

**UNITED STATES
AIR FORCE**

OCCUPATIONAL SURVEY REPORT



**AIR TRANSPORTATION
AFSC 2T2X1**

OSSN: 2371

JANUARY 2000

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

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

DISTRIBUTION FOR AFSC 2T2X1 OSR

	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>AD</u> <u>TNG</u> <u>EXT</u>	<u>RES</u> <u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>
AFOMS/OMDQ	1				
AFOMS/OMYXI	10		5	5	10
ARMY OCCUPATIONAL SURVEY BRANCH	1				
CCAF/DFAX	1				
DEFENSE TECHNICAL INFORMATION CENTER	2				
HQ ACC/XOSE	3		3		
HQ AETC/DPSE	1		1		
HQ AFMC/DPEE	3		3		
HQ AFPC/DPAAD1	1				
HQ AFPC/DPPAC	1				
HQ AFSOC/DPPMT	2		2		
HQ AFSPC/DPDXE	3		3		
HQ AMC/DPPET	1				
HQ PACAF/DPPET	2		2		
86 MSS/DPMAT	3		3		
HQ AETC/DOO	1				
HQ USMC/STANDARDS BRANCH	1				
NAVMAC	1				
HQ USAF/ILTR	1		1	1	
345 TRS/DORP (ATTN: TSGT BLACK, 1015 FEMOYER ST, LACKLAND AFB TX , 78236-5443)	3	1	3	3	1
37 TRG/DOS (1000 MERCURY DR, LACKLAND AFB TX, 78236-7717)	1		1	1	
437 APS/TRF (ATTN: TSGT JACKSON JR , 113 S. BATES ST, CHARLESTON AFB SC, 29404-5000)	1				
HQ ANGB/LGT (ATTN: CMSGT MAURO, 1411 JEFFERSON DAVIS HWY, ARLINGTON VA, 22202-3231)	2			2	
HQ AFRC/DONR (ATTN: CMSGT HERRING, 155 2 ND ST, ROBINS AFB GA, 31098-1635)	2			2	

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE	ix
SUMMARY OF RESULTS	xi
INTRODUCTION	1
Background	1
SURVEY METHODOLOGY	2
Inventory Development	2
Survey Administration	2
Survey Sample	3
Task Factor Administration	5
SPECIALTY JOBS	6
Overview of Specialty Jobs	6
Group Descriptions	9
ANALYSIS OF DAFSC GROUPS	29
Skill-Level Descriptions	29
Summary	35
TRAINING ANALYSIS	87
First-Enlistment Personnel	87
Training Emphasis (TE) and Task Difficulty (TD) Data	93
Specialty Training Standard (STS)	96
JOB SATISFACTION ANALYSIS	100
IMPLICATIONS	105

TABLE OF CONTENTS
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 1 DAFSC DISTRIBUTION OF SURVEYED PERSONNEL.....	3
TABLE 2 PAYGRADE/COMMAND DISTRIBUTION OF SURVEY SAMPLE	4
TABLE 3 RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS	22
TABLE 4 SELECTED BACKGROUND DATA FOR SPECIALTY JOBS	25
TABLE 5 SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 SURVEYS	28
TABLE 6 DISTRIBUTION OF <u>ALL</u> COMPONENT DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING).....	36
TABLE 7 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>ALL</u> COMPONENT DAFSC GROUPS	37
TABLE 8 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2T231 PERSONNEL	38
TABLE 9 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2T251 PERSONNEL	39
TABLE 10 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2T271 PERSONNEL	40
TABLE 11 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2T291 PERSONNEL	41
TABLE 12 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2T200 PERSONNEL	42
TABLE 13 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ALL</u> DAFSC 2T231 AND 2T251 PERSONNEL (PERCENT MEMBERS PERFORMING).....	43
TABLE 14 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ALL</u> DAFSC 2T251 AND 2T271 PERSONNEL (PERCENT MEMBERS PERFORMING).....	44
TABLE 15 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ALL</u> DAFSC 2T271 AND 2T291 PERSONNEL (PERCENT MEMBERS PERFORMING).....	45
TABLE 16 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ALL</u> DAFSC 2T291 AND 2T200 PERSONNEL (PERCENT MEMBERS PERFORMING).....	46
TABLE 17 DISTRIBUTION OF <u>AD</u> DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	47
TABLE 18 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>AD</u> DAFSC GROUPS	48

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 19 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2T231 PERSONNEL	49
TABLE 20 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2T251 PERSONNEL	50
TABLE 21 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2T271 PERSONNEL	51
TABLE 22 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2T291 PERSONNEL	52
TABLE 23 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2T200 PERSONNEL	53
TABLE 24 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> DAFSCs 2T231 AND 2T251 PERSONNEL (PERCENT MEMBERS PERFORMING)	54
TABLE 25 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> DAFSCs 2T251 AND 2T271 PERSONNEL (PERCENT MEMBERS PERFORMING)	55
TABLE 26 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> DAFSCs 2T271 AND 2T291 PERSONNEL (PERCENT MEMBERS PERFORMING)	56
TABLE 27 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> DAFSCs 2T291 AND 2T200 PERSONNEL (PERCENT MEMBERS PERFORMING)	57
TABLE 28 DISTRIBUTION OF <u>AFRC</u> DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	58
TABLE 29 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>AFRC</u> DAFSC GROUPS	59
TABLE 30 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2T231 PERSONNEL	60
TABLE 31 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2T251 PERSONNEL	61
TABLE 32 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2T271 PERSONNEL	62
TABLE 33 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2T291 PERSONNEL	63
TABLE 34 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2T200 PERSONNEL	64
TABLE 35 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> DAFSCs 2T231 AND 2T251 PERSONNEL (PERCENT MEMBERS PERFORMING)	65
TABLE 36 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> DAFSCs 2T251 AND 2T271 PERSONNEL (PERCENT MEMBERS PERFORMING)	66

TABLE OF CONTENTS (CONTINUED)

(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 37 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> DAFSCs 2T271 AND 2T291 PERSONNEL (PERCENT MEMBERS PERFORMING).....	67
TABLE 38 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> DAFSCs 2T291 AND 2T200 PERSONNEL (PERCENT MEMBERS PERFORMING).....	68
TABLE 39 DISTRIBUTION OF <u>ANG</u> DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	69
TABLE 40 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>ANG</u> DAFSC GROUPS.....	70
TABLE 41 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2T251 PERSONNEL	71
TABLE 42 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2T271 PERSONNEL	72
TABLE 43 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2T291 PERSONNEL	73
TABLE 44 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ANG</u> DAFSCs 2T251 AND 2T271 PERSONNEL (PERCENT MEMBERS PERFORMING)	74
TABLE 45 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ANG</u> DAFSCs 2T271 AND 2T291 PERSONNEL (PERCENT MEMBERS PERFORMING).....	75
TABLE 46 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>AFRC</u> DAFSC 2T231 PERSONNEL (PERCENT MEMBERS PERFORMING).....	76
TABLE 47 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>AFRC</u> DAFSC 2T251 PERSONNEL (PERCENT MEMBERS PERFORMING).....	77
TABLE 48 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>AFRC</u> DAFSC 2T271 PERSONNEL (PERCENT MEMBERS PERFORMING).....	78
TABLE 49 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>AFRC</u> DAFSC 2T291 PERSONNEL (PERCENT MEMBERS PERFORMING).....	79
TABLE 50 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>AFRC</u> DAFSC 2T200 PERSONNEL (PERCENT MEMBERS PERFORMING).....	80
TABLE 51 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>ANG</u> DAFSC 2T251 PERSONNEL (PERCENT MEMBERS PERFORMING).....	81
TABLE 52 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>ANG</u> DAFSC 2T271 PERSONNEL (PERCENT MEMBERS PERFORMING).....	82

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 53 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>ANG</u> DAFSC 2T291 PERSONNEL (PERCENT MEMBERS PERFORMING).....	83
TABLE 54 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> AND <u>ANG</u> DAFSC 2T251 PERSONNEL (PERCENT MEMBERS PERFORMING).....	84
TABLE 55 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> AND <u>ANG</u> DAFSC 2T271 PERSONNEL (PERCENT MEMBERS PERFORMING).....	85
TABLE 56 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> AND <u>ANG</u> DAFSC 2T291 PERSONNEL (PERCENT MEMBERS PERFORMING).....	86
TABLE 57 RELATIVE PERCENT TIME SPENT ON DUTIES BY AD FIRST- ENLISTMENT PERSONNEL (N=664).....	89
TABLE 58 REPRESENTATIVE TASKS PERFORMED BY AFSC 2T2X1 AD FIRST- ENLISTMENT PERSONNEL (N=664).....	90
TABLE 59 FORMS USED BY PERCENT OF AD FIRST- ENLISTMENT AFSC 2T2X1 PERSONNEL (N=664)	91
TABLE 60 TOP VEHICLES OR EQUIPMENT USED BY PERCENT OF AD FIRST-ENLISTMENT AFSC 2T2X1 PERSONNEL (N=664)	92
TABLE 61 TASKS RATED HIGHEST IN TRAINING EMPHASIS	94
TABLE 62 TASKS RATED HIGHEST IN TASK DIFFICULTY	95
TABLE 63 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE AD GROUP MEMBERS AND NOT REFERENCED TO THE STS (PERCENT MEMBERS PERFORMING)	97
TABLE 64 PERFORMANCE-CODED POI L3ABR2T231-003 ENTRIES NOT SUPPORTED (LESS THAN 30 PERCENT) BY OCCUPATIONAL SURVEY RESULTS (PERCENT MEMBERS PERFORMING)	98
TABLE 65 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT GROUP MEMBERS AND NOT REFERENCED TO THE POI.....	99
TABLE 66 COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING)	101

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 67 COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING)	102
TABLE 68 COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS (PERCENT MEMBERS RESPONDING).....	103
FIGURE 1 AFSC 2T2X1 CAREER LADDER SPECIALTY JOBS (N=3,661).....	8
FIGURE 2 DISTRIBUTION OF 2T2X1 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=664)	88
APPENDIX A SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS	107

PREFACE

This report presents the results of an Air Force Occupational Survey of the Engineering career ladder, Air Force Specialty Code (AFSC) 2T2X1. 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.

The survey instrument was developed by First Lieutenant Denise Minerva. Computer programming support was provided by Ms. Karen B. Tilghman and Ms. Dolores Navarro provided administrative support. Second Lieutenant Andrew K. Hosler analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

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 AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

JAMES M. COLLINS, Lt Col, USAF
Commander
Air Force Occupational Measurement Sq

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

THIS PAGE INTENTIONALLY LEFT BLANK

SUMMARY OF RESULTS

1. **Survey Coverage:** AFSC 2T2X1 was surveyed to validate career ladder documents and training programs. Survey results are based on responses from 3,661 Air Force enlisted members. Study respondents include 2,202 Active Duty (AD), 486 Air National Guard (ANG), and 973 Air Force Reserve Command (AFRC) personnel, accounting for 30 percent of the total population and 47 percent of those who received surveys.
2. **Specialty Jobs:** Eight clusters (each containing at least two separate jobs) and five specialty jobs were identified, accounting for 89 percent of the survey sample. The clusters and jobs include: General Cargo Cluster, ANG/AFRC Cargo Loading Cluster, Aerial Delivery Cluster, Air Terminal Operations Cluster, Capability Forecasting Cluster, Passenger Service Cluster, Load Calculations Job, Equipment Custodian Job, Mobility Job, Vehicle Control Job, Fleet Service Job, Training Cluster, and Supervisor Cluster. ANG and AFRC members perform similarly to AD airmen and are included in most clusters and jobs.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical. Personnel follow the basic path from entry-level technicians as 3-skill level apprentices to 5-skill level journeymen. As airmen reach the 7-skill level, they become NCOICs or supervisors and accept a more supervisory or management role at the 9-skill level. At the Chief Enlisted Manager (CEM)-skill level, personnel are performing strictly managerial tasks. ANG and AFRC respondents remain slightly more technically-oriented than their AD counterparts, but show a similar progression from the 3- to CEM-skill level.
4. **Training Analysis:** The current STS is very well supported by survey percent member performing data. The POI contains fourteen entries that are not supported. Many tasks not referenced to the STS or POI should be reviewed by training personnel and considered for addition as a performance-coded element.
5. **Job Satisfaction:** Job satisfaction among AFSC 2T2X1 personnel is very good. It compares favorably to ratings from both a comparative sample of career fields surveyed in 1998 and the 1997 AFSC 2T2X1 study. First-enlistment members show slightly lower ratings than a comparative sample though the figures should not be problematic for the career field. Reenlistment intentions are relatively low for the Cargo Loading Cluster, Fleet Service Job, and Equipment Custodian Job.
6. **Implications:** Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by members of this career ladder, though a slightly greater addition of the airdrop or aerial delivery aspect of the career field should be considered. ANG and AFRC airmen perform more technical tasks on average than their active duty counterparts at more advanced skill levels. The POI contains entries that lack survey percent members performing data support, while the STS is very well supported. No problems arise from the job satisfaction questions in the survey.

THIS PAGE INTENTIONALLY LEFT BLANK

**OCCUPATIONAL SURVEY REPORT (OSR)
AIR TRANSPORTATION
(AFSC 2T2X1)**

INTRODUCTION

This is an Occupational Survey Report (OSR) of the Air Force Specialty Code (AFSC) 2T2X1, Air Transportation career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). 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.

Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. Data will also be used to aid in writing specialty knowledge tests for the career field. The last OSR published for the Air Transportation career ladder was January 1997.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 31 October 1999, *Specialty Description* (last changed 31 October 1998), Air Transportation personnel perform and manage air transportation activities. Members plan, schedule, and process eligible air cargo, passengers, and mail. Air Transportation airmen are also called upon to load and unload aircraft, prepare and maintain air movement records and reports, and perform fleet services on aircraft.

Personnel must be qualified to operate government vehicles according to AFMAN 24-309, *Vehicle Operations*. Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Mechanical - 44 and Administrative - 32, while a strength factor of "J" (Weight lift of 60 lbs) is also required. Completion of the basic air transportation course is necessary for personnel entering the career field.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

SURVEY METHODOLOGY

Inventory Development

This survey instrument was developed to include the tasks performed by AFSC 2T2X1, Air Transportation personnel. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2371, dated February 1999. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 42 subject-matter experts (SMEs) at the following training location and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Lackland AFB TX	345 TRS
Pope AFB NC	3 APS
Charleston AFB SC	437 APS
Shaw AFB SC	20 TRNS
Travis AFB CA	60 APS & 815 AMS

The resulting JI contains a comprehensive listing of 676 tasks grouped under 14 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, and organizational level. Additional background questions included the scheduled hours worked, type of organization to which personnel are assigned, and whether or not personnel were afforded the opportunity to rotate through functional areas. Furthermore, a series of questions asked about the vehicles, equipment, and forms used by personnel.

Survey Administration

From March - July 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 2T2X1 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks 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 time 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 his or her time spent on the job and are summed. Each task rating is then divided by

the total 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

Table 1 reflects the percentage of distribution, by Duty AFSC (DAFSC), of assigned AFSC 2T2X1 personnel as of March 1999. The 3,661 respondents in the final sample represent 30 percent of the total assigned personnel and 47 percent of the total personnel surveyed. Table 2 reflects the paygrade and MAJCOM distribution for this study.

TABLE 1
DAFSC DISTRIBUTION OF SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
2T231	18	20
2T251	61	57
2T271	18	20
2T291	2	2
2T200	1	1

TOTAL ASSIGNED* = 12,375

TOTAL SURVEYED** = 7,820

TOTAL IN SURVEY SAMPLE = 3,661

PERCENT OF ASSIGNED IN SAMPLE = 30%

PERCENT OF SURVEYED IN SAMPLE = 47%

TOTAL AD ASSIGNED* = 4,309

TOTAL AD SURVEYED** = 3,966

TOTAL AD IN SAMPLE = 2,202

* Assigned strength as of March 1999

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2
PAYGRADE/COMMAND DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE		
E-1 - E-3	12	13		
E-4	20	21		
E-5	38	36		
E-6	20	19		
E-7	7	8		
E-8	2	2		
E-9	1	1		
			ACTIVE DUTY COMMAND REPRESENTATION	
COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF AD ASSIGNED	PERCENT OF AD SAMPLE
AMC	29	49	82	82
AFRC	51	27	N/A	N/A
ANG	14	13	N/A	N/A
AETC	2	4	5	6
PACAF	1	2	3	3
ACC	1	2	4	4
Other*	2	3	4	5

*"Other" includes AFMC, AFSOC, USAFE, 11th Wing, and several other commands

As can be seen from Tables 1 and 2, the DAFSC, paygrade, and active duty command distributions of the survey sample are reasonably close to the percent assigned. This indicates a high probability that the survey is an accurate representation of the respective populations for the career ladder. Most analyses have been run separately for ANG and AFRC airmen.

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 2T2X1 personnel (generally E-6 or E-7 craftsmen) also completed a second diskette for either training emphasis (TE) or task difficulty (TD). These diskettes were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 98 senior NCOs who completed a TE diskette were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 0 (not important to train) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. The interrater agreement for these 98 raters was acceptable. Personnel generally agreed on which tasks should be rated highest in training importance. The average TE rating for AFSC 2T2X1 was 2.28, with a standard deviation of 1.43. These numbers mean that any task with a final TE rating of 3.71 or greater is considered to have a high TE and is important to train.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. A total of 93 senior NCOs completed TD diskettes. Those 93 raters were asked to rate the difficulty of each task using a 9-point scale (extremely easy to extremely difficult to learn). Interrater reliability was acceptable. Respondents generally agreed upon the difficulty to learn the tasks. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

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

SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, eight clusters and five independent jobs were identified within the career ladder. Figure 1 illustrates the clusters and jobs performed by AFSC 2T2X1 personnel.

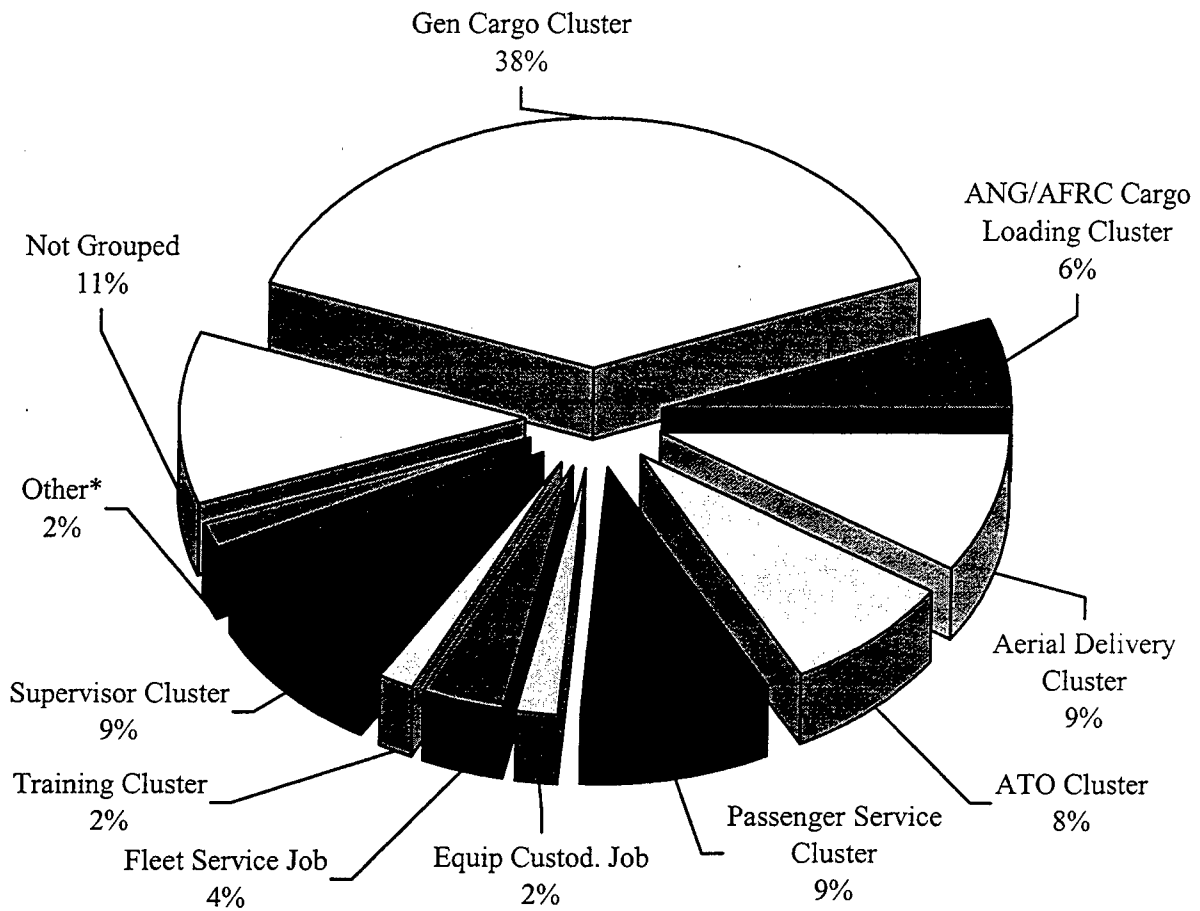
A listing of the clusters and jobs is provided below. The clusters are shown with their respective jobs as lettered points. The stage (STG) number shown beside each title references computer-printed information; the letter "N" indicates the number of personnel in each group.

