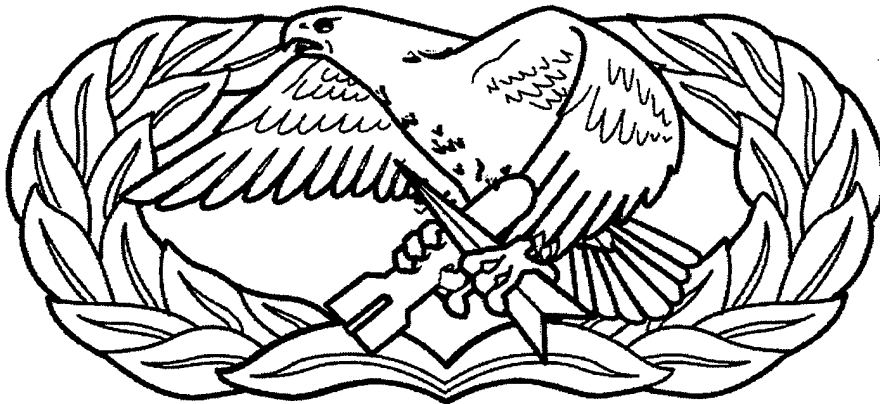


**UNITED STATES
AIR FORCE**

OCCUPATIONAL SURVEY REPORT



**TACTICAL AIRCRAFT MAINTENANCE
(F-16/F-117)
AFSC 2A3X3B**

OSSN: 2384

MAY 2000

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

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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	3
Survey Sample.....	3
Task Factor Administration.....	5
SPECIALTY JOBS	6
Overview of Specialty Jobs.....	6
Group Descriptions	9
Comparison to Previous Study	18
ANALYSIS OF DAFSC GROUPS	26
Skill-Level Descriptions.....	26
Summary.....	30
TRAINING ANALYSIS	64
First-Enlistment Personnel	64
Training Emphasis (TE) and Task Difficulty (TD) Data	70
Specialty Training Standard (STS)	73
JOB SATISFACTION ANALYSIS	78
IMPLICATIONS	85

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	19
TABLE 4 SELECTED BACKGROUND DATA FOR SPECIALTY JOBS	22
TABLE 5 SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 SURVEYS	25
TABLE 6 DISTRIBUTION OF <u>ALL</u> COMPONENT DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING).....	31
TABLE 7 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>ALL</u> COMPONENT DAFSC GROUPS	32
TABLE 8 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A333B PERSONNEL.....	33
TABLE 9 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A353B PERSONNEL.....	34
TABLE 10 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A373B PERSONNEL.....	35
TABLE 11 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ALL</u> DAFSC 2A333B AND 2A353B PERSONNEL (PERCENT MEMBERS PERFORMING).....	36
TABLE 12 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ALL</u> DAFSC 2A353B AND 2A373B PERSONNEL (PERCENT MEMBERS PERFORMING).....	37
TABLE 13 DISTRIBUTION OF <u>AD</u> DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	38
TABLE 14 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>AD</u> DAFSC GROUPS	39
TABLE 15 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2A333B PERSONNEL.....	40
TABLE 16 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2A353B PERSONNEL.....	41
TABLE 17 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2A373B PERSONNEL.....	42

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

	<u>PAGE</u> <u>NUMBER</u>
TABLE 18 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> DAFSCs 2A333B AND 2A353B PERSONNEL (PERCENT MEMBERS PERFORMING).....	43
TABLE 19 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> DAFSCs 2A353B AND 2A373B PERSONNEL (PERCENT MEMBERS PERFORMING).....	44
TABLE 20 DISTRIBUTION OF <u>ANG</u> DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	45
TABLE 21 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>ANG</u> DAFSC GROUPS.....	46
TABLE 22 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A353B PERSONNEL	47
TABLE 23 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A373B PERSONNEL	48
TABLE 24 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ANG</u> DAFSCs 2A353B AND 2A373B PERSONNEL (PERCENT MEMBERS PERFORMING).....	49
TABLE 25 DISTRIBUTION OF <u>AFRC</u> DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	50
TABLE 26 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>AFRC</u> DAFSC GROUPS.....	51
TABLE 27 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2A333B PERSONNEL	52
TABLE 28 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2A353B PERSONNEL	53
TABLE 29 REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2A373B PERSONNEL	54
TABLE 30 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> DAFSCs 2A333B AND 2A353B PERSONNEL (PERCENT MEMBERS PERFORMING)	55
TABLE 31 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AFRC</u> DAFSCs 2A353B AND 2A373B PERSONNEL (PERCENT MEMBERS PERFORMING)	56
TABLE 32 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>ANG</u> DAFSC 2A353B PERSONNEL (PERCENT MEMBERS PERFORMING).....	57
TABLE 33 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>ANG</u> DAFSC 2A373B PERSONNEL (PERCENT MEMBERS PERFORMING).....	58

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

	<u>PAGE NUMBER</u>
TABLE 34 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>AFRC</u> DAFSC 2A333B PERSONNEL (PERCENT MEMBERS PERFORMING).....	59
TABLE 35 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>AFRC</u> DAFSC 2A353B PERSONNEL (PERCENT MEMBERS PERFORMING).....	60
TABLE 36 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>AD</u> AND <u>AFRC</u> DAFSC 2A373B PERSONNEL (PERCENT MEMBERS PERFORMING).....	61
TABLE 37 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ANG</u> AND <u>AFRC</u> DAFSC 2A353B PERSONNEL (PERCENT MEMBERS PERFORMING).....	62
TABLE 38 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ANG</u> AND <u>AFRC</u> DAFSC 2A373B PERSONNEL (PERCENT MEMBERS PERFORMING).....	63
TABLE 39 RELATIVE PERCENT TIME SPENT ON DUTIES BY AD FIRST- ENLISTMENT PERSONNEL.....	66
TABLE 40 REPRESENTATIVE TASKS PERFORMED BY AFSC 2A3X3B AD FIRST- ENLISTMENT PERSONNEL	67
TABLE 41 POWERED AND NON-POWERED SUPPORT EQUIPMENT USED BY PERCENT OF AD FIRST- ENLISTMENT AFSC 2A3X3B PERSONNEL	68
TABLE 42 MAINTENANCE MATERIALS AND TOOLS USED BY PERCENT OF AD FIRST-ENLISTMENT AFSC 2A3X3B PERSONNEL	69
TABLE 43 TASKS RATED HIGHEST IN TRAINING EMPHASIS	71
TABLE 44 TASKS RATED HIGHEST IN TASK DIFFICULTY	72
TABLE 45 EXAMPLES OF PERFORMANCE-CODED STS 2A3X3B ENTRIES NOT SUPPORTED BY SURVEY DATA (PERCENT MEMBERS PERFORMING).....	74
TABLE 46 EXAMPLES OF KNOWLEDGE-CODED STS 2A3X3B ENTRIES PERFORMED BY 20 PERCENT OR MORE AD MEMBERS AND SHOULD BE REVIEWED FOR PERFORMANCE-CODE UPGRADE (PERCENT MEMBERS PERFORMING).....	75
TABLE 47 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).....	76

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

	<u>PAGE</u> <u>NUMBER</u>
TABLE 48 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT GROUP MEMBERS AND NOT REFERENCED TO THE 2A3X3B POIs	77
TABLE 49 COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING)	79
TABLE 50 COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING)	80
TABLE 51 COMPARISON OF <u>ANG</u> AND <u>AFRC</u> JOB SATISFACTION BY SKILL LEVEL GROUPS (PERCENT MEMBERS RESPONDING)	81
TABLE 52 COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS (PERCENT MEMBERS RESPONDING).....	82
TABLE 53 TOP FACTORS INFLUENCING SEPARATION FOR AFSC 2A3X3B PERSONNEL.....	84
FIGURE 1 AFSC 2A3X3B CAREER LADDER SPECIALTY JOBS (N=1,331).....	8
FIGURE 2 DISTRIBUTION OF 2A3X3B FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=266)	65
APPENDIX A SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS	87

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Tactical Aircraft Maintenance (F-16/F-117) career ladder, Air Force Specialty Code (AFSC) 2A3X3B. 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 Mr. Tyrone Hill 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>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** AFSC 2A3X3 was surveyed to validate career ladder documents and training programs. Survey results are based on responses from 1,331 Air Force enlisted members from the AFSC 2A3X3B shredout, accounting for 21 percent of the career field population. Survey respondents include 960 Active Duty (AD), 281 Air National Guard (ANG), and 90 Air Force Reserve Command (AFRC) personnel. The career field returned 81 percent of the AD surveys mailed and 55 percent of all surveys.
2. **Specialty Jobs:** Four clusters (each containing at least two separate jobs) and nine specialty jobs were identified, accounting for 91 percent of the survey sample. The clusters and jobs include: Core Crew Chief Job, Phase Inspection Job, Repair and Reclamation Job, Transient Alert Job, Maintenance Coordinator Cluster, Expediter Job, Quality Assurance Job, Support Cluster, Training Cluster, Technical School Instructor Job, Safety Manager Job, Mobility NCO Job, and Supervisor/Manager Cluster. ANG and AFRC members perform similarly to AD airmen and are included in many technically-oriented clusters and jobs.
3. **Career Ladder Progression:** Skill-level analyses for members of this AFSC shows a slight discrepancy from typical career field progression. Personnel follow the basic path from entry-level technicians as 3-skill level apprentices to 5-skill level journeymen. However, even as airmen reach the 7-skill level, they remain technically-focused rather than progress to a more supervisory or management role. ANG members in the survey were the main reason for the appearance of a technical focus at the 7-skill level as AD and AFRC airmen make more of a supervisory shift.
4. **Training Analysis:** The current POIs (Fundamentals, "Cold" or aircraft-specific fundamentals, and "Hot" or aircraft-specific hands-on training) are very well supported by survey percent member performing data. The STS contains several 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 2A3X3B personnel is good. It compares favorably to ratings from both a comparative sample of career fields surveyed in 1999 and the 1997 AFSC 2A3X3 study. First- and second-enlistment members show lower reenlistment intention ratings than the previous study and should be addressed by career field leaders. ANG and AFRC members appear very satisfied with their roles in the military.
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. ANG and AFRC airmen perform more technical tasks on average than their active duty counterparts at more advanced skill levels. The STS contains entries that lack survey percent members performing data support, while the various POIs required by the career field are all very well supported. No severe problems arise from the job satisfaction questions in the survey.

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**OCCUPATIONAL SURVEY REPORT (OSR)
TACTICAL AIRCRAFT MAINTENANCE (F-16/F-117)
(AFSC 2A3X3B)**

INTRODUCTION

This is an Occupational Survey Report (OSR) of the Air Force Specialty Code (AFSC) 2A3X3B, Tactical Aircraft Maintenance (F-16/F-117) 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 Tactical Aircraft Maintenance career ladder was January 1997.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 31 October 1999, *Specialty Description* (last changed 30 April 1999), Tactical Aircraft Maintenance personnel maintain tactical aircraft, support equipment, and forms and records. Personnel also perform and supervise flight chief, expeditor, crew chief, repair and reclamation, quality assurance, and maintenance support functions.

Personnel must meet special requirements to enter the career field. Personnel must have an ASVAB Mechanical score of at least 44. The career field lists a strength factor of "L" which indicates the need to lift 80 pounds. High school completion is desirable with courses in physics, pneudraulics, and electronics. Personnel must have normal color vision as defined in AFI 48-123, *Medical Examination and Standards*. For award of AFSC 2A333B, completion of Aircraft Maintenance Fundamentals, a suffix-specific fundamentals, and a suffix-specific hands-on training course is required.

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SURVEY METHODOLOGY

Inventory Development

This survey instrument was developed to include the tasks performed by all AFSC 2A3X3, Tactical Aircraft Maintenance personnel including shreds A, B, E, H, and J. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2384, dated July 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 53 subject-matter experts (SMEs) at the following training locations and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB TX	362 TRS
Holloman AFB NM	7 FS, 8 FS, 9 FS, 49 LG, 49 MXS, 49 OG, 372 TRS
Indian Springs AF Auxiliary Field NV	11 RS
Beale AFB CA	99 RS
Seymour-Johnson AFB NC	4 EMS, 4 OG, 333 FS, 334 FS, 336 FS
Davis-Monthan AFB AZ	354 FS, 357 FS, 368 FS
Luke AFB AZ	21 FS, 61 FS, 62 FS, 63 FS, 309 FS, 310 FS
New Orleans NAS JRB LA	159 AGS, 159 CRB

The resulting JI contains a comprehensive listing of 875 tasks grouped under 15 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, and organizational level. Additional background questions included the schedule worked, hours worked, aircraft type and aircraft engines, support equipment used, and maintenance materials or tools used. Furthermore, questions were included to determine additional duties and hours performing additional duties, as well as length and number of deployments.

Survey Administration

From July - November 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A3X3 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. This B-shred report is part of a 3-part series of AFSC 2A3X3 occupational survey reports.

Survey Sample

Table 1 reflects the percentage of distribution, by Duty AFSC (DAFSC), of assigned AFSC 2A3X3B personnel as of July 1999. Because of the large number of personnel in the 2A3X3 career field, a decision was made to survey approximately 40 percent of the career field. While 55 percent of the mailed surveys were returned including 81 percent of the AD surveys mailed, the 1,331 respondents in the final B-shred sample represent 21 percent of the total assigned personnel. Table 2 reflects the paygrade and MAJCOM distribution for this study.

TABLE 1

DAFSC DISTRIBUTION OF B-SHRED SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
2A333B	17	17
2A353B	52	50
2A373B	31	33

TOTAL ASSIGNED TO B-SHRED* = 6,492

TOTAL AD ASSIGNED TO B-SHRED* = 4,039

TOTAL IN B-SHRED SURVEY SAMPLE = 1,331

TOTAL AD IN B-SHRED SAMPLE = 960

PERCENT OF ASSIGNED IN B-SHRED SAMPLE = 21%

* Assigned strength as of July 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	14	14
E-4	22	19
E-5	28	28
E-6	22	23
E-7	13	15
E-8	1	1
COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
ACC	27	27
AETC	13	20
PACAF	11	15
USAFE	7	5
AFMC	4	5
ANG	31	21
AFRC	7	7
Other*	0	0

* Other - refers to other AD MAJCOMs and various agencies

As can be seen from Tables 1 and 2, the DAFSC, paygrade, and Major 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. Though the Air National Guard (ANG) is underrepresented in the B-shred sample, the consequences are minimal as ANG and Air Force Reserve Command (AFRC) analyses are generally run separate from AD analyses. Where appropriate, component percentages will be included to aid the reader.

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 2A3X3 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.

Members from all shreds (A, B, and J) were administered the TE and TD surveys with the intent of separating survey returns. Both shredded (separate B-shred analysis) and non-shredded (combined A-, B-, and J-shred analysis) TE and TD analyses were accomplished and results indicated that the non-shredded analyses showed better interrater agreement. Therefore, all TE and TD numbers referenced in this report and the associated extracts include ratings from members of all shreds.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 196 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 196 raters, representing all shreds of the career field, was acceptable. Personnel generally agreed on which tasks should be rated highest in training importance. The average TE rating was 2.34, with a standard deviation of 1.52. These numbers mean that any task with a final TE rating of 3.86 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 182 senior NCOs completed TD diskettes. Those 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, four clusters and nine independent jobs were identified within the career ladder. Figure 1 illustrates the clusters and jobs performed by AFSC 2A3X3B personnel.

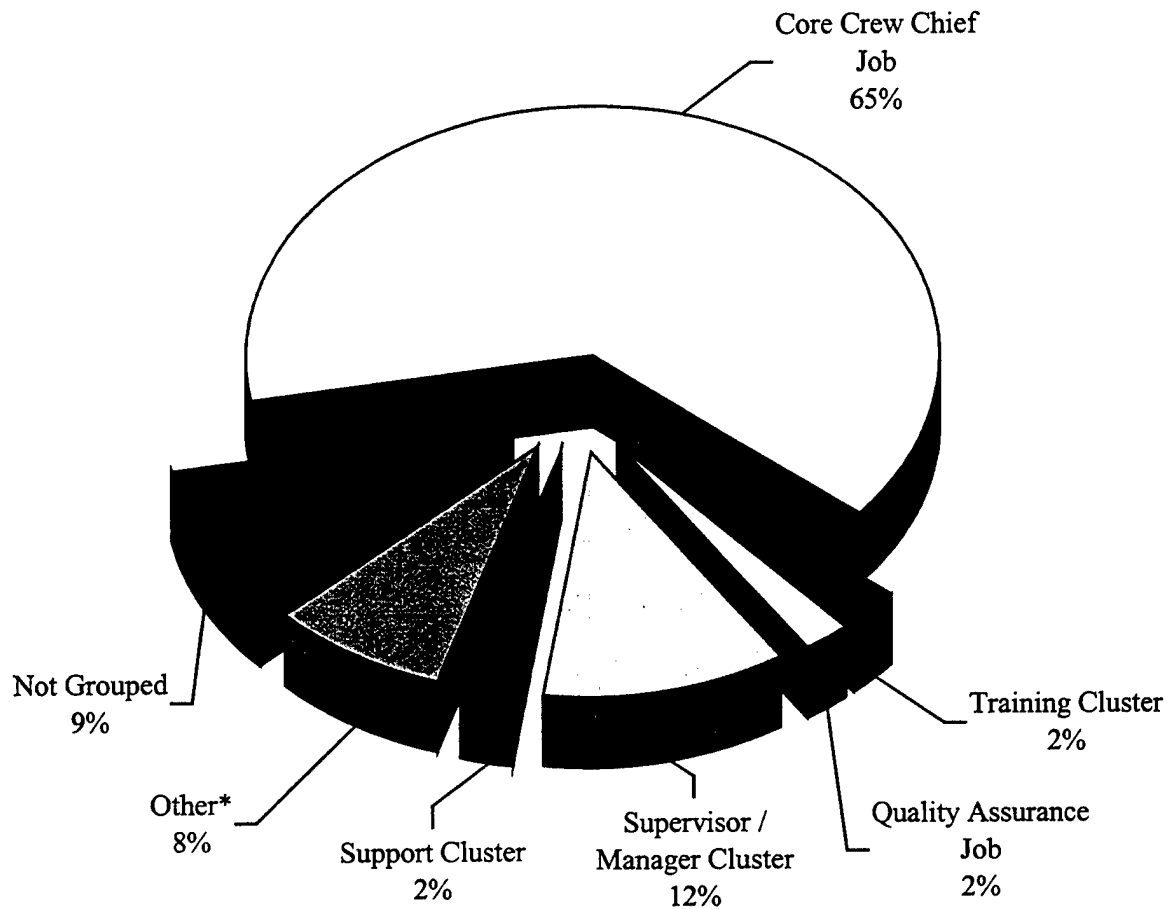
A listing of the clusters and jobs is provided below. The clusters are shown with their respective jobs as lettered points. The group (GP) number shown beside each title references computer-printed information; the letter "N" indicates the number of personnel in each group.

