

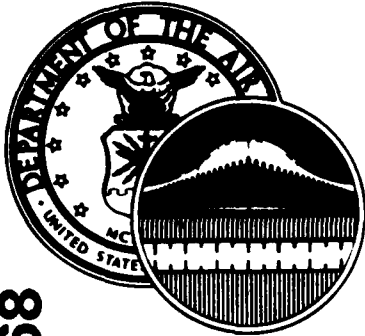
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UNITED STATES AIR FORCE

AD-A181 268

# OCCUPATIONAL SURVEY REPORT

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JUN 09 1987  
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COMMAND AND CONTROL CAREER LADDER

AFSC 274X0

AFPT 90-274-774

APRIL 1987

OCCUPATIONAL ANALYSIS PROGRAM  
USAF OCCUPATIONAL MEASUREMENT CENTER  
AIR TRAINING COMMAND  
RANDOLPH AFB, TEXAS 78150-5000

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HQ MAC/TTGT	1		1	
HQ PACAF/TTGT	1		1	
HQ PACAF/DPAT	3		3	
HQ SAC/DPAT	3		3	
HQ SAC/TTGT	1		1	
HQ TAC/DPATJ	3		3	
HQ TAC/TTGT	1		1	
HQ USAF/XODRF	1		1	
HQ USAF/MPPT	1		1	
HQ USAFE/DPAT	3		3	
HQ USAFE/TTGT	1		1	
HQ USMC (CODE TPI)	1			
NODAC	1			
3300 TCHTW/TTGX (KEESLER AFB MS)	5	1	5	5
3300 TCHTW/TTS (KEESLER AFB MS)	1		1	
DET 3, USAFOMC (KEESLER AFB MS)	1	1	1	1
USAFOMC/OMYXL	10	2m	5	10
3507 ACS/DPKI	1			

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## PREFACE

This report presents the results of a detailed Air Force occupational survey of the Command and Control career ladder (AFSC 274X0). This survey was requested by the Training Development Services Division of the USAF Occupational Measurement Center (USAFOMC/OMT) to provide data for a training development plan scheduled for FY87/88. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products upon which this report is based are available for use by operations and training officials.

The survey instrument was developed by First Lieutenant John F. Thompson, Inventory Development Specialist, with computer programming support furnished by Staff Sergeant Joseph E. Seitz. Chief Master Sergeant James T. Duffy, Occupational Analyst, analyzed the survey data and wrote the final report. Administrative support was provided by Ms Raquel A. Soliz. This report was reviewed by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000 (AUTOVON 487-6623).

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## SUMMARY OF RESULTS

1. Survey Coverage: Of the 2,348 enlisted members in the 274X0 career ladder, 1,493 or 64 percent of the total specialty career ladder, were in the final survey. Seventy-three percent of personnel sampled were assigned to SAC, MAC, TAC, and USAFE.

2. Specialty Jobs: Analysis of the Command and Control career ladder identified eight major job groups and five independent job types (IJT):

- Controllers
- Technician Supervisors
- Emergency Action Controllers
- SACCS Controllers
- Flight Following Controllers
- Reports Personnel
- Superintendents
- IG Personnel
- Rescue Controllers (IJT)
- Victor Alert Controllers (IJT)
- Airborne Force Status Controllers (IJT)
- Data Display Personnel (IJT)
- Instructor Personnel (IJT)

A majority of incumbents were performing tasks common to command post duties. Differences were identified primarily by those groups performing tasks relating to Airborne, Training, Data Display, IG, and Alert activities.

3. Career Ladder Progression: The 3- and 5-skill level jobs are highly technical, with little or no responsibility for management or supervision. While performing some supervisory tasks, the majority of 7-skill level members continue to perform a job that is also technically oriented. The shift to pure management and supervision occurs primarily at the 9-skill level and CEM.

4. AFR 39-1 Specialty Descriptions: The 3-, 5-, 7-, 9-skill level and CEM descriptions accurately reflected the jobs in the career ladder.

5. Training Analysis: Overall, the AFS 274X0 STS was well supported by survey data. The document provides comprehensive coverage of the work performed by career ladder personnel. A review of the three separate MAJCOM-specific 3ABR courses revealed that there may not be a need for all three courses. Survey data indicate that airmen entering the career ladder could attend one common course, with perhaps follow-on courses for SAC- and MAC-unique items, such as SACCS equipment and the MAIRS system.

OCCUPATIONAL SURVEY REPORT  
COMMAND AND CONTROL CAREER LADDER  
(AFSC 274X0)

INTRODUCTION

This is a report of an occupational survey of the Command and Control career ladder completed by the Occupational Analysis Division, USAF Occupational Measurement Center in March 1987. The specialty was last surveyed in May 1979. This report was requested by USAFOMC's Training Development Services Division to have current survey data available for a 274X0 Training Development Plan (TDP) which is scheduled to be initiated in FY 87/88.

Background

As described in the AFR 39-1 specialty description, Command and Control specialists are responsible for receiving, processing, interpreting, presenting, and controlling data in command and control manual and automated systems. This includes effecting positive control of assigned forces and weapons systems through use of command and control communications systems.

AFSC 274X0 Command and Control personnel receive basic resident training from the 3300 TCHTW, Keesler AFB MS. Since this is a Category "A" AFSC, course attendance is mandatory for award of the 3-skill level. Three separate courses (one for MAC, one for SAC, and one for TAC) are currently being taught. Personnel assigned to other commands attend the TAC course. All three courses are 30 days in length.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this survey was USAF Job Inventory AFPT 90-274-774, dated March 1986. A tentative task list was prepared by the inventory developer after reviewing pertinent career ladder publications and directives, tasks from previous survey instruments, and data from the last OSR. To ensure full coverage of the variety of tasks performed by members of the career ladder, critical bases were identified and visited by the inventory developer. This step is important, since visiting bases with similar systems and overlooking bases with unique or different systems may bias the task list and invalidate the results. Those bases and the reason visited are as follow:

Keesler AFB MS  
Offutt AFB NE  
Langley AFB VA  
Travis AFB CA

Technical School  
HQ SAC  
HQ TAC  
22d AF Command Post

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Pope AFB NC	Tactical Airlift
Charleston AFB SC	Strategic Airlift
Tyndall AFB FL	Training Mission
MacDill AFB FL	CENTCOM
F. E. Warren AFB WY	Missile Wing
Ellsworth AFB SD	Dual-Wing (Bomber/Missile)
Laughlin AFB TX	Flying Training
Carswell AFB TX	SAC Command Post

A total of 61 career ladder members participated in the interviews at the above locations. The Air Force Functional Manager, HQ ATC Training Staff Officer, MAJCOM Functional Managers, Classification and Standards, and Assignments personnel for the field were also contacted.

### Data Collection

From June to September 1986, Consolidated Base Personnel Offices (CBPO) at operational units worldwide administered the inventory to personnel holding a DAFSC of 27430, 27450, 27470, 27490, and 27400. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL).

Each individual who was administered the inventory first completed an identification and biographical information section and then checked each task performed in their current job. The participants then rated the tasks checked on a 9-point scale showing the relative time spent on that task as compared to all other tasks. The time spent ratings are measured on a scale which ranges from 1 (very small amount of time) through 5 (about average amount of time) to 9 (very large amount of time).

Time spent is a relative measure of how much time individuals perceive themselves to spend on each task, as compared to all other tasks checked in the survey. To calculate time spent, all of an incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job. The rating for each task is divided by the sum of all ratings, then multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing (where a task is checked by an incumbent) and relative time spent (based on the calculations from the 1-9 scale).

### Survey Sample

Personnel were selected to participate in this survey to ensure an accurate representation across major commands and paygrade groups. All eligible DAFSC 274X0 personnel were mailed survey booklets. To be eligible for the survey, personnel must have worked in their present job for at least 6 weeks. Those ineligible, and not mailed booklets, include personnel in hospital status, retiring, or being discharged.

Table 1 shows the percentage distribution, by major command, of assigned personnel in the career ladder as of June 1986. Also listed in this table is the percentage distribution, by MAJCOM, of respondents in the final survey. The 1,493 respondents included in the final sample represent 82 percent of those eligible. Table 2 reflects the paygrade group distribution. As reflected in these tables, the survey sample provides excellent representation of the overall career ladder population.

### Task Factor Administration

In addition to the job inventory, selected senior personnel completed a second booklet which provided separately processed information concerning either task difficulty (TD) or training emphasis (TE) ratings. TD refers to the length of time required for the average job incumbent to learn to do the task. TE refers to the importance of structured training for first-enlistment personnel. Structured training is training provided through any organized training method, such as resident technical school, field training detachments, mobile training teams, or formal OJT.

Task Difficulty (TD). Each individual completing a TD booklet rated each task with which they were familiar. Tasks were rated on a 9-point scale, ranging from 1 (extremely low relative difficulty) to 9 (extremely high relative difficulty). The interrater reliability (as assessed through components of variance of standardized group means) of the TD data provided by 35 senior NCOs was .93, indicating good agreement among raters. TD ratings were adjusted to give a rating of 5.00 for a task of average difficulty, with a standard deviation of 1.00. Data are then used to rank-order the inventory tasks in terms of relative difficulty.

Training Emphasis (TE). Individuals completing TE booklets were asked to rate all tasks on a 10-point scale, ranging from no training required to extremely heavy training required. TE data were independently collected from 123 experienced 7-skill level personnel stationed worldwide. Since there are separate training courses for SAC, TAC, and MAC, those using MAJCOMs were carefully surveyed. TE ratings initially were run separately for personnel in each of these three MAJCOMs, but no significant differences were noted. Consequently, all raters were combined into one large group and final TE ratings were produced for this combined group. The interrater reliability (as assessed through components of variance of standard group means) for this combined group of raters was extremely high (.98), indicating very high agreement among raters, regardless of MAJCOM assigned, as to which tasks required some form of structured training and which did not. As discussed in the TD section above, TE rating data may also be used to rank order tasks which senior NCOs in the field consider the most important for first-term airmen to know.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-term personnel training requirements. Such insight may suggest a need for lengthening or shortening portions of instruction supporting AFSC entry-level jobs.

TABLE 1  
COMMAND REPRESENTATION OF 274X0 SURVEY PERSONNEL

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
SAC	22	22
MAC	22	20
USAFE	15	12
TAC	14	16
PACAF	6	6
ATC	4	5
AF ELEMENTS (OTHER)	4	3
AFLC	3	3
AFSC	3	3
AF ELEMENTS (EUROPE)	2	2
AAC	2	2
OTHERS	3	6
TOTAL	100	100

Total Assigned: 2,348  
 Total Eligible for Survey: 1,804  
 Total in Sample: 1,493  
 Percent of Assigned in Sample: 64%  
 Percent of Eligible in Sample: 82%

TABLE 2  
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	14	14
E-4	16	15
E-5	31	32
E-6	21	21
E-7	13	14
E-8	3	3
E-9	2	1

## SPECIALTY JOBS (Career Ladder Structure)

An important function of the USAF occupational analysis program is to examine the job structure within a specialty. Based on responses to survey questions, the computer clustering program clusters individuals together based on similarity of tasks performed and the amount of time spent on those tasks. Analysis of the distinct jobs performed within the career ladder and their relationship to each other results in a display of the structure of work within the specialty. This information can be used to understand current utilization of personnel and to identify job satisfaction trends that may impact management decisions, or to examine such career ladder documents as AFR 39-1 Specialty Descriptions, Specialty Training Standards (STS), or course Plans of Instruction (POI).

