# UNITED STATES
# AIR FORCE

# OCCUPATIONAL
# SURVEY REPORT

## COMPUTER, NETWORK, SWITCHING AND CRYPTOGRAPHIC SYSTEMS

AFSC 2E2X1

OSSN: 2508

FEBRUARY 2003

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
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**PREFACE**

This report presents the results of an Air Force Occupational Survey of the Computer, Network, Switching and Cryptographic Systems career ladder (AFSC 2E2X1). Authority for conducting an occupational survey is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Career Field Manager, technical training school, all major using commands, and other interested operations and training officials.

First Lieutenant Chad Anson, Inventory Development Specialist, developed the survey instrument. First Lieutenant Alicia Thompson, Occupational Analyst, analyzed the data and wrote the final report. Ms. Jeanie Guesman provided computer-programming support, and Ms. Dolores Navarro provided administrative support. Major Jose Caussade, Chief, Enlisted Analysis Section, reviewed and approved this report for release.

Additional copies of this report may be obtained by writing to AFOMS/OAOD, 1550 5th Street East, Randolph AFB TX 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our website at https://www-r.omsq.af.mil/. (Note: If you experience a Microsoft Word security problem after clicking on the above link, please copy the address window in your web browser.)

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# OCCUPATIONAL SURVEY
## COMPUTER, NETWORK, SWITCHING AND CRYPTOGRAPHIC SYSTEMS
### (AFSC 2E2X1)


## EXECUTIVE SUMMARY


1. **Survey Coverage**: The Computer, Network, Switching and Cryptographic Systems career ladder was surveyed to obtain current task, software, and equipment data for use in evaluating current training programs. The data will also be used to support Specialty Knowledge Test (SKT) development. Surveys were sent to 1,980 Active Duty (AD), 1,147 Air National Guard (ANG), and 225 Air Force Reserve Command (AFRC) personnel. Survey results were based on 1,636 members responding (1,047 AD, 507 ANG, and 82 AFRC).

2. **Specialty Jobs**: Structure analysis identified two clusters and ten independent jobs within the specialty. Technical duties, Duty A through Duty E, are widely performed by members of all components and all skill levels. There is still a distinction between the former 2E2X1 personnel and the former 2E3X1 personnel, which is expected after a recent merger of two career fields.

3. **Career Ladder Progression**: The Computer, Network, Switching and Cryptographic Systems career ladder progression is typical of most career ladders. There was a distinction between 3- and 5-skill-level members, with the 5-skill-level members performing more supervisory work. The distinction between 5- and 7-skill-level members was more obvious, with the 7-skill-level members spending more time performing supervisory/management activities. The 9-skill-level members are spending a greater amount of time performing supervisory/management activities than the 7-skill-level members.

4. **Training Analysis**: The Course Training Standard (CTS) for the specialty, dated November 2001, was reviewed. The CTS is generally supported by the survey data. A complete review of the CTS has been provided to the technical school for evaluation. The Plan of Instruction (POI) for the 3-skill-level course, dated August 2001, was also reviewed and is generally well supported.

5. **Job Satisfaction Analysis**: In general, job satisfaction among most 2E2X1 personnel was good. Members of the Computer Switch Maintenance Independent Job and STRATCOM Maintenance Technician Independent Job had relatively low job satisfaction ratings, but both groups are very small.

6. **Retention Dimensions**: Members in three TAFMS groups (1-48 months' TAFMS, 49-96 months' TAFMS, and 97+ months' TAFMS) agreed on several factors potentially influencing their decision to reenlist or separate. The top factor for reenlistment across all TAFMS groups was job security, while retirement benefits, military lifestyle, pay and allowances, and off-duty education or training opportunities were major influences for two of the three TAFMS groups. The three TAFMS groups were in even more agreement concerning the top factors for separation, which included recognition of efforts and military lifestyle.

# INTRODUCTION

Air Force Occupational Measurement Squadron (AFOMS)

## Occupational Analysis Program

Simply put, our mission is to provide occupational data for decision makers, allowing them to make informed personnel, training, and education decisions based not on opinion and conjecture, but on empirical, quantitative data.

## Survey Development Process

An occupational survey begins with a job inventory (JI) -- a list of all the tasks performed by members of a given Air Force Specialty Code (AFSC) as part of their actual career field work (that is, additional duties and the like are not included). We include every function that career field members perform by working with technical training personnel and operational subject-matter experts (SMEs) to produce a task list that is complete and understandable to the typical job incumbent. The SMEs write each task to the same level of specificity across duty areas, and no task is duplicated in the task list.

