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UNITED STATES
AIR FORCE

OCCUPATIONAL SURVEY REPORT

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MAY 18 1994
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HELICOPTER MAINTENANCE

AFSC 2A5X2
(FORMERLY AFSC 457X1)

AFPT 90-457-989

MARCH 1994

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OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
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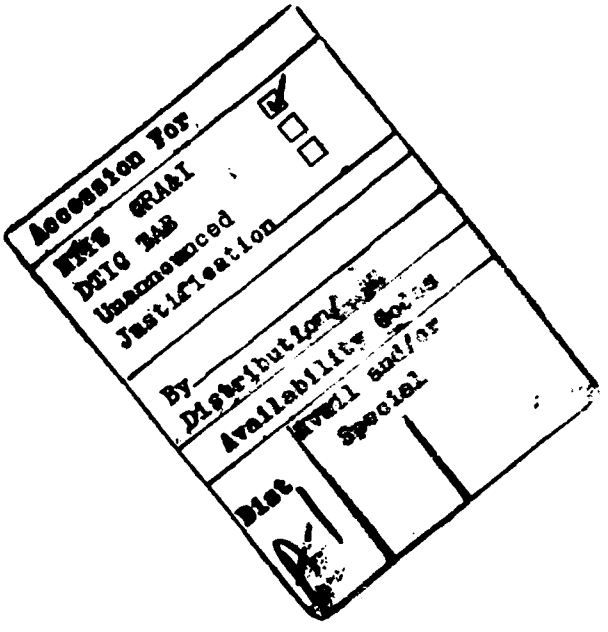

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PREFACE

This report presents the results of an occupational survey of the Helicopter Maintenance career ladder, AFSC 2A5X2 (formerly AFSC 457X1). Authority for conducting occupational surveys is found in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Lieutenant Ty K. Sills, Occupational Analyst, developed the survey instrument, analyzed the data, and wrote the final report. Mr Wayne Fruge provided programming support, and Ms Raquel A. Soliz provided administrative support. This report has been reviewed and approved for release by Major Randall C. Agee, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies may be requested from the Air Force Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB, Texas 78150-4449.

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SUMMARY OF RESULTS

1. *Survey Coverage*: This report is based on responses from 586 AFSC 2A5X2 (457X1) respondents representing 61 percent of all assigned AFSC 2A5X2 personnel.

2. *Specialty Jobs*: Structure analysis identified one job cluster and five independent jobs: Crew Chief cluster, Tool Crib job, Core Automated Maintenance System (CAMS) job, Maintenance Supervision job, Quality Assurance Evaluator (QAE) job, and Training Instructor job. The cluster and independent jobs are discussed within this report.

3. *Career Ladder Progression*: AFSC 2A5X2 personnel follow an orderly skill-level progression. The 3-skill level personnel primarily perform basic technical tasks, while the 5-skill level personnel have a slightly broader job. The 7-skill level personnel have a more extensive job, with supervisory, administrative, and managerial tasks accounting for 36 percent of their time.

4. *AFMAN 36-2108 Specialty Descriptions*: The AFMAN 36-2108 Specialty Descriptions for the Helicopter Maintenance career ladder (Specialist and Technician) were reviewed. They provide an accurate description of the jobs performed by each skill level.

5. *Training*: An analysis of the current AFSC 2A5X2 STS and J3ABR45731 Plan of Instruction (POI) shows that both documents are extremely sound. Only two Specialty Training Standard (STS) items, relating to assembling and disassembling helicopters for air shipment, were not supported by survey data. All of the POI learning objectives were supported; however, numerous technical tasks were not referenced to either document. A list of tasks not referenced to each document should be reviewed by training personnel to ensure that both documents are complete.

6. *Job Satisfaction*: Overall, AFSC 2A5X2 respondents are satisfied with their jobs. When compared to other aerospace maintenance specialties surveyed in 1992, AFSC 2A5X2 personnel show relatively higher job satisfaction. When compared to the 1986 (AFSC 431XOC/D) Occupational Survey Report (OSR), survey data indicate that job satisfaction has improved across all total active federal military service (TAFMS) groups. A comparison of major jobs identified in the current sample reveals that members in the Crew Chief cluster have the highest level of job satisfaction, while personnel in the Tool Crib, and QAE job groups are the least satisfied.

7. *Implications*: The Helicopter Maintenance (AFSC 2A5X2) career ladder has not changed much since the last survey in 1986. The jobs still involve technical maintenance and standard support functions. Career ladder progression is typical, and the AFMAN 36-2108 *Specialty Descriptions* are accurate. The technical training program is sound, and both the STS and POI are well supported by survey data. Job satisfaction data show the members of the career ladder are generally satisfied with their jobs. Two major changes to the career field are expected. The Air Force is projected to strike the H-3 model helicopter from its inventory, and the technical training course will join with the Army training course, beginning in April 1994.

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OCCUPATIONAL SURVEY REPORT
HELICOPTER MAINTENANCE
AFSC 2A5X2

INTRODUCTION

This is a report of an occupational survey of the Helicopter Maintenance career ladder (AFSC 2A5X2, formerly AFSC 457X1). This survey was conducted to collect current data for use in validating training documents. The current STS is dated 15 August, 1993, and the POI for the entry-level course is dated 30 September, 1991. The last occupational survey for this career ladder was published in May 1986.

Background

As described in the AFMAN 36-2108 Specialty Descriptions, DAFSCs 2A532 and 2A552 airmen are responsible for performing inspections, functional checks, and maintenance on helicopter aircraft and installed equipment. These duties include functionally checking helicopter aircraft systems, such as hydraulic, electrical, and fuel systems. Furthermore, they perform launch and recovery duties, maintain inspection and maintenance records, and maintain support equipment.

In addition to these duties, 7-skill level members advise on problems concerning repairing, maintaining, servicing, and inspecting helicopter aircraft. They also perform supervisory and maintenance staff functions.

Initial 3-skill level training is provided through a 16-week course at Sheppard AFB TX. The Apprentice Helicopter Maintenance Specialist course, J3ABR2A532-000, includes instruction in the fundamentals of mechanics with emphasis on the maintenance, servicing, and inspection of helicopter aircraft. The course also covers basic flightline safety practices, use of support equipment, and care and use of special tools.

The course is projected to be consolidated with the Army course. This consolidation is expected to begin in April 1994 with H-53 block instruction. H-60 block instruction is expected to be consolidated in April 1995. Under this proposal, the basic fundamentals of helicopter maintenance will be instructed jointly with the Army, while specific airframe courses will continue to be taught separately.

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SURVEY METHODOLOGY

Inventory Development

Data for this survey were collected using USAF Job Inventory (JI) Air Force Personnel Test (AFPT) 90-457-989, dated October 1992. A preliminary task list was prepared after reviewing career ladder documents, tasks from the previous Helicopter Maintenance job inventory, and data from the previous Occupational Survey Report (OSR). This preliminary task list was then validated through interviews with 15 subject-matter experts (SMEs) at the following organizations:

BASE	ORGANIZATIONS VISITED
Sheppard AFB TX	3760 TCHTS/TTSRP
Kirtland AFB NM	42 AGS/MAA2H
Eglin AFB FL	655 SOMS/MAAH
Hurlburt AFB FL	1 SOW/MAST

The final JI contains 884 tasks grouped under 12 duty headings with standard background questions asking respondents to indicate paygrade, duty title, time in service, time in present job, time in career field, and job satisfaction. Additional background questions concerning inspections, equipment, and forms usage were asked. Responses to these questions are of use to functional and training personnel.

Survey Administration

Eligible survey respondents were selected from Uniform Airmen Record data tapes supplied by the Air Force Military Personnel Center (AFMPC). From February to June 1993, Base Personnel Flights at operational bases worldwide administered the JI to Helicopter Maintenance personnel.

Each individual who filled out an inventory first completed the identification and biographical information section. Next, respondents answered questions in the background portion of the inventory. They were then instructed to go through the booklet and check each task they perform in their current job. Finally, they were asked to go back and rate the relative amount of time spent on each task performed using a 9-point scale. Time-spent ratings range from 1 (indicating a very small amount of time spent) to 9 (indicating a very large amount of time spent).

The computer calculated the relative percent time each respondent spent performing tasks by first totaling the ratings on all tasks marked, dividing the ratings for each task by this total, and multiplying by 100. Percent time spent ratings from all respondents were combined and used with percent members performing values to describe various groups in the career ladder.

Survey Sample

The final sample includes responses from 586 AFSC 2A5X2 respondents. Tables 1 and 2 compare the MAJCOM and paygrade distributions of all assigned personnel to that of the sample. Table 1 shows a disparity in the sample representations of AETC and AMC. This is due to the re-distribution of Air Force personnel across MAJCOMs. At the time of the survey, the 542nd Crew Training Wing, located at Kirtland AFB NM, was assigned to AMC. Shortly after the data were gathered, this unit was reassigned to AETC. This resulted in a large shift in the member distribution across MAJCOMs, as the unit accounts for approximately 18 percent of the career field. Considering the unit realignments which occurred during the survey administration, the sample is representative of the total population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor data were collected by asking selected E-6 and E-7 NCOs to complete either a training emphasis (TE) or task difficulty (TD) booklet. These booklets are processed separately from the JIs, and the TE and TD data are considered when analyzing other issues in the study.

Training Emphasis (TE). TE is defined as the amount of structured training first-enlistment personnel need to perform tasks successfully. Structured training is defined as training provided by resident technical schools, field training detachments (FTDs), mobile training teams (MTTs), formal OJT, or any other organized training method. Twenty-eight experienced AFSC 2A5X2 respondents rated the tasks in the inventory on a 10-point scale ranging from 0 (no training required) to 9 (extremely high TE). Interrater agreement for these 28 raters was acceptable. The average TE rating is 1.72, with a standard deviation of 1.41. Any task with a TE rating of 3.13 or greater is considered to have a high TE.

Task Difficulty (TD). TD is defined as an estimate of the length of time the average airman takes to learn how to perform a task. Fifty experienced NCOs rated the difficulty of tasks on a 9-point scale ranging from 1 (easy to learn) to 9 (very difficult to learn). Interrater agreement was again acceptable. TD ratings are normally adjusted so tasks have an average difficulty value of 5.0, with a standard deviation of 1.0. Thus, any task with a TD rating of 6.00 or above is considered difficult to learn. TE and TD ratings, when used with percent members performing values, can provide insight into first-enlistment training requirements, help validate the need for structured training, and aid in the evaluation of the plan of instruction (POI) for a career ladder.

TABLE 1

MAJCOM REPRESENTATION OF SAMPLE
AFSC 2A5X2

COMMAND	PERCENT ASSIGNED (N=965)	PERCENT OF SAMPLE (N=586)
AFSOC	43	33
ACC	16	18
AETC	18	2
PACAF	8	11
AMC	7	24
AFMC	4	9
USAFE	2	3
AFSPACECOM	2	0

Total Assigned = 965
Total Surveyed = 899
Total in Survey Sample = 586
Percent of Assigned in Sample = 61%
Percent of Surveyed in Sample = 65%

NOTE: **Assigned strength as of August 1993**

TABLE 2

PAYGRADE DISTRIBUTION OF SAMPLE
AFSC 2A5X2

PAYGRADE	PERCENT ASSIGNED* (N=965)	PERCENT IN SAMPLE (N=586)
E-1 to E-3	27	30
E-4	25	23
E-5	24	25
E-6	15	15
E-7	8	7
E-8	*	0
E-9	0	0

*Denotes less than 1 percent

NOTE: Assigned strength as of August 1993

CAREER LADDER STRUCTURE

The first step in the analysis process is to identify the career ladder structure in terms of jobs performed by the respondents. Comprehensive Occupational Data Analysis Programs (CODAP) assist by creating a job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated clustering program compares all individual descriptions, locates the two job descriptions with the most similar tasks and percent time ratings, and combines them to form a composite job description. In successive stages, new members are added to the initial groups, or new groups are formed based on the similarity of tasks performed and time ratings. This process continues until all possible respondents are included in a group.

The basic grouping in the hierarchical clustering process is the *Job*. When there is a substantial degree of similarity between jobs, they are grouped together and identified as a *Cluster*. The structure of the Helicopter Maintenance career ladder is defined in terms of the jobs that the 586 respondents perform.

Overview

Analysis of the data shows AFSC 2A5X2 personnel perform work related to one cluster and five independent jobs Most members in the career ladder perform jobs that fall in the Crew Chief cluster. The remaining jobs involve work related to Tool Crib, Core Automated Maintenance System (CAMS), Supervisory, Quality Assurance Evaluator (QAE), and Training functions.

The job structure is displayed graphically in Figure 1 and in the outline presented below. The stage (STG) number listed beside each job title is a reference number assigned by CODAP, while the letter "N" refers to the number of respondents performing the job.

AFSC 2A5X2 CAREER LADDER JOBS

I. CREW CHIEF CLUSTER (STG 36, N=445)

- A. H-53 CREW CHIEF (STG 85, N=151)
- B. H-3 CREW CHIEF (STG86, N=31)
- C. H-60 CREW CHIEF (STG77, N=132)
- D. H-1 CREW CHIEF (STG76, N=110)

II. TOOL CRIB INDEPENDENT JOB (STG63, N=11)

III. CORE AUTOMATED MAINTENANCE SYSTEMS (CAMS) INDEPENDENT JOB (STG70, N=8)

IV. MAINTENANCE SUPERVISION JOB (STG 44, N=38)

V. QUALITY ASSURANCE EVALUATOR (QAE) INDEPENDENT JOB (STG107, N=10)

VI. TRAINING INSTRUCTOR INDEPENDENT JOB (STG49, N=5)

Eighty-five percent of all survey respondents grouped into the cluster or one of the jobs. The remaining 15 percent, based on task performance, do not clearly fit into one specific job.

AFSC 2A5X2 CAREER LADDER JOBS

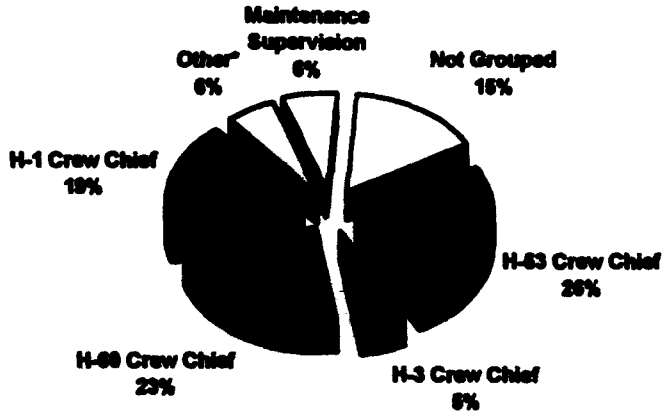

FIGURE 1

*Other includes: Tool Crib (2%)
QAE (1%)
CAMS (1%)
TT Instructor (1%)

The amount of time that members of career ladder jobs spend on duties is presented in Table 3, while selected background data are presented in Table 4. Brief descriptions of each job are presented below, while representative tasks performed are listed in Appendix A.

TABLE 3

TIME SPENT ACROSS DUTIES BY CAREER LADDER JOBS
(RELATIVE PERCENT OF TIME SPENT)

	DUTIES	CREW CHIEF CLUSTER								
		H-53 CREW CHIEF (N=151)	H-3 CREW CHIEF (N=31)	H-60 CREW CHIEF (N=132)	H-1 CREW CHIEF (N=110)	TOOL CRIB (N=11)	CAMS (N=8)	MAINT SUPER (N=38)	QAE (N=10)	TT INST (N=5)
A	ORGANIZING AND PLANNING	1	1	1	2	12	9	16	8	1
B	DIRECTING AND IMPLEMENTING	1	2	2	2	4	11	17	8	4
C	INSPECTING AND EVALUATING	1	*	*	1	10	5	11	13	2
D	TRAINING	1	1	1	1	4	2	7	*	66
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	2	3	3	3	21	18	12	9	8
F	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEMS (CAMS) ACTIVITIES	6	5	6	5	10	53	15	1	0
G	PERFORMING GENERAL HELICOPTER MAINTENANCE OR SUPPORT ACTIVITIES	48	48	37	35	3	*	11	14	7
H	PERFORMING H-1 HELICOPTER MAINTENANCE	*	0	2	47	0	0	*	42	0
I	PERFORMING H-3 HELICOPTER MAINTENANCE	*	36	*	0	0	0	2	0	4
J	PERFORMING H-53 HELICOPTER MAINTENANCE	36	*	*	0	*	0	2	0	4
K	PERFORMING H-60 HELICOPTER MAINTENANCE	0	0	43	*	*	0	4	0	0
L	MAINTAINING TOOLS AND GROUND SUPPORT EQUIPMENT	3	3	4	4	35	1	2	4	4

*Denotes less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA ON PERSONNEL IN CAREER LADDER JOBS

	CREW CHIEF CLUSTER								
	H-53 CREW CHIEF	H-3 CREW CHIEF	H-60 CREW CHIEF	H-1 CREW CHIEF	TOOL CRIB	CAMS	MAINT SUP	QAE	TT INST
NUMBER IN GROUP	151	31	132	110	11	8	38	10	5
PERCENT OF TOTAL SAMPLE	26%	6%	23%	19%	2%	1%	6%	2%	1%
PERCENT IN CONUS	95%	55%	63%	85%	73%	100%	71%	100%	100%
DAFSC DISTRIBUTION:									
45731	26%	23%	20%	16%	0%	0%	0%	0%	0%
45751	52%	51%	58%	42%	45%	50%	8%	0%	80%
45771	22%	26%	22%	42%	55%	50%	92%	100%	20%
PAYGRADE DISTRIBUTION:									
AIRMEN	43%	29%	31%	29%	10%	0%	0%	0%	0%
E-4	28%	32%	30%	18%	18%	49%	3%	0%	0%
E-5	22%	29%	27%	35%	36%	25%	8%	0%	40%
E-6	6%	10%	12%	16%	36%	13%	39%	70%	40%
E-7	1%	0%	0%	2%	0%	13%	50%	30%	20%
E-8	0%	0%	0%	0%	0%	0%	0%	0%	0%
E-9	0%	0%	0%	0%	0%	0%	0%	0%	0%
AVERAGE MONTHS IN PRESENT JOB	37	35	36	44	29	36	33	19	36
AVERAGE MONTHS TAFMS	68	80	81	102	157	119	196	175	154
PERCENT FIRST ENLISTMENT	54%	32%	42%	34%	9%	25%	0%	0%	0%
PERCENT SUPERVISING	42%	44%	47%	38%	72%	63%	92%	30%	20%
AVERAGE NUMBER OF TASKS PERFORMED	214	236	238	215	37	31	96	40	23

Included with each job description is also a listing of task modules that represents tasks likely to be coperformed by job members. Each listing displays the number of tasks in the module, the percent of job time members spend performing tasks within the module (PERCENT TIME SPENT SUM), and the weighted average time spent on each individual task within the module (PERCENT TIME SPENT AVG). A complete listing of the tasks that comprise each module is presented for reference in Appendix B.