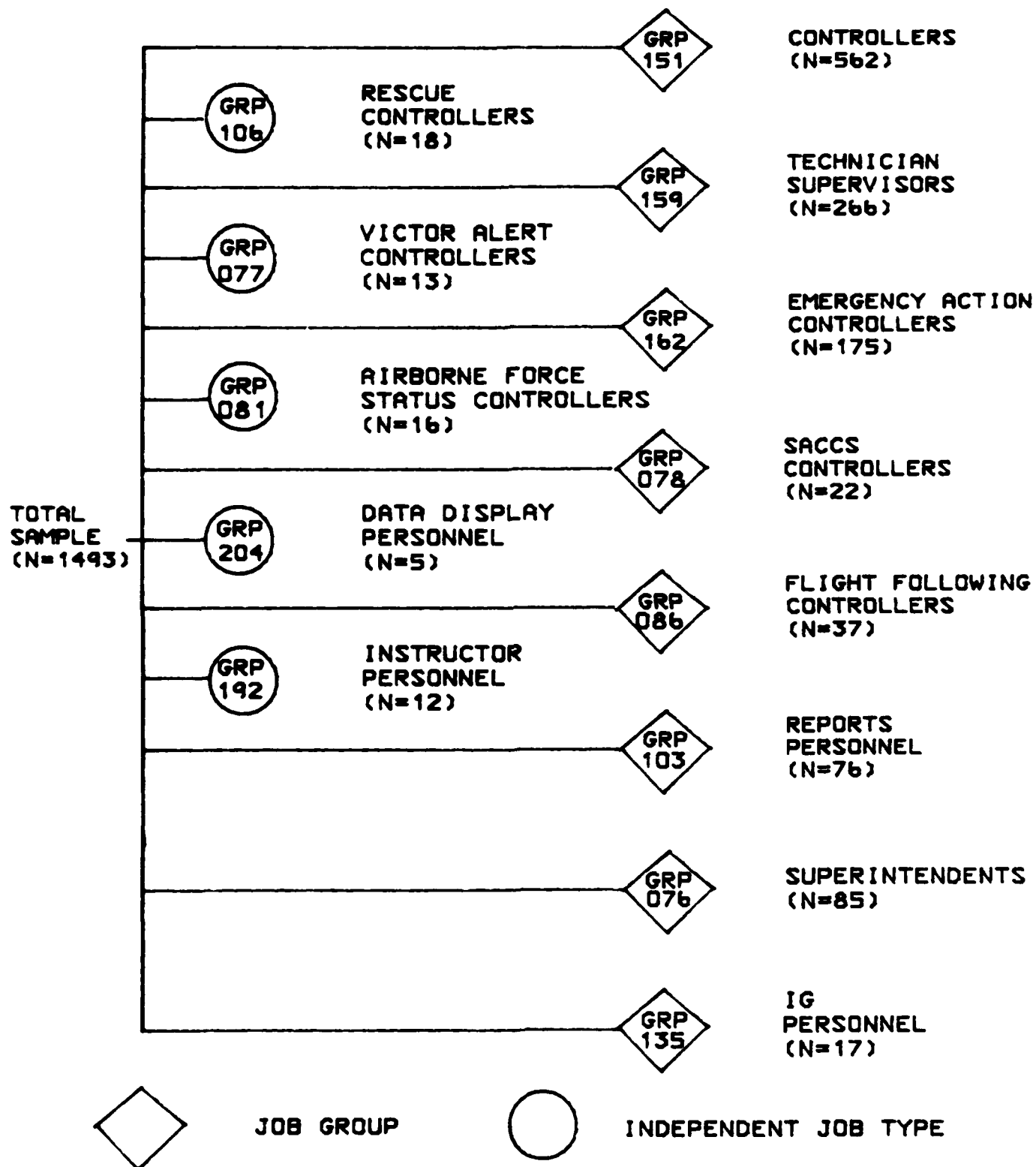
Each individual in the survey performs a set of tasks called a Job. A group of individuals who perform many tasks in common and spend similar amounts of time performing those tasks is called a Job Type. Job types having a substantial degree of similarity are clustered and called a Major Job Group. Those specialized job types too dissimilar to fit within a major job group are labeled Independent Job Types.

### Specialty Overview

Based on the similarity of tasks performed and the amount of time spent performing each task, eight major job groups and five independent job types were identified in the examination of the Command and Control career ladder (see Figure 1). These major jobs are described on the following pages. The group (GRP) number shown beside each title is a reference to computer-printed information, and the letter "N" refers to the number of personnel in the group.

- I. CONTROLLERS (GRP151, N=562)
- II. TECHNICIAN SUPERVISORS (GRP159, N=266)
- III. EMERGENCY ACTION CONTROLLERS (GRP162, N=175)
- IV. SACCS CONTROLLERS (GRP078, N=22)
- V. FLIGHT FOLLOWING CONTROLLERS (GRP086, N=37)
- VI. REPORTS PERSONNEL (GRP103, N=76)
- VII. SUPERINTENDENTS (GRP076, N=85)
- VIII. IG PERSONNEL (GRP135, N=17)
- IX. RESCUE CONTROLLERS IJT (GRP106, N=18)

**FIGURE 1**  
**274X0 CAREER LADDER STRUCTURE**



- X. VICTOR ALERT CONTROLLERS IJT (GRP077, N=13)
- XI. AIRBORNE FORCE STATUS CONTROLLERS IJT (GRP081, N=16)
- XII. DATA DISPLAY PERSONNEL IJT (GRP204, N=5)
- XIII. INSTRUCTOR PERSONNEL IJT (GRP192, N=12)

The respondents forming these groups accounted for 88 percent of the survey sample. Of the remaining 12 percent, most formed groups too small to be identified as a distinct job type in the analysis, and the functions they performed were too dissimilar to be grouped with the other job types. Some of the job titles given by respondents which were representative of these personnel included Reconnaissance Watch NCO, Nuclear Accident Field Controller, USAF Command Representative, and Functional Manager.

#### Group Descriptions

The following narratives describe the major job groups and independent job types identified in the analysis. Table 3 provides selected background data for these groups. (Additional background and job satisfaction data, together with representative tasks for all identified groups, are listed in Appendix A.)

I. CONTROLLERS (GRP151). This major job group contains 562 members, representing the largest group (38 percent) in the survey sample. The job group was formed based on the performance of tasks concerned primarily with command post operations. Within this group, four variations were identified--three based upon major command of assignment (Tactical Air Forces (TAF), Military Airlift Command (MAC), and Strategic Air Command (SAC)) and one group of Wing NCOs. Examples of common tasks performed include:

- coordinate air-to-air refuelings, other than from airborne command post
- monitor aircraft generation status
- disseminate hazardous cargo information
- disseminate crash information
- implement aircraft theft or hijacking prevention procedures
- coordinate flight operations with other military or civilian agencies
- notify airfield management personnel of aircraft emergencies
- coordinate aircraft maintenance requests

TABLE 3

## SELECTED BACKGROUND INFORMATION FOR SPECIALTY JOB GROUPS

	CONTROLLERS (GRP 151)	TECHNICIAN SUPERVISORS (GRP 159)	EA CONTROLLERS (GRP 162)	SACCS CONTROLLERS (GRP 078)	FLT FOLLOWING CONTROLLERS (GRP 086)	REPORTS PERSONNEL (GRP 103)	SUPERINTENDENTS (GRP 076)
NUMBER IN GROUP	562	266	175	22	37	76	85
PERCENT OF SAMPLE	38%	18%	12%	1%	2%	5%	6%
AVERAGE NUMBER OF TASKS	110	165	63	63	44	81	81
MAJCOM (PERCENT)							
SAC	27%	17%	12%	91%	0	3%	28%
MAC	26%	15%	1%	0	73%	16%	12%
TAC	19%	17%	6%	4%	8%	36%	12%
USAFE	9%	21%	17%	5%	0	9%	9%
PACAF	5%	7%	8%	0	8%	15%	11%
ATC	3%	5%	7%	0	0	4%	2%
AFLC	3%	4%	5%	0	0	5%	1%
AFSC	3%	4%	8%	0	0	0%	2%
AF ELEMENTS (OTHER)	*	2%	11%	0	0	0%	5%
AF ELEMENTS (EUROPE)	*	1%	8%	0	3%	1%	1%
AAC	1%	1%	*	0	8%	1%	4%
OTHER	3%	6%	17%	0	0	10%	13%
DAFSC (PERCENT)							
27430	11%	0	6%	27%	11%	3%	1%
27450	63%	15%	51%	64%	65%	46%	1%
27470	26%	70%	41%	9%	24%	46%	44%
27490	*	12%	2%	0	0	5%	35%
27400	0	3%	0	0	0	0%	19%
AVERAGE GRADE							
AVERAGE T1CF (MONTHS)	E-4	E-6	E-5	E-4	E-4	E-5	E-7
AVERAGE TAFMS (MONTHS)	58	116	83	30	53	84	158
AVERAGE TAFMS (MONTHS)	88	179	124	54	88	125	234
PERCENT FIRST ENLISTMENT	31%	*	13%	55%	35%	9%	0

\* Indicates less than 1 percent



TABLE 3 (CONTINUED)

## SELECTED BACKGROUND INFORMATION FOR SPECIALTY JOB GROUPS

NUMBER IN GROUP PERCENT OF SAMPLE AVERAGE NUMBER OF TASKS	IG PERSONNEL (GRP135)		RESCUE CONTROLLERS (GRP106)		VICTOR ALERT CONTROLLERS (GRP077)		ABN FORCE STATUS CONTROLLERS (GRP081)		DATA DISPLAY PERSONNEL (GRP204)		INSTRUCTOR PERSONNEL (GRP192)	
	17	18	18	1%	13	*	16	1%	5	*	12	*
	42	83	38	62	32						20	
MAJCOM (PERCENT)												
SAC	29%	0	0	88%	100						0	
MAC	35%	89%	0	0	0						0	
TAC	6%	0	0	0	0						0	
USAFE	12%	0	85%	0	0						0	
PACAF	0	0	0	0	0						0	
ATC	6%	0	0	0	0						100	
AFLC	0	0	0	0	0						0	
AFSC	6%	0	0	0	0						0	
AF ELEMENTS (OTHER)	6%	0	0	6%	0						0	
AF ELEMENTS (EUROPE)	0	0	0	0	0						0	
AAC	0	11%	15%	0	0						0	
OTHER	0	0	0	6%	0						0	
DAFSC (PERCENT)												
27430	0	6%	15%	0	60%						0	
27450	0	61%	69%	38%	20%						67%	
27470	47%	33%	16%	56%	20%						33%	
27490	41%	0	0	*	0						0	
27400	12%	0	0	6%	0						0	
AVERAGE GRADE												
AVERAGE TICF (MONTHS)	E-7	E-5	E-4	E-6	E-3						E-5	
AVERAGE TAFMS (MONTHS)	165	89	40	108	44						85	
PERCENT FIRST ENLISTMENT	224	128	65	150	69						115	
	0	11%	54%	0	60%						0	

\* Indicates less than 1 percent

In addition, SAC controllers performed several tasks unique to the SAC Communications System (SACCS), and MAC controllers also performed several unique tasks pertaining to the Military Airlift Integrated Reporting System (MAIRS).

The average paygrade for group members is E-4, with just under 5 years (58 months) being the average Time in Career Field and over 7 years (88 months) average for Total Active Federal Military Service (TAFMS). Group members spend 77 percent of their relative job time on tasks in duties involving general operations, administrative, and reporting functions.

II. TECHNICIAN SUPERVISORS (GRP159). The 266 airmen forming this group are distinguished from the other groups by their higher percentage of time spent on supervisory and training tasks. They average 15 years (179 months) TAFMS, with an average paygrade of E-6. Although these personnel function as supervisors of command posts, command and control divisions, training, and joint command centers, etc., many of the tasks performed are technical in nature. While spending 36 percent of their relative job time on tasks involving supervisory and training duties, they also indicate spending 49 percent of their time on tasks pertaining to general operations and administrative functions. A sampling of tasks that group members perform is:

- supervise Apprentice Command and Control Specialists (AFSC 27430)
- conduct OJT programs
- verify accuracy of command and control equipment
- implement security programs
- develop working agreements with user maintenance or communications organizations
- prepare alert or recall rosters
- design status boards
- coordinate alert exercises, such as "Broken Arrow"

Besides NCOICs, variations within this group include Airborne NCOICs and Training NCOs. While supervising an average of five personnel, these group members perform the largest average number of tasks (165) of any group in the survey sample.

III. EMERGENCY ACTION (EA) CONTROLLERS (GRP162). The majority of personnel in this major job group identified themselves as Emergency Action Controllers. As this is a certified position within most command posts, representation is spread throughout the major commands. Performing an average of 63 tasks, members of this group indicate spending 75 percent of their relative job time in duties involving general operations and administrative functions. Examples of tasks performed are:

- copy emergency action messages (EAM)
- decode EAM
- implement EAM checklists or formats
- implement emergency action procedures (EAP)
- transmit EAM
- copy non-EAM
- decode non-EAM
- encode EAM

Members of this group average just under 7 years (83 months) in the career field and have an average grade of E-5. The 175 incumbents in this group represent 12 percent of the total sample. Two variations identified within the group were Airborne EA or OPS Controllers and Ground Launch Cruise Missile (GLCM) EA Controllers. The five GLCM controllers are all assigned to units in USAFE.

IV. SACCS CONTROLLERS (GRP078). Members of this group average just under 3 years (30 months) in the career field. Of the 22 members, 20 are assigned to SAC. They spend 71 percent of their job time performing tasks relating to general operations, administrative functions, and operating SACCS or Survivable Low Frequency Communications Systems (SLFCS) or associated equipment. Typical of the average 63 tasks performed are:

- participate in weapon qualification training
- review SACCS reports from other agencies for correctness of format
- acknowledge receipt of all first-time messages on survivable low frequency communication systems (SLFCS)
- compile partially mission capable (PMC) reports
- retune SLFCS receivers
- release DV reports
- submit PMC reports
- submit M-sortie reports

One variation of missile wing command post controllers was identified within this group. All five members of this variation were assigned to SAC Missile or Bomber/Missile Wings.

