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OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX MAY 83

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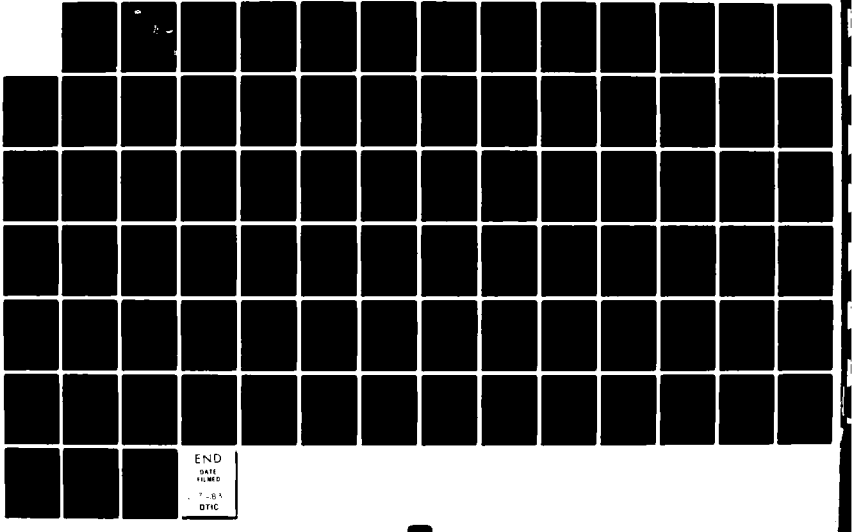

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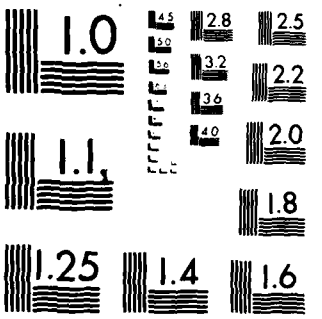
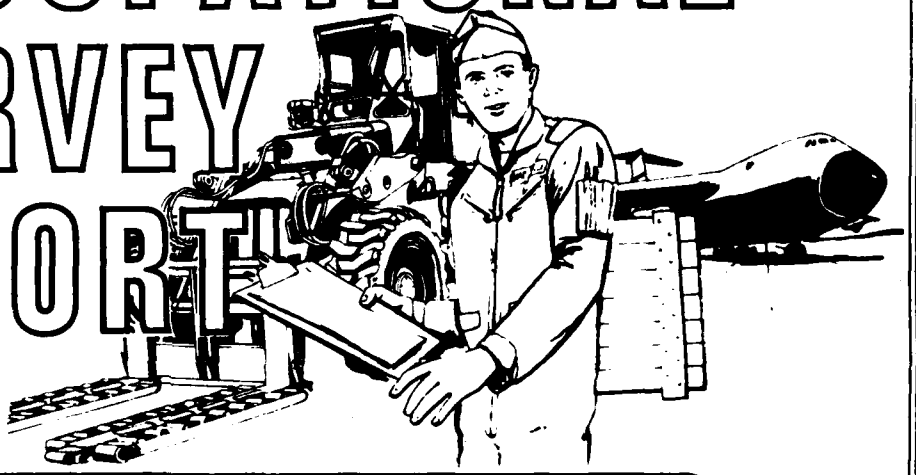


UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT



AIRCRAFT LOADMASTER SPECIALTY

AFS 114X0

AFPT 90-114-456

MAY 1983

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150

DISTRIBUTION FOR

AFS 114X0 OSR AND SUPPORTING DOCUMENTS

	OSR	JOB INV	ANL EXT	TNG EXT
AFHRL/MODS	2	6	1m	1m
AFHRL/TU	1	1	1m	1m/1h
AFMEA/MEMD	1	1	1h	1
AFMPC/MPCRPQ	2			
ARMY OCCUPATIONAL SURVEY BRANCH	1	1		
CCAF/AYX	1	1		
DEFENSE TECHNICAL INFORMATION CENTER	1	1		
HQ AFISC/DAP	1	1		
HQ AFSC/MPAT	3	3		3
HQ ATC/TTQL	2	1		1
HQ ATC/TTY				
HQ MAC/DOTO	1	1		
HQ MAC/DOVA	1	1		
HQ MAC/DPAT	3	3		3
HQ PACAF/DPAL	1	1		1
HQ PACAF/DPAT	3	3		3
HQ TAC/DPAT	3	3		3
HQ TAC/DPLATC	1	1		1
HQ USAF/XOOTD	1	1		1
HQ USAF/MPPT	1	1		1
HQ USAFE/DPAT	3	3		3
HQ USAFE/DPATC	1	1		1
HQ USMC (CODE TPI)	1	1		
LMDC/AN	1			
NODAC	1	1		
34th TATG/ID	5	2		
443rd MAW/DOT	5	2		
3700 TCHTW/TTGX (Sheppard AFB TX)	4	2	1	4
3507 ACS/DPUI	1	1		
3785 FLDTC/TTFO	2	2		2

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PREFACE

This report summarizes the results of an analysis of an Air Force occupational survey of the Aircraft Loadmaster specialty (AFS 114X0). The USAF Occupational Measurement Center completed this project by authority of AFR 35-2.

Mr Henry Dubois, Inventory Development Specialist, developed the job inventory used in the study of AFS 114X0. Mr William Feltner provided computer support for the project. Second Lieutenant Anita Springer, Occupational Analyst, analyzed the survey data and wrote this report. Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section (OMYO), Occupational Analysis Branch, USAF Occupational Measurement Center, Randolph AFB TX 78150, reviewed the final report and approved it for release.

Copies of this report are distributed to Air Staff sections, major commands, and other interested personnel (see distribution list). Officials may request additional copies by contacting the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Branch (OMY), Randolph AFB, Texas 78150.

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SUMMARY OF RESULTS

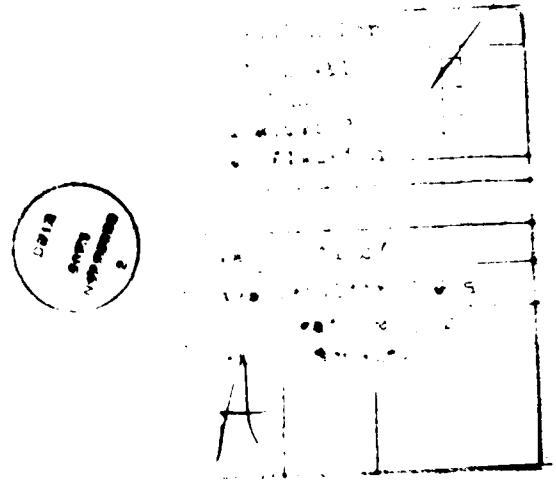
1. Survey Coverage: Job Inventory booklets were administered worldwide to Aircraft Loadmasters (AFS 114X0). The sample, which included 36 percent of the total personnel assigned to this specialty, was representative in terms of MAJCOM and paygrade distributions.

2. Career Ladder Structure: For the most part, 114X0 personnel performed the full range of technical loadmaster functions, regardless of their job. Airdrop was the only technical area not included in the jobs of most Aircraft Loadmasters. The rescue and recovery personnel were the only loadmasters not involved in the total range of tasks performed by most 114X0 personnel. As loadmasters progressed in skill level and Time in Career Field (TICF), they acquired supervisory and training responsibilities (e.g., flight examiner, aircrew instructor, supervisor), in addition to their primary aircrew duties. Variations in specialty jobs, then, were a result of aircraft, mission, and seniority-level differences.

3. AFR 39-1 Job Descriptions: The specialty descriptions for the various skill levels were, on the whole, accurate. Load planning was missing in the 11410/30/50 specialty summary.

4. Training Analysis: With the exception of several code levels in the STS, the survey data generally supported items in the STS and POI which were matched to job inventory tasks. Several performance elements in the STS, however, were not matched to any tasks. Also, a number of technical tasks performed by noteworthy percentages of people were not referenced to the STS.

5. Implications: Based on the survey data, a few areas of the career ladder job descriptions and training documents should be reviewed and refined by subject-matter specialists. Overall, this survey did not reveal any serious problems with the 114X0 specialty.



OCCUPATIONAL SURVEY REPORT
AIRCRAFT LOADMASTER
AFS 114X0

INTRODUCTION

This occupational survey was requested by the Director of Training, HQ SAC. The purpose of the study, along with surveys of AFSs 111X0, 112X0, 113X0, and 115X0, was to determine the feasibility of establishing a centralized undergraduate enlisted aircrew course. This report will provide current data on AFS 114X0 personnel utilization and job structure and their impact upon classification and training. Upon completion of all the occupational survey reports of the enlisted aircrew specialties, a summary report addressing the issue of the common aircrew course will be published. The last occupational survey report of AFS 114X0 was published in June 1977.

The Aircraft Loadmaster specialty originated in 1954 as AFS 601X3. It was redesignated AFS 607X0 in the early sixties; 1968 saw the creation of the 607X0 A-Shred for C-5 personnel. In 1975, an integration of the C-5 loadmaster with those on the other aircraft resulted in the current 114X0 specialty. Responsibilities of airmen in this career ladder include: (1) load planning the aircraft, (2) inspecting and preparing aircraft and aircraft systems for flight, (3) scheduling and supervising the loading and offloading of the aircraft, (4) ensuring safety and security of cargo during flight, (5) providing for safety and comfort of passengers during flight, and (6) conducting airdrops.

Completion of a 28-day resident technical training course (J3ABR11430) at Sheppard Technical Training Center is required for award of AFSC 11430. To become a line-qualified aircraft loadmaster, however, an airman must also attend an initial qualification course for a specific weapon system. The student normally receives this aircraft-specific training immediately following graduation from the Basic Loadmaster Course at Sheppard. Initial qualification courses one may attend include: (1) 40 days of C-141 training at Altus AFB OK (Course A114X01), (2) 38 days of C-5 training at Altus (Course A114X05), and (3) 32 days of C-130 training at Little Rock AFB AR (Course C130LM). In addition to initial qualification training, most C-130 students also complete a 26-day airdrop qualification course (C130LMT) while they are at Little Rock. Attainment of a 5-skill level and completion of a 20-day aerial delivery course at Altus are required to become airdrop-qualified on a C-141. To achieve a 5-skill level, C-5 and C-141 loadmasters must complete a formal OJT program, as well as Career Development Courses (CDC). C-130 loadmasters are line-qualified upon completion of their training at Little Rock, so they need only complete their CDCs to earn the 11450 DAFSC.

SURVEY METHODOLOGY

Inventory Development

USAF Job Inventory AFPT 90-114-456 was the data collection instrument for this occupational survey. The job inventory from the previous survey of the 114X0 specialty served as a starting point for development of the new inventory. A review of current career ladder directives and publications, as well as interviews with functional managers, training personnel, and individuals assigned to operational facilities (Travis AFB and Little Rock AFB), led to an updating and refinement of the task and equipment lists included in the previous inventory. The final inventory contained a comprehensive listing of 386 tasks organized under 13 duty headings. Also included was an extensive background section that asked for such information as:

(1) job title
(2) job function to which assigned
(3) courses completed
(4) qualifications attained
(5) aircraft to which assigned
(6) frequency and duration of TDYs
(7) equipment used in present assignment
(8) job attitudes

Survey Administration

Job inventory booklets were administered through Consolidated Base Personnel Offices (CBPOs) at operational locations worldwide. The CBPOs were responsible for administering the inventory to selected 114X0 personnel and then returning the booklets to USAFOMC. The airmen who participated in the survey were selected from a computer-generated mailing list obtained from the Air Force Human Resources Laboratory (AFHRL).

Each individual who completed a job inventory first answered a series of biographical and background questions. The respondent then checked those tasks listed in the inventory booklet which he or she performed, annotated any additional tasks performed, and rated each task checked on a nine-point scale showing relative time spent on the task as compared to all other tasks checked. The ratings ranged from one (very small amount of time spent) through nine (very large amount of time spent).

Survey Sample

Sixty-one percent of the airmen holding DAFSC 114X0 as of December 1981 were asked to participate in this survey. These individuals were selected so as to ensure an accurate representation of the total 114X0 population. Tables 1 and 2 show that the final survey sample, which included 36 percent of the people assigned to the 114X0 career ladder, was very representative of MAJCOM and paygrade groups. Table 3 reflects the distribution across TAFMS groups.

TABLE 1

COMMAND DISTRIBUTION OF SURVEY SAMPLE

COMMAND	PERCENT OF ASSIGNED *	PERCENT OF SAMPLE
MAC	95	95
TAC	1	2
PACAF	1	1
AFSC	1	1
USAFE	1	**
ATC	1	**
OTHER	**	**
	100%	100%

TOTAL ASSIGNED - 2,466
TOTAL BOOKLETS MAILED - 1,510
TOTAL IN FINAL SAMPLE - 892
PERCENT IN FINAL SAMPLE - 36%

* AS OF DEC 1981
** LESS THAN ONE-HALF PERCENT

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	PERCENT OF ASSIGNED *	PERCENT OF SAMPLE
AIRMAN	14	12
E-4	19	18
E-5	30	30
E-6	16	17
E-7	13	14
E-8	5	6
E-9	3	3
	100%	100%

* AS OF DECEMBER 1982

TABLE 3

TAFMS DISTRIBUTION OF SURVEY SAMPLE

	MONTHS IN SERVICE			
	1-48	49-96	97+	TOTAL
NUMBER IN AFS 114X0 SAMPLE	160	232	500	892
PERCENT OF AFS 114X0 SAMPLE	18%	26%	56%	100%

Task Factor Administration

In addition to the inventory booklets, selected senior 114X0 personnel completed a second booklet for either training emphasis (TE) or task difficulty (TD). This rating information, which is processed separately from the job inventory, aids in a number of different analyses discussed in more detail within this report. Table 4 shows the distribution of TE and TD raters by aircraft qualification and illustrates the representativeness of both samples.

Task Difficulty. Each individual completing a task difficulty booklet rated all the tasks on a nine-point scale (from extremely low to extremely high) as to the relative difficulty of each task in the inventory. Difficulty is defined as the length of time required for the average job incumbent to learn to do the task. Forty-six 114X0 NCOs provided TD data. The interrater reliability (as assessed through components of variance of standardized group means) was .96, indicating extremely high agreement among the TD raters. Ratings were adjusted so tasks of average difficulty have ratings of 5.00.

Job Difficulty Index (JDI). In addition to a task difficulty rating for individual tasks, TD data permits the calculation of a Job Difficulty Index (JDI) for groups identified in the survey analysis. The JDI provides a relative measure of which jobs, when compared to other jobs identified, are more or less difficult. Variables used to compute the JDI include the number of tasks performed and the average difficulty per unit time spent. The index ranges from one for very easy jobs to 25 for very difficult jobs. Indices were adjusted so the average job difficulty index is 13.00.

Training Emphasis. Each individual completing a training emphasis booklet rated tasks on a ten-point scale (from no training required to extremely heavy training required). Training emphasis is a rating of which tasks require 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), formal OJT, or any other organized training method. Sixty-four 114X0 NCOs provided TE data. As was the case with the TD raters, the interrater reliability for the TE ratings (.98) was very high. The average training emphsis rating was 3.44.

When used in conjunction with other factors, such as percent members performing, the task difficulty and training emphasis ratings can provide an insight into training requirements. It is necessary, however, to first develop a perspective of the variety of jobs performed in the specialty.

TABLE 4

COMMAND REPRESENTATION OF TRAINING EMPHASIS RATERS

COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
MAC	95	94
AFSC	1	3
USAFE	1	1
TAC	1	1
PACAF	1	0
ATC	1	0
OTHER	**	1
	100%	100%

COMMAND REPRESENTATION OF TASK DIFFICULTY RATERS

COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
MAC	95	93
ATC	1	3
AFSC	1	2
TAC	1	2
USAFE	1	0
PACAF	1	0
OTHER	**	0
	100%	100%

** LESS THAN ONE-HALF PERCENT

SPECIALTY JOBS
(Career Ladder Structure)

The diversity of jobs within a career ladder can greatly impact on the Air Force personnel classification policy, technical training, and on-the-job training (OJT). As a result, this report begins with a detailed description of the types of jobs within the 114X0 specialty and how these jobs relate to one another.

Specialty Overview

Based on similarity of tasks performed and relative amount of time spent on each task, most of the 114X0 survey respondents fell within one of two job categories; namely, the AIRLIFT LOADMASTERS and the AIRDROP-AIRLIFT LOADMASTERS. As a whole, the airmen within each of these two major functional groupings, or clusters, performed very similar jobs. However, several distinct job variations within each cluster were noted and designated job types. Also identified were several small specialized independent job types (IJT) which were not part of the two main job clusters. The functional groups discussed on the next few pages are listed below, along with the number of people forming each group and a GRP identification number used in cross-referencing to computer printouts provided to selected users. Figure 1 illustrates the relationships between the groups.

