECHNICIANS

NUMBER IN GROUP: 7 PERCENT OF SAMPLE: .8%

MAJOR COMMAND DISTRIBUTION: AFSC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (71%), 31673 (29%), 31693 (0%)

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 62.4 MOS

AVERAGE TIME IN SERVICE: 94.1 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 43%

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (29%), INTERESTING (57%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	43%
	LITTLE OR NOT AT ALL	57%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	14%
	LITTLE OR NOT AT ALL	86%

AVERAGE NUMBER OF TASKS PERFORMED: 80.9

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

<u>TASKS</u>

INSTALL OR REMOVE MICROWAVE EQUIPMENT
SET UP MICROWAVE SYSTEMS
INSTALL OR REMOVE CABLE TRAYS OR CONDUIT
ASSEMBLE OR DISASSEMBLE TEST EQUIPMENT OR CABLES FOR REMOTE SITES
WIRE TRAILERS, VANS, BUILDINGS, OR AIRCRAFT
INSTALL ANTENNAS AT TEST SITES

GROUP ID NUMBER AND TITLE: GRP175 - SUPPLY AND PROCUREMENT SPECIALISTS

NUMBER IN GROUP: 14 PERCENT OF SAMPLE: 1.6%

MAJOR COMMAND DISTRIBUTION: AFSC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (71%), 31673 (29%), 31693 (0%)

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 62.6 MOS

AVERAGE TIME IN SERVICE: 67.2 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 57%

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (7%), INTERESTING (79%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	14%
	VERY WELL TO FAIRLY WELL	36%
	LITTLE OR NOT AT ALL	50%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	21%
	LITTLE OR NOT AT ALL	79%

AVERAGE NUMBER OF TASKS PERFORMED: 94.9

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

DRAW PARTS OR SUPPLIES FROM BENCH STOCK
COORDINATE WITH OTHER SECTIONS ON AVAILABLE SUPPLIES, EQUIPMENT, OR MATERIALS
INITIATE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)
TRANSPORT PARTS OR SUPPLIES
MAINTAIN FILES OF MANUFACTURER'S TECHNICAL DATA
COORDINATE WITH BASE SUPPLY OR MATERIAL CONTROL ON SUPPLY REQUIREMENTS

GROUP ID NUMBER AND TITLE: GRP182 - TEST AND PROJECT MONITORS

NUMBER IN GROUP: 6 PERCENT OF SAMPLE: .7%

MAJOR COMMAND DISTRIBUTION: AFSC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (83%), 31673 (17%), 31693 (0%)

AVERAGE GRADE: 5.0

AVERAGE TIME IN CAREER FIELD: 79.8 MOS

AVERAGE TIME IN SERVICE: 95.3 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

EXPRESSED JOB INTEREST: DULL (33%), SO-SO (0%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	17%
	VERY WELL TO FAIRLY WELL	50%
	LITTLE OR NOT AT ALL	33%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	33%
	LITTLE OR NOT AT ALL	67%

AVERAGE NUMBER OF TASKS PERFORMED: 77.2

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

<u>TASKS</u>

OPERATE RATE TABLES OR CENTRIFUGES
OPERATE MAGNETIC DATA TAPE RECORDERS
OPERATE AUTOMATIC DATA PROCESSORS
REMOVE TEST ITEMS FROM TEST STANDS OR FIXTURES
INSTALL TEST ITEMS IN TEST FIXTURES
OPERATE TEMPERATURE MEASUREMENT SYSTEMS
INSTALL TEST FIXTURES

GROUP ID NUMBER AND TITLE: GRP314 - FIRST-LINE SUPERVISORS

NUMBER IN GROUP: 11 PERCENT OF SAMPLE: 1.3%

MAJOR COMMAND DISTRIBUTION: AFCS (9%), AFSC (91%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (18%), 31673 (73%), 31693 (9%)

AVERAGE GRADE: 5.5

AVERAGE TIME IN CAREER FIELD: 89.7 MOS

AVERAGE TIME IN SERVICE: 145 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 9%

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (9%), INTERESTING (82%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	9%
	VERY WELL TO FAIRLY WELL	82%
	LITTLE OR NOT AT ALL	9%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	82%
	LITTLE OR NOT AT ALL	18%