- I. GENERAL CARGO CLUSTER (STG114, N=1414)
 - A. SPECIAL HANDLING PROCESSING JOB (STG374, N=67)
 - B. CARGO CORE JOB (STG316, N=941)
 - C. GENERAL AERIAL PORT JOB (STG365, N=10)
 - D. PORT MOBILITY JOB (STG363, N=42)
- II. ANG/AFRC CARGO LOADING CLUSTER (STG162, N=215)
 - A. SPECIAL HANDLING JOB (STG439, N=60)
 - B. ANG/AFRC ENTRY-LEVEL CARGO JOB (STG421, N=23)
 - C. ANG/AFRC AERIAL DELIVERY JOB (STG412, N=28)
- III. AERIAL DELIVERY CLUSTER (STG262, N=333)
 - A. AERIAL DELIVERY JOB (STG490, N=289)
 - B. AERIAL DELIVERY NCOIC JOB (STG450, N=36)
- IV. AIR TERMINAL OPERATIONS (ATO) CLUSTER (STG104, N=291)
 - A. LOAD PLANNING JOB (STG141, N=100)
 - B. INFORMATION CONTROLLER JOB (STG380, N=170)

- V. CAPABILITY FORECASTING CLUSTER (STG140, N=27)
 - A. CAPABILITY FORECASTING JOB (STG490, N=10)
 - B. MISSION MANAGER JOB (STG450, N=15)
- VI. PASSENGER SERVICE CLUSTER (STG208, N=335)
 - A. PASSENGER SERVICE AGENT JOB (STG373, N=303)
 - B. COMMERCIAL TERMINAL PASSENGER SERVICE JOB (STG385, N=15)
- VII. LOAD CALCULATIONS JOB (STG409, N=14)
- VIII. EQUIPMENT CUSTODIAN JOB (STG279, N=67)
- IX. MOBILITY JOB (STG326, N=10)
- X. VEHICLE CONTROL JOB (STG389, N=10)
- XI. FLEET SERVICE JOB (STG580, N=139)
- XII. TRAINING CLUSTER (STG196, N=68)
 - A. UNIT TRAINING JOB (STG310, N=10)
 - B. INSTRUCTOR JOB (STG471, N=44)
- XIII. SUPERVISOR CLUSTER (STG182, N=334)
 - A. AIR TERMINAL OPERATIONS NCOIC JOB (STG371, N=11)
 - B. OPERATIONS SUPERINTENDENT JOB (STG379, N=15)
 - C. MOBILITY ADMINISTRATION JOB (STG401, N=58)
 - D. MOBILITY PLANS JOB (STG341, N=14)

The respondents forming the clusters and jobs account for 89 percent of the survey sample. The remaining 11 percent of the surveyed personnel were not grouped similar to other personnel. Job titles for those personnel not grouped include Airlift Clearance Authority, Inspector, Channel Analyst, and Data Records Analyst among others.

AFSC 2T2X1 CAREER LADDER SPECIALTY JOBS
(N = 3661)



*Other includes *Load Calculations, Mobility, and Vehicle Control Jobs* and *Capability Forecasting Cluster*. Each represents less than 1 percent of the sample.

FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of the specialty clusters and jobs. Selected background data for the clusters and jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

I. GENERAL CARGO CLUSTER (STG114). This cluster is one of the core technical clusters in the career field. The cluster contains 1,414 airmen, accounting for 38 percent of the entire sample. General Cargo cluster members perform an average of 108 tasks, highest among all jobs and clusters, displaying their air cargo generalist characteristic. Personnel in the cluster perform a wide range of tasks associated with loading and processing cargo. Four specialty jobs (Special Handling Processing, Cargo Core, General Aerial Port, and Port Mobility Job) were discovered within the cluster and will be discussed later in this section. Members of the cluster spend much of their time (28 percent) performing the movement aspect of shipment processing which is designated as Duty D. Duty C, preparing for movement of shipments, accounts for 21 percent of their time and Duty A, performing general air transportation activities accounts for another 13 percent (see Table 3). Tasks representative of the cluster include:

- Perform vehicle inspections
- Perform spotter duties during loading or unloading operations
- Weigh palletized or cargo shipments
- Tie down cargo or mail to pallets
- Transport cargo to or from aircraft
- Inspect 463L nets, pallets, or tiedown equipment
- Remove tieddown devices

Fifty-five percent of the members of the cluster are AD members, while the remaining 45 percent are split between the AFRC (36 percent) and ANG (9 percent). Personnel mainly perform in the technical skill levels, including 62 percent in the 5-skill level and 23 percent in the 3-skill level. The remaining 15 percent are 7-skill level airmen. Paygrades are also representative of their technical nature; the greatest proportion of the cluster (38 percent) are E-5s, 23 percent are E-4s, and 21 percent are E-6s. The AD members average just under 8 years total active federal military service (TAFMS). As with most jobs in the career field, AMC personnel account for the majority of the population with 47 percent representation. Forty-four percent are supervisors (see Table 4).

Four groups of airmen differentiated themselves within the cluster. The first job identified within the cluster was the SPECIAL HANDLING PROCESSING JOB. Sixty-seven airmen grouped into this job due to the special cargo with which they work. Cargo includes hazardous, explosive, or classified cargo. They perform an average of 51 tasks. Some of the top tasks which differentiated these airmen are:

- Inspect special handling cargo for packaging, marking, or labeling
- Certify hazardous cargo shipments

- Process special handling cargo
- Inventory security cages

The second specialty job identified within the General Cargo Cluster is the CARGO CORE JOB consisting of 941 airmen. As their name suggests, these members create the core of the cluster. Their tasks performed and other demographics are similar to the cluster figures. No tasks are listed due to their similarity to the entire cluster.

A third job identified within the cluster is the GENERAL AERIAL PORT JOB consisting of 23 airmen. These members differentiated themselves from the cluster by the number of tasks they perform, an average of 220 per person. Though their top tasks are very similar to the core of the cluster, more members listed their primary work area as Aerial Port Operations than the cluster. Again, a lack of differentiation among the top tasks provides no opportunity for sample tasks to be listed.

The fourth and final job identified within the cluster is the PORT MOBILITY JOB. The job contains 42 airmen with very different demographics from the cluster. Ninety-five percent of the members are AD. Twenty-nine percent hold a DAFSC prefix, either "T" representing "trainer" (17 percent) or "R" representing "contingency/war planner" (12 percent). Much of their time is spent on combat readiness and mobility plans. Some of the tasks which differentiate these members from the cluster are listed below:

- Train deployment units in pallet buildup activities
- Conduct technical expert hazardous cargo training
- Load plan aircraft for deployments

II. ANG/AFRC CARGO LOADING CLUSTER (STG162). Another cluster dealing heavily in cargo is the ANG/AFRC Cargo Loading Cluster. These members include 215 from the survey sample, accounting for 6 percent of the survey. Members perform on 25 tasks on average, making this group one of the most specialized in the career field. These airmen spend much of their time (43 percent) performing the tasks of Duty D, moving shipments. Duties C, preparing for shipment movement, and A, performing general air transportation activities, comprise 20 percent and 19 percent of their time, respectively (see Table 3). Three specialty jobs, addressed later, were identified within the cluster. Representative tasks performed by these incumbents include:

- Remove tiedown devices
- Load or unload general cargo or mail onto loading equipment
- Load or unload general cargo or mail in aircraft
- Perform engine running off-load or on-load (ERO) operations
- Load or off-load trucks
- Fit tiedown devices

- Load or unload special handling cargo

ANG and AFRC airmen are heavily represented in this cluster accounting for 79 percent of the population; 54 percent are AFRC personnel and 25 percent are ANG members. Sixty percent of the cluster are 5-skill level members, while 37 percent are 3-skill level airmen and the remaining 3 percent perform at the 7-skill level. The paygrade data shows a rather junior enlisted distribution. Paygrade E-5 personnel account for 44 percent of the cluster, while E-4 members comprise 27 percent and E-3 and below account for 20 percent. The active duty members average only about 3.5 years TAFMS. Again, among AD personnel, AMC commands most of the members of the cluster with 18 percent of the total cluster size. No other AD command contains more than 1 percent of the Cargo Loading membership. Their relatively junior standing in the career field is supported by the low, 13 percent supervising figure (see Table 4).

This technical cluster is divided into three specialty jobs which present separate specialized experience and talents. The three jobs are SPECIAL HANDLING JOB, ANG/AFRC ENTRY-LEVEL CARGO JOB, and ANG/AFRC AERIAL DELIVERY JOB. The Special Handling Job contains 60 members who perform a low number of tasks with only 24. The bulk of their time is spent loading cargo, however, they are often given the task of loading hazardous or special handling cargo. Some of the tasks which differentiated these members from the cluster are listed below:

- Load or unload special handling cargo in aircraft
- Load or unload special handling cargo on equipment

Another job identified within the cluster is the ANG/AFRC Entry-Level Cargo Job containing 23 members. Members perform a very low number of tasks (14) and are the most junior of the cluster. Only 4 percent are AD. The tasks performed by these respondents are core to the career field and all tasks taught at the technical school. Personnel perform the following tasks:

- Load or unload general cargo or mail in aircraft
- Load or off-load trucks
- Perform vehicle inspections
- Transport cargo to or from aircraft

The final job in the cluster is the ANG/AFRC Aerial Delivery Job which contains 28 people. This job contains no AD members and members spend 22 percent of their time performing in Duty H, performing aerial delivery activities. Sixty-eight percent of the members are ANG. Some of the top tasks performed by members of the job include:

- Transport recovered equipment or loads used in airdrops
- Pack parachutes
- Perform physical fitness training

- Recover equipment or loads used in airdrops

III. AERIAL DELIVERY CLUSTER (STG262). The Aerial Delivery Cluster is comprised of individuals performing a very different cargo-related job. These 333 members, representing 8 percent of the survey sample, work primarily with airdrop cargo and rigging for delivery. They perform an average of 74 tasks. Two specialty jobs which note a worker's progression were identified within the cluster. They will be discussed later. Forty-five percent of the cluster's time is spent on Duty H, performing aerial delivery evaluations. Other top duties include Duty D, the movement aspect of shipment processing comprising 13 percent of their time, and Duty C, preparing for movement which accounts for 10 percent of their time (see Table 3). Some of the tasks best representative of these airmen include:

- Pack parachutes
- Transport recovered equipment or loads used in airdrops
- Construct airdrop loads
- Recover equipment or loads used in airdrops
- Rig container delivery systems
- Clean cargo recovered from airdrops
- Construct container delivery system skid boards

Similar to the Cargo Loading Cluster, the Aerial Delivery Cluster is dominated by AFRC and ANG representation. The 51 percent ANG figure represents the highest concentration of the component personnel. Eleven percent of the members are AFRC personnel. This is also the only cluster in which AETC holds a higher percentage of the population (13 percent) than AMC (12 percent). Most (70 percent) airmen in the cluster perform at the 5-skill level, while 7-skill level members comprise 18 percent of the survey and 3-skill level members account for the final 12 percent. Paygrade distribution appears similar to the skill level distribution; E-5 members account for 38 percent of the cluster, E-4 members account for 28 percent and E-6 members fill 17 percent of the positions. These airmen average about 7.5 years TAFMS. Forty-one percent of the airmen in the group are a supervisor (see Table 4).

The Aerial Delivery Cluster is divided into two jobs which display a progression through the career field. AERIAL DELIVERY JOB within the cluster is comprised of the 289 technicians identified within the cluster. The AD members average 6 years TAFMS. These members perform much of the work in the cluster and are junior to the Aerial Delivery NCOIC Job members who average 14.5 years TAFMS. Aerial Delivery NCOIC Job personnel perform the technical tasks of the cluster and have additional supervisory tasks. Ninety-two percent of the NCOICs are supervising at least one person. Some of the tasks which differentiate the NCOICs are shown below:

- Assign personnel to work areas or duty positions
- Inspect personnel for compliance with military standards
- Evaluate personnel for promotion

IV. AIR TERMINAL OPERATIONS (ATO) CLUSTER (STG104). Another large cluster identified within the career field is the Air Terminal Operations Cluster. It represents 8 percent of the career field with 291 people. These airmen perform an average of 68 tasks. Their time is spent, largely, with tasks in Duty F, performing air terminal operations flight activities. Duty F accounts for 46 percent of their time, while Duty B, planning for shipment movement accounts for another 13 percent (see Table 3). These airmen are responsible for placing the appropriate cargo on the appropriate aircraft and for the care of the cargo. Again, two jobs were identified within the cluster. Distinctive tasks performed by cluster members include:

- Meet inbound or outbound aircraft
- Brief aircrews on aircraft loads or special handling shipment requirements
- Monitor aircraft ground operations
- Prepare or dispatch AM-9 aircraft load messages
- Pick up or deliver passenger or cargo documentation to or from aircraft
- Determine seat availabilities
- Extract information from flight schedules

This group includes AD, ANG, and AFRC personnel, though AMC dominates the representation with 65 percent of the cluster. ANG personnel account for 9 percent and AFRC airmen comprise 23 percent of the cluster. Most of the members (78 percent) perform at the 5-skill level, however 7-skill level members (16 percent) and 3-skill level members (6 percent) are represented. A fairly normal distribution appears along the paygrade variable; 52 percent of the members are E-5, and E-4 and E-6 personnel each account for 23 percent of the cluster. Experience is evident as members average about 10 years TAFMS. Forty-six percent of the respondents are supervisors (see Table 4).

This cluster contains two specialty jobs, the LOAD PLANNING JOB and the INFORMATION CONTROLLER JOB. The first of the jobs, Load Planning Job, contains 100 members and is a more junior position. Members have the responsibility of compiling and computing data for aircraft loads. Some of the tasks which set it apart from the cluster include:

- Compile data for load planning
- Compute aircraft load centers of balance and sequence
- Load plan cargo or mail
- Calculate cargo placement in aircraft

The second job, Information Controller Job, contains 170 members. Again, these personnel are more senior than the Load Planning personnel as they average 10 years TAFMS. These airmen ensure the aircraft and loads are ready to go. Interestingly, 49 percent of the members are overseas. Some of the top tasks associated with these airmen are:

- Monitor aircraft ground operations
- Prepare or dispatch AM-9 aircraft load messages
- Update aerial port automated command and control database
- Monitor aircraft maintenance status

V. CAPABILITY FORECASTING CLUSTER (STG140). The Capability Forecasting Cluster only contains 27 airmen, but provides another vital service for the career field. Within the 43 tasks performed on average by these members, airlift schedules are created and appropriately coordinated to ensure cargo arrives where it must. Much of their time (41 percent) is spent planning for the movement of cargo shipments, designated as Duty B. Because of their scheduling role, another 22 percent of their time is spent on tasks of Duty F, performing air terminal operations flight activities (see Table 3). Two small jobs were identified in the cluster and will be discussed later. Some tasks that best represent this cluster are:

- Extract information from flight schedules
- Distribute daily aircraft capability forecasts
- Prepare port airlift forecasts or schedules
- Prepare requests for additions, adjustments, or deletions to airlift capabilities
- Review Global Decision Support System or Global Transportation Network messages
- Coordinate explosive shipment acceptance with enroute stops or stations
- Coordinate space blockings with appropriate agencies

All members of this cluster are AD, 93 percent of whom are AMC members. Sixty-seven percent of the airmen perform at the 5-skill level while the remaining 33 percent work at the 7-skill level, showing an advanced experience level in the cluster. The average TAFMS for the airmen is 12 years. The paygrade distribution was representative of the advanced TAFMS: 48 percent are E-5, 19 percent for both E-4 and E-6 members, and 15 percent E-7 respondents. The experience, however, does not necessarily equate to added supervisory responsibilities as only 22 percent of the members are supervisors (see Table 4).

The first of the jobs identified within the cluster is the CAPABILITY FORECASTING JOB. These are the slightly more junior members of the cluster. They are responsible for determining if flights can leave and determining when. These members perform an average of only 19 tasks and 60 percent in an air terminal operations flight. Some of the top tasks they perform are listed below:

- Prepare port airlift forecasts or schedules
- Distribute daily aircraft capability forecasts
- Prepare requests for adjustments to airlift capabilities

The second job identified within the cluster is the MISSION MANAGER JOB. These members are slightly more experienced than the Capability Forecasters and seem to have a higher command responsibility (17 percent are working in an HQ Staff or Aerial Port Command). These members seem to concern themselves with a more overall mission than flight schedules.

Their average number of tasks is 56, nearly three times that of Capability Forecasters. Some of their top tasks include:

- Review Global Transportation Network messages
- Coordinate work with other functional areas
- Coordinate explosive shipment acceptance with enroute stops
- Prepare port airlift forecasts or schedules

VI. PASSENGER SERVICE CLUSTER (STG208). The final technical cluster identified in the career field is the Passenger Service Cluster. Containing 335 airmen, this group represents 9 percent of the career field. Of the 87 tasks performed on average by these members, most of the tasks are grouped into Duty E, performing passenger activities. Duty E accounts for 71 percent of their time, while the rest of their time is spread throughout the remaining duties (see Table 3). Most of these members work in the passenger terminal and work on scheduling for passenger movement. Two jobs which will be discussed later were identified within the cluster. Representative tasks performed by these airmen include:

- Verify eligibility of passengers for movement
- Load or off-load passengers
- Load or unload passenger baggage
- Select space-available or standby passengers for movement
- Weigh and tag passenger baggage
- Brief passengers on flight itineraries, travel entitlements, or travel security restrictions
- Prepare passenger manifests

A majority (94 percent) of this cluster is composed of AD personnel, though AFRC accounts for 6 percent of the representation. Eighty-seven percent of the members come from AMC. Half of the cluster membership perform at the 5-skill level, while 38 percent are 3-skill level members and 12 percent are 7-skill level representatives. Members are spread throughout many paygrades. Thirty-one percent of the incumbents are E-3 or below, 28 percent are E-5, and 27 percent are E-4 airmen. Personnel average just over 6 years TAFMS. Forty-three percent of the personnel are supervisors (see Table 4).

The Passenger Service Cluster contains two separate jobs, the PASSENGER SERVICE AGENT JOB and the COMMERCIAL TERMINAL PASSENGER SERVICE JOB. The main difference between the two jobs is where personnel work. Passengers Service Agents are at Passenger Terminals run by AMC including 43 percent overseas. Commercial Terminal Passenger Service personnel perform similarly, however, work in terminals that share commercial traffic. Other demographics are very similar as are the top tasks performed.

VII. LOAD CALCULATIONS JOB (STG409). Fourteen airmen form this group and perform a fairly specialized job. The 32 tasks performed on average by these members focus on calculating weights and centers-of-balance for aircraft loads, a job often performed by members of the General Cargo Cluster. Thirty-three percent of their time is spent on Duty C, preparing for

movement of shipments, and another 22 percent is spent on Duty D, movement of the shipments. Duty A, performing general air transportation activities, accounts for 14 percent of their time (see Table 3). The top differentiating tasks appear below:

- Assemble aircraft loads
- Compute net weight of palletized or containerized shipments
- Compute center-of-balance for rolling stock, outsized cargo, or multi-pallet trains
- Calculate tiedown or restraint requirements
- Perform spotter duties during loading or unloading operations
- Perform engine running off-load or on-load operations
- Verify shipment centers-of-balance or dimensions

Though 79 percent of the members are AD (all from AMC), 14 percent are also in the ANG and 7 percent are AFRC members. Fifty percent of the members perform at the 5-skill level, while 43 percent work at the 7-skill level. E-6 is the most common paygrade accounting for 42 percent. E-4 and E-5 personnel each account for 29 percent of the job. Airmen in this job average about 13 years TAFMS and over half (57 percent) are supervisors (see Table 4).

VIII. EQUIPMENT CUSTODIAN JOB (STG279). Sixty-seven members (2 percent of the survey), performing an average of only 13 tasks, comprise this job. These members are responsible for the equipment utilized by the career field and necessary for safe transportation of cargo. These personnel spend 72 percent of their time on their top duty, Duty A, performing general air transportation activities, and another 11 percent on Duty C, preparing for the movement of shipments (see Table 3). Some tasks that best represent this job include:

- Inspect 463L nets or pallets
- Inspect 463L tiedown equipment
- Inventory 463L tiedown equipment
- Inventory 463L nets or pallets
- Store 463L nets or pallets
- Store 463L tiedown equipment
- Clean nets or pallets, other than comfort pallets

Only 27 percent of the Equipment Custodian Job is performed by AD members. ANG members account for 22 percent and AFRC airmen comprise 51 percent of the job. Skill level distribution shows a high percentage of 5-skill level members (67 percent) performing the job, while another 27 percent are 3-skill level respondents. Fifty-one percent of the incumbents hold the E-5 paygrade and 30 percent are E-4s. AD members average just over 6 years TAFMS and only 13 percent of the incumbents have supervisory responsibilities (see Table 4).

IX. MOBILITY JOB (STG326). The 10 respondents forming this cluster were identified due to the high percentage of time spent on mobility planning. They average 60 tasks performed, and 54 percent of their time is spent on Duty I, performing combat readiness and mobility plans activities. Nine percent of their time on each Duty K, performing management and supervisory activities, and Duty L, performing training activities, displaying a more experienced group of personnel (see Table 3). Some of the tasks that best represent this job are:

- Maintain readiness lists
- Conduct unit mobility self-inspections
- Participate in mobility deployment or redeployment planning meetings
- Direct assembly of cargo or personnel during mobility exercises or deployments
- Coordinate mobility exercise or contingency plans or requirements with units
- Maintain passports or mobility folders
- Consolidate unit inputs to mobility augmentee rosters

Seven of the 10 members of the job are AD personnel and there are 3 AFRC representatives. Five of the AD members come from AMC. There are also seven, 5-skill level members and three, 7-skill level members. The predominant paygrade is E-5, which contains 6 of the 10 members. AD airmen in the job average 13 years TAFMS, however, only 3 of the 10 incumbents are supervisors (see Table 4).

X. VEHICLE CONTROL JOB (STG389). Ten survey respondents grouped into this job. Members perform an average of 48 tasks and are responsible for the control and care of vehicles and larger equipment used by members of the career field. Their time is spread over a variety of duties, however, Duty N, performing supply and equipment activities heads the list comprising 22 percent of their time. Personnel also spend a large portion of time with supervisory and training tasks as Duties K and L account for 17 and 15 percent of their time, respectively (see Table 3). Some of the tasks that best represent the job performed by these airmen are:

- Perform vehicle inspections
- Coordinate vehicle repairs with base vehicle maintenance
- Review operator inspection forms
- Disassemble or reassemble material handling equipment for shipment
- Coordinate maintenance of equipment with appropriate agencies
- Inspect special equipment or vehicles for shipment
- Inventory general tools or parts

All members are AD personnel work for AMC. Members average 11 years TAFMS. Eight of the 10 members are 5-skill level performers, while one 3- and 7-skill level member also grouped into the job. Members are dispersed throughout the early to mid-level paygrades: four respondents are E-5, three are E-6, two are E-4, and one is E-3 or below. Fifty percent of the members supervise at least one person (see Table 4).