I. AIRLIFT LOADMASTERS (GRP089, N=420)

- A. ALCE (Airlift Control Element) Loadmasters (GRP097, N=10)
- B. Airlift Supervisory and Training Loadmasters (GRP136, N=64)

II. AIRDROP-AIRLIFT LOADMASTERS (GRP070, N=345)

- A. Special Operations Loadmasters (GRP369, N=5)
- B. Special Operations NCOICs (GRP162, N=6)
- C. Airdrop-Airlift Supervisory and Training Loadmasters (GRP119, N=62)
- D. C-141 Flight Examiners (GRP317, N=12)

III. PHASE I LITTLE ROCK INSTRUCTORS (GRP090, N=15)

IV. RESCUE & RECOVERY LOADMASTERS (GRP038, N=7)

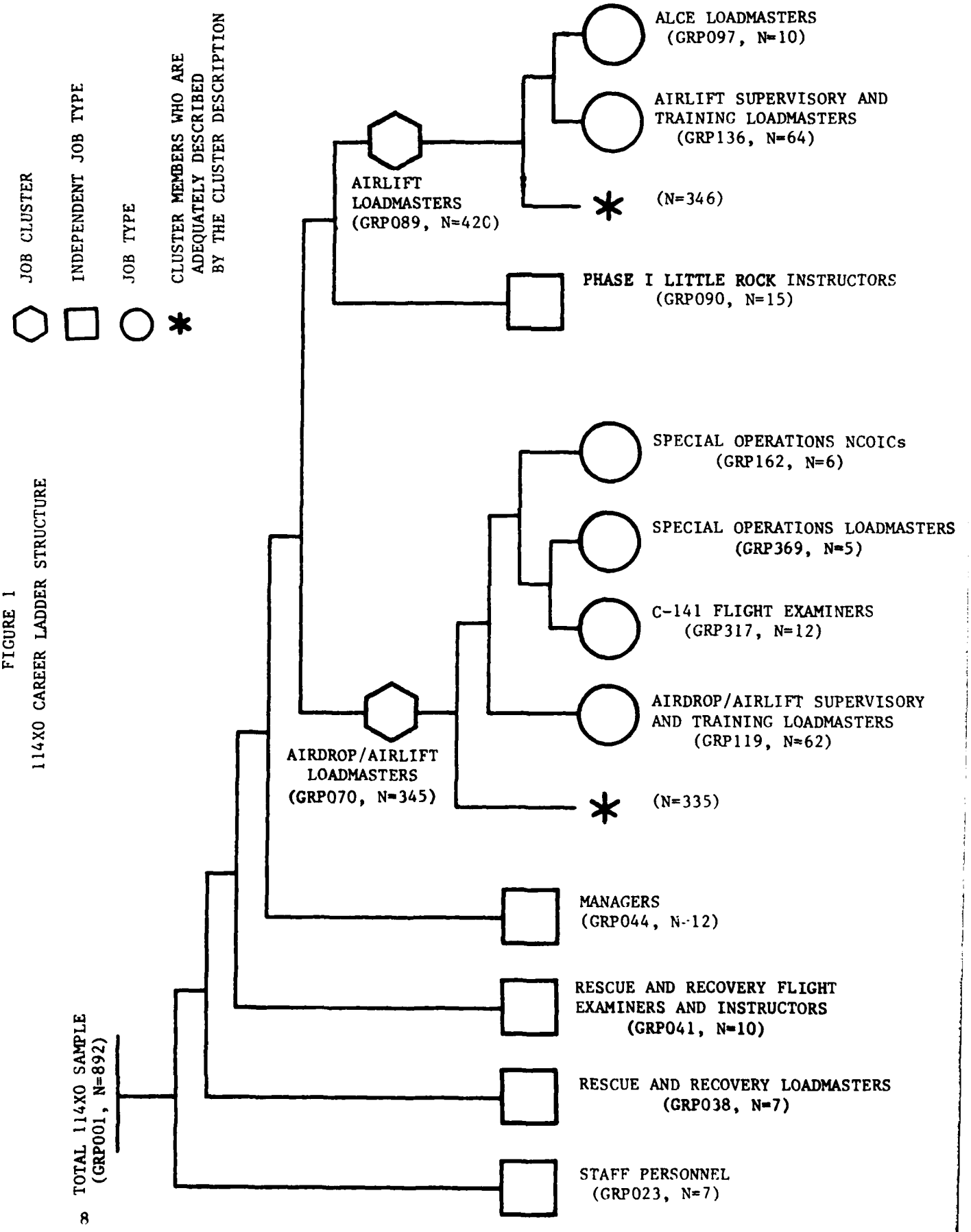
V. RESCUE & RECOVERY FLIGHT EXAMINERS AND INSTRUCTORS (GRP041, N=10)

VI. MANAGERS (GRP044, N=12)

VII. STAFF PERSONNEL (GRP023, N=7)

FIGURE 1

114XO CAREER LADDER STRUCTURE



Respondents forming these job groups accounted for 91 percent of the total survey sample. The remaining nine percent of the sample consisted of individuals who did not group into any of the categories outlined above.

Job Descriptions

The following paragraphs describe the job groups mentioned above in terms of tasks performed and background characteristics.

I. AIRLIFT LOADMASTERS (GRP089, N=420). The Airlift Loadmasters cluster accounted for nearly half of the survey sample. Virtually all group members were assigned to MAC and located within the CONUS. The great majority were qualified for either the C-5 or C-141. The ratio of C-5 loadmasters to C-141 loadmasters within this cluster was five to four (see Table 8A).

Members of the Airlift Loadmasters cluster shared the same basic functions. One of their responsibilities, load planning, included preload inspection of cargo, planning the distribution of the load within the aircraft, determining the aircraft configuration necessary to accommodate the load, and deciding on the methods and equipment to be used in loading the cargo. Before any cargo was loaded, the Airlift Loadmasters were also performing a number of preflight inspections and preparations of the aircraft and various aircraft systems and equipment. As far as actual loading activities were concerned, they were responsible for ensuring that cargo was loaded according to plan and that the load distribution did not exceed structural or flight limitations. In addition to cargo, members of this cluster frequently had passengers or troops as part of their load. As a result, Airlift Loadmasters had to ensure the safety and comfort of their passengers, as well as the security of cargo and baggage, during flight. Coordinating with the fleet service, air cargo personnel, terminal or ramp personnel, transportation personnel, and border clearance officials was also part of the Airlift Loadmaster's job. Table 5 shows examples of tasks commonly performed by survey respondents who were part of this cluster.

Although the description of the Airlift Loadmasters gives a complete picture of the work performed by most members of the cluster, personnel in two job types within the cluster performed somewhat different jobs from the rest of the Airlift Loadmasters.

TABLE 5

EXAMPLES OF TASKS COMMONLY PERFORMED BY MEMBERS OF
THE AIRLIFT LOADMASTERS CLUSTER
(GRP089)

C83	Inspect cargo to determine feasibility for air shipment
G203	Load plan outsized cargo
G208	Select aircraft equipment for loading or offloading cargo
G197	Determine winch cable configurations
G199	Identify safety measures required when loading or offloading aircraft
G195	Coordinate aircraft loading or offloading with terminal or ramp personnel
H225	Inspect and test oxygen systems
H220	Inspect and inventory fleet service equipment
H210	Arm cargo doors
H230	Inspect dual rail systems
H226	Inspect cargo compartment vents
H223	Inspect and set forward or aft loadmaster control panels
H246	Prepare aircraft lavatories
I253	Brief loading crews about loading or offloading operations
I269	Load or offload palletized cargo
I285	Secure passenger baggage in aircraft
I284	Secure cargo in aircraft using tiedown equipment or restraint nails
I260	Compute shoring requirements
I256	Compute load distribution using hand-held electronic calculators
I258	Compute pressure exerted by cargo on aircraft floor
I270	Load or offload passengers
F155	Instruct extra crew members or passengers on inflight or ground emergency procedures
J306	Serve inflight meals
J291	Complete aircraft border clearance forms
J292	Distribute passenger comfort items
J302	Prepare load messages
K307	Clear aircraft, cargo, and crew through customs
F167	Order aircrew transportation

A. ALCE (Airlift Control Element) Loadmasters (GRP097, N=10). The ALCE (Airlift Control Element) Loadmasters were a more experienced group of Airlift Loadmasters assigned to a special combat support function. All members of this job type were either 7- or 9-skill level personnel. Eight of the ten members were C-141 loadmasters; the remainder were C-130-qualified (see Table 8A).

The primary responsibility of ALCE Loadmasters was to assist units with plans for contingency operations, mobility training and exercises, and actual unit moves. In addition to tasks performed by the Airlift Loadmasters cluster as a whole, personnel who were part of this job group performed tasks such as:

Update load plans for affiliated units
Plan briefings
Conduct load planning training for personnel other than aircraft loadmasters
Score tests
Establish traffic manning and equipment requirements for unit moves
Coordinate airlift requests with other military services, such as US Army or allied services
Direct traffic activities during unit moves

Because of the nature of the ALCE Loadmaster's main function, members of this job type, compared to most Airlift Loadmasters, devoted relatively more time to managerial duties. They spent relatively less time performing preflight and inflight functions, since serving as primary aircrew occupied less of their time (see Table 9A).

B. Airlift Supervisory and Training Loadmasters (GRP136, N=64). The Airlift Supervisory and Training Loadmasters were the most senior members of the Airlift Loadmasters cluster (see Table 8A). A little over half of these personnel were aircrew instructors or flight examiners. Others were first-line supervisors, and a small number were performing staff functions in addition to their flying duties.

The noteworthy characteristic of the job performed by members of this job type was the time spent on managerial tasks in addition to primary aircrew duties (see Table 9A). In fact, the additional supervisory and training responsibilities resulted in a 25 percent increase in the average number of tasks performed by Airlift Supervisory and Training Loadmasters, as compared with the average for the whole Airlift Loadmasters cluster. Table 6 gives examples of managerial tasks performed by the majority of the members of this job type.

TABLE 6

EXAMPLES OF TASKS PERFORMED BY SUPERVISORY AND TRAINING JOB GROUPS (GRP136, GRP119, GRP041)

Interpret policies, directives, or procedures for subordinates
Determine work priorities
Develop work methods or procedures
Inspect aircraft loadmaster activities for compliance with directives
Administer tests
Advise staff or unit personnel on training matters
Identify new training requirements
Compile information for reports or staff studies
Write correspondence

There were, however, some variations of emphasis on certain types of managerial tasks. For example, within this job type, a subgroup of C-5 flight examiners and instructors was identified. The following are examples of training, evaluating, and other managerial tasks typical of the work performed by these loadmasters, in addition to those mentioned in the list of common supervisory and training tasks:

Establish organizational policies, office instructions (OI), or standing operating procedures (SOP)
Evaluate compliance with performance standards
Plan aircrew training
Counsel trainees on training progress
Make entries on certificates of aircrew qualifications (AF Form 8)
Serve on certification and review boards
Perform problem area trend analyses
Maintain aircrew reading files

Tasks such as these were also characteristic of the C-141 flight examiner and C-141 aircrew instructor subgroups found among the Airlift Supervisory and Training Loadmasters. Another subgroup of job type members was responsible for OJT. Here are some tasks characteristic of these individuals:

Determine OJT training requirements
Direct or implement OJT programs
Conduct OJT
Evaluate OJT trainees
Evaluate USAF technical training postgraduate performance
Initiate personnel action requests

Finally, a subgroup of ALCE supervisors appeared as a part of the Airlift Supervisory and Training Loadmasters. These people performed many of the same mobility tasks as the ALCE Loadmasters job type and also some distinctive managerial tasks. Responsibilities of personnel in this subgroup included:

Update unit deployment or mobility plans
Update load plans for affiliated units
Establish traffic manning and equipment requirements for unit moves
Plan airlift movement control of logistics missions
Develop plans of instruction (POI)
Procure training aids, space, or equipment
Direct or implement training programs other than OJT
Maintain organizational publications other than personal aircrew publications

II. AIRDROP-AIRLIFT LOADMASTERS (GRP070, N=345). The Airdrop-Airlift Loadmasters cluster was the other large functional grouping identified in this study. As was the case with the Airlift Loadmasters, most Airdrop-Airlift Loadmasters were MAC personnel. Small percentages of this cluster's members, however, were assigned to TAC, PACAF, and USAFE. Almost one-fifth were located overseas. With respect to weapon systems, almost two-thirds of this cluster were C-130 loadmasters. Most of the others were C-141-qualified, although a few individuals reported MC-130 or HC-130 qualifications (see Table 8B).

Many of the Airdrop-Airlift Loadmaster's functions were the same as those performed by Airlift Loadmasters. Personnel belonging to this cluster were involved in load planning, preflight, and actual loading activities. Some of their preflight procedures, however, were different from those of the Airlift Loadmasters due to aircraft differences and the additional airdrop functions performed by the Airdrop-Airlift Loadmaster. Tasks performed inflight also varied as a result of the airdrop responsibilities. Tasks representative of the Airdrop-Airlift Loadmasters cluster are displayed in Table 7.

The Airdrop-Airlift Loadmasters, like the Airlift Loadmasters, were a very homogeneous group. The majority of the cluster members were well portrayed by the cluster description. Four airdrop-airlift job types, however, were discovered and are more fully described below.

TABLE 7

EXAMPLES OF TASKS COMMONLY PERFORMED BY MEMBERS OF AIRDROP-AIRLIFT LOADMASTERS CLUSTER (GRP070)

C83	Inspect cargo to determine feasibility for air shipment
G200	Load plan airdrop loads
G208	Select aircraft equipment for loading or offloading cargo
G199	Identify safety measures required when loading or offloading aircraft
G195	Coordinate aircraft loading or offloading with terminal or ramp personnel
H225	Inspect and test oxygen systems
H230	Inspect dual rail systems
H239	Inspect pendulum release systems
L353	Prepare cargo floors for platform airdrops
L344	Install emergency restraint devices
L345	Install extraction systems
H238	Inspect loadmaster forward aerial delivery systems (ADS)
I253	Brief loading crews about loading or offloading operations
I278	Perform acceptance inspection of airdrop cargo
I269	Load or offload palletized cargo
I284	Secure cargo in aircraft using tiedown equipment or restraint rails
I270	Load or offload passengers
I256	Compute load distribution using hand-held electronic calculators
I258	Compute pressure exerted by cargo on aircraft floor
I255	Compute load distribution using Chart E and mathematics
I260	Compute shoring requirements
J300	Perform predrop inspections
J297	Perform cargo airdrop procedures
J299	Perform personnel airdrop procedures
J293	Manually release cargo over drop zones
J291	Complete aircraft border clearance forms
J292	Distribute passenger comfort items
K307	Clear aircraft, cargo, and crew through customs

A. Special Operations Loadmasters (GRP369, N=5). Four of the five members of this job type were assigned to Clark AB; the remaining individual was stationed at Hurlburt Field. All five were MC-130-qualified.

Some of the Special Operations Loadmaster's job was classified, so a complete explanation of how this job type differed from the cluster as a whole is not possible. Three inventory tasks were, however, performed by a larger proportion of Special Operations Loadmasters than the other Airdrop-Airlift Loadmasters:

Apply external alternating current (AC) and direct current (DC) power to aircraft
Monitor radio communication transmission
Participate in premission weather briefings

In addition, a number of tasks performed by the majority of the cluster members were not performed by the personnel in this job type. Since the work of the Special Operations Loadmasters focused more upon the airdrop rather than airlift function, most of these tasks not included in the Special Operations Loadmaster's job were part of airlift. Here are some examples of tasks not performed:

Load plan hazardous cargo
Load plan outsized cargo
Inspect comfort pallets
Load or offload simulated nuclear weapons
Load or offload tracked vehicles
Distribute passenger comfort items
Serve inflight meals
Prepare load messages

B. Special Operations NCOICs (GRP162, N=6). The Special Operations NCOICs were a more experienced group of Airdrop-Airlift Loadmasters who spent some of their time on supervisory and training functions, as well as special operations. In fact, four of the six members of this job type were assigned to Hurlburt Field, where special operations training is conducted.

Functionally, the differences between the Special Operations Loadmasters and the whole Airdrop-Airlift Loadmasters cluster were also true of the Special Operations NCOICs. In addition, some managerial responsibilities distinguished this group from the cluster. Here are some examples:

Assign personnel to duty positions
Establish equipment or supply requirements
Implement cost reduction programs
Evaluate quality control procedures
Develop lesson plans

Write test questions
Maintain training equipment
Maintain training records, charts, or graphs

C. Airdrop-Airlift Supervisory and Training Loadmasters (GRP119, N=62). In terms of functions and seniority, the Airdrop-Airlift Supervisory and Training Loadmasters were comparable to their counterparts in the airlift cluster. The group consisted mainly of aircrew instructors and flight examiners, but also included some first-line supervisors.

As was the case with the Airlift Supervisory and Training Loadmasters, a substantial amount of time devoted to managerial activities was the common attribute shared by members of this job type (see Table 9B). In this instance, supervisory and training duties accounted for almost a one-third increase in the number of tasks performed by members of this more experienced group, compared to the entire cluster (see Table 8B). Like the managerial loadmasters in the airlift cluster, people in this job group performed some of the same managerial tasks; yet, some managerial responsibilities varied among members of the job type. A subgroup comprised predominantly of C-130 flight examiners concentrated on the evaluating and certifying functions (e.g., evaluating personnel for instructor or flight examiner duty, making entries on certificates of aircrew qualification, serving on certification and review boards). The other major subgroup was about evenly split between aircrew instructors and supervisors, with several flight examiners also included. Most people who fell into this second category were heavily involved in personnel management (e.g., scheduling flight, leaves, or duty not involving flight (DNIF); counseling personnel on personal or military related problems; selecting personnel for specialized training). Personnel in both subgroups of the Airdrop-Airlift Supervisory and Training Loadmasters shared the same example tasks typical of the Airlift Supervisory and Training Loadmasters as a whole (see Table 6).

D. C-141 Flight Examiners (GRP317, N=12). A group of C-141 Flight Examiners emerged as a separate job type within the airdrop-airlift cluster. Although these personnel were similar to the supervisory and training loadmasters in terms of seniority, their managerial function was more limited (see Table 8B). They performed the same evaluating and certifying tasks as other flight examiners identified, but there were a number of managerial tasks they did not perform. The following are examples of tasks not performed by members of this job type:

Determine work priorities
Develop work methods or procedures
Perform problem area trend analyses
Identify new training requirements
Compile information for reports or staff studies

III. PHASE I LITTLE ROCK INSTRUCTORS (GRP090, N=15). The Phase I Little Rock Instructors were a group of C-130 loadmasters who did not fall within the Airdrop-Airlift Loadmasters cluster. Their job description, however, was quite similar to that of the overall airdrop-airlift cluster description. In fact, the only major differences were the addition of several training tasks and the deletion of all airdrop tasks. These loadmasters were responsible for teaching the first phase of C-130-specific technical training conducted at Little Rock AFB AR. Since Phase I of the follow-on training does not include the airdrop function, Phase I Little Rock Instructors did not get involved in airdrop procedures. The following are examples of tasks uniquely not performed by these C-130 loadmasters:

Inspect pendulum release systems
Prepare cargo floors for platform airdrops
Install emergency restraint devices
Inspect loadmaster forward aerial delivery systems (ADS)
Perform cargo airdrop procedures
Perform personnel airdrop procedures
Manually release cargo over drop zones

IV. RESCUE & RECOVERY LOADMASTERS (GRP038, N=7). Five of the seven members of this group were assigned to aerospace rescue and recovery squadrons. The other two individuals worked for a test squadron or wing. This is the first functional group discussed in which the majority of the members were HC-130-qualified (see Table 8C).