I. CREW CHIEF CLUSTER (STG36, N=445): The Crew Chief cluster members perform a broad range of technical activities associated with maintaining the Air Force's helicopter fleet in a high state of operational readiness. Within the cluster, four distinct jobs were identified, each unique to the airframe maintained. All four jobs involve a large number of general maintenance tasks that are relatively common across the four airframes. Examples of these tasks include towing activities; removing and installing access panels, hatches, and passenger seats; and maintaining support equipment.

A. H-53 CREW CHIEF (STG85, N=151): The largest group of respondents in the Crew Chief cluster work on this airframe. Table 3 shows that the majority of job time (59 percent) involves general maintenance and support activities, while the remainder is primarily spent on H-53 Helicopter maintenance (36 percent). Most members perform general maintenance and servicing tasks such as jacking and towing helicopters, connecting external electrical power to helicopters, and servicing tires and transmissions. Members perform an average of 214 tasks each, suggesting a very broad range of responsibilities. Representative tasks include:

Jack helicopters
Remove or install chip detectors on helicopters
Connect or disconnect external electrical power to helicopters
Remove or install airframe access panels, hatches, or cowlings on helicopters
Tow helicopters
Service helicopter hydraulic systems
Remove or install main rotor blades on H-3 or H-53 helicopters
Remove or install armor platings
Service helicopter tires
Service helicopter transmissions

The following representative task modules show that, in addition to performing general maintenance and servicing tasks, members of this job spend a great deal of job time working on rotor blades and performing CAMS-related functions.

TM	TITLE	TASKS	PERCENT TIME SPENT SUM	AVG
10	SUPPORT EQUIPMENT MAINTENANCE	12	6	.47
11	GENERAL MAINTENANCE AND SERVICING	54	23	.43
06	GENERAL ROTOR BLADE MAINTENANCE	65	27	.42
07	CAMS UPDATE AND COORDINATION	13	5	.40
01	H-3, H-53 LANDING GEAR AND ROTOR BLADE MAINTENANCE	8	3	.32
09	REMOVE, REPLACE, AND INSPECT H-53 COMPONENTS	19	6	.31

Fifty-four percent of H-53 Crew Chiefs are in their first enlistment, and 52 percent hold the 5-skill level. Other background data can be found in Table 4. MAJCOM analysis shows that a large percentage of this work is performed in the Air Force Special Operations Command (AFSOC). Table 5 depicts a complete breakdown of time spent across duties by MAJCOM members. Table 6 shows which specific H-53 airframes are supported by MAJCOM members.

B. H-3 CREW CHIEF (STG86, N=31): Only a small number of members in the Crew Chief cluster perform work in this job due to the fact that this helicopter is being phased out of the Air Force inventory, and very few remained operational at the time of the survey. Like H-53 Crew Chief incumbents, members of this job perform general and servicing-related work and, on average, perform a large number of tasks (236). The division of time is spent on general maintenance and support equipment duties, and on airframe-specific responsibilities. Following are representative tasks performed by the H-3 Crew Chief:

Tow helicopters
Inspect visible turbine blades
Refuel helicopters using pressure procedures
Remove or install airframe access panels, hatches, or cowlings on helicopters
Operationally check rotor brake systems on helicopters
Service helicopter rotor brake systems
Service helicopter hydraulic systems
Service helicopter tires
Operationally check hydraulic rescue hoists
Remove or install main rotor blades on H-3 or H-53 helicopters

TABLE 5

TIME SPENT ACROSS DUTIES BY MAJCOM MEMBERS
(RELATIVE PERCENT OF TIME SPENT)

DUTIES		ACC (N=104)	AETC (N=13)	AFMC (N=52)	AFSOC (N=194)	AMC (N=145)	PACAF (N=63)	USAFE (N=15)
A	ORGANIZING AND PLANNING	6	4	6	3	4	4	3
B	DIRECTING AND IMPLEMENTING	6	5	4	3	4	5	4
C	INSPECTING AND EVALUATING	5	1	1	2	3	3	1
D	TRAINING	2	39	2	2	2	2	2
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	7	7	4	5	4	6	5
F	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEMS (CAMS) ACTIVITIES	9	3	6	7	8	7	5
G	PERFORMING GENERAL HELICOPTER MAINTENANCE OR SUPPORT ACTIVITIES	27	16	31	41	35	32	30
H	PERFORMING H-1 HELICOPTER MAINTENANCE	12	6	29	0	18	1	45
I	PERFORMING H-3 HELICOPTER MAINTENANCE	7	6	*	*	0	7	0
J	PERFORMING H-53 HELICOPTER MAINTENANCE	0	5	3	23	9	0	0
K	PERFORMING H-60 HELICOPTER MAINTENANCE	12	3	8	9	8	29	0
L	MAINTAINING TOOLS AND GROUND SUPPORT EQUIPMENT	7	5	6	4	5	4	5

*Denotes less than 1 percent

TABLE 6

AIRCRAFT SUPPORTED BY MAJCOM MEMBERS
(PERCENT MEMBERS RESPONDING)

AIRCRAFT	ACC (N=104)	AETC (N=13)	AFMC (N=52)	AFSOC (N=194)	AMC (N=145)	PACAF (N=63)	USAFE (N=15)
HH-1H	9	31	2	0	2	0	7
UH-1N	27	38	75	0	52	0	93
CH-3	2	31	0	1	2	0	0
HH-3	21	31	0	1	3	24	0
CH-53	0	31	6	7	25	2	0
MH-53	0	8	12	71	30	2	0
HH-60G	33	8	12	3	12	62	0
MH-60G	13	8	19	24	24	14	0
UH-60A	1	8	15	2	14	0	0
UH-60L	3	8	21	9	23	0	0

The representative task modules indicate that, in addition to general tasks, the members of this job spend a great deal of time working on rotor blades and landing gear. They also spend considerable time performing CAMS functions.

TM	TITLE	TASKS	PERCENT TIME SPENT SUM	AVG
10	SUPPORT EQUIPMENT MAINTENANCE	12	5	.42
06	GENERAL ROTOR BLADE MAINTENANCE	65	27	.41
07	CAMS UPDATE AND COORDINATION	13	5	.39
01	H-3, H-53 LANDING GEAR AND ROTOR BLADE MAINTENANCE	8	3	.32
15	H-3 MAINTENANCE	124	36	.29
08	MAINTAIN APPs, APUs, AND RELATED COMPONENTS	6	2	.27

Thirty-five percent of H-3 Crew Chiefs are in their first enlistment, and 52 percent hold the 5-skill level. Almost half of these respondents report being assigned to a base outside of the Continental United States (CONUS). Other background data can be found in Table 4. H-3 work is performed almost exclusively by members of Air Combat Command (ACC), Air Education and Training Command (AETC), and Pacific Air Force (PACAF). Table 5 depicts a complete breakdown of time spent across duties by MAJCOM members. Table 6 shows which specific H-3 airframes are supported by MAJCOM members.

C. H-60 CREW CHIEF (STG77, N=132): The second largest number of members of the Crew Chief cluster perform work in this job. The work involves general inspection and maintenance tasks. Table 3 shows that members spend 43 percent of their time performing H-60 specific maintenance duties, a greater proportion of job time dedicated to airframe-specific tasks than seen in the previous two jobs. These duties involve performing tasks such as launching H-60 helicopters, and inspecting engines and landing gear on H-60 helicopter aircraft. Representative tasks include:

Launch H-60 helicopters
Inspect engines on H-60 helicopters
Inspect elastomeric bearing assemblies on H-60 helicopters
Inspect landing gear systems on H-60 helicopters
Attach or detach towing devices on helicopters
Connect or disconnect external electrical power to helicopters
Remove or install helicopter passenger seats
Inspect flight control systems on H-60 helicopters

Remove or install airframe access panels, hatches, or cowlings on helicopters
Inspect flight control systems on H-60 helicopters

An examination of prevalent task modules indicates that members of this job group perform many general tasks. A close look at the module data shows that members spend 43 percent of their time performing the 168 tasks within the H-60 task module; however, little time is spent performing each individual task and hence the lower average rating.

			PERCENT TIME SPENT	
TM	TITLE	TASKS	SUM	AVG
06	GENERAL MAINTENANCE AND SERVICING	65	25	.39
01	SUPPORT EQUIPMENT MAINTENANCE	8	3	.37
07	GENERAL ROTOR BLADE MAINTENANCE	13	4	.30
09	REMOVE, REPLACE, AND INSPECT H-53 COMPONENTS	19	6	.29
13	H-60 MAINTENANCE	168	43	.26

Forty-two percent of H-60 Crew Chiefs are in their first enlistment, and 58 percent hold the 5-skill level. Thirty-seven respondents reported being assigned to a base outside of the CONUS. Other background data can be found in Table 4. MAJCOM analysis shows that the work involved is performed across all commands, except United States Air Force in Europe (USAFE), with the greatest concentration of work performed in the PACAF realm. Table 5 depicts a complete breakdown of time spent across duties by MAJCOM members. Table 6 shows which specific H-60 airframes are supported by MAJCOM members.

D. H-1 CREW CHIEF (STG76, N=110): This is the final job of the Crew Chief cluster. The majority of work involves general maintenance and servicing, along with specific airframe-related maintenance. Table 3 shows a breakdown of duty time by members of this job. The H-1 Crew Chief job, of all the Crew Chief jobs, exhibits the greatest concentration of job time on airframe-specific duties. Work in these duties involves tasks such as launching H-1 helicopters, and inspecting rotor systems and landing gear. Some representative tasks include:

Launch H-1 helicopters
Attach or detach ground handling wheels on H-1 helicopters
Inspect rotor systems on H-1 helicopters
Inspect landing gear on H-1 helicopters
Remove or install helicopter passenger seats
Service helicopter transmissions
Service helicopter engine oil systems

Remove or install airframe access panels, hatches, or cowlings on helicopters
Tie down blades on H-1 helicopters, other than for mooring
Inspect flight control systems on H-1 helicopters

Representative task modules show that H-1 job members spend the majority of their time specializing in task modules that relate to rotor blade and landing gear maintenance. Note also that these members spend a great deal of time working on tasks that relate to H-3 and H-53 maintenance. The majority of job time (48 percent), however, is spent on H-1 maintenance, as can be seen by the PERCENT TIME SPENT SUM rating.

			PERCENT TIME SPENT	
TM	TITLE	TASKS	SUM	AVG
06	GENERAL ROTOR BLADE MAINTENANCE	65	27	.41
01	H-3, H-53 LANDING GEAR AND ROTOR BLADE MAINTENANCE	8	3	.38
14	H-1 MAINTENANCE	151	48	.32
09	REMOVE, REPLACE, AND INSPECT H-53 COMPONENTS	19	5	.26

Thirty-four percent of H-1 Crew Chiefs are in their first enlistment, and 42 percent of all incumbents hold the 5-skill level. Other background data can be found in Table 4. MAJCOM analysis shows that the work involved in this job is performed across all commands, except Air Force Special Operations Command (AFSOC), with the greatest concentration of work performed in USAFE. Table 5 depicts a complete breakdown of time spent across duties by MAJCOM members. Table 6 shows which specific H-1 airframes are supported by MAJCOM members.

II. TOOL CRIB INDEPENDENT JOB (STG63, N=11): Members of this support-oriented job spend 35 percent of their time maintaining tools and ground support equipment. Other duties frequently performed involve administrative and supply functions, and organizing and planning functions. This job is substantially more narrowly defined than the crew chief jobs, as indicated by the much smaller average number of tasks performed (37). A detailed account of time spent across duties is presented in Table 3. Typical work in this independent job involves inspecting, cleaning, issuing, and accounting for tools and tool kits. Some representative tasks include the following:

Inspect tools or tool kits
Receive turn-ins of equipment, tools, tool kits, or supplies

Clean handtools or special equipment
Issue equipment, tools, tool kits, or supplies
Inventory equipment, tools, tool kits, or supplies
Complete status tags for condition of property
Schedule periodic calibrations of special handtools or equipment
Order parts by voice communication
Determine work priorities
Inspect nonpowered support equipment

Task module analysis shows the work is strongly related to the areas of tool issue and maintenance, and support equipment maintenance. Representative task modules include the following:

			PERCENT TIME SPENT	
TM	TITLE	TASKS	SUM	AVG
04	TOOL ISSUE AND MAINTENANCE	5	15	2.96
01	SUPPORT EQUIPMENT MAINTENANCE	8	18	2.23

Only nine percent of Tool Crib job incumbents are in their first enlistment, and 55 percent hold the 7-skill level. Seventy-two percent report that they supervise at least one individual.

III. CORE AUTOMATED SYSTEMS (CAMS) INDEPENDENT JOB (STG70, N=8): The work of this independent job is primarily administrative in nature. Incumbents spend 53 percent of their time performing Core Automated Maintenance Systems (CAMS) activities. The remainder of work involves general administrative and supervisory tasks. Table 3 shows a specific breakdown of time spent across duties. The strong focus on CAMS related work can be seen in the following representative tasks:

Maintain daily status reports
Access core automated maintenance system (CAMS) menus and data screens
Change CAMS workcenter event narratives
Create equipment maintenance discrepancies in CAMS
Change CAMS errors noted during daily verification processes
Change CAMS job standard narratives
Verify accuracies of daily inputs in CAMS
Clear or close out completed maintenance discrepancies in CAMS

Perform CAMS inquires to monitor delayed discrepancies prior to, during, or after scheduling maintenance
Perform CAMS inquiries for uncompleted maintenance event listings

Representative task modules show the majority of job time is spent performing tasks that relate to updating, coordinating, reviewing, and initiating CAMS data.

TM	TITLE	TASKS	PERCENT TIME SPENT SUM	AVG
09	CAMS UPDATE AND COORDINATION	19	39	2.04
01	CAMS REVIEW AND INITIATION	7	12	1.65

Twenty-five percent of CAMS job incumbents are in their first enlistment, and half of all members hold the 7-skill level. All respondents reported being assigned in the CONUS. Sixty-three percent of the members reported they supervise at least one individual.

IV. MAINTENANCE SUPERVISION INDEPENDENT JOB (STG44, N=38): This job involves work related to supervisory and CAMS duties. Members spend 17 percent of their time performing directing and implementing activities. A considerable amount of work time also involves performing organizing and planning, and administrative and supply functions. Very few members of this job supervise H-1 helicopter crews, while other airframes are evenly represented. See Table 3 for a detailed account of time members spend across duties. The supervisory work related to this job involves tasks such as preparing Enlisted Performance Reports (EPRs), counseling personnel, and coordinating maintenance activities. Representative tasks include:

Prepare EPRs
Counsel personnel on personal or military-related problems
Coordinate work with related maintenance activities
Supervise Helicopter Mechanics (AFSC 45751)
Determine work priorities
Assign personnel to duty positions
Access core automated maintenance systems (CAMS) menus and data screens
Supervise Helicopter Technicians (AFSC 45771)
Plan work assignments
Interpret policies, directives, or procedures for subordinates

Representative task modules indicate that nearly three quarters of job time is spent performing CAMS, and administrative and supervisory duties.

TM	TITLE	TASKS	PERCENT TIME SPENT SUM	AVG
09	CAMS UPDATE AND COORDINATION	19	13	.69
16	ADMINISTRATIVE, SUPERVISORY, AND MANAGEMENT	96	58	.61

The members of this job reported having the greatest number of months of total active military service (TAFMS), with an average of 196 months of service. Ninety-two percent of incumbents hold the 7-skill level, and 92 percent reported that they supervise at least one individual.

V. QUALITY ASSURANCE EVALUATOR (QAE) INDEPENDENT JOB (STG107, N=10): The work related to this independent job involves performing inspections on H-1 Helicopter aircraft. This job is necessary due to the fact that many H-1 Helicopters are maintained by contract maintenance crews. QAE job incumbents inspect the work of contract maintenance personnel and rarely perform hands-on maintenance. Table 3 shows time spent across duties by QAE personnel. Representative tasks show that incumbents inspect areas such as rotor systems, transmissions, engines, hydraulic systems, and flight controls on H-1 Helicopters. Several of the representative tasks include the following:

Inspect rotor systems on H-1 helicopters
Inspect transmissions on H-1 helicopters
Inspect transmission drive systems on H-1 helicopters
Inspect engines on H-1 helicopters
Inspect hydraulic systems on H-1 helicopters
Inspect flight control systems on H-1 helicopters
Inspect landing gears on H-1 helicopters
Inspect fire extinguisher systems on H-1 helicopters
Inspect engine drive shafts on H-1 helicopters
Inspect fuel systems on H-1 helicopters

Representative task modules show that, in addition to performing support equipment maintenance and inspecting H-1 helicopters, members of this job group perform administrative, supervisory, and managerial duties.

TM	TITLE	TASKS	PERCENT TIME SPENT SUM	AVG
01	SUPPORT EQUIPMENT MAINTENANCE	8	4	.53
16	ADMINISTRATIVE, SUPERVISORY, AND MANAGEMENT	96	36	.37
14	H-1 MAINTENANCE	151	42	.28

The members of this job cluster reported having the second greatest number of months of TAFMS, with an average of 175 months. All of the incumbents hold the 7-skill level, and only 30 percent reported that they supervise at least one individual.

VI. TRAINING INSTRUCTOR INDEPENDENT JOB (STG49, N=5): The final job in the career ladder involves work related to technical training. Members of this job spend 66 percent of their time performing training activities. A detailed account of time spent across duties by members of this job can be found in Table 3. Training duties include evaluating the progress of resident course students; evaluating training methods; writing, administering, and scoring tests; and counseling trainees on training progress. These and other representative tasks include the following:

Evaluate progress of resident course students
Evaluate training methods or techniques
Demonstrate how to locate technical information
Write test questions
Conduct resident course classroom training
Score tests
Administer tests
Counsel trainees on training progress
Determine resident course training requirements
Develop resident course or career development course (CDC) curriculum materials
Maintain training records, charts, or graphs

The representative task modules show that job members spend the majority of their time performing tasks related to maintaining support equipment, and performing administrative, supervisory, and managerial duties. They also frequently perform maintenance on H-1 helicopters.

