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OCCUPATIONAL SURVEY REPORT

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VISUAL INFORMATION VIDEOGRAPHER

AFSC 3V0X3

AFPT 90-3V0-041

AUGUST 1995

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

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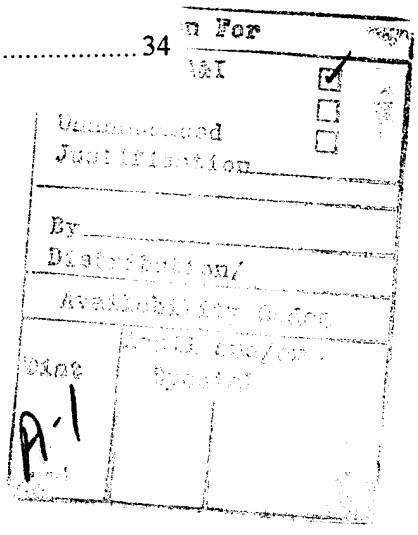

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PREFACE

This report presents the results of an Air Force occupational survey of the AFSC 3V0X3, Visual Information Videographer, career ladder. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Captain Carol Owen, Inventory Development Specialist, developed the survey instrument; Mrs. Joan Brooks, Occupational Analyst, analyzed the data and wrote the final report. Mrs. Olga Velez provided computer programming support, and Mr. Richard Ramos provided administrative support. Major Randall C. Agee, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron, reviewed and approved this report for release.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to the Air Force Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB, Texas 78150-4449 (DSN 487-6623).

RICHARD C. OURAND, JR., Lt Col, USAF
Commander
Air Force Occupational Measurement Squadron

JOSEPH S. TARTELL
Chief, Occupational Analysis Flight
Air Force Occupational Measurement Squadron

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SUMMARY OF RESULTS

1. *Survey Coverage*: The Visual Information Videographer (AFSC 3V0X3) career ladder was surveyed to obtain current job and task data for use in updating career ladder training documents and the technical school training program. Survey results are based on data collected from 166 AFSC 3V0X3 personnel. This represents 59 percent of the total assigned population.

2. *Specialty Jobs*: Structure analysis of the AFSC 3V0X3 data identified 2 jobs: Visual Documentation Production, and Aerial Videography. Both jobs were directly involved in video functions, but differed in audio and editing functions.

3. *Career Ladder Progression*: Normal career ladder progression within the AFSC 3V0X3 career ladder is evident. Three-skill level personnel spend the vast majority of their job time performing technical tasks involving video and editing activities. At the 5-skill level, personnel are still heavily involved in video and editing activities, but begin to become involved with aerial videography activities. Seven-skill level personnel reflect a shift toward supervisory and management work, although 73 percent are still involved with performing technical tasks. AFMAN 36-2108 *Specialty Description* provides a broad and generally accurate description of the technical and supervisory functions performed within the career ladder.

4. *Training* Analysis: First-enlistment members spend approximately 95 percent of their duty time devoted to technical and administrative or supply functions. The Specialty Training Standard (STS) is supported by survey data. Subject-matter experts, however, should carefully review the STS for possible fine-tuning of content and proficiency codes.

5. *Job Satisfaction Analysis*: In general, job satisfaction among AFSC 3V0X3 personnel is fairly high, with no serious satisfaction problems noted. Personnel working in the Aerial Videography job had the lower job satisfaction than personnel in the Visual Documentation Production job.

6. *Implications*: The AFSC 3V0X3 career ladder structure identified in this report is similar to that found in the 1989 OSR. AFMAN 36-2108 *Specialty Description* accurately describes the jobs and tasks being performed. Job satisfaction is fairly high among career ladder incumbents. The STS provides comprehensive coverage of tasks performed by career ladder personnel across both jobs. Overall satisfaction was positive for the jobs identified.

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OCCUPATIONAL SURVEY REPORT (OSR)
VISUAL INFORMATION VIDEOGRAPHER CAREER LADDER
(AFSC 3V0X3)

INTRODUCTION

This is a report of an occupational survey of the Visual Information Videographer career ladder conducted by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron. The survey was conducted to obtain current job and task data. Data collected through this OSR will be utilized by training development personnel to review courses and related training documents in light of equipment and utilization changes which have occurred since the last OSR in 1989.

Background

As described in the AFMAN 36-2108 *Specialty Description* for AFSC 3V0X3, dated 31 October 1994, members are responsible for supervising and accomplishing aerial or ground camera assignments; performing production-related functions; acting as technical director or switcher; acting as floor manager; functioning as television production camera operator; acting as prompter operator; performing visual information editorial functions; accomplishing audio recording or sound distribution; performing optical instrumentation; and supervising or performing visual information functions.

Initial 3-skill level training for AFSC 3V0X3 personnel is currently provided through a 78-day course (AFIS-BVP) at Ft Meade MD. This course provides training in basic motion media techniques; recording of controlled and uncontrolled actions in field and studio environments; basic audio recording, audio and video production operations; and videotape editing under field and studio conditions.

Entry into the career ladder currently requires Armed Forces Vocational Aptitude Battery minimum scores of 58 General, and strength factor of J (60 lbs).

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) AFPT 90-3V0-041, dated May 1994. The Inventory Developer prepared a tentative task list by reviewing pertinent career ladder publications, directives, and the previous JI and OSR. This task list was further refined and validated through personal interviews with 29 subject-matter experts representing a variety of major commands (MAJCOMs) at the following locations:

BASE	UNIT VISITED
Lowry AFB CO	DVISCH
Lackland AFB TX	Det 7, 2 CTCS
Hill AFB UT	Det 8, 2 CTCS
Charleston AFB SC	1 CTCS

The resulting JI contained a comprehensive listing of 346 tasks grouped under 13 duty headings with a background section requesting such information as grade, MAJCOM, job title, time in present job, time in service, job satisfaction, functional area, organizational level, equipment and forms used.

Survey Administration

Military Personnel Flights at operational bases worldwide administered the inventory to 219 DAFSC 3V0X3 personnel holding a 3-, 5-, or 7-skill level. Personnel excluded from taking the survey comprised the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring during the time inventories were administered to the field; and (4) personnel in their job less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Military Personnel Center.

Each individual who completed the inventory first filled in an identification and biographical information section and then checked each task performed in the member's current job. After checking all tasks performed, respondents then rated each task on a 9-point scale showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of the member's time spent on the job. First, the ratings are summed. Each task rating is then divided by the sum of task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

The final AFSC 3V0X3 survey sample includes responses from 166 job incumbents. Table 1 reflects the distribution, by MAJCOM, of assigned AFSC 3V0X3 personnel as of December 1993. The 166 respondents in the final sample represent 59 percent of all assigned AFSC 3V0X3 personnel. Table 2 reflects the distribution by paygrade. The survey sample is slightly overrepresented in the junior grades and underrepresented in the senior grades. However, the discrepancy is small and the results are usable for generalizing to the overall population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 3V0X3 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Task Difficulty (TD). Task difficulty is defined as an estimate of how much time the average airman needs to learn to perform a task satisfactorily. Each individual completing a TD booklet rated all inventory tasks on a 9-point scale (from extremely low to extremely high). TD data were independently collected from 25 experienced 7-skill level personnel stationed worldwide. Interrater reliability was calculated and found acceptable. Ratings were standardized so tasks have an average difficulty rating of 5.00, with a standard deviation of 1.00. The resulting data yield essentially a rank ordering of tasks indicating the degree of difficulty for each task in the inventory.

Training Emphasis (TE). Individuals completing TE booklets were asked to rate tasks on a 10-point scale from no training required to extremely high amount of TE. TE is a rating of which tasks require emphasis in structured training for first-term personnel. Structured training is defined as training provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job training (OJT), or any other organized training method. TE data were independently collected from 28 experienced 7-skill level personnel stationed worldwide. As with TD ratings, the interrater reliability was computed and found to be acceptable, indicating there was sufficient agreement among raters as to which tasks require some

TABLE 1

MAJCOM REPRESENTATION OF SURVEY SAMPLE

MAJCOM	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AETC	5	4
ACC	16	14
AMC	56	58
AFMC	9	9
AFSPACECOM	6	9
OTHER	8	6

TOTAL ASSIGNED = 282
TOTAL SURVEYED = 219
TOTAL IN SAMPLE = 166
PERCENT OF ASSIGNED IN SAMPLE = 59%
PERCENT OF SURVEYED IN SAMPLE = 76%

* As of December 1993

TABLE 2

PAYGRADE DISTRIBUTION OF SAMPLE

PAYGRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 TO E-3	39	49
E-4	19	14
E-5	20	17
E-6	12	10
E-7	9	9
E-8	**	**

* As of December 1993
** Less than 1 percent

form of structured training. In this specialty, the average TE rating was 2.75, and the standard deviation was 2.07. Tasks rated high in TE are rated 4.82 and above. As was discussed in the TD section above, TE data may also be used to rank order tasks, indicating those tasks which senior noncommissioned officers (NCOs) in the field consider the most important for first-enlistment airmen to be trained to perform.