XI. FLEET SERVICE JOB (STG580). Four percent of the survey sample (139 people) perform in the Fleet Service Job. These members ensure there is food, water, and a clean lavatory available in the aircraft. They provide the necessary in-flight services for passengers and crew members of the aircraft. These members average performing 76 tasks in course of accomplishing their duties. Duty G, performing fleet service activities, accounts for 73 percent of their time with their remaining time spread throughout the remaining duties (see Table 3). Some tasks that best represent this job include:

- Fill or flush aircraft lavatory systems
- Remove trash or waste materials from aircraft
- Dispose of trash or waste materials removed from aircraft
- Pick up or deliver flight-kitchen meals to or from aircraft
- Fill fresh water tanks or containers
- Clean potable water trucks
- Load or unload fleet service equipment or aircraft supplies in aircraft

The Fleet Service Job includes a high percentage of AD personnel (89 percent) as well as smaller percentages of ANG (6 percent) and AFRC (5 percent) airmen. AMC contains most of the members (85 percent of the incumbents) with the rest coming from AETC. Fifty percent of the respondents perform at the 3-skill level, displaying a relatively junior population. The paygrade distribution shows that 42 percent of the members are E-3 or below, 29 percent are E-4, and 26 percent are E-5. TAFMS is also relatively low with AD members averaging just over 4 years. Thirty-seven percent of the members are supervisors (see Table 4).

XII. TRAINING CLUSTER (STG196). The career field also contains a group of personnel who focus on training. The 68 members, representing 2 percent of the sample, include both unit training personnel and technical school instructors (which separate the two jobs within the cluster). These airmen spend 54 percent of their time in Duty L, performing training activities, and another 21 percent of their time in Duty K, performing management and supervisory activities (see Table 3). They perform an average of 42 tasks. Some of their top tasks include:

- Evaluate progress of trainees
- Counsel trainees on training progress
- Prepare or maintain training documentation, records, or files
- Brief personnel concerning training programs or matters
- Determine training requirements
- Conduct on the job training or upgrade training
- Develop or procure training materials or aids

These personnel are spread throughout the MAJCOMs and components. AD members account for 65 percent (41 percent from AMC and 13 percent from AETC), while ANG members comprise 13 percent and AFRC airmen account for 22 percent of the cluster. As is usual among training personnel, the 5- and 7-skill levels comprise the brunt of the cluster; 5-skill level members account for 63 percent and 7-skill level respondents account for another 34 percent. Forty-six percent of the cluster is comprised of E-5 paygrade personnel, 34 percent of the members are E-6s, and 12 percent are E-7 personnel. Their experience is further displayed by their average TAFMS, 10.5 years. Fifty-seven percent of the members supervise at least one person (see Table 4).

The Training Cluster contains two jobs, a UNIT TRAINING JOB and an INSTRUCTOR JOB. The Unit Training Job includes 10 members who must conduct OJT within a squadron while performing their normal squadron duties. They perform an average of 73 tasks. The Instructor Job is comprised of 44 individuals, including 20 percent in AETC, who spend a majority of their time training. These members perform an average of 39 tasks. Thirty-nine percent of the Instructors have a "T" DAFSC prefix designating them as "trainers." Top differentiating tasks performed by Unit Training Job personnel are displayed below:

- Conduct ancillary training, such as mobility training
- Conduct OJT upgrade training

XIII. SUPERVISOR CLUSTER (STG182). A large group of supervisors were identified within this career field. Nine percent of the survey (334 people) comprise the Supervisor Cluster. These members are typical Air Force supervisors. Within the cluster, four jobs were identified which slightly separate the members. These four jobs will be discussed later. The supervisors perform an average of 96 tasks. Much of their time (42 percent) is spent performing tasks of Duty K, performing management and supervisory activities. Fifteen percent of their time is spent on Duty I, performing combat readiness and mobility plans activities, and another 12 percent of their time is spent on the tasks of Duty L, performing training activities (see Table 3). Their top tasks include:

- Write recommendations for awards or decorations
- Coordinate work with other functional areas
- Counsel subordinates concerning personal matters
- Evaluate personnel for compliance with performance standards
- Inspect personnel for compliance with military standards
- Evaluate personnel for promotion, demotion, reclassification, or special awards
- Interpret policies, directives, or procedures for subordinates

Supervisors were identified from all the components, AFRC contains 24 percent of the cluster and ANG comprises 5 percent. Fifty-two percent of the cluster comes from AMC, but AETC (5 percent), PACAF (4 percent), and ACC (4 percent) also have good representation. These members are the most experienced in the career field. Their skill level distribution shows

that 65 percent of the members are performing at the 7-skill level, while 15 percent and 14 percent, respectively, are performing in the 9- and 5-skill levels. Personnel also hold advanced paygrades: 45 percent E-7, 22 percent E-6, and 17 percent E-8. AD members average nearly 16 years TAFMS and 91 percent supervise at least one other person (see Table 4).

This final cluster contains a variety of NCOICs, supervisors, and superintendents. Four particular jobs were identified within the cluster, AIR TERMINAL OPERATIONS NCOIC JOB, OPERATIONS SUPERINTENDENT, MOBILITY ADMINISTRATION JOB, and MOBILITY PLANS JOB. The first of these, the Air Terminal Operations NCOIC Job is comprised of 11 airmen who perform an average of 115 tasks each. Though management and supervisory tasks account for a large percentage of their time, 18 percent of their time is spent on Duty F, performing air terminal operations flight activities. Furthermore, 55 percent of the members work in the Air Terminal Operations Flight. Some of their top tasks include:

- Meet inbound or outbound aircraft
- Counsel trainees on training progress
- Develop or establish work schedules

The second job identified is the Operations Superintendent Job which is comprised of 15 members who perform an average of 31 tasks. The members hold an advanced supervisory role in the career field. Eight of the 15 members have "Superintendent" in their job title. Members range from the 7-skill level (67 percent) to Chief Enlisted Manager (CEM) (20 percent). Some of the top tasks performed by these respondents are listed below:

- Write recommendations for awards or decorations
- Write or indorse military performance reports
- Conduct general meetings, such as staff meetings

Another job identified in the Supervisor Cluster is the Mobility Administration Job which contains 58 people. Fifty-three percent of the members work in the combat readiness and resources area. Members average 178 tasks performed, highest among the supervisor jobs. They seem to have a focus on keeping records and drafting reports, especially in the mobility and contingency arenas. Several of the members within the job are Inspectors General displaying the job's focus. Some of the top tasks performed by these members are below:

- Draft or write mobility or deployment after-action report
- Evaluate mobility exercises or deployments
- Evaluate mobility exercise or deployment after-action reports

The final job identified in the cluster is the Mobility Plans Job. These 14 respondents perform slightly different from their Mobility Administration counterparts based on the number of tasks performing and the type of tasks performed. These members actually plan contingency and mobility exercises and deployments. Forty-three percent work for higher headquarters staff displaying the planning positions they hold. Some of their top tasks are displayed below:

- Participate in mobility deployment and redeployment planning meetings
- Analyze feasibility of transportation CONPLANs, OPLANs, etc.
- Coordinate wartime movement plans w/ appropriate agencies

Comparison to Previous Study

Table 5 lists the clusters and jobs identified in this report and compares them to the jobs of the 1997 OSR. Differences arise because of the survey distribution. The previous survey did not include ANG or AFRC personnel in its survey administration. Because of this difference, jobs and clusters performed primarily by AD members appear in the current survey while they were not identified in the previous study. Among these jobs and clusters are: Capability Forecasting Cluster, Equipment Custodian Job, Vehicle Control Job, and Training Cluster. Other names for clusters and jobs have been changed to more aptly reflect the tasks being performed.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	General Cargo Cluster (ST114) (N=1414)	ANG/ AFRC Cargo Load Cluster (ST162) (N=215)	Aerial Delivery Cluster (ST262) (N=333)	Air Terminal Ops Cluster (ST104) (N=291)	Capability Forecasting Cluster (ST140) (N=27)
A PERFORMING GENERAL AIR TRANSPORTATION ACTIVITIES	13	19	8	5	6
B PROCESS SHIPMENTS: PLANNING FOR MOVEMENT	7	2	2	13	41
C PROCESS SHIPMENTS: PREPARING FOR MOVEMENT	21	20	10	8	3
D PROCESS SHIPMENTS: MOVEMENT	28	43	13	6	4
E PERFORMING PASSENGER ACTIVITIES	6	3	3	4	3
F PERFORMING AIR TERMINAL OPERATIONS FLIGHT ACTIVITIES	5	1	2	46	22
G PERFORMING FLEET SERVICE ACTIVITIES	3	1	2	*	*
H PERFORMING AERIAL DELIVERY EVALUATIONS	1	5	45	*	0
I PERFORMING COMBAT READINESS AND MOBILITY PLAN ACTIVITIES	2	*	1	1	7
J PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES	2	2	3	2	*
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	*	5	6	7
L PERFORMING TRAINING ACTIVITIES	4	2	4	3	2
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER ACTIVITIES	2	*	1	4	4
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES * less than 1 percent performing	1	*	1	*	*

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Passenger Service Cluster (ST208) (N=335)	Load Calculations Job (ST409) (N=14)	Equipment Custodian Job (ST279) (N=67)	Mobility Job (ST326) (N=10)
A PERFORMING GENERAL AIR TRANSPORTATION ACTIVITIES	5	14	72	5
B PROCESS SHIPMENTS: PLANNING FOR MOVEMENT	2	9	4	1
C PROCESS SHIPMENTS: PREPARING FOR MOVEMENT	1	33	11	1
D PROCESS SHIPMENTS: MOVEMENT	2	22	5	2
E PERFORMING PASSENGER ACTIVITIES	71	2	1	3
F PERFORMING AIR TERMINAL OPERATIONS FLIGHT ACTIVITIES	4	4	*	2
G PERFORMING FLEET SERVICE ACTIVITIES	4	2	*	1
H PERFORMING AERIAL DELIVERY EVALUATIONS	*	1	2	0
I PERFORMING COMBAT READINESS AND MOBILITY PLAN ACTIVITIES	*	1	*	54
J PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES	*	2	1	7
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6	6	1	9
L PERFORMING TRAINING ACTIVITIES	3	3	1	9
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER ACTIVITIES	1	*	*	5
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES * less than 1 percent performing	*	*	*	1

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Vehicle Control Job (ST389) (N=10)	Fleet Service Job (ST580) (N=139)	Training Cluster (ST196) (N=68)	Supervisor Cluster (ST182) (N=334)
A PERFORMING GENERAL AIR TRANSPORTATION ACTIVITIES	14	7	4	3
B PROCESS SHIPMENTS: PLANNING FOR MOVEMENT	2	*	1	3
C PROCESS SHIPMENTS: PREPARING FOR MOVEMENT	10	2	3	2
D PROCESS SHIPMENTS: MOVEMENT	3	4	4	3
E PERFORMING PASSENGER ACTIVITIES	0	3	1	3
F PERFORMING AIR TERMINAL OPERATIONS FLIGHT ACTIVITIES	2	2	1	5
G PERFORMING FLEET SERVICE ACTIVITIES	1	73	*	1
H PERFORMING AERIAL DELIVERY EVALUATIONS	0	*	*	1
I PERFORMING COMBAT READINESS AND MOBILITY PLAN ACTIVITIES	2	*	3	15
J PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES	2	*	1	3
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	17	5	21	42
L PERFORMING TRAINING ACTIVITIES	15	2	54	12
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER ACTIVITIES	10	1	5	6
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	22	*	1	1

* less than 1 percent performing

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	General Cargo Cluster (ST114) (N=1414)	ANG/AFRC Cargo Load Cluster (ST162) (N=215)	Aerial Delivery Cluster (ST262) (N=333)	Air Terminal Ops Cluster (ST104) (N=291)	Capability Forecasting Cluster (ST140) (N=27)
PERCENT OF SAMPLE	38	6	9	8	*
PERCENT IN CONUS	78	94	88	62	74
DAFSC DISTRIBUTION:					
2T231	23	37	12	6	0
2T251	62	60	70	78	67
2T271	15	3	18	16	33
2T291	0	0	0	0	0
2T200	0	0	0	0	0
COMPONENT STATUS:					
ACTIVE DUTY TOTAL	55	21	38	68	100
AMC	47	18	12	65	93
AETC	2	1	13	2	0
PACAF	0	0	7	0	0
ACC	3	1	0	0	4
OTHER AD COMMANDS**	3	1	6	1	3
AIR NATIONAL GUARD	9	25	51	9	0
AIR FORCE RESERVE COMMAND	36	54	11	23	0
PAYGRADE DISTRIBUTION:					
E-1 - E-3	14	20	9	1	0
E-4	23	27	28	23	19
E-5	38	44	38	52	48
E-6	21	9	17	23	19
E-7	4	0	8	1	15
E-8	0	0	0	0	0
E-9	0	0	0	0	0
AVERAGE MONTHS TAFMS ***	93	40	89	119	144
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) ***	37	79	38	11	4
PERCENT SUPERVISING	44	13	41	46	22
AVERAGE NUMBER OF TASKS PERFORMED	108	25	74	68	43

*Less than one **Other includes: USAFE, AFMC, AFSOC, AFSPC, and various other commands and agencies ***Active Duty Only

TABLE 4 (CONTINUED)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Passenger Service Cluster (ST208) (N=335)	Load Calculations Job (ST409) (N=14)	Equipment Custodian Job (ST279) (N=67)	Mobility Job (ST326) (N=10)
PERCENT OF SAMPLE	9	*	2	*
PERCENT IN CONUS	60	86	88	90
DAFSC DISTRIBUTION:				
2T231	38	7	27	0
2T251	50	50	67	70
2T271	12	43	6	30
2T291	0	0	0	0
2T200	0	0	0	0
COMPONENT STATUS:				
ACTIVE DUTY TOTAL				
AMC	94	79	27	70
AETC	87	79	21	50
PACAF	3	0	1	10
ACC	0	0	0	0
OTHER AD COMMANDS**	1	0	1	10
AIR NATIONAL GUARD	3	0	5	0
AIR FORCE RESERVE COMMAND	0	14	22	0
PAYGRADE DISTRIBUTION:	6	7	51	30
E-1 - E-3	31	0	12	0
E-4	27	29	30	10
E-5	28	29	51	60
E-6	13	42	4	10
E-7	2	0	3	20
E-8	0	0	0	0
E-9	0	0	0	0
AVERAGE MONTHS TAFMS ***	76	155	73	156
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) ***	43	0	34	0
PERCENT SUPERVISING	42	57	13	30
AVERAGE NUMBER OF TASKS PERFORMED	87	32	13	60
*Less than one **Other includes: USAFE, AFMC, AFSOC, AFSPC, and various other commands and agencies ***Active Duty Only				

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Vehicle Control Job (ST389) (N=10)	Fleet Service Job (ST580) (N=139)	Training Cluster (ST196) (N=68)	Supervisor Cluster (ST182) (N=334)
PERCENT OF SAMPLE	*	4	2	9
PERCENT IN CONUS	80	73	81	68
DAFSC DISTRIBUTION:				
2T231	10	50	3	0
2T251	80	47	63	14
2T271	10	3	34	65
2T291	0	0	0	15
2T200	0	0	0	6
COMPONENT STATUS:				
ACTIVE DUTY TOTAL	100	89	65	71
AMC	100	85	41	52
AETC	0	4	13	5
PACAF	0	0	3	4
ACC	0	0	4	4
OTHER AD COMMANDS**	0	0	4	6
AIR NATIONAL GUARD	0	0	13	5
AIR FORCE RESERVE COMMAND	0	5	22	24
PAYGRADE DISTRIBUTION:				
E-1 - E-3	10	42	1	0
E-4	20	29	7	1
E-5	40	26	46	9
E-6	30	2	34	22
E-7	0	1	12	45
E-8	0	0	0	17
E-9	0	0	0	6
AVERAGE MONTHS TAFMS ***	132	51	126	191
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) ***	20	60	21	7
PERCENT SUPERVISING	50	37	57	91
AVERAGE NUMBER OF TASKS PERFORMED	48	43	42	96

*Less than one **Other includes: USAFE, AFMC, AFSOC, AFSPC, and various other commands and agencies ***Active Duty Only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 SURVEYS

CURRENT SURVEY (N=3,661)	1997 SURVEY (N=1,480)
I. General Cargo Cluster	Nets/Pallets Job & Cargo Processing Cluster
II. ANG/AFRC Cargo Loading Cluster	Aircraft Loading Cluster
III. Aerial Delivery Cluster	Aerial Delivery Job
IV. Air Terminal Operations Cluster	Controller Job
V. Capability Forecasting Cluster	<i>No Similar Job Identified</i>
VI. Passenger Service Cluster	Passenger Service Job
VII. Load Calculations Job	Load Planning Job
VIII. Equipment Custodian Job	<i>No Similar Job Identified</i>
IX. Mobility Job	Mobility Readiness Cluster
X. Vehicle Control Job	<i>No Similar Job Identified</i>
XI. Fleet Service Job	Fleet Services Cluster
XII. Training Cluster	<i>No Similar Job Identified</i>
XIII. Supervisor Cluster	Supervisor 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 the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification*, Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

A variety of tables are included in this section to help explain the progression. Note that there are no 3-skill level members from the ANG. A generally typical pattern of progression is noted within the AFSC 2T2X1 career ladder. Airmen enter the career field performing technical tasks associated with the career field, typically in the cargo or passenger service areas. As personnel gain experience and rise through the skill levels, they are given more responsibilities and have a more supervisory and managerial role. At the 9-skill level and Chief Enlisted Manager (CEM), or 2T200, level personnel have generally left the technical aspect of the career field with only minor exceptions.

Skill-Level Descriptions

Skill-level data must be analyzed from many angles to accurately show the progression through the career ladder. Within the study, AD, AFRC, and ANG personnel are represented at 5-, 7-, and 9-skill levels. There are also 3- and CEM-skill level members represented from AD and AFRC. Many tables have been included to present the skill-level data. To make the next sections easier to understand, the tables are presented in an orderly way. There is an analysis of all personnel (AD, AFRC, and ANG) in the sample sorted by skill-level, followed by a skill-level analysis of only AD airmen. The AFRC and ANG analyses are next, followed by analyses of differences between the components.

All Components: Analysis of the DAFSC groups among the combined AD, AFRC, and ANG personnel shows a typical progression through the career ladder, with only minor exceptions. Table 6 shows the distribution of DAFSC members through the clusters and jobs of the career field, while Table 7 shows the distribution of time spent on duties by DAFSC airmen. Table 6 shows that personnel are progressing through the career field. The 3-skill level members learn their craft and become the more experienced technicians at the 5-skill level. Five-skill level members become supervisors or NCOICs as they gain experience and the 7-skill level designation. Most 9-skill level members hold supervisory or management positions and progress to higher staff or supervisory positions when they reach the CEM-skill level. The minor exceptions include a small percentage of 9- and CEM-skill level personnel working in the General Cargo and Aerial Delivery Clusters. The percentages are minimal and are of little concern to the career field. A look at the time spent on duties shows a typical progression towards management and supervisory activities along with the relatively lower focus on the technical duties of A - H.

The top tasks performed by the DAFSC groups are presented in Tables 8 - 12. Tables 13 - 16 show the tasks that best differentiate successive skill levels. The 730, 3-skill level members represent 20 percent of the survey sample. The group is comprised of both AD (571 members) and AFRC (159 members) personnel. Table 8 shows that the top tasks performed by these respondents are technical in nature, typically accomplishing general air transportation and shipment processing activities. Some calculations are being accomplished by these airmen, however, most of the work typically includes some type of physical labor. The greatest percentage (45 percent) of these airmen is working in the General Cargo Cluster, however, a large number is also working in the Passenger Service Cluster (17 percent), ANG/AFRC Cargo Loading Cluster (11 percent), and Fleet Service Job (10 percent).

Five-skill level members account for 57 percent of the sample with 2,103 respondents from all components. Like the 3-skill level group, the top tasks performed by these airmen come from the general air transportation and shipment processing duties. Table 13, however, shows that the minor differences between the skill levels are due to experience and progression as 5-skill level members perform more supervisory tasks and less of the passenger service activities. These airmen still group heavily (42 percent) into the General Cargo Cluster, however, begin to gain the responsibilities of the Aerial Delivery and Air Terminal Operations Clusters (11 percent each).

Seven-skill level members begin to show the first great shift from technician to supervisor within the career field. Table 10 shows that most of the top tasks are supervisory- or training-related. Twenty percent of the survey sample (741 airmen) perform at the 7-skill level. These airmen are similarly represented in the Supervisor and General Cargo Clusters (29 and 28 percent, respectively). Many of the remaining members are spread thinly throughout the remaining clusters and jobs, assuredly in NCOIC positions. Table 14 shows the greatest differences between task performance for 5- and 7-skill level members. The supervisory shift is evident in the table.

Table 11 presents the top tasks performed by the 61, 9-skill level respondents. Again, the focus on supervisory tasks is evident. Table 15 comparing the 7- and 9-skill level members, further shows the 9-skill level separation from the technical tasks of the career field. Eighty percent of the members group into the Supervisor Cluster with very few personnel elsewhere. The time spent on duties corresponds to the supervisory job they hold.

Twenty-six CEMs appeared in the survey sample. These members are the leaders of the career field and the tasks they perform, shown in Table 12, support that belief. The top tasks are managerial and supervisory in nature, geared towards staff-type positions. Table 16 shows that these members do not differentiate themselves from 9-skill level members by means of additional tasks. Rather, CEMs perform fewer of the training tasks than 9-skill level respondents. The Supervisor Cluster contains 77 percent of these members.

Active Duty: AD members comprise the majority (60 percent) of the survey, so the analysis is similar to the all-component analysis. The anomaly of CEMs in the Aerial Delivery Cluster, however, is absent in the AD analysis. Table 17 shows the distribution of AD DAFSC members

through the clusters and jobs of the career field, while Table 18 shows the distribution of time spent on duties by AD DAFSC airmen. Progression appears as it should.

The top tasks performed by the DAFSC groups are presented in Tables 19 - 23. Tables 24 - 27 show the tasks that best differentiate successive skill levels. The 3-skill level members are performing primarily technical tasks taught at technical school including vehicle and equipment inspections and various loading procedures. Most of the 571 members were identified in the General Cargo or Passenger Service Clusters (44 and 22 percent respectively), with only small percentages of 3-skill level airmen varying from the most technical of jobs.

Table 20 shows the top 5-skill level tasks. The table shows that these 1,141 airmen still perform a great number of technical tasks. Table 24 displays the tasks that differentiate between members of the 3- and 5-skill level. The table shows the additional supervisor responsibilities given to a number of 5-skill level airmen. Table 16 shows that members are spread throughout all the duty titles revealing their increased responsibilities along with their technical focus. Reviewing Table 17, 38 percent of the members still perform in the General Cargo Cluster and another 14 percent are still in the Passenger Service Cluster. However, 14 percent of the respondents have also progressed to the Air Terminal Operations Cluster.