TM	TITLE	TASKS	PERCENT TIME SPENT SUM	AVG
01	SUPPORT EQUIPMENT MAINTENANCE	8	4	.53
16	ADMINISTRATIVE, SUPERVISORY, AND MANAGEMENT	96	36	.37
14	H-1 MAINTENANCE	151	42	.28

The members of this job cluster have an average of 154 months' TAFMS. Eighty percent of the incumbents hold the 5-skill level, and only 20 percent reported that they supervise at least one individual.

Comparison Of Current Group Descriptions To Previous Survey

The results of the specialty job analysis were compared to the previous OSR, AFPT 90-431-530, dated May 1986. Table 7 lists the major jobs identified in the current report and their equivalent jobs from the previous OSR. A review of the jobs performed by the current sample indicates that only the CAMS Independent Job does not match to the previous survey. One job found in the previous survey, Ground Support and Servicing Personnel, was not identified in the current survey.

The CAMS Independent Job was not identified in the previous survey because CAMS was not yet established in 1986. The Ground Support and Servicing Personnel job was not specifically identified in the current survey, as it was subsumed within the individual job variations of the Crew Chief cluster.

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 survey. The DAFSC analysis identifies differences in tasks performed at various skill levels. This information may be used to evaluate how well career ladder documents, such as AFMAN 36-2108 Specialty Descriptions and Specialty Training Standards (STSs) , reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across career ladder jobs in displayed in Table 8, while Table 9 offers another perspective as it displays percent time spent on each duty across skill-level groups. The majority of members perform work in the Crew Chief cluster. Fewer members perform work in the H-3 Crew Chief variation, relative to the other variations of this cluster, because this helicopter is being phased out of the Air Force inventory. A typical pattern

TABLE 7

JOB SPECIALTY COMPARISON BETWEEN CURRENT AND 1986 SURVEY

CURRENT (N=586)		PERCENT OF SAMPLE	1986 (N=965)	PERCENT OF SAMPLE
I. H-53 Crew Chief	CREW CHIEF CLUSTER	26	I. CH/HH-53 Flightline Maintenance Personnel Cluster	20
II. H-3 Crew Chief		6	II. CH/HH-3 Flightline Maintenance Personnel Cluster	23
III. H-60 Crew Chief		23	III. UH-60A Helicopter Maintenance Specialist	2
IV. H-1 Crew Chief		19	IV. H-1 Flightline Maintenance Personnel Cluster	35
V. Tool Crib Independent Job		2	V. Tool Crib Specialist	*
VI. CAMS Independent Job		1	VI. Not Identified	-
VII. Maintenance Supervision Independent Job		6	VII. Maintenance Supervision And Management Personnel Cluster	16
VIII. QAE Independent Job		2	VIII. Quality Control Inspectors	2
IX. TT Instructor Independent Job		1	IX. Training Personnel	1
X. Not Identified		-	X. Ground Support And Servicing Personnel	1

*Denotes less than 1 percent

TABLE 8

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS
CAREER LADDER JOBS
(Percent)

CAREER LADDER JOBS		2A532 (N=110)	2A552 (N=261)	2A572 (N=215)
I. H-53 Crew Chief (N=151)	CREW CHIEF CLUSTER	36	30	16
II. H-3 Crew Chief (N=31)		6	6	4
III. H-60 Crew Chief (132)		39	29	14
IV. H-1 Crew Chief (N=110)		16	18	21
V. Tool Crib Idependent Job (N=11)		0	2	3
VI. CAMS Idependent Job (N=8)		0	2	2
VII. Maintenance Supervision Independent Job (N=38)		0	1	16
VIII. QAE Independent Job (N=10)		0	0	5
IX. Training Instructor Independent Job (N=5)		0	2	1
X. Not Grouped (N=90)		3	10	18

TABLE 9

TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES		2A532 (N=110)	2A552 (N=261)	2A572 (N=215)
A.	ORGANIZING AND PLANNING	*	2	9
B.	DIRECTING AND IMPLEMENTING	*	2	9
C.	INSPECTING AND EVALUATING	*	*	6
D.	TRAINING	*	3	4
E.	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	3	4	8
F.	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	6	8	8
G.	PERFORMING GENERAL HELICOPTER MAINTENANCE OR SUPPORT ACTIVITIES	50	38	23
H.	PERFORMING H-1 HELICOPTER MAINTENANCE	7	10	13
I.	PERFORMING H-3 HELICOPTER MAINTENANCE	3	3	2
J.	PERFORMING H-53 HELICOPTER MAINTENANCE	13	12	6
K.	PERFORMING H-60 HELICOPTER MAINTENANCE	11	13	8
L.	MAINTAINING TOOLS AND GROUND SUPPORT EQUIPMENT	6	5	4

*Denotes less than 1 percent

of career ladder progression is noted within AFSC 2A5X2, with 3-skill level personnel spending most of their time on technical tasks, while 5-skill level personnel are performing technical jobs along with some training and administrative duties. Seven-skill level personnel perform fewer technical duties and spend 36 percent of their time on administrative, supervisory, and managerial related tasks.

Skill-Level Descriptions

DAFSC 2A532: The 110 airmen in the 3-skill level group, representing 19 percent of the survey sample, perform an average of 136 tasks. As shown in Table 8, 97 percent of these airmen are in the Crew Chief cluster. They spend approximately 50 percent of their time performing general helicopter maintenance or support activities, while the remainder of their time is spent almost exclusively on performing specific airframe-related maintenance activities (see Table 9).

Examples of tasks likely to be performed by 3-skill level personnel include: connecting or disconnecting electrical power to helicopters, and removing or installing airframe access panels, hatches, or cowlings. Table 10 displays selected representative tasks performed by a majority of these airmen.

DAFSC 2A552: The 261 airmen in the 5-skill level group represent 45 percent of the total survey sample and perform an average of 201 tasks. Table 9 shows that 5-skill level personnel spend 38 percent of their time performing general helicopter maintenance or support activities. They spend the remainder of their time primarily on specific airframe-related maintenance; however, in addition to these technical duties, they spend approximately 11 percent of their time performing administrative, supervisory, and managerial related tasks. Representative tasks performed by 5-skill level incumbents are listed in Table 11.

Five-skill level personnel are differentiated from 3-skill level personnel based upon the level of complexity of technical tasks they perform, as well as by percent of job time spent on training and supervisory related tasks. Table 12 gives examples of tasks which best differentiate the 5-skill level personnel from their junior counterparts.

DAFSC 2A572: Seven-skill level personnel represent 36 percent of the survey sample and perform an average of 172 tasks. Thirty-six percent of their relative job time is spent on tasks in supervisory, managerial, training, and administrative duties (more than three times that of 5-skill level personnel). The remainder of their time is dedicated to technical duties (see Table 9). Table 13 lists representative tasks for these incumbents.

Tasks which best distinguish 7-skill level personnel from their junior counterparts are presented in Table 14. As expected, the key difference is a much greater emphasis on supervisory functions.

TABLE 10

REPRESENTATIVE TASKS PERFORMED
BY 2A532 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=110)
G196	Jack helicopters	93
G177	Connenct or disconnect electrical power to helicopters	92
G172	Clean helicopter surfaces or compartments	90
G227	Remove or install airframe access panels, hatches, or cowlings on helicopters	89
G168	Attach or detach towing devices on helicopters	88
G288	Tow helicopters	87
G279	Service helicopter hydraulic systems	87
G222	Recover helicopters	86
G215	Position fire extinguishers	85
G217	Position or spot powered aircraft equipment	82
G282	Service helicopter transmissions	82
G186	Inspect fire extinguishers	79
G281	Service helicopter tires	79
G216	Position or spot nonpowered aircraft support equipment	78
G278	Service helicopter engine oil systems	78
G246	Remove or install helicopter passenger seats	76
G234	Remove or install chip detectors on helicopters	75
G230	Remove or install batteries on helicopters	74
L868	Inventory equipment, tools, tool kits, or supplies	73
G183	Identify presence of corrosion on helicopters	72
L867	Inspect tools or tool kits	71
G262	Remove or install main rotor pitch control rods on helicopters	71
G221	Prepare reparable or serviceable parts for turn-ins	70
G225	Refuel helicopters using pressure procedures	69
G179	Defuel helicopters using pressure procedures on H-1, H-53, or H-60 helicopters	69
G267	Remove or install tail rotor assemblies on helicopters	67
G218	Position or spot vehicles	66
L865	Clean handtools or special equipment	66
G200	Lubricate airframe components on helicopters	65
G167	Apply corrosion preventatives or preservatives	65

TABLE 11

REPRESENTATIVE TASKS PERFORMED
BY 2A552 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=261)
G168	Attach or detach towing devices on helicopters	85
G177	Connect or disconnect electrical power to helicopters	85
G196	Jack helicopters	85
G227	Remove or install airframe access panels, hatches, or cowlings on helicopters	84
G288	Tow helicopters	84
G172	Clean helicopter surfaces or compartments	84
G215	Position fire extinguishers	82
G246	Remove or install helicopter passenger seats	81
G279	Service helicopter hydraulic systems	81
G282	Service helicopter transmissions	81
G234	Remove or install chip detectors on helicopters	81
G278	Service helicopter engine oil systems	80
G262	Remove or install main rotor pitch control rods on helicopters	80
G217	Position or spot powered aircraft equipment	80
G222	Recover helicopters	79
F131	Clear or close out completed maintenance discrepancies in CAMS	78
G186	Inspect fire extinguishers	78
G183	Identify presence of corrosion on helicopters	78
G267	Remove or install tail rotor assemblies on helicopters	78
G221	Prepare reparable or serviceable parts for turn-ins	77
G230	Remove or install batteries on helicopters	77
G163	Adjust tail rotor pitch control links on helicopters	
F123	Access core automated maintenance system (CAMS) menus and data screens	75
G281	Service helicopter tires	75
G164	Adjust windshields wiper blade arms on helicopters	75
G200	Lubricate airframe components on helicopters	74
G167	Apply corrosion preventatives or preservatives	74
G217	Position or spot powered aircraft support equipment	73

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2A532 AND DAFSC 2A552 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		2A232 (N=110)	2A552 (N=261)	DIFFERENCE
D74	Conduct OJT	5	42	-37
B46	Supervise Apprentice Helicopter Mechanics (AFSC 45731)	6	39	-33
G292	Troubleshoot drive shaft assemblies on helicopters	18	50	-32
G291	Troubleshoot chip detector sytems on helicopters	33	64	-31
F137	Defer equipment maintenance discrepancies in CAMS	24	54	-30
B48	Supervise Helicopter Mechanics (AFSC 45751)	0	30	-30
G297	Troubleshoot windshield wiper systems on H-3, H-53, or H-60 helicopters	16	46	-30
D78	Demonstrate how to locate technical information	9	38	-29
G175	Color code helicopter rotor assemblies	33	62	-29
G245	Remove or install helicopter APUs or APPs	15	44	-29
D77	Counsel trainees on training progress	1	29	-28

TABLE 13

REPRESENTATIVE TASKS PERFORMED
BY 2A572 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=215)
C67	Prepare EPRs	76
A3	Coordinate work with related maintenance activities	73
A5	Determine work priorities	73
F123	Access core automated maintenance system (CAMS) menus and data screens	70
B25	Counsel personnel on personal or military related problems	67
B48	Supervise Helicopter Mechanics (AFSC 2A552)	65
G196	Jack helicopters	63
G177	Connect or disconnect external electrical power to helicopters	61
F131	Clear or close out completed maintenance discrepancies in CAMS	60
G288	Tow helicopters	60
G168	Attach or detach towing devices on helicopters	60
G227	Remove or install airframe access panels, hatches, or cowlings on helicopters	60
E94	Complete status tags for condition of property	60
G216	Position or spot nonpowered aircraft support equipment	59
B43	Interpret policies, directives, or procedures for subordinates	58
E108	Prepare aircraft flight or maintenance records, such as AFTO Forms 781-series forms	58
G186	Inspect fire extinguishers	58
G183	Identify presence of corrosion on helicopters	58
L867	Inspect tools or tool kits	58
G221	Prepare reparable or servicable parts for turn-ins	57
G215	Position fire extinguishers	56
G246	Remove or install helicopter passanger seats	56
A19	Plan work assignments	55
G184	Inspect caution advisory panels on helicopters	55
G185	Inspect electrical system components	55
G163	Adjust tail rotor pitch control links on helicopters	55
C58	Evaluate personnel compliance with performance standards	54
D74	Conduct OJT	54

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 2A552 AND DAFSC 2A572 PERSONNEL (PERCENT MEMBERS PERFORMING)

TASKS		2A552 (N=261)	2A572 (N=215)	DIFFERENCE
G172	Clean helicopter surfaces or compartments	84	47	37
G281	Service helicopter tires	75	40	35
G282	Service helicopter transmissions	81	51	30
G279	Service helicopter hydraulic systems	81	52	29
G234	Remove or install chip detectors on helicopters	81	52	29
G262	Remove or install main rotor pitch control rods on helicopters	80	51	29
G222	Recover helicopters	79	50	29
G269	Remove or install tail rotor drive shafts on H-3, H-53, or H-60 helicopters	61	33	28
G278	Service helicopter engine oil systems	80	52	28
G270	Remove or install tail rotor drive thomas coupling assemblies on H-3, H-53, or H-60 helicopters	59	31	28
B25	Counsel personnel on personal or military-related problems	25	67	-42
A5	Determine work priorities	34	73	-39
A19	Plan work assignments	18	56	-38
A3	Coordinate work with related maintenance activities	35	73	-38
B43	Interpret policies, directives, or procedures for subordinates	21	58	-37
C58	Evaluate personnel compliance with performance standards	18	54	-36
B49	Supervise Helicopter Technicians (AFSC 2A572)	9	44	-35
B48	Supervise Helicopter Mechanics (AFSC 2A552)	30	65	-35
B29	Direct flightline maintenance	18	51	-33
A1	Assign personnel to duty positions	19	50	-31

Summary

Normal career ladder progression within the AFSC 2A5X2 career ladder is evident, with personnel at the 3-skill level spending the vast majority of their job time performing technical tasks. A moderate shift towards supervisory function occurs at the 5-skill level, with members still spending more than 85 percent of their duty time performing technical functions. Personnel at the 7-skill level still primarily perform technical functions; however, they spend considerably more duty time on supervisory functions than their junior counterparts.

ANALYSIS OF AFMAN 36-2108 SPECIALTY DESCRIPTIONS

Survey data were compared to the AFMAN 36-2108 Specialty Descriptions for Helicopter Maintenance Specialists and Technicians, dated 30 April 1991. The descriptions for the 3-, 5-, and 7-skill levels were generally accurate, depicting the highly technical aspects of the job, as well as an increase in supervisory responsibilities previously described in the DAFSC analysis.

TRAINING ANALYSIS

Occupational survey data are sources of information which can be used to assist in the development of relevant training programs for entry-level personnel. Factors used to evaluate entry-level Helicopter Maintenance training include jobs performed by first-enlistment (1-48 months TAFMS) personnel, overall distribution of first-enlistment personnel across career ladder jobs, percent first-enlistment members performing specific tasks or using specific equipment items, ratings of how much TE tasks should receive in formal training, and ratings of relative TD.

First-Enlistment Personnel

The survey data captured the responses of 220 first-enlistment personnel, representing 38 percent of the survey sample. As displayed in Table 15, approximately 97 percent of their duty time is devoted to technical or administrative task performance, the majority of which is contained in four duties: Performing General Helicopter Maintenance or Support Activities (45 percent); Performing H-53 Helicopter Maintenance (15 percent); Performing H-60 Helicopter Maintenance (12 percent); and performing H-1 Helicopter Maintenance (9 percent). Table 16 displays some of the tasks performed by first-enlistment personnel. Examples include: jack helicopters, and connect or disconnect external electrical power to helicopters. Table 17 displays the helicopter aircraft maintained by first-enlistment personnel. Forty-three percent of all first-enlistment

TABLE 15

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY FIRST-ENLISTMENT AFSC 2A5X2 PERSONNEL

DUTIES		PERCENT TIME SPENT
A.	ORGANIZING AND PLANNING	1
B.	DIRECTING AND IMPLEMENTING	1
C.	INSPECTING AND EVALUATING	*
D.	TRAINING	*
E.	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	3
F.	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	6
G.	PERFORMING GENERAL HELICOPTER MAINTENANCE OR SUPPORT ACTIVITIES	45
H.	PERFROMING H-1 HELICOPTER MAINTENANCE	9
I.	PERFORMING H-3 HELICOPTER MAINTENANCE	2
J.	PERFORMING H-53 HELICOPTER MAINTENANCE	15
K.	PERFORMING H-60 HELICOPTER MAINTENANCE	12
L.	MAINTAINING TOOLS AND GROUND SUPPORT EQUIPMENT	5

*Denotes less than 1 percent

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT
AFSC 2A5X2 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=220)
G196	Jack helicopters	90
G177	Connect or disconnect external electrical power to helicopters	89
G227	Remove or install airframe access panels, hatches, or cowlings on helicopters	88
G168	Attach or detach towing devices on helicopters	87
G172	Clean helicopter surfaces or compartments	87
G279	Service helicopter hydraulic systems	85
G288	Tow helicopters	84
G222	Recover helicopters	84
G215	Position fire extinguishers	84
G282	Service helicopter transmissions	82
G281	Service helicopter tires	80
G216	Position or spot nonpowered aircraft support equipment	79
G246	Remove or install helicopter passanger seats	79
G234	Remove or install chip detectors on helicopters	79
G278	Service helicopter engine oil systems	79
G186	Inspect fire extinguishers	78
G230	Remove or install batteries on helicopters	77
G217	Position or spot powered aircraft support equipment	76
G183	Identify presence of corrosion on helicopters	75
G179	Defuel helicopters using pressure procedures on H-1, H-53, or H-60 helicopters	72
L867	Inspect tools or tool kits	70
G218	Position or spot vehicles	70
G200	Lubricate airframe components on helicopters	70
L868	Inventory equipment, tools, tool kits, or supplies	69
G225	Refuel helicopters using pressure procedures	69
F123	Access core automated maintenance system (CAMS) menus and data screens	67
L865	Clean handtools or special equipment	65
L866	Inspect nonpowered support equipment	63
F131	Clear or close out completed maintenance discrepancies in CAMS	62
E108	Prepare aircraft flight or maintenance records, such as AFTO Forms 781-series forms	56

TABLE 17

AIRCRAFT MAINTAINED BY
FIRST-ENLISTMENT PERSONNEL

EQUIPMENT	PERCENT MEMBERS RESPONDING
MH-53	43
MH-60G	20
UH-1N	18
HH-60G	14
UH-60L	8
CH-53	7
HH-3	5
UH-60	5
HH-1H	2
CH-3	1

respondents reported maintaining the MH-53, while 20 percent reported they maintain the MH-60G model helicopter.