AVERAGE NUMBER OF TASKS PERFORMED: 116.4

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

<u>TASKS</u>

PREPARE APRs
PLAN OR SCHEDULE WORK ASSIGNMENTS
SUPERVISE INSTRUMENTATION MECHANIC (AFSC 31653) PERSONNEL
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS
EVALUATE NEW EQUIPMENT
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS
DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION

GROUP ID NUMBER AND TITLE: GRP336 - GENERAL TEST PROJECTS TECHNICIANS

NUMBER IN GROUP: 28 PERCENT OF SAMPLE: 3.3%

MAJOR COMMAND DISTRIBUTION: ADCOM (7%), AFCS (4%), AFSC (89%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (39%), 31673 (43%), 31693 (18%)

AVERAGE GRADE: 5.6

AVERAGE TIME IN CAREER FIELD: 113.5 MOS

AVERAGE TIME IN SERVICE: 143.7 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 14%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	22%
	VERY WELL TO FAIRLY WELL	71%
	LITTLE OR NOT AT ALL	7%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	11%
	VERY WELL TO FAIRLY WELL	50%
	LITTLE OR NOT AT ALL	39%

AVERAGE NUMBER OF TASKS PERFORMED: 224.1

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

INSPECT INSTALLATION OF TEST COMPONENTS
ANALYZE TEST REQUIREMENTS TO DETERMINE EQUIPMENT REQUIREMENTS
COORDINATE INSTRUMENTATION CHECKOUT WITH OTHER TEST TEAMS
ISOLATE EQUIPMENT MALFUNCTIONS DURING OPERATIONAL TESTS
PERFORM PRE-TEST RESEARCH AND DEVELOPMENT SYSTEMS CHECKS OR CALIBRATIONS
ESTABLISH SET UP REQUIREMENTS FOR INSTRUMENTATION EQUIPMENT

GROUP ID NUMBER AND TITLE: GRP235 - INSTRUMENTATION TESTING TECHNICIANS

NUMBER IN GROUP: 6 PERCENT OF SAMPLE: .7%

MAJOR COMMAND DISTRIBUTION: AFLC (33%), AFSC (67%)

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

DAFSC DISTRIBUTION: 31633 (0%), 31653 (67%), 31673 (33%), 31693 (0%)

AVERAGE GRADE: 5.0

AVERAGE TIME IN CAREER FIELD: 91.8 MOS

AVERAGE TIME IN SERVICE: 96.2 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 17%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	33%
	VERY WELL TO FAIRLY WELL	50%
	LITTLE OR NOT AT ALL	17%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	17%
	VERY WELL TO FAIRLY WELL	50%
	LITTLE OR NOT AT ALL	33%

AVERAGE NUMBER OF TASKS PERFORMED: 127.5

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

<u>TASKS</u>

ANALYZE RECORDINGS TO DETERMINE TEST RESULTS
OPERATE GENERAL TEST EQUIPMENT DURING TESTS
INSPECT INSTALLATION OF TEST COMPONENTS
OPERATE PEN AND INK RECORDERS
DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT
ANALYZE TEST REQUIREMENTS TO DETERMINE PERSONNEL REQUIREMENTS

GROUP ID NUMBER AND TITLE: GRP276 - COMPONENTS INSTRUMENTATION TECHNICIANS

NUMBER IN GROUP: 8 PERCENT OF SAMPLE: .9%

MAJOR COMMAND DISTRIBUTION: AFLC (38%), AFSC (62%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (63%), 31673 (37%), 31693 (0%)

AVERAGE GRADE: 4.1

AVERAGE TIME IN CAREER FIELD: 50.3 MOS

AVERAGE TIME IN SERVICE: 57.4 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 50%

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (0%), INTERESTING (88%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	12%
	VERY WELL TO FAIRLY WELL	38%
	LITTLE OR NOT AT ALL	50%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	62%
	LITTLE OR NOT AT ALL	38%

AVERAGE NUMBER OF TASKS PERFORMED: 124.3

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

REPAIR DISCREET ELECTRONIC CIRCUITS
INTERPRET SCHEMATIC OR LOGIC DIAGRAMS
OPERATE TEMPERATURE MEASUREMENT SYSTEMS
TEST ELECTRONIC COMPONENTS OTHER THAN INTEGRATED CIRCUITS
TEST DIGITAL INTEGRATED CIRCUITS