- I. CORE CREW CHIEF JOB (GP441, N=851)
- II. PHASE INSPECTIONS JOB (GP438, N=12)
- III. REPAIR AND RECLAMATION JOB (GP444, N=20)
- IV. TRANSIENT ALERT JOB (GP459, N=18)
- V. MAINTENANCE COORDINATOR CLUSTER (GP465, N=18)
 - A. AIRCRAFT COORDINATOR JOB (GP468, N=7)
 - B. EQUIPMENT COORDINATOR JOB (GP471, N=5)
- VI. EXPEDITER JOB (GP474, N=18)
- VII. QUALITY ASSURANCE JOB (GP456, N=30)
- VIII. SUPPORT CLUSTER (GP518, N=33)
 - A. HAZMAT JOB (GP521, N=6)
 - B. EQUIPMENT CUSTODIAN JOB (GP527, N=15)
 - C. SUPPORT SECTION SUPERVISOR JOB (GP524, N=10)

- IX. TRAINING CLUSTER (GP447, N=32)
 - A. INSTRUCTORS JOB (GP450, N=11)
 - B. ON-THE-JOB TRAINING (OJT) JOB (GP453, N=21)
- X. TECHNICAL SCHOOL INSTRUCTOR JOB (GP462, N=12)
- XI. SAFETY MANAGER JOB (GP512, N=5)
- XII. MOBILITY NCO JOB (GP515, N=9)
- XIII. SUPERVISOR/MANAGER CLUSTER (GP477, N=151)
 - A. PRODUCTION MANAGER JOB (GP480, N=27)
 - B. CAMS MANAGEMENT JOB (GP483, N=12)
 - C. SECTION/FLIGHT CHIEF JOB (GP506, N=94)
 - D. UNIT TRAINING JOB (GP509, N=5)

The respondents forming the clusters and jobs account for 91 percent of the B-shred survey sample. The remaining 9 percent of the surveyed personnel were not grouped similar to other personnel. Job titles for those personnel not grouped include Aircraft Battle Damage, End of Runway Supervisor, and CDC Writer among others.

**AFSC 2A3X3B CAREER LADDER SPECIALTY JOBS
(N = 1,331)**



**Other includes Phase Inspection, Repair and Reclamation, Transient Alert, Expediter, Technical School Instructor, Safety Manager, Mobility NCO Jobs and Maintenance Coordinator Cluster. Each represents less than 2 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. CORE CREW CHIEF JOB (GP441). This job is the core technical job in the career field sample. The job contains 851 airmen, accounting for 65 percent of the entire B-shred sample. Core Crew Chief members perform an average of 316 tasks, highest among all jobs and clusters, displaying their aircraft maintenance generalist characteristic. These airmen are often dedicated crew chiefs or assistant dedicated crew chiefs and assigned to maintain and inspect one aircraft. Members of the job spend much of their time (23 percent) Performing Aircraft Ground Handling or Servicing Activities which is designated as Duty B. Duty A, Performing General Airframe or Aircraft Maintenance Activities, accounts for 16 percent of their time and both Duty C, Maintaining Landing Gear Systems and Duty G, Performing General Engine Maintenance Activities account for 13 percent each (see Table 3). Tasks representative of the job include:

- Perform safe-for-maintenance inspections
- Remove or install aircraft hardware, such as screws or fasteners
- Jack aircraft using tripod jacks
- Perform brake operator or wing, tail, or chalk walker operations
- Inspect aircraft tires
- Apply or remove aircraft external hydraulic power
- Inspect landing gear shock struts

Sixty-six percent of the members of the cluster are AD members, while the remaining 34 percent are split between the ANG, accounting for 26 percent and AFRC, comprising 8 percent. Personnel perform at all skill levels, including 59 percent in the 5-skill level and 21 percent in the 3-skill level. The remaining 20 percent are 7-skill level airmen. Paygrades are representative of their technical nature; the greatest proportion of the cluster (33 percent) hold the paygrade E-5, 24 percent are E-4s, and 19 percent are E-6s. The AD members average about 7.5 years total active federal military service (TAFMS). As with most jobs in the career field, ACC personnel account for the most representation with 23 percent, though AETC and PACAF account for 18 and 15 percent, respectively. Forty-three percent are supervisors (see Table 4).

II. PHASE INSPECTIONS JOB (GP438). Another technical job dealing heavily in inspections is the Phase Inspection Job. These members include only 12 from the survey sample, accounting for less than one percent of the survey. However, they perform a specialized job working on the phase inspection docks. Members perform 81 tasks on average, typically focused on inspections. These airmen spend much of their time (29 percent) performing the tasks of Duty B, Performing Aircraft Ground Handling or Servicing Activities. Duties A, Performing General Airframe or Aircraft Maintenance Activities, and C, Maintaining Landing Gear Systems, comprise 22 percent and 19 percent of their time, respectively (see Table 3). Representative tasks performed by these incumbents include:

- Perform aircraft phase inspections
- Inspect landing gear down-lock mechanisms
- Inspect landing gear up-lock mechanisms
- Service aircraft systems with nitrogen
- Inspect aircraft tires
- Open or close hinged doors
- Inspect trailing edge flaps

Sixty-seven percent of the airmen in this job are AD members, while the final 33 percent are ANG respondents. The members are evenly split between the 3- and 5-skill levels. The paygrade data shows a rather junior enlisted distribution. Paygrades E-1 - E-3 personnel account for 50 percent of the job and 25 percent hold the paygrade E-5. The AD members average only about 3.5 years TAFMS. Twenty-five percent of the members are in ACC, while AETC and AFMC each have 17 percent of the job members. Eight percent of the members are supervisors (see Table 4).

III. REPAIR AND RECLAMATION JOB (GP444). The Repair and Reclamation Job is comprised of individuals performing another technical maintenance job. These 20 members, representing about 2 percent of the survey sample, work in crash recovery and return aircraft to flight capable. They perform an average of 174 tasks. Thirty percent of the job's time is spent on Duty A, Performing General Airframe or Aircraft Maintenance Activities. Other top duties include Duty C, Maintaining Landing Gear Systems and Duty B, Performing Ground Handling or Servicing Activities which both account for 18 percent of their time (see Table 3). Some of the tasks best representative of these airmen include:

- Remove or install tailpipes, heat shields, or bricks
- Inspect crash recovery equipment, such as air lift bags or slings
- Operationally check aircraft canopy systems
- Operationally check landing gear emergency extension systems
- Apply or remove aircraft external hydraulic power
- Inspect aircraft wheel assemblies
- Rig tailpipes or heat shields

AD representation comprises 100 percent of the job and all members are in ACC. Many (40 percent) of the airmen in the job perform at the 5-skill level, while 3- and 7-skill level members comprise 35 and 25 percent of the survey, respectively. Paygrade distribution corresponds to the skill level distribution; E-3 and below members account for 35 percent of the job as do E-5 personnel. E-6 members fill 25 percent of the positions. The airmen average about 9 years TAFMS. Sixty-five percent of the airmen in the group are a supervisor (see Table 4).

IV. TRANSIENT ALERT JOB (GP459). Another technical maintenance job identified within the career field is the Transient Alert Job. It represents about 1 percent of the career field sample with 18 people. These airmen perform an average of 98 tasks. Their time is spent, largely, with tasks in Duty B, Performing Aircraft Ground Handling or Servicing Activities. This

duty accounts for 50 percent of their time, while Duty A, Performing General Airframe or Aircraft Maintenance Activities accounts for another 15 percent (see Table 3). Though crew chiefs by nature, these airmen are responsible for maintenance on a variety of aircraft that visit their base to include aircraft from other services and other nations. Distinctive tasks performed by job members include:

- Marshal aircraft
- Fuel aircraft using single-point methods
- Service aircraft with LOX
- Perform aircraft launch checklist procedures
- Apply or remove aircraft external bleed air
- Perform tow vehicle operations
- Fuel aircraft using over-the-wing methods

This group includes 100 percent AD personnel. ACC dominates the representation with 39 percent of the job members. PACAF members comprise 22 percent of the job sample and AETC members account for 17 percent. Most of the members (61 percent) perform at the 5-skill level, however 3-skill level members (28 percent) and 7-skill level members (11 percent) are represented. Paygrade distribution shows 45 percent of the members are E-5, and E-4 personnel account for 29 percent of the cluster. AD members of the job average 8.5 years TAFMS. Fifty-six percent of the respondents are supervisors (see Table 4).

V. MAINTENANCE COORDINATOR CLUSTER (GP464). The Maintenance Coordinator Cluster identified in the sample only contains 18 airmen, but provides another vital service for the career field. Within the 14 tasks performed on average by these members, proper maintenance is controlled for each aircraft. Much of their time (39 percent) is spent Performing Maintenance Management Activities, designated as Duty J. Another 15 percent of their time is spent on tasks of Duty N, Performing General Administrative and Technical Order System 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:

- Retrieve CAMS listings or reports
- Maintain records in CAMS
- Verify accuracy of CAMS daily inputs
- Debrief flight crews
- Review aircraft flight or maintenance records, such as AFTO Forms 781-series
- Correct CAMS errors noted during daily verification process
- Maintain or update status indicators, such as boards, graphs, or charts

Fifty-six percent of the members of this cluster are AD, 39 percent representing ACC. The remaining 44 percent comes from the ANG. Sixty-seven percent of the airmen perform at the 5-skill level while 28 percent are in the 7-skill level. The average TAFMS for the AD airmen is about 6 years. The paygrade distribution includes 39 percent at the E-4 paygrade, 28 percent for the E-6 members, and 17 percent E-5 respondents. Only 11 percent of the members are supervisors (see Table 4).

The first of the jobs identified within the cluster is the AIRCRAFT COORDINATOR JOB. They are responsible for coordinating the maintenance of the aircraft with maintenance control as well as debriefing flight crews. Some of the top tasks they perform are listed below:

- Review aircraft flight or maintenance records, such as TO Forms 781-series
- Debrief flight crews
- Coordinate aircraft maintenance with maintenance control or other agencies

The second job identified within the cluster is the EQUIPMENT COORDINATOR JOB. These members seem to concern themselves with tracking and coordinating the maintenance of equipment rather than aircraft. Some of their top tasks include:

- Coordinate maintenance of equipment with appropriate agency
- Verify accuracy of CAMS daily inputs
- Track equipment maintenance discrepancies in CAMS

VI. EXPEDITER JOB (GP474). Another maintenance managerial-type job identified in the career field is the Expediter Job. Containing 18 airmen, this group represents about 1 percent of the career field sample. Of the 16 tasks performed on average by these members, many of the tasks are grouped into Duty L, Performing Management and Supervisory Activities, which accounts for 47 percent of their time. Duty J, Performing Maintenance Management activities accounts for another 16 percent of their time (see Table 3). These airmen are responsible for getting the aircraft back into the air and keeping up with flying maintenance schedules. Representative tasks performed by these airmen include:

- Coordinate aircraft maintenance with maintenance control or other agencies
- Determine or establish work assignments or priorities
- Assign personnel to work areas or duty positions
- Review aircraft flight or maintenance records
- Review preventive maintenance schedules
- Assist in evaluating aircraft impounds or quarantines
- Collect joint oil analysis program samples for analyses

All members of this job are AD personnel with many in ACC (39 percent), though USAFE also accounts for 28 percent of the representation and AETC comprises 22 percent. Seventy-eight percent of the membership perform at the 7-skill level, while the remaining 22 percent are 5-skill level members. Members are grouped into 2 paygrades; the E-6 paygrade accounts for 89 percent of the airmen and E-7 accounts for the remaining 11 percent. These experienced personnel average just over 17 years TAFMS. Sixty-one percent of the personnel are supervisors (see Table 4).

VII. QUALITY ASSURANCE JOB (GP456). Thirty airmen, 2 percent of the survey sample, form this group and perform a fairly specialized job. The 117 tasks performed on average by these members are obligated to inspect the quality of work performed by maintainers. Their duty time is split among several duty titles. Sixteen percent of their time is spent on Duty

A, Performing General Airframe or Aircraft Maintenance Activities, and 15 percent is spent on tasks of Duty G, Performing General Engine Maintenance Activities (see Table 3). The top differentiating tasks appear below:

- Inspect flight control components
- Inspect areas for foreign object damage
- Inspect stabilizers
- Inspect rudders
- Inspect landing gear up-lock mechanisms
- Inspect engine or accessory gearboxes or associated components
- Inspect landing gear shock struts

Though 70 percent of the members are AD (33 percent from ACC), 30 percent are also in the ANG. Experience is evident as 87 percent of the members perform at the 7-skill level, while 10 percent work at the 5-skill level. E-7 is the most common paygrade accounting for 40 percent. E-6 personnel account for 30 percent of the job. Active Duty airmen in this job average about 16 years TAFMS and 43 percent are supervisors (see Table 4).

VIII. SUPPORT CLUSTER (GP518). Thirty-three members (2 percent of the survey), performing an average of only 26 tasks, comprise this cluster. These members are responsible for the maintaining and control of the equipment utilized by the career field as well as HAZMAT responsibilities. Three jobs, which will be explained later, were identified within the cluster. These personnel spend 39 percent of their time on their top duty, Duty O, Performing General Supply and Equipment Activities, and another 22 percent on Duty L, Performing Management and Supervisory Activities (see Table 3). Some tasks that best represent this job include:

- Inventory equipment, tools, parts, or supplies
- Maintain tool cribs
- Issue or log turn-ins of equipment, tools, parts, or supplies
- Maintain equipment control listings
- Evaluate serviceability of equipment, tools, parts, or supplies
- Perform support equipment minor repairs
- Ensure compliance of HAZMAT programs

Nearly (97 percent) the entire Support Cluster identified in the sample is performed by AD members; the remaining 3 percent are AFRC members. AETC members account for 37 percent and ACC and PACAF airmen each comprise 24 percent of the job. Skill level distribution shows a high percentage of 5-skill level members (70 percent) performing the job, while another 21 percent are 7-skill level respondents. Forty percent of the incumbents hold the E-5 paygrade and 27 percent are E-4s. Active Duty incumbents average nearly 13 years TAFMS and 58 percent of the respondents have supervisory responsibilities (see Table 4).

The first job identified within the cluster is the HAZMAT JOB. Personnel are responsible for all aspects of the HAZMAT programs within their respective units. Among the top tasks performed by members of the job are:

- Maintain initial HAZMAT accumulation reports
- Dispose of solid hazardous waste
- Complete or maintain HAZMAT files

Another job identified within the cluster is the EQUIPMENT CUSTODIAN JOB. These members control and maintain the tools and equipment used by other members of the career field. Some of the top differentiating tasks performed by these members include:

- Maintain tool cribs
- Inventory equipment, tools, parts, or supplies
- Maintain equipment control listings

The final job identified within the cluster is the SUPPORT SECTION SUPERVISOR JOB. As the name suggests, these members lead the support section including members from the HAZMAT and Equipment Custodian Jobs. These airmen are the most senior of the cluster. Top differentiating tasks include:

- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions
- Counsel subordinates concerning personal matters

IX. TRAINING CLUSTER (GP447). The 32 respondents forming this cluster were identified due to the high percentage of time spent on training, though not necessarily at the technical training school. They average 164 tasks performed, a high number which signals the performance of a technical job as well as training responsibilities. The two jobs identified within the cluster will be discussed later. Twenty-two percent of their time is spent on Duty L, Performing Management and Supervisory Activities, while 19 percent of their time is spent on Duty B, Performing Aircraft Ground Handling or Servicing Activities. Thirteen percent of their time is also spent on Duty M, Performing Training Activities, displaying their greatest differentiating trait (see Table 3). Some of the tasks that best represent this cluster are:

- Counsel trainees on training progress
- Evaluate progress of trainees
- Determine training requirements
- Interpret policies, directives, or procedures for subordinates
- Counsel subordinates concerning personal matters
- Develop or establish work methods or procedures
- Perform safe-for-maintenance inspections

Ninety-one percent of the cluster members are AD personnel, 32 percent of whom are in ACC. PACAF has 28 percent of the incumbents and AETC airmen represent 19 percent of the members. The skill level distribution is split between the 5- and 7-skill level, with 7-level members accounting for 53 percent of the cluster. The predominant paygrade is E-6, which contains 56 percent of the members. Airmen in the cluster average over 15.5 years TAFMS, and 87 percent of the incumbents are supervisors (see Table 4).

The first of two jobs identified within the cluster was the INSTRUCTORS JOB. Members of the job work at field training detachments and instruct students through hands-on training. Some of the tasks which separate these members from other members of the cluster include:

- Conduct formal course classroom training
- Personalize lesson plans
- Administer or score tests

The second job of the Training Cluster was the OJT JOB, referring to On-the-Job Training. Incumbents of this job work at operational units and maintain training records for members of the unit as a secondary duty. These members qualify junior personnel on certain aspects of maintenance. Some of the tasks which differentiate these members from the Instructors include:

- Perform powered and non-powered pre-use inspections
- Counsel trainees on training progress
- Schedule CAMS training

X. TECHNICAL SCHOOL INSTRUCTOR JOB (GP462). Twelve survey respondents grouped into this job. Members perform an average of 37 tasks and are generally technical school instructors for members of the career field. Their time is focused on training duties; Duty M, Performing Training Activities accounts for 59 percent of their time, though 12 percent of their time is spent on Duty L, Performing Management and Supervisory Activities. (see Table 3). Some of the tasks that best represent the job performed by these airmen are:

- Evaluate progress of trainees
- Counsel trainees on training progress
- Administer or score tests
- Conduct formal course classroom training
- Personalize lesson plans
- Conduct training certifications
- Maintain training records or files

All members are AD personnel and 92 percent work for AETC. Members average almost 14 years TAFMS. Seventy-five percent of the members are 5-skill level performers, while the remaining 25 percent are 7-skill level respondents. Members are dispersed throughout the mid-level paygrades: 50 percent of the respondents are E-5, 34 percent are E-6, and E-4 and E-7 members account for 8 percent each. Forty-two percent of the members supervise at least one person (see Table 4).