Table 18 shows standard or special tools and equipment used by more than 50 percent of first-enlistment members, while Table 19 depicts aircraft support equipment used by more than 50 percent of these incumbents. Frequently used tools and support equipment include torque wrenches, tow-bars, maintenance stands, and electrical power units.

First-term personnel were present in all of the groups identified in the **SPECIALTY JOBS** section of this report, except the Maintenance Supervision, QAE, and Training Instructor jobs. Figure 2 shows that 84 percent of all first-term members are grouped in the Crew Chief cluster.

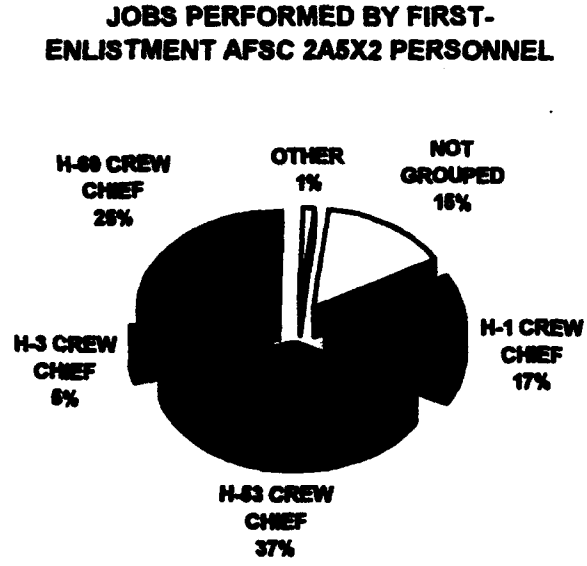

FIGURE 2

TE and TD Data

TE and TD data are secondary factors that can help technical school personnel decide which entry-level training tasks to emphasize. These ratings, based on the judgments of senior career ladder NCOs at operational units, provide training personnel with a rank-ordering of those tasks considered important for first-term airmen training (TE) and a measure of the difficulty of those tasks (TD). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors (TE and TD), accompanied by moderate to high percentages of performance, may warrant resident training. Those tasks

TABLE 18

STANDARD OR SPECIAL TOOLS AND EQUIPMENT
ITEMS USED BY MORE THAN 50 PERCENT
OF FIRST-ENLISTMENT PERSONNEL

EQUIPMENT	PERCENT MEMBERS RESPONDING
Torque Wrenches	95
Tow-Bars	95
Headsets	93
Feeler or Thickness Gauges	92
Jacks	92
Crowfoot Attached Socket Wrench Sets	90
Maintenance Stands	90
Tire Servicing Kits	88
Slings	87
Screwdriver Bit Sets	86
Dial Indicators	84
Light Wands	79
Spanner Wrenches	79
Strap Wrenches	78
Tensiometers	75
Rigging Sets	74
Spring Scales	74
Engine Wash Carts	71
Auxiliary Power Units	70
Portable Lighting Equipment	70
Rotor Balance Equipment	67
Hoists or A-Frames	65
Main Rotor Head Wrenches	65
Strobex or Vibrex Equipment	65
Propeller Protractors	64
Micrometers	63
Torque Adapters	61
Main Rotor Blade Check and Fill Units	59
Main Rotor Damper Servicing Units	59
Depth Gauges	58
Nitrogen Regulators	56
Portable Power Tools	52
Damper Wrenches	51
Pullers	51

TABLE 19

AIRCRAFT SUPPORT EQUIPMENT USED BY MORE THAN 50 PERCENT OF FIRST-ENLISTMENT PERSONNEL

	PERCENT MEMBERS RESPONDING
B-1 Maintenance Stands	90
Hobart Electrical Power Units	89
Hydraulic Servicing Carts	78
B-4 Maintenance Stands	77
C-1 Maintenance Stands	74
Engine Washcarts	74
Nitrogen Servicing Units	72
Tripod Jacks	69
Universal Tow Bars	65
MC-1A Air Compressors	55
Rotor Head Trailors	55
Industrial Warehouse Tugs	53

receiving high task factor ratings, but low percentages of performance, may be more appropriately planned for OJT. Low task factor ratings may highlight tasks which should be omitted from entry-level training, however, this decision must be weighed against percentages of personnel performing tasks, command concerns, and criticality of tasks.

To help in this determination, an Automated Training Indicator (ATI) is computed for each task in the inventory. ATI combines first-enlistment percent members performing with TE and TD data to compute training decisions based on ATCR 52-22, Atch 1. The computed ATI is numbered 1 to 18, with 18 being the highest level of training indicated. An ATI of 7 or less leads to a training decision of OJT only. To illustrate how ATI is computed, if a task has received high TE and TD ratings, and also has a high percentage of first-term members performing, then a high rating is assigned to the task. With a high ATI rating, strong recommendations can be made to emphasize training the task in a resident training course.

Tasks having the highest TE ratings are listed in Table 20. Included for each task are the percentage of first-job and first-enlistment personnel performing and TD rating. As illustrated in the table, most of these tasks relate to common, technical maintenance. Furthermore, many of them have a high percent members performing rating, as well as a high TD rating.

Table 21 lists the tasks having the highest TD ratings. The percentage of first-enlistment, 5-, and 7-skill level personnel performing, and TE ratings are also included. These tasks are primarily complex, technical functions. The majority of tasks exhibit low TE and are performed by relatively low percentages of 5- and 7- skill level members.

Various lists of tasks, accompanied by TE and TD ratings, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.

Specialty Training Standard (STS)

Technical school personnel from the Sheppard Training Center matched JI tasks to sections and subsections of the Helicopter Maintenance STS. A listing of the STS was then produced, showing tasks matched, percent members performing the tasks, and TE, TD, and ATI ratings for each task. These listings are included in the TRAINING EXTRACT. Any element with matched tasks performed by 20 percent or more of members from at least one of the career ladder job groups is considered to be supported and should be part of the STS.

TABLE 20

EXAMPLE OF TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS		TNG EMPH	PERCENT MEMBERS PERFORMING 1ST JOB	1ST ENL	TASK DIFF
G163	Adjust tail rotor pitch control links on helicopters	6.21	55	65	4.75
E108	Prepare aircraft flight or maintenance records, such as AFTO Forms 781-series forms	6.07	49	56	4.40
G267	Remove or install tail rotor assemblies on helicopters	5.93	67	73	6.56
F131	Clear or close out completed maintenance discrepancies in CAMS	5.68	51	62	5.12
G200	Lubricate airframe components on helicopters	5.64	68	70	3.31
G196	Jack helicopters	5.64	93	87	4.11
G224	Refuel helicopters using gravity procedures	5.64	45	86	3.79
G171	Clean and repack helicopter drive system components	5.50	47	50	4.50
F123	Access core automated maintenance system (CAMS) menus and data screens	5.39	59	81	4.30
H398	Remove or install mast assemblies on H-1 helicopters	5.39	18	79	5.68
H397	Remove or install main transmissions on H-1 helicopters	5.36	17	88	6.30
G183	Identify presence of corrosion on helicopters	5.32	72	90	4.05
F147	Perform CAMS inquiries to monitor delayed discrepancies prior to, during, or after scheduling maintenance	5.29	23	32	4.83
H392	Remove or install main rotor assemblies on H-1 helicopters	5.25	16	17	5.59
G288	Tow helicopters	5.18	84	84	3.42
H396	Remove or install main rotor swashplates on H-1 helicopters	5.11	18	18	5.59
H405	Remove or install tail rotor control components on H-1 helicopters	5.00	16	16	5.22
H393	Remove or install main rotor blades on H-1 helicopters	4.96	16	16	5.41
H410	Remove or install 90-degree or tail rotor gearboxes on H-1 helicopters	4.89	18	18	5.30
G222	Recover helicopters	4.89	84	84	3.96

TE MEAN = 1.72 S.D. = 1.41 (High = 3.13)
TD MEAN = 5.00 S.D. = 1.00

TABLE 21

EXAMPLE OF TASKS WITH HIGHEST TRAINING DIFFICULTY RATINGS

TASKS		TASK DIFF	1ST JOB	1ST ENL	PERCENT MEMBERS PERFORMING 2A552	2A572	TNG EMPH
A10	Draft budget or financial requirements	7.95	2	5	5	11	.18
I451	Assemble or dissasemble H-3 for or after C-141 air transport	7.46	0	0	2	1	.25
J667	Rig main rotor flight controls on H-53 helicopters	7.39	23	27	30	15	-
G266	Remove or install rotor heads on H-3 or H-53 helicopters	7.39	45	42	36	19	-
A6	Develop mobility programs	7.32	2	5	7	11	.43
J574	Assemble or disassemble H-53 helicopters for or after air shipment	7.31	31	30	26	15	1.11
J668	Rig tail rotor flight controls on H-53 helicopters	7.28	22	25	28	15	-
I453	Assemble or disassemble H-3 helicopters before or after ground transport	7.24	0	1	3	1	.25
I545	Rig main rotor flight controls on H-3 helicopters	7.16	4	5	6	3	.36
I452	Assemble or disassemble H-3 helicopters before or after C-5 air transport	7.08	0	1	3	2	.25
J647	Remove or install main gearboxes on H-53 helicopters	7.05	36	35	30	16	-
I503	Remove or install auxiliary servos on H-3 helicopters	7.04	4	4	5	4	.32
H335	Install engines on H-1 helicopters	7.04	14	15	18	20	-
I526	Remove or install main gearboxes on H-3 helicopters	7.01	5	5	7	2	.29
J649	Remove or install main rotor swashplates on H-53 helicopters	7.00	28	30	28	16	-
I528	Remove or install main rotor swashplates on H-3 helicopters	6.98	2	4	5	2	.36
I546	Rig tail rotor flight controls on H-3 helicopters	6.97	4	4	6	4	.36
H305	Align tail rotor hanger mounts on H-1 helicopters	6.95	11	10	11	18	3.68
A11	Establish organizational policies, maintenance operating instructions, or standing operating procedures	6.94	2	4	7	26	.36

TD MEAN = 5.00 S.D. = 1.00
TE MEAN = 1.72 S.D. = 1.41 (High = 3.13)

AFSC 2A5X2 STS

Paragraphs 1 through 10 deal with general topics of safety, supervision, training, technical publications, maintenance management, and general equipment usage. Because these paragraphs deal with general topics, they were not reviewed. Paragraphs 11 through 15 cover the common aspects of the career ladder. These paragraphs include over 900 individual entries, the majority of which have tasks matched.

The AFSC 2A5X2 STS is specifically broken down into sections by airframe. Because of this, the standard criteria for STS analysis, which is based on percentages of first-job, first enlistment, 5-, and 7-skill level 2A5X2 members performing matched tasks, were not used. A more appropriate method, based on career ladder jobs, shows the percentages of members of specific career ladder jobs performing matched tasks. Based on this criteria, only two items are not supported by survey data. These items deal with assembling and disassembling H-1 helicopters for air shipment. The tasks matched to these items have slightly above average TD ratings and average TE ratings. They also exhibit very low percent members performing ratings (see below).

		TE	TD	ATI	H-53	H-3	H-60	H-1
12c(8)	Disassemble helicopters for air shipment A B							
H308	Assemble or disassemble H-1 helicopters for or after C-141 air transport	1.96	6.43	9	0	0	1	13
H309	Assemble or disassemble H-1 helicopters for or after C-5 air transport	1.86	5.57	3	0	0	1	12
12c(9)	Reassemble helicopters for air shipment A B							
H308	Assemble or disassemble H-1 helicopters for or after C-141 air transport	1.96	6.43	9	0	0	1	13
H309	Assemble or disassemble H-1 helicopters for or after C-5 air transport	1.86	5.57	3	0	0	1	12

Many technical tasks performed by more than 20 percent of at least one job group are not matched to STS elements (see Table 22). Very few of these tasks exhibit high ATI ratings. Furthermore, they are generally sub-tasks which are related to other matched tasks. Training personnel should, however, review the list of unmatched tasks presented in the TRAINING EXTRACT to ensure the STS is complete.

TABLE 22

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE AFSC 2A5X2 JOB MEMBERS AND NOT REFERENCED TO THE STS

TASKS		PERCENT MEMBERS PERFORMING H-53 IJ (N=151)	H-3 IJ (N=31)	H-60 IJ (N=132)	H-1 IJ (N=110)	TNG EMPH	TASK DIFF	ATI
G267	Remove or install tail rotor assemblies on helicopters	90	97	84	90	5.93	6.56	18
G160	Adjust door or window latch mechanism on helicopters	74	84	87	80	6.31	3.96	16
G168	Attach or detach towing devices on helicopters	95	97	95	91	4.82	2.39	16
G174	Clean transmission oil filters on helicopters	84	84	53	74	4.46	4.23	16
G180	Drain fuel sumps on helicopters	78	90	73	85	4.29	2.78	16
G182	Drain or flush transmission oil systems on helicopters	79	84	68	78	4.71	3.56	16
G185	Inspect electrical system components	70	84	77	85	4.25	4.56	16
G186	Inspect fire extinguishers	81	94	94	91	4.57	2.73	16
G191	Inspect transmission oil screens	72	87	55	63	4.29	3.93	16
G192	Inspect visible turbine blades	77	100	67	31	4.07	4.32	16
G221	Prepare reparable or serviceable parts for turn-ins	88	94	96	96	4.29	3.93	16
G280	Service helicopter rotor brake systems procedures	85	100	31	83	4.36	3.29	16
		46	52	54	46	6.27	5.99	16

TE MEAN = 1.72 S.D. = 1.41 (High = 3.13)
TD MEAN = 5.00 S.D. = 1.00

Plan of Instruction (POI)

JI tasks were matched, by technical school instructors, to related learning objectives in POI J3ABR45731, dated 30 September 1991. The method employed was similar to that of the STS analysis. The data examined included percent members performing data by job for first-enlistment (1-48 months TAFMS) personnel, as well as TE, TD, and ATI ratings.

POI blocks, units of instruction, and learning objectives were compared to the standards set forth in Attachment 1, ATCR 52-22, dated 17 February 1989 (30 percent or more of the criterion first-enlistment group members performing tasks). The AFSC 2A5X2 POI, like the STS, is organized by airframe. To account for this, the analysis is based on first-enlistment job members rather than on first-enlistment members at large. By this guidance, learning objectives which do not meet these criteria should be considered for elimination from the formal course, unless justified on some other acceptable basis. However, the POI is aimed at all specialty personnel and therefore some substantial amount of over training occurs.

Review of the tasks matched to the POI reveals that all of the over 400 matched learning objectives are supported by OSR data. Many technical tasks performed by more than 30 percent of at least one first-enlistment job group, however, are not matched to POI objectives (see Table 23). Very few of these tasks exhibit high ATI ratings, and those that do are generally sub-tasks related to other matched areas. Training personnel should review the list of tasks not referenced to the J3ABR45731 POI, presented in the TRAINING EXTRACT, for possible course inclusion determinations.

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect job performance of career ladder airmen. ThereforFSC 2A5X2 TAFMS groups e, the survey booklet included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses of the current survey sample were then analyzed by making several comparisons: (1) among Aand a comparative sample of personnel from other Aerospace Maintenance career ladders surveyed in 1992 (AFSCs 2E2X1, 2E5X1, 2M0X1A, 2A6X6, 2A5X1E/K/L, 2A5X1B, 2A5X1J, 2W2X1), (2) between current and previous survey TAFMS groups, and (3) across specialty groups identified in the **SPECIALTY JOBS** section of this report.

Table 24 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other Aerospace Maintenance AFSCs surveyed during the previous calendar year. These data give a relative measure of how the job satisfaction of AFSC 2A5X2 personnel compares with similar Air Force specialties. Helicopter Maintenance personnel reported generally

TABLE 23

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE AFSC 2A5X2 FIRST-ENLISTMENT JOB MEMBERS AND NOT REFERENCED TO THE POI

TASKS		PERCENT MEMBERS PERFORMING H-53 IEL (N=82)	H-3 IEL (N=10)	H-60 IEL (N=57)	H-1 IEL (N=37)	TNG EMP	TASK DIF	ATI
G267	Remove or install tail rotor assemblies on helicopters	84	90	82	81	5.93	6.56	18
E108	Prepare aircraft flight or maintenance records, such as AFTO Forms 781	51	60	63	76	6.07	4.40	16
G160	Adjust door or window latch mechanisms on helicopters	65	70	86	57	4.21	3.83	16
G168	Attach or detach towing devices on helicopters	96	90	95	86	4.82	2.39	16
G171	Clean and repack helicopter drive system components	73	70	39	73	5.5	4.5	16
G174	Clean transmission oil filters on helicopters	84	80	58	49	4.46	4.23	16
G180	Drain fuel sumps on helicopters	67	70	61	76	4.29	2.78	16
G182	Drain or flush transmission oil systems on helicopters	67	80	63	59	4.71	3.56	16
G186	Inspect fire extinguishers	79	80	95	86	4.57	2.73	16
G191	Inspect transmission oil screens	68	80	58	27	4.29	3.93	16
G192	Inspect visible turbine blades	74	100	60	14	4.07	4.32	16
G221	Prepare reparable or serviceable parts for turn-ins	83	100	79	78	4.29	3.93	16

TE MEAN = 1.72 S.D. = 1.41 (High = 3.13)
TD MEAN = 5.00 S.D. = 1.00

TABLE 24

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A5X2
TAFMS GROUPS IN CURRENT STUDY TO A COMPARATIVE SAMPLE
(Percent Members Responding)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	CURRENT (N=220)	SAMPLE (N=3,272)	CURRENT (N=99)	SAMPLE (N=2,917)	CURRENT (N=267)	SAMPLE (N=6,421)
EXPRESSED JOB INTEREST:						
Interesting	85	74	87	72	81	75
So-So	5	16	11	17	11	16
Dull	10	10	2	11	8	9
PERCEIVED USE OF TALENTS:						
Fairly Well to Excellent	89	80	90	80	86	82
Little or Not at All	11	20	10	20	14	18
PERCEIVED USE OF TRAINING:						
Fairly Well to Excellent	97	86	89	81	87	79
Little or Not at All	3	14	11	19	13	21
SENSE OF ACCOMPLISHMENT:						
Satisfied	84	74	85	72	75	73
Neutral	8	12	8	11	13	10
Dissatisfied	8	14	7	17	12	17
REENLISTMENT INTENTIONS:						
Plan to Reenlist	65	59	86	70	77	75
Plan Not to Reenlist	35	41	14	30	7	7
Plan to Retire	0	0	0	0	16	18

Comparative data are from 8 Aerospace Maintenance AFSCs surveyed in 1992

higher job satisfaction than members of the comparative sample. The Helicopter Maintenance first-job incumbents expressed more interest in their jobs and felt that their training was well used, relative to the comparative sample. First-term personnel also exhibited considerably greater job interest and felt that they received a greater sense of accomplishment from their jobs. They furthermore demonstrated much greater intentions to reenlist. The responses of the career group were closer to those of its counterpart. Members of the career ladder, based on personal interviews, maintain that job satisfaction is high because they are able to work on all aspects of the helicopter aircraft and hence are more well-rounded than technicians that specialize in one aspect of maintenance, such as bench-checking specific components.