Many of the functions these loadmasters performed were similar to those of the Airdrop-Airlift Loadmasters. The common attribute shared by members of this independent job type, however, were the tasks not performed. In fact, these loadmasters performed the least number of tasks (99) of any group identified in this report. With the exception of some occasional passengers, the Rescue & Recovery Loadmaster's load, consisting of rescue and recovery equipment, was usually standard. For that reason, these loadmasters normally were not involved in load planning. Preflight inspections and preparations and actual loading tasks were less extensive since the use of winches and snatch blocks, dual rail systems, roller conveyors, etc., was usually not necessary to load cargo. The inflight tasks performed were also fewer. Since airdrops were basically limited to freefall or personnel drops, these loadmasters were required to perform fewer airdrop-related procedures. The following are examples of tasks performed by most members of the Airdrop-Airlift Loadmasters cluster, but not by the Rescue & Recovery Loadmasters:

Inspect cargo to determine feasibility for air shipment
Load plan airdrop loads
Select aircraft equipment for loading or offloading cargo
Prepare cargo floors for platform airdrops
Load or offload palletized cargo
Compute pressure exerted by cargo on aircraft floor

With the exception of the items discussed above, functions performed by an Airdrop-Airlift Loadmaster were also performed by a Rescue & Recovery Loadmaster.

Only one task was uniquely performed by the Rescue & Recovery Loadmasters, namely, pick up and return aircraft life support equipment.

It is interesting to note that this small independent job type was the only functional grouping in which the members indicated any signs of low job satisfaction. Only three of the seven Rescue & Recovery Loadmasters said their job utilized their training fairly well or better. Just two reported their talents being utilized fairly well or better (see Table 10C).

V. RESCUE & RECOVERY FLIGHT EXAMINERS AND INSTRUCTORS (GRP041, N=10). In terms of seniority and managerial function, the Rescue & Recovery Flight Examiners and Instructors were similar to the supervisory and training loadmasters in the airlift and airdrop-airlift clusters (see Tables 8C and 9C). The majority of the individuals in this independent job type were flight examiners and instructors, although a few were first-line supervisors. As far as managerial duties were concerned, the main difference between this independent job type and the supervisory and training job types was that a smaller proportion of the Rescue & Recovery Flight Examiners and Instructors said they supervise others.

The common supervisory and training tasks displayed in Table 6 are examples of managerial tasks typically performed by the Rescue & Recovery Flight Examiners and Instructors. Additional tasks commonly performed by this independent job type are those included in the descriptions of the aircrew instructor and flight examiner subgroups already discussed. As far as technical responsibilities were concerned, these loadmasters, like their junior counterparts, were performing a narrower range of primary aircrew tasks. The examples of tasks uniquely not performed by the Rescue & Recovery Loadmasters also illustrate the types of tasks not included in the Rescue & Recovery Flight Examiners and Instructors' job description.

VI. MANAGERS (GRP044, N=12). The Managers were a more experienced group than any discussed so far. About half were 7-skill level personnel; the other half were 9-skill or CEM level loadmasters (see Table 8C). All were superintendents, NCOICs, or chiefs of their respective units or sections.

This loadmaster job emphasized supervisory and administrative responsibilities (see Table 9C). Specifically, members of this independent job type were heavily involved in personnel management; they all said they supervise others. In addition, the Managers were responsible for some staff work. Examples of managerial tasks performed by 50 percent or more of the loadmasters belonging to this job group were:

Review personnel requirements
Schedule loadmasters for duty not involving flight (DNIF)
Schedule leaves or passes
Supervise Aircraft Loadmasters (AFSC 11450)
Counsel personnel on personal or military-related problems
Prepare APRs
Select personnel for specialized training
Establish organizational policies, office instructions (OI), or standing operating procedures (SOP)
Compile information for reports or staff studies
Write correspondence

All the managers were C-141 or C-5 loadmasters. Only one reported any airdrop qualification. The technical portion of their job, then, is well portrayed by the Airlift Loadmasters cluster job description.

VII. STAFF PERSONNEL (GRP023, N=7). In terms of time in service and time in career field, the Staff Personnel independent job type was the most senior functional group identified within the 114X0 career ladder. Five of the group's members were 7-skill level loadmasters. The other two individuals were 11490 personnel (see Table 8C). All but two of the Staff Personnel were assigned to an organization at the wing or higher level.

The relative time the Staff Personnel devoted to managerial and administrative duties was comparable to that of the Managers (see Table 9C). The range of nontechnical tasks performed, however, was not as broad. Writing policies and procedures, reporting the results of research, and advising were the key responsibilities of the Staff Personnel. These loadmasters were not involved in personnel management; none of them supervised anyone. The following are examples of staff functions typically performed by members of this job group:

Establish organizational policies, office instructions (OI), or standing operating procedures (SOP)
Implement policies, directives, or procedures for loadmasters
Write correspondence
Compile information for reports or staff studies
Write staff studies, surveys, or special reports
Evaluate suggestions
Conduct staff assistance visits
Advise staff or unit personnel on training matters

In terms of technical loadmaster responsibilities, all but two of the Staff Personnel were airdrop-qualified. Since this was the case, the cluster description of the Airdrop-Airlift Loadmasters accurately depicts the nonmanagerial portion of the Staff Personnel's job.

Comparison of Jobs Within the Specialty

In addition to describing each functional grouping within a specialty, it is often useful to contrast the groups to highlight their differences.

Jobs identified within the 114X0 specialty varied somewhat in terms of breadth and difficulty (see Tables 8A, 8B, and 8C). As a result of the additional airdrop function, the Airdrop-Airlift Loadmasters generally performed a more difficult job than the Airlift Loadmasters. Since managerial functions were performed in addition to, not instead of, aircrew duties, personnel involved with supervision and training performed a job that was more difficult than that of the loadmasters whose job was strictly technical. Due, then, to both airdrop and managerial responsibilities, the Airdrop-Airlift Supervisory and Training Loadmasters had the highest Job Difficulty Index (JDI), as well as the highest average number of tasks performed, of any functional group identified. The Rescue & Recovery Loadmasters, who performed the least number of tasks, had the lowest JDI of all the job groups.

Nearly all the functional groups discussed were composed mostly of MAC personnel (see Tables 8A, 8B, and 8C). In fact, the only exceptions were the Special Operations Loadmasters and the Special Operations NCOICs. All but one of the Special Operations Loadmasters were assigned to PACAF; four of the six Special Operations NCOICs were TAC personnel. The Special Operations Loadmasters formed the only functional group in which the majority were stationed overseas.

Due to the large number of cross-trainees into AFS 114X0, overall, Aircraft Loadmasters tended to be more senior than airmen in other specialties (see Tables 8A, 8B, and 8C). The average paygrade and TAFMS for personnel in the two main 114X0 journeyman jobs, Airlift Loadmasters and Airdrop-Airlift Loadmasters, were E-5 and 122-124 months, respectively. Some of the more experienced loadmasters were assigned to special activities (e.g., ALCE or rescue and recovery), or supervisory and training functions (e.g., flight examiner or instructor). The most senior 114X0 personnel were the Managers and Staff Personnel.

As is typical of aircrew specialties, job satisfaction and reenlistment intents for 114X0 personnel were very high as a whole (see Tables 10A, 10B, and 10C). The Rescue & Recovery Loadmasters were the only exception. While job interest and reenlistment intents for these personnel were high, the majority of the Rescue & Recovery Loadmasters said their talents and training were not utilized well.

Summary of Specialty Analysis

Most of the basic functions performed by 114X0 survey respondents were common to all specialty jobs. The airdrop function was the only technical duty not performed by the majority of the Aircraft Loadmasters. The Rescue & Recovery Loadmasters were the only nonmanagerial personnel whose work did not typically encompass the complete range of tasks performed by most loadmasters.

The differences in specialty jobs resulted from the type of aircraft and mission that was flown and seniority level of the group members. C-5 loadmasters who were found within the airlift cluster inspected aircraft kneeling system accessories, while C-130 loadmasters who belonged to the airdrop-airlift cluster inspected pendulum release systems. During flight, Airlift Loadmasters were involved with passenger comfort tasks such as preparing and serving meals, while Airdrop-Airlift Loadmasters were occupied with airdrop procedures. More experienced loadmasters served as flight examiners, instructors, supervisors, and staff personnel and, therefore, assumed more managerial responsibilities in addition to their primary aircrew duties.

Overall, this analysis did not reveal any major structural problems. One possible area of concern, however, is the job satisfaction of the Rescue & Recovery Loadmasters. These personnel indicated low utilization of training and talents, which could be a result of their not performing the full scope of Aircraft Loadmaster tasks.

TABLE 8A

SELECTED BACKGROUND DATA FOR JOB GROUPS

	AIRLIFT LOADMASTERS CLUSTER (GRP089, N=420)	AIRLIFT LOADMASTERS CLUSTER: ALCE LOADMASTERS (GRP097, N=10)	AIRLIFT LOADMASTERS CLUSTER: AIRLIFT SUPERVISORY AND TRAINING LOADMASTERS (GRP136, N=64)
PERCENT OF SAMPLE:	47%	1%	7%
AVERAGE NUMBER OF TASKS PERFORMED:	147	147	195
JOB DIFFICULTY INDEX (JDI):	13.3	15.3	16.4
PERCENT MEMBERS SUPERVISING:	32%	43%	62%
PERCENT LOCATED OVERSEAS:	2%	10%	3%
MAJCOM:			
MAC	99%	100%	98%
TAC	-	-	-
PACAF	-	-	-
USAFE	*	-	2%
AFSC	-	-	-
OTHER	-	-	-
AIRCRAFT QUALIFICATION**:			
C-5	52%	-	42%
C-141	42%	80%	50%
C-130	2%	20%	6%
MC-130	-	-	-
HC-130	-	-	-
OTHER/NONE/NO RESPONSE	4%	-	2%
DAFSC DISTRIBUTION:			
11430	7%	-	-
11450	41%	-	8%
11470	42%	80%	59%
11490	[illegible]	20%	22%
11400	2%	-	11%
AVERAGE GRADE:	E-5	E-7	E-7
AVERAGE TIME IN CAREER FIELD:	82	141	156
AVERAGE TIME IN SERVICE (TAFMS):	122	196	196

*LESS THAN HALF OF ONE PERCENT
**MULTIPLE QUALIFICATIONS ARE POSSIBLE

TABLE 8B

SELECTED BACKGROUND DATA FOR JOB GROUPS

		AIRDROP-AIRLIFT LOADMASTERS CLUSTER			
	AIRDROP-AIRLIFT LOADMASTERS CLUSTER (GRP070, N=345)	SPECIAL OPERATIONS LOADMASTERS (GRP369, N=5)	SPECIAL OPERATIONS NCOICs (GRP162, N=6)	AIRDROP-AIRLIFT SUPERVISORY AND TRAINING LOADMASTERS (GRP119, N=62)	C-141 FLIGHT EXAMINERS (GRP317, N=12)
PERCENT OF SAMPLE:	39%	1%	1%	7%	1%
AVERAGE NUMBER OF TASKS PERFORMED:	172	146	152	226	199
JOB DIFFICULTY INDEX (JDI):	15.4	14.1	15.3	17.5	16.4
PERCENT MEMBERS SUPERVISING:	37%	-	33%	73%	75%
PERCENT LOCATED OVERSEAS:	19%	80%	17%	27%	-
MAJCOM:					
MAC	93%	-	17%	90%	-
TAC	4%	20%	66%	7%	100%
PACAF	2%	80%	-	3%	-
USAFE	1%	-	17%	-	-
AFSC	-	-	-	-	-
OTHER	*	-	-	-	-
AIRCRAFT QUALIFICATION**:					
C-5	*	-	-	-	-
C-141	30%	-	-	23%	100%
C-130	65%	-	67%	73%	-
MC-130	6%	100%	83%	10%	-
HC-130	2%	-	-	3%	-
OTHER/NONE/NO RESPONSE	-	-	-	2%	-
DAFSC DISTRIBUTION:					
11430	5%	-	-	-	-
11450	47%	80%	50%	8%	8%
11470	39%	20%	50%	61%	58%
11490	6%	-	-	18%	33%
11400	3%	-	-	13%	-
AVERAGE GRADE:	E-5	E-5	E-6	E-7	E-7
AVERAGE TIME IN CAREER FIELD:	87	87	115	159	157
AVERAGE TIME IN SERVICE (TAFMS):	124	139	137	208	230

*LESS THAN HALF OF ONE PERCENT
**MULTIPLE QUALIFICATIONS ARE POSSIBLE

TABLE 8C

SELECTED BACKGROUND DATA FOR JOB GROUPS

	PHASE I LITTLE ROCK INSTRUCTORS (GRP090, N=15)	RESCUE & RECOVERY LOADMASTERS (GRP038, N=7)	RESCUE & RECOVERY FLIGHT EXAMINERS AND INSTRUCTORS (GRP041, N=10)	MANAGERS (GRP044, N=12)	STAFF PERSONNEL (GRP023, N=7)
PERCENT OF SAMPLE:	2%	1%	1%	1%	1%
AVERAGE NUMBER OF TASKS PERFORMED:	126	99	169	185	143
JOB DIFFICULTY INDEX (JDI):	13.3	9.7	15.6	17.4	16.3
PERCENT MEMBERS SUPERVISING:	27%	29%	30%	83%	-
PERCENT LOCATED OVERSEAS:	-	43%	30%	-	-
MAJCOM:					
MAC	100%	71%	100%	100%	71%
TAC	-	-	-	-	14%
PACAF	-	-	-	-	-
USAFE	-	-	-	-	-
AFSC	-	29%	-	-	14%
OTHER	-	-	-	-	-
AIRCRAFT QUALIFICATION**:					
C-5	-	-	-	42%	-
C-141	-	14%	-	58%	14%
C-130	93%	57%	10%	-	71%
MC-130	-	14%	-	-	14%
HC-130	7%	71%	90%	-	29%
OTHER/NONE/NO RESPONSE	-	-	10%	-	-
DAFSC DISTRIBUTION:					
11430	-	-	-	-	-
11450	47%	43%	10%	-	-
11470	40%	57%	60%	50%	71%
11490	13%	-	30%	33%	29%
11400	-	-	-	17%	-
AVERAGE GRADE:	E-5	E-5	E-7	E-8	E-8
AVERAGE TIME IN CAREER FIELD:	124	117	157	170	223
AVERAGE TIME IN SERVICE (TAFMS):	142	163	191	213	272

*LESS THAN HALF OF ONE PERCENT
**MULTIPLE QUALIFICATIONS ARE POSSIBLE

TABLE 9A

RELATIVE PERCENT TIME SPENT ON DUTIES

DUTIES	AIRLIFT LOADMASTERS CLUSTER (GRP089, N=420)	AIRLIFT LOADMASTERS CLUSTER: ALCE LOADMASTERS (GRP097, N=10)	AIRLIFT LOADMASTERS CLUSTER: AIRLIFT SUPERVISORY AND TRAINING LOADMASTERS (GRP136, N=64)
MANAGERIAL & ADMINISTRATIVE DUTIES	10	24	29
A ORGANIZING & PLANNING	2	6	6
B DIRECTING & IMPLEMENTING	3	6	7
C INSPECTING & EVALUATING	2	4	6
D TRAINING	2	6	8
E PERFORMING ADMINISTRATIVE FUNCTIONS	1	2	2
TECHNICAL DUTIES	90	76	71
F PERFORMING COMMON AIRCREW TASKS	19	14	16
G PERFORMING PRELIMINARY LOAD PLANNING	7	12	7
H PERFORMING AIRCRAFT PREFLIGHT FUNCTIONS	22	12	16
I LOADING AND OFFLOADING AIRCRAFT	21	26	15
J PERFORMING INFLIGHT FUNCTIONS	10	6	8
K PERFORMING GROUND SUPPORT FUNCTIONS	7	5	5
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	-	-	-
M PERFORMING OR PRACTICING ABNORMAL OR EMERGENCY PROCEDURES	4	1	4

TABLE 9B

RELATIVE PERCENT TIME SPENT ON DUTIES

DUTIES	AIRDROP-AIRLIFT LOADMASTERS CLUSTER (GRP070, N=345)	AIRDROP-AIRLIFT LOADMASTERS CLUSTER: SPECIAL OPERATIONS LOADMASTERS (GRP369, N=5)	AIRDROP-AIRLIFT LOADMASTERS CLUSTER: SPECIAL OPERATIONS NCOICs (GRP162, N=6)	AIRDROP-AIRLIFT LOADMASTERS CLUSTER: AIRDROP-AIRLIFT SUPERVISORY AND TRAINING LOADMASTERS (GRP119, N=62)	AIRDROP-AIRLIFT LOADMASTERS CLUSTER: C-141 FLIGHT EXAMINERS (GRP317, N=12)
MANAGERIAL & ADMINISTRATIVE DUTIES	11	2	13	25	16
A ORGANIZING & PLANNING	2	1	2	6	2
B DIRECTING & IMPLEMENTING	3	*	4	6	3
C INSPECTING & EVALUATING	3	1	3	6	4
D TRAINING	2	*	4	5	4
E PERFORMING ADMINISTRATIVE FUNCTIONS	1	*	*	2	3
TECHNICAL DUTIES	89	98	87	75	84
F PERFORMING COMMON AIRCREW TASKS	15	18	18	14	14
G PERFORMING PRELIMINARY LOAD PLANNING	6	4	4	6	6
H PERFORMING AIRCRAFT PREFLIGHT FUNCTIONS	15	15	15	11	15
I LOADING AND OFFLOADING AIRCRAFT	17	19	16	13	16
J PERFORMING INFLIGHT FUNCTIONS	9	10	7	7	10
K PERFORMING GROUND SUPPORT FUNCTIONS	7	8	8	6	6
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	17	18	18	14	14
M PERFORMING OR PRACTICING ABNORMAL OR EMERGENCY PROCEDURES	4	5	1	4	3