V. FLIGHT FOLLOWING CONTROLLERS (GRP086). Seventy-three percent of the members in this major job group indicated they were assigned to MAC units, with 54 percent assigned overseas. Having an average grade of E-4, these personnel average just over 7 years (88 months) TAFMS. Variations identified within this group include personnel assigned to Airlift Control Centers (ALCC) and five members assigned to TAC Fighter Wings. Performing an average of 44 tasks, they spend 89 percent of their relative job time in duties such as general operations, dispatch, reporting, and administrative functions. A sampling of tasks performed include:

- notify enroute stops of aircraft carrying hazardous cargo
- process prior permission required (PPR) requests
- coordinate standard prior permission required (PPR)
- complete air-evac checklists
- monitor mission progress using automated display systems
- secure diplomatic clearances
- relay foreign clearances
- secure prior approval for enroute landings

VI. REPORTS PERSONNEL (GRP103). The 76 airmen forming this major job group spend 65 percent of their job time performing tasks pertaining to general administration, operations, and reporting functions. Examples of these tasks are:

- prepare force status (FORSTAT) guides or formats
- input messages using remote line printers (RLP)
- transmit medical unit readiness reports
- prepare aircraft or aircrew loss reports (LOSREP)
- prepare operational aircrew reports
- transmit petroleum damage/deficiency reports (REPOL)
- compile TEMPEST Rapid I-III reports
- input duty not involving flight (DNIF) dates in systems

The average paygrade for group members is E-5, with 7 years (84 months) being the average Time in Career Field and over 10 years (125 months) average for TAFMS. Seventy percent of these personnel are assigned to CONUS units, with over half (51 percent) assigned to TAC and MAC.

VII. SUPERINTENDENTS (GRP076). Spending 93 percent of their relative job time performing tasks pertaining to general supervisory, managerial, and administrative duties, the 85 members of this group report supervising an average of 5 personnel. With an average paygrade of E-7, personnel in this group are the senior group of the sample survey (averaging 19.5 years TAFMS). Typical of the average 81 tasks performed are:

- evaluate requirements for space or equipment
- develop organizational or functional charts
- implement security programs
- develop working agreements with user maintenance or communications organizations
- procure data for personnel requirements
- plan security programs

develop Operation Plans (OPlan)  
verify proficiency of controller selected for  
TDY

Members of this group differ from the Technician Supervisors group in that these members perform total supervisory responsibilities.

VIII. IG Personnel (GRP135). Personnel in this group spend 81 percent of their total job time performing supervisory and administrative tasks, most of these involving inspection and evaluation. The 17 members have an average of over 18 years (224 months) TAFMS and an average grade of E-7. Tasks that differentiate this group from the others include:

- critique emergency action messages for Guard or Reserve units
- schedule inspections
- prepare temporary duty (TDY) orders
- direct major command-level fixed command post functions
- research information for flight planning
- evaluate timeliness and accuracy of command post operations
- inspect and evaluate subordinate units
- review inspection and operational reports

A variation of Staff Assistance team members was identified within this group, with all five members being assigned to a MAJCOM or AF unit.

IX. RESCUE CONTROLLERS (GRP106). The 18 airmen (16 MAC, 2 AAC) forming this independent job group are distinguished from the other groups by their higher percentage of time spent (56 percent) on tasks involving rescue operations. Eighty-nine percent of this group indicate being assigned to overseas units. Examples of tasks pertaining to rescue operations are:

- maintain current flight information publications (FLIP)
- record reports of off-base crashes
- conduct briefings
- coordinate flight operations with other military or civilian agencies
- prepare records of time or type of information given to search and rescue unit
- determine distances on charts using divider references to scales
- perform liaison duties with foreign air traffic control for VIP movements, space operations, or rescue operations
- update files of FAA and ICAO regulations or documents

With an average paygrade of E-5, personnel average over 10 years (128 months) TAFMS.

X. VICTOR ALERT CONTROLLERS (GRP077). Ninety-three percent of the members of this independent job group are assigned to overseas units and, when contacted, indicated performing controller tasks at alert facilities. Averaging just over 3 years (40 months) in the career field, 54 percent of these group members are in their first enlistment. Typical of the average 38 tasks performed are:

- maintain classified materials used by aircrews
- update classified materials used by aircrews, such as tactical call signs or recall procedures
- arrange runway, taxiway, or ramp sweeping
- issue charts, maps, and other publications to aircrews, other than technical orders or training manuals
- prepare aircrew copy formats or checklists
- notify appropriate agencies that alert changeover has been accomplished
- test fire remote or auxiliary field flares or flare boxes
- issue aircrew training manuals

Sixty-nine percent (nine) of the group members hold the 5 skill-level and have an average grade of E-4.

XI. AIRBORNE FORCE STATUS CONTROLLERS (GRP081). This independent job type is comprised of 16 NCOs (average paygrade of E-6) who spend 68 percent of their time performing general operations and administrative tasks while operating from Airborne Command Posts. When contacted, these individuals indicated they are not responsible for the everyday FORSTAT or UNITREP (bean counting) reporting, but keep track of vehicles available for crisis or other types of engagements. They perform an average of 62 tasks, including:

- update crisis action team or battle staff using data processing equipment
- maintain cryptographic documents
- prepare mission reports of airborne command posts
- relay advisories to aircraft from airborne command posts
- coordinate with national command authority (NCA) on national emergency situations
- direct airborne command post functions

Averaging just under 13 years (150 months) TAFMS, members of this IJT indicate they supervise no other personnel.

XII. DATA DISPLAY PERSONNEL (GRP204). The five members of this independent job type differ from the Reports Personnel group by the tasks they perform pertaining to data displays. Typical of the average 32 tasks performed are:

- construct operations displays
- request data displays using data processing equipment
- prepare visual aids for briefing
- post report suspense boards
- develop operations displays
- continuously update operations displays

With an average grade of E-3, and averaging just under 4 years (44 months) in the career field, members of this IJT are all assigned to SAC.

XIII. INSTRUCTOR PERSONNEL (GRP192). Spending 72 percent of their relative job time conducting classroom instruction and performing general administration duties, all 12 members of this independent job type are assigned to ATC. They perform the lowest number of tasks (an average of 20) of any group in the sample. Examples of these tasks are:

- conduct classroom training
- operate audiovisual equipment for training purposes
- counsel trainees on training progress or problems
- develop training aids
- administer and score tests, other than tape examinations

Incumbents average 9.5 years (115 months) TAFMS and have an average grade of E-5.

The results of this survey were compared to those of the previous Occupational Survey Report (AFPT 90-27X-072), dated May 1979. This analysis can help identify changes in the career ladder due to new missions, changing management policies, new equipment, and other areas and functions of management which might change over time. In the 1986 survey, eight major job groups and five independent job types were identified versus just two clusters and one independent job type in the 1979 survey. While the actual jobs performed have changed little over time, they appear to be more defined in the 1986 survey. For example, the Controllers major job group in the 1986 survey contains only job controllers assigned to TAF, SAC, MAC, and Wing Command Posts, while in the 1979 survey, Controllers were a job group under the Command Post Personnel cluster. Also, the Technician Supervisors or NCOICs in

this survey grouped by themselves and not under the Command Post Personnel cluster as in the 1979 survey. The differences (i.e., group titles, additional groups and independent job types) can be attributed to a more definitive task list and to the analytical approach utilized. The 1979 survey was a combined survey that included AFSCs 271X1 and 272X2.

Aside from these minor differences, the overall career ladder is relatively stable, and the present classification structure is well supported by survey data.

### ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational analysis project. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information can be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the Specialty Training Standards (STS), reflect what career ladder personnel actually are doing in the field.

A comparison of tasks performed between DAFSCs 27430 and 27450 indicates that, while there are some minor differences, by and large the jobs they perform are essentially the same. Therefore, they will be discussed as a combined group in this report.

The distribution of skill level groups across career ladder jobs is displayed in Table 4, while Table 5 offers another perspective by displaying the relative percent time spent on each duty across skill level groups. An atypical pattern of progression is present, with personnel spending a less than normal amount of their relative time on duties involving supervisory, managerial, and administrative tasks (see Table 5, Duties A, B, C, D, and E) as they move upward from the 5- to the 7-skill level. While performing some supervisory tasks, the duties of 7-skill level personnel are highly technical in nature (only 28 percent of time spent on supervision and training duties). The dramatic shift to supervisory duties occurs when AFSC 274X0 personnel go from the 7- to the 9-skill level.

### Skill Level Descriptions

DAFSC 27430/27450. The 768 airmen in the 3- and 5-skill level group (representing 51 percent of the survey sample) perform an average of 88 tasks. Performing a highly technical job, 76 percent of their relative duty time is devoted to tasks covering general operations, administration, and reporting functions, such as accomplishing quick reaction checklist items, performing radio and telephone patches, notifying appropriate agencies of aircraft arrival or departure times, and destroying classified materials. Tasks pertaining to dispatch functions accounted for an additional 6 percent of their duty time. The majority of these personnel were found in the Controllers job



TABLE 4  
DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS CAREER LADDER  
MAJOR GROUPS AND INDEPENDENT JOB TYPES

JOB GROUP	DAFSC 27430/50 (N=768)		DAFSC 27470 (N=613)		DAFSC 27490/00 (N=112)	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
I. CONTROLLERS (N=562)	417	54%	144	23%	1	*
II. TECHNICIAN SUPERVISORS (N=266)	40	5%	186	30%	40	36%
III. EMERGENCY ACTION CONTROLLERS (N=175)	72	9%	96	16%	3	3%
IV. SACCS CONTROLLERS (N=22)	20	3%	2	*	0	0
V. FLIGHT FOLLOWING CONTROLLERS (N=37)	22	3%	15	2%	0	0
VI. REPORTS PERSONNEL (N=76)	27	4%	46	8%	4	4%
VII. SUPERINTENDENTS (N=85)	1	*	42	7%	46	41%
VIII. IG PERSONNEL (N=17)	0	0	8	1%	9	8%
IX. RESCUE CONTROLLERS (N=18)	8	1%	9	2%	1	*
X. VICTOR ALERT CONTROLLERS (N=13)	9	1%	4	*	0	0
XI. AIRBORNE FORCE STATUS CONTROLLERS (N=16)	2	*	13	2%	1	*
XII. DATA DISPLAY PERSONNEL (N=5)	4	*	1	*	0	0
XIII. INSTRUCTOR PERSONNEL (N=12)	8	1%	4	*	0	0
NOT GROUPED	138	19%	43	9%	7	8%

\* Less than 1 percent

TABLE 5

## AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY DAFSC GROUPS

DUTIES	DAFSC 27430/50 (N=768)	DAFSC 27470 (N=613)	DAFSC 27490 (N=112)	DAFSC 27400 (N=29)
A. ORGANIZING AND PLANNING	2	7	16	18
B. DIRECTING AND IMPLEMENTING	3	7	15	16
C. INSPECTING AND EVALUATING	2	6	14	14
D. TRAINING	4	8	6	6
E. PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	13	15	17	17
F. PERFORMING GENERAL OPERATIONS FUNCTIONS	52	40	21	17
G. PERFORMING REPORTING FUNCTIONS	11	8	5	4
H. OPERATING FROM AIRBORNE COMMAND POSTS	*	*	1	1
I. OPERATING SACCs OR SLFCS OR ASSOCIATED EQUIPMENT	3	2	1	1
J. PERFORMING GENERAL DISPATCH FUNCTIONS	6	4	2	2
K. PERFORMING GENERAL SCHEDULING, PLANNING, AND RECORDS FUNCTIONS	3	2	2	2
L. PERFORMING MISSILE-RELATED FUNCTIONS	*	*	*	*

\* Less than 1 percent

group, with smaller numbers scattered across the other job groups. Table 6 displays representative tasks performed by these airmen.

DAFSC 27470. Seven-skill level personnel, representing 41 percent of the survey sample, perform an average of 103 tasks. Although performing supervisory tasks (28 percent of their relative job time), these 7-skill level airmen spend 63 percent of their time on technical tasks. The technical nature of this group is further highlighted when examining Table 4. As shown, 7-skill level personnel are scattered throughout the job groups, with only 7 percent being found in the Superintendents group, which is the only pure supervisory job group. Table 7 displays some representative tasks performed by these 7-skill airmen, while Table 10 shows tasks which best differentiate between DAFSCs 27430/50 and 27470.

DAFSC 27490. Representing 6 percent of the survey sample, the 83 airmen in the 9-skill level group spend 68 percent of their relative job time performing supervisory, managerial, training, and administrative duties. These personnel perform an average of 68 tasks, such as participating in meetings, drafting correspondence, reviewing inspection reports, and evaluating personnel. The majority of personnel in this skill-level group are found in the Technician Supervisors (11 percent) and Superintendents (36 percent) job groups. Table 8 shows representative tasks performed by these 9-skill level personnel, while Table 11 displays tasks which best differentiate between DAFSCs 27470 and 27490.

DAFSC 27400. As with the 9-skill level, these members spend a fairly large amount of time on supervisory, managerial, training, and administrative duties. The 29 CEM personnel represent 2 percent of the survey sample, and most members can be found in the Superintendents job group (53 percent). They perform an average of 79 tasks, including editing reports, conducting inspections, drafting changes to regulations and manuals, and evaluating training needs. Tasks representative of those performed by CEM personnel are displayed in Table 9. Table 12 shows tasks which best differentiate between DAFSC 27490 and 27400.

### Summary

Career ladder progression within the AFSC 274X0 career ladder was atypical of most ladders. Personnel at the 3-, 5-, and 7-skill levels spend the vast majority of their job time performing technical tasks. Transition from the 5- to 7-skill level shows only a very small increase in supervisory, managerial, and training responsibilities. A complete transition to pure supervisory duties is evident only during the 7- to 9-skill level and CEM transitions.