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

SPECIALTY JOBS
(Career Ladder Structure)

Each Air Force occupational analysis begins with an examination of the career ladder structure. The structure of jobs within the Visual Information Videographer career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

Each individual in the sample performs a set of tasks called a job. A hierarchical grouping program, which is a basic part of the Comprehensive Occupational Data Analysis Program (CODAP) system, creates an individual job description for each respondent (all the tasks performed by that individual and the relative amount of time spent on those tasks). It then compares each job description to every other job description in terms of tasks performed and the relative amount of time spent on each task in the JI. The automated system 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, the system adds new members to the initial group or forms new groups based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

When there is a substantial degree of similarity between jobs, they are grouped together and identified as a cluster. The job structure resulting from this grouping process (the various jobs and clusters within the career ladder) can be used to evaluate the accuracy of career ladder documents (Career Field Education and Training Plans (CFETP), AFMAN 36-2108 *Specialty Description*, and Specialty Training Standards (STS)), and to gain a better understanding of current utilization patterns.

Overview of Specialty Jobs

Based on the similarity of tasks performed and the amount of time spent performing each task, only two jobs were identified within the AFSC 3V0X3 survey sample. A listing of these jobs is provided below and illustrated in Figure 1. The stage (ST) number shown beside each title references computer-generated information; the letter "N" stands for the number of personnel in each group.

I. Visual Documentation Production (STG015, N=140)

II. Aerial Videography (STG019, N=5)

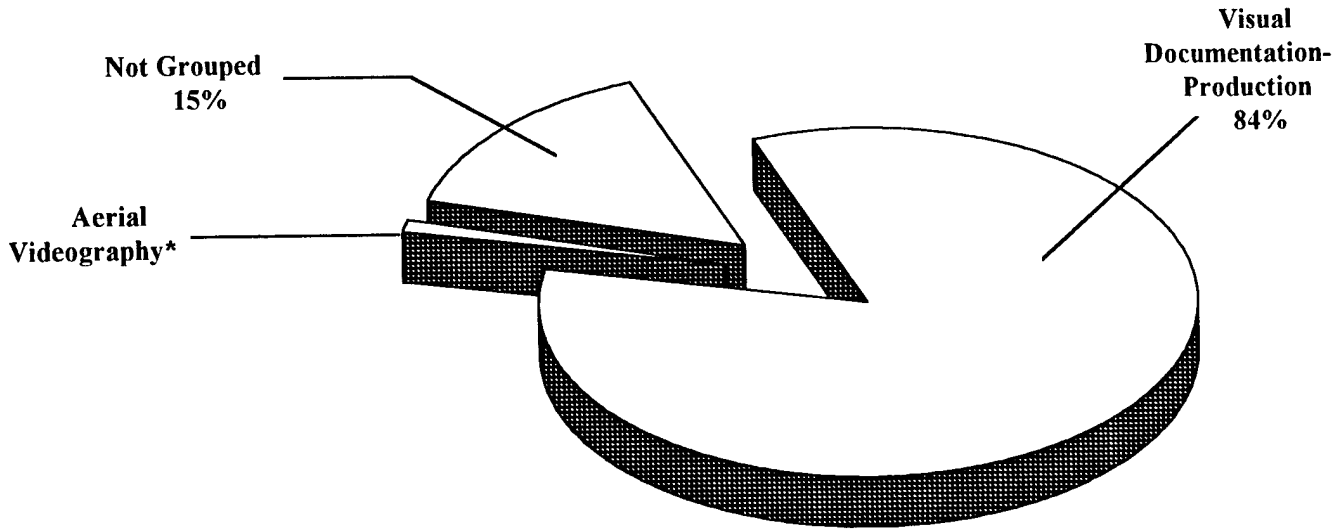
The respondents forming these groups account for 85 percent of the survey sample. The remaining 15 percent are performing tasks or a series of tasks which do not group with any of the defined jobs. Examples of job titles for these people include: NCOIC Graphics, NCOIC Cable Network, Superintendent Video Operations, Operating Location Chief, Video Manager, and Training NCOIC.

Group Descriptions

The following paragraphs contain brief descriptions of the two jobs identified through the career ladder structure analysis. Also presented are two tables which reflect the time incumbents spend on duties and selected background data for each group. Table 3 presents the relative time spent by respondents in each job across each duty listed in the JI. Table 4 displays selected background information, such as DAFSC distributions across each group, average of total months in active military service (i.e., Total Active Federal Military Service (TAFMS)), and average number of tasks performed. Appendix A at the back of this OSR lists representative tasks performed by members of each group.

Another way to illustrate these jobs is to summarize tasks performed into groups of tasks or task modules (TMs). This allows for a very concise display of where job incumbents spend most of their time and thus develops a comprehensive overview of each job. These modules were identified through CODAP coperformance clustering, which presents the average probability that if respondents perform one task, they also perform a second task or a group of related tasks. The probabilities are calculated on the actual coperformance of tasks by respondents in this survey sample. Representative TMs are listed as part of each job description. The listing of the TMs shows the number of tasks included in a module and the percent time spent on tasks in that module, and finally, an average percent of members performing the particular TM. The list of modules, with respective tasks, is presented in Appendix B.

AFSC 3V0X3
CAREER LADDER JOBS



* Less than 1%

FIGURE 1

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 3V0X3 JOB GROUPS

DUTIES		VISUAL DOCUMENTATION PRODUCTION (STG015)	AERIAL VIDEOGRAPHY (STG019)
A	ORGANIZING AND PLANNING	4	5
B	DIRECTING AND IMPLEMENTING	2	1
C	INSPECTING AND EVALUATING	3	1
D	TRAINING	2	2
E	PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS	5	14
F	PERFORMING TECHNICAL ADMINISTRATIVE OR SUPPORT ACTIVITIES	8	18
G	PERFORMING VIDEO ACTIVITIES	30	29
H	PERFORMING AUDIO ACTIVITIES	9	*
I	PERFORMING PRODUCING, DIRECTING, AND WRITING ACTIVITIES	8	6
J	PERFORMING EDITING ACTIVITIES	13	3
K	PERFORMING LIGHTING ACTIVITIES	9	1
L	PREPARING, CONSTRUCTING, AND STRIKING SETS	1	0
M	MAINTAINING VISUAL INFORMATION EQUIPMENT AND ACCESSORIES	6	19

* Denotes Less than 1 percent

NOTE: Columns may not add exactly to 100 percent due to rounding

TABLE 4

SELECTED BACKGROUND DATA FOR AFSC 3V0X3 CAREER LADDER JOBS

	VISUAL DOCUMENTATION PRODUCTION (STG015)	AERIAL VIDEOGRAPHY (STG019)
NUMBER IN GROUP	140	5
PERCENT OF SAMPLE	84%	*
PERCENT IN CONUS	91%	100%
DAFSC DISTRIBUTION:		
3V033	38%	0%
3V053	41%	60%
3V073	21%	40%
PREDOMINANT PAYGRADE(S)	E-1/2/3	E-4/E5
AVERAGE MONTHS IN SERVICE (TAFMS)	76	126
PERCENT IN FIRST ENLISTMENT	65%	0%
AVERAGE NUMBER OF TASKS PERFORMED	122	45
PERCENT SUPERVISING	1%	0%

* Less than 1 percent

NOTE: Columns may not total 100 percent due to rounding

I. VISUAL DOCUMENTATION PRODUCTION (STG015, N=140). Incumbents in this job perform an average of 122 tasks. Fifty-two percent of their time is spent performing video, editing, and audio activities (See Table 3). Their work involves video recording, setting up cameras and accessories, and reviewing footage. Examples of tasks performed include:

record cutaways
record cut-ins
perform pans, tilts, or compound movements
set up camera tripods, spiders, pedestals, or dollies
record establishing shots
record re-establishing shots
perform LS-MS-CU progression recordings
set up videotape cameras
record overlapping actions
review footage prior to editing

Representative TMs for this cluster include:

TM	Module Title	No. of Tasks	Sum Percent Time Spent	Avg. Percent Members Perf.
0001	VIDEO OPERATIONS	30	31	91%
0003	REMOTE SET	14	10	78%
0005	FIELD OPERATIONS	13	1	61%

The predominant module for this job is the Video Operations module. Members spend 31 percent of the job time performing the 30 tasks in that module.

Seventy-nine percent of those holding this job have a 3- or 5-skill level and average 76 month TAFMS. Sixty-five percent are in their first enlistment. Ninety-one percent are assigned to the CONUS.

II. AERIAL VIDEOGRAPHY (STG019, N=5). The personnel in this job spend the largest percentage of their time performing video activities (29 percent), with another 19 percent spent in performing General Administrative or Supply tasks. Unlike the other job identified, members of this job are aircrew qualified and spend 20 percent of their time maintaining Visual Information Equipment and Accessories. Commonly performed tasks include:

perform videotape recordings from aerial platforms
participate in aircrew briefings or debriefings
maintain aircrew qualification requirements
coordinate aerial missions with appropriate agencies
perform daily or pre-use inspections of equipment
store film
store cameras
maintain batteries for portable videotape equipment
coordinate video mission requirements with customers
adjust aperture for exposure

Representative TMs for this job include:

TM	Module Title	No. of Tasks	Sum Percent Time Spent	Avg. Percent Members Perf.
0012	AERIAL VIDEOGRAPHY	6	16	90%
0006	CREW CHIEF RESPONSIBILITIES	6	6	40%
0001	VIDEO OPERATIONS	30	24	35%

As expected, the Aerial Videography module is the most predominant module for this group.