An indication of changes in job satisfaction perceptions within the career ladder is provided in Table 25, which presents TAFMS group data for 1993 respondents and data from respondents to the last OSR. Generally, perceptions associated with job satisfaction have improved for all TAFMS groups. Members in the first-enlistment group feel a much greater sense of accomplishment, and reenlistment intentions are more positive in all areas, except the current career group members who exhibited slightly lower reenlistment intentions than their D-Shred predecessors.

Table 26 presents job satisfaction data for the major jobs identified in the career ladder structure. An examination of these data can reveal the influences of performing certain jobs on overall job satisfaction. All of the job groups, with the exception of the Tool Crib and QAE groups, find their jobs interesting. Tool Crib personnel are in a support role and may feel too far removed from the technical aspects of the career field. Members with the QAE job generally do not perform hands-on maintenance and hence find their jobs dull. The Tool Crib, CAMS, and QAE job incumbents exhibit generally lower perceived use of talent and training ratings. The Training Instructor job members also feel that their training is not well used. The same groups, with the exception of the CAMS job group, do not feel a strong sense of accomplishment with their jobs. All of the other job groups appear to find their jobs satisfying. Finally, reenlistment intentions are good in all jobs except the H-1 Crew Chief job and the CAMS and Maintenance Supervision jobs. The fact that the Maintenance Supervision incumbents have been in the career field a considerably longer time probably accounts for the fact that they are closer to retirement. The CAMS job members are generally not satisfied with their jobs, and this may account for their poor reenlistment intentions. It should be noted that the groups that exhibited poor job satisfaction are generally support jobs and do not constitute a very large percentage of the career field.

IMPLICATIONS

The Helicopter Maintenance (AFSC 2A5X2) career ladder has not changed much since the last survey in 1986. The jobs still involve technical maintenance and standard support functions. The advancement of CAMS technology has added new responsibilities centering around CAMS-related functions.

TABLE 25

COMPARISON OF AFSC 2A5X2 JOB SATISFACTION INDICATORS
FOR CURRENT AND PREVIOUS SURVEY
(Percent Members Responding)

	1-48 MOS TAFMS			49-96 MOS TAFMS			97+ MOS TAFMS		
		1986			1986			1986	
	CURRENT (N=220)	C-SHRED (N=234)	D-SHRED (N=135)	CURRENT (N=99)	C-SHRED (N=127)	D-SHRED (N=132)	CURRENT (N=267)	C-SHRED (N=202)	D-SHRED (N=135)
EXPRESSED JOB INTEREST:									
Interesting	85	83	88	87	80	78	81	75	73
So-So	5	11	6	11	16	17	11	15	20
Dull	10	6	6	2	4	5	8	10	7
PERCEIVED USE OF TALENTS:									
Fairly Well to Excellent	89	88	90	90	87	86	86	83	82
Little or Not at All	11	12	10	10	13	14	14	17	18
PERCEIVED USE OF TRAINING:									
Fairly Well to Excellent	97	92	96	89	90	91	87	83	84
Little or Not at All	3	8	4	11	10	9	13	17	16
SENSE OF ACCOMPLISHMENT:									
Satisfied	84	80	82	85	73	74	75	70	70
Neutral	8	8	7	8	10	13	13	10	12
Dissatisfied	8	12	1	7	17	13	12	20	18
REENLISTMENT INTENTIONS:									
Plan to Reenlist	65	58	60	86	81	77	77	73	79
Plan Not to Reenlist	35	42	40	14	19	23	7	5	10
Plan to Retire	0	0	0	0	0	0	16	22	11

TABLE 26

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS
OF AFSC 2A5X2 SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

DUTIES	CREW CHIEF CLUSTER								
	H-53 CREW CHIEF (N=151)	H-3 CREW CHIEF (N=31)	H-60 CREW CHIEF (N=132)	H-1 CREW CHIEF (N=10)	TOOL CRIB (N=11)	CAMS (N=8)	MAINT SUPER (N=38)	QAE (N=10)	TT INST (N=5)
EXPRESSED JOB INTEREST:									
Interesting	85	84	90	80	64	75	92	50	80
So-So	12	16	5	10	18	0	5	10	20
Dull	3	0	5	10	18	25	3	40	0
PERCEIVED USE OF TALENTS:									
Fairly Well to Excellent	89	97	92	88	64	63	90	50	80
Little or Not at All	11	3	8	12	36	37	10	50	20
PERCEIVED USE OF TRAINING:									
Fairly Well to Excellent	95	96	94	92	73	63	89	70	60
Little or Not At All	5	4	6	8	27	37	11	30	40

TABLE 26 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS
OF AFSC 2A5X2 SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

CREW CHIEF CLUSTER

DUTIES	H-53 CREW CHIEF (N=151)	H-3 CREW CHIEF (N=31)	H-60 CREW CHIEF (N=132)	H-1 CREW CHIEF (N=10)	TOOL CRIB (N=11)	CAMS (N=8)	MAINT SUPER (N=38)	QAE (N=10)	TT INST (N=5)
SENSE OF ACCOMPLISHMENT:									
Satisfied	85	84	85	74	45	75	87	50	40
Neutral	5	16	10	10	18	13	10	30	20
Dissastisfied	10	0	5	16	27	12	3	20	40
REENLISTMENT INTENTIONS:									
Plan to Reenlist	75	74	80	69	73	62	63	80	80
Plan Not to Reenlist	21	23	17	22	9	25	3	0	20
Plan to Retire	4	3	3	9	18	13	34	20	0

Career ladder progression is typical, with 3- and 5-skill level technicians primarily performing technical functions. The 7-skill level personnel, due to the technical nature of the career ladder, also perform many technical functions, along with a great deal of supervisory duties.

The AFMAN 36-2108 Specialty Descriptions are accurate and the technical training program is sound, as both the STS and POI are well supported by survey data. Job satisfaction data show that members of the career field are generally very satisfied with their jobs.

The Air Force is projected to strike the H-3 model helicopter from its inventory, and the technical training course will join with the Army course, beginning in April of 1994. Aside from these changes, the career ladder should remain stable in the coming years.

APPENDIX A

REPRESENTATIVE TASKS PERFORMED BY MEMBERS OF CAREER LADDER JOBS

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TABLE A1

H-53 CREW CHIEF
(STG85)

Task	Task Statement	Percent Members Performing
G177	Connect or disconnect external electrical power to helicopters	97
G234	Remove or install chip detectors on helicopters	97
G196	Jack helicopters	97
G227	Remove or install airframe access panels, hatches, or cowlings on helicopters	96
G288	Tow helicopters	96
G279	Service helicopter hydraulic systems	96
G261	Remove or install main rotor blades on H-3 or H-53 helicopters	96
G229	Remove or install armor platings	96
G281	Service helicopter tires	96
G168	Attach or detach towing devices on helicopters	95
G269	Remove or install tail rotor drive shafts on H-3, H-53, or H-60 helicopters	95
J664	Remove or install wheels or tire assemblies on H-53 helicopters	95
G282	Service helicopter transmissions	95
G179	Defuel helicopters using pressure procedures on H-1, H-53, or H-60 helicopters	95
G258	Remove or install landing gear components or assemblies on H-3 or H-53 helicopters	95
G215	Position fire extinguishers	94
G225	Refuel helicopters using pressure procedures	94
G190	Inspect landing gear systems on H-3 or H-53 helicopters	94
J576	Bleed hydraulic systems on H-53 helicopters	94
G172	Clean helicopter surfaces or compartments	93
G266	Remove or install rotor heads on H-3 or H-53 helicopters	93
J662	Remove or install wheel brake assemblies on H-53 helicopters	93
G216	Position or spot nonpowered aircraft support equipment	93
J582	Fold tail pylons on H-53 helicopters	92
J595	Install main rotor assemblies on H-53 helicopters	92

TABLE A2

H-3 CREW CHIEF
(STG86)

Task	Task Statement	Percent Members Performing
G288	Tow helicopters	100
G227	Remove or install airframe access panels, hatches, or cowlings on helicopters	100
G211	Operationally check rotor break systems on helicopters	100
G280	Service helicopter rotor brake systems	100
G279	Service helicopter hydraulic systems	100
G281	Service helicopter tires	100
G261	Remove or install main rotor blades on H-3 or H-53 helicopters	100
G284	Service main rotor blades on H-3, H-53, or H-60 helicopters	100
G246	Remove or install helicopter passenger seats	100
G196	Jack helicopters	100
G207	Operationally check flight controls on helicopters	100
G192	Inspect visible turbine blades	100
G208	Operationally check hydraulic rescue hoists	100
G217	Position or spot powered aircraft support equipment	100
G216	Position or spot nonpowered aircraft support equipment	100
G225	Refuel helicopters using pressure procedures	100
I468	Inspect main rotor systems on H-3 helicopters	97
I462	Inspect engines on H-3 helicopters	97
I471	Inspect transmissions on H-3 helicopters	97
I479	Operationally check aircraft lighting systems on H-3 helicopters	97
G168	Attach or detach towing devices on helicopters	97
G172	Clean helicopter surfaces or compartments	97
G190	Inspect landing gear systems on H-3 or H-53 helicopters	97
G202	Lubricate landing gear components on H-3 or H-53 helicopters	97
I457	Clean engine compressors on H-3 helicopters	97
G278	Service helicopter engine oil systems	97

TABLE A3

H-60 CREW CHIEF
(STG77)

Task	Task Statement	Percent Members Performing
K731	Launch H-60 helicopters	96
K710	Inspect elastomeric bearing assemblies on H-60 helicopters	96
K720	Inspect landing gear systems on H-60 helicopters	96
K712	Inspect engines on H-60 helicopters	96
G281	Service helicopter tires	96
G168	Attach or detach towing devices on helicopters	95
G177	Connect or disconnect external electrical power to helicopters	95
K714	Inspect flight control systems on H-60 helicopters	95
G227	Remove or install airframe access panels, hatches, or cowlings on helicopters	95
G246	Remove or install helicopter passenger seats	95
G278	Service helicopter engine oil systems	94
G196	Jack helicopters	94
G222	Recover helicopters	94
G186	Inspect fire extinguishers	94
K724	Inspect rotor systems on H-60 helicopters	93
K717	Inspect hydraulic systems on H-60 helicopters	93
K795	Remove or install main rotor blades on H-60 helicopters	93
G288	Tow helicopters	93
G234	Remove or install chip detectors on helicopters	92
K713	Inspect fire extinguisher systems on H-60 helicopters	91
G187	Inspect first aid kits	91
K748	Operationally check refueling probes on H-60 helicopters	91
G215	Position fire extinguishers	90
K715	Inspect fuel systems on H-60 helicopters	89
G172	Clean helicopter surfaces or compartments	89
K711	Inspect engine drive shafts on H-60 helicopters	89
G225	Refuel helicopters using pressure procedures	89
K727	Inspect transmissions on H-60 helicopters	89
G262	Remove or install main rotor pitch control rods on helicopters	89
K796	Remove or install main rotor dampers on H-60 helicopters	89
G279	Service helicopter hydraulic systems	88

TABLE A4

H-1 CREW CHIEF
(STG76)

Task	Task Statement	Percent Members Performing
H337	Launch H-1 helicopters	97
H311	Attach or detach ground handling wheels on H-1 helicopters	96
H373	Remove or install doors on H-1 helicopters	96
H395	Remove or install main rotor stabilizer bars on H-1 helicopters	96
H331	Inspect rotor systems on H-1 helicopters	95
H327	Inspect landing gears on H-1 helicopters	95
H396	Remove or install main rotor swashplates on H-1 helicopters	95
G246	Remove or install helicopter passenger seats	94
G282	Service helicopter transmissions	94
G278	Service helicopter engine oil systems	94
H392	Remove or install main rotor assemblies on H-1 helicopters	94
G196	Jack helicopters	94
H402	Remove or install rotor heads on H-1 helicopters	94
H404	Remove or install tail rotor blades on H-1 helicopters	94
H394	Remove or install main rotor dampers on H-1 helicopters	94
H334	Inspect transmissions on H-1 helicopters	93
H323	Inspect fire extinguisher systems on H-1 helicopters	93
H326	Inspect hydraulic systems on H-1 helicopters	93
H397	Remove or install main transmissions on H-1 helicopters	93
H410	Remove or install 90-degree or tail rotor gearboxes on H-1 helicopters	93
G227	Remove or install airframe access panels, hatches, or cowlings on helicopters	92
H422	Tie down blades on H-1 helicopters, other than for mooring	92
H324	Inspect flight control systems on H-1 helicopters	92
H341	Operationally check aircraft lighting systems on H-1 helicopters	92
G230	Remove or install batteries on helicopters	92

TABLE A5

TOOL CRIB
(STG63)

Task	Task Statement	Percent Members Performing
L867	Inspect tools or tool kits	100
L881	Receive turn-ins of equipment, tools, tool kits, or supplies	100
L865	Clean handtools or special equipment	100
L869	Issue equipment, tools, tool kits, or supplies	90
L868	Inventory equipment, tools, tool kits, or supplies	90
F123	Access core automated maintenance system (CAMS) menus and data screens	90
E94	Complete status tags for condition of property	90
L882	Schedule periodic calibrations of special handtools or equipment	81
E107	Order parts by voice communication	81
A5	Determine work priorities	72
L866	Inspect nonpowered support equipment	63
E117	Research supply information for special requisitions, issues, or turn-in slips	63
A4	Determine requirements for space, personnel, equipment, or supplies	63
C67	Prepare EPRs	63
A9	Develop work methods or procedures	63
E103	Maintain stock levels of office forms or supplies	54
A12	Establish performance standards for subordinates	54
C59	Evaluate procedures for storage, inventory, or inspection of property items	54
E105	Maintain TO files	54
B43	Interpret policies, directives, or procedures for subordinates	54
L870	Maintain -21 support equipment	36
E111	Prepare requests for authorizations of materials	36
E102	Maintain standard publication files	36
A19	Plan work assignments	36

TABLE A6

CAMS
(STG70)

Task	Task Statement	Percent Members Performing
E99	Maintain daily status reports	100
F123	Access core automated maintenance system (CAMS) menus and data screens	100
F129	Change CAMS workcenter event narratives	100
F134	Create equipment maintenance discrepancies in CAMS	88
F125	Change CAMS errors noted during daily verification processes	88
F126	Change CAMS job standard narratives	88
F157	Verify accuracies of daily inputs in CAMS	75
F131	Clear or close out completed maintenance discrepancies in CAMS	75
F147	Perform CAMS inquiries to monitor delayed discrepancies prior to, during, or after scheduling maintenance	75
F146	Perform CAMS inquiries for uncompleted maintenance event listings	75
F128	Change CAMS work unit codes	63
F127	Change CAMS performing workcenter codes	63
F137	Defer equipment maintenance discrepancies in CAMS	63
F124	Analyze CAMS data	63
F132	Conduct CAMS training	63
E122	Update or maintain work progress charts or status boards	50
E95	Coordinate estimated times in commission (ETICs) of maintenance jobs with job control	50
A3	Coordinate work with related maintenance activities	50
B26	Direct development or maintenance of status boards, graphs, or charts	50
E122	Update or maintain work progress charts or status reports	50
F149	Schedule equipment maintenance discrepancies in CAMS	50
E95	Coordinate estimated times in commission (ETICs) of maintenance jobs with job control	50
F154	Update CAMS automated historical reports	50

TABLE A7

MAINTENANCE SUPERVISION
(STG44)

Task	Task Statement	Percent Members Performing
C67	Prepare EPRs	94
B25	Counsel personnel on personal or military-related problems	92
A3	Coordinate work with related maintenance activities	89
B48	Supervise Helicopter Mechanics (AFSC 45751)	86
A5	Determine work priorities	84
A1	Assign personnel to duty positions	84
F123	Access core automated maintenance system (CAMS) menus and data screens	81
B49	Supervise Helicopter Technicians (AFSC 45771)	78
A19	Plan work assignments	78
B43	Interpret policies, directives, or procedures for subordinates	78
A16	Plan maintenance or inspections of helicopters	76
C58	Evaluate personnel compliance with performance standards	73
E95	Coordinate estimated times in commission (ETICs) of maintenance jobs with job control	73
B32	Direct scheduled inspections	73
B50	Supervise military personnel with AFSCs other than 457X1	71
C56	Evaluate maintenance or use of workspace, equipment, or supplies	71
D88	Maintain training records, charts, or graphs	71
F124	Analyze CAMS data	68
B29	Direct flightline maintenance	68
A4	Determine requirements for space, personnel, equipment, or supplies	68
A9	Develop work methods or procedures	66
A23	Schedule leaves or passes	66
C51	Analyze workload requirements	63
E119	Schedule helicopter maintenance	63
C64	Evaluate work schedules	58

TABLE A8

QAE
(STG107)