XI. SAFETY MANAGER JOB (GP512). Five members of the survey sample (less than 1 percent) perform in the Safety Manager Job. These members ensure that safety is always a consideration while working with the aircraft. Their safety influence is projected upon facilities, equipment, and procedures. These members average performing 32 tasks in the course of accomplishing their duties. Duty L, Performing Management and Supervisory Activities, accounts for 61 percent of their time with their remaining time spread throughout several other

duties including 15 percent in Duty N, Performing General Administrative and Technical Order System Activities (see Table 3). Some tasks that best represent this job include:

- Conduct self-inspections or self-assessments
- Conduct safety inspections of facilities
- Write inspection reports
- Compile data for records, reports, logs, or trend analyses
- Evaluate job hazards or compliance with AFOSH program
- Write replies to inspection reports
- Conduct accident or incident reports

All members of the Safety Manager Job are AD personnel. Sixty percent of the members are from AETC. All respondents perform at the 7-skill level, displaying a relatively senior population. The paygrade distribution shows that 80 percent of the members come from the E-7 paygrade. TAFMS is also relatively high with members averaging about 19.5 years. Sixty percent of the members are supervisors (see Table 4).

XII. MOBILITY NCO JOB (GP515). The career field also contains a group of personnel who focus on mobility. These 9 members, representing less than 1 percent of the sample, work to ensure mobility plans will be executed properly. These airmen spend 46 percent of their time in Duty K, Performing Mobility and Contingency Activities, and another 25 percent of their time in Duty L, Performing Management and Supervisory Activities (see Table 3). They perform an average of 44 tasks. Some of their top tasks include:

- Coordinate mobility or contingency requirements with appropriate agencies
- Review mobility, contingency, disaster preparedness, or unit emergency or alert plans
- Assign personnel to mobility or contingency positions
- Brief deploying personnel
- Coordinate exercise sourcing requirements with functional managers
- Conduct contingency operation / mobility planning and execution system programs
- Develop mobility inspection checklists

These personnel are all AD members. MAJCOM representation includes: 45 percent in PACAF, 33 percent in ACC, and 11 percent each in USAFE and AFMC. With the war-time importance of the job, experienced career field personnel comprise the job. Seventy-eight percent of the members perform in the 7-skill level, while the rest are 5-skill level airmen. Forty-five percent of the members hold the E-6 paygrade, while E-5 and E-7 members each comprise 22 percent of the job. Their experience is further displayed by their average TAFMS of 16.5 years. Also, 44 percent of the members supervise at least one person (see Table 4).

XIII. SUPERVISOR/MANAGER CLUSTER (GP477). A large group of supervisors were identified within this career field. Twelve percent of the B-shred survey (151 people) comprise the Supervisor/Manager Cluster. These members include typical Air Force supervisors and managers. Within the cluster, four jobs were identified which slightly separate the members. These four jobs will be discussed later. The Supervisor/Managers perform an average of 64

tasks. Much of their time (48 percent) is spent performing tasks of Duty L, Performing Management and Supervisory Activities. Twelve percent of their time is spent on Duty J, Performing Maintenance Management Activities, and another 10 percent of their time is spent on the tasks of Duty M, Performing Training Activities (see Table 3). Their top tasks include:

- Write recommendations for awards or decorations
- Determine or establish work assignments or priorities
- Counsel subordinates concerning personal matters
- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions
- Interpret policies, directives, or procedures for subordinates
- Write or indorse military performance reports

Supervisor/Managers were identified from AD and AFRC components, though the AFRC comprises only 9 percent. Thirty-two percent of the cluster comes from ACC, but PACAF (28 percent) and AETC (19 percent) also have good representation. These members are among the most experienced in the career field. Their skill level distribution shows that 53 percent of the members are performing at the 7-skill level, while the remaining 47 percent are performing in the 5-skill level. Personnel also hold advanced paygrades: 56 percent are E-6, 25 percent are E-5, and 19 percent are E-7. AD members average more than 16.5 years TAFMS and 87 percent supervise at least one other person (see Table 4).

This final cluster contains a variety of flight chiefs, supervisors, and managers. Four particular jobs were identified within the cluster, PRODUCTION MANAGER JOB, CAMS MANAGEMENT JOB, SECTION/FLIGHT CHIEF JOB, and UNIT TRAINING MANAGER JOB. The first of these, the Production Manager Job is comprised of airmen who perform a job similar to that of an Expediter. These members are responsible for aircraft maintenance production and are part of flight line maintenance, ensuring the job is accomplished. Some of their top tasks include:

- Determine or establish work assignments or priorities
- Adjust workload requirements
- Adjust daily maintenance plans to meet operation commitments

The second job identified is the CAMS Management Job which is comprised of members who perform similar to Maintenance Coordinators though much more senior. The members hold an advanced maintenance management role in the career field. Members typically work in the maintenance operations control section. Some of the top tasks performed by these respondents are listed below:

- Verify accuracy of CAMS daily inputs
- Coordinate aircraft maintenance or launch and recovery times with flight crews
- Track equipment maintenance discrepancies in CAMS

Another job identified in the Supervisor Cluster is the Section/Flight Chief Job. These members are the typical Air Force supervisors that are responsible to their airmen in all facets of military life. Some of the top tasks performed by these members are:

- Write or endorse military performance reports
- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions

The final job identified in the cluster is the Unit Training Manager Job. These respondents are the senior counterparts to OJT Job members in the Training Cluster. Many tasks are the same, as these members are responsible for maintaining training at operational units. Some of their top tasks are displayed below:

- Evaluate effectiveness of training programs, plans, or procedures
- Develop training programs, plans, or procedures
- Evaluate progress of trainees

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. Only slight differences arise. The previous survey did not include Phase Inspection or Safety Manager Jobs. Due to the small numbers of each, they could have easily been missed in the previous survey or grouped into the basic Crew Chief/Mechanic Job. Similarly, the current analysis did not show substantial differentiation to report a separate Wheel and Tire Job as reported in the previous OSR. The slight differences in jobs and clusters reported do not reflect a substantial change of specialization within the career field.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Core Crew Chief Job (GP441) (N=851)	Phase Inspection Job (GP438) (N=12)	Repair & Reclaim Job (GP444) (N=20)	Transient Alert Job (GP459) (N=18)	Maint Coordinator Cluster (GP465) (N=18)
A Performing General Airframe or Aircraft Maintenance Activities	16	22	30	15	11
B Performing Aircraft Ground Handling or Servicing Activities	23	29	18	50	0
C Maintaining Landing Gear Systems	13	19	18	7	0
D Maintaining Utility Systems	5	2	1	1	0
E Maintaining Flight Control Systems	10	11	5	2	0
F Maintaining Hydraulic or Pneumatic Systems	4	1	*	*	0
G Performing General Engine Maintenance Activities	13	8	3	4	1
H Maintaining Fuel Systems	3	1	0	*	0
I Maintaining Electrical Systems	4	3	*	2	0
J Performing Maintenance Management Activities	3	1	3	4	39
K Performing Mobility and Contingency Activities	1	*	3	2	13
L Performing Management and Supervisory Activities	2	*	9	4	13
M Performing Training Activities	1	*	4	4	4
N Performing General Administrative and Technical Order System Activities	1	*	1	1	15
O Performing General Supply and Equipment Activities	1	1	4	3	4

* less than 1 percent performing

TABLE 3 (CONTINUED)
RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Expediter Job (GP474) (N=18)	Quality Assurance Job (GP456) (N=30)	Support Cluster (GP518) (N=33)	Training Cluster (GP447) (N=32)
A Performing General Airframe or Aircraft Maintenance Activities	7	16	18	11
B Performing Aircraft Ground Handling or Servicing Activities	1	7	6	19
C Maintaining Landing Gear Systems	0	12	0	4
D Maintaining Utility Systems	*	5	0	1
E Maintaining Flight Control Systems	0	8	0	2
F Maintaining Hydraulic or Pneumatic Systems	0	2	*	1
G Performing General Engine Maintenance Activities	5	15	*	6
H Maintaining Fuel Systems	*	2	0	1
I Maintaining Electrical Systems	0	6	*	2
J Performing Maintenance Management Activities	16	5	1	5
K Performing Mobility and Contingency Activities	5	1	5	4
L Performing Management and Supervisory Activities	47	12	22	22
M Performing Training Activities	*	2	3	13
N Performing General Administrative and Technical Order System Activities	5	4	5	3
O Performing General Supply and Equipment Activities	12	3	39	6

* less than 1 percent performing

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Tech School Instructor Job (GP462) (N=12)	Safety Manager Job (GP512) (N=5)	Mobility NCO Job (GP515) (N=9)	Supervisor / Manager Cluster (GP477) (N=151)
A Performing General Airframe or Aircraft Maintenance Activities	4	10	*	6
B Performing Aircraft Ground Handling or Servicing Activities	11	0	*	2
C Maintaining Landing Gear Systems	3	0	0	1
D Maintaining Utility Systems	*	0	0	*
E Maintaining Flight Control Systems	0	0	0	*
F Maintaining Hydraulic or Pneumatic Systems	1	0	0	0
G Performing General Engine Maintenance Activities	2	0	0	1
H Maintaining Fuel Systems	*	0	0	0
I Maintaining Electrical Systems	2	0	0	*
J Performing Maintenance Management Activities	1	2	*	12
K Performing Mobility and Contingency Activities	0	4	46	5
L Performing Management and Supervisory Activities	12	61	25	48
M Performing Training Activities	59	2	5	10
N Performing General Administrative and Technical Order System Activities	1	15	19	6
O Performing General Supply and Equipment Activities * less than 1 percent performing	3	6	3	8

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Core Crew Chief Job (GP441) (N=851)	Phase Inspection Job (GP438) (N=12)	Repair & Reclaim Job (GP444) (N=20)	Transient Alert Job (GP459) (N=18)	Maint Coordinator Cluster (GP465) (N=18)
PERCENT OF SAMPLE	65	*	2	1	1
PERCENT IN CONUS	78	92	100	67	83
DAFSC DISTRIBUTION:					
2A333B	21	50	35	28	5
2A353B	59	50	40	61	67
2A373B	20	0	25	11	28
COMPONENT STATUS:					
ACTIVE DUTY TOTAL	66	67	100	100	56
ACC	23	25	100	39	39
AETC	18	17	0	17	0
PACAF	15	0	0	22	11
USAFE	5	8	0	11	6
AFMC	5	17	0	11	0
AIR NATIONAL GUARD	26	33	0	0	44
AIR FORCE RESERVE COMMAND	8	0	0	0	0
PAYGRADE DISTRIBUTION:					
E-1 - E-3	18	50	35	22	5
E-4	24	8	5	29	39
E-5	33	25	35	45	17
E-6	19	17	25	4	28
E-7	6	0	0	0	11
E-8	0	0	0	0	0
AVERAGE MONTHS TAFMS **	92	44	107	100	73
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) **	38	75	35	33	20
PERCENT SUPERVISING	43	8	65	56	11
AVERAGE NUMBER OF TASKS PERFORMED	316	81	174	98	14

*Less than one

**Active Duty Only

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Expediter Job (GP474) (N=18)	Quality Assurance Job (GP456) (N=30)	Support Cluster (GP518) (N=33)	Training Cluster (GP447) (N=32)
PERCENT OF SAMPLE	1	2	2	2
PERCENT IN CONUS	67	90	70	63
DAFSC DISTRIBUTION:				
2A333B	0	3	9	0
2A353B	22	10	70	47
2A373B	78	87	21	53
COMPONENT STATUS:				
ACTIVE DUTY TOTAL	100	70	97	91
ACC	39	33	24	32
AETC	22	17	37	19
PACAF	6	7	24	28
USAFE	28	0	6	6
AFMC	6	10	6	6
DLA	0	3	0	0
AIR NATIONAL GUARD	0	30	0	0
AIR FORCE RESERVE COMMAND	0	0	3	9
PAYGRADE DISTRIBUTION:				
E-1 - E-3	0	3	6	0
E-4	0	0	27	0
E-5	0	23	40	25
E-6	89	30	21	56
E-7	11	40	6	19
E-8	0	4	0	0
AVERAGE MONTHS TAFMS **	206	189	155	200
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) **	0	5	19	0
PERCENT SUPERVISING	61	43	58	87
AVERAGE NUMBER OF TASKS PERFORMED	16	117	26	164

*Less than one **Active Duty Only

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Tech School Instructor Job (GP462) (N=12)	Safety Manager Job (GP512) (N=5)	Mobility NCO Job (GP515) (N=9)	Supervisor / Manager Cluster (GP477) (N=151)
PERCENT OF SAMPLE	1	*	*	12
PERCENT IN CONUS	92	80	33	63
DAFSC DISTRIBUTION:				
2A333B	0	0	0	0
2A353B	75	0	22	47
2A373B	25	100	78	53
COMPONENT STATUS:				
ACTIVE DUTY TOTAL	100	100	100	91
ACC	0	20	33	32
AETC	92	60	0	19
PACAF	8	0	45	28
USAFE	0	20	11	6
AFMC	0	0	11	6
AIR NATIONAL GUARD	0	0	0	0
AIR FORCE RESERVE COMMAND	0	0	0	9
PAY GRADE DISTRIBUTION:				
E-1 - E-3	0	0	0	0
E-4	8	0	0	0
E-5	50	0	22	25
E-6	34	20	45	56
E-7	8	80	22	19
E-8	0	0	11	0
AVERAGE MONTHS TAFMS **	165	235	198	200
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) **	0	0	0	0
PERCENT SUPERVISING	42	60	44	87
AVERAGE NUMBER OF TASKS PERFORMED	37	32	44	64

*Less than one **Active Duty Only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 STUDIES

CURRENT B-SHRED SURVEY (N=1,331)	1997 STUDY (Included A-J Shreds) (N=4,547)
I. Core Crew Chief Job	Crew Chief / Mechanic
II. Phase Inspection Job	<i>No Similar Job Identified</i>
III. Repair and Reclamation Job	Repair and Reclamation
IV. Transient Alert Job	Transient Alert
V. Maintenance Coordinator Cluster	Maintenance Operations Control
VI. Expediter Job	Maintenance Operations Control
VII. Quality Assurance Job	Quality Assurance
VIII. Support Cluster	Support
IX. Training Cluster	Formal Instructor
X. Technical School Instructor Job	Mission Ready Technician Instructor
XI. Safety Manager Job	<i>No Similar Job Identified</i>
XII. Mobility NCO Job	Mobility
XIII. Supervisor/Manager Cluster	Supervisor
<i>No Similar Job Identified</i>	Wheel and Tire

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 component. A generally typical, with one notable exception, pattern of progression is noted within the AFSC 2A3X3B career ladder. Airmen enter the career field performing technical tasks associated with the career field, typically in the Core Crew Chief Job. As personnel gain experience and rise through the skill levels, they are given more responsibilities and have a more supervisory and managerial role.

Skill-Level Descriptions

Skill-level data must be analyzed from many angles to accurately show the progression through the career ladder. Within the sample survey, AD, AFRC, and ANG personnel are represented at 5- and 7-skill levels. There are also 3-skill level members represented from the 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, ANG, and AFRC) in the sample sorted by skill-level, followed by a skill-level analysis of only AD airmen. The ANG and AFRC analyses are next, followed by analyses of differences between the components.

All Components: Analysis of the DAFSC groups among the combined AD, ANG, and AFRC personnel shows a slight discrepancy from typical progression through the career ladder. Members at the 7-skill level appear slightly more technically-oriented than what is considered typical. Analysis explained later in the report shows that the variation is caused by the ANG, and to a lesser extent AFRC, representation which remains highly technical throughout their career. 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. While still focused on the Core Crew Chief Job, 5-skill level members are also beginning to diversify into other jobs within the career field such as training, repair and reclamation, support, and supervisory positions. The 7-skill level designation allows members to diversify even more throughout the career field with a slight shift towards supervision. Table 7 also shows this progression.

The top tasks performed by the DAFSC groups are presented in Tables 8-10. Tables 11 and 12 show the tasks that best differentiate successive skill levels. The 229, 3-skill level members represent 17 percent of the survey sample. The group is comprised of 221 AD members, 7

AFRC airmen, and 1 ANG member. Due to the singular ANG response, an ANG 3-skill level analysis is not available in this report. Table 8 shows that the top tasks performed by these respondents are technical in nature, typically servicing and inspecting aircraft. The greatest percentage (80 percent) of these airmen are working in the Core Crew Chief Job, with other members dispersed through various technical jobs.

Five-skill level members account for 50 percent of the sample with 667 respondents from all components. Like the 3-skill level group, the top tasks performed by these airmen come from the technical aircraft maintenance duties of A-I. Tables 6 and 7, however, show that the minor differences between the skill levels are due to career field progression as 5-skill level members gain experience and perform in more diverse jobs and duties. Table 11 shows a progression towards accomplishing training and supervisory tasks at the 5-skill level. These airmen still group heavily (75 percent) into the Core Crew Chief Job, however, begin to gain the responsibilities of several other jobs including the Supervisor/Manager Cluster.

Seven-skill level members begin to show the first noticeable shift towards supervisor from technician within the career field, though tempered by the ANG respondents. Table 10 shows that most of the top tasks are supervisory- or maintenance management- related. Thirty-three percent of the survey sample (435 airmen) perform at the 7-skill level. These airmen are represented in the Supervisor/Manager Cluster (11 percent) though 64 percent remain in the Core Crew Chief Job. Many of the remaining members are spread thinly throughout the remaining clusters and jobs. Table 12 shows the greatest differences between task performance for 5- and 7-skill level members. The supervisory shift is evident in the table, but it is not as severe as a typical progression scenario.

Active Duty: AD members comprise the majority (72 percent) of the B-shred survey, so the analysis is similar to the all-component analysis. However, the progression of career field members into the supervisory roles is more pronounced in the AD analysis than in the all component analysis. Table 13 shows the distribution of AD DAFSC members through the clusters and jobs of the career field, while Table 14 shows the distribution of time spent on duties by AD DAFSC airmen.