The top tasks performed by the 450 AD 2T271 airmen are displayed in Table 21. Note the shift from technician at the 5-skill level to supervisor at the 7-skill level. This shift is further displayed in Table 25 which shows the most differentiating tasks. Thirty-seven percent of the members are in the Supervisor Cluster and those left in the technical clusters and jobs hold the greatest responsibilities. The shift from technician to supervisor is also evident in Table 16 which shows the shift in time spent on duties. Supervisory and training activities account for the largest percentage of their time.

The survey sample included 28 AD 9-skill level respondents. These members grouped primarily into the Supervisor Cluster and 50 percent of their time is spent on supervisory or management activities. Table 22 shows the top tasks performed by these members, notably weighted with supervisory and managerial tasks. As 9-skill level members, these respondents have progressed through nearly all of the technical jobs within the career field. Table 26 shows some of the tasks differentiating these members from their 7-skill level counterparts.

The final 12 AD members in the sample hold the DAFSC 2T200. These respondents again perform almost strictly in the highest supervisory and managerial positions within the career field. Their distribution of time spent on activities shown in Table 18 shows very little time spent in the technical areas of the career field. Most of their time is spent working on supervisory, management, or mobility planning activities. Top tasks performed by these respondents are listed in Table 23. The tasks which differentiate these members from 9-skill level respondents are listed in Table 27. Interestingly, all tasks performed by these members are also performed by 9-skill level members.

Air Force Reserve Command (AFRC): AFRC members comprise 27 percent of the survey. Their career progression differs little from the AD career progression as members begin as

technicians and physical laborers and move to supervisory roles with gained experience. Table 28 shows the distribution of AFRC DAFSC members through the clusters and jobs of the career field, while Table 29 shows the distribution of time spent on duties by AFRC DAFSC airmen. Progression appears as it should with only minor exceptions.

The top tasks performed by the DAFSC groups are presented in Tables 30 - 34. Tables 35 - 38 show the tasks that best differentiate successive skill levels. The 3-skill level members are performing primarily technical tasks including several cargo loading, inspection, and tie-down tasks as seen in Table 30. Seventy-eight percent of the members were identified in the General Cargo or ANG/AFRC Cargo Loading Clusters (48 and 30 percent respectively). The remainder of the grouped personnel were spread throughout various other technical clusters or jobs.

Table 31 shows the top AFRC 5-skill level tasks. Many of the same technical tasks performed by the 3-skill level personnel rise to the top of the 5-skill level list. Table 35 shows exactly what the top task differences are between the two groups, however the differences are minor and are based as much on experience as on added responsibility. Table 29 shows that members are still focused on the technical duties of the career field such as processing shipments and the general air transportation activities. Table 28 shows that 58 percent of the members grouped into the General Cargo Cluster.

The top tasks performed by the 184 AFRC 2T271 airmen are displayed in Table 32. Similar to the AD progression, the beginning of a shift from technician to supervisor occurs at the 7-skill level. The top task listing is comprised primarily of supervisory and training tasks. Table 36 displays the top task differences with 5-skill level members. However, Table 28 shows that 41 percent of the members are still grouped into the General Cargo Cluster relating to a certain level of technical tasks being accomplished. Table 29 shows that the technical focus appears to include shipment processing, however, such activities are accounting for less time than supervisory and training duties.

Twenty AFRC 9-skill level members responded to the survey. The listing of their top tasks is presented in Table 33. Not surprisingly, the list is comprised primarily of supervisory and managerial tasks. Table 37 displays the tasks which best differentiate the 9-skill level members from their 7-skill level peers. The table shows that 9-skill level members have left the technical aspect of the career field. Tables 28 and 29 support the fact that 9-skill level members are almost entirely supervisors and managers.

The sample included 10 AFRC members who hold the DAFSC 2T200. These respondents again perform almost strictly in the highest supervisory and managerial positions within the career field. Their distribution of time spent on activities shown in Table 29 shows very little time spent in the technical areas of the career field. Most of their time is spent working on supervisory, management, or mobility planning activities. Top tasks performed by these respondents are listed in Table 34. The tasks which differentiate these members from 9-skill level respondents are listed in Table 38. The addition of managerial tasks and contingency and mobility planning tasks are the greatest differentiating factors for CEMs.

Air National Guard (ANG): ANG members comprised the remaining 13 percent of the survey sample and included 482 respondents in the 5-, 7-, and 9-skill levels. These airmen show a progression through the skill levels similar to that found in the analysis of their AFRC peers with minor exceptions. Tables 39 - 45 are dedicated to the ANG personnel. Table 39 displays the distribution of DAFSC members throughout the clusters and jobs. Table 40 presents the distribution of time spent by DAFSC groups. Each of these tables gives support for the progression of airmen through the career ladder from technician to supervisor and manager. Tables 41-43 present the top tasks performed by each skill level and Tables 44 and 45 display the tasks which differentiate personnel of each skill level.

Table 41 lists the top tasks performed by ANG DAFSC 2T251 respondents. With 362 respondents, this group accounts for 75 percent of the ANG sample and 10 percent of the total survey sample. The top tasks focus on general air transportation, shipment processing, and aerial delivery. As the junior members of the ANG, the 5-skill level members perform heavily in the technical realms of the career field. The Aerial Delivery Cluster (35 percent) and General Cargo Cluster (26 percent) contain most of these airmen. Table 40 supports the technical nature of work for these respondents.

Table 42 presents the top 7-skill level tasks. Tasks associated with aerial delivery are predominant in the table. The group is comprised of 107 respondents. Similar to the 5-skill level airmen, most members group into the Aerial Delivery (42 percent) or General Cargo (27 percent) Clusters, however, a small number of 7-skill level members have progressed into the Supervisor Cluster. Tasks which best differentiate between ANG 5- and 7-skill level members are presented in Table 44. Note the additional supervisor and training responsibilities held by 7-skill level members.

Table 43 displays the top tasks performed by the 13, 9-skill level respondents. The progression towards supervisory positions at the 9-skill level is evident. Table 45 shows the main task differences between the 7-skill level members and their 9-skill level counterparts. The shift from technician to supervisor is made at the 9-skill level for ANG members as 62 percent of their members are grouped into the Supervisor Cluster.

Four additional survey respondents held the DAFSC 2T200, designating a Chief Enlisted Manager. Due to the small number of responses representing the skill level, no analyses were accomplished to include the members.

Component Comparisons: Within similar skill levels, the main task differences between components are highlighted in Tables 46 - 56. AD members are first compared to AFRC members in Tables 46 through 50. AD tasks are compared to ANG tasks in Tables 51 - 53, and Tables 54 - 56 are dedicated to the task differences between AFRC and ANG members.

Table 46 displays the tasks which best differentiate AD and AFRC airmen at the 3-skill level. The minor differences that are displayed show a tendency for AD members to perform more of the passenger service activities than their AFRC counterparts. Conversely, a greater

percentage of AFRC personnel are performing some of the technical cargo loading and processing tasks.

Table 47 begins to show the clearer career progression available to AD personnel. At the 5-skill level comparison, AD members are performing more supervisory tasks than their peers in the AFRC. AFRC 5-skill level members are still performing the technical cargo loading and processing tasks that appear at the 3-skill level.

Table 48 highlights the differences between the 7-skill level members of each component. The differentiating tasks show more of a management focus for AD members, while the AFRC airmen are still relatively technical. The differences reflect the AFRC training and mobility readiness philosophies.

Table 49 presents the tasks which best differentiate between AD and AFRC 9-skill level members. Differences at this skill level are quite substantial. AD members perform more in administrative and managerial roles than their counterparts in the AFRC. Contingency and mobility tasks are performed more often by AFRC members than AD at this skill level. Again, the mobility readiness philosophy of the AFRC is the main cause of these differences.

The final table comparing the AD and AFRC members displays tasks performed by CEMs of each group. Table 50 appears similar to Table 49; AD members perform more in a managerial role, while AFRC members perform more tasks associated with mobility and contingency.

Table 51 begins the AD versus ANG analyses. ANG 5-skill level members are the junior members of the component and are obligated the technical tasks of the career field. However, their technical tasks are quite different from those accomplished by most AD members. ANG members perform many aerial delivery tasks. AD members show more of a progression towards supervisory responsibilities at the 5-skill level.

Table 52 shows more AD progression to supervisory and managerial positions, while ANG members continue to support aerial delivery. The differences between top tasks are quite substantial and clearly show groups with differing mentalities. ANG members have not progressed from technician at the 7-skill level.

Table 53 displays the tasks which best differentiate the components at the 9-skill level. Several supervisory and managerial tasks rise to the top of the AD list, however, it is important to note that several ANG members are also performing the tasks. ANG 9-skill level respondents are finally performing managerial tasks for the career field. More ANG members are working with training and especially mobility and contingency readiness. Similar to the AFRC, the ANG does focus on training for contingency and mobility, which explains the differences.

Table 54 shows the 5-skill level comparison of AFRC and ANG respondents. The top tasks that differentiate the components display a focus on aerial delivery by the ANG airmen. All other tasks performed by the components are very comparable.

Table 55 shows the top tasks which differentiate the AFRC and ANG 7-skill level members. Since ANG members still perform mostly in the technical aspects of the career field, the table is not surprising. AFRC members perform more supervisory tasks while ANG members still differentiate themselves with their work supporting aerial deliveries.

Table 56 displays the tasks that differentiate the components at the 9-skill level. Note the managerial focus among AFRC personnel and the relatively technical focus of ANG members. ANG members at the 9-skill level are still often expected to plan movements of cargo, activities that are delegated to lower skill levels in the other components.

Summary

Progression appears to follow a typical pattern. Personnel from the 3-skill level begin their career working with CADD or surveying. Their jobs require them to perform strictly technical tasks. At the 5-skill level personnel are required to perform more advanced technical tasks and are given more responsibility. Seven-skill level members work more heavily in a supervisory role and perform technically in the role of NCOIC. Nine-skill level members and CEMs perform staff duties and still perform many supervisor functions.

The main difference between the AFSC 2T2X1 AD force and personnel in the AFRC is the clearer AD progression. Five-skill level AD members are often given the responsibilities of leadership and supervising, while the AFRC members generally are not. The ANG not only shows a technical focus among all skill levels, but also adds aerial delivery activities as a major function of their job.

TABLE 6

DISTRIBUTION OF ALL COMPONENT DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	ALL 2T231 (N=730)	ALL 2T251 (N=2,103)	ALL 2T271 (N=741)	ALL 2T291 (N=61)	ALL 2T200 (N=26)
GENERAL CARGO CLUSTER	45	42	28	7	0
ANG/AFRC CARGO LOADING CLUSTER	11	6	1	0	0
AERIAL DELIVERY CLUSTER	6	11	8	0	4
AIR TERMINAL OPERATIONS CLUSTER	3	11	6	0	0
CAPABILITY FORECASTING CLUSTER	0	1	1	0	0
PASSENGER SERVICE CLUSTER	17	8	5	0	0
LOAD CALCULATIONS JOB	*	*	1	0	0
EQUIPMENT CUSTODIAN JOB	3	2	*	0	0
MOBILITY JOB	0	*	*	0	0
VEHICLE CONTROL JOB	*	*	*	0	0
FLEET SERVICE JOB	10	3	*	0	0
TRAINING CLUSTER	*	2	3	0	0
SUPERVISOR CLUSTER	0	2	29	80	77
Not Grouped	4	11	16	13	19

* Less than one percent

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY ALL COMPONENT DAFSC GROUPS

DUTIES	ALL 2T231 (N=730)	ALL 2T251 (N=2,103)	ALL 2T271 (N=741)	ALL 2T291 (N=61)	ALL 2T200 (N=26)
A Performing General Air Transportation Activities	14	12	6	2	2
B Processing Shipments: Planning for Movement	4	6	6	4	2
C Processing Shipments: Preparing for Movement	16	14	8	2	*
D Processing Shipments: Movement	22	18	10	3	2
E Performing Passenger Activities	18	10	6	1	*
F Performing Air Terminal Operations Flight Activities	4	9	8	4	4
G Performing Fleet Service Activities	11	4	1	*	*
H Performing Aerial Delivery Activities	4	7	4	*	2
I Performing Combat Readiness and Mobility Plans Activities	1	3	8	18	23
J Performing Deployment and Contingency Activities	1	2	3	3	4
K Performing Management and Supervisory Activities	1	6	24	45	47
L Performing Training Activities	1	5	11	10	7
M Performing General Admin. and Tech. Order System Activities	2	3	4	5	6
N Performing General Supply and Equipment Activities	1	1	1	2	*

* Less than one percent

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2T231 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=730)
A0027	Perform vehicle inspections	78
A0007	Inspect 463L nets or pallets	64
D0165	Perform spotter duties during loading or unloading operations	63
A0008	Inspect 463L tiedown equipment	63
D0185	Remove tiedown devices	55
A0038	Store 463L tiedown equipment	54
A0037	Store 463L nets or pallets	53
C0136	Weigh palletized or cargo shipments	51
D0155	Load or unload general cargo or mail onto loading equipment	50
C0133	Tie down cargo or mail to pallets	50
C0087	Assemble aircraft loads	49
D0196	Transport cargo to or from aircraft	48
D0154	Load or unload general cargo or mail in aircraft	46
D0153	Load or off-load trucks	46
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	45
C0090	Calculate tiedown or restraint requirements	45
A0003	Clean or service equipment or tools	43
C0117	Place protective coverings or wraps over or around shipments	43
D0163	Perform engine running off-load or on-load (ERO) operations	42
C0104	Fit tiedown devices	41
C0135	Verify size, weight, or destination of shipments	41
C0116	Palletize cargo, other than mobility or contingency equipment for shipment or movement	39
D0145	Depalletize cargo or mail	39
A0002	Clean nets or pallets, other than comfort pallets	39

Average Number of Tasks Performed- 71

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY ALL 2T251 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=2,103)
A0027	Perform vehicle inspections	71
A0007	Inspect 463L nets or pallets	59
A0008	Inspect 463L tiedown equipment	58
D0165	Perform spotter duties during loading or unloading operations	56
C0136	Weigh palletized or cargo shipments	52
C0133	Tie down cargo or mail to pallets	51
D0185	Remove tiedown devices	50
D0196	Transport cargo to or from aircraft	49
D0155	Load or unload general cargo or mail onto loading equipment	48
C0087	Assemble aircraft loads	48
C0094	Compute center-of-balance for rolling stock, outsized cargo, or multi-pallet trains	47
D0154	Load or unload general cargo or mail in aircraft	46
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	46
D0153	Load or off-load trucks	45
A0037	Store 463L nets or pallets	45
A0038	Store 463L tiedown equipment	45
C0090	Calculate tiedown or restraint requirements	43
D0163	Perform engine running off-load or on-load (ERO) operations	43
C0135	Verify size, weight, or destination of shipments	42
C0095	Compute net weight of palletized or containerized shipments	41
D0145	Depalletize cargo or mail	40
B0085	Verify shipment centers-of-balance or dimensions	40
C0117	Place protective coverings or wraps over or around shipments	38
C0116	Palletize cargo, other than mobility or contingency equipment for shipment or movement	37

Average Number of Tasks Performed- 76

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY ALL 2T271 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=741)
K0527	Coordinate work with other functional areas	64
K0557	Inspect personnel for compliance with military standards	63
K0528	Counsel subordinates concerning personal matters	61
K0551	Evaluate personnel for compliance with performance standards	60
K0570	Write recommendations for awards or decorations	59
K0530	Determine or establish work assignments or priorities	58
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	56
K0526	Conduct supervisory performance feedback sessions	55
K0537	Develop or establish work schedules	54
L0582	Counsel trainees on training progress	54
K0569	Write or indorse military performance reports	52
L0601	Prepare or maintain training documentation, records, or files	52
A0027	Perform vehicle inspections	52
K0558	Interpret policies, directives, or procedures for subordinates	50
L0574	Brief personnel concerning training programs or matters	50
K0519	Assign personnel to work areas or duty positions	50
K0536	Develop or establish work methods or procedures	49
L0583	Determine training requirements	49
K0525	Conduct supervisory orientations for newly assigned personnel	48
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	46
K0546	Establish performance standards for subordinates	46
L0578	Conduct on-the-job training (OJT) or upgrade training, such as air transportation computer-based training (ATCBT)	45
L0593	Evaluate progress of trainees	43
B0065	Extract information from flight schedules	37

Average Number of Tasks Performed- 92

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY ALL 2T291 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=61)
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	89
K0527	Coordinate work with other functional areas	87
K0519	Assign personnel to work areas or duty positions	87
K0528	Counsel subordinates concerning personal matters	87
K0570	Write recommendations for awards or decorations	85
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	84
K0558	Interpret policies, directives, or procedures for subordinates	80
K0530	Determine or establish work assignments or priorities	80
K0538	Develop organizational or functional charts	80
K0557	Inspect personnel for compliance with military standards	77
K0546	Establish performance standards for subordinates	77
K0551	Evaluate personnel for compliance with performance standards	77
K0526	Conduct supervisory performance feedback sessions	77
K0536	Develop or establish work methods or procedures	74
K0525	Conduct supervisory orientations for newly assigned personnel	74
K0569	Write or indorse military performance reports	72
K0537	Develop or establish work schedules	69
K0571	Write replies to inspection reports	69
K0535	Develop management objectives	62
L0574	Brief personnel concerning training programs or matters	62
L0583	Determine training requirements	61
I0463	Participate in mobility exercise planning meetings	56
F0319	Manage unit resources	51
I0462	Participate in mobility deployment or redeployment planning meetings	49

Average Number of Tasks Performed- 87

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY ALL 2T200 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=26)
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	85
K0570	Write recommendations for awards or decorations	81
K0528	Counsel subordinates concerning personal matters	77
K0546	Establish performance standards for subordinates	77
K0558	Interpret policies, directives, or procedures for subordinates	73
K0519	Assign personnel to work areas or duty positions	73
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	73
K0557	Inspect personnel for compliance with military standards	73
K0551	Evaluate personnel for compliance with performance standards	69
K0571	Write replies to inspection reports	65
I0482	Review unit responses to inspection report or SAV findings	65
I0481	Review staff assistance visit (SAV) results	65
K0569	Write or indorse military performance reports	65
K0572	Write staff studies, surveys, or routine reports, other than training or inspection reports	65
K0565	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	65
K0525	Conduct supervisory orientations for newly assigned personnel	65
K0526	Conduct supervisory performance feedback sessions	62
K0530	Determine or establish work assignments or priorities	62
K0536	Develop or establish work methods or procedures	58
K0535	Develop management objectives	54
K0527	Coordinate work with other functional areas	54
K0562	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	46
M0634	Initiate requests for TDY orders	46
L0583	Determine training requirements	35

Average Number of Tasks Performed- 63

TABLE 13

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSC 2T231 AND 2T251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ALL 2T231 (N=730)	ALL 2T251 (N=2,103)	DIFFERENCE
A0003	43	29	14
E0278	25	12	12
E0209	25	12	12
E0258	23	11	12
E0287	26	14	12
E0266	19	8	12
E0220	20	9	11
G0351	22	10	11
L0582	4	24	-20
K0551	3	23	-20
K0557	5	24	-20
K0528	3	24	-20
K0527	8	27	-19
L0601	6	25	-19
K0526	2	20	-18

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSC 2T251 AND 2T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ALL 2T251 (N=2,103)	ALL 2T271 (N=741)	DIFFERENCE
A0008 Inspect 463L tiedown equipment	58	36	22
A0007 Inspect 463L nets or pallets	59	38	22
A0037 Store 463L nets or pallets	45	25	20
K0570 Write recommendations for awards or decorations	19	59	-40
K0557 Inspect personnel for compliance with military standards	24	63	-39
K0528 Counsel subordinates concerning personal matters	24	61	-38
K0552 Evaluate personnel for promotion, demotion, reclassification, or special awards	18	56	-38
K0551 Evaluate personnel for compliance with performance standards	23	60	-37
K0530 Determine or establish work assignments or priorities	21	58	-37
K0527 Coordinate work with other functional areas	27	64	-37
K0537 Develop or establish work schedules	16	54	-37
K0521 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	10	46	-36
K0526 Conduct supervisory performance feedback sessions	20	55	-35
K0536 Develop or establish work methods or procedures	14	49	-35
K0569 Write or indorse military performance reports	18	52	-34
L0583 Determine training requirements	16	49	-33

TABLE 15

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSC 2T271 AND 2T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ALL 2T271 (N=741)	ALL 2T291 (N=61)	DIFFERENCE
D0165 Perform spotter duties during loading or unloading operations	43	11	32
A0007 Inspect 463L nets or pallets	38	7	31
C0087 Assemble aircraft loads	38	8	30
A0008 Inspect 463L tiedown equipment	36	7	29
C0090 Calculate tiedown or restraint requirements	32	3	29
D0163 Perform engine running off-load or on-load (ERO) operations	36	8	28
A0027 Perform vehicle inspections	52	26	26
D0167 Prepare aircraft for cargo loading	29	3	25
K0538 Develop organizational or functional charts	26	80	-54
K0535 Develop management objectives	23	62	-40
K0521 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	46	84	-38
I0436 Determine personnel or transportation equipment requirements for mobility exercises or deployments	17	54	-37
K0519 Assign personnel to work areas or duty positions	50	87	-37
K0571 Write replies to inspection reports	33	69	-36
I0430 Coordinate mobility exercise or contingency plans or requirements with participating units	18	54	-36

TABLE 16

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSC 2T291 AND 2T200 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ALL 2T291 (N=61)	ALL 2T200 (N=26)	DIFFERENCE
L0593 Evaluate progress of trainees	51	12	39
K0527 Coordinate work with other functional areas	87	54	33
L0580 Conduct safety or security training	33	*	33
L0601 Prepare or maintain training documentation, records, or files	44	12	33
K0538 Develop organizational or functional charts	80	50	30
K0540 Develop self-inspection or self-assessment program checklists, other than for deployments	52	23	29
K0524 Conduct self-assessments or self-inspections, other than unit mobility self-inspections	56	27	29
L0578 Conduct on-the-job training (OJT) or upgrade training, such as air transportation computer-based training (ATCBT)	36	8	28

No DAFSC 2T200 tasks were identified as being performed substantially more than DAFSC 2T291 personnel