TABLE 9C

RELATIVE PERCENT TIME SPENT ON DUTIES

DUTIES	PHASE I LITTLE ROCK INSTRUCTORS (GRP090, N=15)	RESCUE & RECOVERY LOADMASTERS (GRP038, N=7)	RESCUE & RECOVERY FLIGHT EXAMINERS AND INSTRUCTORS (GRP041, N=10)	MANAGERS (GRP044, N=12)	STAFF PERSONNEL (GRP023, N=7)
MANAGERIAL & ADMINISTRATIVE DUTIES	19	5	30	41	37
A ORGANIZING & PLANNING	3	1	7	10	6
B DIRECTING & IMPLEMENTING	5	1	5	12	10
C INSPECTING & EVALUATING	3	1	6	10	9
D TRAINING	7	1	9	7	10
E PERFORMING ADMINISTRATIVE FUNCTIONS	1	1	3	2	2
TECHNICAL DUTIES	81	95	70	59	63
F PERFORMING COMMON AIRCREW TASKS	20	33	22	13	14
G PERFORMING PRELIMINARY LOAD PLANNING	7	1	2	5	5
H PERFORMING AIRCRAFT PREFLIGHT FUNCTIONS	17	16	10	12	10
I LOADING AND OFFLOADING AIRCRAFT	18	16	11	15	12
J PERFORMING INFLIGHT FUNCTIONS	4	12	9	6	5
K PERFORMING GROUND SUPPORT FUNCTIONS	4	4	4	4	1
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	-	5	6	1	11
M PERFORMING OR PRACTICING ABNORMAL OR EMERGENCY PROCEDURES	11	8	6	3	5

TABLE 10A

JOB SATISFACTION AND RELATED DATA FOR JOB GROUPS*
(PERCENT MEMBERS RESPONDING)

	AIRLIFT LOADMASTERS CLUSTER (GRP089, N=420)	AIRLIFT LOADMASTERS CLUSTER: ALCE LOADMASTERS (GRP097, N=10)	AIRLIFT LOADMASTERS CLUSTER: AIRLIFT SUPERVISORY AND TRAINING LOADMASTERS (GRP136, N=64)
I FIND MY JOB:			
DULL	1	-	-
SO-SO	3	-	2
INTERESTING	92	100	95
MY JOB UTILIZES MY TALENTS:			
NOT AT ALL TO VERY LITTLE	6	-	-
FAIRLY WELL OR BETTER	94	100	100
MY JOB UTILIZES MY TRAINING:			
NOT AT ALL TO VERY LITTLE	3	-	5
FAIRLY WELL OR BETTER	97	100	94
I PLAN TO REENLIST:			
I WILL RETIRE	8	30	13
NO, OR PROBABLY NO	11	-	6
YES, OR PROBABLY YES	81	70	81

*NOTE: COLUMNS MAY NOT ADD TO 100 PERCENT DUE TO "NO RESPONSE"

TABLE 10B

JOB SATISFACTION AND RELATED DATA FOR JOB GROUPS*
(PERCENT MEMBERS RESPONDING)

		AIRDROP-AIRLIFT LOADMASTERS CLUSTER			
	AIRDROP-AIRLIFT LOADMASTERS CLUSTER (GRP070, N=345)	SPECIAL OPERATIONS LOADMASTERS (GRP369, N=5)	SPECIAL OPERATIONS NCOICs (GRP162, N=6)	AIRDROP-AIRLIFT SUPERVISORY AND TRAINING LOADMASTERS (GRP119, N=62)	C-141 FLIGHT EXAMINERS (GRP317, N=12)
I FIND MY JOB:					
DULL	3	-	-	2	-
SO-SO	6	-	-	6	-
INTERESTING	86	100	83	89	83
MY JOB UTILIZES MY TALENTS:					
NOT AT ALL TO VERY LITTLE	8	-	-	3	-
FAIRLY WELL OR BETTER	91	100	100	97	100
MY JOB UTILIZES MY TRAINING:					
NOT AT ALL TO VERY LITTLE	4	20	-	2	-
FAIRLY WELL OR BETTER	95	80	100	98	100
I PLAN TO REENLIST:					
I WILL RETIRE	8	20	-	15	25
NO, OR PROBABLY NO	13	-	-	6	8
YES, OR PROBABLY YES	78	80	100	79	67

*NOTE: COLUMNS MAY NOT ADD TO 100 PERCENT DUE TO "NO RESPONSE"

TABLE 10C

JOB SATISFACTION AND RELATED DATA FOR JOB GROUPS*
(PERCENT MEMBERS RESPONDING)

	PHASE I LITTLE ROCK INSTRUCTORS (GRP090, N=15)	RESCUE & RECOVERY LOADMASTERS (GRP038, N=7)	RESCUE & RECOVERY EXAMINERS AND INSTRUCTORS (GRP041, N=10)	MANAGERS (GRP044, N=12)	STAFF PERSONNEL (GRP023, N=7)
I FIND MY JOB:					
DULL	-	29	-	-	14
SO-SO	7	-	20	8	-
INTERESTING	93	71	60	92	72
MY JOB UTILIZES MY TALENTS:					
NOT AT ALL TO VERY LITTLE	7	71	-	8	14
FAIRLY WELL OR BETTER	93	29	100	92	86
MY JOB UTILIZES MY TRAINING:					
NOT AT ALL TO VERY LITTLE	13	57	10	8	14
FAIRLY WELL OR BETTER	87	43	90	92	86
I PLAN TO REENLIST:					
I WILL RETIRE	-	14	-	17	14
NO, OR PROBABLY NO	7	-	-	-	-
YES, OR PROBABLY YES	93	86	100	83	86

*NOTE: COLUMNS MAY NOT ADD TO 100 PERCENT DUE TO "NO RESPONSE"

ANALYSIS OF SKILL LEVEL GROUPS

An analysis of the tasks and duties performed by survey respondents at the different skill levels is valuable in evaluating the accuracy of career ladder documents, such as AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS). This section discusses and compares the skill level groups and provides one basis of discussion for the Training Analysis section.

11430 Personnel. Three-skill level personnel were involved with the full range of technical Aircraft Loadmaster tasks. (In the case of C-5 and C-141 loadmasters, these tasks were performed as part of OJT.) The activities of 11430 personnel included load planning, preflight inspections and preparations, loading and offloading, and inflight functions, such as performing airdrops and attending to the needs of passengers. Virtually all the 3-skill level Aircraft Loadmasters were found in either the Airlift Loadmasters or Airdrop-Airlift Loadmasters cluster. For that reason, a composite of the Airlift Loadmasters (GRP089) and Airdrop-Airlift Loadmasters (GRP070) job descriptions gives an accurate picture of the work performed by the 11430 personnel (see Tables 5 and 7 for examples of tasks typically performed).

11450 Personnel. The tasks performed by a typical 11450 airman differed very little from that of a 11430 airman. (The main difference between 11430 and 11450 personnel was that all the 5-skill level loadmasters were line-qualified.) As was the case with the 3-skill level Aircraft Loadmasters, the work of 11450 personnel is well portrayed by the Airlift Loadmasters (GRP089) and Airdrop-Airlift Loadmasters (GRP070) job descriptions (see Tables 5 and 7). The amount of time spent on the different duties did not vary significantly between the 3- and 5- skill level personnel (see Table 11). Only 15 percent of the 11450 airmen said they supervise others.

11470 Personnel. Fifty-three percent of the 7-skill level Aircraft Loadmasters reported that they supervise others. In many cases, however, the supervisory function of these loadmasters was very limited. About two-thirds of the 11470 personnel were found among the airlift or airdrop-airlift cluster members who were not part of any distinct job type. With the exception, in some cases, of preparing APRs and supervising 11430 and 11450 personnel, these loadmasters were performing the same job as their 3- and 5-skill level counterparts. The other one-third of the 11470 personnel were members of the flight examiner, instructor, supervisory and training, or other more managerial job groups identified. These loadmasters devoted a noteworthy portion of their time to supervisory, training, and administrative functions, in addition to the technical loadmaster tasks performed by the 3- and 5-skill level personnel. The time these more managerial personnel spent on managerial and administrative functions is reflected in the time spent on duty areas by 11470 airmen as a whole (17 percent) (see Table 11). The following are examples of some of these additional tasks performed:

Assign personnel to duty positions
Establish organizational policies, office instructions (OI), or standing operating procedures (SOP)

Implement policies, directives, or procedures for loadmasters
Plan work assignments
Determine requirements for space, personnel, equipment, or supplies
Supervise Aircraft Loadmaster Technicians (AFSC 11470)

11490 Personnel. About three-fourths of the 11490 personnel were members of a flight examiner, instructor, supervisory and training, or other managerial job group. Like the 11470 personnel who were part of these groups, these loadmasters performed supervisory, training, and administrative functions along with flying tasks. The following are examples of these tasks performed by most loadmasters when they reach the 9-skill level:

Establish organizational policies, office instructions (OI), or standing operating procedures (SOP),
Establish performance standards for subordinates
Implement policies, directives, or procedures for loadmasters
Evaluate compliance with performance standards
Evaluate individuals for promotion, demotion, or reclassification
Indorse Airman Performance Reports (APR)

The remainder of the 11490 personnel were performing a job comparable to that of the majority of the 7-skill level loadmasters.

11400 Personnel. Virtually all CEM-level Aircraft Loadmasters were found among the Airlift Supervisory and Training Loadmasters (GRP136), Airdrop-Airlift Supervisory and Training Loadmasters (GRP119), and the Managers (GRP044). They were all performing managerial and administrative tasks, in addition to technical loadmaster tasks. The following are some examples of responsibilities assumed by the majority of 11400 personnel:

Prepare job descriptions
Conduct staff meetings
Evaluate administrative forms, files, or procedures
Initiate or prepare changes to aircraft loading technical orders
Write staff studies, surveys, or special reports
Evaluate suggestions

Summary of Skill Level Analysis

The most noticeable differences between adjacent skill level groups occurred between the 5- and 7-skill levels, and the 7- and 9-skill levels. Most 3- and 5-skill level personnel performed a strictly technical job. The majority of the 7-skill level personnel supervised several people. For most 11470 personnel, however, the job was still mostly technical; although, for some, there was quite an increase in nonflying responsibilities. All but a few 9-skill level and CEM Code personnel were devoting a substantial portion of their time to managerial functions, in addition to primary aircrew tasks. This career ladder was unusual in that personnel at all skill levels performed technical tasks. Even the most senior Aircraft Loadmasters must at least periodically serve as primary aircrew in order to maintain their flying qualification.

TABLE 11

RELATIVE PERCENT TIME SPENT ON DUTIES BY SKILL LEVEL GROUPS

	TASKS	11430 (N=52)	11450 (N=366)	11470 (N=381)	11490 (N=70)	11400 (N=71)
	MANAGERIAL AND ADMINISTRATIVE DUTIES	4	6	17	27	32
A	ORGANIZING AND PLANNING	*	1	4	6	7
B	DIRECTING AND IMPLEMENTING	1	2	4	7	9
C	INSPECTING AND EVALUATING	1	1	4	7	9
D	TRAINING	*	1	4	5	5
E	PERFORMING ADMINISTRATIVE FUNCTIONS	*	*	1	2	2
	TECHNICAL DUTIES	96	94	83	73	68
F	PERFORMING COMMON AIRCREW TASKS	18	19	17	15	14
G	PERFORMING PRELIMINARY LOAD PLANNING	7	6	6	6	6
H	PERFORMING AIRCRAFT PREFLIGHT FUNCTIONS	21	20	17	15	13
I	LOADING AND OFFLOADING AIRCRAFT	21	20	18	15	13
J	PERFORMING INFLIGHT FUNCTIONS	10	10	8	7	7
K	PERFORMING GROUND SUPPORT FUNCTIONS	7	7	6	5	4
L	PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	8	8	7	6	7
M	PERFORMING OR PRACTICING ABNORMAL OR EMERGENCY PROCEDURES	4	4	4	4	4

* LESS THAN HALF OF ONE PERCENT

AFR 39-1 ANALYSIS

AFR 39-1, dated 1 January 1982, contains three 114X0 descriptions. These include: (1) 11410, 11430, and 11450 combined, (2) 11470, and (3) 11490 and 11400 combined.

AFR 39-1 specialty descriptions are intended to describe, in broad terms, the tasks and duties performed by personnel in the various skill level groups of a career ladder. Only one anomaly was found in the 114X0 job descriptions. The 11410/30/50 specialty summary did not include the load planning function, while the 7-skill level description did. The skill level analysis revealed that the majority of the 11430 and 11450 personnel, as well as 11470 personnel, were preparing aircraft load plans (see Table 12).

TABLE 12

EXAMPLES OF LOAD PLANNING TASKS PERFORMED BY 114X0 PERSONNEL

	PERCENT MEMBERS PERFORMING		
TASKS	11430 (N=52)	11450 (N=366)	11470 (N=381)
LOAD PLAN GENERAL CARGO	92	80	88
LOAD PLAN HAZARDOUS CARGO	73	67	81
LOAD PLAN OUTSIZED CARGO	69	63	75
LOAD PLAN PASSENGERS	83	73	82
LOAD PLAN SPECIAL-HANDLING CARGO	65	59	72
LOAD PLAN AIRDROP LOADS	31	31	38
LOAD PLAN SPECIAL WEAPONS CARGO	33	34	43

ANALYSIS OF EXPERIENCE GROUPS

Examining survey respondents at different experience levels gives an appreciation of how jobs and job perceptions change over time, and a description of the jobs and duties that less experienced personnel can look forward to performing in the future. Time in Career Field (TICF), rather than Total Active Federal Military Service (TAFMS), served as the basis for forming experience groups in this analysis since so many people who were relatively new to the 114X0 specialty were cross-trainees from other AFSCs.

The 114X0 specialty followed trends normally observed across experience groups. The proportion of people supervising others increased with level of experience, as illustrated by the following figures:

PERCENT SUPERVISING OTHERS
(MOS TICF)

1-48	49-96	97-144	145-192	193-240	241+
10%	19%	36%	56%	65%	82%

Also, with the accrual of months TICF, the time spent on managerial and administrative duties increased as time spent on technical duties decreased (see Table 13). In addition, the average number of tasks gradually increased with time in career field. The figures ranged from an average of 140 tasks performed by an airman with 1-48 months in the 114X0 specialty to 182 tasks performed by a loadmaster with 241+ months TICF. Unlike most specialties, however, Aircraft Loadmasters at all experience levels performed technical tasks.

TABLE 13

RELATIVE PERCENTAGE OF TIME SPENT ON DUTIES BY EXPERIENCE GROUPS

	TASKS	1-48 (N=356)	49-96 (N=185)	97-144 (N=110)	145-192 (N=144)	193-240 (N=68)	241+ (N=28)
	MANAGERIAL & ADMINISTRATIVE DUTIES	5	11	18	24	26	34
A	ORGANIZING AND PLANNING	1	2	3	5	6	8
B	DIRECTING AND IMPLEMENTING	2	3	4	6	7	9
C	INSPECTING AND EVALUATING	1	2	4	5	6	8
D	TRAINING	1	3	5	6	5	7
E	PERFORMING ADMINISTRATIVE FUNCTIONS	*	1	2	2	2	2
	TECHNICAL DUTIES	95	89	82	76	74	66
F	PERFORMING COMMON AIRCREW TASKS	19	18	17	16	16	14
G	PERFORMING PRELIMINARY LOAD PLANNING	6	6	6	6	6	6
H	PERFORMING AIRCRAFT PREFLIGHT FUNCTIONS	21	19	16	15	14	15
I	LOADING AND OFFLOADING AIRCRAFT	20	19	17	16	15	13
J	PERFORMING INFLIGHT FUNCTIONS	10	9	8	7	7	6
K	PERFORMING GROUND SUPPORT FUNCTIONS	7	6	7	5	5	4
L	PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	8	8	6	7	7	4
M	PERFORMING OR PRACTICING ABNORMAL OR EMERGENCY PROCEDURES	4	4	5	4	4	4

*LESS THAN HALF OF ONE PERCENT

Analysis of Personnel with 1-48 Months TICF

An analysis of jobs performed by personnel with less than four years in their career field is important in handling training issues. This group is important since it is the "target" population for initial skill training programs.

Figure 2 shows the distribution of 114X0 personnel with 1-48 months TICF across job groups identified in the SPECIALTY JOBS section. All but five percent of these airmen were Airlift or Airdrop-Airlift Loadmasters who did not fall into any identified job type. The ratio of personnel with 1-48 months TICF in terms of airdrop-airlift versus airlift was 8 to 11. This percentage of airdrop-airlift people was a little higher for loadmasters with one to four years TICF than for the survey sample as a whole.

As was the case with the 3- and 5-skill level personnel, an aggregate of the Airlift Loadmasters (GRP089) and Airdrop-Airlift Loadmasters (GRP070) job descriptions gives an accurate picture of the work performed by a typical 114X0 airman who has been an Aircraft Loadmaster for four years or less. Table 14 gives examples of tasks performed by 90 percent or more of such airmen.