The top tasks performed by the DAFSC groups are presented in Tables 15-17. Tables 18 and 19 show the tasks that best differentiate successive skill levels. The 3-skill level members are performing primarily technical tasks taught at technical school including basic aircraft maintenance and servicing and basic inspection procedures. Most of the 221 members were identified in the Core Crew Chief Job (79 percent), with only small percentages of 3-skill level airmen straying to other technical maintenance jobs.

Reviewing Table 13, 69 percent of the 5-skill level members still perform in the Core Crew Chief Job with other members diversifying into various jobs of the career field. Table 14 shows that members are spending time in all the duty titles though still primarily involved in the technical maintenance duties. This time distribution reveals their increased responsibilities along with their technical focus. Table 16 shows the top 5-skill level tasks. The table shows that these 469 airmen still perform a great number of technical tasks, though they are also asked to

accomplish various maintenance management and training tasks. Table 18 displays the tasks that differentiate between members of the 3- and 5-skill level. The table shows the additional supervisor and training responsibilities given to a number of 5-skill level airmen.

Note the shift from technician at the 5-skill level to supervisor at the 7-skill level. Thirty-nine percent of the members are in the Supervisor/Manager Cluster. Those left in the technical clusters and jobs include 22 percent in the Core Crew Chief Job and 6 percent in the Quality Assurance Job. The shift from technician to supervisor is also evident in Table 14 which shows the shift in time spent on duties. Supervisory and managerial activities account for the largest percentage of their time. The top tasks performed by the 270 AD 2A373B airmen are displayed in Table 17, again displaying many supervisory tasks. This shift is further displayed in Table 19 which shows the most differentiating tasks.

Air National Guard: ANG members comprise 21 percent of the B-shred survey sample and includes 280 respondents in the 5- and 7-skill levels. With only two skill levels, trends are more difficult to discern in analysis, however, a slight progression is evident. Table 20 presents the percentage of ANG skill level members in specialty jobs and clusters. Table 21 shows the percent time spent on duties by skill level. Tables 22 and 23 are dedicated to listing the top tasks of the ANG skill levels. Table 24 displays the tasks which differentiate personnel of each skill level. Each of these tables gives support for the slight progression of airmen through the career ladder from technician to supervisor and manager.

As junior members of the ANG, 5-skill level airmen perform typically in the technical aspects of the career field. Table 20 shows that the Core Crew Chief Job (87 percent) contains most of these airmen. Table 21 supports the technical nature of work for these respondents by displaying time spent. Table 22 lists the top tasks performed by ANG DAFSC 2A353B respondents. With 150 respondents, this group accounts for 54 percent of the ANG sample and 11 percent of the total survey sample. The top tasks include preflight and postflight inspections and general aircraft servicing. Several other inspection tasks also appear.

Table 23 presents the top 7-skill level tasks. Tasks associated with aircraft inspections are predominant in the table. The group is comprised of 130 respondents. Similar to the 5-skill level airmen, most members group into the Core Crew Chief Job (72 percent), though 7 percent are in the Quality Assurance Job, and a small number (8 percent) have progressed into the Supervisor/Manager Cluster. Tasks which best differentiate between ANG 5- and 7-skill level members are presented in Table 24. Note the additional supervisor and training responsibilities held by 7-skill level members.

Air Force Reserve Command: AFRC members comprise about 7 percent of the B-shred survey, with 90 members. Table 25 shows the distribution of AFRC DAFSC members through the clusters and jobs of the career field, while Table 26 shows the distribution of time spent on duties by AFRC DAFSC airmen. There appears to be a good progression through the AFRC career ladder sample.

The top tasks performed by the DAFSC groups are presented in Tables 27-29. Tables 30 and 31 show the tasks that best differentiate successive skill levels. All of the members were identified in the Core Crew Chief Job (Table 25) and most of their time is spent on the most technical duties (see Table 26). The 3-skill level members are performing primarily technical tasks involving aircraft servicing or ground handling tasks as seen in Table 27.

Tables 25 and 26 show the continued technical focus of AFRC 5-skill level individuals, though experience is evident. Table 28 presents the top tasks performed by members of the 5-skill level. Again, many technical tasks are among the top including several inspection tasks. Table 30 presents tasks which best differentiate the 3- and 5-skill level members. Five-skill level differentiating tasks show a more experienced technician.

Table 25 shows that 51 percent of the 7-skill level members are still grouped into the Core Crew Chief Job, while 31 percent have progressed to the Supervisor/Manager Cluster. Table 26 shows a continued technical focus with a substantial amount of time spent on supervisory and managerial duties. The top tasks performed by the 35 AFRC 2A373B airmen are displayed in Table 29. The top task listing is comprised of managerial and training tasks. Table 31 displays the top task differences with 5-skill level members including the 7-skill level performance of supervisory and managerial tasks.

Component Comparisons: Within similar skill levels, the main task differences between components are highlighted in Tables 32-38. AD members are first compared to ANG members in Tables 32 and 33. AD tasks are compared to AFRC tasks in Tables 34-36, and Tables 37 and 38 are dedicated to the task differences between ANG and AFRC members.

Table 32 begins to show the more advanced career ladder progression by 5-skill level AD personnel. At the 5-skill level comparison, AD members are performing more supervisory-related tasks than their peers in the ANG. ANG members are performing almost exclusively technical tasks at this skill level.

Table 33 highlights the differences between the 7-skill level members of the AD and ANG components. Once again, the AD career ladder progression is evident while ANG members remain in their technical positions.

Table 34 begins the AD versus AFRC analyses. Differences at the 3-skill level are great as AD members do more general aircraft maintenance and engine maintenance tasks than their AFRC counterparts. More AFRC members perform certain tasks associated with maintaining fuel systems and hydraulic or pneumatic systems than the AD members.

Table 35 shows the 5-skill level comparison between AD and AFRC members. The table relates more of a progression to supervisory and managerial positions by AD airmen, while AFRC members continue to support the Core Crew Chief Job in a technical nature. More AFRC members also keep up with certain contingency and mobility tasks.

The comparison of 7-skill level AD and AFRC groups is displayed in Table 36. Again, the differences are between the supervisory tasks performed by more AD members and a number of technical tasks performed by more AFRC personnel.

Table 37 shows the 5-skill level comparison of ANG and AFRC respondents. The table shows an extreme difference between the components in the area of maintaining hydraulic or pneumatic systems. Many more AFRC members are performing those tasks than ANG members.

Table 38 shows the top tasks which differentiate the ANG and AFRC 7-skill level members. The tasks highlight the career ladder progression by AFRC members while ANG members remain technically oriented.

Summary

Progression appears to follow a typical pattern, especially for the AD members. Personnel from the 3-skill level begin their career working in the Core Crew Chief Job. 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. AFRC members show a similar progression.

None of the trends or comparisons analyzed in the study suggest problems with the career field or progression. ANG members typically stay much more technically focused than their AD counterparts throughout their careers. The main aspect of ANG progression includes added inspection responsibilities.

TABLE 6

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

<u>SPECIALTY JOBS</u>	ALL 2A333B (N=229)	ALL 2A353B (N=667)	ALL 2A373B (N=435)
CORE CREW CHIEF JOB	80	75	64
PHASE INSPECTIONS JOB	3	1	1
REPAIR AND RECLAMATION JOB	3	1	2
TRANSIENT ALERT JOB	2	2	1
MAINTENANCE COORDINATOR CLUSTER	*	2	1
EXPEDITER JOB	0	*	1
QUALITY ASSURANCE JOB	*	*	2
SUPPORT CLUSTER	0	3	3
TRAINING CLUSTER	0	2	2
TECHNICAL SCHOOL INSTRUCTOR JOB	0	1	1
SAFETY MANAGER JOB	0	0	*
MOBILITY NCO JOB	0	*	*
SUPERVISOR/MANAGER CLUSTER	*	3	11
Not Grouped	10	8	10

* Less than one percent

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY ALL COMPONENT DAFSC GROUPS

<u>DUTIES</u>	ALL 2A33B (N=229)	ALL 2A353B (N=667)	ALL 2A373B (N=435)
A Performing General Airframe or Aircraft Maintenance Activities	21	16	12
B Performing Aircraft Ground Handling or Servicing Activities	25	21	12
C Maintaining Landing Gear Systems	13	11	6
D Maintaining Utility Systems	5	4	2
E Maintaining Flight Control Systems	9	9	5
F Maintaining Hydraulic or Pneumatic Systems	4	4	2
G Performing General Engine Maintenance Activities	10	11	7
H Maintaining Fuel Systems	2	2	1
I Maintaining Electrical Systems	3	3	2
J Performing Maintenance Management Activities	2	4	7
K Performing Mobility and Contingency Activities	1	2	4
L Performing Management and Supervisory Activities	1	5	25
M Performing Training Activities	1	3	6
N Performing General Administrative and Technical Order System Activities	1	1	4
O Performing General Supply and Equipment Activities	2	4	5

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A333B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=229)
A0021	Inspect areas for foreign object damage (FOD)	90
C0247	Inspect aircraft tires	89
A0043	Open or close hinged doors	88
B0150	Jack aircraft using axle jacks	88
B0152	Jack aircraft using tripod jacks	88
A0002	Clean aircraft exteriors, other than transparent surfaces	87
B0157	Marshal aircraft	87
A0068	Remove or install aircraft hardware, such as screws or fasteners	87
A0013	Identify fuel, oil, air, or hydraulic leaks	86
B0175	Perform brake operator or wing, tail, or chalk walker operations	85
A0006	Clean up fuel, oil, or hydraulic spills	85
B0145	Fuel aircraft using single-point methods	83
B0173	Perform aircraft thruflight inspections	83
B0183	Perform safe-for-maintenance inspections	83
B0204	Service aircraft tires	83
C0252	Inspect landing gear down-lock mechanisms	83
C0248	Inspect aircraft wheel assemblies	82
B0178	Perform hot brake checks	82
C0255	Inspect landing gear shock struts	82
B0169	Perform aircraft preflight inspections	81
B0168	Perform aircraft postflight inspections	81
C0257	Inspect landing gear up-lock mechanisms	81
A0036	Lubricate aircraft components	81
C0251	Inspect landing gear door mechanisms or linkages	80
A0004	Clean aircraft transparent surfaces	79
B0165	Perform aircraft launch checklist procedures	75
B0171	Perform aircraft recovery checklist procedures	75
B0185	Perform tow vehicle operations	75
B0126	Apply or remove aircraft external alternating current (AC) electrical power	73

Average Number of Tasks Performed - 223

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A353B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=667)
C0247	Inspect aircraft tires	83
A0021	Inspect areas for foreign object damage (FOD)	82
A0013	Identify fuel, oil, air, or hydraulic leaks	82
B0152	Jack aircraft using tripod jacks	82
B0175	Perform brake operator or wing, tail, or chalk walker operations	81
B0183	Perform safe-for-maintenance inspections	80
A0068	Remove or install aircraft hardware, such as screws or fasteners	80
B0185	Perform tow vehicle operations	80
B0157	Marshal aircraft	79
A0043	Open or close hinged doors	78
B0169	Perform aircraft preflight inspections	77
B0145	Fuel aircraft using single-point methods	77
A0027	Inspect engine exhaust sections or exhaust section components	76
B0173	Perform aircraft thruflight inspections	75
B0168	Perform aircraft postflight inspections	75
B0178	Perform hot brake checks	75
C0248	Inspect aircraft wheel assemblies	74
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	74
A0002	Clean aircraft exteriors, other than transparent surfaces	73
B0165	Perform aircraft launch checklist procedures	71
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781- series	69
B0171	Perform aircraft recovery checklist procedures	69
A0037	Maintain facilities	58
J0680	Maintain records in CAMS	55
O0852	Inventory equipment, tools, parts, or supplies	51
M0807	Maintain training records or files	46
O0862	Maintain tool cribs	17

Average Number of Tasks Performed - 258

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A373B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=435)
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	68
L0772	Inspect personnel for compliance with military standards	61
L0747	Determine or establish work assignments or priorities	60
M0807	Maintain training records or files	60
A0021	Inspect areas for foreign object damage (FOD)	60
L0734	Assign personnel to work areas or duty positions	58
L0744	Counsel subordinates concerning personal matters	58
L0773	Interpret policies, directives, or procedures for subordinates	53
M0804	Evaluate progress of trainees	53
L0738	Conduct self-inspections or self-assessments	52
J0682	Retrieve CAMS listings or reports	52
L0768	Evaluate personnel for compliance with performance standards	51
L0786	Write recommendations for awards or decorations	51
L0752	Develop or establish work schedules	49
L0741	Conduct supervisory performance feedback sessions	49
A0037	Maintain facilities	48
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	47
L0785	Write or indorse military performance reports	47
J0684	Review preventive maintenance schedules	46
L0732	Analyze workload requirements	44
L0746	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	42
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	41
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	33
L0731	Adjust daily maintenance plans to meet operation commitments	31

Average Number of Tasks Performed - 182

TABLE 11

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSC 2A33B AND 2A353B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ALL 2A33B (N=229)	ALL 2A353B (N=667)	DIFFERENCE
<i>No tasks identified as performed substantially more by 3-skill level members</i>			
M0796	6	40	-34
A0057	15	49	-34
M0792	15	48	-33
M0804	4	36	-32
L0744	6	36	-30
L0772	9	39	-29
L0786	2	30	-28
L0785	3	29	-26
L0773	5	31	-26
L0761	3	28	-25
E0452	19	44	-25
M0807	21	46	-25
L0741	6	31	-25

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSC 2A353B AND 2A373B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ALL 2A353B (N=667)	ALL 2A373B (N=435)	DIFFERENCE
B0204 Service aircraft tires	80	42	39
A0004 Clean aircraft transparent surfaces	69	31	38
A0002 Clean aircraft exteriors, other than transparent surfaces	73	35	38
A0036 Lubricate aircraft components	75	37	37
B0150 Jack aircraft using axle jacks	81	45	37
B0201 Service aircraft accumulators	78	41	37
B0203 Service aircraft systems with nitrogen	78	42	36
B0206 Service aircraft with LOX	72	37	36
B0178 Perform hot brake checks	75	40	35
L0734 Assign personnel to work areas or duty positions	24	58	-35
L0752 Develop or establish work schedules	14	49	-35
L0747 Determine or establish work assignments or priorities	29	60	-32
L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	10	41	-31
L0732 Analyze workload requirements	14	44	-30
L0746 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	13	42	-29
L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	7	34	-27
L0751 Develop or establish work methods or procedures	19	47	-27

TABLE 13

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

SPECIALTY JOBS	AD 2A333B (N=221)	AD 2A353B (N=469)	AD 2A373B (N=270)
CORE CREW CHIEF JOB	79	69	22
PHASE INSPECTIONS JOB	3	*	0
REPAIR AND RECLAMATION JOB	3	2	2
TRANSIENT ALERT JOB	2	2	2
MAINTENANCE COORDINATOR CLUSTER	*	2	0
EXPEDITER JOB	0	1	5
QUALITY ASSURANCE JOB	*	*	6
SUPPORT CLUSTER	1	5	3
TRAINING CLUSTER	0	3	5
TECHNICAL SCHOOL INSTRUCTOR JOB	0	2	2
SAFETY MANAGER JOB	0	0	2
MOBILITY NCO JOB	0	*	3
SUPERVISOR/MANAGER CLUSTER	1	4	39
Not Grouped	10	8	9

* Less than one percent

TABLE 14

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD DAFSC GROUPS

DUTIES	AD 2A333B (N=221)		AD 2A353B (N=469)		AD 2A373B (N=270)	
A	Performing General Airframe or Aircraft Maintenance Activities	21	15	10		
B	Performing Aircraft Ground Handling or Servicing Activities	25	19	8		
C	Maintaining Landing Gear Systems	13	11	4		
D	Maintaining Utility Systems	5	4	2		
E	Maintaining Flight Control Systems	9	8	3		
F	Maintaining Hydraulic or Pneumatic Systems	4	4	1		
G	Performing General Engine Maintenance Activities	10	11	6		
H	Maintaining Fuel Systems	2	2	1		
I	Maintaining Electrical Systems	3	3	1		
J	Performing Maintenance Management Activities	2	3	8		
K	Performing Mobility and Contingency Activities	1	2	5		
L	Performing Management and Supervisory Activities	1	7	33		
M	Performing Training Activities	1	4	7		
N	Performing General Administrative and Technical Order System Activities	1	2	5		
O	Performing General Supply and Equipment Activities	2	5	6		

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A333B PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=221)
A0021 Inspect areas for foreign object damage (FOD)	91
C0247 Inspect aircraft tires	88
A0043 Open or close hinged doors	88
B0150 Jack aircraft using axle jacks	88
A0002 Clean aircraft exteriors, other than transparent surfaces	87
A0068 Remove or install aircraft hardware, such as screws or fasteners	87
B0152 Jack aircraft using tripod jacks	87
B0157 Marshal aircraft	86
A0013 Identify fuel, oil, air, or hydraulic leaks	86
B0175 Perform brake operator or wing, tail, or chalk walker operations	85
A0006 Clean up fuel, oil, or hydraulic spills	85
B0183 Perform safe-for-maintenance inspections	83
B0204 Service aircraft tires	83
C0252 Inspect landing gear down-lock mechanisms	83
B0145 Fuel aircraft using single-point methods	82
B0173 Perform aircraft thruflight inspections	82
B0133 Defuel aircraft using single-point methods	82
C0248 Inspect aircraft wheel assemblies	81
B0168 Perform aircraft postflight inspections	81
B0178 Perform hot brake checks	81
A0036 Lubricate aircraft components	81
C0255 Inspect landing gear shock struts	81
C0257 Inspect landing gear up-lock mechanisms	81
B0169 Perform aircraft preflight inspections	80
C0251 Inspect landing gear door mechanisms or linkages	80
A0004 Clean aircraft transparent surfaces	79
B0165 Perform aircraft launch checklist procedures	75
B0185 Perform tow vehicle operations	74
B0171 Perform aircraft recovery checklist procedures	74
B0126 Apply or remove aircraft external alternating current (AC) electrical power	72