GROUP ID NUMBER AND TITLE: GRP064 - CONSTRUCTION EQUIPMENT OPERATORS

NUMBER IN GROUP: 43 PERCENT OF SAMPLE: 5.1%

MAJOR COMMAND DISTRIBUTION: ADCOM (5%), AFSC (95%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (12%), 31653 (81%), 31673 (7%), 31693 (0%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 38.5 MOS

AVERAGE TIME IN SERVICE: 55.7 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 63%

EXPRESSED JOB INTEREST: DULL (23%), SO-SO (33%), INTERESTING (44%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	65%
	LITTLE OR NOT AT ALL	35%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	37%
	LITTLE OR NOT AT ALL	63%

AVERAGE NUMBER OF TASKS PERFORMED: 39

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

OPERATE POWER HAND TOOLS
SPLICE CABLING OR WIRING
OPERATE DRILL PRESSES
CONSTRUCT CIRCUIT INTERCONNECTING CABLING
INSTALL INSTRUMENTATION CABLES FOR GROUND SYSTEMS
ASSEMBLE OR DISASSEMBLE TEST EQUIPMENT OR CABLE FOR REPAIR OPERATIONS

GROUP ID NUMBER AND TITLE: GRP123 - COMPUTER TECHNICIANS

NUMBER IN GROUP: 6 PERCENT OF SAMPLE: .7%

MAJOR COMMAND DISTRIBUTION: ADCOM (17%), AFSC (67%), USAFA (16%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (50%), 31673 (50%), 31693 (0%)

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 93.7 MOS

AVERAGE TIME IN SERVICE: 123 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	33%
	VERY WELL TO FAIRLY WELL	67%
	LITTLE OR NOT AT ALL	0%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	17%
	VERY WELL TO FAIRLY WELL	33%
	LITTLE OR NOT AT ALL	50%

AVERAGE NUMBER OF TASKS PERFORMED: 55.2

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

TEST COMPUTER PROGRAMS
MANUALLY MODIFY AUTOMATIC DATA PROCESSING PROGRAMS
WRITE COMPUTER PROGRAMS
SET UP COMPUTER SYSTEMS
OPERATE DATA REDUCTION EQUIPMENT
OPERATE COMPUTER CONTROLLED SYSTEMS

GROUP ID NUMBER AND TITLE: GRP084 - TIMING AND RECORDING INSTRUMENTATION TECHNICIANS

NUMBER IN GROUP: 20 PERCENT OF SAMPLE: 2.3%

MAJOR COMMAND DISTRIBUTION: AFLC (5%), AFSC (85%), TAC (10%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (20%), 31653 (75%), 31673 (5%), 31693 (0%)

AVERAGE GRADE: 4.5

AVERAGE TIME IN CAREER FIELD: 34.8 MOS

AVERAGE TIME IN SERVICE: 78 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 35%

EXPRESSED JOB INTEREST: DULL (25%), SO-SO (20%), INTERESTING (55%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	5%
	VERY WELL TO FAIRLY WELL	75%
	LITTLE OR NOT AT ALL	20%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	5%
	VERY WELL TO FAIRLY WELL	65%
	LITTLE OR NOT AT ALL	30%

AVERAGE NUMBER OF TASKS PERFORMED: 32.9

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

ISOLATE MALFUNCTIONS OF DISCREET ELECTRONIC CIRCUITS
TEST ELECTRONIC COMPONENTS OTHER THAN INTEGRATED CIRCUITS
MAINTAIN TIME CODE GENERATORS
OPERATE TIMING SYSTEMS
TEST ANALOG INTEGRATED CIRCUITS
OPERATE TIME CODE GENERATORS

GROUP ID NUMBER AND TITLE: GRP274 - LASER SPECIALISTS

NUMBER IN GROUP: 9 PERCENT OF SAMPLE: 1.1%

MAJOR COMMAND DISTRIBUTION: AFCS (11%), AFSC (89%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (11%), 31653 (56%), 31673 (33%), 31693 (0%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 51.8 MOS

AVERAGE TIME IN SERVICE: 87 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	67%
	LITTLE OR NOT AT ALL	33%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	11%
	LITTLE OR NOT AT ALL	89%