Personnel in this job average 126 months TAFMS. There are no incumbents in their first enlistment. Sixty percent hold the 5-skill level. The predominant paygrades of job incumbents are E-4 and E-5.

Comparison of Current Jobs to Previous Survey Findings

The results of the specialty job analysis were compared to those of the last Visual Information Videographer OSR published in 1989. Although the job titles vary between the two studies, generally the tasks that personnel in both studies perform are the same. As shown in Table 5, both jobs in the current study were also identified in 1989. Four jobs, however, were identified in the 1989 survey but were not identified as distinct groups in the present survey. These were the Video Editing Personnel, Motion Picture Production Personnel, Visual Information Production Documentation Supervisors, and Technical Training Instructors. During the administration of this survey, the school at Lowry AFB CO was in the process of moving to Ft Meade MD, and the training personnel were not included in the survey. Although the three remaining jobs were not identified in this survey, the tasks are being performed by personnel in the Video Documentation Production job.

TABLE 5

COMPARISON OF JOB GROUPS IN CURRENT STUDY
VERSUS 1989 STUDY

1995 STUDY (N=166)	1989 STUDY (N=195)
Visual Documentaion-Production	Videotape Production Personnel
	Videotape Editing Personnel
	Motion Picture Production Personnel
	Visual Information Production Documentation Supervisors
Not Identified	Technical Training Instructors
Aerial Videography	Aerial Photography Personnel

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 the various skill levels. This information may be used to evaluate how well career ladder documents, such as the CFETP, *AFMAN 36-2108 Specialty Description*, and the STS, reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the two career ladder jobs is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups.

A typical pattern of progression is noted within the AFSC 3V0X3 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time performing video activities. As incumbents move up to the 7-skill level, higher percentages perform supervisory functions, but they still spend considerable time on video, audio, editing, and producing, directing, and writing activities. (See Tables 6 and 7).

Skill-Level Descriptions

DAFSC 3V033. The 57 airmen in the 3-skill level group, representing 34 percent of the survey sample, spend most of their job time on video, and editing activities (see Table 7). Ninety-three percent are working in the Visual Documentation Production job (see Table 6). The focus of their job is shown by figures in Table 8, which lists representative tasks performed by 3-skill level incumbents. Most tasks listed relate to Duty G (Performing Video Activities) and Duty J (Performing Editing Activities).

DAFSC 3V053. The 71 airmen in the 5-skill level group represent 43 percent of the total survey sample. As with 3-skill level personnel, the largest percentages of these incumbents are working in the Visual Documentation Production job (80 percent). However, a small percent work in the Aerial Videography job (4 percent). Time on duties show an increase of time spent on supervisory duties. (See Table 7).

Representative tasks performed by 5-skill level incumbents are listed in Table 9. Table 10 reflects those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts. Figures show the jobs are quite similar, except a slightly higher percentage of 5-skill level personnel perform some supervisory tasks.

DAFSC 3V073. Seven-skill level personnel represent 23 percent of the survey sample. Unlike their junior counterparts at the 3- and 5-skill levels, the largest percentage of these personnel perform supervisory duties (27 percent versus less than 6 percent and 9 percent for the 3- and 5-

TABLE 6

DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)

JOB	DAFSC 3V033 (N=57)	DAFSC 3V053 (N=71)	DAFSC 3V073 (N=38)
I. Visual Documentation Production	93	80	79
II. Aerial Videography	0	4	5
III. Ungrouped	7	16	16

TABLE 7

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

DUTIES		DAFSC 3V033 (N=57)	DAFSC 3V053 (N=71)	DAFSC 3V073 (N=38)
A	ORGANIZING AND PLANNING	3	3	8
B	DIRECTING AND IMPLEMENTING	1	2	6
C	INSPECTING AND EVALUATING	1	2	8
D	TRAINING	1	2	5
E	PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS	4	6	8
F	PERFORMING TECHNICAL ADNINISTRATIVE OR SUPPORT ACTIVITIES	7	8	8
G	PERFORMING VIDEO ACTIVITIES	33	30	21
H	PERFORMING AUDIO ACTIVITIES	10	8	5
I	PERFORMING PRODUCING, DIRECTING, AND WRITING ACTIVITIES	7	7	8
J	PERFORMING EDITING ACTIVITIES	15	13	9
K	PERFORMING LIGHTING ACTIVITIES	9	8	6
L	PREPARING, CONSTRUCTING, AND STRIKING SETS	1	2	1
M	MAINTAINING VISUAL INFORMATION EQUIPMENT AND ACCESSORIES	8	8	7

NOTE: Columns may not add exactly to 100 percent due to rounding

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY DAFSC 3V033 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=57)
G222	Set up camera tripods, spiders, pedestals, or dollies	97
G216	Record establishing shots	97
G218	Record re-establishing shots	96
G207	Perform pans, tilts, or compound movements	95
G215	Record cutaways	95
G214	Record cut-ins	95
G217	Record overlapping shots	95
H239	Position microphones	95
G206	Perform LS-MS-CU progression recordings	91
H243	Regulate level on audio equipment	91
G226	Set up video cameras	89
J299	Review footage prior to editing	89
J289	Edit tapes using time codes	89
G219	Record transitions	89
G205	Perform medium shot (MS) recordings	88
G203	Perform long-shot (LS) recordings	88
J294	Perform insert video editing	88
J293	Perform insert audio editing	88
K314	Set up portable lighting equipment	88
J290	Match correct audio with video materials	86
J288	Edit tapes using fades and dissolves	84
J283	Edit accepatble coverage in productions or documentations	82
G186	Erase videotapes	82
K304	Determine lighting equipment requirements for documentations	81
J292	Perform assemble video editing	79
F156	Label visual information material	79
G177	Adjust aperture for exposure	79
H234	Determine audio requirements for shooting locations	77
M332	Perform daily or pre-use inspections of equipment	77
M331	Maintain batteries for portable videotape equipment	77
K306	Determine lighting levels for videotape documentations	75
G211	Prepare complete and accurate captions	75

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 3V053 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=71)
G207	Perform pans, tilts, or compound movements	94
G226	Set up videotape cameras	92
G216	Record establishing shots	89
G215	Record cutaways	89
G206	Perform LS-MS-CU progression recordings	89
G222	Set up camers, tripods, spiders, pedestals or dollies	87
H239	Position microphones	87
G218	Record re-establishing shots	87
G214	Record cut-ins	87
J293	Perform insert audio editing	86
G205	Perform medium-shot (MS) recordings	86
G217	Record overlapping actions	86
M331	Maintain batteries for portable videotape equipment	86
F156	Label visual information materials	85
J283	Edit acceptable coverage in productions or documentations	85
J299	Review footage prior to editing	85
J294	Perform insert video editing	85
E144	Respond to work requests	83
G203	Perform long-shot (LS) recordings	83
J292	Perform assemble video editing	83
G219	Record transitions	82
G177	Adjust aperture for exposure	82
J288	Edit tapes using tapes and dissolves	82
J289	Edit tapes using time codes	80
K314	Set up portable lighting equipment	80
M332	Perform daily or pre-use inspections of equipment	80
M343	Store cameras	80
K304	Determine lighting equipment requirements for documentations	76
M342	Secure equipment for storage or transport	76
G221	Set focal length of lens	76

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 3V033 AND DAFSC 3V053 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		3V033 (N=57)	3V053 (N=71)	DIFFERENCE
G184	Duplicate and distribute video products in the field	28	56	-28
G280	Videotape slides	46	73	-27
F155	Coordinate video mission requirements with customers	37	63	-26
D86	Conduct OJT	23	46	-23
G209	Perform videotape recordings from aerial platforms	25	48	-23
A1	Assign duties to team members	25	48	-23
D91	Counsel trainees on training progress	7	30	-23
B30	Counsel subordinates	9	31	-22
L327	Store sets, props, or studio equipment	9	31	-22
L328	Strike sets	11	32	-21
E129	Initiate TDY orders or amendments	11	32	-21

skill levels, respectively) (See Table 7). However, the majority (79 percent) of 7-skill level personnel perform the Visual Documentation Production job (See Table 6). Table 11 lists the most common tasks performed by 7-skill level personnel. Although some of these involve supervisory functions, most tasks performed by 7-skill level personnel are technical. Table 12 shows those tasks which best differentiate the 5- and 7-skill levels. As expected, the key difference is a greater emphasis on supervisory and administrative functions at the 7-skill level.

Summary

Progression in this career ladder follows a normal pattern of highly technical job focus at the lower skill levels with a broadening into supervision at the 7-skill level. Emphasis is seen in performing primarily the job of Visual Documentation Production at the 3- and 5-skill levels.

ANALYSIS OF *AFMAN 36-2108 SPECIALTY DESCRIPTION*

Survey data were compared to the AFMAN 36-2108 *Specialty Description* for Visual Information Videographer, effective 31 October 1994. This specialty description is intended to provide a broad overview of the duties and responsibilities of each skill level. In general, the specialty description covers tasks and jobs performed by career ladder personnel.