Task	Task Statement	Percent Members Performing
H331	Inspect rotor systems on H-1 helicopters	100
H334	Inspect transmissions on H-1 helicopters	100
H333	Inspect transmission drive systems on H-1 helicopters	100
H322	Inspect engines on H-1 helicopters	100
H326	Inspect hydraulic systems on H-1 helicopters	100
H324	Inspect flight control systems on H-1 helicopters	100
H327	Inspect landing gears on H-1 helicopters	100
H323	Inspect fire extinguisher systems on H-1 helicopters	100
H321	Inspect engine drive shafts on H-1 helicopters	90
H325	Inspect fuel systems on H-1 helicopters	90
C56	Evaluate maintenance or use of workspace, equipment, or supplies	80
A16	Plan maintenance or inspections of helicopters	80
L867	Inspect tools or tool kits	80
C58	Evaluate personnel compliance with performance standards	70
G185	Inspect electrical system components	70
G184	Inspect caution advisory panels on helicopters	70
G189	Inspect instrument cover glasses for slippage or breakage	70
G186	Inspect fire extinguishers	70
G187	Inspect first aid kits	70
B37	Implement or follow-up on quality assurance (QA) programs	70
H328	Inspect main rotor riggings on H-1 helicopters	60
C59	Evaluate procedures for storage, inventory, or inspection of property items	60
H332	Inspect tail rotor riggings on H-1 helicopters	60
H329	Inspect minimum blade angles on H-1 helicopters	50
F121	Type correspondence, records, reports, or forms	50

TABLE A9

TRAINING INSTRUCTOR
(STG49)

Task	Task Statement	Percent Members Performing
D86	Evaluate progress of resident course students	100
D87	Evaluate training methods or techniques	100
D78	Demonstrate how to locate technical information	100
D92	Write test questions	100
D75	Conduct resident course classroom training	80
D91	Score tests	80
D71	Administer tests	80
D77	Counsel trainees on training progress	80
D80	Determine resident course training requirements	80
D81	Develop resident course or career development course (CDC) curriculum materials	60
D88	Maintain training records, charts, or graphs	60
D83	Direct or implement training programs, other than OJT	60
B25	Counsel personnel on personal or military-related problems	60
D76	Conduct training conferences or briefings	40
E104	Maintain supply records	40
D90	Procure training aids, space, or equipment	40
D93	Write training reports	20
B46	Supervise Apprentice Helicopter Mechanics (AFSC 45731)	20
B49	Supervise Helicopter Technicians (AFSC 45771)	20
E106	Maintain work records or work order files	20

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APPENDIX B

LISTING OF MODULES AND TASK STATEMENTS

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These task modules (TMs) were developed in order to organize and summarize the extensive task information for this specialty. The TMs were derived by statistical clustering of the tasks in terms of which tasks are performed by the same incumbents. For example, if an individual performs one Support Equipment Maintenance task, the probability is very high that he or she also will perform other Support Equipment Maintenance tasks. Thus, the group of Support Equipment Maintenance tasks can be considered a "natural group" of associated or related tasks (see TM 0001 below). The statistical clustering generally approximates these "natural groupings."

The title of each TM is our best estimate as to the generic subject content of the group of tasks. The TMs are useful for organizing the task data into meaningful units and as a way to concisely summarize the extensive job data. However, TMs are only one way to organize the information. Other strategies may also be valid.

0001 Support Equipment Maintenance

L868 Inventory equipment, tools, tool kits, or supplies
L867 Inspect tools or tool kits
L865 Clean handtools or special equipment
L866 Inspect nonpowered support equipment
L879 Perform pre-use inspections on aircraft support equipment
L880 Perform pre-use inspections on specialized support equipment
L884 Transport powered aircraft support equipment from one location to another
L883 Transport nonpowered aircraft support equipment

0002 Remove, Replace and Troubleshoot H-53 Components

J645 Remove or install hydraulic system pumps on H-53 helicopters
J631 Remove or install engine drive shafts on H-53 helicopters
J670 Service emergency landing gear systems on H-53 helicopters
J643 Remove or install generators on H-53 helicopters
J621 Remove or install auxiliary fuel tank pylons on H-53 helicopters
J573 Align transmission drive systems on H-53 helicopters
J674 Service wheel brake assemblies on H-53 helicopters
J609 Operationally check transmission drive systems on H-53 helicopters
J579 Clean engine compressors on H-53 helicopters
J626 Remove or install cyclic control system components on H-53 helicopters
J653 Remove or install primary servos on H-53 helicopters
J611 Operationally check windshield anti-ice systems on H-53 helicopters
J685 Troubleshoot hydraulic systems on H-53 helicopters
J624 Remove or install collective control system components on H-53 helicopters
J689 Troubleshoot main rotor systems on H-53 helicopters

0002 Remove, Replace, and Troubleshoot H-53 Components (Continued)

J657 Remove or install tail rotor tandem servos on H-53 helicopters
J682 Troubleshoot flight control systems on H-53 helicopters
J644 Remove or install hydraulic manifolds on H-53 helicopters
J687 Troubleshoot landing gear systems on H-53 helicopters
J691 Troubleshoot rotor brakes on H-53 helicopters
J655 Remove or install tail pylons on H-53 helicopters
J683 Troubleshoot fuel systems on H-53 helicopters
J602 Operationally check cargo hooks on H-53 helicopters
J677 Troubleshoot airframe systems on H-53 helicopters
J693 Troubleshoot tail rotor systems on H-53 helicopters
J635 Remove or install engines on H-53 helicopters
J661 Remove or install transmission oil pumps on H-53 helicopters
J676 Troubleshoot accessory gearboxes on H-53 helicopters
J688 Troubleshoot main gearbox assemblies on H-53 helicopters
J623 Remove or install cargo hook assemblies on H-53 helicopters
J629 Remove or install emergency landing gear components on H-53 helicopters
J678 Troubleshoot cabin heating or ventilating systems on H-53 helicopters
J580 Connect or disconnect engine controls on H-53 helicopters
J669 Service corotating shimmy dampers on H-53 helicopters
J673 Service rotating shimmy dampers on H-53 helicopters
J630 Remove or install engine control system components on H-53 helicopters
J581 Flush hydraulic systems on H-53 helicopters
J692 Troubleshoot tail gearboxes on H-53 helicopters
J658 Remove or install tip cap lights on H-53 helicopters
J663 Remove or install wheel brake system master cylinders on H-53 helicopters
J620 Remove or install AFCS components on H-53 helicopters
J632 Remove or install engine fire detection system components on H-53 helicopters
J634 Remove or install engine starters on H-53 helicopters
J665 Remove or install windshield anti-icing system components on H-53 helicopters
J640 Remove or install external engine oil system components on H-53 helicopters
J666 Rig engine controls on H-53 helicopters
J638 Remove or install external engine fuel system components on H-53 helicopters

0003 CAMS Review and Initiation

F151 Start or stop CAMS job following events
F130 Change equipment maintenance schedules in CAMS
F132 Conduct CAMS training
F157 Verify accuracies of daily inputs in CAMS
F153 Track equipment maintenance discrepancies in CAMS
F152 Track CAMS job following events
F154 Update CAMS automated historical reports

0004 Tool Issue and Maintenance

L869 Issue equipment, tools, tool kits, or supplies
L870 Maintain -21 support equipment
L881 Receive turn-ins of equipment, tools, tool kits, or supplies
L871 Maintain air transport kits on H-60 helicopters
L882 Schedule periodic calibrations of special handtools or equipment

0005 Conduct Resident Course Training

D91 Score tests
D71 Administer tests
D87 Evaluate training methods or techniques
D90 Procure training aids, space, or equipment
D83 Direct or implement training programs, other than OJT
D76 Conduct training conferences or briefings
D75 Conduct resident course classroom training
D86 Evaluate progress of resident course students
D80 Determine resident course training requirements
D92 Write test questions
D81 Develop resident course or career development course (CDC) curriculum materials
D93 Write training reports

0006 General Maintenance and Servicing

G288 Tow helicopters
G168 Attach or detach towing devices on helicopters
G227 Remove or install airframe access panels, hatches, or cowlings on helicopters
G177 Connect or disconnect external electrical power to helicopters
G172 Clean helicopter surfaces or compartments
G222 Recover helicopters
G215 Position fire extinguishers
G216 Position or spot nonpowered aircraft support equipment
G279 Service helicopter hydraulic systems
G225 Refuel helicopters using pressure procedures
G246 Remove or install helicopter passenger seats
G217 Position or spot powered aircraft support equipment
G196 Jack helicopters

G282 Service helicopter transmissions
G186 Inspect fire extinguishers
G278 Service helicopter engine oil systems
G281 Service helicopter tires
G200 Lubricate airframe components on helicopters
G234 Remove or install chip detectors on helicopters
G183 Identify presence of corrosion on helicopters
G179 Defuel helicopters using pressure procedures on H-1, H-53, or H-60 helicopters
G230 Remove or install batteries on helicopters
G218 Position or spot vehicles
G221 Prepare reparable or serviceable parts for turn-ins
G262 Remove or install main rotor pitch control rods on helicopters
G267 Remove or install tail rotor assemblies on helicopters
G187 Inspect first aid kits
G239 Remove or install engine access panels or cowlings on helicopters
G189 Inspect instrument cover glasses for slippage or breakage
G184 Inspect caution advisory panels on helicopters
G167 Apply corrosion preventives or preservatives
G185 Inspect electrical system components
G287 Take joint oil analysis program (JOAP) samples from helicopters
G207 Operationally check flight controls on helicopters
G206 Observe ground operation checks of helicopter engines
G290 Treat minor corrosion on helicopters or components
G237 Remove or install electrical lighting components or bulbs on helicopters
G180 Drain fuel sumps on helicopters
G257 Remove or install jettisonable windows on helicopters
G163 Adjust tail rotor pitch control links on helicopters
G160 Adjust door or window latch mechanisms on helicopters
G248 Remove or install helicopter windshields or nonjettisonable windows
G171 Clean and repack helicopter drive system components
G235 Remove or install cockpit seats on helicopters
G271 Remove or install windshield wiper system components on helicopters
G212 Operationally check windshield wiper systems on helicopters
G164 Adjust windshield wiper blade arms on helicopters
G280 Service helicopter rotor brake systems
G211 Operationally check rotor break systems on helicopters
G188 Inspect helicopter engine oil filters
G174 Clean transmission oil filters on helicopters
G252 Remove or install hydraulic system tubing, hoses, filters, or valves on helicopters
G191 Inspect transmission oil screens
G182 Drain or flush transmission oil systems on helicopters
G255 Remove or install instruments on helicopters
G264 Remove or install portable fire extinguishers
G213 Pack or unpack helicopter components or assemblies
G265 Remove or install rotor brake assemblies on helicopters

0006 General Maintenance and Servicing (Continued)

G241 Remove or install engine hoses, tubing, or electrical connectors on helicopters
G219 Prepare helicopters for nondestructive inspections
G244 Remove or install external transmission oil filters on helicopters
G256 Remove or install intermediate gearboxes on helicopters
G173 Clean or replace helicopter fuel system filters or purifiers
G175 Color code helicopter rotor assemblies
G273 Remove or replace lighting assemblies on helicopters

0007 General Rotor Blade Maintenance

G269 Remove or install tail rotor drive shafts on H-3, H-53, or H-60 helicopters
G192 Inspect visible turbine blades
G236 Remove or install crash-worthy auxiliary fuel tanks on helicopters
G260 Remove or install main rotor blade tip caps on helicopters
G270 Remove or install tail rotor drive thomas coupling assemblies on H-3, H-53, or H-60 helicopters
G208 Operationally check hydraulic rescue hoists
G284 Service main rotor blades on H-3, H-53, or H-60 helicopters
G277 Service APP or APU accumulators
G205 Moor helicopters
G158 Adjust auto rotation on H-3, H-53, or H60 helicopters
G162 Adjust pretracks on helicopters
G285 Service tail drive shaft viscous dampers on H-3, H-53, or H-60 helicopters
G233 Service hydraulic rescue hoists

0008 Maintain APPs, APUs, and Related Components

G228 Remove or install APP or APU components on helicopters
G293 Troubleshoot helicopter APPs or APUs
G297 Troubleshoot windshield wiper systems on H-3, H-53, or H-60 helicopters
G296 Troubleshoot lighting systems on H-3, H-53, or H-60 helicopters
G245 Remove or install helicopter APUs or APPs
G165 Align helicopter auxiliary power plants (APPs) or auxiliary power units (APUs)

0009 CAMS Update and Coordination

F131 Clear or close out completed maintenance discrepancies in CAMS
E108 Prepare aircraft flight or maintenance records, such as AFTO Forms 781 series forms
F123 Access core automated maintenance system (CAMS) menus and data screens

0009 CAMS Update and Coordination (Continued)

F134 Create equipment maintenance discrepancies in CAMS
E94 Complete status tags for condition of property
F149 Schedule equipment maintenance discrepancies in CAMS
F146 Perform CAMS inquiries for uncompleted maintenance event listings
F137 Defer equipment maintenance discrepancies in CAMS
F129 Change CAMS workcenter event narratives
F145 Perform CAMS inquiries for training status
F147 Perform CAMS inquiries to monitor delayed discrepancies prior to, during, or after scheduling maintenance
F128 Change CAMS work unit codes
F127 Change CAMS performing workcenter codes
F124 Analyze CAMS data
E107 Order parts by voice communication
F125 Change CAMS errors noted during daily verification processes
F126 Change CAMS job standard narratives
F148 Perform CAMS interface with base supply systems
F143 Input supply data in CAMS

0010 H-3, H-53 Landing Gear and Rotor Blade Maintenance

G190 Inspect landing gear systems on H-3 or H-53 helicopters
G261 Remove or install main rotor blades on H-3 or H-53 helicopters
G203 Lubricate main rotor heads on H-3 or H-53 helicopters
G226 Remove main rotor assemblies from H-3 or H-53 helicopters
G232 Remove or install cabin heating or ventilating system components on H-3 or H-53 helicopters
G202 Lubricate landing gear components on H-3 or H-53 helicopters
G266 Remove or install rotor heads on H-3 or H-53 helicopters
G258 Remove or install landing gear components or assemblies on H-3 or H-53 helicopters
G268 Remove or install tail rotor control components on H-3 or H-53 helicopters
G201 Lubricate flight controls on H-3 or H-53 helicopters
G263 Remove or install main rotor sleeves and spindles on H-3 or H-53 helicopters
G209 Operationally check in-flight blade inspection systems (IBISs) on H-3 or H-53 helicopters

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0011 Remove, Replace, and Inspect H-53 Components

J597 Launch H-53 helicopters
J591 Inspect rotor systems on H-53 helicopters
J664 Remove or install wheels or tire assemblies on H-53 helicopters
J589 Inspect hydraulic systems on H-53 helicopters

0011 Remove, Replace, and Inspect H-53 Components (Continued)

J594 Inspect transmissions on H-53 helicopters
J576 Bleed hydraulic systems on H-53 helicopters
J675 Tie down blades on H-53 helicopters, other than for mooring
J587 Inspect flight control systems on H-53 helicopters
J595 Install main rotor assemblies on H-53 helicopters
J656 Remove or install tail rotor blades on H-53 helicopters
J593 Inspect transmission drive systems on H-53 helicopters
J622 Remove or install auxiliary fuel tanks on H-53 helicopters
J646 Remove or install input drive shaft multiple-disc couplings on H-53 helicopters
J585 Inspect engines on H-53 helicopters
J574 Assemble or disassemble H-53 helicopters for or after air transport
J662 Remove or install wheel brake assemblies on H-53 helicopters
J616 Quick-rig main rotor flight controls on H-53 helicopters
J617 Quick-rig tail rotor flight controls on H-53 helicopters
J647 Remove or install main gearboxes on H-53 helicopters
J652 Remove or install oil cooler drive shafts on H-53 helicopters
J586 Inspect fire extinguisher systems on H-53 helicopters
J596 Install tail rotor assemblies on H-53 helicopters
J600 Operationally check aircraft lighting systems on H-53 helicopters
J584 Inspect engine drive shafts on H-53 helicopters
J633 Remove or install engine input drive shafts on H-53 helicopters
J672 Service main rotor assemblies on H-53 helicopters
J648 Remove or install main rotor dampers on H-53 helicopters
J607 Operationally check hydraulic systems on H-53 helicopters
J608 Operationally check inflight refueling probes on H-53 helicopters
J651 Remove or install oil cooler and blower assemblies on H-53 helicopters
J619 Remove or install accessory gearbox drive shafts on H-53 helicopters
J583 Inspect automatic flight control systems on H-53 helicopters
J598 Operate cargo ramps or doors on H-53 helicopters
J627 Remove or install doors on H-53 helicopters
J588 Inspect fuel systems on H-53 helicopters
J667 Rig main rotor flight controls on H-53 helicopters
J590 Inspect main rotor riggings on H-53 helicopters
J610 Operationally check wheel brake systems on H-53 helicopters
J671 Service landing gear struts on H-53 helicopters
J592 Inspect tail rotor riggings on H-53 helicopters
J668 Rig tail rotor flight controls on H-53 helicopters
J578 Bleed wheel brake systems on H-53 helicopters
J649 Remove or install main rotor swashplates on H-53 helicopters
J601 Operationally check cabin heating or ventilating systems on H-53 helicopters
J599 Operationally check AC electrical power systems on H-53 helicopters
J606 Operationally check H-53 helicopter main fuel systems
J605 Operationally check H-53 helicopter auxiliary fuel systems
J577 Bleed rotor brake assemblies on H-53 helicopters

0011 Remove, Replace, and Inspect H-53 Components (Continued)

J618 Remove or install accessory drive gearboxes on H-53 helicopters
J604 Operationally check engine fire detection systems on H-53 helicopters
J628 Remove or install EAPS systems on H-53 helicopters
J654 Remove or install tail gearboxes on H-53 helicopters
J614 Prepare H-53 helicopters for fuel cell maintenance
J603 Operationally check DC electrical power systems on H-53 helicopters

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0012 H-53 Electrical System Component Maintenance