* No members performing

TABLE 17

DISTRIBUTION OF AD DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	AD 2T231 (N=571)	AD 2T251 (N=1,141)	AD 2T271 (N=450)	AD 2T291 (N=28)	AD 2T200 (N=12)
GENERAL CARGO CLUSTER	44	38	23	4	0
ANG/AFRC CARGO LOADING CLUSTER	6	1	*	0	0
AERIAL DELIVERY CLUSTER	7	7	1	0	0
AIR TERMINAL OPERATIONS CLUSTER	3	14	5	0	0
CAPABILITY FORECASTING CLUSTER	0	2	2	0	0
PASSENGER SERVICE CLUSTER	22	14	8	0	0
LOAD CALCULATIONS JOB	*	*	1	0	0
EQUIPMENT CUSTODIAN JOB	1	1	*	0	0
MOBILITY JOB	0	*	*	0	0
VEHICLE CONTROL JOB	*	*	*	0	0
FLEET SERVICE JOB	12	5	*	0	0
TRAINING CLUSTER	*	3	2	0	0
SUPERVISOR CLUSTER	0	3	37	86	75
Not Grouped	4	10	19	10	25

* Less than one percent

TABLE 18

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD DAFSC GROUPS

DUTIES	AD 2T231 (N=571)	AD 2T251 (N=1,141)	AD 2T271 (N=450)	AD 2T291 (N=28)	AD 2T200 (N=12)
A Performing General Air Transportation Activities	12	10	5	2	3
B Processing Shipments: Planning for Movement	4	7	7	3	2
C Processing Shipments: Preparing for Movement	14	11	7	1	*
D Processing Shipments: Movement	20	14	7	2	0
E Performing Passenger Activities	21	13	8	1	*
F Performing Air Terminal Operations Flight Activities	5	11	8	4	2
G Performing Fleet Service Activities	13	5	1	*	0
H Performing Aerial Delivery Activities	4	4	1	*	0
I Performing Combat Readiness and Mobility Plans Activities	1	4	11	18	19
J Performing Deployment and Contingency Activities	1	2	2	1	2
K Performing Management and Supervisory Activities	1	8	27	50	54
L Performing Training Activities	1	6	9	9	8
M Performing General Admin. and Tech. Order System Activities	2	4	6	7	9
N Performing General Supply and Equipment Activities	1	1	1	1	*

* Less than one percent

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY AD 2T231 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=571)
A0027	Perform vehicle inspections	80
D0165	Perform spotter duties during loading or unloading operations	63
A0007	Inspect 463L nets or pallets	61
A0008	Inspect 463L tiedown equipment	60
D0185	Remove tiedown devices	52
C0136	Weigh palletized or cargo shipments	51
A0038	Store 463L tiedown equipment	51
A0037	Store 463L nets or pallets	50
D0196	Transport cargo to or from aircraft	47
C0087	Assemble aircraft loads	47
C0133	Tie down cargo or mail to pallets	47
A0003	Clean or service equipment or tools	46
D0155	Load or unload general cargo or mail onto loading equipment	45
C0090	Calculate tiedown or restraint requirements	44
D0153	Load or off-load trucks	43
D0154	Load or unload general cargo or mail in aircraft	42
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	42
C0135	Verify size, weight, or destination of shipments	42
E0235	Load or unload passenger baggage	42
E0234	Load or off-load passengers	40
D0157	Load or unload hazardous or explosive cargo onto loading equipment	40
D0156	Load or unload hazardous or explosive cargo in aircraft	39
C0116	Palletize cargo, other than mobility or contingency equipment for shipment or movement	37
G0354	Fill or flush aircraft lavatory systems	27

Average Number of Tasks Performed- 75

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY AD 2T251 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=1,141)
A0027	Perform vehicle inspections	68
D0165	Perform spotter duties during loading or unloading operations	50
A0007	Inspect 463L nets or pallets	49
A0008	Inspect 463L tiedown equipment	47
C0094	Compute center-of-balance for rolling stock, outsized cargo, or multi-pallet trains	45
D0196	Transport cargo to or from aircraft	43
C0136	Weigh palletized or cargo shipments	43
B0085	Verify shipment centers-of-balance or dimensions	43
C0087	Assemble aircraft loads	42
C0090	Calculate tiedown or restraint requirements	41
C0133	Tie down cargo or mail to pallets	40
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	39
B0065	Extract information from flight schedules	38
L0578	Conduct on-the-job training (OJT) or upgrade training, such as air transportation computer-based training (ATCBT)	38
D0155	Load or unload general cargo or mail onto loading equipment	38
B0084	Verify completeness of shipper's declaration for dangerous goods documentation	38
C0105	Inform crew members or troop commanders of loading operations	38
C0135	Verify size, weight, or destination of shipments	38
K0527	Coordinate work with other functional areas	36
D0154	Load or unload general cargo or mail in aircraft	36
A0013	Inventory cargo awaiting airlift or shipment	35
F0320	Meet inbound or outbound aircraft	34
K0557	Inspect personnel for compliance with military standards	34
A0020	Maintain continuity or mission folders	27

Average Number of Tasks Performed- 83

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY AD 2T271 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=450)
K0527	Coordinate work with other functional areas	69
K0557	Inspect personnel for compliance with military standards	69
K0570	Write recommendations for awards or decorations	68
K0528	Counsel subordinates concerning personal matters	67
K0569	Write or indorse military performance reports	65
K0526	Conduct supervisory performance feedback sessions	65
K0551	Evaluate personnel for compliance with performance standards	64
K0530	Determine or establish work assignments or priorities	64
K0558	Interpret policies, directives, or procedures for subordinates	60
K0537	Develop or establish work schedules	59
K0565	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	58
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	57
K0536	Develop or establish work methods or procedures	55
K0546	Establish performance standards for subordinates	54
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	53
K0519	Assign personnel to work areas or duty positions	52
L0582	Counsel trainees on training progress	52
L0601	Prepare or maintain training documentation, records, or files	50
L0583	Determine training requirements	50
L0574	Brief personnel concerning training programs or matters	50
B0065	Extract information from flight schedules	47
F0341	Review Global Decision Support System (GDSS) or Global Transportation Network (GTN) messages	33
L0597	Perform physical fitness training	30

Average Number of Tasks Performed- 93

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY AD 2T291 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=28)
K0527	Coordinate work with other functional areas	93
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	93
K0551	Evaluate personnel for compliance with performance standards	93
K0528	Counsel subordinates concerning personal matters	93
K0530	Determine or establish work assignments or priorities	93
K0526	Conduct supervisory performance feedback sessions	93
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	93
K0519	Assign personnel to work areas or duty positions	93
K0565	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	93
K0567	Write job or position descriptions	93
K0569	Write or indorse military performance reports	89
K0570	Write recommendations for awards or decorations	89
K0536	Develop or establish work methods or procedures	89
K0546	Establish performance standards for subordinates	86
K0558	Interpret policies, directives, or procedures for subordinates	82
K0562	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	82
K0535	Develop management objectives	75
K0557	Inspect personnel for compliance with military standards	75
L0574	Brief personnel concerning training programs or matters	71
K0572	Write staff studies, surveys, or routine reports, other than training or inspection reports	71
K0545	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	71
L0583	Determine training requirements	68
F0319	Manage unit resources	54

Average Number of Tasks Performed- 89

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY AD 2T200 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=12)
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	92
K0558	Interpret policies, directives, or procedures for subordinates	75
K0570	Write recommendations for awards or decorations	75
K0519	Assign personnel to work areas or duty positions	75
K0572	Write staff studies, surveys, or routine reports, other than training or inspection reports	75
K0528	Counsel subordinates concerning personal matters	75
K0565	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	75
K0557	Inspect personnel for compliance with military standards	67
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	67
K0569	Write or indorse military performance reports	67
K0562	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	58
I0482	Review unit responses to inspection report or SAV findings	58
I0481	Review staff assistance visit (SAV) results	58
K0571	Write replies to inspection reports	58
K0542	Draft or review budget requirements, such as for supplies	58
K0535	Develop management objectives	58
K0527	Coordinate work with other functional areas	58
K0526	Conduct supervisory performance feedback sessions	58
K0536	Develop or establish work methods or procedures	58
K0546	Establish performance standards for subordinates	58
K0564	Review station efficiency or traffic handling reports	50
M0634	Initiate requests for TDY orders	50
L0583	Determine training requirements	33
M0632	Initiate classified reports, messages, or documents	33

Average Number of Tasks Performed- 49

TABLE 24

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2T231 AND 2T251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T231 (N=571)	AD 2T251 (N=1,141)	DIFFERENCE
A0003 Clean or service equipment or tools	46	25	20
A0038 Store 463L tiedown equipment	51	33	18
A0037 Store 463L nets or pallets	50	33	17
K0557 Inspect personnel for compliance with military standards	4	34	-30
K0528 Counsel subordinates concerning personal matters	3	33	-30
K0551 Evaluate personnel for compliance with performance standards	3	31	-29
K0526 Conduct supervisory performance feedback sessions	2	30	-28
K0569 Write or indorse military performance reports	2	28	-27
K0527 Coordinate work with other functional areas	8	36	-27
L0582 Counsel trainees on training progress	4	31	-27
K0570 Write recommendations for awards or decorations	2	28	-26
K0530 Determine or establish work assignments or priorities	5	28	-23

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2T251 AND 2T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T251 (N=1,141)	AD 2T271 (N=450)	DIFFERENCE
A0027 Perform vehicle inspections	68	46	22
K0565 Schedule personnel for temporary duty (TDY)	16	58	-42
K0570 Write recommendations for awards or decorations	28	68	-40
K0521 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	14	53	-39
K0537 Develop or establish work schedules	23	59	-37
K0569 Write or indorse military performance reports	28	65	-36
K0558 Interpret policies, directives, or procedures for subordinates	25	60	-35
K0526 Conduct supervisory performance feedback sessions	30	65	-35
K0536 Develop or establish work methods or procedures	20	55	-35
K0557 Inspect personnel for compliance with military standards	34	69	-35
K0530 Determine or establish work assignments or priorities	28	64	-35
K0527 Coordinate work with other functional areas	36	69	-34
K0528 Counsel subordinates concerning personal matters	33	67	-34
K0552 Evaluate personnel for promotion, demotion, reclassification, or special awards	24	57	-33
K0529 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace, other than for mobility exercises or deployments	13	45	-32
K0551 Evaluate personnel for compliance with performance standards	31	64	-32

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2T271 AND 2T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T271 (N=450)	AD 2T291 (N=28)	DIFFERENCE
D0165 Perform spotter duties during loading or unloading operations	37	7	30
A0027 Perform vehicle inspections	46	18	29
C0094 Compute center-of-balance for rolling stock, outsized cargo, or multi-pallet trains	34	7	27
A0007 Inspect 463L nets or pallets	29	4	26
F0320 Meet inbound or outbound aircraft	29	4	25
C0090 Calculate tiedown or restraint requirements	29	4	25
C0095 Compute net weight of palletized or containerized shipments	28	4	24
A0008 Inspect 463L tiedown equipment	28	4	24
K0538 Develop organizational or functional charts	25	86	-61
K0567 Write job or position descriptions	36	93	-57
K0562 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	31	82	-51
K0535 Develop management objectives	26	75	-49
I0410 Analyze feasibility of transportation contingency plans (CONPLANS), operations orders (OPSORDs), or operations plans (OPLANS)	18	64	-47
K0572 Write staff studies, surveys, or routine reports, other than training or inspection reports	27	71	-44
K0543 Draft supplements or changes to directives, such as policy directives, instructions, or manuals	18	61	-42
K0548 Evaluate inspection report findings or inspection procedures	29	71	-42

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2T291 AND 2T200 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T291 (N=28)	AD 2T200 (N=12)	DIFFERENCE
K0549 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	79	25	54
K0538 Develop organizational or functional charts	86	33	52
K0567 Write job or position descriptions	93	42	51
L0593 Evaluate progress of trainees	50	*	50
K0547 Establish procedures for accountability of equipment, tools, parts, or supplies	57	8	49
K0548 Evaluate inspection report findings or inspection procedures	71	25	46
L0574 Brief personnel concerning training programs or matters	71	25	46
I0436 Determine personnel or transportation equipment requirements for mobility exercises or deployments	54	8	45
M0665 Write minutes of briefings, conferences, or meetings	61	17	44

No DAFSC 2T200 tasks were identified as being performed substantially more than DAFSC 2T291 personnel

* No members performing

TABLE 28

DISTRIBUTION OF AFRC DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	AFRC 2T231 (N=159)	AFRC 2T251 (N=600)	AFRC 2T271 (N=184)	AFRC 2T291 (N=20)	AFRC 2T200 (N=10)
GENERAL CARGO CLUSTER	48	58	41	5	0
ANG/AFRC CARGO LOADING CLUSTER	30	11	2	0	0
AERIAL DELIVERY CLUSTER	2	5	4	0	0
AIR TERMINAL OPERATIONS CLUSTER	2	7	11	0	0
CAPABILITY FORECASTING CLUSTER	0	0	0	0	0
PASSENGER SERVICE CLUSTER	2	2	2	0	0
LOAD CALCULATIONS JOB	0	*	0	0	0
EQUIPMENT CUSTODIAN JOB	8	3	2	0	0
MOBILITY JOB	0	*	1	0	0
VEHICLE CONTROL JOB	0	0	0	0	0
FLEET SERVICE JOB	2	*	0	0	0
TRAINING CLUSTER	0	1	4	0	0
SUPERVISOR CLUSTER	0	2	23	85	90
Not Grouped	6	10	10	10	10

* Less than one percent

TABLE 29

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFRC DAFSC GROUPS

DUTIES						
	AFRC 2T231 (N=159)	AFRC 2T251 (N=600)	AFRC 2T271 (N=184)	AFRC 2T291 (N=20)	AFRC 2T200 (N=10)	
A	Performing General Air Transportation Activities	21	16	7	2	1
B	Processing Shipments: Planning for Movement	4	6	5	2	1
C	Processing Shipments: Preparing for Movement	21	19	11	2	*
D	Processing Shipments: Movement	30	26	13	1	2
E	Performing Passenger Activities	7	6	5	*	*
F	Performing Air Terminal Operations Flight Activities	3	6	8	4	4
G	Performing Fleet Service Activities	3	2	1	*	*
H	Performing Aerial Delivery Activities	1	3	2	*	0
I	Performing Combat Readiness and Mobility Plans Activities	1	2	5	22	30
J	Performing Deployment and Contingency Activities	3	3	4	4	6
K	Performing Management and Supervisory Activities	2	4	22	46	45
L	Performing Training Activities	2	5	13	12	6
M	Performing General Admin. and Tech. Order System Activities	1	1	3	3	3
N	Performing General Supply and Equipment Activities	1	1	1	*	*

* Less than one percent

TABLE 30

REPRESENTATIVE TASKS PERFORMED BY AFRC 2T231 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=159)
A0027	Perform vehicle inspections	74
A0008	Inspect 463L tiedown equipment	74
A0007	Inspect 463L nets or pallets	71
D0155	Load or unload general cargo or mail onto loading equipment	65
D0185	Remove tiedown devices	65
A0038	Store 463L tiedown equipment	65
D0165	Perform spotter duties during loading or unloading operations	64
D0154	Load or unload general cargo or mail in aircraft	62
A0037	Store 463L nets or pallets	62
C0133	Tie down cargo or mail to pallets	59
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	58
C0104	Fit tiedown devices	57
D0153	Load or off-load trucks	57
C0087	Assemble aircraft loads	57
D0196	Transport cargo to or from aircraft	55
C0136	Weigh palletized or cargo shipments	51
C0090	Calculate tiedown or restraint requirements	51
A0002	Clean nets or pallets, other than comfort pallets	49
D0145	Depalletize cargo or mail	49
D0163	Perform engine running off-load or on-load (ERO) operations	48
A0011	Inventory 463L tiedown equipment	47
C0117	Place protective coverings or wraps over or around shipments	46
C0116	Palletize cargo, other than mobility or contingency equipment for shipment or movement	45
A0010	Inventory 463L nets or pallets	45

Average Number of Tasks Performed- 53

TABLE 31

REPRESENTATIVE TASKS PERFORMED BY AFRC 2T251 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=600)
A0027	Perform vehicle inspections	76
A0007	Inspect 463L nets or pallets	72
A0008	Inspect 463L tiedown equipment	70
C0133	Tie down cargo or mail to pallets	66
D0165	Perform spotter duties during loading or unloading operations	65
D0185	Remove tiedown devices	64
C0136	Weigh palletized or cargo shipments	62
D0155	Load or unload general cargo or mail onto loading equipment	60
D0154	Load or unload general cargo or mail in aircraft	59
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	59
A0037	Store 463L nets or pallets	59
D0163	Perform engine running off-load or on-load (ERO) operations	58
A0038	Store 463L tiedown equipment	57
D0153	Load or off-load trucks	56
D0196	Transport cargo to or from aircraft	54
D0145	Depalletize cargo or mail	53
C0087	Assemble aircraft loads	52
C0116	Palletize cargo, other than mobility or contingency equipment for shipment or movement	51
C0117	Place protective coverings or wraps over or around shipments	51
C0094	Compute center-of-balance for rolling stock, outsized cargo, or multi-pallet trains	51
C0135	Verify size, weight, or destination of shipments	50
C0104	Fit tiedown devices	46
A0010	Inventory 463L nets or pallets	45
J0498	Don or doff chemical warfare personal protective clothing	42

Average Number of Tasks Performed- 71

TABLE 32

REPRESENTATIVE TASKS PERFORMED BY AFRC 2T271 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=184)
K0527	Coordinate work with other functional areas	63
K0557	Inspect personnel for compliance with military standards	59
J0498	Don or doff chemical warfare personal protective clothing	59
L0582	Counsel trainees on training progress	59
K0551	Evaluate personnel for compliance with performance standards	58
K0570	Write recommendations for awards or decorations	57
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	56
L0601	Prepare or maintain training documentation, records, or files	55
A0027	Perform vehicle inspections	55
K0530	Determine or establish work assignments or priorities	54
K0528	Counsel subordinates concerning personal matters	54
L0574	Brief personnel concerning training programs or matters	52
L0583	Determine training requirements	52
K0526	Conduct supervisory performance feedback sessions	51
K0537	Develop or establish work schedules	51
K0519	Assign personnel to work areas or duty positions	48
L0593	Evaluate progress of trainees	47
K0536	Develop or establish work methods or procedures	47
K0525	Conduct supervisory orientations for newly assigned personnel	47
L0578	Conduct on-the-job training (OJT) or upgrade training, such as air transportation computer-based training (ATCBT)	45
K0569	Write or indorse military performance reports	43
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	41
K0524	Conduct self-assessments or self-inspections, other than unit mobility self-inspections	30

Average Number of Tasks Performed- 90

TABLE 33

REPRESENTATIVE TASKS PERFORMED BY AFRC 2T291 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=20)
K0570	Write recommendations for awards or decorations	95
K0527	Coordinate work with other functional areas	95
K0519	Assign personnel to work areas or duty positions	90
K0528	Counsel subordinates concerning personal matters	90
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	85
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	85
K0571	Write replies to inspection reports	85
K0569	Write or indorse military performance reports	80
K0538	Develop organizational or functional charts	80
K0526	Conduct supervisory performance feedback sessions	80
K0557	Inspect personnel for compliance with military standards	80
J0498	Don or doff chemical warfare personal protective clothing	80
K0530	Determine or establish work assignments or priorities	75
K0546	Establish performance standards for subordinates	75
K0558	Interpret policies, directives, or procedures for subordinates	75
K0537	Develop or establish work schedules	75
K0551	Evaluate personnel for compliance with performance standards	75
K0525	Conduct supervisory orientations for newly assigned personnel	70
I0482	Review unit responses to inspection report or SAV findings	65
I0463	Participate in mobility exercise planning meetings	65
I0481	Review staff assistance visit (SAV) results	65
L0583	Determine training requirements	60
K0536	Develop or establish work methods or procedures	60
F0319	Manage unit resources	45

Average Number of Tasks Performed- 78

TABLE 34

REPRESENTATIVE TASKS PERFORMED BY AFRC 2T200 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=10)
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	90
K0551	Evaluate personnel for compliance with performance standards	90
K0570	Write recommendations for awards or decorations	90
K0546	Establish performance standards for subordinates	90
K0558	Interpret policies, directives, or procedures for subordinates	80
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	80
K0571	Write replies to inspection reports	80
I0431	Coordinate Reserve unit activities with appropriate agencies	80
K0557	Inspect personnel for compliance with military standards	80
K0530	Determine or establish work assignments or priorities	80
I0482	Review unit responses to inspection report or SAV findings	80
I0481	Review staff assistance visit (SAV) results	80
K0519	Assign personnel to work areas or duty positions	70
K0545	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	70
K0569	Write or indorse military performance reports	70
K0538	Develop organizational or functional charts	70
K0528	Counsel subordinates concerning personal matters	70
K0526	Conduct supervisory performance feedback sessions	70
I0463	Participate in mobility exercise planning meetings	70
I0436	Determine personnel or transportation equipment requirements for mobility exercises or deployments	70
K0565	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	60
F0319	Manage unit resources	60

Average Number of Tasks Performed- 61

TABLE 35

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSC 2T231 AND 2T251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2T231 (N=159)	AFRC 2T251 (N=600)	DIFFERENCE
C0104 Fit tiedown devices	57	46	11
A0002 Clean nets or pallets, other than comfort pallets	49	40	9
L0601 Prepare or maintain training documentation, records, or files	9	26	-17
B0084 Verify completeness of shipper's declaration for dangerous goods documentation	6	24	-17
D0181 Process special handling cargo, other than hazardous or explosive cargo	4	19	-16
D0147 Frustrate improper shipments	29	45	-16
A0014 Inventory cargo or mail shipments	30	45	-15
A0013 Inventory cargo awaiting airlift or shipment	31	46	-15

TABLE 36

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSC 2T251 AND 2T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2T251 (N=600)	AFRC 2T271 (N=184)	DIFFERENCE
A0007 Inspect 463L nets or pallets	72	45	27
A0008 Inspect 463L tiedown equipment	70	43	27
C0133 Tie down cargo or mail to pallets	66	40	26
A0037 Store 463L nets or pallets	59	34	24
A0038 Store 463L tiedown equipment	57	34	24
A0027 Perform vehicle inspections	76	55	21
D0185 Remove tiedown devices	64	44	20
K0570 Write recommendations for awards or decorations	9	57	-47
K0552 Evaluate personnel for promotion, demotion, reclassification, or special awards	11	56	-45
K0551 Evaluate personnel for compliance with performance standards	14	58	-44
K0527 Coordinate work with other functional areas	20	63	-43
K0557 Inspect personnel for compliance with military standards	16	59	-43
L0582 Counsel trainees on training progress	17	59	-42
K0530 Determine or establish work assignments or priorities	14	54	-41