FIGURE 2

DISTRIBUTION OF PERSONNEL WITH 1-48 MOS TICF ACROSS MAJOR JOB GROUPS

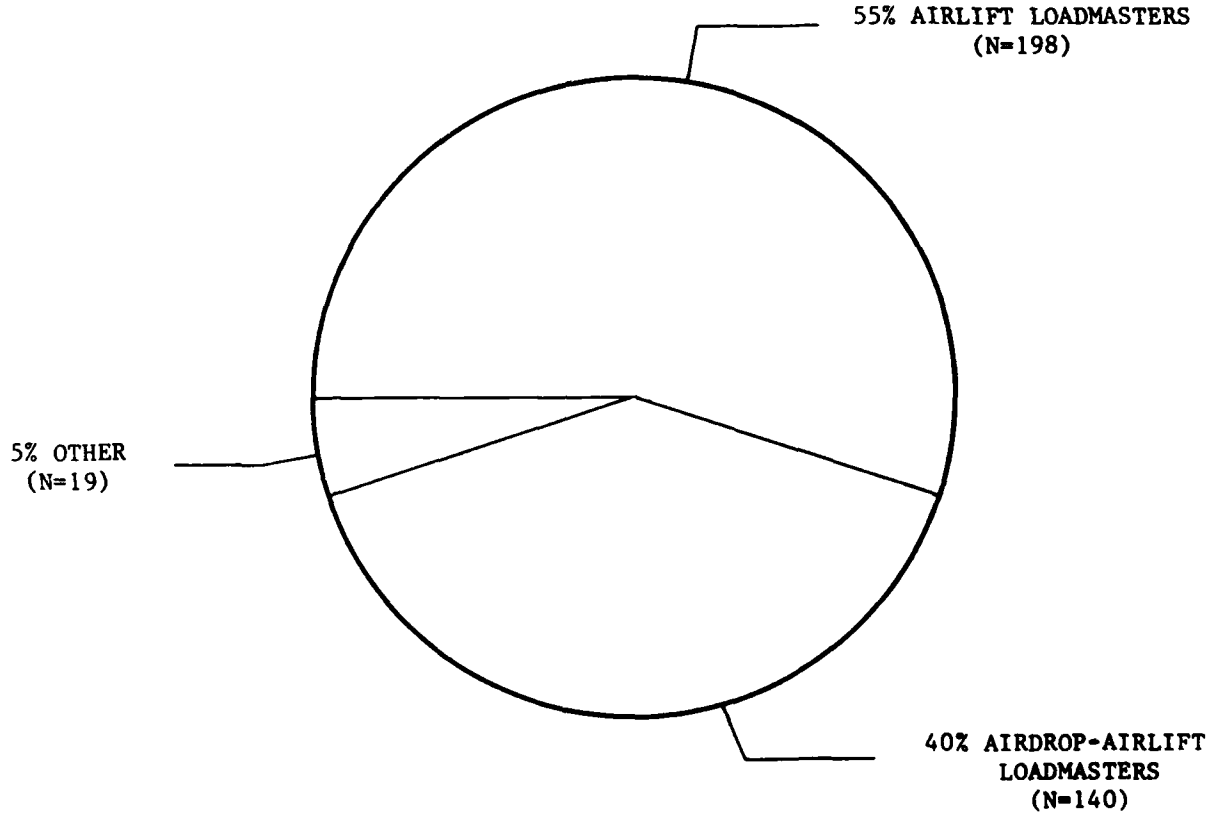


TABLE 14

EXAMPLES OF TASKS PERFORMED BY 114X0 AIRMEN WITH 1-48 MONTHS TICF*

TASKS		PERCENT MEMBERS PERFORMING (N=356)
F188	SECURE EQUIPMENT FOR DESCENT OR LANDING	98
I274	MAKE ENTRIES ON DD FORM 365F (WEIGHT AND BALANCE CLEARANCE FORM F)	97
I263	INSPECT CARGO PRIOR TO LOADING	96
I260	COMPUTE RESTRAINT CRITERIA	96
I253	BRIEF LOADING CREWS ABOUT LOADING OR OFFLOADING OPERATIONS	95
H241	INSPECT ROLLER CONVEYORS	95
H224	INSPECT AND SET LIGHTING IN TROOP OR CARGO COMPARTMENTS	95
H219	INSPECT AND INVENTORY EMERGENCY EQUIPMENT	94
H243	INSPECT TROOP DOORS	94
I267	LOAD OR OFFLOAD NONPALLETIZED CARGO	94
I284	SECURE CARGO IN AIRCRAFT USING TIEDOWN EQUIPMENT OR RESTRAINT RAILS	94
I285	SECURE PASSENGER BAGGAGE IN AIRCRAFT	94
F155	INSTRUCT EXTRA CREW MEMBERS OR PASSENGERS ON INFLIGHT OR GROUND EMERGENCY PROCEDURES	92
H211	INSPECT AFT CARGO DOORS AND RAMPS	92
H216	INSPECT AIRCRAFT WINCHES AND SNATCH BLOCKS	92
H230	INSPECT DUAL RAIL SYSTEMS	92
G198	DETERMINE WINCH CABLE PULL	91
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	91
F151	DEMONSTRATE TO PASSENGERS THE PROPER USE OF LIFE PRESERVERS, PARACHUTES, OR OXYGEN MASKS	91
I279	PERFORM ENGINE RUNNING LOADING OR OFFLOADING OF CARGO	90

* AVERAGE NUMBER OF TASKS PERFORMED = 140

Experience Group Job Satisfaction Analysis

Table 15 presents job satisfaction and related data based on experience groups. Overall, the figures were extremely high. With the exception of reenlistment intents, time in career field did not appear to affect job satisfaction.

The 113X0C (Flight Engineers-Performance Qualified) personnel surveyed earlier this year served as the comparative sample for the job satisfaction in this study. (Since the experience groups for the other enlisted aircrew specialties surveyed were based on TAFMS rather than TICF, a meaningful comparison between 114X0 job satisfaction responses and those of these other AFSs was not possible.) Across all three experience groups, 113X0C personnel seemed slightly more pleased with their job than 114X0 airmen. This trend did not follow, however, for the reenlistment intents of personnel with 49-96 and 97+ months TICF. In this case, the responses of the Aircraft Loadmasters were more positive.

TABLE 15

JOB SATISFACTION AND RELATED DATA FOR 114X0 TICF GROUPS
(PERCENT MEMBERS RESPONDING)*

	MONTHS TICF					
	1-48		49-96		97+	
	114X0 (N=356)	113X0C (N=731)	114X0 (N=185)	113X0C (N=544)	114X0 (N=350)	113X0C (N=415)
EXPRESSED JOB INTEREST:						
DULL	1	2	3	2	3	2
SO-SO	5	4	7	5	4	4
INTERESTING	89	94	88	91	88	92
PERCEIVED UTILIZATION OF TALENTS:						
LITTLE OR NOT AT ALL	10	2	7	5	8	7
FAIRLY WELL OR BETTER	90	97	92	95	92	92
PERCEIVED UTILIZATION OF TRAINING:						
LITTLE OR NOT AT ALL	4	1	4	4	6	4
FAIRLY WELL OR BETTER	96	98	95	96	93	95
REENLISTMENT INTENTIONS:						
PLAN TO RETIRE	-	3	1	10	20	31
PLAN NOT TO REENLIST	20	10	9	7	5	10
PLAN TO REENLIST	79	86	89	82	75	58

*NOTE: COLUMNS MAY NOT ADD TO 100 PERCENT DUE TO "NO RESPONSE"

ANALYSIS OF AIRCRAFT GROUPS

An analysis of tasks performed and equipment operated by aircraft groups can aid in determining some aircraft-specific training requirements. Likewise, an examination of background data often provides additional insight into aircraft differences within a specialty.

For members of the 114X0 specialty, most of the basic functions performed were the same, regardless of the weapon system. One major functional area, however, namely, airdrop procedures, was not included in the job of all survey respondents. Additionally, there were some variations in specific tasks performed and equipment used due to aircraft and mission differences.

C-5. The C-5 aircraft group was the only category of loadmasters who were involved strictly in airlift missions and did not perform airdrop procedures (see Table 16). A C-5 loadmaster's load typically consisted of large amounts of cargo and passengers. Note that the equipment most often used by C-5 loadmasters reflected this type of mission flown by these airmen (Table 17). Another characteristic of C-5 personnel's work was the more extensive list of preflight inspections and preparations performed compared to that of other aircraft groups (note the first few tasks in Table 18). These extra preflight tasks were reflected in the time spent on Duty H, performing aircraft preflight functions (see Table 19).

C-141. Three-fifths of the C-141 loadmasters were not qualified to perform any kind of airdrop procedures (see Table 16). With the exception of a few C-5-specific preflight tasks, the job of these loadmasters was basically the same as that of the C-5 personnel. The remaining C-141-qualified loadmasters were involved in airdrop, as well as airlift, activities. Almost all of those who had some kind of airdrop qualification were trained for both personnel and heavy equipment airdrop. Most were also qualified for HALO (High Altitude Low Opening) airdrop. The percentages of C-141 personnel performing these airdrop procedures were reflected in the airdrop tasks included in Table 18 and airdrop equipment included in Table 17.

C-130. Almost all the C-130 loadmasters performed the airdrop function in addition to airlift (see Table 16). While many aircraft-specific preflight tasks performed by C-5 and C-141 loadmasters were not included in the job description of C-130 personnel, some additional airdrop inspection and preparation tasks were part of most C-130 loadmasters' work. Note the smaller percentage of time spent on Duty H and larger proportion on Duty L, preparing aircraft for airdrop operations (see Table 19). Also, notice the percentages of C-130 loadmasters performing airdrop tasks (see Table 18) and using airdrop equipment (see Table 17). The great majority of the personnel in this aircraft group were qualified for personnel, CDS (Container Delivery System), and heavy equipment airdrops. Nearly one-third were trained for HALO and almost one-fifth for LAPES (Low Altitude Parachute Extraction System).

MC-130. The job of MC-130 personnel seemed to emphasize the airdrop more than the airlift function. More time spent on common aircrew tasks (Duty F), resulted from a little less time devoted to preliminary load planning (Duty G), preflight functions (Duty H), and loading and offloading (Duty I) (see Table 19). Less time spent on these functions was a result of the type of load (items or people to be airdropped rather than large quantities of cargo or passengers) typically handled by these personnel. Most MC-130 loadmasters were qualified to perform personnel, CDS, and high speed low level aerial delivery drops. A little over half were trained to airdrop heavy equipment (see Table 16).

HC-130. The HC-130 loadmasters were even less involved with airlift than the MC-130 personnel. Note that this group's time spent on common aircrew tasks was the highest of any aircraft group, and the time devoted to other functions such as load planning and loading was lower than the other groups (see Table 19). These variations in the loadmaster's job were a result of the type of load (rescue and recovery equipment) handled by these personnel. Additionally, the airdrop function performed by these personnel was more limited and occupied a smaller amount of job time compared to the C-130 and MC-130 loadmasters. Although HC-130 loadmasters were qualified for several types of airdrop, personnel airdrop was the only airdrop qualification held by the majority this aircraft group (see Table 16). A relatively small number of 114X0 personnel worked with flare launchers and pyrotechnics. The majority of the people involved with these equipment items were HC-130 loadmasters (see Table 17).

Comparison of Background Characteristics

Table 20 displays selected background data for the aircraft groups. The following paragraphs summarize an analysis of this data.

The average number of tasks performed and average Job Difficulty Index for this study were 155 and 13, respectively. On the average, the C-130 and MC-130 loadmasters performed the most tasks (164 and 167, respectively), while HC-130 personnel performed the least number of tasks (146). With a Job Difficulty Index of 15, members of the C-130 and MC-130 groups performed jobs that were judged to be somewhat more difficult than the jobs of the 114X0 personnel as a whole.

With the exception of the MC-130 group, all the aircraft categories consisted primarily of personnel assigned to MAC. The majority of the MC-130 loadmasters were TAC or PACAF personnel. Virtually all the C-5 and C-141 loadmasters were stationed in the CONUS, while one- to two-fifths of the personnel in other aircraft groups were assigned overseas.

In terms of seniority, variables such as paygrade, skill-level, TAFMS, and TICF indicated that MC-130 and HC-130 personnel were more experienced than members of the other aircraft groups.

Finally, though job satisfaction figures were quite high for all aircraft groups, the HC-130 loadmasters seemed, on the average, a little less pleased with their job compared to the others. Also, job interest and utilization of training indicators appeared somewhat lower for MC-130 personnel than for 114X0 personnel as a whole. Interestingly enough, however, reenlistment intentions for HC-130 loadmasters were the highest of all the aircraft groups (see Table 21).

TABLE 16

AIRDROP QUALIFICATION ACROSS AIRCRAFT GROUPS

QUALIFICATION	PERCENT MEMBERS RESPONDING				
	C-5 (N=237)	C-141 (N=315)	C-130 (N=287)	MC-130 (N=27)	HC-130 (N=28)
NO AIRDROP QUALIFICATION	98	60	8	-	7
PERSONNEL	1	38	88	100	71
CONTAINER DELIVERY SYSTEM (CDS)	1	16	89	78	29
HEAVY EQUIPMENT	1	38	89	52	29
HIGH ALTITUDE LOW OPENING (HALO)	*	24	29	89	14
HIGH SPEED LOW LEVEL AERIAL DELIVERY SYSTEM	*	2	8	100	14
NIGHT ATTACK (FLARE LAUNCH)	*	-	8	11	21
LOW ALTITUDE PARACHUTE EXTRACTION SYSTEM (LAPES)	*	1	18	-	11

*LESS THAN HALF OF ONE PERCENT

TABLE 17

EXAMPLES OF EQUIPMENT DIFFERENCES ACROSS AIRCRAFT GROUPS

EQUIPMENT	PERCENT MEMBERS OPERATING				
	C-5 (N=237)	C-141 (N=315)	C-130 (N=287)	MC-130 (N=27)	HC-130 (N=28)
55K LOADERS	51	22	5	7	-
CARGO WINCHES (EXTERNAL)	51	51	34	15	21
25 OR 40 FT ROLLARIZED FLATBEDS	48	53	28	15	4
10K ROUGH TERRAIN LOADERS	41	56	47	37	11
TACTICAL LOADERS	40	64	72	59	21
PASSENGER COMFORT ITEMS	96	96	74	7	79
PASSENGER LOADING RAMPS	58	51	24	11	14
LAPES EQUIPMENT	-	4	23	-	7
AIRDROP PLATFORMS	1	36	86	78	21
AIRDROP CONTAINERS	*	21	86	96	54
AIRDROP PARACHUTES	1	35	84	96	75
PARACHUTE PACKING EQUIPMENT	*	8	28	81	25
PYROTECHNICS	4	5	14	37	68
FLARE LAUNCHERS	5	7	11	15	68

*LESS THAN HALF OF ONE PERCENT

TABLE 18

EXAMPLES OF TASKS DIFFERENTIATING AIRCRAFT GROUPS

TASKS		PERCENT MEMBERS PERFORMING				
		C-5 (N=237)	C-141 (N=315)	C-130 (N=287)	MC-130 (N=27)	HC-130 (N=28)
H218	INSPECT AND INVENTORY AIRCRAFT KNEELING SYSTEM ACCESSORIES	97	1	2	-	-
H235	INSPECT FORWARD RAMP EXTENSION SUPPORT JACKS	95	4	1	-	-
H236	INSPECT FORWARD RAMP GROUND SUPPORT PADS	94	4	3	-	-
H213	INSPECT AIRCRAFT AUXILIARY POWER UNITS (APU)	90	5	3	7	7
H233	INSPECT FORWARD CARGO DOORS AND RAMPS	98	18	12	19	7
H227	INSPECT CARGO WINCH SUPPORT BEAMS	92	59	8	7	-
H210	ARM CARGO DOORS	97	90	19	22	18
H226	INSPECT CARGO COMPARTMENT VENTS	97	95	24	26	29
I261	EXTEND OR RETRACT LOADING SUPPORT STRUTS	24	92	7	-	4
J302	PREPARE LOAD MESSAGES	97	96	39	11	11
J301	PREPARE INFLIGHT MEALS	90	91	31	15	11
I273	LOAD OR OFFLOAD TRACKED VEHICLES	92	80	67	15	18
I269	LOAD OR OFFLOAD PALLETIZED CARGO	97	95	95	96	29
I241	INSPECT ROLLER CONVEYORS	95	94	93	93	29
I230	INSPECT DUAL RAIL SYSTEMS	80	90	96	96	32
G197	DETERMINE WINCH CABLE CONFIGURATIONS	95	92	81	56	36
G203	LOAD PLAN OUTSIZED CARGO	87	78	56	44	36
G205	LOAD PLAN SPECIAL HANDLING CARGO	78	76	55	41	32
H239	INSPECT PENDULUM RELEASE SYSTEMS	3	35	88	89	25
L332	INSPECT AIRDROP CONTAINERS BEFORE LOADING	-	20	77	85	36
L345	INSTALL EXTRACTION SYSTEMS	-	29	77	74	18
M376	PERFORM OR PRACTICE HEAVY EQUIPMENT AIRDROP MALFUNCTION PROCEDURES	-	25	66	33	18
L341	INSTALL AIRDROP RELEASE SYSTEMS	-	18	67	81	21
J299	PERFORM PERSONNEL AIRDROP PROCEDURES	1	34	83	96	86
L337	INSPECT JUMP PLATFORMS	1	35	81	89	71
L352	PREPARE CARGO FLOORS FOR PERSONNEL AIRDROPS	-	35	82	96	68
F174	PARTICIPATE IN PREMISSION WEATHER BRIEFINGS	8	11	11	56	36
L356	REMOVE OR INSTALL HIGH ALTITUDE LOW OPENING (HALO) SYSTEM COMPONENTS	-	8	21	67	4

TABLE 18 (CONTINUED)

EXAMPLES OF TASKS DIFFERENTIATING AIRCRAFT GROUPS

TASKS		PERCENT MEMBERS PERFORMING				
		C-5 (N=237)	C-141 (N=315)	C-130 (N=287)	MC-130 (N=27)	HC-130 (N=28)
M375	PERFORM OR PRACTICE HALO EMERGENCY PROCEDURES	-	9	1	56	11
F191	TURN IN AIRCRAFT LIFE SUPPORT EQUIPMENT	13	18	17	19	39
M367	PERFORM OR PRACTICE BAILOUT PROCEDURES	37	46	45	44	71
L355	REMOVE OR INSTALL FLARE LAUNCH EQUIPMENT	-	8	21	4	67
M372	PERFORM OR PRACTICE FLARE LAUNCH EMERGENCY PROCEDURES	5	3	7	4	61

TABLE 19

RELATIVE PERCENTAGE OF TIME SPENT ON DUTIES BY AIRCRAFT GROUPS

TASKS	C-5 (N=237)	C-141 (N=315)	C-130 (N=287)	MC-130 (N=27)	HC-130 (N=28)
A ORGANIZING AND PLANNING	2	3	3	4	5
B DIRECTING AND IMPLEMENTING	4	4	3	3	4
C INSPECTING AND EVALUATING	3	3	3	3	4
D TRAINING	2	3	3	4	6
E PERFORMING ADMINISTRATIVE FUNCTIONS	1	1	1	*	2
F PERFORMING COMMON AIRCREW TASKS	18	17	16	20	24
G PERFORMING PRELIMINARY LOAD PLANNING	6	7	5	4	3
H PERFORMING AIRCRAFT PREFLIGHT FUNCTIONS	25	17	14	13	12
I LOADING AND OFFLOADING AIRCRAFT	19	19	17	16	14
J PERFORMING INFLIGHT FUNCTIONS	9	10	8	7	9
K PERFORMING GROUND SUPPORT FUNCTIONS	6	7	6	7	4
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	*	5	16	15	7
M PERFORMING OR PRACTICING ABNORMAL OR EMERGENCY PROCEDURES	4	4	5	4	6

*LESS THAN HALF OF ONE PERCENT

TABLE 20

SUMMARY OF SELECTED BACKGROUND DATA FOR AIRCRAFT GROUPS

	C-5 (N=237)	C-141 (N=315)	C-130 (N=287)	MC-130 (N=27)	HC-130 (N=28)
AVERAGE NUMBER OF TASKS PERFORMED:	152	154	164	167	146
JOB DIFFICULTY (SDI):	12	13	15	15	12
PERCENT MEMBERS SUPERVISING:	34%	41%	37%	30%	32%
PERCENT LOCATED OVERSEAS:	1%	2%	23%	37%	32%
MAJCOM:					
MAC	100%	99%	93%	4%	82%
TAC	-	-	5%	59%	7%
PACAF	-	-	-	30%	-
USAFE	-	-	*	7%	-
AFSC	-	1%	1%	-	11%
DAFSC DISTRIBUTION:					
11430	1%	6%	6%	-	-
11450	44%	38%	44%	52%	32%
11470	44%	44%	42%	48%	54%
11490	8%	9%	6%	-	14%
11400	2%	3%	2%	-	-
AVERAGE GRADE:	E-5	E-5	E-5	E-6	E-5
AVERAGE TIME IN CAREER FIELD (TICF):	89	96	91	130	102
AVERAGE TIME IN SERVICE (TAFMS):	128	137	124	146	169

*LESS THAN HALF OF ONE PERCENT

TABLE 21

JOB SATISFACTION AND RELATED DATA FOR AIRCRAFT GROUPS*

	PERCENT MEMBERS RESPONDING				
	C-5 (N=237)	C-141 (N=315)	C-130 (N=287)	MC-130 (N=27)	HC-130 (N=28)
I FIND MY JOB:					
DULL	1	3	3	7	7
SO-SO	3	4	7	7	11
INTERESTING	92	90	86	79	75
MY JOB UTILIZES MY TALENTS:					
NOT ALL TO VERY LITTLE	7	8	10	7	18
FAIRLY WELL OR BETTER	93	92	90	93	82
MY JOB UTILIZES MY TRAINING:					
NOT ALL TO VERY LITTLE	3	4	7	11	18
FAIRLY WELL OR BETTER	97	96	93	89	82
I PLAN TO REENLIST:					
NO, PLANNING TO RETIRE	9	10	7	11	11
NO, OR PROBABLY NO	9	10	13	7	3
YES, OR PROBABLY YES	81	80	79	82	86

*NOTE: COLUMNS MAY NOT ADD TO 100 PERCENT DUE TO "NO RESPONSE"

ANALYSIS OF CONUS AND OVERSEAS GROUPS

A discussion of the task, equipment, and background differences between airmen assigned to overseas bases versus those assigned within the continental United States (CONUS) sometimes provides useful information to training and management personnel.