TRAINING ANALYSIS

Occupational survey data represent one of many sources of information which are used to assist in the development of training programs for career ladder personnel. OSR data useful to training personnel include job descriptions for the various jobs performed within a career ladder, distribution of personnel across career ladder jobs, percentages of personnel performing specific tasks, and percentages of personnel maintaining specific equipment or systems, as well as the difficulty of tasks and TE ratings gathered from senior members of the career ladder.

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-enlistment airman 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 performing, may warrant resident training. Those tasks receiving

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY DAFSC 3V073 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=38)
M331	Maintain batteries for portable videotape equipment	87
J294	Perform insert video editing	87
J299	Review footage prior to editing	87
G205	Perform medium-shot (MS) recordings	84
M345	Store tape	84
G207	Perform pans, tilts, or compound movements	84
J203	Perform long-shot (LS) recordings	84
G214	Record cut-ins	84
G215	Record cutaways	84
A21	Adjust aperture for exposure	84
F156	Record transitions	84
G222	Label visual information materials	84
G206	Perform LS-MS-CU progression recordings	82
J283	Edit acceptable coverage in productions or documentations	82
J293	Perform insert audio editing	82
J289	Match correct audio with video materials	82
J177	Edit tapes using time codes	82
M343	Plan videotape productions or documentations	82
G219	Store cameras	82
A1	Set up camera tripods, spiders, pedestals, or dollies	82
G218	Record re-establishing shots	82
G211	Prepare complete and accurate captions	82
G221	Set focal length of lens	79
M332	Perform daily or pre-use inspections of equipment	79
G216	Set up videotape cameras	79
A19	Plan or schedule work assignments or priorities	76
F155	Coordinate video mission requirements with customers	76
A15	Assign duties to team members	76
E144	Respond to work requests	68
G226	Establish work schedules	66

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 3V053 AND DAFSC 3V073 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		3V053 (N=71)	3V073 (N=38)	DIFFERENCE
K313	Perform studio lighting	59	29	30
G230	Videotape slides	73	47	26
L315	Arrange sets, props, or studio equipment	51	26	25
G200	Perform ENG videotape recordings	70	47	23
B40	Initiate action to correct substandard performance of personnel	23	72	-49
C50	Conduct performance feedback worksheet (PFW) evaluation sessions	24	71	-47
C78	Write EPRs	28	74	-46
C60	Evaluate personnel for compliance with work or performance standards	15	61	-46
B30	Counsel subordinates	31	74	-43
A13	Establish procedures for accountability of equipment, tools, or supplies	18	61	-43
A19	Plan or schedule work assignments or priorities	35	76	-41
A9	Develop work methods, controls, or procedures	21	61	-40
B29	Conduct supervisory orientations of newly assigned personnel	21	61	-40
A12	Establish performance standards for subordinates	23	61	-38
C74	Inspect personnel for compliance with military standards	23	61	-38
F151	Coordinate aerial missions with appropriate agencies	25	63	-38
A25	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	30	66	-36
A15	Establish work schedules	14	50	-36
E124	Draft outgoing correspondence	14	50	-36

high task factor ratings but low percentages performing may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel. This decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To help training personnel focus on tasks which are most appropriate for entry-level training, an additional factor, the Automated Training Indicator (ATI), was assigned to each task in the inventory. A computer program considered percent first-enlistment members performing, TE and TD ratings, and the Course Training Decision Logic Table found in AETCR 52-22, Atch 1, and assigned an ATI value to each task corresponding to the 18 training decisions on the table. The decision table and explanation of ATIs precede the listing of tasks in descending order of ATI in the TRAINING EXTRACT. Training personnel should focus on tasks with an ATI of 18, which suggests these tasks should be in the entry-level course.

Tasks having the highest TE ratings are listed in Table 13. Included for each task are the percentage of first-job and first-enlistment personnel performing and the TD rating. Tasks with the highest TE deal with Performing Video Activities (Duty G), and Performing Editing Activities (Duty J).

Table 14 lists the tasks having the highest TD ratings. The percentages of first-job, first-enlistment, 5-, and 7-skill level personnel performing, and the TE ratings are also included for each task. The majority of tasks with high difficulty are not performed by high percentages of any group, but one task, Edit Tapes Using Computerized Editing Techniques, is performed by at least 20 percent of first-job, first-enlistment, and 5- and 7-skill level personnel and has a fairly high TE rating. Most of the tasks with high TD values are related to management functions.

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 TD and TE ratings, see the Task Factor Administration in the SURVEY METHODOLOGY section of this report.

First-Enlistment Personnel

In this study, there are 87 members in their first enlistment (1-48 months TAFMS), representing 52 percent of the survey sample. As displayed in Table 15, approximately 93 percent of their duty time is devoted to technical functions. Figure 2 shows how all first-enlistment personnel are distributed across the jobs identified in the SPECIALTY JOBS section of this report. Of the two jobs identified, 84 percent of first-enlistment personnel are found in the Visual Documentation Production job and less than 1 percent are in the Aerial Videography job.

Table 16 displays commonly performed tasks for first-enlistment personnel. Majority of tasks displayed involve video and editing activities. Equipment utilized by 30 percent or more of first-job or first-enlistment personnel is listed in Table 17.

TABLE 13

DAFSC 3V0X3 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 1ST JOB	1ST ENL	TSK DIFF
G215	Record cutaways	7.67	93	93	3.86
G214	Record cut-ins	7.63	92	92	3.84
G226	Set up videotape cameras	7.44	90	90	4.10
G217	Record overlapping actions	7.41	93	91	4.32
G216	Record establishing shots	7.37	66	71	4.90
G211	Prepare complete and accurate captions	7.37	95	93	3.86
G218	Record re-establishing shots	7.30	87	89	4.29
G206	Perform LS-MS-CU progression recordings	7.19	93	94	4.66
G207	Perform pans, tilts, or compound movements	7.07	82	86	5.40
J294	Perform insert video editing	7.00	93	93	3.33
G222	Set up camera tripods, spiders, pedestals, or dollies	6.85	85	84	3.62
G205	Perform medium-shot (MS) recordings	6.81	84	85	5.53
J289	Edit tapes using time codes	6.81	85	85	4.41
G219	Record transitions	6.78	84	84	3.81
G203	Perform long-shot (LS) recordings	6.74	61	63	4.34
G208	Perform reverse-shot progression recordings	6.74	77	75	4.35
G177	Adjust aperture for exposure	6.74	87	86	4.34
J299	Review footage prior to editing	6.70	82	86	5.27
J293	Perform insert audio editing	6.70	56	59	5.86
G201	Perform in-camera editing	6.67	59	61	5.34

TD MEAN=5.00; SD=1.00
TE MEAN = 2.33; SD = 1.37 (HIGH TE = 3.60)

TABLE 14

DAFSC 3V0X3 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS		TSK DIFF	PERCENT MEMBERS PERFORMING 1ST JOB	1ST ENL	DAFSC 3V053	DAFSC 3V073	TNG EMP
D93	Develop career development courses (CDCs)	8.25	2	1	1	0	0.07
D94	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	8.01	0	0	3	3	0.00
A10	Draft budget requirements	7.81	0	0	6	37	0.07
A6	Develop mobility, contingency, disaster preparedness, or unit emergency or alert plans	7.71	0	0	10	24	0.41
G176	Acquire video under combat conditions	7.48	13	16	32	26	5.52
C77	Write civilian performance appraisals	7.34	0	0	7	24	0.15
A5	Develop cost-reduction programs	7.22	2	1	11	34	0.41
D95	Develop OJT programs	7.13	3	2	11	24	0.85
C82	Write staff studies, surveys, or special reports, other than training reports	6.98	0	0	7	24	0.19
A11	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	6.92	3	2	20	42	0.70
C66	Evaluate unit aircrew qualification status	6.85	0	1	8	24	0.37
C54	Evaluate budget requirements	6.74	0	1	4	32	0.30
D103	Evaluate training requirements for instructors	6.65	0	0	8	24	0.37
I262	Produce scripts from writers' outlines	6.65	3	3	11	11	1.41
B34	Implement contingency plans	6.60	3	2	20	42	0.89
C71	Evaluate 3V0X3 aircrew members on inflight procedures	6.59	0	0	6	16	0.56
J285	Edit tapes using computerized editing techniques	6.59	52	53	55	42	5.85

TD MEAN = 5.00 SD = 1.00
TE MEAN = 2.75; SD = 2.07 (HIGH TE = 4.82)

TABLE 15

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY FIRST-ENLISTMENT AFSC 3V0X3 PERSONNEL

	DUTIES	PERCENT TIME SPENT
A	ORGANIZING AND PLANNING	2
B	DIRECTING AND IMPLEMENTING	*
C	INSPECTING AND EVALUATING	1
D	TRAINING	*
E	PERFORMING GENERAL ADMINISTRATIVE OR SUPPLY ACTIVITIES	2
F	PERFORMING TECHNICAL ADMINISTRATIVE OR SUPPORT ACTIVITIES	7
G	PERFORMING VIDEO ACTIVITIES	33
H	PERFORMING AUDIO ACTIVITIES	10
I	PERFORMING PRODUCING, DIRECTING, AND WRITING ACTIVITIES	7
J	PERFORMING EDITING ACTIVITIES	15
K	PERFORMING LIGHTING ACTIVITIES	9
L	PREPARING, CONSTRUCTING, AND STRIKING SETS	1
M	MAINTAINING VISUAL INFORMATION EQUIPMENT AND ACCESSORIES	8