AVERAGE NUMBER OF TASKS PERFORMED: 72.0

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

SET UP LASER SYSTEMS
OPERATE LASER SYSTEMS
PERFORM OPTICAL ALIGNMENT OF MIRRORS AND WINDOWS
ALIGN LASER CAVITIES
MAINTAIN LASER SYSTEMS
CLEAN LASER OPTICAL SURFACES

GROUP ID NUMBER AND TITLE: GRP050 - AIRBORNE INSTRUMENTATION TECHNICIANS

NUMBER IN GROUP: 31 PERCENT OF SAMPLE: 3.6%

MAJOR COMMAND DISTRIBUTION: AFSC (87%), SAC (13%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (52%), 31673 (39%), 31693 (9%)

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 86.5 MOS

AVERAGE TIME IN SERVICE: 124.9 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 26%

EXPRESSED JOB INTEREST: DULL (23%), SO-SO (0%), INTERESTING (77%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	6%
	VERY WELL TO FAIRLY WELL	55%
	LITTLE OR NOT AT ALL	39%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	6%
	VERY WELL TO FAIRLY WELL	26%
	LITTLE OR NOT AT ALL	68%

AVERAGE NUMBER OF TASKS PERFORMED: 51.9

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

PERFORM PRE-FLIGHT INSPECTIONS
PERFORM PRE-FLIGHT SYSTEMS CHECKS
PERFORM IN-FLIGHT OPERATION OF TEST SYSTEMS
PERFORM PRE-FLIGHT CALIBRATIONS
PERFORM POST-FLIGHT INSPECTIONS
ALIGN OR ADJUST AIRCRAFT INSTRUMENTATION PACKAGES

GROUP ID NUMBER AND TITLE: GRP032 - ORDNANCE AND GUIDANCE TEST SPECIALISTS

NUMBER IN GROUP: 26 PERCENT OF SAMPLE: 3.1%

MAJOR COMMAND DISTRIBUTION: AFLC (54%), AFSC (46%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (8%), 31653 (88%), 31673 (4%), 31693 (0%)

AVERAGE GRADE: 3.5

AVERAGE TIME IN CAREER FIELD: 24.5 MOS

AVERAGE TIME IN SERVICE: 44.8 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 88%

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (19%), INTERESTING (65%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	54%
	LITTLE OR NOT AT ALL	46%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	38%
	LITTLE OR NOT AT ALL	62%

AVERAGE NUMBER OF TASKS PERFORMED: 32.1

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

INSTALL INSTRUMENTATION CABLES FOR GROUND SYSTEMS
INSTALL TEST ITEMS IN TEST FIXTURES
REMOVE INSTRUMENTATION SUPPORT ITEMS FROM TEST STANDS OR FIXTURES
INSTALL MUNITIONS OR ORDNANCE DEVICES IN TEST FIXTURES
PERFORM RESISTENCE TESTS ON MUNITION ITEMS OR ORDNANCE
PERFORM STRAY VOLTAGE CHECKS

GROUP ID NUMBER AND TITLE: GRP029 - MISSILE SUPPORT TECHNICIANS

NUMBER IN GROUP: 29 PERCENT OF SAMPLE: 3.4%

MAJOR COMMAND DISTRIBUTION: ADCOM (7%), AFCS (52%), AFSC (7%), SAC (31%), USAFE (3%)

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

DAFSC DISTRIBUTION: 31633 (7%), 31653 (76%), 31673 (14%), 31693 (3%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 37.2 MOS

AVERAGE TIME IN SERVICE: 75.2 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 48%

EXPRESSED JOB INTEREST: DULL (59%), SO-SO (24%), INTERESTING (17%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	17%
	LITTLE OR NOT AT ALL	83%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	14%
	LITTLE OR NOT AT ALL	86%

AVERAGE NUMBER OF TASKS PERFORMED: 37.6

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

CHECK CALIBRATION OF TEST EQUIPMENT
PERFORM MISSILE PRE-LAUNCH CHECKS
PERFORM PRE-FLIGHT SYSTEMS CHECKS
ISOLATE MALFUNCTIONS IN MINUTEMAN M & C PANELS
CALIBRATE OR ADJUST TORQUE WRENCHES
ISOLATE MALFUNCTIONS IN MISSILE RF GROUND SYSTEMS