TABLE 37

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSC 2T271 AND 2T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2T271 (N=184)	AFRC 2T291 (N=20)	DIFFERENCE
D0163 Perform engine running off-load or on-load (ERO) operations	49	5	44
D0165 Perform spotter duties during loading or unloading operations	48	5	43
C0087 Assemble aircraft loads	42	*	42
C0100 Determine shoring requirements	41	*	41
B0085 Verify shipment centers-of-balance or dimensions	45	5	40
A0007 Inspect 463L nets or pallets	45	5	40
C0135 Verify size, weight, or destination of shipments	45	5	40
D0185 Remove tiedown devices	44	5	39
A0008 Inspect 463L tiedown equipment	43	5	38
A0014 Inventory cargo or mail shipments	38	*	38
K0571 Write replies to inspection reports	36	85	-49
K0538 Develop organizational or functional charts	31	80	-49
I0430 Coordinate mobility exercise or contingency plans or requirements with participating units	8	55	-47
I0464 Perform exercise evaluation team (EET) duties	10	55	-45
I0431 Coordinate Reserve unit activities with appropriate agencies	10	55	-45
I0436 Determine personnel or transportation equipment requirements for mobility exercises or deployments	11	55	-44
K0521 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	41	85	-44
I0428 Coordinate exercise sourcing requirements with functional managers	7	50	-43
I0482 Review unit responses to inspection report or SAV findings	23	65	-42

* No members performing

TABLE 38

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSC 2T291 AND 2T200 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2T291 (N=20)	AFRC 2T200 (N=10)	DIFFERENCE
K0527	95	50	45
L0602	45	*	45
K0524	65	30	35
I0486			
L0600	30	*	30
L0578	40	10	30
L0580	40	10	30
L0588	30	*	30
	40	10	30
K0545	35	70	-35
K0572	35	70	-35
I0445			
K0548	25	50	-25
J0511	35	60	-25
J0496	5	30	-25
K0555	25	50	-25
M0634	45	70	-25
	25	50	-25

* No members performing

TABLE 39

DISTRIBUTION OF ANG DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	ANG 2T251 (N=362)	ANG 2T271 (N=107)	ANG 2T291 (N=13)
GENERAL CARGO CLUSTER	26	27	15
ANG/AFRC CARGO LOADING CLUSTER	14	3	0
AERIAL DELIVERY CLUSTER	35	42	0
AIR TERMINAL OPERATIONS CLUSTER	7	3	0
CAPABILITY FORECASTING CLUSTER	0	0	0
PASSENGER SERVICE CLUSTER	*	0	0
LOAD CALCULATIONS JOB	*	0	0
EQUIPMENT CUSTODIAN JOB	4	0	0
MOBILITY JOB	0	0	0
VEHICLE CONTROL JOB	0	0	0
FLEET SERVICE JOB	2	1	0
TRAINING CLUSTER	1	5	0
SUPERVISOR CLUSTER	*	7	62
Not Grouped	10	12	23

* Less than one percent

TABLE 40

RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG DAFSC GROUPS

DUTIES	ANG 2T251 (N=362)	ANG 2T271 (N=107)	ANG 2T291 (N=13)
A Performing General Air Transportation Activities	14	7	4
B Processing Shipments: Planning for Movement	4	3	6
C Processing Shipments: Preparing for Movement	16	10	6
D Processing Shipments: Movement	20	12	6
E Performing Passenger Activities	5	4	2
F Performing Air Terminal Operations Flight Activities	5	6	5
G Performing Fleet Service Activities	4	3	1
H Performing Aerial Delivery Activities	20	20	3
I Performing Combat Readiness and Mobility Plans Activities	1	4	13
J Performing Deployment and Contingency Activities	3	4	4
K Performing Management and Supervisory Activities	2	13	33
L Performing Training Activities	4	12	9
M Performing General Admin. and Tech. Order System Activities	1	1	3
N Performing General Supply and Equipment Activities	1	1	5

TABLE 41

REPRESENTATIVE TASKS PERFORMED BY ANG 2T251 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=362)
A0027	Perform vehicle inspections	71
A0007	Inspect 463L nets or pallets	71
A0008	Inspect 463L tiedown equipment	70
D0185	Remove tiedown devices	63
C0133	Tie down cargo or mail to pallets	62
A0037	Store 463L nets or pallets	62
C0136	Weigh palletized or cargo shipments	61
A0038	Store 463L tiedown equipment	61
D0196	Transport cargo to or from aircraft	60
C0087	Assemble aircraft loads	60
D0165	Perform spotter duties during loading or unloading operations	59
D0155	Load or unload general cargo or mail onto loading equipment	57
D0153	Load or off-load trucks	57
A0002	Clean nets or pallets, other than comfort pallets	57
H0400	Pack parachutes	56
D0154	Load or unload general cargo or mail in aircraft	56
H0409	Transport recovered equipment or loads used in airdrops	52
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	49
H0404	Recover equipment or loads used in airdrops	48
H0387	Clean cargo recovered from airdrops	45
H0396	Load airdrop equipment	44
H0405	Restore cargo or equipment recovered from airdrops	41
H0407	Rig CDSs	40
H0401	Pack tactical training bundles (TTBs)	38

Average Number of Tasks Performed- 65

TABLE 42

REPRESENTATIVE TASKS PERFORMED BY ANG 2T271 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=107)
A0027	Perform vehicle inspections	69
H0409	Transport recovered equipment or loads used in airdrops	65
H0400	Pack parachutes	65
H0404	Recover equipment or loads used in airdrops	64
D0165	Perform spotter duties during loading or unloading operations	63
J0498	Don or doff chemical warfare personal protective clothing	60
H0407	Rig CDSs	59
H0401	Pack tactical training bundles (TTBs)	59
H0388	Construct airdrop loads	58
H0383	Affix parachutes or extraction systems to airdrop loads	57
H0405	Restore cargo or equipment recovered from airdrops	56
H0389	Construct CDS skid boards	56
L0582	Counsel trainees on training progress	54
H0387	Clean cargo recovered from airdrops	54
H0396	Load airdrop equipment	53
H0406	Rig cargo on platforms for airdrops	53
L0601	Prepare or maintain training documentation, records, or files	51
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	50
K0557	Inspect personnel for compliance with military standards	49
K0551	Evaluate personnel for compliance with performance standards	47
L0574	Brief personnel concerning training programs or matters	44
L0578	Conduct on-the-job training (OJT) or upgrade training, such as air transportation computer-based training (ATCBT)	40
L0593	Evaluate progress of trainees	39

Average Number of Tasks Performed- 90

TABLE 43

REPRESENTATIVE TASKS PERFORMED BY ANG 2T291 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=13)
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	85
K0558	Interpret policies, directives, or procedures for subordinates	85
K0557	Inspect personnel for compliance with military standards	77
J0498	Don or doff chemical warfare personal protective clothing	69
K0538	Develop organizational or functional charts	69
K0528	Counsel subordinates concerning personal matters	69
K0519	Assign personnel to work areas or duty positions	69
I0463	Participate in mobility exercise planning meetings	69
I0462	Participate in mobility deployment or redeployment planning meetings	62
K0536	Develop or establish work methods or procedures	62
K0546	Establish performance standards for subordinates	62
K0570	Write recommendations for awards or decorations	62
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	62
K0530	Determine or establish work assignments or priorities	62
K0527	Coordinate work with other functional areas	62
I0448	Establish personnel tasking requirements for mobility exercises or deployments	62
K0540	Develop self-inspection or self-assessment program checklists, other than for deployments	54
K0535	Develop management objectives	54
L0576	Conduct ancillary training, such as mobility training or self-aid buddy care	54
C0133	Tie down cargo or mail to pallets	38
N0674	Maintain documentation on items requiring periodic inspections or calibrations	23
N0669	Evaluate serviceability of equipment, tools, parts, or supplies	23

Average Number of Tasks Performed- 97

TABLE 44

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSC 2T251 AND 2T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2T251 (N=362)	ANG 2T271 (N=107)	DIFFERENCE
<i>No DAFSC 2T251 tasks were identified as being performed substantially more than DAFSC 2T271 personnel</i>			
L0582	12	54	-43
K0552	8	50	-42
K0528	9	49	-40
K0557	11	49	-38
K0551	10	47	-37
L0601	17	51	-35
L0574	9	44	-35
K0527	12	47	-34
L0583	6	39	-33
K0530	7	39	-32

TABLE 45

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSC 2T271 AND 2T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2T271 (N=107)	ANG 2T291 (N=13)	DIFFERENCE
D0163 Perform engine running off-load or on-load (ERO) operations	64	15	48
A0007 Inspect 463L nets or pallets	60	15	44
C0087 Assemble aircraft loads	58	15	43
A0008 Inspect 463L tiedown equipment	56	15	41
H0407 Rig CDSs	59	23	36
C0090 Calculate tiedown or restraint requirements	43	8	35
H0388 Construct airdrop loads	58	23	35
H0400 Pack parachutes	65	31	35
H0409 Transport recovered equipment or loads used in airdrops	65	31	35
H0383 Affix parachutes or extraction systems to airdrop loads I0462	57	23	34
K0558 Interpret policies, directives, or procedures for subordinates	28	85	-57
I0448 Establish personnel tasking requirements for mobility exercises or deployments	7	62	-55
I0463 Participate in mobility exercise planning meetings	22	69	-47
K0559 Investigate accidents or incidents, other than airdrop accidents	9	54	-45
K0563 Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	9	54	-45
K0538 Develop organizational or functional charts	25	69	-44
F0319 Manage unit resources	11	54	-43

TABLE 46

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2T231 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T231 (N=571)	AFRC 2T231 (N=159)	DIFFERENCE
A0004	40	13	27
E0216	29	8	21
E0209	29	8	21
E0224	27	6	20
E0219	25	5	20
E0253	31	11	20
E0244	22	3	20
E0250	27	7	20
<hr/>			
C0104	36	57	-21
D0154	42	62	-21
D0155	45	65	-20
D0142	16	34	-18
D0194	42	58	-17
A0010	29	45	-16
A0011	32	47	-15

TABLE 47

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2T251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T251 (N=1,141)	AFRC 2T251 (N=600)	DIFFERENCE
G0347 Annotate and issue AF Forms 1297 (Temporary Issue Receipt)	31	7	24
B0065 Extract information from flight schedules	38	16	23
K0569 Write or indorse military performance reports	28	9	20
K0526 Conduct supervisory performance feedback sessions	30	11	19
K0570 Write recommendations for awards or decorations	28	9	19
K0528 Counsel subordinates concerning personal matters	33	15	18
F0341 Review Global Decision Support System (GDSS) or Global Transportation Network (GTN) messages	22	4	18
K0557 Inspect personnel for compliance with military standards	34	16	18
K0551 Evaluate personnel for compliance with performance standards	31	14	18
A0037 Store 463L nets or pallets	33	59	-26
C0133 Tie down cargo or mail to pallets	40	66	-26
D0185 Remove tiedown devices	38	64	-26
A0038 Store 463L tiedown equipment	33	57	-25
D0163 Perform engine running off-load or on-load (ERO) operations	32	58	-25
A0007 Inspect 463L nets or pallets	49	72	-23
A0008 Inspect 463L tiedown equipment	47	70	-23

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

78

TABLE 49

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T291 (N=28)	AFRC 2T291 (N=20)	DIFFERENCE
K0565 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	93	40	53
K0567 Write job or position descriptions	93	40	53
M0633 Initiate or maintain standby rosters or workcenter pyramid recall rosters	46	*	46
K0549 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	79	35	44
K0562 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	82	40	42
K0563 Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	71	30	41
M0634 Initiate requests for TDY orders	64	25	39
K0520 Assign sponsors for newly assigned personnel	68	30	38
K0564 Review station efficiency or traffic handling reports	57	20	37
J0498 Don or doff chemical warfare personal protective clothing	32	80	-48
I0464 Perform exercise evaluation team (EET) duties	7	55	-48
I0454 Evaluate mobility exercises or deployments	21	50	-29
I0414 Brief deploying personnel	21	50	-29
L0602 Provide input for STSs	18	45	-27
L0600 Prepare job qualification standards (JQSs)	14	40	-26
A0036 Schedule computer time for updates	4	30	-26

* No members performing

TABLE 50

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2T200 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T200 (N=12)	AFRC 2T200 (N=10)	DIFFERENCE
K0542 Draft or review budget requirements, such as for supplies	58	10	48
K0543 Draft supplements or changes to directives, such as policy directives, instructions, or manuals	50	10	40
K0564 Review station efficiency or traffic handling reports	50	20	30
B0045 Brief appropriate agencies on aircraft delays	25	*	25
M0639 Maintain administrative files	33	10	23
K0554 Implement safety or security programs	33	10	23
K0568 Write or indorse civilian performance appraisals	33	10	23
A0032 Prepare trip reports	33	10	23
I0436 Determine personnel or transportation equipment requirements for mobility exercises or deployments	8	70	-62
I0431 Coordinate Reserve unit activities with appropriate agencies	25	80	-55
I0464 Perform exercise evaluation team (EET) duties	*	50	-50
J0498 Don or doff chemical warfare personal protective clothing	25	70	-45
I0448 Establish personnel tasking requirements for mobility exercises or deployments	17	60	-43
J0496 Conduct mobility or deployment site surveys	8	50	-42

* No members performing

TABLE 51

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND ANG DAFSC 2T251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T251 (N=1,141)	ANG 2T251 (N=362)	DIFFERENCE
K0569 Write or indorse military performance reports	28	2	26
B0065 Extract information from flight schedules	38	13	26
K0526 Conduct supervisory performance feedback sessions	30	5	25
G0347 Annotate and issue AF Forms 1297 (Temporary Issue Receipt)	31	7	24
K0528 Counsel subordinates concerning personal matters	33	9	24
K0557 Inspect personnel for compliance with military standards	34	11	23
K0527 Coordinate work with other functional areas	36	12	23
K0570 Write recommendations for awards or decorations	28	5	23
D0138 Annotate rehandled cargo or mail workload logs	29	7	23
B0084 Verify completeness of shipper's declaration for dangerous goods documentation	38	16	21
H0400 Pack parachutes	8	56	-47
H0409 Transport recovered equipment or loads used in airdrops	10	52	-42
H0404 Recover equipment or loads used in airdrops	10	48	-38
A0002 Clean nets or pallets, other than comfort pallets	22	57	-36
H0387 Clean cargo recovered from airdrops	8	45	-36
H0396 Load airdrop equipment	11	44	-33
H0388 Construct airdrop loads	8	41	-33
H0405 Restore cargo or equipment recovered from airdrops	9	41	-32
H0407 Rig CDSs	9	40	-31

TABLE 52

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND ANG DAFSC 2T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T271 (N=450)	ANG 2T271 (N=107)	DIFFERENCE
K0565 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	58	7	51
K0569 Write or indorse military performance reports	65	15	50
K0526 Conduct supervisory performance feedback sessions	65	19	46
K0570 Write recommendations for awards or decorations	68	27	41
K0558 Interpret policies, directives, or procedures for subordinates	60	28	32
K0521 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	53	22	32
K0529 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace, other than for mobility exercises or deployments	45	13	32
H0400 Pack parachutes	3	65	-63
H0404 Recover equipment or loads used in airdrops	2	64	-62
H0409 Transport recovered equipment or loads used in airdrops	3	65	-62
H0407 Rig CDSs	2	59	-57
H0401 Pack tactical training bundles (TTBs)	2	59	-57
H0388 Construct airdrop loads	2	58	-56
H0383 Affix parachutes or extraction systems to airdrop loads	2	57	-55
H0405 Restore cargo or equipment recovered from airdrops	2	56	-54

TABLE 53

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND ANG DAFSC 2T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2T291 (N=28)	ANG 2T291 (N=13)	DIFFERENCE
K0569 Write or indorse military performance reports	89	23	66
K0567 Write job or position descriptions	93	31	62
K0562 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	82	23	59
K0526 Conduct supervisory performance feedback sessions	93	38	54
K0565 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	93	38	54
K0543 Draft supplements or changes to directives, such as policy directives, instructions, or manuals	61	8	53
K0556 Initiate personnel action requests	68	15	52
I0411 Analyze time-phased force and deployment lists (TPFDLs)	57	8	49
M0634 Initiate requests for TDY orders	64	15	49
K0551 Evaluate personnel for compliance with performance standards	93	46	47
L0577 Conduct joint inspection (JI) training	4	46	-43
L0576 Conduct ancillary training, such as mobility training or self-aid buddy care	11	54	-43
I0448 Establish personnel tasking requirements for mobility exercises or deployments	21	62	-40
J0498 Don or doff chemical warfare personal protective clothing	32	69	-37
A0027 Perform vehicle inspections	18	54	-36
I0418 Conduct joint airlift inspections	4	38	-35
C0135 Verify size, weight, or destination of shipments	4	38	-35

TABLE 54

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC AND ANG DAFSC 2T251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2T251 (N=600)	ANG 2T251 (N=362)	DIFFERENCE
<i>No AFRC tasks were identified as being performed substantially more than ANG personnel</i>			
H0400			
H0409	6	56	-50
H0404	12	52	-41
H0387	9	48	-39
H0388	8	45	-37
H0407	6	41	-35
H0396	5	40	-35
H0383	10	44	-34
H0401	5	37	-33
H0405	5	38	-33
H0389	8	41	-33
H0406	6	38	-32
H0386	6	37	-31
H0385	5	36	-31
	5	32	-27
Pack parachutes			
Transport recovered equipment or loads used in airdrops			
Recover equipment or loads used in airdrops			
Clean cargo recovered from airdrops			
Construct airdrop loads			
Rig CDSs			
Load airdrop equipment			
Affix parachutes or extraction systems to airdrop loads			
Pack tactical training bundles (TTBs)			
Restore cargo or equipment recovered from airdrops			
Construct CDS skid boards			
Rig cargo on platforms for airdrops			
Attach parachute release assemblies to airdrop loads			
Assemble or deliver container delivery system (CDS) kits or buffer boards			

TABLE 55

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC AND ANG DAFSC 2T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2T271 (N=184)	ANG 2T271 (N=107)	DIFFERENCE
K0526 Conduct supervisory performance feedback sessions	51	19	32
K0570 Write recommendations for awards or decorations	57	27	29
K0569 Write or indorse military performance reports	43	15	29
K0571 Write replies to inspection reports	36	9	27
H0400 Pack parachutes	6	65	-59
H0404 Recover equipment or loads used in airdrops	10	64	-55
H0407 Rig CDSs	6	59	-53
H0409 Transport recovered equipment or loads used in airdrops	12	65	-53
H0401 Pack tactical training bundles (TTBs)	7	59	-52
H0388 Construct airdrop loads	8	58	-50
H0383 Affix parachutes or extraction systems to airdrop loads	7	57	-50
H0389 Construct CDS skid boards	7	56	-49

TABLE 56

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC AND ANG DAFSC 2T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2T291 (N=20)	ANG 2T291 (N=13)	DIFFERENCE
K0569 Write or indorse military performance reports	80	23	57
K0571 Write replies to inspection reports	85	31	54
I0431 Coordinate Reserve unit activities with appropriate agencies	55	8	47
K0526 Conduct supervisory performance feedback sessions	80	38	42
K0556 Initiate personnel action requests	55	15	40
K0570 Write recommendations for awards or decorations	95	62	33
K0527 Coordinate work with other functional areas	95	62	33
L0602 Provide input for STSs	45	15	30
K0537 Develop or establish work schedules	75	46	29
K0551 Evaluate personnel for compliance with performance standards	75	46	29
B0072 Prepare port airlift forecasts or schedules	*	38	-38
B0065 Extract information from flight schedules	20	54	-34
A0027 Perform vehicle inspections	20	54	-34
B0043 Annotate DD Forms 1385 (Cargo Manifest)	5	38	-33
B0084 Verify completeness of shipper's declaration for dangerous goods documentation	5	38	-33
C0135 Verify size, weight, or destination of shipments	5	38	-33
D0196 Transport cargo to or from aircraft	5	38	-33
C0094 Compute center-of-balance for rolling stock, outsized cargo, or multi-pallet trains	5	38	-33
F0321 Monitor aircraft ground operations	15	46	-31
* No members			

TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the work being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

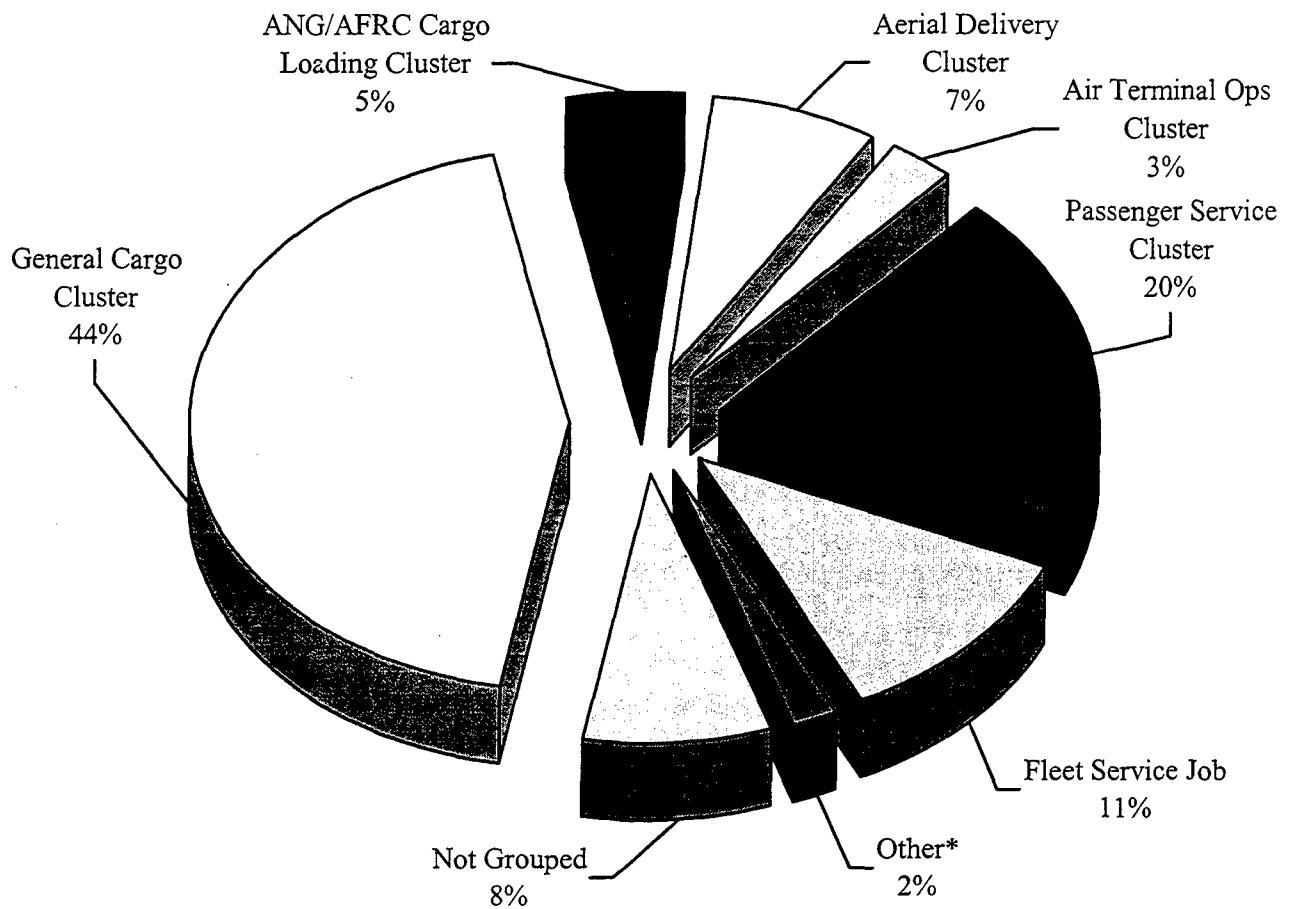
First-Enlistment Personnel

In this study, there are 664 AD members in their first-enlistment (1-48 months TAFMS), representing 18 percent of the total survey sample and 30 percent of the active duty sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder clusters and jobs. Forty-four percent of these airmen are in the core technical General Cargo Cluster. Table 57 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel spend much of their time (39 percent) processing shipments, annotated by Duties B - D. Duty E, Performing Passenger Service Activities, also accounts for 20 percent of their time.