TABLE 6

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 27430/50 PERSONNEL

<u>TASKS</u>	<u>PERCENT PERFORMING</u>
F218 CONDUCT SHIFT CHANGE BRIEFINGS	85
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	77
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	76
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	75
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	75
F325 UPDATE COMMAND POST CONTROLLER LOGS	74
F304 PREVENT UNAUTHORIZED ENTRY OR ACCESS TO COMMAND POST AND COMMAND POST EQUIPMENT	74
E136 DESTROY CLASSIFIED MATERIALS	73
D118 PARTICIPATE IN SELF-STUDY TRAINING	72
F292 PERFORM RADIO AND TELEPHONE PATCHES	72
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	72
F241 ENFORCE ENTRY CONTROL PROCEDURES INTO COMMAND POST	71
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	71
G337 INVENTORY COMSEC MATERIALS	69
F272 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	68
E200 WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	68
F273 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT EMERGENCIES	67
F278 OPERATE COMMAND POST INTRABASE RADIOS	67
F310 RELAY WEATHER WARNINGS AND ADVISORIES	67
F229 COPY EMERGENCY ACTION MESSAGES (EAM)	67

TABLE 7  
REPRESENTATIVE TASKS PERFORMED BY DAFSC 27470 PERSONNEL

TASKS	PERCENT PERFORMING
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	83
E136 DESTROY CLASSIFIED MATERIALS	78
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	77
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	77
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	76
E175 REPRODUCE CLASSIFIED MATERIAL	75
F218 CONDUCT SHIFT CHANGE BRIEFINGS	75
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	75
D118 PARTICIPATE IN SELF-STUDY TRAINING	72
G337 INVENTORY COMSEC MATERIALS	72
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	70
E200 WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	70
F325 UPDATE COMMAND POST CONTROLLER LOGS	68
F304 PREVENT UNAUTHORIZED ENTRY OR ACCESS TO COMMAND POST AND COMMAND POST EQUIPMENT	66
F241 ENFORCE ENTRY CONTROL PROCEDURES INTO COMMAND POST	63
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	63
F233 DECODE EAM	62
F229 COPY EMERGENCY ACTION MESSAGES (EAM)	62
F292 PERFORM RADIO AND TELEPHONE PATCHES	61
F248 IMPLEMENT EAM CHECKLISTS OR FORMATS	61

TABLE 8  
REPRESENTATIVE TASKS PERFORMED BY DAFSC 27490 PERSONNEL

TASKS	PERCENT PERFORMING
A21 PARTICIPATE IN CONFERENCES OR POLICY MEETINGS	93
B56 DRAFT CORRESPONDENCE OR REPORTS	92
B57 EDIT REPORTS	81
E136 DESTROY CLASSIFIED MATERIALS	81
E139 INDORSE CERTIFICATES OF CLASSIFIED MATERIAL DESTRUCTION	77
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	77
C96 REVIEW INSPECTION AND OPERATIONAL REPORTS	76
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	76
E175 REPRODUCE CLASSIFIED MATERIAL	76
B42 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	76
C80 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE OR MILITARY STANDARDS	75
B72 SUPERVISE COMMAND AND CONTROL TECHNICIANS (AFSC 27470)	71
C99 WRITE APR	71
C86 EVALUATE TRAINING NEEDS	71
A16 ESTABLISH WORK PRIORITIES	71
B55 DRAFT CHANGES TO MANUALS OR PUBLICATIONS	70
C95 REVIEW COMPLETED COMMAND POST FORMS OR RECORDS FOR PRO- CEDURAL CORRECTNESS	69
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	67
C85 EVALUATE TIMELINESS AND ACCURACY OF COMMAND POST OPERATIONS	66
C75 CONDUCT INSPECTIONS OR SPOT CHECKS OF COMMAND POST OPERATIONS	66

TABLE 9  
REPRESENTATIVE TASKS PERFORMED BY DAFSC 27400 PERSONNEL

TASKS	PERCENT PERFORMING
A21 PARTICIPATE IN CONFERENCES OR POLICY MEETINGS	100
B56 DRAFT CORRESPONDENCE OR REPORTS	97
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	86
B55 DRAFT CHANGES TO MANUALS OR PUBLICATIONS	86
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	83
E175 REPRODUCE CLASSIFIED MATERIAL	83
C94 PREPARE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	79
C75 CONDUCT INSPECTIONS OR SPOT CHECKS OF COMMAND POST OPERATIONS	76
C86 EVALUATE TRAINING NEEDS	76
B66 ORIENT NEWLY ASSIGNED PERSONNEL	76
C99 WRITE APR	76
B57 EDIT REPORTS	72
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	72
B42 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	72
C85 EVALUATE TIMELINESS AND ACCURACY OF COMMAND POST OPERATIONS	72
A8 DEVELOP PROCEDURES FOR DISSEMINATING COMMAND POST INFORMATION	72
A39 SCHEDULE PERSONNEL FOR BRIEFINGS OR ORIENTATIONS	72
C90 PERFORM DAILY OFFICE SECURITY INSPECTIONS	72
A7 DEVELOP PLANS FOR NEW EQUIPMENT	69
C80 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE OR MILITARY STANDARDS	69

TABLE 10

TASKS WHICH BEST DIFFERENTIATE DAFSC 27430/50, AND 27470 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING		DIFFERENCE
	27430/50 PERSONNEL	27470 PERSONNEL	
CHANGE PAPER ON TELEAUTOWRITERS	60	40	+20
NOTIFY SUPERVISOR OF FLYING (SOF) OF AIRCRAFT EMERGENCIES	44	24	+20
MONITOR TELEAUTOWRITERS	59	39	+20
MONITOR SECONDARY CRASH PHONE NETS	59	40	+19
POST CHANGES TO DAILY FLYING SCHEDULES	57	39	+18
NOTIFY INTERESTED AGENCIES OF AIRCRAFT MAINTENANCE STATUS	67	50	+17
CONTROL FLIGHT-FOLLOWING OF AIRCRAFT	61	44	+17
MONITOR FLYING SCHEDULES	57	40	+17
POST FLIGHT-FOLLOWING BOARDS	44	29	+15
INTERPRET WEATHER SEQUENCES ON TELEAUTOWRITERS	51	36	+15
WRITE APR	44	9	-35
PARTICIPATE IN CONFERENCES OR POLICY MEETINGS	54	19	-35
SUPERVISE COMMAND AND CONTROL SPECIALISTS (AFSC 27450)	45	12	-33
COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	44	12	-32
EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE OR MILITARY STANDARDS	40	8	-32
EVALUATE TRAINING NEEDS	42	11	-32
ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	38	8	-30
PREPARE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	33	4	-29
CONDUCT INSPECTIONS OR SPOT CHECKS OF COMMAND POST OPERATIONS	39	10	-29
DRAFT CORRESPONDENCE OR REPORTS	58	30	-28



TABLE 11

## TASKS WHICH BEST DIFFERENTIATE DAFSC 27470 AND 27490 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING		DIFFERENCE
	27470 PERSONNEL	27490 PERSONNEL	
CONDUCT SHIFT CHANGE BRIEFINGS	75	37	+38
PREPARE MESSAGES LOGS	53	25	+28
PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	63	36	+27
ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	70	45	+25
UPDATE COMMAND POST CONTROLLER LOGS	68	43	+25
DECODE NON-EAM	53	28	+25
DECODE EAM	62	37	+25
TRANSMIT NON-EAM	48	24	+24
IMPLEMENT EAM CHECKLISTS OF FORMATS	61	37	+24
ENCODE NON-EAM	47	23	+24
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SUPERVISE COMMAND AND CONTROL TECHNICIANS (AFSC 27470)	25	71	-46
INITIATE PERSONNEL ACTION REQUESTS	19	64	-45
PREPARE JOB DESCRIPTIONS	23	66	-43
SUPERVISE MILITARY ADMINISTRATIVE PERSONNEL (AFSC 702X0)	13	55	-42
ASSIGN PERSONNEL TO DUTY POSITIONS	24	65	-41
PARTICIPATE IN CONFERENCES OR POLICY MEETINGS	54	93	-41
SCHEDULE LEAVES OR PASSES	31	70	-39
ESTIMATE BUDGET REQUIREMENTS	16	54	-38
DRAFT CHANGES TO MANUALS OR PUBLICATIONS	32	70	-38
EDIT REPORTS	45	81	-36

TABLE 12

TASKS WHICH BEST DIFFERENTIATE DAFSC 27490, AND 27400 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING		DIFFERENCE
	27490 PERSONNEL	27400 PERSONNEL	
PREPARE INSPECTION REPORTS	37	10	+27
INVENTORY CONSEC MATERIALS	53	32	+21
NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT EMERGENCIES	37	17	+20
NOTIFY INTERESTED AGENCIES OF AIRCRAFT MAINTENANCE STATUS	33	14	+19
RELAY WEATHER WARNINGS AND ADVISORIES	35	17	+18
PARTICIPATE IN SELF-STUDY TRAINING	55	38	+17
SUPERVISE COMMAND AND CONTROL TECHNICIANS (AFSC 27470)	71	55	+16
NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	36	21	+15
DESTROY CLASSIFIED MATERIALS	80	65	+15
CONTINUOUSLY UPDATE OPERATIONS DISPLAYS	25	10	+15
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SUPERVISE COMMAND AND CONTROL SUPERINTENDENTS (AFSC 27490)	1	38	-37
PROCURE DATA FOR PERSONNEL REQUIREMENTS	30	55	-25
PERFORM DAILY OFFICE SECURITY INSPECTIONS	49	72	-23
MAINTAIN LIMITED REGULATIONS, MANUALS, OR PUBLICATIONS	20	41	-21
UPDATE SUSPENSE FILES	20	41	-21
EVALUATE REQUIRED OPERATION CAPABILITY (ROC) ON EQUIPMENT	7	27	-20
DEVELOP PLANS FOR NEW EQUIPMENT	49	69	-20
ARRANGE REPRODUCTION OF CLASSIFIED MATERIAL WITH OTHER AGENCIES	33	52	-19
EVALUATE COMMAND AND CONTROL CAREER DEVELOPMENT COURSE (CDC)	8	27	-19
IMPLEMENT SUGGESTION PROGRAMS	10	28	-18

## AFR 39-1 SPECIALTY DESCRIPTIONS

Survey data for the 3-, 5-, 7-, 9-skill level and CEM were compared to the AFR 39-1 Specialty Descriptions for the Command and Control Specialist (AFSC 27410/27430/27450), the Command and Control Technician (AFSC 27470), and the Command and Control Superintendent (AFSC 27400 and CEM Code 27400), dated 30 April 1982. Based on the findings of this OSR, these descriptions appear complete and accurately reflect the range of duties and responsibilities of the career ladder at the time of the occupational survey.

## MAJCOM COMPARISONS

Tasks performed in various command and control duty areas and background data for personnel of the major using commands were compared to determine whether job content varied as a function of MAJCOM assignment.

Generally, jobs performed across the major commands were similar. As shown in Table 13, there are no major percentage differences between SAC, TAC, and MAC personnel in the percent members performing common tasks. MAJCOM representation across the specialty job groups was also fairly even for the more common job groups (Controllers, Technician Supervisors, EA Controllers, Reports Personnel, and Superintendents). These common job groups contain 74 percent of the personnel in the sample survey.

Some unique job groups were found that pertain to a particular MAJCOM, such as Rescue Controllers (MAC), SACCS Controllers (SAC), Flight Following Controllers (MAC), Victor Alert Controllers (USAFE), Airborne Force Status Controllers (SAC), Data Display Personnel (SAC), and Instructor Personnel (ATC). These groups, however, only account for less than 8 percent of the personnel in the sample survey. Table 14 displays examples of unique tasks performed by members of some of these small groups.

## TRAINING ANALYSIS

Occupational survey data are one of the many sources of information which can be used to assist training managers in the development of training programs. Proper use of these data will produce training programs which are more relevant to the needs of personnel working in their first assignments in a career ladder. Factors which may be used in evaluating training include the overall description of the jobs being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks, and TE and TD ratings (previously explained in the SURVEY METHODOLOGY section).