Average Number of Tasks Performed - 223

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A353B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=469)
C0247	Inspect aircraft tires	79
A0021	Inspect areas for foreign object damage (FOD)	78
A0013	Identify fuel, oil, air, or hydraulic leaks	78
B0185	Perform tow vehicle operations	78
B0183	Perform safe-for-maintenance inspections	77
B0175	Perform brake operator or wing, tail, or chalk walker operations	77
B0234	Supervise towing operations	77
B0157	Marshal aircraft	74
A0043	Open or close hinged doors	74
A0068	Remove or install aircraft hardware, such as screws or fasteners	74
B0182	Perform powered AGE pre-use inspections	72
A0027	Inspect engine exhaust sections or exhaust section components	72
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	71
B0181	Perform nonpowered AGE pre-use inspections	71
C0248	Inspect aircraft wheel assemblies	70
B0165	Perform aircraft launch checklist procedures	66
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781- series	65
A0037	Maintain facilities	58
M0792	Conduct on-the-job training (OJT)	55
M0807	Maintain training records or files	54
J0680	Maintain records in CAMS	54
O0852	Inventory equipment, tools, parts, or supplies	48
L0772	Inspect personnel for compliance with military standards	48
M0796	Counsel trainees on training progress	46
M0804	Evaluate progress of trainees	43
O0862	Maintain tool cribs	16

Average Number of Tasks Performed - 260

TABLE 17

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A373B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=270)
L0772	Inspect personnel for compliance with military standards	74
L0744	Counsel subordinates concerning personal matters	71
L0747	Determine or establish work assignments or priorities	68
L0786	Write recommendations for awards or decorations	67
L0773	Interpret policies, directives, or procedures for subordinates	66
L0741	Conduct supervisory performance feedback sessions	65
L0785	Write or indorse military performance reports	64
L0768	Evaluate personnel for compliance with performance standards	64
L0734	Assign personnel to work areas or duty positions	63
L0752	Develop or establish work schedules	61
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	60
M0807	Maintain training records or files	60
L0738	Conduct self-inspections or self-assessments	59
L0761	Establish performance standards for subordinates	57
L0751	Develop or establish work methods or procedures	54
M0804	Evaluate progress of trainees	54
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	52
L0746	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	48
L0732	Analyze workload requirements	47
A0037	Maintain facilities	46
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	42
J0684	Review preventive maintenance schedules	42
L0731	Adjust daily maintenance plans to meet operation commitments	31
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	30

Average Number of Tasks Performed - 131

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2A33B AND 2A35B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A33B (N=221)	AD 2A35B (N=469)	DIFFERENCE
A0002 Clean aircraft exteriors, other than transparent surfaces	87	67	20
L0744 Counsel subordinates concerning personal matters	6	47	-41
M0796 Counsel trainees on training progress	6	46	-40
M0804 Evaluate progress of trainees	5	43	-39
M0792 Conduct on-the-job training (OJT)	16	55	-39
L0772 Inspect personnel for compliance with military standards	10	48	-38
L0786 Write recommendations for awards or decorations	2	39	-37
L0785 Write or indorse military performance reports	3	39	-36
L0741 Conduct supervisory performance feedback sessions	6	42	-36
A0057 Perform in-progress inspections (IPIs)	15	51	-36
M0807 Maintain training records or files	21	54	-34
L0773 Interpret policies, directives, or procedures for subordinates	5	39	-34
L0761 Establish performance standards for subordinates	3	36	-33

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2A353B AND 2A373B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		AD		DIFFERENCE
		2A353B (N=469)	2A373B (N=270)	
A0002	Clean aircraft exteriors, other than transparent surfaces	67	15	51
B0204	Service aircraft tires	75	25	51
A0036	Lubricate aircraft components	70	19	50
A0004	Clean aircraft transparent surfaces	62	12	50
B0195	Remove or install oil system delta-pressure (delta-P) indicators	64	15	49
C0245	Bleed aircraft brake systems	68	20	49
B0194	Remove or install LOX converters	68	20	49
B0203	Service aircraft systems with nitrogen	73	25	48
B0150	Jack aircraft using axle jacks	78	30	48
L0752	Develop or establish work schedules	18	61	-43
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	11	52	-42
L0781	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	9	46	-37
L0734	Assign personnel to work areas or duty positions	29	63	-34
L0774	Investigate accidents or incidents	8	40	-33
L0738	Conduct self-inspections or self-assessments	27	59	-32
L0768	Evaluate personnel for compliance with performance standards	32	64	-32
L0746	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	15	48	-32

TABLE 20

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

<u>SPECIALTY JOBS</u>	ANG 2A353B (N=150)	ANG 2A373B (N=130)
CORE CREW CHIEF JOB	87	72
PHASE INSPECTIONS JOB	3	0
REPAIR AND RECLAMATION JOB	0	0
TRANSIENT ALERT JOB	0	0
MAINTENANCE COORDINATOR CLUSTER	2	4
EXPEDITER JOB	0	0
QUALITY ASSURANCE JOB	0	7
SUPPORT CLUSTER	0	0
TRAINING CLUSTER	0	0
TECHNICAL SCHOOL INSTRUCTOR JOB	0	0
SAFETY MANAGER JOB	0	0
MOBILITY NCO JOB	0	0
SUPERVISOR/MANAGER CLUSTER	2	8
Not Grouped	6	9

TABLE 21

RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG DAFSC GROUPS

DUTIES	ANG 2A353B (N=150)		ANG 2A373B (N=130)	
A Performing General Airframe or Aircraft Maintenance Activities	19		17	
B Performing Aircraft Ground Handling or Servicing Activities	26		18	
C Maintaining Landing Gear Systems	13		10	
D Maintaining Utility Systems	4		4	
E Maintaining Flight Control Systems	9		9	
F Maintaining Hydraulic or Pneumatic Systems	3		3	
G Performing General Engine Maintenance Activities	10		9	
H Maintaining Fuel Systems	2		3	
I Maintaining Electrical Systems	4		3	
J Performing Maintenance Management Activities	4		6	
K Performing Mobility and Contingency Activities	2		2	
L Performing Management and Supervisory Activities	1		8	
M Performing Training Activities	*		2	
N Performing General Administrative and Technical Order System Activities	*		2	
O Performing General Supply and Equipment Activities	2		4	

* Less than one percent

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A353B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=150)
A0013	Identify fuel, oil, air, or hydraulic leaks	93
B0169	Perform aircraft preflight inspections	91
A0021	Inspect areas for foreign object damage (FOD)	91
B0157	Marshal aircraft	91
A0068	Remove or install aircraft hardware, such as screws or fasteners	91
C0247	Inspect aircraft tires	91
B0204	Service aircraft tires	91
B0168	Perform aircraft postflight inspections	90
B0173	Perform aircraft thruflight inspections	90
B0178	Perform hot brake checks	90
B0175	Perform brake operator or wing, tail, or chalk walker operations	88
B0145	Fuel aircraft using single-point methods	88
B0206	Service aircraft with LOX	88
B0186	Perform walk-around inspections	87
E0351	Inspect leading edge flaps	87
E0356	Inspect trailing edge flaps	87
A0043	Open or close hinged doors	87
E0357	Inspect vertical stab leading edges	87
C0255	Inspect landing gear shock struts	86
B0183	Perform safe-for-maintenance inspections	85
B0185	Perform tow vehicle operations	85
E0355	Inspect stabilizers	85
C0252	Inspect landing gear down-lock mechanisms	85
B0165	Perform aircraft launch checklist procedures	84
C0257	Inspect landing gear up-lock mechanisms	84
C0250	Inspect landing gear braces, drag pins, or bushings	82
B0171	Perform aircraft recovery checklist procedures	81
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	76
J0680	Maintain records in CAMS	56
J0682	Retrieve CAMS listings or reports	39

Average Number of Tasks Performed - 236

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A373B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=130)
A0021	Inspect areas for foreign object damage (FOD)	83
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	81
A0013	Identify fuel, oil, air, or hydraulic leaks	81
C0247	Inspect aircraft tires	80
E0355	Inspect stabilizers	79
E0354	Inspect rudders	78
A0028	Inspect engine inlets, engine inlet grids, or expansion rings	77
C0248	Inspect aircraft wheel assemblies	77
A0031	Inspect radomes	76
J0680	Maintain records in CAMS	75
A0027	Inspect engine exhaust sections or exhaust section components	74
A0048	Operate radio or interphone systems	70
K0704	Don or doff chemical warfare personal protective clothing	69
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	68
J0682	Retrieve CAMS listings or reports	65
O0852	Inventory equipment, tools, parts, or supplies	62
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	58
J0673	Correct CAMS errors noted during daily verification process	52
J0686	Track equipment maintenance discrepancies in CAMS	47
A0009	Debrief flight crews	40
A0125	Verify mission capability (MICAP) conditions	37
L0732	Analyze workload requirements	36
L0779	Review flight schedules	31
L0731	Adjust daily maintenance plans to meet operation commitments	28
N0828	Maintain or update status indicators, such as boards, graphs, or charts	19

Average Number of Tasks Performed - 275

TABLE 24

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSC 2A353B AND 2A373B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A353B (N=150)	ANG 2A373B (N=130)	DIFFERENCE
B0204 Service aircraft tires	91	73	18
B0129 Apply or remove aircraft external ground cooling air	83	65	18
A0002 Clean aircraft exteriors, other than transparent surfaces	88	70	18
A0004 Clean aircraft transparent surfaces	85	68	18
B0201 Service aircraft accumulators	91	73	18
B0169 Perform aircraft preflight inspections	91	74	17
B0168 Perform aircraft postflight inspections	90	73	17
M0807 Maintain training records or files	22	61	-39
L0734 Assign personnel to work areas or duty positions	9	47	-38
A0001 Assist in evaluating aircraft impounds or quarantines	9	45	-36
L0743 Coordinate aircraft maintenance with maintenance control or other agencies	21	58	-36
M0804 Evaluate progress of trainees	16	51	-35
M0792 Conduct on-the-job training (OJT)	29	64	-35
L0747 Determine or establish work assignments or priorities	9	42	-34
G0550 Perform engine oil consumption runs	17	49	-33
G0545 Operationally check installed engines	17	48	-32
B0136 Disengage aircraft from runway barriers	14	44	-30

TABLE 25

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

<u>SPECIALTY JOBS</u>	<u>AFRC</u> 2A333B (N=7)	<u>AFRC</u> 2A353B (N=48)	<u>AFRC</u> 2A373B (N=35)
CORE CREW CHIEF JOB	100	94	51
PHASE INSPECTIONS JOB	0	0	0
REPAIR AND RECLAMATION JOB	0	0	0
TRANSIENT ALERT JOB	0	0	0
MAINTENANCE COORDINATOR CLUSTER	0	0	0
EXPEDITER JOB	0	0	0
QUALITY ASSURANCE JOB	0	0	0
SUPPORT CLUSTER	0	2	0
TRAINING CLUSTER	0	0	9
TECHNICAL SCHOOL INSTRUCTOR JOB	0	0	0
SAFETY MANAGER JOB	0	0	0
MOBILITY NCO JOB	0	0	0
SUPERVISOR/MANAGER CLUSTER	0	2	31
Not Grouped	0	2	9

TABLE 26

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFRC DAFSC GROUPS

DUTIES	AFRC 2A333B (N=7)	AFRC 2A353B (N=48)	AFRC 2A373B (N=35)
A Performing General Airframe or Aircraft Maintenance Activities	16	16	11
B Performing Aircraft Ground Handling or Servicing Activities	29	21	14
C Maintaining Landing Gear Systems	13	13	8
D Maintaining Utility Systems	5	4	3
E Maintaining Flight Control Systems	10	11	8
F Maintaining Hydraulic or Pneumatic Systems	4	5	3
G Performing General Engine Maintenance Activities	9	11	7
H Maintaining Fuel Systems	4	3	2
I Maintaining Electrical Systems	5	4	2
J Performing Maintenance Management Activities	2	3	7
K Performing Mobility and Contingency Activities	*	2	4
L Performing Management and Supervisory Activities	0	3	20
M Performing Training Activities	*	1	7
N Performing General Administrative and Technical Order System Activities	*	1	2
O Performing General Supply and Equipment Activities	1	2	2

* Less than one percent

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A333B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=7)
A0068	Remove or install aircraft hardware, such as screws or fasteners	100
B0145	Fuel aircraft using single-point methods	100
C0247	Inspect aircraft tires	100
B0173	Perform aircraft thruflight inspections	100
B0169	Perform aircraft preflight inspections	100
B0157	Marshal aircraft	100
A0028	Inspect engine inlets, engine inlet grids, or expansion rings	100
A0027	Inspect engine exhaust sections or exhaust section components	100
B0186	Perform walk-around inspections	100
B0171	Perform aircraft recovery checklist procedures	100
G0504	Collect joint oil analysis program (JOAP) samples for analyses	100
A0002	Clean aircraft exteriors, other than transparent surfaces	100
B0194	Remove or install LOX converters	100
B0176	Perform end-of-runway (EOR) inspections or pogo procedures	100
G0538	Inspect or clean flame sensors or light-off detectors	100
C0258	Inspect landing gear wheel-spin stop pads	100
B0204	Service aircraft tires	100
A0013	Identify fuel, oil, air, or hydraulic leaks	100
B0178	Perform hot brake checks	100
B0170	Perform aircraft quick-turn inspections or integrated combat turns (ICTs)	100
C0248	Inspect aircraft wheel assemblies	86
A0043	Open or close hinged doors	86
B0231	Supervise fueling operations, other than hot-refueling	86
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	71
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	71

Average Number of Tasks Performed - 217

TABLE 28

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A353B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=48)
A0068	Remove or install aircraft hardware, such as screws or fasteners	96
C0247	Inspect aircraft tires	94
C0250	Inspect landing gear braces, drag pins, or bushings	94
E0354	Inspect rudders	94
E0356	Inspect trailing edge flaps	94
E0355	Inspect stabilizers	94
B0157	Marshal aircraft	92
A0021	Inspect areas for foreign object damage (FOD)	92
B0175	Perform brake operator or wing, tail, or chalk walker operations	92
B0169	Perform aircraft preflight inspections	92
B0168	Perform aircraft postflight inspections	92
C0252	Inspect landing gear down-lock mechanisms	92
C0251	Inspect landing gear door mechanisms or linkages	92
C0254	Inspect landing gear hydraulic system components	92
C0255	Inspect landing gear shock struts	92
C0257	Inspect landing gear up-lock mechanisms	92
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	90
B0186	Perform walk-around inspections	90
B0173	Perform aircraft thruflight inspections	88
B0183	Perform safe-for-maintenance inspections	88
C0248	Inspect aircraft wheel assemblies	85
B0171	Perform aircraft recovery checklist procedures	83
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781- series	81
A0015	Inspect access or stress panels or mission bay hatches	81
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	77
K0704	Don or doff chemical warfare personal protective clothing	77

Average Number of Tasks Performed - 313

TABLE 29

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A373B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=35)
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	74
L0747	Determine or establish work assignments or priorities	71
L0734	Assign personnel to work areas or duty positions	66
M0797	Determine training requirements	66
B0183	Perform safe-for-maintenance inspections	66
M0792	Conduct on-the-job training (OJT)	63
M0796	Counsel trainees on training progress	63
L0772	Inspect personnel for compliance with military standards	60
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	60
M0804	Evaluate progress of trainees	60
M0807	Maintain training records or files	57
L0741	Conduct supervisory performance feedback sessions	57
L0738	Conduct self-inspections or self-assessments	57
L0768	Evaluate personnel for compliance with performance standards	54
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	54
L0744	Counsel subordinates concerning personal matters	54
L0752	Develop or establish work schedules	51
L0732	Analyze workload requirements	51
L0773	Interpret policies, directives, or procedures for subordinates	51
L0769	Evaluate personnel for promotion, demotion, reclassification, or special awards	46
L0786	Write recommendations for awards or decorations	46
L0785	Write or indorse military performance reports	43
L0731	Adjust daily maintenance plans to meet operation commitments	40
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	37
L0779	Review flight schedules	34

Average Number of Tasks Performed - 235

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSC 2A333B AND 2A353B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2A333B (N=7)	AFRC 2A353B (N=48)	DIFFERENCE
B0208 Service AMADs	43	8	35
H0631 Operationally check external fuel tanks or CFTs	86	56	29
G0538 Inspect or clean flame sensors or light-off detectors	100	73	27
F0476 Remove or install emergency generators	43	17	26
H0632 Operationally check fuel control panels or quantity indicators	71	46	26
D0349 Verify oxygen systems quantities	100	75	25
E0419 Remove or install switching valves	29	4	24
B0225 Service integrated drive generators (IDGs)	43	19	24
G0530 Inspect engine stator vanes	71	48	24
F0463 Collect hydraulic fluid samples for analyses	*	65	-65
I0661 Remove or install batteries	*	60	-60
E0448 Rig wing leading edge flaps or leading edge flap components	14	73	-59
F0461 Assemble or disassemble hydraulic quick disconnects	*	58	-58
A0014 Identify or treat minor aircraft or support equipment corrosion	*	58	-58
E0379 Remove or install ailerons or flaperons	29	85	-57
E0358 Measure flight control surface travel	29	85	-57
A0045 Open or close radomes	29	83	-55
A0057 Perform in-progress inspections (IPs)	*	54	-54
A0071 Remove or install aircraft windows, aft transparencies, or canopies	*	54	-54
E0423 Remove or install vertical stab leading edges	*	52	-52

* No members performing

TABLE 31

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSC 2A353B AND 2A373B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2A353B (N=48)	AFRC 2A373B (N=35)	DIFFERENCE
A0017 Inspect aircraft antennas	83	31	52
A0019 Inspect aircraft windows, windscreens, aft transparencies, or canopy systems	92	43	49
A0004 Clean aircraft transparent surfaces	88	40	48
B0211 Service constant speed drives (CSDs) or generator control units (GCU's)	88	40	48
B0206 Service aircraft with LOX	92	46	46
C0245 Bleed aircraft brake systems	94	49	45
I0665 Remove or install light bulbs, lenses, light assemblies, or reflectors	94	49	45
A0079 Remove or install engine mounts	79	34	45
A0020 Inspect aircraft-installed ground service connections	81	37	44
B0202 Service aircraft actuators	83	40	43
A0021 Inspect areas for foreign object damage (FOD)	92	49	43
L0747 Determine or establish work assignments or priorities	10	71	-61
L0741 Conduct supervisory performance feedback sessions	6	57	-51
L0734 Assign personnel to work areas or duty positions	17	66	-49
L0752 Develop or establish work schedules	6	51	-45
L0768 Evaluate personnel for compliance with performance standards	10	54	-44
M0797 Determine training requirements	25	66	-41
L0732 Analyze workload requirements	10	51	-41
L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	15	54	-40
L0744 Counsel subordinates concerning personal matters	15	54	-40