* Denotes less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

AFSC 3V0X3
FIRST-ENLISTMENT JOBS

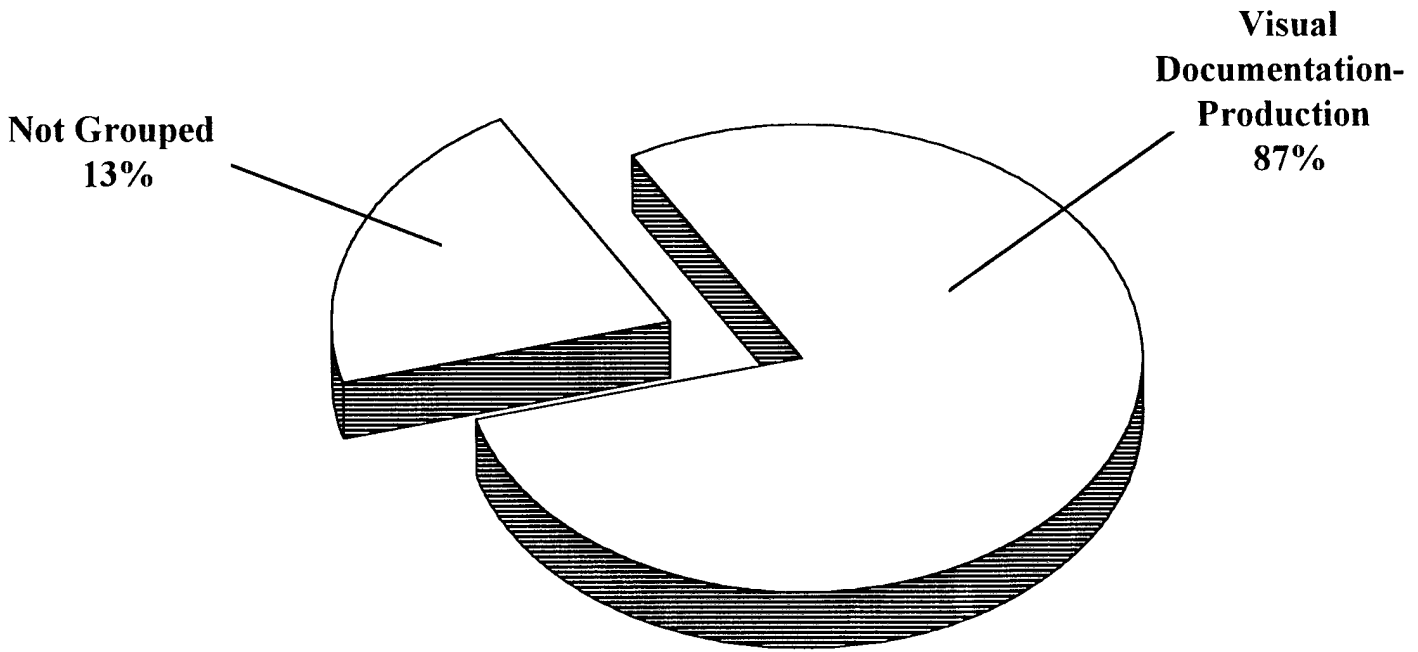


FIGURE 2

TABLE 16

MOST COMMONLY PERFORMED TASKS FOR
FIRST-ENLISTMENT 3V0X3 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=87)
G216	Set up camera tripods, spiders, pedestals, or dollies	94
G207	Perform pans, tilts, or compound movements	94
G216	Record establishing shots	93
G218	Record re-establishing shots	93
G215	Record cutaways	92
G214	Record cut-ins	92
H239	Position microphones	91
G217	Record overlapping actions	90
G226	Set up video cameras	89
G206	Perform LS-MS-CU progression recordings	87
H243	Regulate levels on audio equipment	86
J299	Review footage prior to editing	86
J293	Perform insert audio editing	86
J294	Perform insert video editing	86
J288	Edit tapes using fades and dissolves	85
G219	Record transitions	85
J289	Edit tapes using time codes	84
G205	Perform medium-shot (MS) recordings	84
G203	Perform long-shot (LS) recordings	83
J283	Edit acceptable coverage in productions or documentations	83
K314	Set up portable lighting equipment	80
J292	Perform assemble video editing	79
G186	Erase videotapes	78
F156	Label visual information materials	78
M331	Maintain batteries for portable videotape equipment	77
M332	Perform daily or pre-use inspections of equipment	76
H242	Record original audio sources	76
K304	Determine lighting equipment requirements for documentation	76
J290	Match correct audio with video materials	75
G177	Adjust aperture for exposure	75
M343	Store cameras	74
H240	Prepare audio equipment for interior or exterior operations	72
M342	Secure equipment for storage or transport	71
G211	Prepare complete and accurate captions	69
G220	Select filters for color productions or documentations	69
J291	Perform A/B roll editing for videotape productions or documentations	68
G221	Set focal length of lens	68
G213	Prepare slates	67
J284	Edit audio tracks	67
M345	Store tape	

TABLE 17

EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT
OF FIRST-JOB OR FIRST-ENLISTMENT
AFSC 3V0X3 PERSONNEL

EQUIPMENT	3V0X3 1ST JOB (N=61)	3V0X3 1ST ENL (N=87)
Audio Console/Equalizer	48	52
Audio Mixer	72	76
Audio Patch Panel	33	31
Barndoor	82	82
Camera Control Unit (CCU)	51	52
Character Generator	95	95
Compact Disc Player	74	76
Diffuser, such as Scrim	67	70
Digital Editing Equipment	43	44
Editing Equipment, Computerized	72	71
Editing Equipment, Videotape	82	84
Flood Light	72	74
Lens, Fixed Focal Length	43	39
Lens, Variable Focal Length	72	77
Light Stand	95	94
Lighting Dimmer	34	36
Lighting Kit, such as Sun Gun	89	87
Microphone Boom	54	54
Microphone, Hard Wired	89	86
Microphone, Wireless	87	86
Micropressor/Computer	49	44
Night Vision Equipment, Videotape	51	51
Nonlinear Off-line/On-line Line Editing System	48	49
Portable Lighting System, such as 650-Kit	74	74
Projector, Slide	39	37
Reflector	72	71
Shoulder Pod/Pistol Grip	51	48
Special Effect Generator	38	41
Spot Light	70	72
Teleprompter	70	71
Television Camera, Color	61	64
Television Monitor	77	75
Time Base Corrector (TBC)	74	78
Tripod	98	98
Vectorscope	79	82
Video Bulk Eraser	67	71
Video Recorder/Reproducer, Hi-8	89	89
Video Recorder/Reproducer, 1-Inch Studio	31	30

TABLE 17 (CONTINUED)

EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT
OF FIRST-JOB OR FIRST-ENLISTMENT
AFSC 3V0X3 PERSONNEL

EQUIPMENT	3V0X3 1ST JOB (N=61)	3V0X3 1ST ENL (N=87)
Video Recorder/Reproducer, 1/2-Inch Studio	62	66
Video Recorder/Reproducer, 3/4-Inch Studio	57	51
Video Router	46	46
Video Switcher	84	84
Video Toaster	41	43
Videotape Deck, Hi-8	89	87
Videotape Deck, 1/2-Inch Beta Cam	75	78
Videotape Deck, 1/2-Inch VHS	74	71
Videotape Deck, 3/4-Inch	61	60
Waveform Monitor (WFM)	85	86

Specialty Training Standard (STS)

In April 1995, training personnel from Ft Meade matched tasks in the JI to appropriate sections of the STS. A listing of the STS was then produced showing each STS paragraph and subparagraph, tasks matched, percent criterion group members performing, TE and TD ratings, and ATI. This listing is included in the Training Extract sent to the school for review. Criteria set forth in ATCR 52-22 Attachment 1, were used to review the relevance of each STS paragraph and subparagraph with matched tasks.

Any STS paragraph or subparagraph with matched tasks performed by 20 percent or more of first-job (1-24 months TAFMS), first-enlistment (1-48 months TAFMS), 5-, or 7-skill level members is considered to be supported and should be retained in the STS. General paragraphs, such as Security, AF Occupational Safety and Health (AFOSH) Program, USAF Graduate Evaluation Program, Supervision, and Training (paragraphs 1 through 6) were not reviewed. Paragraphs 7 through 30 were thoroughly reviewed against OSR data. Overall, the STS provides comprehensive coverage of tasks performed by career ladder personnel across both jobs. Four entries were unsupported by survey data: 18d(1), 18d(2), 23a(2), and 30b need to be reviewed for deletion in future revisions due to small percentages (less than 20 percent) performing related tasks (see Table 18).

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. Only five technical tasks performed by more than 20 percent of criterion group members were not matched to the STS. They involve mobile field operations, microphone phasing, studio lighting, videotape recording, and talent participation (see Table 19).

JOB SATISFACTION ANALYSIS

An examination of responses to the job satisfaction questions can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. The survey booklet included 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 TAFMS groups of the Visual Information Videographer career ladder and a comparative sample of personnel from other Direct Support career ladders surveyed in 1994 (AFSCs 3A0X1, 3C2X1, 3E0X2, 3E7X1, 3E8X1, 3M0X1, and 3R0X1); (2) between current and previous survey experience groups; and (3) across specialty groups identified in the SPECIALTY JOBS section of the report.