In addition to this comprehensive task list, job inventories include a number of background questions that deal with demographic information, job satisfaction, equipment usage, and any other area that our customers, such as Career Field Managers (CFMs) and technical school personnel, may request.

Furthermore, the JI is only one of the surveys that AFOMS produces. The JI task list is used in creating several other surveys that are important for developing and refining career field training programs and for developing career field promotion tests; these surveys and how their results are used will be described shortly.

## Survey Administration

The sample of members who receive the JI primarily depends on the size of the career ladder. We typically survey 100% of all eligible members in career ladders numbering 3,000 or fewer assigned members. For career ladders larger than 3,000 members, we select a random sample of half of the eligible members, and for very large career ladders we may sample one-third of all the eligible members. Return rates (the percentage of completed, usable surveys we receive back from the field) generally run between 50% - 70% or greater. All this combines to produce very large and very representative samples in almost every study we conduct, compared to the samples obtained by private commercial surveying and marketing firms, and this in turn leads to highly accurate information about the work and demographics of the career field.

Responding to the JI can be somewhat time-consuming when the number of tasks is large, but it is a simple process. Respondents are asked to examine each task and select each task that they perform in their present job. They are then asked to rate each task they chose on a scale of 1 to 9

(unchosen tasks are given a 0 rating), according to how much relative time they spend performing that task in their present job, compared to all the other tasks in the inventory. These ratings are converted into estimates of actual relative job time spent performing each task.

## Survey Analysis

Survey responses are processed using a set of computer programs called the Comprehensive Occupational Data Analysis Programs (CODAP). We are able to calculate some important basic information about each task from the information that respondents provide in the JI: the Percent Members Performing (PMP) and the Percent Time Spent (PTS). CODAP forms groups of survey respondents according to the similarity of their task performance, and our analysts study these groupings to identify distinct jobs. Further, we can provide PMP and PTS information for any subgroup. For example, we can easily determine the percent of E-5s or 3-skill-level or first-term airmen who perform each task, and estimate the average amount of job time they spend performing it. This is important because many of the applications of our data target particular subgroups within the career ladder.

## Uses of Survey Data

Survey results are formally reported in an **Occupational Survey Report (OSR)** -- what you are currently reading -- but the OSR is by no means the only product of an occupational survey study. The OSR provides a high-level "snapshot" of an entire AFSC in a compact package, but it is not intended to provide the comprehensive information needed to support important decisions about a career field. That is the purpose of "data extracts," which are comprehensive, detailed sets of CODAP-generated reports designed for particular applications.

**The Training Extract** -- AFOMS survey data are essential to technical training personnel. The Training Extract provides information about what career ladder incumbents are actually doing in their jobs at each stage of their career, along with supporting information regarding when and how members should be trained to perform their jobs. The data found in the Training Extract regarding first-job, first-term, and 3-skill-level members are the *primary source of empirical information* available to support such decisions.

In addition to the JI, AFOMS produces two other surveys that directly support the training community. Depending on the size of the career ladder, a sample of at least 50 (and frequently 100 or more) 7-skill-level craftsmen is selected to complete a Training Emphasis (TE) survey. A similar-sized sample of other 7-skill-level craftsmen is selected to complete a Task Difficulty (TD) survey.

The TE survey, like the JI, contains the complete career ladder task list, and, like the JI, respondents are asked to rate tasks on a 1 to 9 scale (tasks not rated by the respondent are assigned a "0" rating). Unlike the JI, however, respondents are asked to rate tasks based on how much emphasis they believe should be placed on that task for entry-level structured training. A "1" rating indicates the respondent's belief that very little emphasis be placed on providing structured training on that task. A rating of "9" indicates that it is essential to provide structured

training on the task. Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The responses of the entire sample of raters are averaged for each task, and the result is a TE rating for each task.

The TD survey also contains the full task list and requests that respondents rate each task *with which they are familiar* on a scale of 1 to 9 ("1" is low, "9" is high), but this time respondents are asked to rate the amount of time needed to learn to perform that task satisfactorily. In other words, as the name implies, TD is an indicator of how difficult the task is to learn to do. The average TD rating for each task in the inventory is standardized with a mean rating of 5.0 and a standard deviation of 1.0.