Table 58 lists representative tasks performed by first-enlistment personnel. The highest performed tasks are standard tasks associated with the career field such as performing inspections and cargo loading tasks. Slight computations or calculations are also performed by first-enlistment members.

Tables 59 and 60 display other characteristics of the first-enlistment group. Table 59 displays the top forms used by first-term airmen. Table 60 shows, by percent members performing, some of the vehicles and equipment used by these members. This information may be helpful in identifying forms, vehicles, and equipment to teach at the technical school.

**DISTRIBUTION OF AD 2T2X1 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 664)**



* Other includes *Capability Forecasting and Training Clusters* and *Equipment Custodian and Vehicle Control Jobs*.

FIGURE 2

TABLE 57

RELATIVE PERCENT TIME SPENT ON DUTIES BY
AD FIRST-ENLISTMENT PERSONNEL
(N=664)

DUTIES	PERCENT TIME SPENT
A Performing General Air Transportation Activities	13
B Processing Shipments: Planning for Movement	5
C Processing Shipments: Preparing for Movement	14
D Processing Shipments: Movement	20
E Performing Passenger Activities	20
F Performing Air Terminal Operations Flight (ATOF) Activities	5
G Performing Fleet Service Activities	12
H Performing Aerial Delivery Activities	5
I Performing Combat Readiness and Mobility Plans Activities	*
J Performing Deployment and Contingency Activities	1
K Performing Management and Supervisory Activities	*
L Performing Training Activities	2
M Performing General Administrative and Technical Order (TO) System Activities	2
N Performing General Supply and Equipment Activities	*

* Less than one percent

TABLE 58

REPRESENTATIVE TASKS PERFORMED BY AFSC 2T2X1
AD FIRST-ENLISTMENT PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=664)
A0027	Perform vehicle inspections	79
D0165	Perform spotter duties during loading or unloading operations	61
A0007	Inspect 463L nets or pallets	61
A0008	Inspect 463L tiedown equipment	59
C0136	Weigh palletized or cargo shipments	52
D0185	Remove tiedown devices	52
A0038	Store 463L tiedown equipment	49
A0037	Store 463L nets or pallets	49
C0133	Tie down cargo or mail to pallets	48
D0196	Transport cargo to or from aircraft	47
C0087	Assemble aircraft loads	47
D0155	Load or unload general cargo or mail onto loading equipment	45
A0003	Clean or service equipment or tools	45
C0090	Calculate tiedown or restraint requirements	43
D0154	Load or unload general cargo or mail in aircraft	42
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	42
D0153	Load or off-load trucks	42
C0135	Verify size, weight, or destination of shipments	41
C0094	Compute center-of-balance for rolling stock, outsized cargo, or multi-pallet trains	41
D0157	Load or unload hazardous or explosive cargo onto loading equipment	39
C0095	Compute net weight of palletized or containerized shipments	39
D0156	Load or unload hazardous or explosive cargo in aircraft	38
C0116	Palletize cargo, other than mobility or contingency equipment for shipment or movement	37
E0234	Load or off-load passengers	37

* Average Number of Tasks Performed - 52

TABLE 59

FORMS USED BY PERCENT OF AD
FIRST-ENLISTMENT AFSC 2T2X1 PERSONNEL

FORM	1ST ENL (N=664)
AF 1800, Operator Inspection Guide- Trouble Report- General Vehicle	81
AF 1810, Operator Inspection Guide and Trouble Report- 463L\MHE	78
AF 2279, Pallet Identifier	67
DD 1387, Military Shipment Label	53
DD 1385, Cargo Manifest	51
DD 1384, Transportation Control and Movement Document	46
DD 1387-2, Special Handling Data/ Certification	38
DD 2131, Passenger Manifest	37
DD 518, Identification Card	33
AF 463, Request for Flight Meals	32
AF 1297, Temporary Issue Receipt	32
Shipper's Declaration of Damaged Goods	32
DD 1502, Frozen medical Material Shipment	27
DD 1502-1, Chilled Medical Material Shipment	27
DD 1502-2, Limited Unrefrigerated Medical Material Shipment	26
DD 2130-3, C-141B Passenger/ Cargo Manifest	25
SF 91, Operator's Report of Motor Vehicle Accident	21
DD 2133, Joint Airlift Inspection Record	20
DD 2130-1, C-5 A/B Cargo Manifest	19
DD 2130-2, C-130 A/B/E/H Cargo Manifest	19
DD 1131, Cash Collection Voucher	17
DD 1796, Receipt of Unaccompanied Baggage	15
DD 2130-6, KC-10A Cargo Manifest (17 Pallets Configuration)	14
DD 2130-7, KC-10A Cargo Manifest (23 Pallets Configuration)	14
DD 2130-12, B 747-100F/200C/200F Cargo Manifest	12
AF 129, Tally In-Out	11
DD 2130-5, DC 10-10/30CF Cargo Manifest	10

TABLE 60

TOP VEHICLES OR EQUIPMENT USED BY PERCENT OF AD
FIRST-ENLISTMENT AFSC 2T2X1 PERSONNEL

VEHICLES or EQUIPMENT	1ST ENL (N=664)
Forklift, 10k	83
General Office Equipment- Copier, Typewriter, etc.	76
Trucks, pickups	68
Computer Printer	67
Scales	63
Computer Terminals	60
Loaders, 25k Aircraft Diesel Powered	59
Forklift, 4k	55
Forklift, Adverse Terrain	55
Loaders, 40k Aircraft Diesel-Powered	51
Rollerized Tines	46
Warehouse Tugs	45
Buses, 44-Passenger	39
Buses, 28-Passenger	38
Hand-Held Metal Detector	37
Pallet Dollies, 436L	36
Staircases, Aircraft Boarding, 1-Ton	35
Trucks, Step-Van	35
Latrine Service Trucks	33
Conveyors, Mobile Baggage	32
X-Ray Machines	31
Trucks, Potable Water	30
Extenders, 40k	28
Loaders, 60k	28
Pallet Pits, Hydraulic	28
Vehicles, Sedans, Station Wagons, Suburbans	28
Alarm Systems, Duress	27
Baggage Carts	25
Cash Drawer	25
Staircases, Aircraft Boarding, C-5A	25
Conveyors, Installed	24
Forklift, 6k	24
Staircases, Aircraft Boarding, Mobile	23
Air Compressors	22
Hand-Held Terminals	22
Magnetometers, Walk-Through	21
Trucks, Bobtail	20
Warehouse Sweepers	20

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel, along with a measure of the difficulty of the JI tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving 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, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Some of the tasks rated highest in TE are shown in Table 61. Many of the shipment processing tasks should be highly stressed at the 3-skill level technical school according to senior raters. Included among the top tasks are several calculations and computations, inspections, and loading tasks. Also note the percent members performing data available for each task in the table. Many of the tasks are accomplished by a substantial percentage of first term airmen adding support to the TE ratings.

Several mobility planning and managerial tasks received the highest TD ratings as shown in Table 62. Very few entry-level airmen perform the most difficult tasks. The small percentage of first-enlistment performing suggests that these tasks could be more appropriately taught in OJT than at a formal technical training school.

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

TABLE 61

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING			TASK DIFF
		2T2X1	2T2X1	1ST ENL	
		1ST JOB (N=313)		(N=664)	
C0094	6.59	35	41	5.38	Compute center of balance for rolling stock, outsized cargo, or multi-pallet trains
C0090					Calculate tiedown or restraint requirements
D0165	6.28	40	43	5.19	Perform spotter duties during loading or unloading operations
A0027	6.15	61	61	3.73	Perform vehicle inspections
B0085	6.01	79	79	3.15	Verify shipment centers of balance or dimensions
B0043	5.97	28	31	5.24	Annotate DD Forms 1385 (Cargo Manifest)
C0095	5.93	24	28	4.47	Compute net weight of palletized or containerized shipments
C0087	5.85	36	39	4.58	Assemble aircraft loads
C0136	5.82	44	47	4.61	Weigh palletized or cargo shipments
D0194	5.80	51	52	3.09	Tie down cargo or mail in aircraft, other than airdrop cargo
D0157	5.76	38	42	4.09	Load or unload hazardous or explosive cargo onto loading equipment
C0116	5.72	35	39	5.03	Palletize cargo, other than mobility or contingency equipment for shipment or movement
	5.68	36	37	4.11	
B0042	5.67	28	31	4.27	Annotate DD Forms 1384 (Transportation Control and Movement Document)
D0149	5.61	33	33	3.86	In-check cargo or mail
D0151	5.60	31	33	4.19	Inspect cargo or mail for proper restraint, stability, or suspected damage
C0100	5.55	24	30	5.53	Determine shoring requirements
D0163	5.51	37	38	5.27	Perform engine running off-load or on-load (ERO) operations
B0041	5.49	36	34	3.74	Annotate actual weights, agreed weights, or tariff weights on shipping documents
C0133					Tie down cargo or mail to pallets
D0156	5.47	48	48	3.33	Load or unload hazardous or explosive cargo in aircraft
D0154	5.44	35	38	5.01	Load or unload general cargo or mail in aircraft
C0135	5.43	37	42	3.58	Verify size, weight, or destination of shipments
D0159	5.37	40	41	3.48	Load or unload special handling cargo, other than hazardous or explosive cargo, onto loading equipment
	5.32	31	35	4.60	

* Average TE Rating is 2.28; Standard Deviation is 1.43; High = 3.71

TABLE 62

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK	PERCENT MEMBERS PERFORMING							TRNG
		2T2X1	2T2X1	1ST ENL	2T231	2T251	2T271		
		1ST JOB							
	DIFF	(N=313)	(N=664)	(N=571)	(N=1141)	(N=450)	EMPH		
I0451	Establish remote ITV capabilities	6.88	2	3	3	7	14	1.37	
K0543	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	6.84	1	1	1	3	18	0.38	
I0413	Analyze wartime aircraft reception activities	6.79	1	1	1	3	13	0.37	
I0454	Evaluate mobility exercises or deployments	6.77	1	1	1	5	18	0.73	
I0442	Develop transportation mobility exercises or deployments	6.77	2	1	1	5	16	0.61	
I0422	Consolidate contingency operations/mobility planning and execution system (COMPES) data	6.75	1	1	1	2	5	0.55	
K0542	Draft or review budget requirements, such as for supplies	6.71	0	0	0	3	19	0.37	
K0545	Establish organizational policies, such as operating instructions or standard operating procedures	6.70	1	0	1	9	35	0.56	
I0453	Evaluate mobility exercise or deployment plan inputs	6.70	1	1	1	4	16	0.64	
K0541	Draft host-tenant or interservice agreements	6.69	1	0	1	2	13	0.21	
I0417	Compute OPLAN requirements status listings	6.68	1	0	1	1	8	0.24	
I0494	Write transportation portion of support agreement inputs for mobility exercises or deployments	6.66	1	1	1	2	9	0.34	
I0416	Complete OPLAN sourcing requirements	6.66	1	0	1	1	10	0.30	
I0447	Establish off-station aerial ports or aerial port support requirements	6.66	2	1	1	2	8	0.86	
I0452	Evaluate mobility exercise or deployment after-action report inputs	6.66	1	1	1	4	17	0.54	
I0485	Submit annual mobility operations budgets	6.66	1	0	1	1	3	0.12	
I0434	Determine cost factors for support agreements	6.65	1	1	1	2	7	0.28	

* Average TD Rating is 5.00, High TD is 6.00

Specialty Training Standard (STS)

A comprehensive review of STS 2T2X1, dated December 1997, compared STS items to survey data. To assist specifically in the examination of the STS, technical school personnel from the Air Transportation Apprentice technical training school at Lackland AFB, Texas, matched JI tasks to appropriate entries of the STS. A complete listing, displaying percent members performing tasks, TE and TD ratings for each task, along with STS matching, has been forwarded to the technical training school for use in further review of training documents. STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed by the required 20 percent or more of the personnel in a skill level [criterion group] of the AFS).

Overall, the STS is very well supported by survey data. All performance-coded entries in the STS were appropriately matched to at least one task performed by more than 20 percent of the 3-skill level members. However, a number of tasks that were not matched to a performance-coded STS entry are also performed by greater than 20 percent of the members. Table 63 shows some of tasks which were not matched to the STS, while a complete listing can be found at the end of the STS product within the Training Extract. Career field and functional managers should review these not referenced tasks to determine if inclusion in the STS is justified.

The Career Development Course writer at the technical school similarly matched performance-coded entries from POI L3ABR2T231-003, dated February 1997, to the tasks from the Job Inventory. Survey data revealed many discrepancies between the POI and first-enlistment job performance. In all, 14 POI entries were not supported with at least 30 percent of first-enlistment members performing. Table 64 displays a few of the POI entries not supported by the data. Entries included cargo, fleet service, and passenger service items. Though the percent member performing numbers were low, the training emphasis was generally above average or high. Not all unsupported entries are shown in the table. A complete POI with matched tasks is available in the Training Extract. Technical school personnel should reconsider each highlighted entry for potential POI downgrading to a knowledge level. Considerations should include the data as well as safety issues, regulations, and the knowledge required from the technical school that prepares individuals for contingencies. Several of the entries are performed by Fleet Service Job or Passenger Service Cluster members. Though the information is important for members of the job and cluster to know, they only account for 13 percent of the entire career field sample and 31 percent of the first-enlistment sample. These percentages should be considered when determining training requirements.

Many tasks were not matched to the performance-coded elements in the POI. A list of these tasks is included at the back of the POI computer printout. Table 65 presents examples of tasks with high percent members performing that were not matched to the POI. Technical school training personnel should review the complete listing and consider those tasks performed by high percentages of personnel for inclusion in the POI.

TABLE 63

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
AD GROUP MEMBERS AND NOT REFERENCED TO PERFORMANCE-CODED ITEMS IN THE STS
(PERCENT MEMBERS PERFORMING)

TASKS	TRNG EMPH	PERCENT MEMBERS PERFORMING			TASK DIFF	
		3-SKL LVL (N=571)	5-SKL LVL (N=1141)	7-SKL LVL (N=450)		
A0003		2.29	46	25	9	1.48
A0004	Clean or service equipment or tools					
A0004	Coordinate vehicle repairs with base vehicle maintenance	1.64	40	32	23	3.29
A0008	Inspect 463L tiedown equipment	5.26	60	47	28	1.85
A0009	Inspect carrier equipment before loading or unloading	3.48	26	21	10	3.27
A0011	Inventory 463L tiedown equipment	4.13	32	23	13	1.80
A0038	Store 463L tiedown equipment	4.37	51	33	15	1.86
B0041	Annotate actual weights, agreed weights, or tariff weights on shipping docs	5.49	35	25	19	3.74
D0138	Annotate rehandled cargo or mail workload logs	4.08	22	29	18	4.39
D0167	Prepare aircraft for cargo loading	4.68	26	31	26	4.18
D0168	Prepare cargo or mail manifests	4.65	23	25	17	4.57
D0184	Remove protective coverings or wraps from palletized shipments	3.54	33	22	13	2.72
D0185	Remove tiedown devices	4.47	52	38	25	2.37
D0195	Trace cargo or mail shipments	3.33	25	25	18	4.45
E0201	Annotate rehandled passenger workload logs	2.81	20	13	10	4.27
E0234	Load or off-load passengers	4.87	40	29	24	3.15
E0250	Perform mobile or stationary baggage conveyor system operations	3.76	27	14	11	4.01
E0251	Perform terminal security checkpoint equipment operations	4.45	23	14	12	4.32

* Average TE Rating = 2.28, Standard Deviation = 1.43, High TE = 3.71

* Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 64

EXAMPLES OF PERFORMANCE-CODED POI L3ABR2T231-003 ENTRIES NOT SUPPORTED
(LESS THAN 30 PERCENT) BY OCCUPATIONAL SURVEY RESULTS
(PERCENT MEMBERS PERFORMING)

TASKS	TRNG EMPH	PERCENT MEMBERS PERFORMING			TASK DIFF
		1 st Job (N=313)	1 st Enl (N=664)	1 st	
I.6.a					
Given extracts of AFIND2 & AFIND9, obtain information and select the correct pubs / forms with at least 70 percent accuracy in each					
Compute cash collection charges	3.52	24	21		4.36
Inspect special handling cargo for packaging, marking, & labeling	4.99	15	20		5.53
Compute passenger travel costs	2.70	19	18		4.53
<i>Several others</i>					
III.4.f					
Given a Latrine Service Truck & Air Transportable Galley Lavatory, flush and recharge the lavatories with at least 70 percent accuracy					
Fill or flush aircraft lavatory systems	3.88	28	26		3.60
Service comfort pallets	3.66	22	21		3.65
V.1.a					
Given excerpts of US Government DoD Rate Tariffs and US Government Non-DoD Rate Tariffs, and passenger movement situations, determine the appropriate costs for the movement of passengers, excess baggage, & pets					
Determine excess baggage or pet costs	3.21	22	21		4.48
Compute passenger travel costs	2.70	19	18		4.53
V.4.c					
Given a simulated passenger terminal with a public address system and prepared announcement cards, make a terminal announcement					
Announce flight information on public address systems	3.74	26	24		3.48
*					
Average TE Rating = 2.28, Standard Deviation = 1.43, High TE = 3.71					
*					
Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00					

TABLE 65

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
FIRST-ENLISTMENT GROUP MEMBERS AND NOT REFERENCED TO THE POI
(PERCENT MEMBERS PERFORMING)

TASKS	TRNG EMPH	PERCENT MEMBERS PERFORMING		TASK DIFF
		1 st Job (N=313)	1 st Enl (N=664)	
A0007	5.26	64	61	1.89
A0008	5.26	62	59	1.85
A0011	4.13	33	31	1.80
A0013	4.73	32	35	3.87
A0014	4.78	30	33	3.95
A0027	6.01	79	79	3.15
A0037	4.39	53	49	1.86
B0041	5.49	36	34	3.74
C0090	6.28	40	43	5.19
D0162	4.87	27	30	4.68
D0163	5.51	37	38	5.27
D0185	4.47	53	52	2.37
D0196	5.18	42	47	3.60
E0234	4.87	42	37	3.15
E0235	4.54	41	39	2.99
*	Average TE Rating = 2.28, Standard Deviation = 1.43, High TE = 3.71			
*	Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00			

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups 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. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 66 presents job satisfaction data for AFSC 2T2X1 TAFMS groups, together with TAFMS data for a comparative sample of 21 Logistics career ladders surveyed in 1998. All enlistment groups gave comparable ratings to their Support counterparts. However, minor differences emerged for the first-enlistment 2T2X1 airmen. First-enlistment airmen in AFSC 2T2X1 reported somewhat lower ratings on their job interest and utilization of their talents. Intention to reenlist ratings are very comparable and support a strong future for the career field.

An indication of how job satisfaction perceptions have changed over time is provided in Table 67, where TAFMS data for the current survey respondents are again presented, along with data from the last occupational survey report. The table shows comparative ratings for all TAFMS groups in most areas, with the exception of reenlistment intentions. All enlistment groups report a relatively lower intent to reenlist than their peers from the 1997 study.

In Table 68, a review of the job satisfaction ratings for the clusters and specialty jobs identified in this survey reveal the lowest satisfaction among AD personnel in the ANG/AFRC Cargo Loading Cluster and Fleet Service and Equipment Custodian Jobs. Sense of accomplishment ratings are relatively low for these three groups of airmen. No groups appeared to have severe reenlistment intention problems.

TABLE 66

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1999 2T2X1 (N=664)	COMP SAMPLE* (N=5,173)	1999 2T2X1 (N=427)	COMP SAMPLE* (N=3,300)	1999 2T2X1 (N=1,111)	COMP SAMPLE* (N=9,078)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	57	67	64	67	74	73
SO-SO	24	19	19	19	17	17
DULL	19	14	17	14	9	10
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	67	75	75	77	84	82
LITTLE OR NOT AT ALL	33	25	25	23	16	18
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	85	84	85	78	82	76
LITTLE OR NOT AT ALL	15	16	15	22	18	24
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	60	66	66	65	73	69
NEUTRAL	18	17	14	14	11	12
DISSATISFIED	22	17	20	21	16	19
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	50	48	63	61	68	69
NO, OR PROBABLY NO	50	52	37	39	10	10
PLAN TO RETIRE	0	0	0	0	22	21

* Comparative sample of Logistics career ladders surveyed in 1998 includes the 21 2XXXX AFSCs.