Table 20 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 Direct Support AFSCs surveyed during the previous calendar year. These data give a

TABLE 18

STS ITEMS NOT SUPPORTED BY OSR DATA
(PERCENT MEMBERS PERFORMING)

STS REFERENCE/TASKS	3-LVL COURSE PROF CODE	TNG EMP	PCT MBRS PERF 1ST ENL (N=87)	5-SK LVL (N=71)	7-SK LVL (N=38)	TSK DIF
18d(1). Schedule movement of mobile facilities	-					
A24 Schedule movement of mobile facilities		00	0	1	3	4.67
18d(2). Schedule maintenance of mobile facilities	-					
A23 Schedule maintenance of mobile facilities		.33	1	1	0	4.73
23a(2). Scripts and formats	A					
I278 Write audio scripts		1.59	11	13	3	6.06
I281 Write script formats		1.59	7	14	8	6.21
30b. Requesting permission						
F153 Coordinate art work productions with graphics shop		2.41	2	15	16	3.57

TABLE 19

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE 3V0X3 GROUP MEMBERS BUT NOT REFERENCED BY STS

TASKS	PERCENT MEMBERS PERFORMING 1ST ENL (N=87)	DAFSC 3V053 (N=71)	DAFSC 3V073 (N=38)	TNG EMP*	TSK DIF*
K313 Perform studio lighting	59	59	29	4.74	5.77
F160 Participate as talent in productions or documentations	57	45	24	1.93	3.55
F159 Pack or unpack mobile field equipment	45	56	39	4.07	4.24
H237 Make corrections for microphone phasing	38	38	39	4.74	5.64
G204 Perform medical videotape recordings, other than medical	18	21	13	1.89	4.40

TE MEAN = 2.75; SD = 2.07 (HIGH TE = 4.82)
TD MEAN = 5.00; SD = 1.00

TABLE 20

JOB SATISFACTION INDICATORS FOR AFSC 3V0X3 TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	AFSC 3V0X3 (N=87)	COMP SAMPLE (N=4321)	AFSC 3V0X3 (N=17)	COMP SAMPLE (N=2878)	AFSC 3V0X3 (N=62)	COMP SAMPLE (N=5,557)
EXPRESSED JOB INTEREST:						
INTERESTING	77	69	82	67	86	74
SO-SO	8	18	6	20	6	15
DULL	15	13	12	13	6	10
PERCEIVED USE OF TALENTS:						
FAIRLY WELL TO PERFECT	86	75	88	76	85	81
NONE TO VERY LITTLE	14	25	12	24	15	19
PERCEIVED USE OF TRAINING:						
FAIRLY WELL TO PERFECT	90	82	82	78	92	78
NONE TO VERY LITTLE	9	17	18	22	8	22
SENSE OF ACCOMPLISHMENT FROM JOB:						
SATISFIED	77	67	76	69	74	71
NEUTRAL	8	15	0	12	5	9
DISSATISFIED	15	17	24	19	21	19
REENLISTMENT INTENTIONS:						
YES OR PROBABLY YES	53	59	76	73	73	71
NO OR PROBABLY NO	47	40	24	27	2	10
WILL RETIRE	0	0	0	0	26	19
					101 is too much	

NOTE: Columns may not add to 100 percent due to rounding or nonresponse
Comparative data are from AFSCs 3A0X1, 3C2X1, 3E0X2, 3E7X1, 3E8X1, 3M0X1, and 3R0X1 surveyed in 1994

relative measure of how the job satisfaction of AFSC 3V0X3 personnel compares with similar Air Force specialties. Overall, satisfaction for all three TAFMS groups in AFSC 3V0X3 is fairly high with no serious satisfaction problems noted.

Comparison of job satisfaction indicator responses of the current survey TAFMS groups to TAFMS groups in the AFSC 231X3 1989 survey (see Table 21) indicates that generally the 1995 responses are lower than the 1989 responses of AFSC 231X3 respondents with the exception of "Perceived Use of Training" for the 1-48 month and 97+ month TAFMS group which was higher.

An examination of job satisfaction data can also reveal the influences performing certain jobs may have on overall job satisfaction. Table 22 presents job satisfaction data for the jobs identified in the career ladder structure for AFSC 3V0X3. Expressed job interest for the Aerial Videography job was the lowest of the jobs identified.

IMPLICATIONS

As explained in the **INTRODUCTION,** this survey was conducted primarily to provide training personnel with current information on the Visual Information Videographer career ladder for use in reviewing current training programs and training documents. Overall job progression is normal and shows a distinct pattern as one moves from the 3-skill level to the 7-skill level. *AFMAN 36-2108 Specialty Description* broadly describes the jobs and tasks being performed. Job satisfaction is fairly high, and no serious problem areas were noted. Analysis of career ladder documents indicate the STS is well supported by survey data.

TABLE 21

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 3V0X3
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	1995 3V0X3 (N=87)	1989 231X3 (N=83)	1995 3V0X3 (N=17)	1989 231X3 (N=28)	1995 3V0X3 (N=62)	1989 231X3 (N=79)
EXPRESSED JOB INTEREST:						
INTERESTING	77	92	82	91	86	87
SO-SO	8	7	6	6	6	5
DULL	15	1	12	3	6	8
PERCEIVED USE OF TALENTS:						
FAIRLY WELL TO PERFECT	86	98	88	90	85	84
NONE TO VERY LITTLE	14	2	12	9	15	16
PERCEIVED USE OF TRAINING:						
FAIRLY WELL TO PERFECT	90	72	82	91	92	82
NONE TO VERY LITTLE	9	2	18	9	8	18
SENSE OF ACCOMPLISHMENT FROM JOB:						
SATISFIED	77	86	76	85	74	77
NEUTRAL	8	4	0	3	5	3
DISSATISFIED	15	10	24	12	21	20
REENLISTMENT INTENTIONS:						
YES OR PROBABLY YES	53	65	76	79	73	73
NO OR PROBABLY NO	47	35	24	18	2	8
WILL RETIRE	0	0	0	3	26	19

* Less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 22

JOB SATISFACTION INDICATORS FOR AFSC 3V0X3 JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	VIDEO DOCUMENTATION PRODUCTION (STG015)	AERIAL VIDEOGRAPHY (STG19)
EXPRESSED JOB INTEREST:		
INTERESTING	85	0
SO-SO	9	0
DULL	6	100
PERCEIVED USE OF TALENTS:		
FAIRLY WELL TO PERFECT	90	60
NONE TO VERY LITTLE	10	40
PERCEIVED USE OF TRAINING:		
FAIRLY WELL TO PERFECT	94	60
NONE TO VERY LITTLE	6	40
SENSE OF ACCOMPLISHMENT FROM JOB:		
SATISFIED	81	80
NEUTRAL	4	0
DISSATISFIED	15	20
REENLISTMENT INTENTIONS:		
YES OR PROBABLY YES	64	80
NO OR PROBABLY NO	29	0
WILL RETIRE	6	20
NO RESPONSE	0	0

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

APPENDIX A

REPRESENTATIVE TASKS PERFORMED BY MEMBERS OF CAREER LADDER JOBS

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TABLE A1

VIDEO DOCUMENTATION PRODUCTION
(STG015, N=140)

TYPICAL TASKS		PERCENT
G215	Record cutaways	100
G214	Record cut-ins	100
G207	Perform pans, tilts, or compound movements	99
G222	Set up camera tripods, spiders, pedestals, or dollies	99
G216	Record establishing shots	99
G218	Record re-establishing shots	99
G206	Perform LS-MS-CU progression recordings	96
G226	Set up video cameras	96
G217	Record overlapping actions	96
G219	Record transitions	96
H239	Position microphones	96
J299	Review footage prior to editing	94
J294	Perform insert video editing	94
H243	Regulate levels of audio equipment	94
J289	Edit tapes using time codes	93
J293	Perform insert audio editing	92
K314	Set up portable lighting equipment	92
G205	Perform meduim-shot (MS) recordings	91
G203	Perform long-shot (LS) recordings	91
J283	Edit acceptable coverage in productions or documentations	90
J288	Edit tapes using tapes and dissolves	90
G177	adjust aperture for exposures	89
K304	Determine lighting equipment requirements for documentation	88
J290	Match correct audio with video materials	87
M331	Maintain batteries for portable videotape equipment	87
J292	Perform assemble video editing	86
F156	Label visual information materials	85

TABLE A2

AERIAL VIDEOGRAPHY
(STG019, N=5)

TYPICAL TASKS		PERCENT
G209	Perform videotape recordings from aerial platforms	100
F161	Participate in aircrew briefings or debriefings	100
F158	Maintain aircrew qualification requirements	100
F151	Coordinate aerial missions with appropriate agencies	100
M332	Perform daily or pre-use inspections of equipment	100
M344	Store film	100
M343	Store cameras	100
M331	Maintain batteries for portable video equipment	100
F155	Coordinate video mission requirement with customers	100
G177	Adjust aperture for exposure	100
G205	Perform medium-shot (MS) recordings	80
G221	Set focal length of lens	80
M341	Perform operator maintenance on video equipment or accessories	80
M345	Store tape	80
M342	Secure equipment for storage or transport	80
F156	Label visual information materials	80
G223	Set up image stabilizing equipment or videotape cameras	60
E144	Respond to work requests	60
I276	Verify mission requirements are met	60
F152	Coordinate aircraft support for aerial missions with appropriate agencies	60
E130	Initiate work orders for photographic support	60
G201	Perform in-camera editings	60
G203	Perform long-shot (LS) recordings	60
G189	Inspect condition of videotape	60
E126	Identify equipment for turn-in or maintenance	60
G196	Perform classified production or documentation videotape recordings	60

APPENDIX B

LISTING OF MODULE 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 Video Operations task, the probability is very high that he or she also will perform other Video Operations tasks. Thus, the group of one Video Operations 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.