When used in conjunction with the PMP and PTS for first-enlistment members, average TE and TD ratings provide insight into the appropriate training requirements for new personnel in the career ladder. These four indices (PMP, PTS, TE, and TD) are used to compute a composite index, the Automated Training Indicator (ATI), for each task. The ATI expresses in a single number between 1 and 18 the likely most appropriate training setting and approach for providing training for that task. ATIs allow training developers quickly to focus attention on those tasks that are most likely to qualify for resident course consideration. Further information concerning TE and TD ratings and ATIs for the entire task list can be found in the Training Extract that accompanies this OSR.

The major users of Training Extract information are attendees at Utilization and Training Workshops (U&TWs). The U&TW is a summit of representative career ladder, training, and classification leaders who evaluate current training efficiency and effectiveness in order to propose and approve changes to Course Training Standard (CTS), particularly with regard to 3-skill-level training, and to address utilization issues. The AFSC's job description in Attachment 6 of AFMAN 36-2108, *Enlisted Classification*, is also reviewed and appropriately revised in light of the survey data to reflect the jobs being performed by the career ladder members.

Part of the process of compiling the Training Extract involves the *CTS matching* process, during which technical school personnel match JI tasks to CTS elements; that is, they tell us what particular task or tasks correspond to each CTS element when it is covered in training. This is especially useful when CTS performance codes are being reviewed for the 3-skill-level course. For example, the U&TW attendees might be asked to consider adding a task performance code to an CTS element that previously has been trained only to a knowledge level. JI, TE, and TD data, combined in the form of the ATI, are important in determining the appropriate proficiency code. Separate Training Extracts are produced for AD and reserve force (ANG and AFRC) component members.

**The Specialty Knowledge Test (SKT) Extract** -- AFOMS survey data are key to ensuring that SKTs are valid. SKTs are an important part of the Weighted Airman Promotion System (WAPS). Because an airman's test score is frequently the deciding factor in determining who is promoted, SKTs must be valid, fair, and credible.

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In terms of SKTs, *valid* means that every question on the test is tied to a task which has been shown to be important to successful performance in the specialty. This tie is crucial to documenting the validity of SKT content.

AFOMS surveys provide test writers with information on the percentage of airmen performing tasks (PMP), an estimate of how much job time they spend performing tasks (PTS), how difficult tasks are to master (TD), and the importance of formal training on tasks (TE). This information is combined to produce a composite index called the Predicted Testing Importance (PTI). Those tasks that are rated highest in PTI are ones that tend to be high in all four of our primary indices -- PMP, PTS, TD, and TE -- exactly the kinds of tasks that one would generally consider job-essential and that should form the basis for test questions. PTI information is used for minor test revisions; how it is used will be explained shortly.

Field-validated testing importance (FVTI) data are produced for major test revisions. Approximately 6 months before the start of test development, a sample of 100 senior career field NCOs is sent a survey containing a list of the 150-200 tasks rated highest in PTI. Respondents are asked to provide a 1-7 rating ("1" is low, "7" is high) of how important they believe it is to include a question concerning that task on the SKT. The responses are averaged for each task, yielding the FVTI index -- a direct measure of the opinions of career field experts as to what constitutes "job-essential" knowledge.

PTI and FVTI information is included in the SKT Extract, which is specifically tailored for use by the SKT teams who come to AFOMS to write the promotion examinations. Two sets of reports are prepared -- one set uses only data for E-5s and the other uses combined data for E-6s and E-7s. Each report gives the SKT team information on every task's PMP, PTS, and PTI, and, for major test revisions, FVTI data. Occupational survey data are thus the only objective source of information available to the team regarding how to make the test they write meet legal requirements for validity and fairness.

**The Analysis Extract** -- The Analysis Extract is an archive of all the data collected in the course of a study that are not incorporated into one of the other extracts. We typically produce separate Analysis Extracts for AD and ANG/AFRC members. The Analysis Extract is usually an enormous document, a compilation of the many reports that "slice and dice" the data in virtually every potentially useful way. Just about any question anyone has regarding career ladder work, personnel, or training and utilization issues can be answered by consulting one or another of the reports in the Analysis Extract.