TABLE 13

## EXAMPLES OF COMMON TASKS PERFORMED BY MAJCOM PERSONNEL

TASKS	PERCENT PERFORMING		
	SAC	TAC	MAC
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	88	69	73
F218 CONDUCT SHIFT CHANGE BRIEFINGS	79	75	80
F201 ACCOMPLISH QUICK REACTION CHECKLISTS ITEMS	72	70	76
F325 UPDATE COMMAND POST CONTROLLER LOGS	70	68	72
F304 PREVENT UNAUTHORIZED ENTRY OR ACCESS TO COMMAND POST AND COMMAND POST EQUIPMENT	65	77	72
F292 PERFORM RADIO AND TELEPHONE PATCHES	64	60	75
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	64	70	65
F241 ENFORCE ENTRY CONTROL PROCEDURES INTO COMMAND POST	62	73	69
F221 CONTROL FLIGHT-FOLLOWING OF AIRCRAFT	60	65	69
F273 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT EMERGENCIES	59	65	68
F302 PREPARE EXERCISE OR CONTINGENCY PLAN CHECKLISTS	59	51	44
F310 RELAY WEATHER WARNINGS AND ADVISORIES	56	65	65
F268 MONITOR FLYING SCHEDULES	56	64	54
F254 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	56	64	53
F220 CONTINUOUSLY UPDATE OPERATIONS DISPLAYS	55	56	60
F277 OPERATE COMMAND POST AIR-TO-GROUND RADIOS	55	56	55
F274 NOTIFY INTERESTED AGENCIES OF AIRCRAFT MAINTENANCE STATUS	55	54	68
F213 ASSEMBLE INFORMATION FOR BATTLE STAFF OR CRISIS ACTION TEAM BRIEFINGS	53	57	52
F247 IMPLEMENT BATTLE STAFF OR CRISIS ACTION TEAM RECALLS	53	62	58
F278 OPERATE COMMAND POST INTRABASE RADIOS	53	64	60

TABLE 14

## EXAMPLES OF UNIQUE TASKS PERFORMED BY MAJCOM PERSONNEL

TASKS	PERCENT PERFORMING			OTHER (USAFE)
	SAC	TAC	MAC	
F232 CORRECT MILITARY AIRLIFT INTEGRATED REPORTING SYSTEM (MAIRS) MESSAGES	1	1	77	19
F244 IDENTIFY MAIRS MESSAGES	7	2	80	23
F323 TRANSMIT MAIRS REPORTS	1	1	68	19
G364 TRANSMIT FORSTAT REPORTS	62	9	6	
I410 CHANGE SACCS, SLFCS, OR AIR FORCE SATELLITE COMMUNICATION SYSTEMS (AFSATCOM) PRINTER PAPER	70	1	1	
I419 LOG INCOMING AND OUTGOING SACCS MESSAGES	70	1	1	
I421 MONITOR SACCS MESSAGES RECEIVED	74	1	1	
I425 OPERATE SACCS FMC	72	1	1	

To assist specifically in the evaluation of the Specialty Training Standard (STS) and the Plans of Instruction (POI), subject-matter experts (SME) from the Keesler Technical Training Center, Keesler Air Force Base, Mississippi, matched job inventory tasks to the appropriate paragraphs and subparagraphs of the STS and POI for Courses E3ABR27430-002 (MAC), E3ABR27430-003 (TAC), and E3ABR27430-004 (SAC). A common core of instruction that precedes each of the above courses was also matched to the job inventory. It is this task matching upon which comparison to those documents is based. A complete computer listing displaying the percent members performing tasks, TE and TD ratings for each task, along with STS and POI matchings, has been forwarded to the technical school for their use in further detailed reviews of training documents. Summaries of the above-mentioned data and information are given below.

#### First-Enlistment Personnel

There are 270 members in their first enlistment in this study (1-48 months TAFMS), representing 18 percent of the total survey sample. The job performed by these personnel covers a range of command post activities. As displayed in Table 15, approximately 92 percent of their duty time is devoted to technical and administrative task performance. It must be pointed out, however, that less than 1 percent of their time is spent performing tasks associated with operating from airborne command posts and missile-related functions. Distribution of these personnel across career ladder jobs is displayed in Figure 2, which shows the majority of first-enlistment personnel are involved in day-to-day command post controller activities. Table 16 displays some of the average 88 tasks performed by the group.

#### Specialty Training Standard (STS)

A comprehensive review of STS 274X0, dated October 1981, compared STS items to survey data. STS paragraphs and subparagraphs containing general knowledge information or subject-matter knowledge requirements were not addressed. Overall, the STS provides comprehensive coverage of the work performed by personnel in the field.

There were, however, 368 tasks not matched to any paragraphs or subparagraphs in the STS. Unreferenced tasks performed by at least 20 percent of a criterion group, such as first-enlistment, 5-, or 7-skill level personnel, are performed to an extent great enough that they should be considered for inclusion in the text of the document. Table 17 shows examples of tasks that exceed the AFR 8-13 standard of 20 percent or more performing. Training specialists and subject-matter experts should review these and other tasks not referenced for possible inclusion in the STS. A computer-generated listing of tasks not referenced has been forwarded to the technical school for review.

TABLE 15  
RELATIVE TIME SPENT ON DUTIES BY  
FIRST-ENLISTMENT PERSONNEL

<u>DUTIES</u>	<u>PERCENT TIME SPENT</u>
A ORGANIZING AND PLANNING	1
B DIRECTING AND IMPLEMENTING	2
C INSPECTING AND EVALUATING	1
D TRAINING	2
E PERFORMING GENERAL ADMINISTRATIVE FUNCTIONS	12
F PERFORMING GENERAL OPERATIONS FUNCTIONS	53
G PERFORMING REPORTING FUNCTIONS	13
H OPERATING FROM AIRBORNE COMMAND POSTS	*
I OPERATING SACCS OR SLFCS OR ASSOCIATED EQUIPMENT	5
J PERFORMING GENERAL DISPATCH FUNCTIONS	6
K PERFORMING GENERAL SCHEDULING, PLANNING, AND RECORDS FUNCTIONS	3
L PERFORMING MISSILE-RELATED FUNCTIONS	*

\* Denotes less than 1 percent

FIGURE 2  
DISTRIBUTION OF FIRST-ENLISTMENT CONTROLLERS  
ACROSS SPECIALTY JOBS  
(N=270)

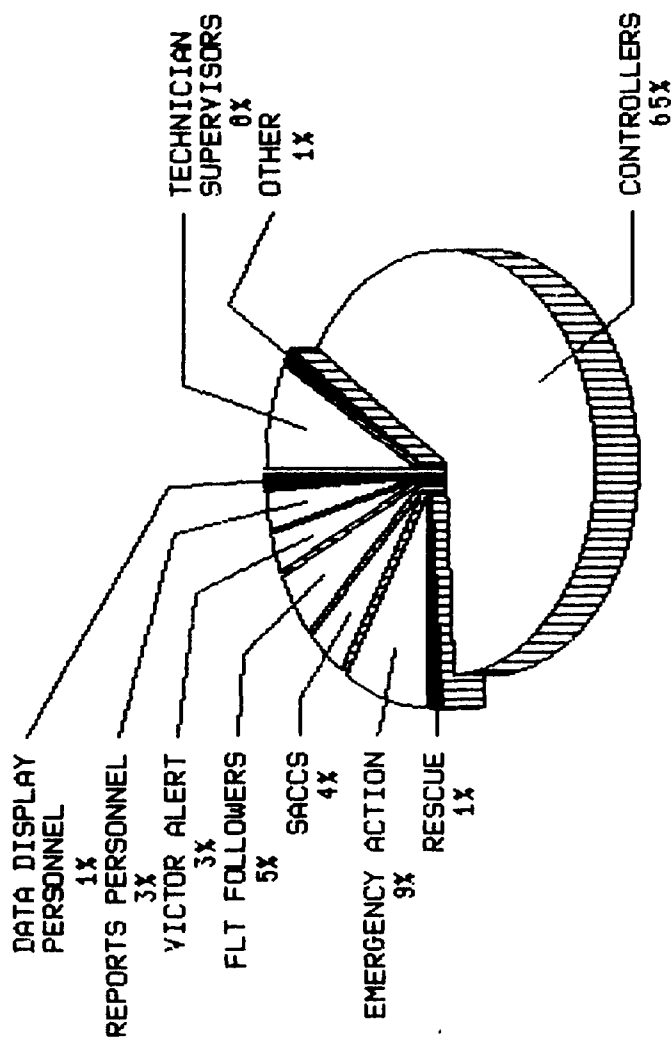




TABLE 16  
REPRESENTATIVE TASKS PERFORMED  
BY 274X0 FIRST-ENLISTMENT PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=270)
F218 CONDUCT SHIFT CHANGE BRIEFINGS	87
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	79
F304 PREVENT UNAUTHORIZED ENTRY OR ACCESS TO COMMAND POST AND COMMAND POST EQUIPMENT	78
E136 DESTROY CLASSIFIED MATERIALS	76
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	76
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	76
F325 UPDATE COMMAND POST CONTROLLER LOGS	75
F241 ENFORCE ENTRY CONTROL PROCEDURES INTO COMMAND POST	75
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	74
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	74
F272 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	73
F292 PERFORM RADIO AND TELEPHONE PATCHES	73
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	73
F273 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT EMERGENCIES	72
F310 RELAY WEATHER WARNINGS AND ADVISORIES	70
F221 CONTROL FLIGHT-FOLLOWING OF AIRCRAFT	70
F270 MONITOR SECONDARY CRASH PHONE NETS	70
F229 COPY EMERGENCY ACTION MESSAGES (EAM)	69
F268 MONITOR FLYING SCHEDULES	68
F271 MONITOR TELEAUTOWRITERS	67

\* Average number of tasks performed - 88

TABLE 17

EXAMPLES OF TASKS NOT MATCHED TO THE STS  
WITH 20 PERCENT OR MORE PERFORMING

<u>TASKS</u>	<u>TE</u>	<u>TD</u>	<u>PERCENT PERFORMING</u>
G337 INVENTORY COMSEC MATERIALS	6.5	4.0	69
F273 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT EMERGENCIES	6.2	4.4	57
G335 CONTROL COMMUNICATION SECURITY (COMSEC) MATERIALS	5.5	5.3	55
F303 PREPARE MESSAGE LOGS	4.3	3.8	52
F329 UPDATE MESSAGE LOGS	3.8	3.9	42
G344 PREPARE EXERCISE REPORTS	3.4	5.4	39
F318 SET COMMUNICATION SECURITY (COMSEC) KEYING CODES	3.8	4.6	38
F204 ALERT PROTOCOL SECTIONS	4.2	3.6	37
F275 NOTIFY SUPERVISOR OF FLYING (SOF) OF AIRCRAFT EMERGENCIES	4.9	4.0	34
F250 IMPLEMENT EMERGENCY WAR PLAN EXERCISES	4.7	6.0	33

Mean TE = 2.1 Standard Deviation = 1.7

Mean TD = 5.0 Standard Deviation = 1

### Plan of Instruction (POI)

Based on the previously mentioned assistance from technical school subject-matter experts in matching tasks to the E3ABR27430-002, MAC, dated Jan 86; E3ABR27430-003, TAC, dated Jan 86; and E3ABR27430-004, SAC, dated Oct 85, POIs, a computer product was generated displaying the results of the matching process. Information furnished for consideration includes percent members performing data for first-job and first-enlistment personnel and TE and TD ratings. As in the STS, general knowledge information or subject-matter knowledge requirements were not addressed.

Personnel entering this career ladder attend one of the three courses listed above plus two common blocks of instruction preceding each course. Of the 24 objectives in these two common blocks of instruction, only 4 were matched to survey data, and all 4 were well supported by survey data. The remaining objectives were general knowledge requirements that cover areas such as Command and Control Standard, Aviation Weather, Security, and the Joint Reporting Structure (JRS).

A thorough analysis of the three MAJCOM course POIs revealed there may not be a need for all three courses. When comparing the objectives taught in the three courses, many common objectives (an average of 13 objectives for each course that are supported by survey data) were found. Table 18 displays these common course objectives and also shows the highest percentage of MAJCOM first-enlistment personnel performing tasks that were matched to these objectives. Of the 22 survey supported objectives in the -002 MAC course, only 8 objectives were MAC unique (requiring a MAC Regulation, MAC Form, or MAC equipment to complete). In the -003 TAC course, there are 16 survey supported objectives, with only 1 objective being TAC unique. For the -004 SAC course, 17 objectives were supported by the survey, and 3 objectives are unique to SAC (see Table 19 for course/MAJCOM-unique objectives). Based upon the above survey data, indications are that one common course could be taught to everyone entering the AFSC 274X0 career field, with either a follow-on course for MAC and SAC unique objectives or these unique objectives be taught by OJT.

Analysis of the tasks not referenced to POI objectives has revealed a number of unreferenced tasks that are common to all three POIs. Table 20 shows examples of these unreferenced tasks plus the ratings for TE and TD and the percent performing for first-job and first-enlistment personnel. Training specialists should review the "tasks not referenced" listing to see if these and other not referenced tasks need to be included in the POIs.

### JOB SATISFACTION ANALYSIS

As part of the background section of the survey, job incumbents were asked to respond to several questions indicating how interesting they found their job, their perception on how well their job utilized their talents and training, how satisfied they were with the sense of accomplishment gained from their work, and their intention to reenlist. Answers from these questions may help managers identify areas of concern.