GROUP ID NUMBER AND TITLE: GRP173 - TRAINING SPECIALISTS

NUMBER IN GROUP: 14 PERCENT OF SAMPLE: 1.6%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (0%), 31653 (79%), 31673 (21%), 31693 (0%)

AVERAGE GRADE: 5.0

AVERAGE TIME IN CAREER FIELD: 74.0 MOS

AVERAGE TIME IN SERVICE: 90.5 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 7%

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (7%), INTERESTING (86%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	29%
	VERY WELL TO FAIRLY WELL	71%
	LITTLE OR NOT AT ALL	0%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	50%
	VERY WELL TO FAIRLY WELL	50%
	LITTLE OR NOT AT ALL	0%

AVERAGE NUMBER OF TASKS PERFORMED: 37.7

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

CONDUCT RESIDENT COURSE CLASSROOM TRAINING
PREPARE LESSON PLANS
ADMINISTER OR SCORE WRITTEN TESTS
DEVELOP TESTS
EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS
ADMINISTER PERFORMANCE TESTS

GROUP ID NUMBER AND TITLE: GRP023 - AIRBORNE RADIO MECHANICS

NUMBER IN GROUP: 20 PERCENT OF SAMPLE: 2.4%

MAJOR COMMAND DISTRIBUTION: AFLC (5%), AFSC (95%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31633 (5%), 31653 (70%), 31673 (25%), 31693 (0%)

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 64.9 MOS

AVERAGE TIME IN SERVICE: 87.1 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 35%

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (5%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS:	
EXCELLENTLY TO PERFECTLY	10%
VERY WELL TO FAIRLY WELL	70%
LITTLE OR NOT AT ALL	20%

PERCEIVED UTILIZATION OF TRAINING:	
EXCELLENTLY TO PERFECTLY	5%
VERY WELL TO FAIRLY WELL	75%
LITTLE OR NOT AT ALL	20%

AVERAGE NUMBER OF TASKS PERFORMED: 23.7

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

OPERATE AIRBORNE STATIONS DURING AEROSPACE VEHICLE TESTS
OPERATE SPECTRUM DISPLAY UNITS
OPERATE RECEIVERS
OPERATE AIRBORNE STATIONS IN COORDINATION WITH GROUND STATIONS
OPERATE ULTRA HIGH FREQUENCY (UHF) RECEIVERS
PROGRAM PATCH PANELS

GROUP ID NUMBER AND TITLE: GRP065 - SUPERVISORS

NUMBER IN GROUP: 147 PERCENT OF SAMPLE: 17.3%

MAJOR COMMAND DISTRIBUTION: ADCOM (4%), AFCS (7%), AFLC (5%), AFSC (46%), ATC (6%), PACAF (3%), SAC (16%), TAC (8%), USAFE (5%)

LOCATION: CONUS (88%), OVERSEAS (12%)

DAFSC DISTRIBUTION: 31600 (4%), 31633 (2%), 31653 (7%), 31673 (44%), 31693 (43%)

AVERAGE GRADE: 6.7

AVERAGE TIME IN CAREER FIELD: 138.8 MOS

AVERAGE TIME IN SERVICE: 213 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: .68%

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (14%), INTERESTING (74%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	19%
	VERY WELL TO FAIRLY WELL	60%
	LITTLE OR NOT AT ALL	21%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	16%
	VERY WELL TO FAIRLY WELL	53%
	LITTLE OR NOT AT ALL	31%

AVERAGE NUMBER OF TASKS PERFORMED: 77.7

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

DRAFT CORRESPONDENCE OR REPORTS
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES
PARTICIPATE IN STAFF MEETINGS
PERFORM SELF-INSPECTIONS
DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES

GROUP ID NUMBER AND TITLE: GRP055 - CONTRACT MONITORS

NUMBER IN GROUP: 51 PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: ADCOM (4%), AFCS (4%), AFLC (4%), AFSC (59%), ATC (4%), SAC (18%), TAC (7%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31600 (6%), 31633 (0%), 31653 (4%), 31673 (43%), 3169 (47%)

AVERAGE GRADE: 6.6

AVERAGE TIME IN CAREER FIELD: 132 MOS

AVERAGE TIME IN SERVICE: 209.2 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 4%