TABLE 67

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1999 2T2X1 (N=664)	1997 2T2X1 (N=403)	1999 2T2X1 (N=427)	1997 2T2X1 (N=318)	1999 2T2X1 (N=1,111)	1997 2T2X1 (N=759)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	57	53	64	68	74	75
SO-SO	24	30	19	22	17	16
DULL	19	17	17	10	9	9
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	67	63	75	72	84	83
LITTLE OR NOT AT ALL	33	37	25	28	16	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	85	81	85	82	82	80
LITTLE OR NOT AT ALL	15	19	15	18	18	20
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	60	58	66	66	73	74
NEUTRAL	18	24	14	17	11	12
DISSATISFIED	22	18	20	17	16	14
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	50	60	63	70	68	79
NO, OR PROBABLY NO	50	40	37	30	10	7
PLAN TO RETIRE	0	0	0	0	22	14

TABLE 68

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	General Cargo Cluster (ST114) (N=787)	ANG/Res Cargo Load Cluster (ST162) (N=45)	Aerial Delivery Cluster (ST262) (N=124)	Air Terminal Ops Cluster (ST104) (N=198)	Capability Forecast Cluster (ST140) (N=27)	Passenger Service Cluster (ST208) (N=313)	Load Calculations Job (ST409) (N=11)
INTERESTING	64	58	78	77	81	62	73
SO-SO	21	29	13	10	15	23	9
DULL	15	13	9	13	4	15	18
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	77 23	69 31	79 21	82 18	85 15	73 27	55 45
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	87 13	87 13	65 35	91 9	85 15	88 12	82 18
SATISFIED	68	56	74	72	78	66	73
NEUTRAL	13	24	9	11	7	13	18
DISSATISFIED	19	20	17	17	15	21	9
YES, OR PROBABLY YES	60	47	65	71	59	63	82
NO, OR PROBABLY NO	32	51	27	20	22	32	18
WILL RETIRE	8	2	8	9	19	5	0

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

TABLE 68 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	Equipment Custodian Job (ST279) (N=18)	Mobility Job (ST326) (N=7)	Vehicle Control Job (ST389) (N=10)	Fleet Service Job (ST580) (N=124)	Training Cluster (ST196) (N=44)	Supervisor Cluster (ST182) (N=237)
INTERESTING	61	57	90	47	80	81
SO-SO	22	14	0	34	18	10
DULL	17	29	10	19	2	9
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	72 28	57 43	90 10	56 44	93 7	86 14
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	83 17	57 43	80 20	79 21	82 18	84 16
SATISFIED	56	72	100	44	80	78
NEUTRAL	16	14	0	28	11	8
DISSATISFIED	28	14	0	28	9	14
YES, OR PROBABLY YES	56	72	60	60	72	53
NO, OR PROBABLY NO	44	14	10	37	14	9
WILL RETIRE	0	14	30	3	14	38

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by the members of this career ladder, though a slightly greater emphasis should be placed on the airdrop or aerial delivery aspect of the career field. Personnel appear to progress through the career ladder typically in all three Air Force components. ANG and AFRC members keep a more technical focus throughout the skill levels than their AD counterparts.

Training personnel should review career ladder training documents as several POI performance-coded items that are not supported by percent member performing data were discovered. Training personnel should also review the unmatched task listings and consider possible STS or POI inclusion of those tasks performed by a high percentage of personnel.

Job satisfaction is comparable to other Logistics career fields and no severe problems appear from the enlistment groups. First-enlistment personnel show slightly lower job satisfaction than their peers in other Logistics career fields, however the numbers are slight and have little potential impact. Fleet Service, Equipment Custodian, and Cargo Loading personnel show the lowest intention for reenlistment rates in the career field.

THIS PAGE INTENTIONALLY LEFT BLANK

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE A1
GENERAL CARGO CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=1414)
A0027	Perform vehicle inspections	87
C0136	Weigh palletized or cargo shipments	86
A0007	Inspect 463L nets or pallets	86
C0133	Tie down cargo or mail to pallets	85
A0008	Inspect 463L tiedown equipment	85
D0165	Perform spotter duties during loading or unloading operations	84
D0185	Remove tiedown devices	82
D0155	Load or unload general cargo or mail onto loading equipment	81
D0196	Transport cargo to or from aircraft	80
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	79
D0154	Load or unload general cargo or mail in aircraft	78
C0087	Assemble aircraft loads	77
C0094	Compute center-of-balance for rolling stock, outsized cargo, or multi-pallet trains	77
D0153	Load or off-load trucks	75
C0090	Calculate tiedown or restraint requirements	75
C0135	Verify size, weight, or destination of shipments	72
D0145	Depalletize cargo or mail	72
C0095	Compute net weight of palletized or containerized shipments	72
A0038	Store 463L tiedown equipment	71
D0156	Load or unload hazardous or explosive cargo in aircraft	71
A0037	Store 463L nets or pallets	71
D0157	Load or unload hazardous or explosive cargo onto loading equipment	70
C0116	Palletize cargo, other than mobility or contingency equipment for shipment or movement	67
C0117	Place protective coverings or wraps over or around shipments	67
D0149	In-check cargo or mail	64

TABLE A2

ANG/AFRC CARGO LOADING CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=215)
D0185	Remove tiedown devices	75
D0155	Load or unload general cargo or mail onto loading equipment	71
A0027	Perform vehicle inspections	70
D0165	Perform spotter duties during loading or unloading operations	67
A0007	Inspect 463L nets or pallets	65
A0008	Inspect 463L tiedown equipment	63
D0154	Load or unload general cargo or mail in aircraft	61
C0133	Tie down cargo or mail to pallets	60
D0196	Transport cargo to or from aircraft	59
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	56
C0087	Assemble aircraft loads	54
D0163	Perform engine running off-load or on-load (ERO) operations	53
A0038	Store 463L tiedown equipment	51
A0037	Store 463L nets or pallets	51
D0153	Load or off-load trucks	46
C0136	Weigh palletized or cargo shipments	45
C0104	Fit tiedown devices	40
D0145	Depalletize cargo or mail	38
C0116	Palletize cargo, other than mobility or contingency equipment for shipment or movement	33
C0117	Place protective coverings or wraps over or around shipments	30
D0167	Prepare aircraft for cargo loading	30
D0158	Load or unload special handling cargo, other than hazardous or explosive cargo, in aircraft	28
D0159	Load or unload special handling cargo, other than hazardous or explosive cargo, onto loading equipment	27
J0498	Don or doff chemical warfare personal protective clothing	25
D0162	Perform concurrent loading or unloading operations	24

TABLE A3
AERIAL DELIVERY CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=333)
H0400	Pack parachutes	96
H0409	Transport recovered equipment or loads used in airdrops	94
H0388	Construct airdrop loads	94
H0404	Recover equipment or loads used in airdrops	93
H0407	Rig CDSs	92
H0387	Clean cargo recovered from airdrops	92
H0389	Construct CDS skid boards	91
H0383	Affix parachutes or extraction systems to airdrop loads	89
H0405	Restore cargo or equipment recovered from airdrops	89
H0386	Attach parachute release assemblies to airdrop loads	88
H0396	Load airdrop equipment	88
H0406	Rig cargo on platforms for airdrops	87
H0385	Assemble or deliver container delivery system (CDS) kits or buffer boards	84
H0401	Pack tactical training bundles (TTBs)	82
H0394	Inspect platforms prior to rerigging	81
H0384	Assemble extraction systems	79
A0027	Perform vehicle inspections	79
H0393	Inspect parachutes or parachute release assemblies	76
H0391	Inspect airdrop loads prior to aircraft loadings	73
H0392	Inspect extraction systems	71
H0390	Construct modular airdrop platforms	71
D0165	Perform spotter duties during loading or unloading operations	68
C0087	Assemble aircraft loads	65
H0398	Maintain parachute release assemblies	62
H0395	Install cutters	62
D0196	Transport cargo to or from aircraft	62
D0153	Load or off-load trucks	62
H0408	Secure airdrop cargo in aircraft	61
D0185	Remove tiedown devices	61
H0397	Maintain cutters	47

TABLE A4
AIR TERMINAL OPERATIONS CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=291)
F0320	Meet inbound or outbound aircraft	75
F0290	Brief aircrews on aircraft loads or special handling shipment requirements	71
F0321	Monitor aircraft ground operations	70
F0333	Prepare or dispatch AM-9 aircraft load messages	68
F0326	Pick up or deliver passenger or cargo documentation to or from aircraft	67
F0310	Determine seat availabilities	67
B0065	Extract information from flight schedules	66
F0314	Inspect aircraft for proper configurations	65
C0105	Inform crew members or troop commanders of loading operations	65
F0345	Verify shipment documentation, such as hazardous declarations, customs forms, or waivers	63
F0296	Compute allowable cabin loads (ACLs)	62
F0302	Coordinate loadmaster arrival or availability times with appropriate agencies	62
F0343	Update aerial port automated command and control system (APACCS) database	61
F0322	Monitor aircraft maintenance status	61
F0340	Review command and control information processing system (C2IPS) messages for planning	58
F0341	Review Global Decision Support System (GDSS) or Global Transportation Network (GTN) messages	57
F0332	Prepare daily aerial port movement logs, mission folders, or trip setup sheets	55
F0323	Monitor delivery or receipt of aircraft or mission traffic documentation	54
F0293	Compile data for load planning	53
D0187	Review inbound or outbound load messages	49
F0291	Calculate cargo placement in aircraft	46
F0295	Compute aircraft load centers-of-balance and sequence	45
F0317	Load plan cargo or mail, other than for deployments	41

TABLE A5
CAPABILITY FORECASTING CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=27)
B0065	Extract information from flight schedules	96
B0063	Distribute daily aircraft capability forecasts	81
B0072	Prepare port airlift forecasts or schedules	78
B0073	Prepare requests for additions, adjustments, or deletions to airlift capabilities	78
F0341	Review Global Decision Support System (GDSS) or Global Transportation Network (GTN) messages	74
B0049	Coordinate explosive shipment acceptance with enroute stops or stations	74
B0052	Coordinate space blockings with appropriate agencies	74
B0053	Coordinate special airlift requirements with controlling agencies or users	70
B0055	Determine availability or capability of transport facilities	63
F0340	Review command and control information processing system (C2IPS) messages for planning	52
K0527	Coordinate work with other functional areas	52
B0051	Coordinate shipments, other than special handling, with carriers, consignees, consignors, or controlling authorities	52
F0304	Coordinate movements of explosive materials with appropriate agencies	52
B0080	Schedule special category shipments, such as human remains, jingle, or weapons systems shipments	48
F0343	Update aerial port automated command and control system (APACCS) database	41
B0050	Coordinate placement of transportation conveyances, such as trucks or aircraft, with agencies or operators	41
F0300	Coordinate DV aircraft requirements with appropriate agencies	41
I0475	Request mission cancellations, reschedulings, or expansions	37
F0328	Prepare aircraft capability forecasts or schedules	33
F0292	Clear inbound or outbound explosive shipments	30

TABLE A6
PASSENGER SERVICE CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=335)
E0287	Verify eligibility of passengers for movement	96
E0234	Load or off-load passengers	95
E0235	Load or unload passenger baggage	92
E0278	Select space-available or standby passengers for movement	92
E0289	Weigh and tag passenger baggage	92
E0208	Brief passengers on flight itineraries, travel entitlements, or travel or security restrictions	91
E0259	Prepare passenger manifests	90
E0281	Transport or escort passengers to or from aircraft	89
E0209	Close out flights for passenger movement	88
E0253	Prepare baggage tag forms	88
E0247	Perform antihijacking inspections of passengers or baggage	87
E0200	Annotate leave orders for passenger sign-ups	84
E0258	Prepare or issue passenger boarding passes	84
E0204	Announce flight information on public address (PA) systems	83
E0285	Verify baggage dimensions	83
E0286	Verify compliance with foreign clearance guides, such as checking passports, immunization records, visas, or pet vaccinations	82
E0202	Annotate space-available booking cards or sign-up sheets	81
E0230	Inform passengers of border clearance requirements	81
E0283	Verify accuracy of passenger entries on space-available booking cards or sign-up sheets	79
E0219	Coordinate seat releases with air terminal operations flights (ATOFs), passenger reservation centers (PRCs), or passenger service centers (PSCs)	79
E0216	Coordinate meal requirements with fleet service or flight kitchen personnel	78
E0251	Perform terminal security checkpoint equipment operations	73

TABLE A7
LOAD CALCULATIONS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=14)
C0087	Assemble aircraft loads	100
C0095	Compute net weight of palletized or containerized shipments	93
C0094	Compute center-of-balance for rolling stock, outsized cargo, or multi-pallet trains	93
C0090	Calculate tiedown or restraint requirements	86
D0165	Perform spotter duties during loading or unloading operations	86
D0163	Perform engine running off-load or on-load (ERO) operations	86
A0008	Inspect 463L tiedown equipment	86
A0007	Inspect 463L nets or pallets	86
D0196	Transport cargo to or from aircraft	71
C0136	Weigh palletized or cargo shipments	71
C0105	Inform crew members or troop commanders of loading operations	71
D0194	Tie down cargo or mail in aircraft, other than airdrop cargo	64
B0085	Verify shipment centers-of-balance or dimensions	50
A0027	Perform vehicle inspections	50
B0084	Verify completeness of shipper's declaration for dangerous goods documentation	43
D0162	Perform concurrent loading or unloading operations	43
C0110	Inspect special equipment or vehicles for shipment	43
C0133	Tie down cargo or mail to pallets	43
C0101	Disassemble or reassemble material handling equipment (MHE) for shipment	43
C0100	Determine shoring requirements	36
D0167	Prepare aircraft for cargo loading	36
D0185	Remove tiedown devices	36
A0013	Inventory cargo awaiting airlift or shipment	36
L0597	Perform physical fitness training	36
A0009	Inspect carrier equipment before loading or unloading	36
B0086	Verify special equipment requirements	29

TABLE A8
EQUIPMENT CUSTODIAN JOB

TASKS		PERCENT MEMBERS PERFORMING (N=67)
A0007	Inspect 463L nets or pallets	97
A0008	Inspect 463L tiedown equipment	96
A0011	Inventory 463L tiedown equipment	63
A0010	Inventory 463L nets or pallets	61
A0037	Store 463L nets or pallets	61
A0038	Store 463L tiedown equipment	57
A0002	Clean nets or pallets, other than comfort pallets	55
A0027	Perform vehicle inspections	54
A0013	Inventory cargo awaiting airlift or shipment	39
A0003	Clean or service equipment or tools	36
A0014	Inventory cargo or mail shipments	36
A0009	Inspect carrier equipment before loading or unloading	34
A0004	Coordinate vehicle repairs with base vehicle maintenance	22
C0090	Calculate tiedown or restraint requirements	21
C0087	Assemble aircraft loads	19
B0041	Annotate actual weights, agreed weights, or tariff weights on shipping documents	18
A0026	Perform one-for-one exchange of tiedown equipment	16
A0039	Tag and ship repairable or condemned nets or pallets	16
A0035	Review vehicle operator inspection forms	15
C0104	Fit tiedown devices	13
A0015	Inventory organizational equipment, tools, or parts	13
B0042	Annotate DD Forms 1384 (Transportation Control and Movement Document)	13
C0094	Compute center-of-balance for rolling stock, oversized cargo, or multi-pallet trains	10
J0498	Don or doff chemical warfare personal protective clothing	9
C0089	Break down shipping containers	9
C0133	Tie down cargo or mail to pallets	9
D0155	Load or unload general cargo or mail onto loading equipment	7

TABLE A9
MOBILITY JOB

TASKS		PERCENT MEMBERS PERFORMING (N=10)
I0460	Maintain readiness lists	100
I0420	Conduct unit mobility self-inspections	100
I0462	Participate in mobility deployment or redeployment planning meetings	100
I0445	Direct assembly of cargo or personnel during mobility exercises or deployments	100
I0430	Coordinate mobility exercise or contingency plans or requirements with participating units	100
I0459	Maintain passports or mobility folders	90
I0424	Consolidate unit inputs to mobility augmentee rosters	90
J0502	Inspect personal mobility bags or kits	90
I0463	Participate in mobility exercise planning meetings	90
I0453	Evaluate mobility exercise or deployment plan inputs	90
I0414	Brief deploying personnel	80
I0454	Evaluate mobility exercises or deployments	80
I0448	Establish personnel tasking requirements for mobility exercises or deployments	80
I0452	Evaluate mobility exercise or deployment after-action report inputs	80
J0495	Assign personnel to mobility or contingency positions	70
I0470	Prepare or maintain workcenter pyramid recall plans	70
J0499	Establish mobility workcenters during mobility exercises or deployments	70
L0603	Schedule ancillary or quality training	60
I0471	Prepare unit commander's SORTS reports	60
K0565	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	60
K0563	Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	60
I0458	Maintain disaster preparedness checklists	60
L0597	Perform physical fitness training	50
L0601	Prepare or maintain training documentation, records, or files	50

TABLE A10
VEHICLE CONTROL JOB

TASKS		PERCENT MEMBERS PERFORMING (N=10)
A0027	Perform vehicle inspections	100
A0004	Coordinate vehicle repairs with base vehicle maintenance	100
A0035	Review vehicle operator inspection forms	100
C0101	Disassemble or reassemble material handling equipment (MHE) for shipment	100
N0667	Coordinate maintenance of equipment with appropriate agencies	90
N0676	Pick up, deliver, or store general equipment, tools, parts, or supplies	90
N0669	Evaluate serviceability of equipment, tools, parts, or supplies	80
N0670	Identify and report equipment or supply problems	70
N0671	Initiate requisitions for equipment, tools, parts, or supplies	70
C0110	Inspect special equipment or vehicles for shipment	70
A0003	Clean or service equipment or tools	70
M0663	Review TO changes	70
N0672	Inventory general tools or parts	60
N0673	Issue or log turn-ins of general equipment, tools, or parts	60
L0601	Prepare or maintain training documentation, records, or files	60
A0015	Inventory organizational equipment, tools, or parts	60
L0573	Administer or score tests	50
K0527	Coordinate work with other functional areas	50
N0668	Develop equipment checklists	50
J0514	Prepare equipment for deployments	50
L0586	Develop or procure training materials or aids	50
N0675	Maintain organizational equipment or supply records	50
K0571	Write replies to inspection reports	50
K0566	Write inspection reports	40
F0319	Manage unit resources	40

TABLE A11
FLEET SERVICE JOB

TASKS	PERCENT MEMBERS PERFORMING (N=139)
G0354 Fill or flush aircraft lavatory systems	99
G0376 Remove trash or waste materials from aircraft	98
G0352 Dispose of trash or waste materials removed from aircraft	98
G0373 Pick up or deliver flight-kitchen meals to or from aircraft	94
G0353 Fill fresh water tanks or containers	94
G0351 Clean potable water trucks	94
G0365 Load or unload fleet service equipment or aircraft supplies in aircraft	92
G0367 Maintain expendable or nonexpendable items	91
G0360 Install fleet service equipment in aircraft	90
G0362 Inventory fleet service equipment in aircraft	90
G0349 Clean aircraft galleys or interiors	90
G0381 Service portable lavatories or urinals	90
G0350 Clean portable lavatories or urinals	90
G0379 Sanitize potable water trucks	89
G0380 Service comfort pallets	88
G0348 Clean air transportable galley lavatories (ATGLs) or comfort pallets	86
G0359 Inspect portable lavatories or urinals	86
G0363 Issue aircraft supplies	82
G0366 Load or unload portable lavatories or urinals	80
G0358 Inspect or replenish passenger service kits	78
G0368 Maintain fleet service record files	76
G0361 Inventory aircraft supplies	73
G0378 Sanitize comfort pallet potable water systems	73
A0027 Perform vehicle inspections	72
G0355 Initiate shipments of nonexpendable items	71
G0357 Inspect ATGLs or comfort pallets	67
G0374 Prepare ATGLs, comfort pallets, or fleet service equipment for shipment	62
G0364 Load or unload ATGLs or comfort pallets	60
G0372 Perform operational checks of ATGLs or comfort pallets	60

TABLE A12
TRAINING CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=68)
L0593	Evaluate progress of trainees	87
L0582	Counsel trainees on training progress	87
L0601	Prepare or maintain training documentation, records, or files	85
L0574	Brief personnel concerning training programs or matters	82
L0583	Determine training requirements	78
L0578	Conduct on-the-job training (OJT) or upgrade training, such as air transportation computer-based training (ATCBT)	74
L0586	Develop or procure training materials or aids	74
L0588	Develop training programs, plans, or procedures	69
L0573	Administer or score tests	68
L0591	Evaluate effectiveness of training programs, plans, or procedures	63
L0590	Enroll trainees in training courses, such as CDCs or computer-based training (CBT)	59
L0603	Schedule ancillary or quality training	57
L0596	Inspect training materials or aids for operation or suitability	56
L0594	Evaluate student critiques	54
L0587	Develop performance or proficiency tests	47
L0595	Evaluate training methods or techniques of instructors	47
K0551	Evaluate personnel for compliance with performance standards	47
L0589	Develop written tests	47
L0599	Personalize lesson plans	46
K0527	Coordinate work with other functional areas	46
L0576	Conduct ancillary training, such as mobility training or self-aid buddy care	44
K0557	Inspect personnel for compliance with military standards	41
K0536	Develop or establish work methods or procedures	40

TABLE A13
SUPERVISOR CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=334)
K0570	Write recommendations for awards or decorations	90
K0527	Coordinate work with other functional areas	89
K0528	Counsel subordinates concerning personal matters	89
K0551	Evaluate personnel for compliance with performance standards	86
K0557	Inspect personnel for compliance with military standards	86
K0552	Evaluate personnel for promotion, demotion, reclassification, or special awards	84
K0558	Interpret policies, directives, or procedures for subordinates	83
K0530	Determine or establish work assignments or priorities	83
K0526	Conduct supervisory performance feedback sessions	82
K0569	Write or indorse military performance reports	81
K0521	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	79
K0536	Develop or establish work methods or procedures	76
K0546	Establish performance standards for subordinates	76
K0537	Develop or establish work schedules	75
K0519	Assign personnel to work areas or duty positions	74
K0525	Conduct supervisory orientations for newly assigned personnel	71
K0571	Write replies to inspection reports	69
K0565	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	67
L0574	Brief personnel concerning training programs or matters	66
L0583	Determine training requirements	62
L0582	Counsel trainees on training progress	62
L0601	Prepare or maintain training documentation, records, or files	59

THIS PAGE INTENTIONALLY LEFT BLANK