In the case of this study, most differences in jobs of CONUS and overseas personnel were basically a function of the same factors discussed in the ANALYSIS OF AIRCRAFT GROUPS. Table 22 shows the distribution of loadmasters qualified for specific weapon systems across CONUS and overseas groups. Since three-quarters of the 114X0 airmen assigned overseas were C-130 or MC-130 loadmasters, many tasks most often performed or equipment most frequently used by overseas personnel were airdrop tasks or equipment (see Tables 23 and 24 for examples). Likewise, almost all the C-5 and C-141 personnel, most of whom were involved solely with airlift missions, worked in the CONUS. Consequently, most of the tasks and equipment more characteristic of loadmasters in the CONUS dealt with the airlift function or systems specific to the C-5 and/or C-141.

The job satisfaction indicators were a little higher for personnel assigned within the CONUS than for airmen stationed overseas (see Table 25). This is consistent with the fact that aircraft groups with lower job satisfaction figures were the HC-130 and MC-130, and personnel qualified for these weapon systems were almost all located overseas.

TABLE 22

AIRCRAFT QUALIFICATION BY CONUS/OVERSEAS GROUPS
(PERCENT MEMBERS RESPONDING)

AIRCRAFT	CONUS (N=325)	OVERSEAS (N=41)
C-5	32	5
C-141	36	7
C-130	31	63
HC-130	1	12
MC-130	2	17

NOTE: COLUMNS WILL NOT TOTAL 100% SINCE SOME PERSONNEL REPORTED MULTIPLE AIRCRAFT QUALIFICATION

TABLE 23

EXAMPLES OF TASKS DIFFERENTIATING CONUS/OVERSEAS GROUPS

TASKS		PERCENT MEMBERS PERFORMING		
		CONUS (N=325)	OVERSEAS (N=41)	DIFFERENCES
L335	INSPECT ANCHOR CABLE SUPPORT SYSTEMS	38	88	-50
J299	PERFORM PERSONNEL AIRDROP PROCEDURES	40	88	-48
I257	COMPUTE LOAD DISTRIBUTION USING LOAD ADJUSTERS	33	80	-47
L337	INSPECT JUMP PLATFORMS	39	83	-44
L332	INSPECT AIRDROP CONTAINERS BEFORE LOADING	31	73	-42
L352	PREPARE CARGO FLOORS FOR PERSONNEL AIRDROPS	41	80	-39
K324	RECOVER EQUIPMENT AND PARACHUTES FROM DROP ZONES	13	51	-38
L341	INSTALL AIRDROP RELEASE SYSTEMS	26	61	-35
H239	INSPECT PENDULUM RELEASE SYSTEMS	42	76	-34
L336	INSPECT EXTRACTION SYSTEMS	39	71	-32
M370	PERFORM OR PRACTICE CDS AIRDROP MALFUNCTION PROCEDURES	23	54	-31
M383	PERFORM OR PRACTICE PERSONNEL AIRDROP MALFUNCTION PROCEDURES	31	61	-30
L345	INSTALL EXTRACTION SYSTEMS	34	61	-27
J302	PREPARE LOAD MESSAGES	76	49	+27
H236	INSPECT FORWARD RAMP GROUND SUPPORT PADS	33	5	+28
H235	INSPECT FORWARD RAMP EXTENSION SUPPORT JACKS	33	5	+28
I265	KNEEL OR UNKNEEL AIRCRAFT FOR LOADING OR OFFLOADING	33	2	+31
H245	POSITION FLIGHT DECK LADDERS FOR ENTRY OR EXIT	44	12	+32
I261	EXTEND OR RETRACT LOADING SUPPORT STRUTS	44	12	+32
J301	PREPARE INFLIGHT MEALS	72	39	+33
F165	OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	44	7	+37
H210	ARM CARGO DOORS	72	32	+40
H226	INSPECT CARGO COMPARTMENT VENTS	70	24	+46
H227	INSPECT CARGO WINCH SUPPORT BEAMS	55	7	+48

TABLE 24

EQUIPMENT USE DIFFERENCES BY CONUS/OVERSEAS GROUPS
(PERCENT MEMBERS OPERATING)

EQUIPMENT	CONUS (N=325)	OVERSEAS (N=41)	DIFFERENCES
AIRDROP CONTAINERS	32	83	-51
LOAD ADJUSTERS	33	83	-50
AIRDROP PARACHUTES	39	83	-44
AIRDROP PLATFORMS	40	73	-33
BUFFER STOP ASSEMBLIES	33	66	-33
PARACHUTE RELEASE ASSEMBLIES	37	68	-31
PARACHUTE PACKING EQUIPMENT	10	34	-24
12K PLATFORM EXTRACTED FORCE TRANSFER COUPLERS	32	49	-17
PYROTECHNICS	5	22	-17
PLATFORM LASHINGS	28	44	-16
AIR UNLOADING KITS	11	27	-16
FLARE LAUNCHERS	6	20	-14
LAPES EQUIPMENT	6	12	-6
PASSENGER LOADING RAMPS	39	27	+11
AUXILIARY POWER UNITS	44	32	+12
55K LOADERS	20	5	+15
CARGO WINCHES (EXTERNAL)	42	27	+15
COMFORT PALLETS	62	42	+20
25 OR 40 FT ROLLARIZED FLATBEDS	38	12	+26
40K LOADERS	66	39	+27
HAND-HELD ELECTRONIC CALCULATORS	91	61	+28

TABLE 25

JOB SATISFACTION AND RELATED DATA BY CONUS/OVERSEAS GROUPS*
(PERCENT MEMBERS RESPONDING)

	CONUS (N=325)	OVERSEAS (N=41)
I FIND MY JOB:		
DULL	89	81
SO-SO	5	10
INTERESTING	2	7
MY JOB UTILIZES MY TALENTS:		
NOT AT ALL TO VERY LITTLE	10	15
FAIRLY WELL OR BETTER	90	85
MY JOB UTILIZES MY TRAINING:		
NOT AT ALL TO VERY LITTLE	4	17
FAIRLY WELL OR BETTER	95	83
I PLAN TO REENLIST:		
I WILL RETIRE	6	15
NO OR PROBABLY NO	8	2
YES OR PROBABLY YES	86	83

*NOTE: COLUMNS MAY NOT ADD TO 100 PERCENT DUE TO "NO RESPONSE"

TRAINING ANALYSIS

One important use of occupational data is in the validation of training documents. Survey data useful for this application include: (1) Training Emphasis (TE) ratings, (2) Task Difficulty (TD) ratings, and (3) percentage of TICF groups performing tasks. These data are useful in evaluating the Specialty Training Standard (STS) and Plan of Instruction (POI) for the basic resident technical training course. The data-gathering process for collecting TE and TD data was explained in SURVEY METHODOLOGY. The TE ratings collected for the 114X0 survey yielded an average rating of 3.44 and a standard deviation of 2.54. For the purposes of this training analysis, tasks rated higher than 5.98 are considered high in training emphasis. As is the case of all occupational surveys, the mean and standard deviation for the TD ratings were 5.00 and 1.00, respectively. Tasks rated 3.00 are considered very low in task difficulty and generally are not recommended for training in resident technical training courses.

Table 26 gives examples of tasks rated high in training emphasis. These examples are provided to illustrate the types of tasks which senior 114X0 technicians deem important in the training of new Aircraft Loadmasters. Note that all these tasks were performed by very large percentages of personnel in their first or second job in the 114X0 career field (1-24 or 1-48 months TICF).

A review of the 114X0 STS, dated June 1978, and POI J3ABR11430, dated February 1982, was possible through the assistance of training personnel at the Sheppard Technical Training Center. Subject-matter specialists from the school matched relevant job inventory tasks to specific STS and POI items. An analysis of the STS and POI consists of examining the tasks, matched to each item (paragraph, unit, or block), along with their respective training emphasis, task difficulty, and percent members performing data, to determine whether the information supports inclusion of the item in the training document. The following paragraphs highlight items found as a result of this analysis of these documents.

STS Analysis

Overall, the STS was well supported by the occupational survey data. There were, however, several areas requiring further review by subject-matter specialists.

STS areas were compared to the matched survey data. Three elements coded at the 3c or higher level did not have a substantial percentage of the appropriate group's members performing (see Table 27). These areas and their associated code levels should be reviewed to determine their appropriateness for career field training.

In addition, there were four STS performance items which had no inventory tasks matched to them:

3b(4)	Motivate trainers and trainees
3b(6)(a)	Upgrade training
6h	Obtain receipt for delivery of mail and classified material
9e	Recognize hazardous materials marking and take necessary safety precautions

These unmatched items could be a result of a matching which was simply missed, an element which was inappropriately coded as a performance item rather than a knowledge item, or tasks appropriate to the item being unclear or omitted. In any case, subject-matter specialists and training personnel should review these elements to ensure that their inclusion in the STS is warranted.

Finally, the inventory tasks not matched to any STS item are also important in evaluating this training document. Table 28 displays the technical Aircraft Loadmaster tasks performed by 10 percent or more of a skill-level or experience group which were not referenced to the STS. Note that many of these tasks were rated above average in training emphasis. All these tasks should be reviewed by career ladder personnel to determine if elements covering these functions should be added to the STS.

POI Analysis

No problem areas were found in the POI for the basic resident training course at Sheppard. Most tasks matched to POI blocks and criterion objectives were performed by the majority of Aircraft Loadmasters in their first or second 114X0 job. Tasks performed by 30 percent or more of the survey respondents not referenced to the POI of the basic resident course were covered in follow-on training at Altus and/or Little Rock.

Detailed computer listings displaying the STS- and POI-matched data are included in a separate Training Extract. Copies of this data package have been forwarded to the appropriate Training Managers and selected other staff agencies.

TABLE 26

EXAMPLES OF TASKS HIGH IN TRAINING EMPHASIS

TASKS NOT REFERENCED		TE*	PERCENT MEMBERS PERFORMING 1-24 MONTHS (N=180)	1-48 MONTHS (N=356)	5-SKILL LEVEL (N=366)	TD**
I274	MAKE ENTRIES ON DD FORM 365F (WEIGHT AND BALANCE CLEARANCE FORM F)	7.83	97	97	97	5.35
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	7.75	89	89	87	5.20
I259	COMPUTE RESTRAINT CRITERIA	7.70	96	96	96	5.61
I266	LOAD OR OFFLOAD CARGO USING WINCHES	7.37	96	96	94	5.83
F157	MAINTAIN FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	7.28	93	92	91	4.54
F151	DEMONSTRATE TO PASSENGERS THE PROPER USE OF LIFE PRESERVERS, PARACHUTES, OR OXYGEN MASKS	7.22	89	91	86	3.95
G202	LOAD PLAN HAZARDOUS CARGO	7.20	72	71	67	5.65
I253	BRIEF LOADING CREWS ABOUT LOADING OR OFFLOADING OPERATIONS	7.20	96	95	94	4.63
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	7.14	92	89	89	5.58
I269	LOAD OR OFFLOAD PALLETIZED CARGO	7.05	96	96	95	4.93
I268	LOAD OR OFFLOAD OUTSIZED CARGO	7.02	80	83	84	6.28
F179	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	6.94	54	55	59	4.43
F187	REVIEW AFTO FORM 781 SERIES FOR AIRCRAFT DISCREPANCIES	6.84	97	97	96	3.76
G198	DETERMINE WINCH CABLE PULL	6.84	94	91	89	4.98
H230	INSPECT DUAL RAIL SYSTEMS	6.81	94	92	92	5.30
H219	INSPECT AND INVENTORY EMERGENCY EQUIPMENT	6.77	95	94	93	4.36
I283	REVIEW CARGO DOCUMENTATION	6.69	92	92	92	5.10
H241	INSPECT ROLLER CONVEYORS	6.55	96	95	95	4.21
M369	PERFORM OR PRACTICE CARGO JETTISON PROCEDURES	6.36	53	47	49	5.19
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	6.33	91	91	91	4.89
I270	LOAD OR OFFLOAD PASSENGERS	6.17	95	96	96	4.07
M385	PERFORM OR PRACTICE SMOKE AND FUMES ELIMINATION PROCEDURES	6.17	51	50	53	5.00
G208	SELECT AIRCRAFT EQUIPMENT FOR LOADING OR OFFLOADING CARGO	6.11	71	69	70	4.96

* MEAN TRAINING EMPHASIS: 3.44
STANDARD DEVIATION: 2.54
** MEAN TASK DIFFICULTY: 5.00
STANDARD DEVIATION TD: 1.00

TABLE 27

AREAS OF STS MATCHED WITH TASKS LOW IN PERCENT MEMBERS PERFORMING

		(CODE LEVELS)	PERCENT MEMBERS PERFORMING			
			1-24 MONTHS TICF (N=180)	1-48 MONTHS TICF (N=356)	5-SKILL LEVEL (N=366)	7-SKILL LEVEL (N=381)
3B(3).	PREPARE JOB PROFICIENCY GUIDES	- 3c 4c				
D108	DEVELOP SPECIALTY TRAINING STANDARDS (STS)		.6	.6	.5	3.1
D132	WRITE JOB PROFICIENCY GUIDES (JPG)		1.1	.8	.8	2.9
D109	DEVELOP TASK OBJECTIVE DOCUMENTS (TOD)		.6	.6	.3	3.9
7A.	DETERMINE NUMBER AND TYPE OF AIRCRAFT REQUIRED TO TRANSPORT CARGO, PASSENGER, AND TROOPS	- - 4c				
E146	UPDATE LOAD PLANS FOR AFFILIATED UNITS		1.1	3.7	5.2	12.3
A17	PLAN AIRLIFT MOVEMENT CONTROL OF LOGISTICS MISSIONS		2.2	2.0	2.2	9.2
A16	PLAN AIRLIFT MOVEMENT CONTROL OF AIRDROP MISSIONS		1.1	.8	1.6	5.8
7C.	CONSOLIDATE INDIVIDUAL AIRCRAFT LOADING PLANS FOR UNIT OF ASSIGNMENT AND ESTIMATE PERSONNEL REQUIREMENTS	- - 4c				
E146	UPDATE LOAD PLANS FOR AFFILIATED UNITS		1.1	3.7	5.2	12.3
A17	PLAN AIRLIFT MOVEMENT CONTROL OF LOGISTICS MISSIONS		2.2	2.0	2.2	9.2
A16	PLAN AIRLIFT MOVEMENT CONTROL OF AIRDROP MISSIONS		1.1	.8	1.6	5.8

TABLE 28

TECHNICAL TASKS UNREFERENCED TO STS WITH GREATER THAN 10 PERCENT PERFORMING

TASKS	NOT REFERENCED	TE*	PERCENT MEMBERS PERFORMING 1-24 MONTHS (N=180)	1-48 MONTHS (N=356)	5-SKILL LEVEL (N=366)	7-SKILL LEVEL (N=381)
F179	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	6.94	54	55	59	66
F180	PERFORM PERSONAL EQUIPMENT INSPECTION	6.14	74	75	75	73
H244	OPERATE HYDRAULIC SYSTEMS	6.05	85	87	86	86
F159	OPEN OR CLOSE CREW ENTRANCE DOORS	5.87	85	84	85	84
M365	PERFORM OR PRACTICE ANTIHIJACKING PROCEDURES	5.84	65	64	63	63
F181	PERFORM SMALL ARMS QUALIFICATION	5.36	91	92	93	90
F171	PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	5.00	47	49	52	52
I272	LOAD OR OFFLOAD SIMULATED NUCLEAR WEAPONS	4.91	53	56	54	48
J302	PREPARE LOAD MESSAGES	4.80	72	74	73	74
F170	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	4.33	68	70	72	79
F173	PARTICIPATE IN PREMISSION INTELLIGENCE BRIEFINGS	4.28	37	43	46	43
K308	COMPUTE BASIC WEIGHT, MOMENTS, INDEX, AND ARM FOR ENTRY ONTO DD FORMs 365C (BASIC WEIGHT AND BALANCE RECORDS)	4.23	46	47	44	40
F167	ORDER AIRCREW TRANSPORTATION	4.05	83	84	83	81
F175	PERFORM CREW INFORMATION FILE CHECKS	3.70	52	51	52	62
F149	APPLY EXTERNAL ALTERNATING CURRENT (AC) AND DIRECT CURRENT (DC) POWER TO AIRCRAFT	3.69	32	35	35	34
F158	MONITOR RADIO COMMUNICATION TRANSMISSIONS	3.69	44	48	47	47
F154	INSTALL OR REMOVE AIRCRAFT WHEEL CHOCKS	3.66	72	73	78	72
F172	PARTICIPATE IN POSTFLIGHT INTELLIGENCE BRIEFINGS	3.58	17	21	24	30
F166	ORDER AIRCREW FLIGHT LUNCHES	3.55	81	82	77	77
F169	PARTICIPATE IN CREW OPERATION DEBRIEFINGS	3.48	31	29	33	46
H249	START AND MONITOR AIRCRAFT APU OR AIR TURBINE MOTORS	3.48	37	39	37	31
F156	LOAD CREW GEAR ON AIRCRAFT	3.17	89	88	87	85
F178	PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBER	2.55	42	40	42	40
F165	OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	2.48	34	39	40	38
F164	OPERATE HIGH FREQUENCY (HF) RADIOS	2.12	14	18	17	20
K324	RECOVER EQUIPMENT AND PARACHUTES FROM DROP ZONES	1.97	15	13	18	12

TABLE 28 (CONTINUED)

TECHNICAL TASKS UNREFERENCED TO STS WITH GREATER THAN 10 PERCENT PERFORMING

TASKS NOT REFERENCED		TE*	PERCENT MEMBERS PERFORMING			
			1-24 MONTHS (N=180)	1-48 MONTHS (N=356)	5-SKILL LEVEL (N=366)	7-SKILL LEVEL (N=381)
F182	PERFORM WING WALKING	1.50	6	13	15	18
F191	TURN IN AIRCRAFT LIFE SUPPORT EQUIPMENT	1.47	9	14	16	15
F189	SELECT MAINTENANCE BREVITY CODES	1.23	9	8	7	10
F183	PICK UP AIRCRAFT LIFE SUPPORT EQUIPMENT	1.20	10	13	16	12
F176	PERFORM FLIGHT TEST FOR NEW EQUIPMENT VALIDATION	1.08	7	7	7	13
F174	PARTICIPATE IN PREMISSION WEATHER BRIEFINGS	1.03	7	10	10	13
E134	INVENTORY ADMINISTRATIVE SUPPLIES OR EQUIPMENT	.80	2	4	3	13

* MEAN TRAINING EMPHASIS: 3.44
STANDARD DEVIATION TRAINING EMPHASIS: 2.54

COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

An Occupational Survey Report, AFPT 90-114-232, published in June 1977, gives the results of the previous study conducted on the Aircraft Loadmaster career field. A comparison of this survey with the previous report indicates that the 114X0 specialty is relatively stable.