TABLE 32

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND ANG DAFSC 2A353B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A353B (N=469)	ANG 2A353B (N=150)	DIFFERENCE
G0591 Remove or install igniter plugs	51	12	39
L0741 Conduct supervisory performance feedback sessions	42	4	38
L0744 Counsel subordinates concerning personal matters	47	11	36
G0582 Remove or install engine oil pressure transmitters	40	4	36
L0772 Inspect personnel for compliance with military standards	48	13	35
H0623 Depuddle fuel tanks	53	18	35
L0785 Write or indorse military performance reports	39	4	35
F0486 Remove or install hydraulic pumps or pump manifolds	59	24	35
L0786 Write recommendations for awards or decorations	39	5	34
M0807 Maintain training records or files	54	22	32
B0170 Perform aircraft quick-turn inspections or integrated combat turns (ICTs)	47	83	-37
B0176 Perform end-of-runway (EOR) inspections or pogo procedures	49	85	-35
A0032 Inspect tail cone latching mechanisms	22	55	-33
B0198 Remove snow or ice from aircraft	35	66	-31
A0060 Prepare and wash aircraft exteriors	56	85	-29
A0042 Open or close engine cowlings	30	57	-27
B0166 Perform aircraft periodic inspections	48	75	-26
A0033 Inspect tailpipes, heat shields, or bricks	61	86	-25

TABLE 33

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND ANG DAFSC 2A373B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A373B (N=270)	ANG 2A373B (N=130)	DIFFERENCE
L0741 Conduct supervisory performance feedback sessions	65	12	53
L0785 Write or indorse military performance reports	64	12	51
L0786 Write recommendations for awards or decorations	67	21	46
L0768 Evaluate personnel for compliance with performance standards	64	22	41
L0773 Interpret policies, directives, or procedures for subordinates	66	25	41
L0770 Initiate actions required due to substandard performance of personnel	56	15	41
L0772 Inspect personnel for compliance with military standards	74	35	39
L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	52	14	38
L0744 Counsel subordinates concerning personal matters	71	34	37
A0060 Prepare and wash aircraft exteriors	9	72	-63
B0198 Remove snow or ice from aircraft	10	67	-57
B0176 Perform end-of-runway (EOR) inspections or pogo procedures	15	72	-57
A0004 Clean aircraft transparent surfaces	12	68	-56
A0002 Clean aircraft exteriors, other than transparent surfaces	15	70	-55
B0170 Perform aircraft quick-turn inspections or integrated combat turns (ICTs)	13	68	-55
B0206 Service aircraft with LOX	19	72	-54
A0032 Inspect tail cone latching mechanisms	8	62	-54
A0003 Clean aircraft interiors	10	64	-53

TABLE 34

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2A333B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A333B (N=221)	AFRC 2A333B (N=7)	DIFFERENCE
I0661 Remove or install batteries	59	*	59
A0014 Identify or treat minor aircraft or support equipment corrosion	57	*	57
A0069 Remove or install aircraft rain seals	62	14	47
G0531 Inspect fuel filters	60	14	45
B0223 Service hydraulic carts	57	14	43
G0580 Remove or install engine oil filters	56	14	41
G0572 Remove or install engine fuel filters	55	14	40
A0037 Maintain facilities	52	14	38
G0591 Remove or install igniter plugs	36	*	36
A0064 Remove or install access or stress panels or mission bay hatches	64	29	36
A0106 Remove or replace engine exhaust section components	33	*	33
A0084 Remove or install horizontal or vertical stabilizer leading edges	62	29	33
H0631 Operationally check external fuel tanks or CFTs	26	86	-60
F0485 Remove or install hydraulic power or pressure indicating systems components	33	86	-53
H0632 Operationally check fuel control panels or quantity indicators	18	71	-53
D0349 Verify oxygen systems quantities	48	100	-52
G0530 Inspect engine stator vanes	23	71	-49
B0170 Perform aircraft quick-turn inspections or integrated combat turns (ICTs)	51	100	-49
G0538 Inspect or clean flame sensors or light-off detectors	52	100	-48
F0482 Remove or install hydraulic or pneumatic hose assemblies	38	86	-47

* No members performing

TABLE 35

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2A353B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A353B (N=469)	AFRC 2A353B (N=48)	DIFFERENCE
L0741 Conduct supervisory performance feedback sessions	42	6	36
L0744 Counsel subordinates concerning personal matters	47	15	32
L0785 Write or indorse military performance reports	39	8	30
L0747 Determine or establish work assignments or priorities	37	10	27
L0786 Write recommendations for awards or decorations	39	15	24
L0770 Initiate actions required due to substandard performance of personnel	30	6	24
L0761 Establish performance standards for subordinates	36	13	24
L0769 Evaluate personnel for promotion, demotion, reclassification, or special awards	28	6	21
G0555 Perform engine rigid boroscope inspections	25	4	21
L0768 Evaluate personnel for compliance with performance standards B0170	32	10	21
B0176 Perform end-of-runway (EOR) inspections or pogo procedures	49	85	-36
K0708 Inspect mobility bags or kits	26	63	-36
E0395 Remove or install leading edge flap control mechanisms or components	38	73	-35
A0009 Debrief flight crews	6	42	-35
K0704 Don or doff chemical warfare personal protective clothing	42	77	-35
B0202 Service aircraft actuators	49	83	-34
F0482 Remove or install hydraulic or pneumatic hose assemblies	47	81	-34
A0060 Prepare and wash aircraft exteriors	56	90	-34
E0379 Remove or install ailerons or flaperons	52	85	-33

TABLE 36

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD AND AFRC DAFSC 2A373B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A373B (N=270)	AFRC 2A373B (N=35)	DIFFERENCE
L0774 Investigate accidents or incidents	40	9	32
L0761 Establish performance standards for subordinates	57	31	26
L0783 Write job or position descriptions	39	14	25
L0786 Write recommendations for awards or decorations	67	46	21
L0785 Write or indorse military performance reports	64	43	21
A0060 Prepare and wash aircraft exteriors	9	49	-40
A0045 Open or close radomes	20	60	-40
C0267 Operationally check normal or emergency nosewheel or tailwheel steering systems	10	49	-39
F0480 Remove or install hydraulic filter assemblies or elements	18	57	-39
A0002 Clean aircraft exteriors, other than transparent surfaces	15	54	-39
E0397 Remove or install leading edge flaps	15	54	-39
E0396 Remove or install leading edge flap panel seals	16	54	-38
A0005 Clean engine air intake ducts	7	46	-38

TABLE 37

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG AND AFRC DAFSC 2A353B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A353B (N=150)	AFRC 2A353B (N=48)	DIFFERENCE
<i>No tasks identified as performed substantially more by ANG members</i>			
F0484	27	81	-55
F0486	24	79	-55
F0490	23	77	-54
F0488	18	65	-47
F0482	34	81	-47
D0337	43	88	-45
C0290	36	81	-45
F0483	38	83	-45
C0288	33	77	-44
E0401	24	67	-43
C0292	31	73	-42

TABLE 38

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG AND AFRC DAFSC 2A373B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A373B (N=130)	AFRC 2A373B (N=35)	DIFFERENCE
A0032	62	20	42
B0172	74	37	37
A0021	83	49	35
A0017	65	31	33
B0216	70	37	33
N0833	58	26	33
A0019	74	43	31
B0211	71	40	31
A0086	68	37	31
L0741	12	57	-45
L0736	14	54	-40
L0768	22	54	-32
L0785	12	43	-31
L0747	42	71	-29
M0798	8	34	-27
L0752	25	51	-27
L0770	15	43	-27

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 B-shred survey sample, there are 266 AD members in their first-enlistment (1-48 months TAFMS), representing 20 percent of the B-shred survey sample and 28 percent of the B-shred active duty sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder clusters and jobs. Eighty-one percent of these airmen are in the technical Core Crew Chief Job. Table 39 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel split their time among the technical duties associated with crewing an aircraft. Their top duties include Performing Aircraft Ground Handling or Servicing Activities accounting for 25 percent of their time and Performing General Airframe or Aircraft Maintenance Activities comprising another 20 percent.

Table 40 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 basic maintenance and servicing tasks. Performing an average of 231 tasks, first-enlistment members are required to know their jobs and perform as effectively as more senior personnel.

Tables 41 and 42 display other characteristics of the first-enlistment group. Table 41 displays the top powered and non-powered support equipment used by first-term airmen. Table 42 shows, by percent members performing, some of the top materials and tools used by these members. This information may be helpful in identifying equipment, materials, and tools to teach at the technical school.

**DISTRIBUTION OF AD 2A3X3B FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 266)**

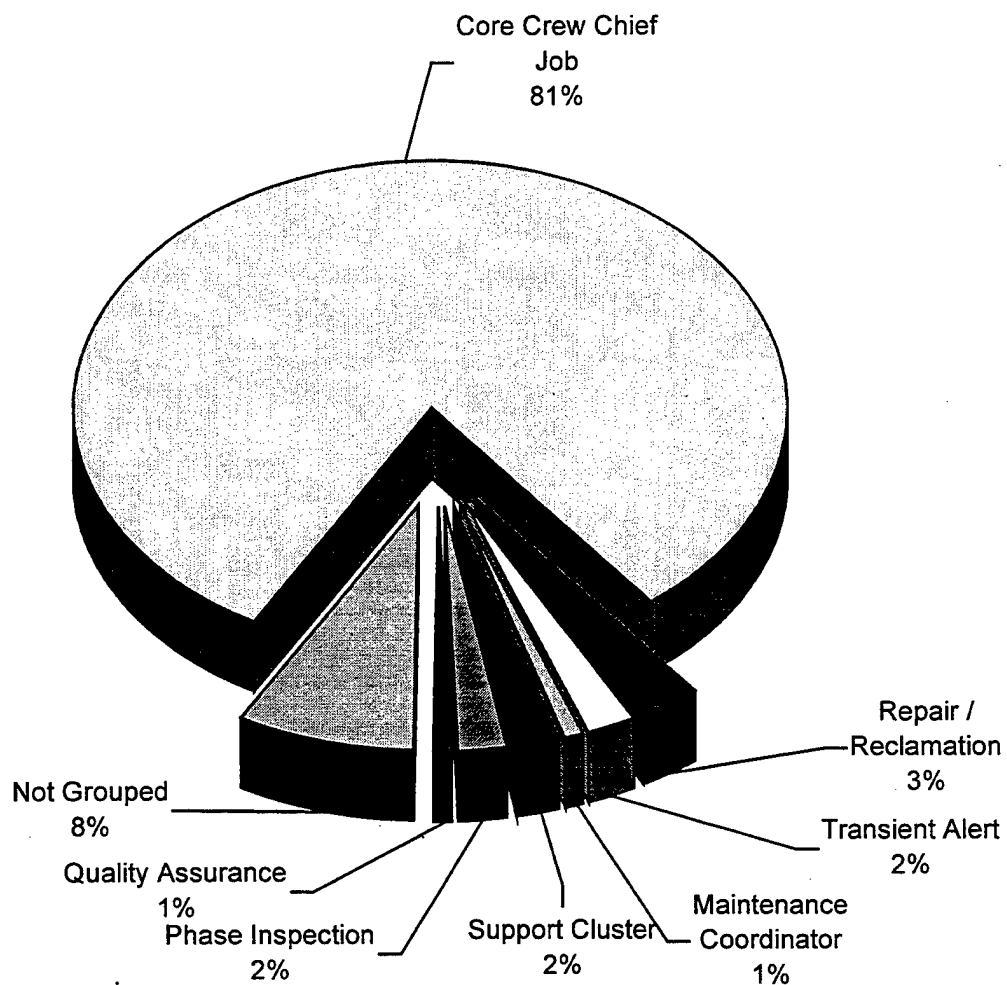


FIGURE 2

TABLE 39

RELATIVE PERCENT TIME SPENT ON DUTIES BY
AD FIRST-ENLISTMENT PERSONNEL
(N=266)

DUTIES	PERCENT TIME SPENT
A Performing General Airframe or Aircraft Maintenance Activities	20
B Performing Aircraft Ground Handling or Servicing Activities	25
C Maintaining Landing Gear Systems	13
D Maintaining Utility Systems	5
E Maintaining Flight Control Systems	10
F Maintaining Hydraulic or Pneumatic Systems	4
G Performing General Engine Maintenance Activities	10
H Maintaining Fuel Systems	2
I Maintaining Electrical Systems	3
J Performing Maintenance Management Activities	3
K Performing Mobility and Contingency Activities	1
L Performing Management and Supervisory Activities	1
M Performing Training Activities	*
N Performing General Administrative and Technical Order System Activities	*
O Performing General Supply and Equipment Activities	2

* Less than 1 percent

TABLE 40

REPRESENTATIVE TASKS PERFORMED BY AFSC 2A3X3B
AD FIRST-ENLISTMENT PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=266)
A0021	Inspect areas for foreign object damage (FOD)	91
B0152	Jack aircraft using tripod jacks	89
C0247	Inspect aircraft tires	89
B0150	Jack aircraft using axle jacks	88
B0168	Remove or install aircraft hardware, such as screws or fasteners	88
A0043	Open or close hinged doors	88
A0068	Remove or install aircraft hardware, such as screws or fasteners	88
B0175	Perform brake operator or wing, tail, or chalk walker operations	88
A0013	Identify fuel, oil, air, or hydraulic leaks	87
B0130	Apply or remove aircraft external hydraulic power	86
B0157	Marshal aircraft	86
A0002	Clean aircraft exteriors, other than transparent surfaces	86
B0203	Service aircraft systems with nitrogen	86
B0145	Fuel aircraft using single-point methods	85
B0183	Perform safe-for-maintenance	85
B0133	Defuel aircraft using single-point methods	85
A0006	Clean up fuel, oil, or hydraulic spills	84
B0204	Service aircraft tires	84
C0255	Inspect landing gear shock struts	84
C0252	Inspect landing gear down-lock mechanisms	84
B0173	Perform aircraft thruflight inspections	83
C0257	Inspect landing gear up-lock mechanisms	83
A0036	Lubricate aircraft components	83
B0169	Perform aircraft preflight inspections	82
C0248	Inspect aircraft wheel assemblies	81
C0251	Inspect landing gear door mechanisms or linkages	80
B0165	Perform aircraft launch checklist procedures	76
B0171	Perform aircraft recovery checklist procedures	76
B0126	Apply or remove aircraft external alternating current electrical power	74

* Average Number of Tasks Performed - 231

TABLE 41

POWERED AND NON-POWERED SUPPORT EQUIPMENT USED BY PERCENT
OF AD FIRST-ENLISTMENT AFSC 2A3X3B PERSONNEL

SUPPORT EQUIPMENT	1ST ENL (N=266)
Aircraft Towbars	95
Aircraft Jacks, Tripod	94
Aircraft Jacks, Axle	92
Fire Extinguishers	90
Hand Tools	89
Carts, Oil Servicing	89
Hydraulic Test Stands	88
Maintenance Platforms or Stands, Non-powered	86
Servicing Equipment, Liquid Oxygen (LOX)	85
Engine Removal, Install, Transport Equipment	84
Carts, Hydraulic Servicing	83
Tow Vehicles, MB or U Series	83
Carts, Liquid Nitrogen Servicing	83
Floodlight Sets	79
Air Conditioning Units	76
Crew Entry Stands	75
Air Compressors	74
Anti-Personnel Ingestion Protection Devices	72
External Fuel Tank Dollies	71
Servicing Equipment, Gaseous Nitrogen	69
Defueling Bowsers	64
Hand-held Steering Bar	57
Heaters, Ground or Blowers	53
Fuel Transfer Hoses	50
Bobtail Jeeps	48
Leak Detectors	46
Tire Inflation Cages	45
Generators, AM, MD, or C Series	44
Mooring Equipment	41
Aircraft Dollies (Nose, Pods, Hatches)	39
Pressure Washers	38
Cart, Accessory Drive Gearbox (ADG)	38
Gas Turbine Compressors, AM or MA Series	37
Carts, Water Wash	37

TABLE 42

MAINTENANCE MATERIALS AND TOOLS USED BY PERCENT OF AD
FIRST-ENLISTMENT AFSC 2A3X3B PERSONNEL

MATERIALS / TOOLS	1ST ENL (N=266)
Lubricants	93
Special Tools	91
Safety Wire Pliers	91
Measurement Equipment (Dial Caliper, Ruler, Thickness Gauge)	87
Air Servicing Equipment (Tire Pressure Gauges)	85
Cleaning Agents	84
Computers	82
Johnson Bars	80
Sealants	79
Adhesives	77
Bleed Boxes or Hoses	70
External Fuel Tank Lockout Keys	70
Ground Communication Equipment	65
Securing Devices	56
Multimeters	50
Restraint or Tie-Down Harnesses	49
Boroscopes or Boroscope Equipment	45
Electric Drills	42
Pneumatic Grease Guns	39
Engine Tester	31
Pneumatic Drills	28
Engine Start Testers	26
Sanding Equipment	26

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.

Examples of the tasks rated highest in TE are shown in Table 43. Many of the inspection and ground handling tasks should be highly stressed at the 3-skill level technical school according to senior raters. 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.

Various technical tasks received the highest TD ratings as shown in Table 41. 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. Notable exceptions are the "troubleshoot engine start systems" and "remove or install wing sections" tasks.