Listing of Module Statements

0001	ST0271	Video Operations
0002	ST0241	Camera Shooting Techniques
0003	ST0259	Remote Set Up
0004	ST0204	Editing
0005	ST0181	Field Operations
0006	ST0140	Crew Chief Responsibilities
0007	ST0147	Video Production/Documentation Meeting
0008	ST0156	Audio Techniques
0009	ST0157	Media Library
0010	ST0162	Pre-Production/Documentation
0011	ST0163	Script Review
0012	ST0144	Aerial Videography
0013	ST0137	Supervision
0014	ST0169	Coordination
0015	ST078	Safety/Security Programs
0016	ST0172	Set Design and Construction
0017	ST0124	Civilian Supervision
0018	ST0155	OJT
0019	ST0129	Training
0020		Tasks not Referenced

0001	ST0271	Video Operations
1	G177	Adjust aperture for exposure
2	G203	Perform long-shot (LS) recordings
3	G205	Perform medium-shot (MS) recordings
4	G206	Perform LS-MS-CU progression recordings
5	G207	Perform pans, tilts, or compound movements
6	G214	Record cut-ins
7	G215	Record cutaways
8	G216	Record establishing shots
9	G217	Record overlapping actions
10	G218	Record re-establishing shots

0001	ST0271	Video Operations (Continued)
11	G219	Record transitions
12	G222	Set up camera tripods, spiders, pedestals, or dollies
13	G226	Set up videotape cameras
14	H239	Position microphones
15	H243	Regulate levels on audio equipment
16	J283	Edit acceptable coverage in productions or documentations
17	J284	Edit audio tracks
18	J288	Edit tapes using fades and dissolves
19	J289	Edit tapes using time codes
20	J290	Match correct audio with video materials
21	J291	Perform A/B roll editing for videotape productions or documentations
22	J292	Perform assemble video editing
23	J293	Perform insert audio editing
24	J294	Perform insert video editing
25	J299	Review footage prior to editing
26	M331	Maintain batteries for portable videotape equipment
27	M332	Perform daily or pre-use inspections of equipment
28	M342	Secure equipment for storage or transport
29	M343	Store cameras
30	M345	Store tape

0002	ST0241	Camera Shooting Techniques
1	G201	Perform in-camera editings
2	G208	Perform reverse-shot progression recordings
3	G211	Prepare complete and accurate captions
4	G213	Prepare slates

0003	ST0259	Remote Set Up
1	H233	Determine audio requirements for productions or documentations
2	H234	Determine audio requirements for shooting locations
3	H236	Make corrections for extraneous ambient noises
4	H240	Prepare audio equipment for interior or exterior operations
5	H242	Record original audio sources
6	I277	Visually inspect shooting locations for hazardous conditions
7	K302	Determine lighting color balances for videotape documentations
8	K304	Determine lighting equipment requirements for documentations
9	K305	Determine lighting equipment requirements for productions
10	K306	Determine lighting levels for videotape documentations
11	K307	Determine lighting levels for videotape productions
12	K309	Determine lighting requirements for controlled action
13	K310	Determine lighting requirements for uncontrolled action
14	K314	Set up portable lighting equipment

0004	ST0204	Editing
1	G194	Monitor waveform equipment
2	H238	Mix audio special effects, narrations, or music
3	J285	Edit tapes using computerized editing techniques
4	J287	Edit tapes using edit decision lists
5	J295	Perform still frame editing
6	J298	Record time code editing pulses on videotape materiel

0005	ST0181	Field Operations
1	F159	Pack or unpack mobile field equipment
2	G199	Perform electronic field production (EFP) videotape recordings
3	G200	Perform ENG videotape recordings
4	K301	Determine amperage or wattage capacity of circuits
5	K303	Determine lighting color balances for videotape productions
6	K308	Determine lighting ratios
7	K311	Perform EFP lighting
8	K312	Perform ENG lighting
9	K313	Perform studio lighting
10	M333	Perform operator maintenance on audio equipment
11	M334	Perform operator maintenance on editing equipment
12	M336	Perform operator maintenance on lighting equipment
13	M341	Perform operator maintenance on videotape equipment or accessories

0006	ST0140	Crew Chief Responsibilities
1	F155	Coordinate video mission requirements with customers
2	F157	List mission equipment or accessories requirements
3	G183	Determine videotape formats
4	I254	Direct videotape editing
5	I255	Direct videotape productions or documentations
6	I276	Verify mission requirements are met

0007	ST0147	Video Production/Documentation Meeting
1	F160	Participate as talent in productions or documentations
2	F162	Participate in documentation critiques
3	F163	Participate in predocumentation or postdocumentation conferences
4	F164	Participate in preproduction or postproduction conferences
5	F165	Participate in production critiques

0008	ST0156	Audio Techniques
1	H231	Cue audio equipment
2	H237	Make corrections for microphone phasings
3	H244	Research audio materials, such as records, tapes, or musical transcripts
4	H246	Transfer audiotapes or tracks

0009	ST0157	Media Library
1	E134	Maintain copies of stock footage
2	E136	Maintain edited master tape libraries
3	E144	Respond to work requests
4	F168	Research stock footage
5	G186	Erase videotapes

0010	ST0162	Pre-Production/Documentation
1	G229	Verify practicality of shooting outlines
2	I260	Prepare shooting outlines
3	I263	Review rough edits, final edits, or dailies
4	I264	Review scripts for audio requirements
5	I267	Review scripts for videotape requirements

0011	ST0163	Script Review
1	I265	Review scripts for security, sensitivity, policy, propriety, editorializing, or libel
2	I268	Review scripts for visualization
3	I269	Review technical accuracies of productions or documentations with technical advisors
4	I270	Schedule editing cells

0012	ST0144	Aerial Videography
1	F151	Coordinate aerial missions with appropriate agencies
2	F152	Coordinate aircraft support for aerial missions with appropriate agencies
3	F158	Maintain aircrew qualification requirements
4	F161	Participate in aircrew briefings or debriefings
5	G209	Perform videotape recordings from aerial platforms
6	G223	Set up image stabilizing equipment on videotape cameras

0013	ST0137	Supervision
1	A1	Assign duties to team members
2	A4	Determine logistics requirements, such as personnel, equipment, space, tools, or supplies
3	A9	Develop work methods, controls, or procedures
4	A12	Establish performance standards for subordinates
5	A13	Establish procedures for accountability of equipment, tools, or supplies
6	A15	Establish work schedules
7	A19	Plan or schedule work assignments or priorities
8	A25	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes
9	B29	Conduct supervisory orientations of newly assigned personnel
10	B30	Counsel subordinates
11	B40	Initiate action to correct substandard performance of personnel
12	B42	Interpret policies, directives, or procedures for subordinates
13	B43	Resolve technical problems for subordinate personnel

0013	ST0137	Supervision (Continued)
14	B44	Supervise Visual Information Production-Documentation Apprentices (AFSC 3V033)
15	B45	Supervise Visual Information Production-Documentation Journeymen (AFSC 3V053)
16	C50	Conduct performance feedback worksheet (PFW) evaluation sessions
17	C60	Evaluate personnel for compliance with work or performance standards
18	C61	Evaluate personnel for promotion, demotion, reclassification, or special awards
19	C67	Evaluate videotape procedures
20	C69	Evaluate work procedures
21	C74	Inspect personnel for compliance with military standards
22	C78	Write EPRs
23	C80	Write recommendations for awards or decorations
24	D91	Counsel trainees on training progress
25	D100	Evaluate personnel for training needs
26	D101	Evaluate progress of trainees
27	D102	Evaluate training methods or techniques
28	D105	Maintain training records, charts, graphs, or files
29	D106	Plan or schedule training, such as OJT, proficiency training, or orientation training
30	E129	Initiate TDY orders or amendments

0014	ST0169	Coordination
1	E119	Coordinate crew clearances, such as security, theater, or restricted area with appropriate agencies
2	E120	Coordinate crew logistics, such as transportation, billeting, or messing with appropriate agencies
3	E121	Coordinate equipment logistics, such as packing, shipping, or storage with appropriate agencies
4	E122	Coordinate story or subject-matter treatment with technical advisors

0015	ST0078	Safety/Security Programs
1	A8	Develop safety or security programs
2	B36	Implement safety or security programs
3	C64	Evaluate safety or security programs
4	D83	Administer or score tests

0016	ST0172	Set Design and Construction
1	L318	Coordinate set designs with directors
2	L319	Design sets
3	L320	Dress sets
4	L324	Set up chromakey sets
5	L325	Set up cyclorama sets
6	L326	Set up flats