**The Occupational Survey Report** -- This document, the OSR, captures survey data and analysis both in breadth and depth. For ease of reading, the first half of the OSR concentrates on breadth with compelling factors and implications across the specialty. Tables following the narrative show depth with regard to these factors and implications. Where appropriate, highlights of the tables are contained in the body.

# OCCUPATIONAL SURVEY REPORT (OSR)
## COMPUTER, NETWORK, SWITCHING AND CRYPTOGRAPHIC SYSTEMS
## (AFSC 2E2X1)

This is a report of an occupational survey of the Computer, Network, Switching and Cryptographic Systems career ladder, conducted by the Occupational Analysis Flight, AFOMS. The OSR reports the findings of current data that are available for use in guiding the development and evaluation of training and support planned changes within this career ladder. In addition, the data are used to support SKT development. Effective 31 October 2000, the 2E2X1 (Electronic Computer and Switching Systems) and 2E3X1 (Secure Communications Systems) career fields merged into one with the new title of Computer, Network, Switching and Cryptographic Systems (AFSC 2E2X1). This is the first study of the new career field.

## Career Ladder Background

According to the Specialty Description in AFMAN 36-2108, *Enlisted Classification*, dated 31 October 2002, Computer, Network, Switching and Cryptographic Systems personnel sustain network infrastructure, cryptographic equipment, and deployable switching systems in fixed and deployed environments. They also sustain and operate systems through effective troubleshooting, repair, diagnostics, and system performance analysis.

The initial technical training school for this AFSC is located at Keesler AFB MS. Following the prerequisite 48-day Common Electronic Principles course (E3AQR2E231-481) at Keesler AFB, members attend the E3ABR2E231 002, Computer, Network, Switching and Cryptographic Systems Apprentice course, which is 75 academic days and provides graduates with the knowledge and skills for the following principles and activities:

- Teaches data communications, general computer maintenance repairs, network concepts, operating systems/applications software, telephone switching systems, information transport devices, IDNX, ATM, and multiplexers. Hands-on training is provided on computer repair, operational checks, fault isolation, etc., using a sophisticated computer system as training vehicle.

Entry into AFSC 2E2X1 requires an Armed Forces Vocational Aptitude Battery (ASVAB) "Electronic" score of 67 and a Strength requirement of "J" (weight lift of 60 lb). Normal color vision as defined in AFI 48-123, *Medical Examination and Standards,* is required. Personnel must be qualified to operate a government vehicle according to AFI 24-301, *Vehicle Operations.* For award and retention in this AFSC, personnel must be eligible for a Secret security clearance according to AFI 31-501, *Personnel Security Management Program.*

# SURVEY METHODOLOGY

## Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2508, dated February 2002. During the development of the comprehensive task list, 59 subject-matter experts from nine operational bases and one training unit were interviewed. The resulting JI contains a comprehensive listing of 1,357 tasks grouped under 25 duty headings and a background section. This background section requests such information as base of assignment, command of assignment, and standard background questions, including job title, reenlistment/separation factors, deployments and TDYs, work schedule, and functional area. Additional background items concerned maintenance level assigned, prior AFSC (if appropriate), courses completed, Air Defense and Warning Systems configuration items maintained, Strategic Communications (STRATCOM) configuration items maintained, tactical or mobile systems configuration items maintained, Air Force Satellite Control Network (AFSCN) configuration items maintained, computer operating systems used or operated, computer system processors maintained, computer system peripherals maintained, test equipment used or operated, cryptographic equipment used or maintained and ancillary equipment used or maintained. (The complete survey is available on the CD containing the products from this study.)

| BASE | REASON FOR VISIT |
|------|------------------|
| Keesler AFB MS | Technical Training School |
| Shaw AFB SC | Supports Command and Control and flying operations |
| Tinker AFB OK | Supports deployable communications, computer systems, navigational aids, and air traffic control services |
| Offutt AFB NE | Focus on STRATCOM tasks |
| Peterson AFB CO | Supports 21st Space Wing |
| Buckley AFB CO | Defense Support Program (DSP) and Space-Based Infrared System (SBIRS) |
| F.E. Warren AFB WY | Strategic missile unit |
| Indian Springs AF Aux NV | Predator System |
| Langley AFB VA | Ensures readiness for worldwide war-fighting missions |
| Lackland AFB TX | Primarily in support of the Basic Electronic Principles Course |