TABLE 18

## COMMON COURSE OBJECTIVES FOR ALL 274X0 3ABR COURSES

<u>OBJECTIVES</u>		<u>PERCENT PERFORMING</u>			
<u>3ABR274X0-002 (MAC)</u>	<u>3ABR274X0-003 (TAC)</u>	<u>3ABR274X0-004 (SAC)</u>	<u>1ST ENL MAC</u>	<u>1ST ENL TAC</u>	<u>1ST ENL SAC</u>
III 4A.	III 3., III 4.	III 4A.	32	40	81
IV 1A.	IV 1E.	IV 1A.	77	80	80
IV 1D.	IV 1G.	IV 1B., IV 1C.	88	78	89
IV 1G.	IV 1L.	IV 1I.	65	64	71
IV 1H.	IV 1N.	IV 1J	9**	20**	37
IV 1I.	*	IV 1K., IV 1P,	82	78	76
IV 1J.	IV 1B., IV 1F.	IV 1L.	65	68	67
IV 1N.	IV 1A., IV 1M.	IV 1S.	82	72	87
IV 1P.	IV 1J.	IV 1G.	77	80	82
IV 1R.	IV 1I.	IV 1H.	67	70	73
IV 1U.	*	IV 1V.	32	32	46
IV 1V.	IV 1P.	IV 1U., IV 1W.	44	80	79
IV 1W.	IV 1O.	IV 1X.	41	76	81

\* Course does not contain objective, but first-enlistment personnel are performing

\*\* Does not meet ATCR 52-22 requirements

TABLE 19

## COURSE/MAJCOM UNIQUE POI OBJECTIVES

<u>Course</u>	<u>Objective</u>
E3ABR27430-002, MAC	BLOCK III 2e. GIVEN MACR 55-3, VOL III, MAC FORM 315, MAIRS MESSAGE FORMATS AND SITUATIONS REGARDING AIRCRAFT MOVEMENT, PREPARE ONE MAC FORM 315 AND THE APPROPRIATE MAIRS MESSAGES WITHIN ONE HOUR. NO MORE THAN THREE ERRORS ARE PERMITTED ON THE 315 AND NO MORE THAN TWO ERRORS PER MAIRS MESSAGE WITH NO ERRORS IN THE CONTROL LINE DATA OF EACH MESSAGE.
	BLOCK III 3. USING A VIP 7705, MAC 01 002-01 AND 002-02 ACCESS THE MAIRS (TRAINING) DATA BASE AND SUBMIT THREE MAIRS MESSAGES WITH NO MORE THAN ONE NON-FATAL ERROR PER MESSAGE WITHIN 30 MINUTES. ONE INSTRUCTOR ASSIST IS PERMITTED.*
	BLOCK III 4A. GIVEN KDA 1309, KDA 1307, AND A SITUATION REQUIRING A OPREP-3 HOMELINE REPORT, CONSTRUCT THE REPORT IAW MACR 55-16, VOL I WITHIN 30 MINUTES. NO MORE THAN THREE ERRORS ARE ALLOWED.
	BLOCK III 4b. GIVEN KDA 1332, KDA 1334, AND A SITUATION REQUIRING AN AIRCREW LOCATION REPORT, FORMAT THE REPORT IAW MACR 55-16, VOL I WITHIN 30 MINUTES WITH NO MORE THAN ONE ERROR.
	BLOCK III 4c. GIVEN KDA 1393, KDA 1333, AND DATA PERTAINING TO THE CRISIS ACTION TEAM (CAT) AIRCRAFT/AIRCREW REPORT, FORMAT THE REPORT IAW MACR 55-16, VOL I WITHIN ONE HOUR WITH NO MORE THAN TWO ERRORS.
	BLOCK IV 1q. GIVEN A SITUATION INVOLVING AN OVERDUE AIRCRAFT, INITIATE SEARCH AND RESCUE (SAR) PROCEDURES IAW MAC 01 002-03 WITHIN TEN MINUTES AND WITH NO ERRORS.*
	BLOCK IV 1v. IAW MACR 55-3, VOL IV & V, PROCESS THREE EA MESSAGES. EACH MUST BE COMPLETED WITHIN TEN MINUTES WITH NO MORE THAN ONE CHECKLIST ERROR PER MESSAGE. (NO MISTAKES IN MESSAGE VALIDATION ARE PERMITTED).

TABLE 19 (CONTINUED)

COURSE/MAJCOM UNIQUE POI OBJECTIVES

<u>Course</u>	<u>Objective</u>
	BLOCK IV 1w. UPON RECEIPT OF AN EA MESSAGE, COMPLETE MAC FORM 167 MAKING ALL REQUIRED NOTIFICATION WITHIN 15 MINUTES WITH NO MORE THAN ONE ERROR.
E3ABR27430-003, TAC	BLOCK IV 1o. UPON RECEIPT OF AN EMERGENCY ACTION MESSAGE, OPERATE THE TAC ALERTING SYSTEM TO INCLUDE ACKNOWLEDGEING RECEIPT OF THE MESSAGE AND PROCESSING THE CORRECT CHECKLIST WITHIN 15 MINUTES WITH NO MORE THAN ONE ERROR.
E3ABR27430-004, SAC	BLOCK III 2A. GIVEN KDA 1363, KDA1330 AND BASED ON DIRECTIONS LISTED ON THE CHECKLIST, OPERATE THE SACCS EQUIPMENT IAW THE SACCS EQUIPMENT CHECKLIST WITHIN ONE HOUR, WITH NO MORE THAN TWO ERRORS PER PROCEDURE, WITH ONE INSTRUCTOR ASSIST ALLOWED.
	BLOCK III 4A. GIVEN KDA 1365 AND A SITUATION REQUIRING AN OPREP-3 HOMELINE REPORT, PREPARE THE REPORT IN SACCS FORMAT WITHIN 30 MINUTES WITH NO MORE THAN TWO ERRORS.
	BLOCK IV 1p. GIVEN INFORMATION FROM SACR/AFCCR 100-200, VOL III, CORRECTLY ANSWER TWO OF THREE QUESTIONS CONCERNING THE OPERATION AND USE THE HF SINGLE SIDE BAND (SSB) RADIO USING GIANT TALK RELAY STATIONS. *

\* Indicates these objectives do not meet ATCR 52-22 requirement (less than 30 percent performing)

TABLE 20

EXAMPLES OF COMMON TASKS NOT REFERENCED TO THE 274X0 POIs

TASK	TNG EMP	TASK DIFF	PERCENT PERFORMING	
			1ST JOB	1ST ENL
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	5.9	4.2	77	76
G337 INVENTORY CONSEC MATERIALS	6.5	3.8	67	66
F214 AUTHENTICATE MESSAGE INFORMATION	6.1	5.1	62	65
J452 NOTIFY APPROPRIATE AGENCIES OF DISTINGUISHED VISITOR (DV) ARRIVAL	3.8	4.0	59	57
F203 ACTIVATE BASE ALERTING SYSTEMS, SUCH AS SIRENS OR PUBLIC ADDRESS SYSTEMS	6.4	3.9	56	56
F303 PREPARE MESSAGE LOGS	4.3	3.8	51	55
F275 NOTIFY SUPERVISOR OF FLYING (SOF) OF AIRCRAFT EMERGENCIES	4.9	4.0	55	55
F269 MONITOR PRIMARY ALERTING SYSTEMS (PAS)	6.0	4.4	56	52
F329 UPDATE MESSAGE LOGS	3.8	3.9	46	49
G344 PREPARE EXERCISE REPORTS	3.4	5.4	49	48

Mean TE = 2.1      Standard Deviation = 1.7  
Mean TD = 5.0      Standard Deviation = 1.0

Of the specialty job groups discussed earlier, most incumbents found their job somewhat interesting (see Table 21). The only major exception was Victor Alert Controllers, where only 23 percent of these members responded they found their jobs interesting. This low percentage is not surprising, given that these members pull alert duty for long periods of time. Utilization of talents for each group was also positive; again with the exception of Victor Alert Controllers (only 31 percent responded positively). Perceived use of training for all groups ranged from average (46 percent) to high (100 percent) members responding. Responses pertaining to sense of accomplishment for seven of the groups were positive, but the other six group's indications were less than positive and, in one case (Victor Alert Controllers), members were very dissatisfied. However, reenlistment intentions for all groups were positive (59 percent or more of the respondents in each group indicated they will reenlist).

Another view of job satisfaction data is reflected in Table 22, where data for AFSC 274X0 TAFMS groups are displayed, together with data for a comparative sample of mission equipment operations career ladders surveyed in 1986. These data can give a relative measure of how the job satisfaction of AFSC 274X0 personnel compares with that of other similar AF specialties. The AFSC 274X0 personnel were much higher in all categories when compared to the other mission equipment operations career ladders, which includes AFSCs 271X2, 276X0, and 277X0.

Finally, an indication of how job satisfaction perceptions within the career ladder have changed over time is provided in Table 23, where TAFMS group data for 1986 survey respondents is presented along with data from respondents to the last occupational survey of the career ladder, published in 1979. Only those respondents in the 49-96 months TAFMS category indicated they found their job less interesting than those in the 1979 survey. First-enlistment personnel in the 1986 survey indicated they feel their talents are being utilized less than their counterparts in the 1979 survey. Utilization of training figures for all three TAFMS categories is about equal for both surveys and, on a positive note, the reenlistment rate for all TAFMS groups is much higher in the 1986 survey.

#### IMPLICATIONS

Overall, the AFSC 274X0 career ladder has remained relatively stable since the last occupational survey in 1979. Actual jobs being performed by career ladder incumbents have changed little, and job satisfaction has remained good, with only a few exceptions.

An analysis of jobs and tasks performed across the major using commands showed surprising similarity. MAJCOM representation across the major career ladder jobs was fairly evenly divided. Those jobs which were command unique accounted for less than 8 percent of the total AFSC 274X0 personnel.



TABLE 21

**JOB SATISFACTION INDICATORS BY SPECIALTY JOB GROUPS  
(PERCENT MEMBERS RESPONDING)**

	<u>CONTROLLERS</u>	<u>TECHNICIAN SUPERVISORS</u>	<u>EA CONTROLLERS</u>	<u>SACCS CONTROLLERS</u>	<u>FLT FOLLOWING CONTROLLERS</u>	<u>REPORTS PERSONNEL</u>	<u>SUPERINTENDENTS</u>
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	73	83	63	77	57	80	89
SO-SO	14	6	11	9	22	8	6
DULL	13	9	26	9	22	12	5
<u>PERCEIVED USE OF TALENTS:</u>							
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	74 25	84 16	62 38	73 27	62 38	83 17	89 11
<u>PERCEIVED USE OF TRAINING:</u>							
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	83 16	84 16	68 31	86 14	65 35	83 17	85 15
<u>SENSE OF JOB ACCOMPLISHMENT:</u>							
SATISFIED	67	71	52	59	43	74	82
NEUTRAL	11	8	16	23	24	6	5
DISSATISFIED	22	21	31	18	32	20	13
<u>REENLISTMENT INTENTIONS:</u>							
WILL/PROBABLY WILL REENLIST	74	72	76	59	73	76	61
WILL NOT/PROBABLY WILL NOT REENLIST	23	12	16	27	22	18	17
WILL RETIRE	2	16	7	9	3	3	21

TABLE 21 (CONTINUED)

JOB SATISFACTION INDICATORS BY SPECIALTY JOB GROUPS  
(PERCENT MEMBERS RESPONDING)

	IG PERSONNEL	RESCUE CONTROLLERS	VICTOR ALERT CONTROLLERS	ABN FORCE STATUS CONTROLLERS	DATA DISPLAY PERSONNEL	INSTRUCTOR PERSONNEL
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	100	83	23	88	80	100
SO-SO	0	6	31	12	0	0
DULL	0	11	46	0	20	0
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	100 0	83 17	31 69	94 6	60 40	92 8
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	100 0	72 28	46 46	94 6	80 20	92 8
<u>SENSE OF JOB ACCOMPLISHMENT:</u>						
SATISFIED	71	56	30	75	40	83
NEUTRAL	12	11	23	25	20	0
DISSATISFIED	12	33	46	0	40	17
<u>REENLISTMENT INTENTIONS:</u>						
WILL/PROBABLY WILL REENLIST	71	89	62	94	60	100
WILL NOT/PROBABLY WILL NOT REENLIST	6	11	38	6	20	0
WILL RETIRE	23	0	0	0	0	0

TABLE 22

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	274X0 (N=270)	COMP SAMPLE** (N=3,924)	274X0 (N=326)	COMP SAMPLE** (N=2,613)	274X0 (N=897)	COMP SAMPLE** (N=3,573)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	72	48	65	57	76	64
SO-SO	14	23	15	20	10	17
DULL	13	27	19	22	13	18
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	70 29	55 45	72 28	60 39	75 24	68 32
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	83 14	70 29	76 24	63 36	74 25	65 35
<u>REENLISTMENT INTENTIONS:</u>						
WILL/PROBABLY WILL REENLIST WILL NOT/PROBABLY WILL NOT REENLIST WILL RETIRE	64 34 ***	58 40 ***	69 29 ***	65 33 ***	77 9 13	70 10 18

\* Columns may not add to 100 percent due to nonresponse or rounding

\*\* Comparative sample of Mission Equipment Operations career ladders surveyed in 1986  
(includes AFSCs 271X2, 276X0, and 277X0)

\*\*\* Less than 1 percent

TABLE 23

COMPARISON OF CURRENT SURVEY AND 1979 TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS		49-96 MONTHS		97+ MONTHS	
	1986 (N=270)	1979 (N=100)	1986 (N=326)	1979 (N=300)	1986 (N=897)	1979 (N=600)
<u>JOB SATISFACTION INFORMATION:</u>						
JOB FAIRLY INTERESTING OR BETTER	72	64	65	70	76	68
TALENTS UTILIZED FAIRLY WELL OR BETTER	55	68	72	69	75	74
TRAINING UTILIZED FAIRLY WELL OR BETTER	70	71	70	71	74	72
FAVORABLY CONSIDERING REENLISTMENT	58	31	69	59	77	62

Based on the above MAJCOM discussion, and on the fact that no major differences were found across the using commands on TE ratings, the survey data tend to support only one common 3ABR course for AFSC 274X0 personnel, rather than the three command-specific courses currently taught. Some possible follow-on training for SAC and MAC personnel might be justified but, overall, there was simply too much commonality in both jobs and tasks performed to warrant separate courses. It should be noted, however, that survey data do not reveal command-specific methods of accomplishing tasks. Therefore, training managers and subject-matter experts should carefully review the data to determine if there are major differences in skills and knowledges required to do common tasks within separate MAJCOMs.