J612 Oversee helicopter inspection or maintenance activities during cross-country missions on H-53 helicopters
J684 Troubleshoot H-53 helicopter systems during flight
J681 Troubleshoot engines on H-53 helicopters
J686 Troubleshoot instrument systems on H-53 helicopters
J690 Troubleshoot nose gearboxes on H-53 helicopters
J659 Remove or install torque pickups on H-53 helicopters
J660 Remove or install transformer rectifiers on H-53 helicopters
J680 Troubleshoot engine fire detection systems on H-53 helicopters
J679 Troubleshoot electrical distribution systems on H-53 helicopters
J650 Remove or install nose gearboxes on H-53 helicopters
J642 Remove or install fuel quantity transmitters on H-53 helicopters
J639 Remove or install external engine ignition system components on H-53 helicopters
J696 Troubleshoot windshield anti-icing equipment on H-53 helicopters
J625 Remove or install current limiters on H-53 helicopters
J694 Troubleshoot torque shafts on H-53 helicopters
J636 Remove or install external engine actuating system IGV components on H-53 helicopters
J637 Remove or install external engine anti-icing system components on H-53 helicopters
J695 Troubleshoot transformer rectifiers on H-53 helicopters
J641 Remove or install fuel cells on H-53 helicopters

0013 H-60 Maintenance

K731 Launch H-60 helicopters
K712 Inspect engines on H-60 helicopters
K710 Inspect elastomeric bearing assemblies on H-60 helicopters
K720 Inspect landing gear systems on H-60 helicopters
K724 Inspect rotor systems on H-60 helicopters
K714 Inspect flight control systems on H-60 helicopters
K717 Inspect hydraulic systems on H-60 helicopters
K713 Inspect fire extinguisher systems on H-60 helicopters
K711 Inspect engine drive shafts on H-60 helicopters
K715 Inspect fuel systems on H-60 helicopters

0013 H-60 Maintenance (Continued)

K727 Inspect transmissions on H-60 helicopters
K718 Inspect inlet particle separators (IPSs) on H-60 helicopters
K726 Inspect transmission drive systems on H-60 helicopters
K733 Lubricate landing gear components on H-60 helicopters
K795 Remove or install main rotor blades on H-60 helicopters
K748 Operationally check refueling probes on H-60 helicopters
K743 Operationally check engine fire detection systems on H-60 helicopters
K796 Remove or install main rotor dampers on H-60 helicopters
K746 Operationally check hydraulic systems on H-60 helicopters
K744 Operationally check flight controls on H-60 helicopters
K749 Operationally check wheel brake systems on H-60 helicopters
K705 Clean engine compressors on H-60 helicopters
K738 Operationally check aircraft lighting systems on H-60 helicopters
K730 Install tail rotor assemblies on H-60 helicopters
K709 Inspect automatic flight control systems on H-60 helicopters
K771 Remove or install doors on H-60 helicopters
K801 Remove or install paddles on H-60 helicopters
K737 Operationally check AC electrical power systems on H-60 helicopters
K833 Service main landing gear struts on H-60 helicopters
K824 Remove or install wheels or tire assemblies on H-60 helicopters
K729 Install main rotor assemblies on H-60 helicopters
K719 Inspect junction boxes on H-60 helicopters
K835 Service tail landing gear struts on H-60 helicopters
K722 Inspect pitch trim on H-60 helicopters
K723 Inspect roll and yaw trim on H-60 helicopters
K716 Inspect generator control units (GCUs) on H-60 helicopters
K789 Remove or install inner or outer retention plates on H-60 helicopter tail rotors
K742 Operationally check DC electrical power systems on H-60 helicopters
K732 Lubricate flight controls on H-60 helicopters
K721 Inspect main rotor riggings on H-60 helicopters
K815 Remove or install stabilators on H-60 helicopters
K828 Remove or replace fuel transfer pumps on H-60 helicopters
K739 Operationally check auxiliary tanks on H-60 helicopters
K747 Operationally check prime boost pumps on H-60 helicopters
K757 Remove main rotor assemblies from H-60 helicopters
K725 Inspect tail rotor riggings on H-60 helicopters
K762 Remove or install auxiliary fuel tanks on H-60 helicopters
K703 Bleed hydraulic systems on H-60 helicopters
K741 Operationally check cockpit heating and defrosting systems on H-60 helicopters
K745 Operationally check H-60 helicopter main fuel systems
K829 Remove tail rotor assemblies on H-60 helicopters
K728 Install engines on H-60 helicopters
K837 Tie down blades on H-60 helicopters, other than for mooring
K798 Remove or install main rotor spindles on H-60 helicopters
K734 Maintain gustlock assemblies on H-60 helicopters

0013 H-60 Maintenance (Continued)

K740 Operationally check cargo hooks on H-60 helicopters
K812 Remove or install rotor heads on H-60 helicopters
K792 Remove or install landing gear components or assemblies on H-60 helicopters
K822 Remove or install wheel brake assemblies on H-60 helicopters
K819 Remove or install transmission oil filters on H-60 helicopters
K834 Service main rotor assemblies on H-60 helicopters
K758 Remove or install hydraulic pumps on H-60 helicopters
K704 Bleed wheel brake systems on H-60 helicopters
K708 Fold tailbooms on H-60 helicopters
K756 Remove engines from H-60 helicopters
K797 Remove or install main rotor elastomeric bearing assemblies on H-60 helicopters
K750 Operationally check windshield anti-ice systems on H-60 helicopters
K800 Remove or install oil cooler and blower assemblies on H-60 helicopters
K700 Assemble or disassemble H-60 helicopters for or after C-5 air transport
K814 Remove or install stabilator actuators on H-60 helicopters
K816 Remove or install tail rotor control components on H-60 helicopters
K772 Remove or install electric rescue hoists on H-60 helicopters
K755 Quick-rig tail rotors on H-60 helicopters
K706 Connect or disconnect engine controls on H-60 helicopters
K799 Remove or install main rotor swashplates on H-60 helicopters
K836 Service wheel brake systems on H-60 helicopters
K763 Remove or install backup hydraulic pumps on H-60 helicopters
K831 Rig main rotor flight controls on H-60 helicopters
K856 Troubleshoot main rotor systems on H-60 helicopters
K846 Troubleshoot flight control systems on H-60 helicopters
K702 Balance main rotor systems on H-60 helicopters using dynamic methods
K774 Remove or install engine drive shafts on H-60 helicopters
K850 Troubleshoot hydraulic systems on H-60 helicopters
K788 Remove or install hydraulic transfer modules on H-60 helicopters
K766 Remove or install cargo hook assemblies on H-60 helicopters
K832 Service electrical rescue hoists on H-60 helicopters
K844 Troubleshoot engines on H-60 helicopters
K807 Remove or install primary servos on H-60 helicopters
K863 Troubleshoot windshield wiper systems on H-60 helicopters
K697 Adjust stabilator actuators on H-60 helicopters
K830 Rig engine controls on H-60 helicopters
K813 Remove or install shaft extensions on H-60 helicopters
K852 Troubleshoot instrument systems on H-60 helicopters
K785 Remove or install fuel system filters on H-60 helicopters
K787 Remove or install generators on H-60 helicopters
K761 Remove or install APU generators on H-60 helicopters
K817 Remove or install tail rotor tandem servos on H-60 helicopters
K853 Troubleshoot landing gear systems on H-60 helicopters

0013 H-60 Maintenance (Continued)

K773 Remove or install engine control system components on H-60 helicopters
K752 Prepare H-60 helicopters for fuel cell maintenance
K847 Troubleshoot fuel systems on H-60 helicopters
K791 Remove or install IPS blowers on H-60 helicopters
K759 Remove or install accessory modules on H-60 helicopters
K777 Remove or install engine starters on H-60 helicopters
K735 Monitor helicopter inspection or maintenance activities during cross-country missions on H-60 helicopters
K861 Troubleshoot tail rotor systems on H-60 helicopters
K765 Remove or install cabin heating or ventilating system components on H-60 helicopters
K805 Remove or install primary generators on H-60 helicopters
K810 Remove or install roll and yaw trim on H-60 helicopters
K794 Remove or install main modules on H-60 helicopters
K858 Troubleshoot roll and yaw trim on H-60 helicopters
K811 Remove or install roll stabilization augmentation system (SAS) servos on H-60 helicopters
K790 Remove or install input modules on H-60 helicopters
K804 Remove or install pitch trim on H-60 helicopters
K768 Remove or install collective control system components on H-60 helicopters
K760 Remove or install AFCS on H-60 helicopters
K803 Remove or install pilot-assist servos on H-60 helicopters
K826 Remove or install yaw boost servos on H-60 helicopters
K823 Remove or install wheel brake system master cylinders on H-60 helicopters
K845 Troubleshoot extended fuel range systems on H-60 helicopters
K775 Remove or install engine fire detection system components on H-60 helicopters
K857 Troubleshoot pitch trim on H-60 helicopters
K802 Remove or install pilot-assist manifolds on H-60 helicopters
K842 Troubleshoot electrical distribution systems on H-60 helicopters
K848 Troubleshoot H-60 helicopter systems during flight
K770 Remove or install cyclic control system components on H-60 helicopters
K862 Troubleshoot utility systems on H-60 helicopters
K841 Troubleshoot cabin heating or ventilating systems on H-60 helicopters
K821 Remove or install utility modules on H-60 helicopters
K843 Troubleshoot engine fire detection systems on H-60 helicopters
K767 Remove or install collective boost servos on H-60 helicopters
K840 Troubleshoot bleed air system valves on H-60 helicopters
K783 Remove or install fuel boost pumps on H-60 helicopters
K779 Remove or install external engine anti-icing system components on H-60 helicopters
K780 Remove or install external engine fuel system components on H-60 helicopters
K809 Remove or install reservoir fill pumps on H-60 helicopters
K864 Tune airframe vibration absorbers
K825 Remove or install windshield anti-icing system components on H-60 helicopters
K776 Remove or install engine high-speed drive shafts on H-60 helicopters
K786 Remove or install GCUs on H-60 helicopters
K860 Troubleshoot tail rotor drive shaft assemblies on H-60 helicopters

0013 H-60 Maintenance (Continued)

K855 Troubleshoot main modules on H-60 helicopters
K698 Align transmission drive systems on H-60 helicopters
K806 Remove or install primary servo manifolds on H-60 helicopters
K859 Troubleshoot tail gearboxes on H-60 helicopters
K854 Troubleshoot main drive shaft assemblies on H-60 helicopters
K782 Remove or install external engine oil system components on H-60 helicopters
K838 Troubleshoot accessory gearboxes on H-60 helicopters
K808 Remove or install prime boost pumps on H-60 helicopters
K764 Remove or install battery analyzers on H-60 helicopters
K849 Troubleshoot high-speed drive shaft assemblies on H-60 helicopters
K820 Remove or install transmission oil pumps on H-60 helicopters
K781 Remove or install external engine ignition system components on H-60 helicopters
K851 Troubleshoot input modules on H-60 helicopters
K839 Troubleshoot battery analyzers on H-60 helicopters
K827 Remove or replace engine fuel selector valves on H-60 helicopters
K736 Operate air start compressors on H-60 helicopters
K769 Remove or install converters on H-60 helicopters
K818 Remove or install tailbooms on H-60 helicopters
K707 Flush hydraulic systems on H-60 helicopters
K754 Prepare H-60 helicopters for temporary storage
K701 Assemble or disassemble H-60 helicopters for or after ground transport
K751 Prepare H-60 helicopters for flyable storage
K784 Remove or install fuel quantity transmitters on H-60 helicopters
K793 Remove or install logic modules on H-60 helicopters
K753 Prepare H-60 helicopters for intermediate storage
K778 Remove or install external engine actuating system IGV components on H-60 helicopters
K699 Assemble or disassemble H-60 helicopters for or after C-141 air transport

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0014 H-1 Maintenance

H311 Attach or detach ground handling wheels on H-1 helicopters
H337 Launch H-1 helicopters
H422 Tie down blades on H-1 helicopters, other than for mooring
H322 Inspect engines on H-1 helicopters
H331 Inspect rotor systems on H-1 helicopters
H327 Inspect landing gears on H-1 helicopters
H324 Inspect flight control systems on H-1 helicopters
H334 Inspect transmissions on H-1 helicopters
H341 Operationally check aircraft lighting systems on H-1 helicopters
H333 Inspect transmission drive systems on H-1 helicopters
H323 Inspect fire extinguisher systems on H-1 helicopters
H326 Inspect hydraulic systems on H-1 helicopters

0014 H-1 Maintenance (Continued)

H339 Lubricate main rotor heads on H-1 helicopters
H321 Inspect engine drive shafts on H-1 helicopters
H362 Remove or install airframe or engine covers on H-1 helicopters
H325 Inspect fuel systems on H-1 helicopters
H336 Install tail rotor assemblies on H-1 helicopters
H345 Operationally check direct current (DC) electrical power systems on H-1 helicopters
H373 Remove or install doors on H-1 helicopters
H392 Remove or install main rotor assemblies on H-1 helicopters
H338 Lubricate flight controls on H-1 helicopters
H340 Lubricate tail rotor assemblies on H-1 helicopters
H402 Remove or install rotor heads on H-1 helicopters
H355 Perform engine compressor washes on H-1 helicopters
H395 Remove or install main rotor stabilizer bars on H-1 helicopters
H396 Remove or install main rotor swashplates on H-1 helicopters
H407 Remove or install tail rotor drive shafts on H-1 helicopters
H404 Remove or install tail rotor blades on H-1 helicopters
H346 Operationally check engine fire detection systems on H-1 helicopters
H377 Remove or install engine drive shafts on H-1 helicopters
H393 Remove or install main rotor blades on H-1 helicopters
H335 Install engines on H-1 helicopters
H397 Remove or install main transmissions on H-1 helicopters
H394 Remove or install main rotor dampers on H-1 helicopters
H399 Remove or install mixing levers on H-1 helicopters
H342 Operationally check alternating current (AC) electrical power systems on H-1 helicopters
H371 Remove or install cyclic or collective servos on H-1 helicopters
H349 Operationally check H-1 helicopter main fuel systems
H405 Remove or install tail rotor control components on H-1 helicopters
H379 Remove or install engine fire walls on H-1 helicopters
H410 Remove or install 90-degree or tail rotor gearboxes on H-1 helicopters
H398 Remove or install mast assemblies on H-1 helicopters
H406 Remove or install tail rotor drive couplings on H-1 helicopters
H370 Remove or install cyclic control system components on H-1 helicopters
H403 Remove or install synchronized elevators on H-1 helicopters
H348 Operationally check H-1 helicopter auxiliary fuel systems
H360 Remove engines from H-1 helicopters
H314 Balance tail rotors on H-1 helicopters using dynamic methods
H390 Remove or install landing gear skid shoes on H-1 helicopters
H367 Remove or install collective control system components on H-1 helicopters
H391 Remove or install landing gear skid tubes on H-1 helicopters
H313 Balance stabilizer bars on H-1 helicopters
H332 Inspect tail rotor riggings on H-1 helicopters
H312 Balance main rotor assemblies on H-1 helicopters using dynamic methods
L873 Maintain ground handling wheels
H424 Track tail rotor blades on H-1 helicopters using strobex equipment

0014 H-1 Maintenance (Continued)

H389 Remove or install landing gear cross tubes on H-1 helicopters
H419 Service main rotor assemblies on H-1 helicopters
H358 Prepare H-1 helicopters for fuel cell maintenance
H299 Adjust auto rotation on H-1 helicopter main rotor systems
H400 Remove or install oil cooler and blower assemblies on H-1 helicopters
H350 Operationally check hydraulic systems on H-1 helicopters
H328 Inspect main rotor riggings on H-1 helicopters
H366 Remove or install cargo hook assemblies on H-1 helicopters
H301 Adjust main rotor blade trim tabs on H-1 helicopters
H414 Rig cyclic control systems on H-1 helicopters
H356 Perform landing gear deflection checks on H-1 helicopters
H413 Rig collective control systems on H-1 helicopters
H361 Remove or install air management systems on H-1 helicopters
H440 Troubleshoot main rotor systems on H-1 helicopters
H388 Remove or install inverters on H-1 helicopters
H420 Service rotor brake reservoirs on H-1 helicopters
H445 Troubleshoot tail rotor systems on H-1 helicopters
H421 Sweep main rotor blades on H-1 helicopters
H317 Bleed rotor brake assemblies on H-1 helicopters
H319 Connect or disconnect engine controls on H-1 helicopters
H430 Troubleshoot flight control systems on H-1 helicopters
H343 Operationally check cabin heating or ventilating systems on H-1 helicopters
H417 Rig tail rotor flight controls on H-1 helicopters
H431 Troubleshoot H-1 helicopter airframe systems
H368 Remove or install combining gearboxes on H-1 helicopters
H439 Troubleshoot main drive shaft assemblies on H-1 helicopters
H352 Operationally check transmission drive systems on H-1 helicopters
H387 Remove or install hydraulic system pumps on H-1 helicopters
H330 Inspect rescue hoists on H-1 helicopters
H444 Troubleshoot tail rotor drive shaft assemblies on H-1 helicopters
H344 Operationally check cargo suspension equipment on H-1 helicopters
H329 Inspect minimum blade angles on H-1 helicopters
H372 Remove or install DC starter generators on H-1 helicopters
H435 Troubleshoot hydraulic systems on H-1 helicopters
H401 Remove or install rotor brake hydraulic system master cylinders on H-1 helicopters
H441 Troubleshoot main transmission assemblies on H-1 helicopters
H363 Remove or install antitorque servos on H-1 helicopters
H433 Troubleshoot H-1 helicopter fuel systems
H378 Remove or install engine fire detection system components on H-1 helicopters
H351 Operationally check rescue hoists on H-1 helicopters
H318 Clean internal transmission oil filters on H-1 helicopters
H416 Rig synchronized elevators on H-1 helicopters
H443 Troubleshoot rotor brakes on H-1 helicopters
H382 Remove or install fuel boost pumps on H-1 helicopters