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (4%), INTERESTING (84%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	31%
	VERY WELL TO FAIRLY WELL	51%
	LITTLE OR NOT AT ALL	18%

PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	32%
	VERY WELL TO FAIRLY WELL	41%
	LITTLE OR NOT AT ALL	27%

AVERAGE NUMBER OF TASKS PERFORMED: 41.9

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

EVALUATE CONTRACTOR PERFORMANCE
COORDINATE WORK ACTIVITIES WITH CONTRACTOR PERSONNEL
EVALUATE CONTRACTOR TEST PROJECTS
REVIEW CONTRACTORS' STATUS REPORTS
MONITOR CONTRACTOR PERFORMANCE
DIRECT CONTRACTOR OPERATIONS

GROUP ID NUMBER AND TITLE: GRP096 - MAINTENANCE CONTROL SPECIALISTS

NUMBER IN GROUP: 11 PERCENT OF SAMPLE: 1.3%

MAJOR COMMAND DISTRIBUTION: ADCOM (9%), AFCS (18%), AFSC (64%), SAC (9%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 31600 (9%), 31633 (0%), 31653 (9%), 31673 (55%), 31693 (27%)

AVERAGE GRADE: 6.4

AVERAGE TIME IN CAREER FIELD: 120.3 MOS

AVERAGE TIME IN SERVICE: 185.5 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 9%

EXPRESSED JOB INTEREST: DULL (28%), SO-SO (36%), INTERESTING (36%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	36%
	LITTLE OR NOT AT ALL	64%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	0%
	VERY WELL TO FAIRLY WELL	36%
	LITTLE OR NOT AT ALL	64%

AVERAGE NUMBER OF TASKS PERFORMED: 23.8

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

<u>TASKS</u>

COORDINATE WORK ACTIVITIES WITH MAINTENANCE CONTROL
COORDINATE MAINTENANCE SCHEDULING WITH JOB CONTROL
MAINTAIN STATUS BOARDS OR CHARTS
COORDINATE TECHNICAL PLANS WITH OTHER AGENCIES OR HIGHER HEADQUARTERS
DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT
SCHEDULE TEST FACILITIES

GROUP ID NUMBER AND TITLE: GRP022 - SUPPLY MONITORS

NUMBER IN GROUP: 38 PERCENT OF SAMPLE: 4.5%

MAJOR COMMAND DISTRIBUTION: AFCS (3%), AFLC (10%), AFSC (73%), ATC (3%), SAC (3%), TAC (5%), USAFE (3%)

LOCATION: CONUS (95%), OVERSEAS (5%)

DAFSC DISTRIBUTION: 31600 (3%), 31633 (3%), 31653 (61%), 31673 (28%), 31693 (5%)

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 70.6 MOS

AVERAGE TIME IN SERVICE: 114.7 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 24%

EXPRESSED JOB INTEREST: DULL (29%), SO-SO (24%), INTERESTING (47%)

PERCEIVED UTILIZATION OF TALENTS:	EXCELLENTLY TO PERFECTLY	8%
	VERY WELL TO FAIRLY WELL	47%
	LITTLE OR NOT AT ALL	45%
PERCEIVED UTILIZATION OF TRAINING:	EXCELLENTLY TO PERFECTLY	3%
	VERY WELL TO FAIRLY WELL	21%
	LITTLE OR NOT AT ALL	76%

AVERAGE NUMBER OF TASKS PERFORMED: 36.7

GROUP DIFFERENTIATING TASKS: (TASKS PERFORMED MORE BY THIS GROUP THAN BY OTHERS)

TASKS

SCHEDULE TEST EQUIPMENT FOR PRECISION MEASUREMENT EQUIPMENT LABORATORY (PMEL) CALIBRATION
COORDINATE WITH BASE SUPPLY OR MATERIAL CONTROL ON SUPPLY REQUIREMENTS
COORDINATE WITH OTHER SECTIONS ON AVAILABLE SUPPLIES, EQUIPMENT, OR MATERIALS
DRAW PARTS OR SUPPLIES FROM BENCH STOCK
TRANSPORT PARTS OR SUPPLIES
INITIATE TEMPORARY ISSUE RECEIPT FORMS (AF FORM 1297)