Although the manner in which the jobs grouped together varied somewhat, the career ladder structure in 1977 was essentially the same as it is today. The airlift and airdrop-airlift groups were the two major functional groupings identified. Distinct job types, for example, the ALCE Loadmasters and the Special Operations Loadmasters, were found within these two main clusters. Specialized independent job types such as, the rescue and recovery personnel were also discovered. The Aircraft Riggers and Parachute Packers were the only personnel in the previous study who did not emerge as an identifiable group in the current study. The Staff Personnel and the Phase I Little Rock Instructors were the only groups discussed in this report which were not identified as major job groups in the 1977 survey.

An examination of job satisfaction figures from the previous study reveals few changes in job attitudes over the last six years (see Table 29). Reenlistment intentions was the only area in which there were any noteworthy differences between the two surveys. A greater proportion of personnel in the current study said they planned to reenlist, compared to the responses of people who participated in the 1977 survey. The rise in reenlistment intentions over time is a trend also seen in other career fields and may be a part of a general trend (due to factors such as the economy), rather than related just to this specialty.

TABLE 29

COMPARISON OF PREVIOUS SURVEY AND CURRENT SURVEY FOR
JOB SATISFACTION AND RELATED DATA
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
JOB SATISFACTION DATA	1977 (N=228)	1983 (N=158)	1977 (N=300)	1983 (N=231)	1977 (N=1,012)	1983 (N=503)
JOB FOUND INTERESTING	94	91	90	89	90	87
TALENTS UTILIZED FAIRLY WELL OR BETTER	92	87	90	91	92	93
TRAINING UTILIZED FAIRLY WELL OR BETTER	96	95	95	96	93	94
POSITIVE REENLISTMENT INTENTIONS	61	70	77	84	79	80

IMPLICATIONS

The findings of this study are very similar to those of the last survey conducted in 1977. This indicates a stable career ladder. The specialty is still very homogeneous, with various specialty jobs resulting from aircraft, mission, and seniority level differences. Job satisfaction figures are still quite high.

Addition of load planning to the 11410/30/50 specialty summary was the only recommended change to AFR 39-1.

In terms of the training analysis, several areas of the STS should be reviewed and possibly modified. Also, some tasks not referenced to the STS should be considered for possible addition to this document.

Of the 48 tasks included in the common aircrew duty, 38 were performed by 30 percent or more of the 114X0 personnel. A complete analysis of this duty will be included in the summary report addressing the question of centralized undergraduate enlisted aircrew training.

APPENDIX A

REPRESENTATIVE TASKS PERFORMED BY 114X0 FUNCTIONAL GROUPS

TABLE A1

AIRLIFT LOADMASTERS CLUSTER
(GRP089, N=420)

TASKS		PERCENT MEMBERS PERFORMING
I270	LOAD OR OFFLOAD PASSENGERS	100
J306	SERVE INFLIGHT MEALS	100
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	100
I269	LOAD OR OFFLOAD PALLETIZED CARGO	99
J292	DISTRIBUTE PASSENGER COMFORT ITEMS	99
H225	INSPECT AND TEST OXYGEN SYSTEMS	99
J302	PREPARE LOAD MESSAGES	99
H220	INSPECT AND INVENTORY FLEET SERVICE EQUIPMENT	98
I253	BRIEF LOADING CREWS ABOUT LOADING OR OFFLOADING OPERATIONS	98
I260	COMPUTE SHORING REQUIREMENTS	98
H241	INSPECT ROLLER CONVEYORS	97
H226	INSPECT CARGO COMPARTMENT VENTS	97
G197	DETERMINE WINCH CABLE CONFIGURATIONS	97
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	96
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	95
I268	LOAD OR OFFLOAD OUTSIZED CARGO	95
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	94
H210	ARM CARGO DOORS	94
I286	VERIFY SUITABILITY AND COMPATIBILITY OF CARGO BEING LOADED	93
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	92
K307	CLEAR AIRCRAFT, CARGO, AND CREW THROUGH CUSTOMS	88
H230	INSPECT DUAL RAIL SYSTEMS	86
H223	INSPECT AND SET FORWARD OR AFT LOADMASTER CONTROL PANELS	85
G202	LOAD PLAN HAZARDOUS CARGO	85
G203	LOAD PLAN OUTSIZED CARGO	84
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	79
H246	PREPARE AIRCRAFT LAVATORIES	79
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	70
C83	INSPECT CARGO TO DETERMINE FEASIBILITY FOR AIR SHIPMENT	70
H228	INSPECT COMFORT PALLETS	66
I265	KNEEL OR UNKNEEL AIRCRAFT FOR LOADING OR OFFLOADING	55
I261	EXTEND OR RETRACT LOADING SUPPORT STRUTS	57

AVERAGE NUMBER OF TASKS PERFORMED = 147

TABLE A2

ALCE LOADMASTERS
(GRP097, N=10)

TASKS		PERCENT MEMBERS PERFORMING
D95	CONDUCT LOAD PLANNING TRAINING FOR PERSONNEL OTHER THAN AIRCRAFT LOADMASTERS	100
E146	UPDATE LOAD PLANS FOR AFFILIATED UNITS	100
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	100
I269	LOAD OR OFFLOAD PALLETIZED CARGO	100
I270	LOAD OR OFFLOAD PASSENGERS	100
G202	LOAD PLAN HAZARDOUS CARGO	100
I260	COMPUTE SHORING REQUIREMENTS	100
G197	DETERMINE WINCH CABLE CONFIGURATIONS	100
H230	INSPECT DUAL RAIL SYSTEMS	100
H220	INSPECT AND INVENTORY FLEET SERVICE EQUIPMENT	100
H225	INSPECT AND TEST OXYGEN SYSTEMS	100
J302	PREPARE LOAD MESSAGES	100
H226	INSPECT CARGO COMPARTMENT VENTS	100
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	100
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	90
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	90
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	90
B57	WRITE CORRESPONDENCE	90
J306	SERVE INFLIGHT MEALS	90
H241	INSPECT ROLLER CONVEYORS	80
H228	INSPECT COMFORT PALLETS	80
B39	DIRECT TRAFFIC ACTIVITIES DURING UNIT MOVES	70
G196	COORDINATE AIRLIFT REQUESTS WITH OTHER MILITARY SERVICES, SUCH AS US ARMY OR ALLIED SERVICES	70
B51	SUPERVISE AIRCRAFT LOADMASTER TECHNICIANS (AFSC 11470)	70
A22	PLAN WORK ASSIGNMENTS	70
D129	SCORE TESTS	70
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	70
A4	DETERMINE WORK PRIORITIES	70
H210	ARM CARGO DOORS	70
A13	ESTABLISH TRAFFIC MANNING AND EQUIPMENT REQUIREMENTS FOR UNIT MOVES	60
A18	PLAN BRIEFINGS	60
C58	ANALYZE WORKLOAD REQUIREMENTS	50

AVERAGE NUMBER OF TASKS PERFORMED = 147

TABLE A3

AIRLIFT SUPERVISORY AND TRAINING LOADMASTERS
(GRP136, N=64)

TASKS		PERCENT MEMBERS PERFORMING
I253	BRIEF LOADING CREWS ABOUT LOADING OR OFFLOADING OPERATIONS	100
I270	LOAD OR OFFLOAD PASSENGERS	100
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	100
H220	INSPECT AND INVENTORY FLEET SERVICE EQUIPMENT	100
H225	INSPECT AND TEST OXYGEN SYSTEMS	100
J302	PREPARE LOAD MESSAGES	100
I269	LOAD OR OFFLOAD PALLETIZED CARGO	98
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	98
J306	SERVE INFLIGHT MEALS	98
J292	DISTRIBUTE PASSENGER COMFORT ITEMS	98
F155	INSTRUCT EXTRA CREW MEMBERS OR PASSENGERS ON INFLIGHT OR GROUND EMERGENCY PROCEDURES	98
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	97
I286	VERIFY SUITABILITY AND COMPATIBILITY OF CARGO BEING LOADED	97
G202	LOAD PLAN HAZARDOUS CARGO	97
G203	LOAD PLAN OUTSIZED CARGO	97
I260	COMPUTE SHORING REQUIREMENTS	97
H226	INSPECT CARGO COMPARTMENT VENTS	97
H241	INSPECT ROLLER CONVEYORS	95
C83	INSPECT CARGO TO DETERMINE FEASIBILITY FOR AIR SHIPMENT	92
H210	ARM CARGO DOORS	92
K307	CLEAR AIRCRAFT, CARGO, AND CREW THROUGH CUSTOMS	91
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	91
H223	INSPECT AND SET FORWARD OR AFT LOADMASTER CONTROL PANELS	88
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	83
H230	INSPECT DUAL RAIL SYSTEMS	83
H228	INSPECT COMFORT PALLETS	78
D91	ADVISE STAFF OR UNIT PERSONNEL ON TRAINING MATTERS	77
B57	WRITE CORRESPONDENCE	77
A4	DETERMINE WORK PRIORITIES	77
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	73
B33	COMPILE INFORMATION FOR REPORTS OR STAFF STUDIES	69
A22	PLAN WORK ASSIGNMENTS	66
A6	DEVELOP WORK METHODS OR PROCEDURES	66
C82	INSPECT AIRCRAFT LOADMASTER ACTIVITIES FOR COMPLIANCE WITH DIRECTIVES	64
D90	ADMINISTER TESTS	64
C58	ANALYZE WORKLOAD REQUIREMENTS	58
C64	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	56
C86	PREPARE APRs	56

AVERAGE NUMBER OF TASKS PERFORMED = 195

TABLE A4

AIRDROP-AIRLIFT LOADMASTERS CLUSTER
(GRP070, N=345)

TASKS		PERCENT MEMBERS PERFORMING
J297	PERFORM CARGO AIRDROP PROCEDURES	98
H230	INSPECT DUAL RAIL SYSTEMS	97
I269	LOAD OR OFFLOAD PALLETIZED CARGO	97
H241	INSPECT ROLLER CONVEYORS	97
I253	BRIEF LOADING CREWS ABOUT LOADING OR OFFLOADING OPERATIONS	97
H239	INSPECT PENDULUM RELEASE SYSTEMS	97
J300	PERFORM PREDROP INSPECTIONS	96
J299	PERFORM PERSONNEL AIRDROP PROCEDURES	96
I270	LOAD OR OFFLOAD PASSENGERS	96
I278	PERFORM ACCEPTANCE INSPECTIONS OF AIRDROP CARGO	95
L353	PREPARE CARGO FLOORS FOR PLATFORM AIRDROPS	93
H225	INSPECT AND TEST OXYGEN SYSTEMS	92
L344	INSTALL EMERGENCY RESTRAINT DEVICES	92
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	90
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	90
I260	COMPUTE SHORING REQUIREMENTS	90
L345	INSTALL EXTRACTION SYSTEMS	87
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	87
L339	INSPECT PARACHUTES	85
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	85
J293	MANUALLY RELEASE CARGO OVER DROP ZONES	85
L331	INSPECT AIRDROP CONTAINERS AFTER LOADING	81
J292	DISTRIBUTE PASSENGER COMFORT ITEMS	80
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	77
G200	LOAD PLAN AIRDROP LOADS	76
M383	PERFORM OR PRACTICE PERSONNEL AIRDROP MALFUNCTION PROCEDURES	74
M376	PERFORM OR PRACTICE HEAVY EQUIPMENT AIRDROP MALFUNCTION PROCEDURES	73
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	72
J306	SERVE INFLIGHT MEALS	72
G208	SELECT AIRCRAFT EQUIPMENT FOR LOADING OR OFFLOADING CARGO	71
G202	LOAD PLAN HAZARDOUS CARGO	69
I257	COMPUTE LOAD DISTRIBUTION USING LOAD ADJUSTERS	68
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	66
G203	LOAD PLAN OUTSIZED CARGO	63
C83	INSPECT CARGO TO DETERMINE FEASIBILITY FOR AIR SHIPMENT	61
K307	CLEAR AIRCRAFT, CARGO, AND CREW THROUGH CUSTOMS	61
H228	INSPECT COMFORT PALLETS	58
J302	PREPARE LOAD MESSAGES	57

AVERAGE NUMBER OF TASKS PERFORMED = 172

TABLE A5

SPECIAL OPERATIONS LOADMASTERS
(GRP369, N=5)

TASKS		PERCENT MEMBERS PERFORMING
J299	PERFORM PERSONNEL AIRDROP PROCEDURES	100
J297	PERFORM CARGO AIRDROP PROCEDURES	100
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	100
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	100
H225	INSPECT AND TEST OXYGEN SYSTEMS	100
L344	INSTALL EMERGENCY RESTRAINT DEVICES	100
J300	PERFORM PREDROP INSPECTIONS	100
L331	INSPECT AIRDROP CONTAINERS AFTER LOADING	100
H241	INSPECT ROLLER CONVEYORS	100
I253	BRIEF LOADING CREWS ABOUT LOADING OR OFFLOADING OPERATIONS	100
L339	INSPECT PARACHUTES	100
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	100
J293	MANUALLY RELEASE CARGO OVER DROP ZONES	100
L332	INSPECT AIRDROP CONTAINERS BEFORE LOADING	100
H230	INSPECT DUAL RAIL SYSTEMS	100
I260	COMPUTE SHORING REQUIREMENTS	100
I269	LOAD OR OFFLOAD PALLETIZED CARGO	100
K324	RECOVER EQUIPMENT AND PARACHUTES FROM DROP ZONES	100
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	80
K307	CLEAR AIRCRAFT, CARGO, AND CREW THROUGH CUSTOMS	80
I257	COMPUTE LOAD DISTRIBUTION USING LOAD ADJUSTERS	80
L345	INSTALL EXTRACTION SYSTEMS	80
H239	INSPECT PENDULUM RELEASE SYSTEMS	80
G208	SELECT AIRCRAFT EQUIPMENT FOR LOADING OR OFFLOADING CARGO	80
H238	INSPECT LOADMASTER FORWARD AERIAL DELIVERY SYSTEMS (ADS)	80
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	80
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	80
M383	PERFORM OR PRACTICE PERSONNEL AIRDROP MALFUNCTION PROCEDURES	60
F158	MONITOR RADIO COMMUNICATION TRANSMISSIONS	60
F174	PARTICIPATE IN PREMISSION WEATHER BRIEFINGS	60
G200	LOAD PLAN AIRDROP LOADS	60
F149	APPLY EXTERNAL ALTERNATING CURRENT (AC) AND DIRECT CURRENT (DC) POWER TO AIRCRAFT	60

AVERAGE NUMBER OF TASKS PERFORMED = 146

TABLE A6

SPECIAL OPERATIONS NCOICs
(GRP162, N=6)

TASKS		PERCENT MEMBERS PERFORMING
I253	BRIEF LOADING CREWS ABOUT LOADING OR OFFLOADING OPERATIONS	100
H241	INSPECT ROLLER CONVEYORS	100
H225	INSPECT AND TEST OXYGEN SYSTEMS	100
H239	INSPECT PENDULUM RELEASE SYSTEMS	100
J300	PERFORM PREDROP INSPECTIONS	100
J297	PERFORM CARGO AIRDROP PROCEDURES	100
J299	PERFORM PERSONNEL AIRDROP PROCEDURES	100
H230	INSPECT DUAL RAIL SYSTEMS	100
K324	RECOVER EQUIPMENT AND PARACHUTES FROM DROP ZONES	100
I269	LOAD OR OFFLOAD PALLETIZED CARGO	100
J293	MANUALLY RELEASE CARGO OVER DROP ZONES	100
L332	INSPECT AIRDROP CONTAINERS BEFORE LOADING	83
I260	COMPUTE SHORING REQUIREMENTS	83
G208	SELECT AIRCRAFT EQUIPMENT FOR LOADING OR OFFLOADING CARGO	83
F149	APPLY EXTERNAL ALTERNATING CURRENT (AC) AND DIRECT CURRENT (DC) POWER TO AIRCRAFT	83
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	67
L339	INSPECT PARACHUTES	67
D100	CONDUCT UPGRADE TRAINING FOR INSTRUCTORS OR FLIGHT EXAMINERS	67
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	67
H238	INSPECT LOADMASTER FORWARD AERIAL DELIVERY SYSTEMS (ADS)	67
D105	DEVELOP LESSON PLANS	50
D133	WRITE TEST QUESTIONS	50
D120	MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	50
F174	PARTICIPATE IN PREMISSION WEATHER BRIEFINGS	50
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	50
A9	ESTABLISH EQUIPMENT OR SUPPLY REQUIREMENTS	50
B40	IMPLEMENT COST REDUCTION PROGRAMS	50
D119	MAINTAIN TRAINING EQUIPMENT	50
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	50
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	50
F158	MONITOR RADIO COMMUNICATION TRANSMISSIONS	50
G200	LOAD PLAN AIRDROP LOADS	50
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	50
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	50