0014 H-1 Maintenance (Continued)

H375 Remove or install engine air particle separator (EAPS) systems on H-1 helicopters
H359 Remove or install components of ventilating systems on H-1 helicopters
H438 Troubleshoot lighting systems on H-1 helicopters
H446 Troubleshoot windshield wiper systems on H-1 helicopters
H437 Troubleshoot landing gear systems on H-1 helicopters
H374 Remove or install electric rescue hoists on H-1 helicopters
H448 Troubleshoot 90-degree gearboxes on H-1 helicopters
H432 Troubleshoot H-1 helicopter engines
H425 Troubleshoot cabin heating or defrosting systems on H-1 helicopters
H302 Adjust main rotor grip spacings on H-1 helicopters
H306 Align transmission drive systems on H-1 helicopters
H316 Bleed hydraulic systems on H-1 helicopters
H447 Troubleshoot 42-degree gearboxes on H-1 helicopters
H315 Balance tail rotors on H-1 helicopters using static methods
H436 Troubleshoot instrument systems on H-1 helicopters
H376 Remove or install engine control system components on H-1 helicopters
H304 Adjust voltage regulators on H-1 helicopters
H305 Align tail rotor hanger mounts on H-1 helicopters
H426 Troubleshoot cabin ventilating systems on H-1 helicopters
H409 Remove or install transmission oil pumps on H-1 helicopters
H381 Remove or install external engine oil system components on H-1 helicopters
H427 Troubleshoot combining gearboxes on H-1 helicopters
H385 Remove or install grip assemblies on H-1 helicopters
H434 Troubleshoot H-1 helicopter systems during flight
H365 Remove or install cabin heating or defrosting system components on H-1 helicopters
H415 Rig manual throttle controls on H-1 helicopters
H412 Rig automatic throttle controls on H-1 helicopters
H380 Remove or install external engine fuel system components on H-1 helicopters
H408 Remove or install tailbooms on H-1 helicopters
H384 Remove or install fuel quantity transmitters on H-1 helicopters
H428 Troubleshoot electrical distribution systems on H-1 helicopters
H354 Parallel generators on H-1 helicopters
H307 Align 42-degree gearboxes on H-1 helicopters
H320 Flush hydraulic systems on H-1 helicopters
H429 Troubleshoot engine fire detection systems on H-1 helicopters
H423 Track tail rotor blades on H-1 helicopters using stick methods
H303 Adjust transmission oil pressures on H-1 helicopters
H442 Troubleshoot rescue hoists on H-1 helicopters
H411 Repair rescue hoists on H-1 helicopters
H364 Remove or install auxiliary fuel tanks on H-1 helicopters
H353 Oversee helicopter inspection or maintenance activities during cross-country missions on H-1 helicopters

0014 H-1 Maintenance (Continued)

H383 Remove or install fuel cells on H-1 helicopters
H418 Service electrical rescue hoists on H-1 helicopters
H359 Prepare H-1 helicopters for temporary storage
H386 Remove or install hydraulic rescue hoists on H-1 helicopters
H347 Operationally check external storage systems on helicopters
H300 Adjust fuel density settings on fuel control flow dividers on H-1 helicopters
H357 Prepare H-1 helicopters for flyable storage
H310 Assemble or disassemble H-1 helicopters for or after ground transport
H308 Assemble or disassemble H-1 helicopters for or after C-141 air transport
H309 Assemble or disassemble H-1 helicopters for or after C-5 air transport

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0015 H-3 Maintenance

I479 Operationally check aircraft lighting systems on H-3 helicopters
I457 Clean engine compressors on H-3 helicopters
I542 Remove or install wheels or tire assemblies on H-3 helicopters
I470 Inspect transmission drive systems on H-3 helicopters
I488 Operationally check inflight refueling probes on H-3 helicopters
I552 Tie down blades on H-3 helicopters, other than for mooring
I466 Inspect hydraulic systems on H-3 helicopters
I487 Operationally check hydraulic systems on H-3 helicopters
I463 Inspect fire extinguisher systems on H-3 helicopters
I472 Install engines on H-3 helicopters
I464 Inspect flight control systems on H-3 helicopters
I478 Operationally check AC electrical power systems on H-3 helicopters
I537 Remove or install tail rotor blades on H-3 helicopters
I455 Bleed rotor brake assemblies on H-3 helicopters
I483 Operationally check DC electrical power systems on H-3 helicopters
I465 Inspect fuel systems on H-3 helicopters
I522 Remove or install generators on H-3 helicopters
I484 Operationally check engine fire detection systems on H-3 helicopters
I460 Inspect automatic flight control systems on H-3 helicopters
I469 Inspect tail rotor riggings on H-3 helicopters
I467 Inspect main rotor riggings on H-3 helicopters
I498 Quick-rig tail rotor flight controls on H-3 helicopters
I526 Remove or install main gearboxes on H-3 helicopters
I473 Install main rotor assemblies on H-3 helicopters
I490 Operationally check wheel brake systems on H-3 helicopters
I549 Service main rotor assemblies on H-3 helicopters
I454 Bleed hydraulic systems on H-3 helicopters
I485 Operationally check H-3 helicopter auxiliary fuel systems
I499 Remove engines from H-3 helicopters

0015 H-3 Maintenance (Continued)

I474 Install tail rotor assemblies on H-3 helicopters
I477 Operate cargo ramps on H-3 helicopters
I497 Quick-rig main rotor flight controls on H-3 helicopters
I524 Remove or install hydraulic system pumps on H-3 helicopters
I502 Remove or install auxiliary fuel tanks on H-3 helicopters
I480 Operationally check cabin heating or ventilating systems on H-3 helicopters
I530 Remove or install oil cooler drive belts on H-3 helicopters
I486 Operationally check H-3 helicopter main fuel systems
I540 Remove or install wheel brake assemblies on H-3 helicopters
I567 Troubleshoot rotor brakes on H-3 helicopters
I456 Bleed wheel brake systems on H-3 helicopters
I492 Perform retraction checks of landing gear on H-3 helicopters
I534 Remove or install tail drive shaft multiple-disc couplings on H-3 helicopters
I547 Service emergency landing gear systems on H-3 helicopters
I548 Service main landing gear struts on H-3 helicopters
I546 Rig tail rotor flight controls on H-3 helicopters
I545 Rig main rotor flight controls on H-3 helicopters
I494 Prepare H-3 helicopters for fuel cell maintenance
I550 Service nose landing gear struts on H-3 helicopters
I461 Inspect engine drive shafts on H-3 helicopters
I561 Troubleshoot hydraulic systems on H-3 helicopters
I481 Operationally check cargo sling equipment on H-3 helicopters
I507 Remove or install doors on H-3 helicopters
I551 Service wheel brake systems on H-3 helicopters
I505 Remove or install collective control system components on H-3 helicopters
I557 Troubleshoot H-3 helicopter airframe systems
I506 Remove or install cyclic control system components on H-3 helicopters
I504 Remove or install cargo hook assemblies on H-3 helicopters
I532 Remove or install primary servos on H-3 helicopters
I536 Remove or install tail pylons on H-3 helicopters
I531 Remove or install panel packages on H-3 helicopters
I535 Remove or install tail gearboxes on H-3 helicopters
I513 Remove or install engine starters on H-3 helicopters
I566 Troubleshoot main rotor systems on H-3 helicopters
I559 Troubleshoot H-3 helicopter fuel systems
I553 Troubleshoot cabin heating or ventilating systems on H-3 helicopters
I500 Remove or install automatic flight control system (AFCS) components on H-3 helicopters
I511 Remove or install engine fire detection system components on H-3 helicopters
I458 Connect or disconnect engine controls on H-3 helicopters
I558 Troubleshoot H-3 helicopter engines
I489 Operationally check transmission drive systems on H-3 helicopters
I510 Remove or install engine drive shafts on H-3 helicopters
I563 Troubleshoot landing gear systems on H-3 helicopters
I512 Remove or install engine fire walls on H-3 helicopters

0015 H-3 Maintenance (Continued)

I523 Remove or install gimbal ring assemblies on H-3 helicopters
I556 Troubleshoot flight control systems on H-3 helicopters
I509 Remove or install engine control system components on H-3 helicopters
I538 Remove or install transformer rectifiers on H-3 helicopters
I503 Remove or install auxiliary servos on H-3 helicopters
I501 Remove or install auxiliary fuel tank pylons on H-3 helicopters
I533 Remove or install rotor brake hydraulic system master cylinders on H-3 helicopters
I544 Rig engine controls on H-3 helicopters
I525 Remove or install inverters on H-3 helicopters
I570 Troubleshoot tail rotor systems on H-3 helicopters
I555 Troubleshoot engine fire detection systems on H-3 helicopters
I571 Troubleshoot transformer rectifiers on H-3 helicopters
I541 Remove or install wheel brake system master cylinders on H-3 helicopters
I491 Operationally check windshield anti-ice systems on H-3 helicopters
I527 Remove or install main rotor dampers on H-3 helicopters
I569 Troubleshoot tail rotor drive shaft assemblies on H-3 helicopters
I508 Remove or install emergency landing gear components on H-3 helicopters
I565 Troubleshoot main gearbox assemblies on H-3 helicopters
I554 Troubleshoot electrical distribution systems on H-3 helicopters
I564 Troubleshoot main drive shaft assemblies on H-3 helicopters
I529 Remove or install oil cooler and blower assemblies on H-3 helicopters
I568 Troubleshoot tail gearboxes on H-3 helicopters
I539 Remove or install transmission oil pumps on H-3 helicopters
I562 Troubleshoot instrument systems on H-3 helicopters
I459 Flush hydraulic systems on H-3 helicopters
I516 Remove or install external engine fuel system components on H-3 helicopters
I449 Adjust transmission oil pressures on H-3 helicopters
I528 Remove or install main rotor swashplates on H-3 helicopters
I450 Align transmission drive systems on H-3 helicopters
I515 Remove or install external engine anti-icing system components on H-3 helicopters
I560 Troubleshoot H-3 helicopter systems during flight
I572 Troubleshoot windshield anti-icing equipment on H-3 helicopters
I521 Remove or install fuel quantity transmitters on H-3 helicopters
I476 Monitor helicopter inspection or maintenance activities during cross-country missions on H-3 helicopters
I543 Remove or install windshield anti-icing system components on H-3 helicopters
I518 Remove or install external engine oil system components on H-3 helicopters
I519 Remove or install fuel boost pumps on H-3 helicopters
I517 Remove or install external engine ignition system components on H-3 helicopters
I496 Prepare helicopter engines for preservation runs
I482 Operationally check cargo winches on H-3 helicopters

0015 H-3 Maintenance (Continued)

I520 Remove or install fuel cells on H-3 helicopters
I452 Assemble or disassemble H-3 helicopters for or after C-5 air transport
I514 Remove or install external engine actuating system internal guide vanes (IGVs) on H-3 helicopters
I453 Assemble or disassemble H-3 helicopters for or after ground transport
I493 Prepare H-3 helicopters for flyable storage
I495 Prepare H-3 helicopters for temporary storage
I451 Assemble or disassemble H-3 helicopters for or after C-141 air transport

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0016 Administrative, Supervisory, and Management

D74 Conduct OJT
B46 Supervise Apprentice Helicopter Mechanics (AFSC 45731)
B48 Supervise Helicopter Mechanics (AFSC 45751)
A5 Determine work priorities
A3 Coordinate work with related maintenance activities
D78 Demonstrate how to locate technical information
C67 Prepare EPRs
D88 Maintain training records, charts, or graphs
E119 Schedule helicopters' maintenance
B50 Supervise military personnel with AFSCs other than 457X1
D85 Evaluate OJT trainees
D77 Counsel trainees on training progress
B29 Direct flightline maintenance
B25 Counsel personnel on personal or military-related problems
A12 Establish performance standards for subordinates
A16 Plan maintenance or inspections of helicopters
E95 Coordinate estimated times in commission (ETICs) of maintenance jobs with job control
A19 Plan work assignments
E116 Request support of aircraft support equipment
B43 Interpret policies, directives, or procedures for subordinates
E117 Research supply information for special requisitions, issues, or turn-in slips
C58 Evaluate personnel compliance with performance standards
E120 Schedule nondestructive inspections
A1 Assign personnel to duty positions
E118 Review inspection checklists for current requirements
B32 Direct scheduled inspections
B33 Direct special inspections
B49 Supervise Helicopter Technicians (AFSC 45771)
A9 Develop work methods or procedures
A4 Determine requirements for space, personnel, equipment, or supplies
E99 Maintain daily status reports
E100 Maintain mission-essential equipment records

0016 Administrative Supervisory and Management (Continued)

D89 Plan OJT
E122 Update or maintain work progress charts or status boards
B34 Direct utilization of equipment
E101 Maintain publication files, other than technical order (TO) files or standard publication files
B27 Direct dock inspections or maintenance
E104 Maintain supply records
C53 Evaluate individuals for promotion, demotion, or reclassification
D79 Determine OJT requirements
E102 Maintain standard publication files
C56 Evaluate maintenance or use of workspace, equipment, or supplies
D72 Assign on-the-job training (OJT) trainers
A23 Schedule leaves or passes
D82 Direct or implement OJT programs
B39 Implement safety programs
E110 Prepare or maintain duty rosters
E106 Maintain work records or work order files
B36 Implement or follow-up on foreign object damage (FOD) programs
C51 Analyze workload requirements
B26 Direct development or maintenance of status boards, graphs, or charts
A14 Plan briefings
C64 Evaluate work schedules
E121 Type correspondence, records, reports, or forms
B28 Direct field maintenance
C54 Evaluate inspection reports or procedures
B38 Implement or maintain corrosion control programs
C68 Select individuals for specialized training
C65 Indorse enlisted performance reports (EPRs)
E111 Prepare requests for authorizations of materials
A17 Plan safety programs
E103 Maintain stock levels of office forms or supplies
B40 Implement security programs
A2 Assign sponsors for newly assigned personnel
B37 Implement or follow-up on quality assurance (QA) programs
B45 Review man-hour reporting forms
E112 Prepare requests for special orders
A11 Establish organ policies, maintenance operating instructions (MOIs), or standard operating procedures (SOPs)
C60 Evaluate safety programs
A13 Establish publications libraries
C59 Evaluate procedures for storage, inventory, or inspection of property items
E97 Draft correspondence or reports
A8 Develop quality control programs
E98 Maintain correspondence files
C55 Evaluate job descriptions

0016 Administrative, Supervisory, and Management

A20 Prepare job descriptions
B41 Implement suggestion programs
C61 Evaluate security programs
A7 Develop organizational charts
B30 Direct maintenance of administrative files
D84 Establish study reference files
B35 Implement cost reduction programs
A18 Plan security programs
B42 Initiate personnel action requests
C62 Evaluate suggestions
C70 Write staff studies, surveys, or special reports
C66 Investigate accidents or incidents
A15 Plan layouts of facilities
B44 Maintain contingency plans
B24 Conduct staff meetings
C52 Evaluate budget or financial requirements
A21 Prepare monthly maintenance plans
A10 Draft budget or financial requirements
A22 Prepare unit emergency plans
C63 Evaluate unit emergency plans
C69 Write civilian performance ratings or supervisory appraisals

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0017 Tasks Not Referenced

G194 Interpret helicopter markings
G170 Brief pilots or crews on status of aircraft
G224 Refuel helicopters using gravity procedures
G229 Remove or install armor platings
G204 Measure helicopter vibrations
G195 Interpret schematics
G178 Defuel helicopters using gravity procedures
G193 Interpret diagrams
E105 Maintain TO files
G291 Troubleshoot chip detector systems on helicopters
J582 Fold tail pylons on H-53 helicopters
G197 Level helicopters
G247 Remove or install helicopter shoulder harnesses
G181 Drain moisture from pitot-static lines on helicopters
G233 Remove or install caution advisory panels on helicopters
G276 Research or record data for issue or turn-in slips
G238 Remove or install electrical or lighting system panels on helicopters
G292 Troubleshoot drive shaft assemblies on helicopters

0017 Tasks Not Referenced (Continued)

G254 Remove or install instrument or transmitter hoses, tubing, wiring, or connectors on helicopters
G198 Load or off-load cargo
G243 Remove or install engine oil filters on helicopters
G199 Load or off-load litters
G159 Adjust cargo hook releases on helicopters
G251 Remove or install hydraulic system accumulators on helicopters
G223 Refuel helicopters using closed-circuit procedures on H-1 or H-60 helicopters
G169 Balance tail rotors on H-3, H-53, or H-60 helicopters using dynamic methods
L877 Perform operator maintenance on tow vehicles
G286 Service windshield wiper system reservoirs on H-3 or H-53 helicopters
G298 Weigh helicopters
G249 Remove or install hydraulic heat exchangers on H-3 or H-53 helicopters
G253 Remove or install inflight refueling probes on H-3 or H-53 helicopters
G231 Remove or install biflars on H-3 or H-60 helicopters
G295 Troubleshoot intermediate gearboxes on helicopters
G250 Remove or install hydraulic rescue hoists on H-3 or H-53 helicopters
G210 Operationally check pitot-static heaters
G272 Remove or replace cockpit instrument markings or decals
L875 Perform operator maintenance on aircraft or engine cleaning equipment
G289 Track tail rotor blades on H-3 or H-53 helicopters
G259 Remove or install landing gear hydraulic system actuatorson H-3 or H-53 helicopters
L878 Perform operator maintenance on transportation vehicles
F133 Create equipment identification numbers in CAMS
G275 Research numerical index requirement tables (NIRTs) to locate TO numbers or titles
G274 Remove scratches from transparent surfaces
G214 Perform duties of aircrew observer or scanner
L876 Perform operator maintenance on powered aircraft support equipment
G220 Prepare installed engines for depreservation runs on H-1, H-3, or H-53 helicopters
J575 Assemble or disassemble H-53 helicopters for or after ground transport
G242 Remove or install engine main oil system components on H-3 or H-53 helicopters
G294 Troubleshoot IBISs on H-3 or H-53 helicopters
G240 Remove or install engine auxiliary oil system components on H-3 or H-53 helicopters
G166 Align main landing gear on H-3 or H-53 helicopters
J613 Prepare H-53 helicopters for flyable storage
F140 Establish CAMS job standard narratives
F141 Establish equipment maintenance schedules in CAMS
F138 Determine CAMS training requirements
G161 Adjust fuel density settings on fuel controls on H-3 or H-53 helicopters
F135 Create equipment preventive maintenance inspection (PMI) schedules in CAMS
F139 Establish CAMS automated historical reports
J615 Prepare H-53 helicopters for temporary storage
L874 Maintain portable maintenance cranes
F150 Schedule training in CAMS
F144 Maintain training data bases in CAMS

0017 Tasks Not Referenced (Continued)

G176 Conduct crash recovery procedures
F155 Update CAMS workcenter training products
F136 Create maintenance personnel records in CAMS
F142 Implement CAMS workcenter training programs
L872 Maintain crash recovery kits
B47 Supervise civilians
F156 Update CAMS personnel data files
A6 Develop mobility programs
E96 Coordinate reviews of class-II modification records
B31 Direct mobility programs
E109 Prepare Class-II modification records
E113 Prepare security clearance confirmations
D73 Assign resident course instructors
C57 Evaluate mobility programs
E115 Prepare unsatisfactory reports (URs)
E114 Prepare statements of charges