**APPENDIX A**  
**SELECTED REPRESENTATIVE TASKS**  
**FOR**  
**CAREER LADDER STRUCTURE GROUPS**

TABLE A1

GROUP ID NUMBER AND TITLE: GRP151 - CONTROLLERS

GROUP SIZE: N=562

PERCENT OF SAMPLE: 38

AVERAGE GRADE: E-4

AVERAGE TICF: 58 MONTHS

AVERAGE TAFMS: 88 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F218 CONDUCT SHIFT CHANGE BRIEFINGS	97
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	93
F304 PREVENT UNAUTHORIZED ENTRY OR ACCESS TO COMMAND POST AND COMMAND POST EQUIPMENT	92
F241 ENFORCE ENTRY CONTROL PROCEDURES INTO COMMAND POST	92
F273 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT EMERGENCIES	92
F272 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	91
F325 UPDATE COMMAND POST CONTROLLER LOGS	91
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	89
F310 RELAY WEATHER WARNINGS AND ADVISORIES	89
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	88
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	88
F292 PERFORM RADIO AND TELEPHONE PATCHES	87
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	87
F270 MONITOR SECONDARY CRASH PHONE NETS	87
F278 OPERATE COMMAND POST INTRABASE RADIOS	86
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	85
F229 COPY EMERGENCY ACTION MESSAGES (EAM)	85
F233 DECODE EAM	84
F271 MONITOR TELEAUTOWRITERS	83
F214 AUTHENTICATE MESSAGE INFORMATION	83
F221 CONTROL FLIGHT-FOLLOWING OF AIRCRAFT	83
F274 NOTIFY INTERESTED AGENCIES OF AIRCRAFT MAINTENANCE STATUS	81
F247 IMPLEMENT BATTLE STAFF OR CRISIS ACTION TEAM RECALLS	81
G337 INVENTORY COMSEC MATERIALS	81
F215 CHANGE PAPER ON TELEAUTOWRITERS	80

TABLE A2

GROUP ID NUMBER AND TITLE: GRP159 - TECHNICIAN SUPERVISORS  
 GROUP SIZE: N=266 PERCENT OF SAMPLE: 18  
 AVERAGE GRADE: E-6 AVERAGE TICF: 116 MONTHS  
 AVERAGE TAFMS: 179 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E136 DESTROY CLASSIFIED MATERIALS	94
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	94
D103 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	93
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	92
D118 PARTICIPATE IN SELF-STUDY TRAINING	91
G337 INVENTORY COMSEC MATERIALS	91
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	91
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	90
E200 WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	90
E175 REPRODUCE CLASSIFIED MATERIAL	90
B66 ORIENT NEWLY ASSIGNED PERSONNEL	89
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	89
F325 UPDATE COMMAND POST CONTROLLER LOGS	89
F304 PREVENT UNAUTHORIZED ENTRY OR ACCESS TO COMMAND POST AND COMMAND POST EQUIPMENT	87
F218 CONDUCT SHIFT CHANGE BRIEFINGS	87
B56 DRAFT CORRESPONDENCE OR REPORTS	86
E139 INDORSE CERTIFICATES OF CLASSIFIED MATERIAL DESTRUCTION	85
F241 ENFORCE ENTRY CONTROL PROCEDURES INTO COMMAND POST	83
F278 OPERATE COMMAND POST INTRABASE RADIOS	83
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	82
F254 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	82
G335 CONTROL COMMUNICATION SECURITY (COMSEC) MATERIALS	82
F248 IMPLEMENT EAM CHECKLISTS OR FORMATS	81
A21 PARTICIPATE IN CONFERENCES OR POLICY MEETINGS	81
F247 IMPLEMENT BATTLE STAFF OF CRISIS ACTION TEAM RECALLS	80



TABLE A3

GROUP ID NUMBER AND TITLE: GRP162 - EMERGENCY ACTION CONTROLLERS  
 GROUP SIZE: N=175 PERCENT OF SAMPLE: 12  
 AVERAGE GRADE: E-5 AVERAGE TICF: 83 MONTHS  
 AVERAGE TAFMS: 124 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F218 CONDUCT SHIFT CHANGE BRIEFINGS	93
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	88
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	87
F233 DECODE EAM	87
F229 COPY EMERGENCY ACTION MESSAGES (EAM)	87
G337 INVENTORY COMSEC MATERIALS	86
F325 UPDATE COMMAND POST CONTROLLER LOGS	84
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	83
E136 DESTROY CLASSIFIED MATERIALS	83
F214 AUTHENTICATE MESSAGE INFORMATION	83
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	80
E200 WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	80
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	79
F292 PERFORM RADIO AND TELEPHONE PATCHES	78
F248 IMPLEMENT EAM CHECKLISTS OR FORMATS	77
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	75
D118 PARTICIPATE IN SELF-STUDY TRAINING	75
F249 IMPLEMENT EMERGENCY ACTION PROCEDURES (EAP)	75
F254 IMPLEMENT PYRAMID ALERT OR RECALL LISTS	74
F234 DECODE NON-EAM	73
F304 PREVENT UNAUTHORIZED ENTRY OR ACCESS TO COMMAND POST AND COMMAND POST EQUIPMENT	71
F230 COPY NON-EAM	70
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	66
F278 OPERATE COMMAND POST INTRABASE RADIOS	66
F240 ENCODE NON-EAM	66

TABLE A4

GROUP ID NUMBER AND TITLE: GRP106 - RESCUE CONTROLLERS  
 GROUP SIZE: N=18 PERCENT OF SAMPLE: 1  
 AVERAGE GRADE: E-5 AVERAGE TICF: 89 MONTHS  
 AVERAGE TAFMS: 128 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
A2 COORDINATE MISSION ACTIVITIES WITH OTHER MILITARY SERVICES OR CIVILIAN AGENCIES	100
F289 PARTICIPATE IN RESCUE COORDINATION CENTER (RCC) FUNCTIONS	94
F295 PLOT MAPS OR CHARTS FOR RESCUE OPERATIONS	94
F286 PARTICIPATE IN COMMUNICATION SEARCH FOR OVERDUE AIRCRAFT	94
G347 PREPARE RESCUE INFORMATION REPORTS (RESCUE)	94
D118 PARTICIPATE IN SELF-STUDY TRAINING	94
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	89
F292 PERFORM RADIO AND TELEPHONE PATCHES	83
F218 CONDUCT SHIFT CHANGE BRIEFINGS	83
F236 DIRECT SEARCH AND RESCUE TEAMS ON GROUND OPERATIONS	83
A28 PLAN RESCUE COORDINATION CENTER (RCC) FUNCTIONS	78
G335 CONTROL COMMUNICATION SECURITY (COMSEC) MATERIALS	78
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	78
B56 DRAFT CORRESPONDENCE OR REPORTS	78
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	78
E136 DESTROY CLASSIFIED MATERIALS	78
F283 ORGANIZE SEARCH AND RESCUE TEAMS ON GROUND OPERATIONS	78
J455 NOTIFY SEARCH AND RESCUE UNIT OF ACCIDENTS OR INCIDENTS	72
F282 OPERATE TELETYPE EQUIPMENT	72
F325 UPDATE COMMAND POST CONTROLLER LOGS	72
B52 DIRECT RESCUE COORDINATION CENTER (RCC) FUNCTIONS	72
B57 EDIT REPORTS	72
G337 INVENTORY COMSEC MATERIALS	72
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	72
E163 PREPARE CERTIFICATES FOR DESTRUCTION OF CLASSIFIED MATERIALS	72

TABLE A5

GROUP ID NUMBER AND TITLE: GRP078 - SACCS CONTROLLERS  
 GROUP SIZE: N=22 PERCENT OF SAMPLE: 1  
 AVERAGE GRADE: E-4 AVERAGE TICF: 30 MONTHS  
 AVERAGE TAFMS: 54 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F218 CONDUCT SHIFT CHANGE BRIEFINGS	86
I421 MONITOR SACCS MESSAGES RECEIVED	82
I424 OPERATE SACCS ALERT RECEIVER PANELS (ARP)	77
I425 OPERATE SACCS FMC	77
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	77
G345 PREPARE FORCE STATUS (FORSTAT) REPORTS	73
I410 CHANGE SACCS, SLFCS, OR AIR FORCE SATELLITE COMMUNICATION SYSTEMS (AFSATCOM) PRINTER PAPER	73
G346 PREPARE LOCATION OF KEY PERSONNEL REPORTS	73
F229 COPY EMERGENCY ACTION MESSAGES (EAM)	73
E136 DESTROY CLASSIFIED MATERIALS	73
I423 OPERATE AND MONITOR AFSATCOM EQUIPMENT	68
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	68
D118 PARTICIPATE IN SELF-STUDY TRAINING	68
F221 CONTROL FLIGHT-FOLLOWING OF AIRCRAFT	68
G343 PREPARE DV REPORTS	68
F233 DECODE EAM	64
G338 PREPARE AIRCRAFT ARRIVAL OR DEPARTURE TIME REPORTS	64
G363 TRANSMIT FLIGHT-FOLLOWING REPORTS	64
E175 REPRODUCE CLASSIFIED MATERIAL	64
I422 MONITOR SLFCS	59
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	59
J464 POST FLIGHT-FOLLOWING BOARDS	55
G364 TRANSMIT FORSTAT REPORTS	55
I419 LOG INCOMING AND OUTGOING SACCS MESSAGES	55
F272 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	55

TABLE A6

GROUP ID NUMBER AND TITLE: GRP086 - FLIGHT FOLLOWING CONTROLLERS  
 GROUP SIZE: N=37 PERCENT OF SAMPLE: 2  
 AVERAGE GRADE: E-4 AVERAGE TICF: 53 MONTHS  
 AVERAGE TAFMS: 88 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F218 CONDUCT SHIFT CHANGE BRIEFINGS	95
F272 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT ARRIVAL OR DEPARTURE TIMES	89
F273 NOTIFY APPROPRIATE AGENCIES OF AIRCRAFT EMERGENCIES	81
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	81
F292 PERFORM RADIO AND TELEPHONE PATCHES	76
F221 CONTROL FLIGHT-FOLLOWING OF AIRCRAFT	73
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	73
F244 IDENTIFY MAIRS MESSAGES	68
F274 NOTIFY INTERESTED AGENCIES OF AIRCRAFT MAINTENANCE STATUS	68
F325 UPDATE COMMAND POST CONTROLLER LOGS	65
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	62
G338 PREPARE AIRCRAFT ARRIVAL OR DEPARTURE TIME REPORTS	59
F245 IDENTIFY TYPES OF MISSION DEVIATIONS	59
F232 CORRECT MILITARY AIRLIFT INTEGRATED REPORTING SYSTEM (MAIRS) MESSAGES	59
D118 PARTICIPATE IN SELF-STUDY TRAINING	59
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	59
F268 MONITOR FLYING SCHEDULES	57
J452 NOTIFY APPROPRIATE AGENCIES OF DISTINGUISHED VISITOR (DV) ARRIVAL	57
F323 TRANSMIT MAIRS REPORTS	54
F298 POST CHANGES TO DAILY FLYING SCHEDULES	54
F310 RELAY WEATHER WARNINGS AND ADVISORIES	49
E200 WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	49
J464 POST FLIGHT-FOLLOWING BOARDS	46
E136 DESTROY CLASSIFIED MATERIALS	46
G337 INVENTORY COMSEC MATERIALS	43