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 43

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING			TASK DIFF
		2A3X3B 1ST JOB (N=106)	2A3X3B 1ST ENL (N=266)		
B0173	6.77	88	83	4.61	
B0169	6.71	87	82	4.88	
A0021	6.68	96	91	4.14	
B0168	6.53	87	82	4.96	
B0183	6.49	88	85	3.65	
B0171	6.37	78	76	4.49	
B0165	6.33	79	76	4.20	
B0150	6.27	92	88	3.62	
B0152	6.26	92	89	4.06	
B0157	6.13	92	86	3.03	
B0204	6.07	88	84	3.50	
B0130	6.04	87	86	4.29	
B0197	5.96	71	74	2.95	
B0203	5.93	89	86	3.80	
B0226	5.92	78	82	4.58	
C0247	5.91	92	89	3.73	
B0178	5.88	88	81	4.00	
B0217	5.87	84	80	3.72	
A0013	5.87	83	87	3.10	
C0271	5.85	76	78	4.27	
B0133	5.84	86	85	4.06	
B0224	5.81	78	77	3.72	

* Average TE Rating is 2.34; Standard Deviation is 1.52; High = 3.86

Average TD Rating is 5.00; High TD is 6.00

TABLE 44

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK DIFF	PERCENT MEMBERS PERFORMING					TRNG EMPH
		2A3X3B 1ST JOB (N=106)	2A3X3B 1ST ENL (N=266)	2A333B (N=221)	2A353B (N=469)	2A373B (N=270)	
A0101 Remove or install wings	8.65	12	20	20	25	6	1.07
B0154 Lift aircraft with cranes	7.61	8	9	9	12	7	1.16
B0155 Lift aircraft with hoists	7.46	8	8	9	10	6	1.10
G0549 Perform engine flex boroscope inspections	7.25	10	12	11	28	11	2.17
A0110 Rig aircraft canopy latching mechanisms or linkages	7.19	4	6	6	6	2	1.65
B0238 Verify or compute weight and balance of aircraft	7.15	9	17	15	14	6	0.85
G0498 Analyze/interpret engine computer data from monitoring systems, such as TEMS, STEMS or CEMS	7.07	12	18	17	33	16	2.24
A0098 Remove or install wing sections, other than wing tips	7.00	25	30	30	29	8	1.48
G0555 Perform engine rigid boroscope inspections	6.88	6	8	6	25	11	2.09
G0607 Troubleshoot aircraft engine computers	6.86	5	9	9	24	9	1.11
D0347 Troubleshoot engine start systems, such as JFSs, ATSs, or PASSs	6.84	32	44	41	56	20	3.02
B0239 Weigh, balance, or level aircraft	6.83	17	29	28	31	12	1.63
G0606 Trim installed engines	6.79	5	4	4	5	1	0.85
D0348 Troubleshoot EPU's	6.78	18	19	18	37	13	1.27
B0135 Design special tools or test equipment	6.77	5	10	10	14	7	0.61
A0121 Troubleshoot aircraft canopy systems	6.77	5	6	7	6	4	2.01

* Average TE Rating is 2.34; Standard Deviation is 1.52; High = 3.86

Average TD Rating is 5.00, High TD is 6.00

Specialty Training Standard (STS)

A comprehensive review of STS 2A3X3B, dated October 1998, compared STS items to survey data. To assist specifically in the examination of the STS, technical school personnel from the Tactical Aircraft Maintenance technical training school at Sheppard 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 mandatory entries and 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 fairly well supported by survey data. Though upon first glance several performance-coded entries in the STS fall below the 20 percent member performing level, further review shows a good training product. Table 45 shows examples of the performance-coded entries which did not meet the 20 percent member performing criterion. Review of the STS match shows a number of subject knowledge-coded entries that have the support necessary to raise their training to a performance-coded level. Table 46 displays some STS entries and matched tasks that require review for a potential upgrade to a performance code. Furthermore, a number of tasks that were not matched to any entries in the STS are also performed by greater than 20 percent of the members. Table 47 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 the STS product to include matched entries and not referenced tasks to determine if inclusion in the STS is justified.

Members of the technical school staff similarly matched performance-coded entries from the POIs of all courses attended by all airmen entering the career field to the tasks from the Job Inventory. Courses reviewed were J3ATR2A020-001, dated September 1999; J3AQR2A333B-002, dated October 1998; J3ABP2A333B-002, dated March 1999; and J3ABP2A333B-004, dated May 1999. Survey data revealed few discrepancies between the POIs and first-enlistment job performance. Including all POI reviews, only one POI performance-coded entry was not supported with at least 30 percent of first-enlistment members performing. That entry is numbered "II.19.c" in POI J3ATR2A020-001. A complete listing of POIs with matched tasks is available in the Training Extract. Though part of the fundamentals course, technical school personnel should reconsider the necessity of training the highlighted entry. Considerations should include the data as well as safety issues and regulations.

Many tasks were not matched to the performance-coded elements in the series of POIs. A list of these tasks is included at the back of the POI computer printouts. Tasks not referenced lists may be cross-referenced between POIs to determine the tasks not taught at a performance-level through the entire series of courses. Table 48 presents examples of tasks with high percent members performing that were not matched to any of the POIs. Technical school personnel should review the complete listings and consider those tasks performed by high percentages of personnel for inclusion in the POI.

TABLE 45

EXAMPLES OF PERFORMANCE-CODED STS 2A3X3B ENTRIES NOT SUPPORTED BY SURVEY DATA
(PERCENT MEMBERS PERFORMING)

TASKS	TRNG EMPH	Percent Members Performing	TASK DIFF			
				3-SKL	5-SKL	7-SKL
				LVL (N=221)	LVL (N=469)	LVL (N=270)
A4.4.4.2 D0321	1.51	6	8	4	5.00	
A4.4.5 B0214	2.71	8	9	4	4.06	
A4.6.4.1 B0207	1.65	7	7	1	3.94	
A4.18.2.1 B0159	1.79	8	11	4	5.08	
*	Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86					
*	Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00					

TABLE 46

EXAMPLES OF KNOWLEDGE-CODED STS 2A3X3B ENTRIES PERFORMED BY 20 PERCENT
OR MORE AD MEMBERS THAT SHOULD BE REVIEWED FOR PERFORMANCE-CODE UPGRADE
(PERCENT MEMBERS PERFORMING)

TASKS		TRNG EMPH	Percent Members Performing				TASK DIFF
			3-SKL LVL (N=221)	5-SKL LVL (N=469)	7-SKL LVL (N=270)		
A2.11.5.1	Corrosion control program: Aircraft cleaning	A	B	-			
A0002	Clean aircraft exteriors, other than transparent surfaces	4.32	87	67	15	1.31	
A0003	Clean aircraft interiors	3.04	62	53	10	1.27	
A3.1.5.1	Prepare aircraft for wash	b	-	-			
A0060	Prepare and wash aircraft exteriors	4.96	75	56	9	3.10	
A3.1.7.6	Moor aircraft	a	-	-			
B0158	Moor aircraft	4.38	54	56	16	3.27	
A3.1.9.2.8	Perform inspection: Phase	b	-	-			
B0167	Perform aircraft phase inspections	3.95	52	49	20	5.64	

* Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86

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

TABLE 47

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=221)	5-SKL LVL (N=469)	7-SKL LVL (N=270)	
A0028 Inspect engine inlets, engine inlet grids, or expansion rings	5.62	61	68	34	5.51
A0031 Inspect radomes	4.44	74	62	30	4.33
B0163 Perform aircraft calendar inspections	3.77	54	48	15	4.96
B0166 Perform aircraft periodic inspections	4.02	48	48	15	5.30
B0195 Remove or install oil system delta-pressure indicators	4.66	67	64	15	4.13
B0202 Service aircraft actuators	4.60	61	49	15	4.06
C0246 Clean or inspect aircraft brake systems	4.97	67	65	20	4.38
C0259 Inspect nosewheel or tailwheel steering systems	4.58	67	64	26	4.57
C0263 Operationally check landing gear emergency extension systems	4.37	56	62	21	5.22
D0309 Inspect engine start systems, such as JFSs, ATSs, or PASSs	4.13	60	62	28	4.77
E0354 Inspect rudders	5.56	78	72	33	4.23
E0355 Inspect stabilizers	5.42	77	68	30	4.21
E0360 Operationally check aileron, flap, or elevon systems	3.98	57	61	21	5.27
E0389 Remove or install flight control actuators or integrated servo actuators	3.92	57	61	17	5.79
E0407 Remove or install rudders	3.97	45	55	19	5.60
F0486 Remove or install hydraulic pumps or pump manifolds	4.43	52	59	18	5.30
G0564 Remove or install aircraft engines	4.76	58	60	20	6.10

* Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86

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

TABLE 48

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT
GROUP MEMBERS AND NOT REFERENCED TO THE AFSC 2A3X3B POIs
(PERCENT MEMBERS PERFORMING)

TASKS	TRNG EMPH	PERCENT MEMBERS PERFORMING		TASK DIFF
		1 st Job (N=106)	1 st Enl (N=266)	
A0021 Inspect areas for foreign object damage	6.68	96	91	4.14
A0025 Inspect egress systems	4.91	50	50	5.44
A0027 Inspect engine exhaust sections or exhaust section components	5.78	69	73	5.51
A0028 Inspect engine inlets, engine inlet grids, or expansion rings	5.62	54	61	5.51
A0031 Inspect radomes	4.44	78	73	4.33
A0033 Inspect tailpipes, heat shields, or bricks	4.77	60	67	4.57
B0174 Perform aircraft time change item inspections	3.41	58	70	5.08
B0195 Remove or install oil system delta-pressure indicators	4.66	66	71	4.13
B0199 Restraining aircraft for engine runs	3.79	54	65	4.33
B0202 Service aircraft actuators	4.60	61	62	4.06
B0229 Supervise aircraft jacking or cart operations	2.86	50	57	4.78
C0240 Adjust arresting hook mechanical systems	2.90	43	58	5.70
C0241 Adjust landing gear door mechanisms or linkages	3.14	48	61	5.87
C0242 Adjust landing gear system hydraulic components	2.85	38	52	5.77
C0245 Bleed aircraft brake systems	5.35	70	75	4.73
C0249 Inspect aircraft wheel bearings	3.25	65	61	4.35
C0250 Inspect landing gear braces, drag pins, or bushings	4.66	75	77	4.57
C0264 Operationally check landing gear indicator systems	4.40	58	64	4.96
C0266 Operationally check normal or emergency aircraft brake systems	4.68	53	61	5.11
C0275 Remove or install landing gear doors	4.13	49	59	4.83

* Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86

* 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 49 presents job satisfaction data for AFSC 2A3X3B TAFMS groups, together with TAFMS data for a comparative sample of 10 Logistics career ladders surveyed in 1999. All enlistment groups gave comparable or better ratings than their Logistics counterparts except on the reenlistment intention question. First- and second-enlistment airmen have considerably higher ratings than the comparable sample among all job satisfaction indicators except reenlistment intentions.

An indication of how job satisfaction perceptions have changed over time is provided in Table 50, 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, again with the exception of reenlistment intentions. First- and second-term reenlistment intentions are much lower than in the previous survey. As with most career fields in the Air Force, the retention issue should be addressed by career field leaders.

In Table 51, the job satisfaction ratings given by ANG and AFRC skill level members are reported. All ratings given by members of these Air Force components are considered very high and relate to strong complete-force support. Reenlistment intention data is not reported as it not applicable to these components.

Table 52 has a review of the job satisfaction ratings for the AD clusters and specialty jobs identified in this survey. Satisfaction numbers appear high for all AD jobs and clusters. Nearly all trends appear positive for the career field, though the Support Cluster appears least satisfied overall. Members of the technical clusters and jobs in the sample appear very satisfied. Retention problems may appear among Support, Maintenance Coordinator, Safety Manager, and Mobility NCO personnel.

Table 53 is presented at the request of the career field manager. Top reported separation factors are presented with AD enlistment groups as well as the total AD sample. Pay, long duty hours including separation from family, and leadership problems appear to be the main factors.

TABLE 49

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 2A3X3B (N=266)	COMP SAMPLE* (N=4646)	2000 2A3X3B (N=152)	COMP SAMPLE* (N=2551)	2000 2A3X3B (N=542)	COMP SAMPLE* (N=6609)
<u>EXPRESSED JOB INTEREST:</u> INTERESTING SO-SO DULL	71	53	74	56	77	71
	18	27	17	25	15	18
	11	20	9	19	8	11
<u>PERCEIVED UTILIZATION OF TALENTS:</u> FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	84	64	85	70	89	83
	16	36	15	30	11	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u> FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	89	85	86	81	86	83
	11	15	14	19	14	17
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u> SATISFIED NEUTRAL DISSATISFIED	71	58	66	60	78	72
	13	21	17	17	9	12
	16	21	17	23	13	16
<u>REENLISTMENT INTENTIONS:</u> YES, OR PROBABLY YES NO, OR PROBABLY NO PLAN TO RETIRE	40	51	51	61	57	69
	60	49	49	39	11	10
	N/A	N/A	N/A	N/A	32	21

* Comparative sample of Logistics career ladders surveyed in 1999 includes 10 other AFSC 2XXXXX career fields such as 2A5X2, 2E1X3, and 2W1X1

TABLE 50

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

1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
2000 2A3X3B (N=266)	1997 2A3X3 (N=937)	2000 2A3X3B (N=152)	1997 2A3X3 (N=591)	2000 2A3X3B (N=542)	1997 2A3X3 (N=1934)
71	75	74	74	77	78
18	17	17	17	15	16
11	8	9	9	8	6
84	83	85	81	89	89
16	17	15	19	11	11
89	92	86	89	86	76
11	8	14	11	14	24
71	72	66	73	78	73
13	14	17	14	9	11
16	14	17	13	13	16
40	53	51	71	57	72
60	47	49	29	11	9
N/A	N/A	N/A	N/A	32	19

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

PLAN TO RETIRE

TABLE 51

COMPARISON OF ANG AND AFRC JOB SATISFACTION BY SKILL LEVEL GROUPS
(PERCENT MEMBERS RESPONDING)

	AFRC 2000 2A3X3B (N=7)	ANG 2000 2A3X3B (N=150)	AFRC 2000 2A3X3B (N=48)	ANG 2000 2A3X3B (N=130)	AFRC 2000 2A3X3B (N=35)
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	100	91	81	88	89
SO-SO	0	8	13	10	9
DULL	0	1	6	2	2
<u>PERCEIVED UTILIZATION OF TALENTS:</u>					
FAIRLY WELL TO PERFECTLY	100	95	96	91	100
LITTLE OR NOT AT ALL	0	5	4	9	0
<u>PERCEIVED UTILIZATION OF TRAINING:</u>					
FAIRLY WELL TO PERFECTLY	100	97	90	95	94
LITTLE OR NOT AT ALL	0	3	10	5	6
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>					
SATISFIED	100	85	74	85	83
NEUTRAL	0	10	13	7	6
DISSATISFIED	0	5	13	8	11

TABLE 52

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

Core Crew Chief Job (GP44) (N=556)	Phase Inspection Job (GP438) (N=8)	Repair & Reclaim Job (GP444) (N=20)	Transient Alert Job (GP459) (N=18)	Maint Coordinator Cluster (GP465) (N=10)	Expediter Job (GP474) (N=18)	Quality Assurance Job (GP456) (N=21)
74	62	95	67	80	94	81
16	25	0	22	10	6	19
10	13	5	11	10	0	0
88	100	90	83	70	100	100
12	0	10	17	30	0	0
92	100	75	83	60	100	100
8	0	25	17	40	0	0
75	50	80	72	60	94	76
12	25	10	11	20	0	10
13	25	10	17	20	6	14
52	63	75	56	40	67	52
39	37	15	33	60	0	15
9	0	10	11	0	33	33

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 52 (CONTINUED)

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

Support Cluster (GP518) (N=32)	Training Cluster (GP447) (N=29)	Tech School Inst Job (GP462) (N=12)	Safety Manager Job (GP512) (N=5)	Mobility NCO Job (GP515) (N=9)	Supervisor/ Manager Cluster (GP477) (N=126)
50	83	84	40	100	80
41	14	8	60	0	13
9	3	8	0	0	7
69	79	92	80	89	90
31	21	8	20	11	10
47	79	83	60	44	83
53	21	17	40	56	17
59	79	84	60	78	78
22	4	8	20	11	10
19	17	8	20	11	12
34	55	66	0	44	53
28	7	17	20	0	8
38	38	17	80	56	39

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

83

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 53

TOP FACTORS INFLUENCING SEPARATION FOR AFSC 2A3X3B PERSONNEL

SEPARATION FACTORS	All AD Members (Sorted) (N=960)	1-48 Months TAFMS (N=266)	49-96 Months TAFMS (N=152)	97+ Months TAFMS (N=542)
Inadequate pay or allowances	24	48	40	7
Disparity of pay for civilian & military	23	44	43	7
Undesirable assignment locations	17	30	34	6
Long duty days	17	36	26	6
Politics of leadership	16	31	28	6
Lack of say in assignment process	16	29	32	6
Effect of downsizing within military	15	24	30	7
Lack of educational opportunities due to mission requirements	15	30	30	4
Lack of or inadequate recognition of effort	14	26	27	4
Poor availability of assignments	13	23	27	5
Nonstandard work schedule	13	24	27	4
Disparity of pay- officer & enlisted	13	23	25	5
Excessive additional duties	13	26	24	5
High number of days deployed/exercises	13	19	26	6
Decline of retirement benefits	13	17	27	6
High number of hours spent performing additional duties	13	27	20	4
Excessive family separation	13	18	27	7
High number of deployments/exercises	12	17	27	6
Lack of geographic stability	11	17	21	4
Unpredictability of deployments/TDYs	11	18	22	4
Poor quality of senior AF leadership	10	18	16	4
Poor esprit de corps	10	16	19	5
Undesirable deployment or TDY locations	10	13	26	4

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. Personnel appear to progress through the career ladder typically in the AD components. ANG and AFRC members keep a more technical focus through the skill levels than their AD counterparts.

Training personnel should review career ladder training documents as a number of STS performance-coded items that are not supported by percent member performing data were discovered. The STS review also found knowledge-coded entries which may require upgrade to a performance code. Training personnel should also review the not matched task listings and consider possible STS or POI inclusion of those tasks performed by a high percentage of personnel.

Job satisfaction is comparable or better than other Logistics mission grouped career fields and no severe problems appear from the enlistment groups. Reenlistment intentions appear lower than comparative samples and should be addressed by career field personnel. ANG and AFRC members appear very satisfied with their positions and reported the highest satisfaction ratings in the survey.