AVERAGE NUMBER OF TASKS = 152

TABLE A7

AIRDROP-AIRLIFT SUPERVISORY AND TRAINING LOADMASTERS
(GRP119, N=62)

TASKS		PERCENT MEMBERS PERFORMING
J300	PERFORM PREDROP INSPECTIONS	100
I270	LOAD OR OFFLOAD PASSENGERS	100
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	100
I278	PERFORM ACCEPTANCE INSPECTIONS OR AIRDROP CARGO	98
L353	PREPARE CARGO FLOORS FOR PLATFORM AIRDROPS	98
I269	LOAD OR OFFLOAD PALLETIZED CARGO	98
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	98
I253	BRIEF LOADING CREWS ABOUT LOADING OR OFFLOADING OPERATIONS	98
J297	PERFORM CARGO AIRDROP PROCEDURES	97
H239	INSPECT PENDULUM RELEASE SYSTEMS	97
I260	COMPUTE SHORING REQUIREMENTS	97
H230	INSPECT DUAL RAIL SYSTEMS	95
L345	INSTALL EXTRACTION SYSTEMS	94
L339	INSPECT PARACHUTES	94
H241	INSPECT ROLLER CONVEYORS	94
G200	LOAD PLAN AIRDROP LOADS	94
J293	MANUALLY RELEASE CARGO OVER DROP ZONES	94
C83	INSPECT CARGO TO DETERMINE FEASIBILITY FOR AIR SHIPMENT	92
L331	INSPECT AIRDROP CONTAINERS AFTER LOADING	92
H225	INSPECT AND TEST OXYGEN SYSTEMS	90
G202	LOAD PLAN HAZARDOUS CARGO	90
G203	LOAD PLAN OUTSIZED CARGO	90
J292	DISTRIBUTE PASSENGER COMFORT ITEMS	87
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	84
G208	SELECT AIRCRAFT EQUIPMENT FOR LOADING OR OFFLOADING CARGO	84
L341	INSTALL AIRDROP RELEASE SYSTEMS	84
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	82
B52	SUPERVISE AIRCRAFT LOADMASTERS (AFSC 11450)	82
A4	DETERMINE WORK PRIORITIES	82
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	82
M376	PERFORM OR PRACTICE HEAVY EQUIPMENT AIRDROP MALFUNCTION PROCEDURES	82
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	81
B53	SUPERVISE APPRENTICE AIRCRAFT LOADMASTERS (AFSC 11430)	77
A6	DEVELOP WORK METHODS OR PROCEDURES	77
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	76
C82	INSPECT AIRCRAFT LOADMASTER ACTIVITIES FOR COMPLIANCE WITH DIRECTIVES	74
B57	WRITE CORRESPONDENCE	74
I257	COMPUTE LOAD DISTRIBUTION USING LOAD ADJUSTERS	74

TABLE A7 (CONTINUED)

AIRDROP-AIRLIFT SUPERVISORY AND TRAINING LOADMASTERS
(*GRP119, N=62*)

TASKS		PERCENT MEMBERS PERFORMING
J306	SERVE INFLIGHT MEALS	71
J302	PREPARE LOAD MESSAGES	69
C86	PREPARE APRs	66
B33	COMPILE INFORMATION FOR REPORTS OR STAFF STUDIES	66
D91	ADVISE STAFF OR UNIT PERSONNEL ON TRAINING MATTERS	63
C70	EVALUATE PERSONNEL FOR INSTRUCTOR OR FLIGHT EXAMINER DUTY	52
A29	SCHEDULE LOADMASTERS FOR FLIGHTS	50
A28	SCHEDULE LOADMASTERS FOR DUTY NOT INVOLVING FLIGHT (DNIF)	50

AVERAGE NUMBER OF TASKS PERFORMED = 226

TABLE A8

C-141 FLIGHT EXAMINERS
(GRP317, N=12)

TASKS		PERCENT MEMBERS PERFORMING
E141	MAKE ENTRIES ON CERTIFICATES OF AIRCREW QUALIFICATIONS (AF FORMs 8)	100
E142	MAKE ENTRIES ON FLIGHT EVALUATION FORMS	100
I269	LOAD OR OFFLOAD PALLETIZED CARGO	100
J297	PERFORM CARGO AIRDROP PROCEDURES	100
H230	INSPECT DUAL RAIL SYSTEMS	100
I270	LOAD OR OFFLOAD PASSENGERS	100
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	100
J299	PERFORM PERSONNEL AIRDROP PROCEDURES	100
I278	PERFORM ACCEPTANCE INSPECTIONS OF AIRDROP CARGO	100
H241	INSPECT ROLLER CONVEYORS	100
L353	PREPARE CARGO FLOORS FOR PLATFORM AIRDROPS	100
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	100
J300	PERFORM PREDROP INSPECTIONS	100
H239	INSPECT PENDULUM RELEASE SYSTEMS	100
H225	INSPECT AND TEST OXYGEN SYSTEMS	100
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	100
G200	LOAD PLAN AIRDROP LOADS	100
J302	PREPARE LOAD MESSAGES	100
H228	INSPECT COMFORT PALLETS	100
J292	DISTRIBUTE PASSENGER COMFORT ITEMS	100
J306	SERVE INFLIGHT MEALS	100
I360	COMPUTE SHORING REQUIREMENTS	100
C70	EVALUATE PERSONNEL FOR INSTRUCTOR OR FLIGHT EXAMINER DUTY	92
L339	INSPECT PARACHUTES	92
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	92
H238	INSPECT LOADMASTER FORWARD AERIAL DELIVERY SYSTEMS (ADS)	92
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	92
G203	LOAD PLAN OUTSIZED CARGO	92
K307	CLEAR AIRCRAFT, CARGO, AND CREW THROUGH CUSTOMS	83
C82	INSPECT AIRCRAFT LOADMASTER ACTIVITIES FOR COMPLIANCE WITH DIRECTIVES	83
C83	INSPECT CARGO TO DETERMINE FEASIBILITY FOR AIR SHIPMENT	83
G202	LOAD PLAN HAZARDOUS CARGO	83
D129	SCORE TESTS	83
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	83
B48	SERVE ON CERTIFICATION AND REVIEW BOARDS	83
B52	SUPERVISE AIRCRAFT LOADMASTERS (AFSC 11450)	75
B51	SUPERVISE AIRCRAFT LOADMASTER TECHNICIANS (AFSC 11470)	75
D90	ADMINISTER TESTS	75
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	67
L331	INSPECT AIRDROP CONTAINERS AFTER LOADING	67
M376	PERFORM OR PRACTICE HEAVY EQUIPMENT AIRDROP MALFUNCTION PROCEDURES	67
D91	ADVISE STAFF OR UNIT PERSONNEL ON TRAINING MATTERS	67

AVERAGE NUMBER OF TASKS PERFORMED = 199

TABLE A9

PHASE I LITTLE ROCK INSTRUCTORS
(GRP090, N=15)

TASKS		PERCENT MEMBERS PERFORMING
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	100
H230	INSPECT DUAL RAIL SYSTEMS	100
M385	PERFORM OR PRACTICE SMOKE AND FUMES ELIMINATION PROCEDURES	100
M374	PERFORM OR PRACTICE GROUND EVACUATIONS	100
M368	PERFORM OR PRACTICE CARGO FIRE PROCEDURES	100
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	100
I257	COMPUTE LOAD DISTRIBUTION USING LOAD ADJUSTERS	93
D101	COUNSEL TRAINEES ON TRAINING PROGRESS	93
G202	LOAD PLAN HAZARDOUS CARGO	93
I260	COMPUTE SHORING REQUIREMENTS	93
I270	LOAD OR OFFLOAD PASSENGERS	93
H241	INSPECT ROLLER CONVEYORS	87
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	87
F155	INSTRUCT EXTRA CREW MEMBERS OR PASSENGERS ON INFLIGHT OR GROUND EMERGENCY PROCEDURES	
D102	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	80
H225	INSPECT AND TEST OXYGEN SYSTEMS	87
C83	INSPECT CARGO TO DETERMINE FEASIBILITY FOR AIR SHIPMENT	80
B53	SUPERVISE APPRENTICE AIRCRAFT LOADMASTERS (AFSC 11430)	73
I267	LOAD OR OFFLOAD NONPALLETIZED CARGO	73
D120	MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	73
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	67
G203	LOAD PLAN OUTSIZED CARGO	67
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	67
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	60
G208	SELECT AIRCRAFT EQUIPMENT FOR LOADING OR OFFLOADING CARGO	53
J306	SERVE INFLIGHT MEALS	53

AVERAGE NUMBER OF TASKS PERFORMED = 126

TABLE A10

RESCUE & RECOVERY LOADMASTERS
(GRP038, N=7)

TASKS		PERCENT MEMBERS PERFORMING
I257	COMPUTE LOAD DISTRIBUTION USING LOAD ADJUSTERS	86
F155	INSTRUCT EXTRA CREW MEMBERS OR PASSENGERS ON INFLIGHT OR GROUND EMERGENCY PROCEDURES	86
J299	PERFORM PERSONNEL AIRDROP PROCEDURES	71
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	71
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	71
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	71
J300	PERFORM PREDROP INSPECTIONS	71
M372	PERFORM OR PRACTICE FLARE LAUNCH EMERGENCY PROCEDURES	71
I270	LOAD OR OFFLOAD PASSENGERS	71
F191	TURN IN AIRCRAFT LIFE SUPPORT EQUIPMENT	57
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	57
J293	MANUALLY RELEASE CARGO OVER DROP ZONES	57
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	57
K307	CLEAR AIRCRAFT, CARGO, AND CREW THROUGH CUSTOMS	57
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	57
H225	INSPECT AND TEST OXYGEN SYSTEMS	57
J292	DISTRIBUTE PASSENGER COMFORT ITEMS	57
H223	INSPECT AND SET FORWARD OR AFT LOADMASTER CONTROL PANELS	57

AVERAGE NUMBER OF TASKS PERFORMED = 99

TABLE A11

RESCUE & RECOVERY FLIGHT EXAMINERS AND INSTRUCTORS
(GRP041, N=10)

TASKS		PERCENT MEMBERS PERFORMING
J229	PERFORM PERSONNEL AIRDROP PROCEDURES	100
J300	PERFORM PREDROP INSPECTIONS	100
I270	LOAD OR OFFLOAD PASSENGERS	100
J293	MANUALLY RELEASE CARGO OVER DROP ZONES	90
F155	INSTRUCT EXTRA CREW MEMBERS OR PASSENGERS ON INFLIGHT OR GROUND EMERGENCY PROCEDURES	90
I257	COMPUTE LOAD DISTRIBUTION USING LOAD ADJUSTERS	90
A10	ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	90
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	90
D90	ADMINISTER TESTS	80
B57	WRITE CORRESPONDENCE	80
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	80
M372	PERFORM OR PRACTICE FLARE LAUNCH EMERGENCY PROCEDURES	80
M383	PERFORM OR PRACTICE PERSONNEL AIRDROP MALFUNCTION PROCEDURES	80
K307	CLEAR AIRCRAFT, CARGO, AND CREW THROUGH CUSTOMS	80
C64	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	70
C82	INSPECT AIRCRAFT LOADMASTER ACTIVITIES FOR COMPLIANCE WITH DIRECTIVES	70
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	70
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	70
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	70
C70	EVALUATE PERSONNEL FOR INSTRUCTOR OR FLIGHT EXAMINER DUTY	70
D91	ADVISE STAFF OR UNIT PERSONNEL ON TRAINING MATTERS	70
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	70
D101	COUNSEL TRAINEES ON TRAINING PROGRESS	70
B41	IMPLEMENT POLICIES, DIRECTIVES, OR PROCEDURES FOR LOADMASTERS	70
C85	PERFORM PROBLEM AREA TREND ANALYSES	70
D100	CONDUCT UPGRADE TRAINING FOR INSTRUCTORS OR FLIGHT EXAMINERS	70
E141	MAKE ENTRIES ON CERTIFICATES OF AIRCREW QUALIFICATIONS (AF FORMs 8)	60
B52	SUPERVISE AIRCRAFT LOADMASTERS (AFSC 11450)	60
D129	SCORE TESTS	60
D117	IDENTIFY NEW TRAINING REQUIREMENTS	60
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	60
E142	MAKE ENTRIES ON FLIGHT EVALUATION FORMS	50
A29	SCHEDULE LOADMASTERS FOR FLIGHTS	50
A4	DETERMINE WORK PRIORITIES	50
A14	PLAN AEROSPACE RESCUE AND RECOVERY ACTIVITIES	50

AVERAGE NUMBER OF TASKS PERFORMED = 169

TABLE A12

MANAGERS
(GRP044, N=12)

TASKS		PERCENT MEMBERS PERFORMING
B52	SUPERVISE AIRCRAFT LOADMASTERS (AFSC 11450)	100
I269	LOAD OR OFFLOAD PALLETIZED CARGO	100
I270	LOAD OR OFFLOAD PASSENGERS	100
G195	COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	100
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	100
H220	INSPECT AND INVENTORY FLEET SERVICE EQUIPMENT	100
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	100
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	100
J291	COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	100
J292	DISTRIBUTE PASSENGER COMFORT ITEMS	100
H241	INSPECT ROLLER CONVEYORS	100
I260	COMPUTE SHORING REQUIREMENTS	100
G197	DETERMINE WINCH CABLE CONFIGURATIONS	100
H225	INSPECT AND TEST OXYGEN SYSTEMS	100
H210	ARM CARGO DOORS	100
J302	PREPARE LOAD MESSAGES	100
H226	INSPECT CARGO COMPARTMENT VENTS	100
C86	PREPARE APRs	92
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	92
C83	INSPECT CARGO TO DETERMINE FEASIBILITY FOR AIR SHIPMENT	92
J306	SERVE INFLIGHT MEALS	92
K307	CLEAR AIRCRAFT, CARGO, AND CREW THROUGH CUSTOMS	92
H228	INSPECT COMFORT PALLETS	92
G203	LOAD PLAN OUTSIZED CARGO	92
A10	ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	83
H230	INSPECT DUAL RAIL SYSTEMS	83
G205	LOAD PLAN SPECIAL HANDLING CARGO	83
H246	PREPARE AIRCRAFT LAVATORIES	83
G208	SELECT AIRCRAFT EQUIPMENT FOR LOADING OR OFFLOADING CARGO	83
B57	WRITE CORRESPONDENCE	75
A22	PLAN WORK ASSIGNMENTS	75
A30	SCHEDULE PERSONNEL FOR SCHOOLS, TEMPORARY DUTY (TDY), ASSIGNMENTS, OR NONTECHNICAL TRAINING	75
A24	REVIEW PERSONNEL REQUIREMENTS	75
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	75
A27	SCHEDULE LEAVES OR PASSES	67
C78	INDORSE AIRMAN PERFORMANCE REPORTS (APR)	67
A11	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	67
D117	IDENTIFY NEW TRAINING REQUIREMENTS	67
A28	SCHEDULE LOADMASTERS FOR DUTY NOT INVOLVING FLIGHT (DNIF)	58
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	58
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	58
A2	ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	50

AVERAGE NUMBER OF TASKS PERFORMED = 185

TABLE A13

STAFF PERSONNEL
(GRP023, N=7)

TASKS		PERCENT MEMBERS PERFORMING
B57	WRITE CORRESPONDENCE	100
H225	INSPECT AND TEST OXYGEN SYSTEMS	100
I255	COMPUTE LOAD DISTRIBUTION USING CHART E AND MATHEMATICS	100
I260	COMPUTE SHORING REQUIREMENTS	100
D91	ADVISE STAFF OR UNIT PERSONNEL ON TRAINING MATTERS	86
B33	COMPILE INFORMATION FOR REPORTS OR STAFF STUDIES	86
C89	WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	86
H241	INSPECT ROLLER CONVEYORS	86
L331	INSPECT AIRDROP CONTAINERS AFTER LOADING	86
I257	COMPUTE LOAD DISTRIBUTION USING LOAD ADJUSTERS	86
I253	BRIEF LOADING CREWS ABOUT LOADING OR OFFLOADING OPERATIONS	86
J293	MANUALLY RELEASE CARGO OVER DROP ZONES	86
J229	PERFORM PERSONNEL AIRDROP PROCEDURES	86
I269	LOAD OR OFFLOAD PALLETIZED CARGO	86
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	71
B41	IMPLEMENT POLICIES, DIRECTIVES, OR PROCEDURES FOR LOADMASTERS	71
G199	IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	71
I256	COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	71
L336	INSPECT EXTRACTION SYSTEMS	71
H239	INSPECT PENDULUM RELEASE SYSTEMS	71
J300	PERFORM PREDROP INSPECTIONS	71
F155	INSTRUCT EXTRA CREW MEMBERS OR PASSENGERS ON INFLIGHT OR GROUND EMERGENCY PROCEDURES	71
H230	INSPECT DUAL RAIL SYSTEMS	71
L345	INSTALL EXTRACTION SYSTEMS	71
F153	INSPECT RAMP AREA FOR FOREIGN OBJECT DAMAGE (FOD) MATTER	71
I278	PERFORM ACCEPTANCE INSPECTIONS OF AIRDROP CARGO	71
C60	CONDUCT STAFF ASSISTANCE VISITS	57
C75	EVALUATE SUGGESTIONS	57
F193	VISUALLY INSPECT PANELS, LOCKS, OR FASTENERS	57

AVERAGE NUMBER OF TASKS PERFORMED = 143

END

DATE
FILMED

7-83

DTIC