0017	ST0124	Civilian Supervision
1	A26	Write job or position descriptions
2	B28	Conduct general staff meetings or briefings
3	B47	Supervise military personnel with AFSCs other than 3V0X3
4	B48	Supervise civilians
5	C58	Evaluate job or position descriptions
6	C77	Write civilian performance appraisals
7	C82	Write staff studies, surveys, or special reports, other than training reports

0018	ST0155	OJT
1	D89	Construct or develop training materials or aids
2	D95	Develop OJT programs
3	D98	Evaluate effectiveness of training programs
4	D99	Evaluate effectiveness of training, such as career knowledge upgrade, job proficiency upgrade, or qualification training
5	D108	Prepare training outlines
6	D109	Procure training aids, space, or equipment

0019	ST0129	Training
1	C76	Participate in USAF Graduate Evaluation Program
2	C79	Write inspection or discrepancy reports
3	D88	Conduct training conferences, briefings, or debriefings
4	D96	Develop or prepare lesson plans
5	D103	Evaluate training requirements for instructors

0020	Tasks not Referenced	
1	A2	Assign personnel to duty positions
2	A3	Assign sponsors for incoming personnel
3	A5	Develop cost-reduction programs
4	A6	Develop mobility, contingency, disaster preparedness, or unit emergency or alert plans
5	A7	Develop organizational or work progress charts
6	A10	Draft budget requirements
7	A11	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)
8	A14	Establish procedures for preparing unit histories
9	A16	Organize electronic news gathering (ENG) operations
10	A17	Plan audio productions
11	A18	Plan or prepare briefings
12	A20	Plan unit tours
13	A21	Plan videotape productions or documentations
14	A22	Schedule maintenance of equipment
15	A23	Schedule maintenance of mobile facilities
16	A24	Schedule movement of mobile facilities
17	B27	Annotate time cards for civilian employees

0020	Tasks not Referenced (Continued)	
18	B31	Direct development or maintenance of status indicators, such as boards, graphs, or charts
19	B32	Direct maintenance of administrative files
20	B33	Draft supplements or changes to directives
21	B34	Implement contingency plans
22	B35	Implement cost-reduction programs
23	B37	Implement self-inspection programs
24	B38	Implement suggestion programs
25	B39	Implement work methods or inspection procedures
26	B41	Initiate personnel action requests
27	B46	Supervise Visual Information Production-Documentation Craftsmen (AFSC 3V073)
28	C49	Analyze work load requirements
29	C51	Conduct safety inspections of facilities or equipment
30	C52	Conduct self-inspections
31	C53	Evaluate accident or incident reports
32	C54	Evaluate budget requirements
33	C55	Evaluate cost-reduction programs
34	C56	Evaluate graphic displays
35	C57	Evaluate inspection report findings
36	C59	Evaluate mobility, contingency, disaster preparedness, or unit emergency or alert plans
37	C62	Evaluate procedures for storage, inventory, or inspection of property items
38	C63	Evaluate quality control methods
39	C65	Evaluate suggestions
40	C66	Evaluate unit aircrew qualification status
41	C68	Evaluate videotape recordings for awards
42	C70	Evaluate work schedules
43	C71	Evaluate 3V0X3 aircrew members on inflight procedures
44	C72	Indorse civilian performance appraisals
45	C73	Indorse enlisted performance reports (EPRs)
46	C75	Investigate accidents or incidents
47	C81	Write replies to inspection reports
48	D84	Assign on-the-job training (OJT) trainers or supervisors
49	D85	Assign resident course instructors
50	D86	Conduct OJT
51	D87	Conduct resident course classroom training
52	D90	Coordinate training requirements with local agencies, command agencies, or technical services
53	D92	Determine training requirements for OJT or resident courses
54	D93	Develop career development courses (CDCs)
55	D94	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)
56	D97	Establish or maintain study reference files
57	D104	Implement training programs
58	D107	Prepare job qualification standards (JQSs)
59	D110	Review curriculum changes for training courses
60	D111	Select or schedule personnel for training

61	D112	Write test questions
62	D113	Write training reports
63	E114	Annotate manpower worksheets
64	E115	Annotate production cost-accounting logs
65	E116	Annotate shipping documents for transport of visual information material
66	E117	Catalog visual information materials
67	E118	Coordinate activities or stories with public affairs personnel
68	E123	Destroy classified documents or material
69	E124	Draft outgoing correspondence
70	E125	Escort equipment during shipment
71	E126	Identify equipment for turn-in or maintenance
72	E127	Initiate requests for rental equipment
73	E128	Initiate requests for visual aids
74	E130	Initiate work orders for photographic support
75	E131	Inventory equipment, tools, or supplies
76	E132	Maintain administrative files
77	E133	Maintain assigned mobility or contingency equipment
78	E135	Maintain cover story, caption, or project files
79	E137	Maintain library records
80	E138	Maintain publication indexes
81	E139	Maintain security containers or locks
82	E140	Pack equipment, supplies, or materials, other than mobile field equipment, for shipment or mailing
83	E141	Prepare classified materials for shipment or mailing
84	E142	Prepare equipment authorization lists
85	E143	Prepare requisitions for supplies
86	E145	Review manpower worksheets
87	E146	Review production cost-accounting logs
88	E147	Review requests for expenditure of funds
89	F148	Annotate dubbing logs
90	F149	Annotate edit decision lists
91	F150	Annotate project assignment sheets
92	F153	Coordinate art work productions with graphics shop
93	F154	Coordinate remote videotape coverages of special events with appropriate agencies
94	F156	Label visual information materials
95	F166	Perform as safety spotter during blacked-out night operations
96	F167	Research commercial publications
97	F169	Review copyrighted material clearances
98	F170	Review customer feedback of visual information documentations
99	F171	Review customer feedback of visual information productions
100	F172	Review edit decision lists
101	F173	Review project assignment files
102	F174	Select camera locations for productions or documentations
103	F175	Solicit customer feedback
104	G176	Acquire video under combat conditions
105	G178	Adjust cameras using camera control units (CCUs)

106	G179	Apply makeup to talent
107	G180	Conduct on-camera talent interviews
108	G181	Coordinate story treatment with talent
109	G182	Counsel talent on appearance, acting, or interviews
110	G184	Duplicate and distribute video products in the field
111	G185	Duplicate video products to different signal formats, such as SEACAM, PAL, or MTSC
112	G187	Establish points-of-view
113	G188	Identify technical video interferences, such as radar
114	G189	Inspect condition of videotapes
115	G190	Interconnect studio visual information equipment
116	G191	Interconnect videotape equipment with portable vans
117	G192	Letter using dry transfer or rub-down sheets
118	G193	Letter using hot-press techniques
119	G195	Perform art and animation videotape recordings
120	G196	Perform classified production or documentation videotape recordings
121	G197	Perform close-up (CU) recordings, other than CU medical recordings
122	G198	Perform CU medical videotape recordings
123	G202	Perform instrumentation videotape recordings
124	G204	Perform medical videotape recordings, other than medical CUs
125	G210	Premaster interactive video effects on discs
126	G212	Prepare production special effects
127	G220	Select filters for color productions or documentations
128	G221	Set focal length of lens
129	G224	Set up night-vision videotape cameras
130	G225	Set up videotape camera control equipment for instrumentation recordings
131	G227	Splice prompter scripts
132	G228	Transmit recorded images from the field
133	G230	Videotape slides
134	H232	Demagnetize audio recording equipment
135	H235	Interconnect audio equipment
136	H241	Prepare audio signal correction and noise reduction equipment for operations
137	H245	Review videotape recordings for proper audio slates
138	I247	Conduct full dress rehearsals
139	I248	Conduct preproduction planning conferences
140	I249	Conduct presite or shooting location surveys
141	I250	Counsel talent on effective prompting devices
142	I251	Cue talent or technical crews
143	I252	Develop storyboards
144	I253	Direct still photographers
145	I256	Edit prompter scripts
146	I257	Finalize production scripts
147	I258	Manage floor operations during productions
148	I259	Plan production treatment
149	I261	Preview recorded program materials
150	I262	Produce scripts from writers' outlines

151	I266	Review scripts for set construction requirements
152	I271	Schedule personnel for set construction
153	I272	Schedule studio equipment
154	I273	Schedule studio times
155	I274	Schedule talent interviews
156	I275	Select photos or slides for productions or documentations
157	I278	Write audio scripts
158	I279	Write cover stories
159	I280	Write interviews
160	I281	Write script formats
161	I282	Write videotape scripts
162	J286	Edit tapes using control-track techniques
163	J296	Program videotape editors
164	J297	Record composite master tracks from combined sound source materials
165	J300	Set up field editing equipment
166	L315	Arrange sets, props, or studio equipment
167	L316	Construct flats
168	L317	Construct modular sets
169	L321	Evaluate studio conditions for set construction
170	L322	Pack set materials
171	L323	Paint flats
172	L327	Store sets, props, or studio equipment
173	L328	Strike sets
174	L329	Transport set materials
175	M330	Acclimatize equipment prior to use
176	M335	Perform operator maintenance on electrical equipment, such as patch panels
177	M337	Perform operator maintenance on mobile equipment
178	M 338	Perform operator maintenance on mobile vans