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APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS**

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TABLE A1
CORE CREW CHIEF JOB

TASKS		PERCENT MEMBERS PERFORMING (N=851)
B0152	Jack aircraft using tripod jacks	99
C0247	Inspect aircraft tires	98
B0175	Perform brake operator or wing, tail, or chalk walker operations	97
A0021	Inspect areas for foreign object damage (FOD)	96
A0068	Remove or install aircraft hardware, such as screws or fasteners	96
B0183	Perform safe-for-maintenance inspections	96
C0255	Inspect landing gear shock struts	96
B0169	Perform aircraft preflight inspections	95
B0157	Marshal aircraft	95
B0145	Fuel aircraft using single-point methods	95
A0043	Open or close hinged doors	95
C0257	Inspect landing gear up-lock mechanisms	95
C0252	Inspect landing gear down-lock mechanisms	95
B0168	Perform aircraft postflight inspections	94
B0173	Perform aircraft thruflight inspections	94
C0254	Inspect landing gear hydraulic system components	94
E0354	Inspect rudders	94
B0186	Perform walk-around inspections	93
C0251	Inspect landing gear door mechanisms or linkages	93
E0355	Inspect stabilizers	93
E0351	Inspect leading edge flaps	92
B0185	Perform tow vehicle operations	92
E0357	Inspect vertical stab leading edges	92
E0356	Inspect trailing edge flaps	91
A0027	Inspect engine exhaust sections or exhaust section components	91
B0165	Perform aircraft launch checklist procedures	89
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	89
C0248	Inspect aircraft wheel assemblies	89
B0171	Perform aircraft recovery checklist procedures	87

Average Number of Tasks Performed - 316

TABLE A2

PHASE INSPECTION JOB

TASKS		PERCENT MEMBERS PERFORMING (N=12)
A0068	Remove or install aircraft hardware, such as screws or fasteners	92
C0252	Inspect landing gear down-lock mechanisms	92
A0021	Inspect areas for foreign object damage (FOD)	83
C0250	Inspect landing gear braces, drag pins, or bushings	83
C0257	Inspect landing gear up-lock mechanisms	83
B0175	Perform brake operator or wing, tail, or chalk walker operations	83
A0002	Clean aircraft exteriors, other than transparent surfaces	83
C0255	Inspect landing gear shock struts	83
C0251	Inspect landing gear door mechanisms or linkages	83
B0226	Service landing gear shock struts	83
B0203	Service aircraft systems with nitrogen	83
C0247	Inspect aircraft tires	83
B0150	Jack aircraft using axle jacks	83
B0152	Jack aircraft using tripod jacks	75
C0256	Inspect landing gear structural components, other than shock struts, such as drag braces or swing arms	75
C0248	Inspect aircraft wheel assemblies	75
B0145	Fuel aircraft using single-point methods	75
A0043	Open or close hinged doors	67
E0356	Inspect trailing edge flaps	67
C0258	Inspect landing gear wheel-spin stop pads	67
E0351	Inspect leading edge flaps	67
B0127	Apply or remove aircraft external bleed-air	67
G0515	Inspect engine bays	67
B0167	Perform aircraft phase inspections	58
E0357	Inspect vertical stab leading edges	58
E0355	Inspect stabilizers	58
E0350	Inspect flight control components	58
E0353	Inspect pitot tubes	58
E0354	Inspect rudders	50

Average Number of Tasks Performed - 80

TABLE A3

REPAIR AND RECLAMATION JOB

TASKS	PERCENT MEMBERS PERFORMING (N=20)
A0068 Remove or install aircraft hardware, such as screws or fasteners	100
A0095 Remove or install tailpipes, heat shields, or bricks	100
B0148 Inspect crash recovery equipment, such as air lift bags or slings	100
A0050 Operationally check aircraft canopy systems	100
C0263 Operationally check landing gear emergency extension systems	100
B0130 Apply or remove aircraft external hydraulic power	100
C0265 Operationally check landing gear systems	100
C0248 Inspect aircraft wheel assemblies	100
C0264 Operationally check landing gear indicator systems	100
A0033 Inspect tailpipes, heat shields, or bricks	95
A0117 Rig tailpipes or heat shields	95
A0024 Inspect dragchute systems	95
B0183 Perform safe-for-maintenance inspections	95
A0022 Inspect blow-in door assemblies	95
B0128 Apply or remove aircraft external direct current (DC) electrical power	95
C0243 Assemble or disassemble aircraft wheel or tire assemblies	95
C0249 Inspect aircraft wheel bearings	95
B0178 Perform hot brake checks	95
A0102 Remove or reinstall blow-in door assemblies	95
A0027 Inspect engine exhaust sections or exhaust section components	90
A0028 Inspect engine inlets, engine inlet grids, or expansion rings	90
B0235 Supervise or participate in crash recovery operations	90
B0204 Service aircraft tires	90
A0106 Remove or replace engine exhaust section components	85
A0021 Inspect areas for foreign object damage (FOD)	80
A0048 Operate radio or interphone systems	80
M0792 Conduct on-the-job training (OJT)	70

Average Number of Tasks Performed - 174

TABLE A4
TRANSIENT ALERT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=18)
B0157	Marshal aircraft	100
B0206	Service aircraft with LOX	100
B0126	Apply or remove aircraft external alternating current (AC) electrical power	94
B0145	Fuel aircraft using single-point methods	94
B0144	Fuel aircraft using over-the-wing methods	94
A0021	Inspect areas for foreign object damage (FOD)	94
B0127	Apply or remove aircraft external bleed-air	94
B0128	Apply or remove aircraft external direct current (DC) electrical power	94
B0185	Perform tow vehicle operations	94
B0188	Position portable lighting equipment	94
B0203	Service aircraft systems with nitrogen	94
B0204	Service aircraft tires	89
C0247	Inspect aircraft tires	83
B0182	Perform powered AGE pre-use inspections	83
B0148	Inspect crash recovery equipment, such as air lift bags or slings	83
B0178	Perform hot brake checks	83
B0175	Perform brake operator or wing, tail, or chalk walker operations	83
B0165	Perform aircraft launch checklist procedures	78
B0181	Perform nonpowered AGE pre-use inspections	78
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	78
B0171	Perform aircraft recovery checklist procedures	72
G0504	Collect joint oil analysis program (JOAP) samples for analyses	72
B0169	Perform aircraft preflight inspections	72
B0168	Perform aircraft postflight inspections	72
A0037	Maintain facilities	67
B0176	Perform end-of-runway (EOR) inspections or pogo procedures	67

Average Number of Tasks Performed - 98

TABLE A5

MAINTENANCE COORDINATOR CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=18)
J0680	Maintain records in CAMS	94
J0682	Retrieve CAMS listings or reports	78
K0707	Identify or practice identifying chemical warfare agents	56
N0828	Maintain or update status indicators, such as boards, graphs, or charts	50
J0690	Verify accuracy of CAMS daily inputs	50
K0704	Don or doff chemical warfare personal protective clothing	50
K0718	Perform chemical warfare agent decontamination procedures	44
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	39
J0686	Track equipment maintenance discrepancies in CAMS	39
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	33
N0816	Destroy classified materials or documents	33
A0009	Debrief flight crews	28
N0813	Compile data for records, reports, logs, or trend analyses	28
J0673	Correct CAMS errors noted during daily verification process	28
A0125	Verify mission capability (MICAP) conditions	28
O0840	Coordinate maintenance of equipment with appropriate agencies	22
A0048	Operate radio or interphone systems	22
L0779	Review flight schedules	22
K0699	Coordinate specific source of personnel requirements with appropriate agencies	17
N0826	Initiate or maintain standby rosters or workcenter pyramid recall rosters	17
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	11
J0684	Review preventive maintenance schedules	6

Average Number of Tasks Performed - 14

TABLE A6
EXPEDITER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=18)
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	94
L0747	Determine or establish work assignments or priorities	83
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	78
L0734	Assign personnel to work areas or duty positions	72
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	67
J0684	Review preventive maintenance schedules	61
O0840	Coordinate maintenance of equipment with appropriate agencies	50
A0001	Assist in evaluating aircraft impounds or quarantines	39
G0504	Collect joint oil analysis program (JOAP) samples for analyses	33
L0731	Adjust daily maintenance plans to meet operation commitments	33
N0828	Maintain or update status indicators, such as boards, graphs, or charts	33
L0732	Analyze workload requirements	33
O0841	Coordinate time-change items with aircraft plans, maintenance control, and scheduling	33
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	28
L0772	Inspect personnel for compliance with military standards	28
O0865	Pick up, deliver, or store equipment, tools, parts, or supplies	28
O0864	Perform operator maintenance on unit vehicles	28
L0779	Review flight schedules	22
A0125	Verify mission capability (MICAP) conditions	22
L0746	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	17
A0048	Operate radio or interphone systems	11

Average Number of Tasks Performed - 16

TABLE A7
QUALITY ASSURANCE JOB

TASKS		PERCENT MEMBERS PERFORMING (N=30)
E0350	Inspect flight control components	97
E0354	Inspect rudders	97
A0021	Inspect areas for foreign object damage (FOD)	93
E0353	Inspect pitot tubes	93
C0257	Inspect landing gear up-lock mechanisms	93
C0250	Inspect landing gear braces, drag pins, or bushings	93
C0255	Inspect landing gear shock struts	93
C0254	Inspect landing gear hydraulic system components	93
C0253	Inspect landing gear electrical system components	93
G0527	Inspect engine or accessory gearboxes or associated components	90
C0256	Inspect landing gear structural components, other than shock struts, such as drag braces or swing arms	90
C0252	Inspect landing gear down-lock mechanisms	90
C0259	Inspect nosewheel or tailwheel steering systems	90
C0248	Inspect aircraft wheel assemblies	90
G0515	Inspect engine bays	87
E0355	Inspect stabilizers	87
E0357	Inspect vertical stab leading edges	87
C0251	Inspect landing gear door mechanisms or linkages	87
E0356	Inspect trailing edge flaps	87
C0247	Inspect aircraft tires	87
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	83
A0027	Inspect engine exhaust sections or exhaust section components	83
E0351	Inspect leading edge flaps	80
A0028	Inspect engine inlets, engine inlet grids, or expansion rings	80
A0033	Inspect tailpipes, heat shields, or bricks	80
L0782	Write inspection reports	73
N0833	Review TO changes	73
A0059	Perform quality verification inspections (QVIs), other than engine QVIs or completed maintenance inspections	70

Average Number of Tasks Performed - 117

TABLE A8
SUPPORT CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=33)
O0862	Maintain tool cribs	85
O0852	Inventory equipment, tools, parts, or supplies	79
O0858	Maintain equipment control listings (ECLs)	70
O0853	Issue or log turn-ins of equipment, tools, parts, or supplies	64
O0865	Pick up, deliver, or store equipment, tools, parts, or supplies	58
B0184	Perform support equipment minor repairs	55
L0759	Ensure compliance of HAZMAT programs	55
A0010	Dispose of liquid hazardous waste	48
A0037	Maintain facilities	45
O0844	Evaluate serviceability of equipment, tools, parts, or supplies	45
A0039	Maintain initial HAZMAT accumulation points	45
A0007	Complete or maintain hazardous materials (HAZMAT) files	45
L0762	Establish procedures for accountability of equipment, tools, parts, or supplies	42
L0741	Conduct supervisory performance feedback sessions	42
L0744	Counsel subordinates concerning personal matters	42
A0008	Coordinate HAZMAT procedures with appropriate agencies	39
A0119	Store material safety data sheet (MSDS) items	39
B0162	Pack or unpack support equipment	36
M0807	Maintain training records or files	36
A0118	Store hazardous waste	33
A0014	Identify or treat minor aircraft or support equipment corrosion	33
A0011	Dispose of solid hazardous waste	33
L0785	Write or indorse military performance reports	33
B0137	Dispose of hazardous chemicals	30
A0038	Maintain hazardous spill response trailers or kits	30
O0864	Perform operator maintenance on unit vehicles	27
O0872	Schedule or maintain PMEL calibration activities	24
N0833	Review TO changes	18

Average Number of Tasks Performed - 26

TABLE A9
TRAINING CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=32)
M0797	Determine training requirements	100
M0804	Evaluate progress of trainees	97
M0796	Counsel trainees on training progress	97
L0744	Counsel subordinates concerning personal matters	97
B0183	Perform safe-for-maintenance inspections	97
L0773	Interpret policies, directives, or procedures for subordinates	94
L0772	Inspect personnel for compliance with military standards	94
L0761	Establish performance standards for subordinates	91
L0747	Determine or establish work assignments or priorities	91
L0751	Develop or establish work methods or procedures	91
L0752	Develop or establish work schedules	88
M0792	Conduct on-the-job training (OJT)	84
L0768	Evaluate personnel for compliance with performance standards	84
M0807	Maintain training records or files	84
L0741	Conduct supervisory performance feedback sessions	84
L0786	Write recommendations for awards or decorations	84
L0769	Evaluate personnel for promotion, demotion, reclassification, or special awards	81
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	81
L0734	Assign personnel to work areas or duty positions	78
M0799	Develop training programs, plans, or procedures	78
M0803	Evaluate effectiveness of training programs, plans, or procedures	78
L0770	Initiate actions required due to substandard performance of personnel	78
L0785	Write or indorse military performance reports	78
A0037	Maintain facilities	72
L0738	Conduct self-inspections or self-assessments	72
L0732	Analyze workload requirements	69
M0794	Conduct training certifications	63

Average Number of Tasks Performed - 164

TABLE A10

TECHNICAL SCHOOL INSTRUCTOR JOB

TASKS		PERCENT MEMBERS PERFORMING (N=12)
M0791	Conduct formal course classroom training	100
M0796	Counsel trainees on training progress	100
M0807	Maintain training records or files	100
M0808	Personalize lesson plans	100
M0793	Conduct remedial study classes	100
M0804	Evaluate progress of trainees	92
M0789	Administer or score tests	83
M0794	Conduct training certifications	75
M0797	Determine training requirements	67
L0772	Inspect personnel for compliance with military standards	58
M0806	Inspect training materials or aids for operation or suitability	42
L0744	Counsel subordinates concerning personal matters	42
M0790	Brief personnel concerning training programs or matters using technical training modernization system (TTMS)	42
L0770	Initiate actions required due to substandard performance of personnel	42
O0852	Inventory equipment, tools, parts, or supplies	42
J0672	Conduct core automated maintenance system (CAMS) training	42
B0129	Apply or remove aircraft external ground cooling air	42
B0126	Apply or remove aircraft external alternating current (AC) electrical power	42
M0792	Conduct on-the-job training (OJT)	33
L0768	Evaluate personnel for compliance with performance standards	33
M0802	Establish or maintain study reference files	33
M0803	Evaluate effectiveness of training programs, plans, or procedures	25
M0810	Prepare job qualification standards (JQSs)	25
L0773	Interpret policies, directives, or procedures for subordinates	25

Average Number of Tasks Performed - 37

TABLE A11
SAFETY MANAGER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	100
L0738	Conduct self-inspections or self-assessments	100
N0814	Complete accident or incident reports	80
N0813	Compile data for records, reports, logs, or trend analyses	80
L0782	Write inspection reports	80
L0788	Write staff studies, surveys, or routine reports, other than training or inspection reports	80
L0737	Conduct safety inspections of facilities	80
L0739	Conduct staff assistance visits, inspections, or audits	80
L0787	Write replies to inspection reports	80
A0021	Inspect areas for foreign object damage (FOD)	60
L0774	Investigate accidents or incidents	60
L0755	Develop self-inspection or self-assessment program checklists	60
L0749	Develop, implement, or maintain safety or security programs	60
L0765	Evaluate inspection report findings or inspection procedures	60
O0868	Prepare reports of survey	40
L0751	Develop or establish work methods or procedures	40
N0832	Review publishing bulletins, such as maintenance flashes or safety bulletins	40
L0766	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	40
O0871	Research TOs to identify components or items of equipment	40
L0758	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	40
L0762	Establish procedures for accountability of equipment, tools, parts, or supplies	40

Average Number of Tasks Performed - 32

TABLE A12
MOBILITY NCO JOB

TASKS		PERCENT MEMBERS PERFORMING (N=9)
K0698	Coordinate mobility or contingency requirements with appropriate agencies	100
N0815	Coordinate obtaining TDY orders, passports, or visas with appropriate agencies	89
K0691	Assign personnel to mobility or contingency positions	89
K0712	Maintain or update contingency or mobility plans	89
K0693	Conduct contingency operation/mobility planning and execution system (COMPES) programs	89
L0780	Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	89
K0715	Participate in mobility exercise planning meetings	89
K0708	Inspect mobility bags or kits	78
K0705	Draft or write mobility or deployment after-action reports	78
K0702	Develop mobility inspection checklists	67
K0697	Coordinate exercise sourcing requirements with functional managers	67
K0696	Coordinate deployment of personnel with other major commands (MAJCOMs) or joint service commands	67
K0695	Conduct mobility training	67
K0692	Brief deploying personnel	67
L0750	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans	67
K0704	Don or doff chemical warfare personal protective clothing	67
N0816	Destroy classified materials or documents	67
K0701	Determine specific source of personnel requirements for deployment manning documents	67
N0813	Compile data for records, reports, logs, or trend analyses	56
K0727	Request or distribute mobility requirements documents	56
N0817	Draft inputs for status of resources and training (SORTS) program	44
M0807	Maintain training records or files	44

Average Number of Tasks Performed - 44

TABLE A13
SUPERVISOR/MANAGER CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=151)
L0772	Inspect personnel for compliance with military standards	85
L0747	Determine or establish work assignments or priorities	83
L0744	Counsel subordinates concerning personal matters	83
L0786	Write recommendations for awards or decorations	81
L0768	Evaluate personnel for compliance with performance standards	80
L0741	Conduct supervisory performance feedback sessions	80
L0752	Develop or establish work schedules	77
L0773	Interpret policies, directives, or procedures for subordinates	77
L0785	Write or indorse military performance reports	76
L0734	Assign personnel to work areas or duty positions	75
L0761	Establish performance standards for subordinates	74
L0738	Conduct self-inspections or self-assessments	74
L0740	Conduct supervisory orientations for newly assigned personnel	72
M0807	Maintain training records or files	70
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	68
L0769	Evaluate personnel for promotion, demotion, reclassification, or special awards	68
M0804	Evaluate progress of trainees	68
M0796	Counsel trainees on training progress	68
L0751	Develop or establish work methods or procedures	66
L0732	Analyze workload requirements	62
J0682	Retrieve CAMS listings or reports	55
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	52
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	47
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	41

Average Number of Tasks Performed - 64

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