TABLE A7

GROUP ID NUMBER AND TITLE: GRP077 - VICTOR ALERT CONTROLLERS  
 GROUP SIZE: N=13 PERCENT OF SAMPLE: LESS THAN ONE  
 AVERAGE GRADE: E-4 AVERAGE TICF: 40 MONTHS  
 AVERAGE TAFMS: 54 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F218 CONDUCT SHIFT CHANGE BRIEFINGS	85
F201 ACCOMPLISH QUICK REACTION CHECKLIST ITEMS	77
G337 INVENTORY COMSEC MATERIALS	77
F215 CHANGE PAPER ON TELEAUTOWRITERS	77
E136 DESTROY CLASSIFIED MATERIALS	77
F310 RELAY WEATHER WARNINGS AND ADVISORIES	77
F202 ACTIVATE AIRCREW ALERTING SYSTEMS, SUCH AS KLAXON OR SCRAMBLE BELL	77
F217 CONDUCT PRACTICE OR ACTUAL SCRAMBLES	69
F299 POST WEATHER INFORMATION	69
F315 SAFEGUARD NATO CLASSIFIED INFORMATION	69
E163 PREPARE CERTIFICATES FOR DESTRUCTION OF CLASSIFIED MATERIALS	69
E200 WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	69
E164 PREPARE COMSEC INVENTORY SHEETS	69
F318 SET COMMUNICATION SECURITY (COMSEC) KEYING CODES	62
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	62
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	54
F270 MONITOR SECONDARY CRASH PHONE NETS	54
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	54
F278 OPERATE COMMAND POST INTRABASE RADIOS	54
F248 IMPLEMENT EAM CHECKLISTS FOR FORMATS	54
F229 COPY EMERGENCY ACTION MESSAGES (EAM)	54
K507 PERFORM END-OF-MONTH FILE CHANGEOVERS	54
F234 DECODE NON-EAM	54
F230 COPY NON-EAM	54
D103 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	54

TABLE A8

GROUP ID NUMBER AND TITLE: GRP081 - AIRBORNE FORCE STATUS CONTROLLERS  
 GROUP SIZE: N=16 PERCENT OF SAMPLE: 1  
 AVERAGE GRADE: E-6 AVERAGE TICF: 108 MONTHS  
 AVERAGE TAFMS: 150 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F284 PARTICIPATE IN AIRBORNE COMMAND POST FUNCTIONS	100
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	94
E158 POST CHANGES TO CLASSIFIED PUBLICATIONS	94
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	88
F269 MONITOR PRIMARY ALERTING SYSTEMS (PAS)	88
G345 PREPARE FORCE STATUS (FORSTAT) REPORTS	81
E191 TRANSPORT CLASSIFIED INFORMATION	75
H402 PULL ALERT	75
H394 MAINTAIN MISSION KITS FOR AIRBORNE COMMAND POST	75
E159 POST CHANGES TO PUBLICATIONS, OTHER THAN CLASSIFIED	75
E175 REPRODUCE CLASSIFIED MATERIAL	75
H403 RECEIVE JCS AND SAC EAM	75
H407 TRANSMIT JOINT OPERATIONAL REPORTS (JOPREP JIFFY REPORTS) FROM AIRBORNE COMMAND POSTS	75
F213 ASSEMBLE INFORMATION FOR BATTLE STAFF OR CRISIS ACTION TEAM BRIEFINGS	69
D118 PARTICIPATE IN SELF-STUDY TRAINING	69
F238 DRIVE GOVERNMENT MOTOR VEHICLES	69
F280 OPERATE PAS	69
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	63
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	63
G364 TRANSMIT FORSTAT REPORTS	63
C90 PERFORM DAILY OFFICE SECURITY INSPECTIONS	63
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	63
F230 COPY NON-EAM	63
F293 PERFORM RADIO OR TELEPHONE COMMUNICATION CHECKS	63
F309 RECOMMEND CHANGES TO COMPUTER PROGRAMS	63

TABLE A9

GROUP ID NUMBER AND TITLE: GRP103 - REPORTS PERSONNEL  
 GROUP SIZE: N=76 PERCENT OF SAMPLE: 5  
 AVERAGE GRADE: E-5 AVERAGE TICF: 84 MONTHS  
 AVERAGE TAFMS: 125 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E136 DESTROY CLASSIFIED MATERIALS	89
E172 PREPARE UNIT REPORT (UNITREP) GUIDES OR FORMATS	88
E175 REPRODUCE CLASSIFIED MATERIAL	87
G349 PREPARE UNIT REPORTS (UNITREP)	86
G379 TRANSMIT UNITREP	84
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	84
E184 REVISE UNITREP GUIDES OR FORMATS	83
B57 EDIT REPORTS	82
B56 DRAFT CORRESPONDENCE OR REPORTS	79
E200 WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	76
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	74
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	74
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	68
E139 INDORSE CERTIFICATES OF CLASSIFIED MATERIAL DESTRUCTION	64
D118 PARTICIPATE IN SELF-STUDY TRAINING	63
C98 VERIFY DATA USED IN PREPARATION OF COMMAND POST REPORTS	62
G350 PREPARE VISUAL AIDS FOR BRIEFINGS	62
C96 REVIEW INSPECTION AND OPERATIONAL REPORTS	62
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	62
E132 COMPILE DATA FOR ROUTINE OR SPECIAL REPORTS	61
C90 PERFORM DAILY OFFICE SECURITY INSPECTIONS	61
E167 PREPARE MESSAGES TO CORRECT ERRORS	58
E190 TRANSMIT MESSAGES TO CORRECT ERRORS	58
D103 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	58
E191 TRANSPORT CLASSIFIED INFORMATION	55

TABLE A10

GROUP ID NUMBER AND TITLE: GRP076 - SUPERINTENDENTS  
 GROUP SIZE: N=85 PERCENT OF SAMPLE: 6  
 AVERAGE GRADE: E-7 AVERAGE TICF: 158 MONTHS  
 AVERAGE TAFMS: 234 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
A21 PARTICIPATE IN CONFERENCES OR POLICY MEETINGS	95
B56 DRAFT CORRESPONDENCE OR REPORTS	94
B42 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	82
E175 REPRODUCE CLASSIFIED MATERIAL	82
E136 DESTROY CLASSIFIED MATERIALS	81
B66 ORIENT NEWLY ASSIGNED PERSONNEL	80
C99 WRITE APR	79
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	79
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	75
A16 ESTABLISH WORK PRIORITIES	74
E139 INDORSE CERTIFICATES OF CLASSIFIED MATERIAL DESTRUCTION	74
C96 REVIEW INSPECTION AND OPERATIONAL REPORTS	74
C86 EVALUATE TRAINING NEEDS	73
C94 PREPARE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	73
B55 DRAFT CHANGES TO MANUALS OR PUBLICATIONS	72
A14 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	72
A8 DEVELOP PROCEDURES FOR DISSEMINATING COMMAND POST INFORMATION	72
B57 EDIT REPORTS	71
C80 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE OR MILITARY STANDARDS	71
E200 WITNESS DESTRUCTION OF CLASSIFIED MATERIALS	69
A37 SCHEDULE LEAVES OR PASSES	68
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	67
A18 ESTIMATE EQUIPMENT REQUIREMENTS	67
C75 CONDUCT INSPECTIONS OR SPOT CHECKS OF COMMAND POST OPERATIONS	66
A39 SCHEDULE PERSONNEL FOR BRIEFINGS OR ORIENTATIONS	66



TABLE A11

GROUP ID NUMBER AND TITLE: GRP135 - IG PERSONNEL  
 GROUP SIZE: N=17 PERCENT OF SAMPLE: 1  
 AVERAGE GRADE: E-7 AVERAGE TICF: 165 MONTHS  
 AVERAGE TAFMS: 224 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
C85 EVALUATE TIMELINESS AND ACCURACY OF COMMAND POST OPERATIONS	94
C96 REVIEW INSPECTION AND OPERATIONAL REPORTS	94
A21 PARTICIPATE IN CONFERENCES OR POLICY MEETINGS	94
C75 CONDUCT INSPECTIONS OR SPOT CHECKS OF COMMAND POST OPERATIONS	82
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	82
C88 INSPECT AND EVALUATE SUBORDINATE UNITS	76
B56 DRAFT CORRESPONDENCE OR REPORTS	76
A25 PLAN INSPECTION ROUTINES	76
C92 PREPARE INSPECTION REPORTS	71
B57 EDIT REPORTS	71
B55 DRAFT CHANGES TO MANUALS OR PUBLICATIONS	71
C80 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE OR MILITARY STANDARDS	65
C95 REVIEW COMPLETED COMMAND POST FORMS OR RECORDS FOR PROCEDURAL CORRECTNESS	65
C86 EVALUATE TRAINING NEEDS	65
B46 DIRECT COMPLIANCE WITH OPERATIONAL DIRECTIVES	65
A32 PLAN STAFF VISITS	65
C83 EVALUATE SECURITY PROGRAMS	65
E175 REPRODUCE CLASSIFIED MATERIAL	65
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	65
C76 CONDUCT STAFF VISITS	59
F238 DRIVE GOVERNMENT MOTOR VEHICLES	59
E159 POST CHANGES TO PUBLICATIONS, OTHER THAN CLASSIFIED	59
C91 PERFORM OPERATIONAL READINESS INSPECTIONS (ORI)	53
C98 VERIFY DATA USED IN PREPARATION OF COMMAND POST REPORTS	53
D101 ADMINISTER AND SCORE TESTS, OTHER THAN TAPE EXAMINATIONS	53

TABLE A12

GROUP ID NUMBER AND TITLE: GRP204 - DATA DISPLAY PERSONNEL  
 GROUP SIZE: N=5 PERCENT OF SAMPLE: LESS THAN ONE  
 AVERAGE GRADE: E-3 AVERAGE TICF: 44 MONTHS  
 AVERAGE TAFMS: 69 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
I417 ERASE FMC TAPES	100
I418 INDEX FMC TAPES	100
I425 OPERATE SACCS FMC	100
I424 OPERATE SACCS ALERT RECEIVER PANELS (ARP)	100
I426 PROGRAM FMC TAPES	100
I410 CHANGE SACCS, SLFCS, OR AIR FORCE SATELLITE COMMUNICATION SYSTEMS (AFSATCOM) PRINTER PAPER	100
I413 CLEAN FORMAT MESSAGE COMPOSER (FMC) TAPES	100
I421 MONITOR SACCS MESSAGES RECEIVED	80
I414 CLEAN FMC TAPE HEADS	80
G346 PREPARE LOCATION OF KEY PERSONNEL REPORTS	80
I419 LOG INCOMING AND OUTGOING SACCS MESSAGES	80
D118 PARTICIPATE IN SELF-STUDY TRAINING	80
F307 PROVIDE SECURITY FOR CLASSIFIED MATERIALS OR EQUIPMENT	60
F314 SAFEGUARD INFORMATION CLASSIFIED SECRET AND TOP SECRET	60
E175 REPRODUCE CLASSIFIED MATERIAL	60
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	60
F220 CONTINUOUSLY UPDATE OPERATIONS DISPLAYS	60
F231 CORRECT HISTORICAL DATA USING DATA PROCESSING EQUIPMENT	60
G348 PREPARE SORTIE CAPABILITY REPORTS	60
G338 PREPARE AIRCRAFT ARRIVAL OR DEPARTURE TIME REPORTS	60
F276 OPERATE AUTOMATIC SECURE VOICE COMMUNICATIONS (AUTOSEVOCOM) SYSTEMS	60
F219 CONSTRUCT OPERATIONS DISPLAYS	40
F315 SAFEGUARD NATO CLASSIFIED INFORMATION	40
F306 PROTECT INFORMATION USING OPERATIONAL SECURITY (OPSEC) RULES	40
G351 RELEASE AIRCRAFT OR AIRCREW REPORTS	40

TABLE A13

GROUP ID NUMBER AND TITLE: GRP192 - INSTRUCTOR PERSONNEL  
 GROUP SIZE: N=12 PERCENT OF SAMPLE: LESS THAN ONE  
 AVERAGE GRADE: E-5 AVERAGE TICF: 85 MONTHS  
 AVERAGE TAFMS: 115 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D104 CONDUCT CLASSROOM TRAINING	100
D117 OPERATE AUDIOVISUAL EQUIPMENT FOR TRAINING PURPOSES	100
D122 PREPARE LESSON PLANS	100
D109 COUNSEL TRAINEES ON TRAINING PROGRESS OR PROBLEMS	92
D113 DEVELOP TRAINING AIDS	92
D101 ADMINISTER AND SCORE TESTS, OTHER THAN TAPE EXAMINATIONS	83
E176 REPRODUCE UNCLASSIFIED DOCUMENTS	75
D111 DEVELOP RESIDENT COURSE PROGRAMS	58
E159 POST CHANGES TO PUBLICATIONS, OTHER THAN CLASSIFIED	58
E158 POST CHANGES TO CLASSIFIED PUBLICATIONS	58
F238 DRIVE GOVERNMENT MOTOR VEHICLES	50
D110 DEVELOP PHASE TESTS	42
D118 PARTICIPATE IN SELF-STUDY TRAINING	42
G337 INVENTORY COMSEC MATERIALS	42
B69 SUPERVISE COMMAND AND CONTROL HELPERS (AFSC 27410)	33
C86 EVALUATE TRAINING NEEDS	33
B42 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	33
I417 ERASE FMC TAPES	33
I418 INDEX FMC TAPES	33
I425 OPERATE SACCS FMC	33
C80 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE OR MILITARY STANDARDS	25
D103 BRIEF PERSONNEL ON CHANGES IN METHODS OR PROCEDURES	25
D114 EVALUATE PROFICIENCY OF AIRMEN PRIOR TO UPGRADING	25
F244 IDENTIFY MAIRS MESSAGES	25
F245 IDENTIFY TYPES OF MISSION DEVIATIONS	25

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