## 2E2X1 Survey Administration

From February to May 2002, the survey control monitor at the technical training school and operational bases administered the inventory to all eligible DAFSC 2E231, 2E251, 2E271, and 2E291 AD, ANG, and AFRC personnel. Members ineligible to take the survey included the following: (1) hospitalized members; (2) members in transition for a permanent change of station; (3) members retiring within the time the inventories were administered to the field; and (4) members who had been in their present jobs for less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

## Survey Sample

The data on survey returns were examined to ensure that the final sample reflected an accurate representation across major commands (MAJCOMs), paygrades, and skill levels. Table 1 shows the distribution of the survey sample by MAJCOM, while Table 2 displays the survey distribution by paygrade groups. Table 3 shows the final sample distribution by skill level. Table 4 displays the component characteristics for the AD, ANG, and AFRC members in the final sample.

TABLE 1

| MAJCOM REPRESENTATION OF TOTAL SAMPLE | | |
|---|---|---|
| COMMAND | PERCENT OF ASSIGNED* | PERCENT OF SAMPLE |
| ACC | 21 | 23 |
| USAFE | 5 | 5 |
| PACAF | 5 | 5 |
| AMC | 4 | 4 |
| AETC | 4 | 5 |
| AIA | 6 | 8 |
| AFMC | 3 | 2 |
| AFSPC | 4 | 5 |
| OTHER** | 7 | 7 |
| ANG | 33 | 31 |
| AFRC | 8 | 5 |
| | | |
| TOTAL ASSIGNED* | | 4,084 |
| TOTAL ELIGIBLE | | 3,389 |
| TOTAL SURVEYS MAILED | | 3,352 |
| TOTAL IN SAMPLE | | 1,636 |
| PERCENT OF ASSIGNED IN SAMPLE | | 40 |
| PERCENT OF ELIGIBLE IN SAMPLE | | 48 |
| PERCENT OF MAILED IN SAMPLE | | 49 |

\* As of Feb 02

\*\* Highest percentages in "Other" include Air Force Elements Europe, Air Force Elements Defense Information Systems Agency, Air Force Elements United States Atlantic Command Air Force Elements (other), and Air Force Pentagon Communications Agency

TABLE 2

| PAYGRADE DISTRIBUTION OF SAMPLE | | |
|---|---|---|
| PAYGRADE | PERCENT OF ASSIGNED | PERCENT OF SAMPLE |
| E-1 – E-3 | 7 | 3 |
| E-4 | 22 | 21 |
| E-5 | 30 | 32 |
| E-6 | 24 | 24 |
| E-7 | 15 | 17 |
| E-8 | 2 | 2 |
| SKILL-LEVEL DISTRIBUTION OF SAMPLE | | |
| SKILL LEVEL | PERCENT OF ASSIGNED | PERCENT OF SAMPLE |
| 2E231 | 10 | 8 |
| 2E251 | 50 | 51 |
| 2E271 | 39 | 38 |
| 2E291 | * | 2 |

Columns may not add up to 100 due to rounding

\* Indicates less than 1%
Columns may not add up to 100 due to rounding

TABLE 4

| COMPONENT CHARACTERISTICS | | | |
|---|---|---|---|
| | AD | ANG | AFRC |
| ASSIGNED | 2,417 | 1,343 | 324 |
| SURVEYED | 1,980 | 1,147 | 225 |
| SAMPLE | 1,055 | 499 | 82 |
| % OF SURVEYED | 53 | 44 | 36 |

    The Command, Paygrade, Skill-Level distributions and component characteristics of the survey sample are close to the percent assigned, indicating that the sample is a true representation of the career ladder population assigned to the MAJCOMs.

# 2E2X1 JOB STRUCTURE

The first step in the analysis process is to identify the career ladder structure in terms of the jobs performed by the respondents. CODAP creates 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. Human analysis of the final output, aided by additional measures of similarities and differences between groups, determines the final job structure of the career field as described here.

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***. Jobs not falling within any cluster are identified as ***Independent Jobs (IJs)***. The structure of the career ladder is then defined in terms of clusters, jobs, and independent jobs. The job structure resulting from this grouping process (the various jobs within the AFSC) can be used to evaluate the changes that have occurred in the AFSC since the previous OSR. It can also be used to guide future changes in the AFSC. The above terminology will be used in the discussion of the 2E2X1 career ladder.

## Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, two clusters and ten independent jobs were identified within the Computer, Network, Switching and Cryptographic Systems career ladder. Figure 1 shows this job structure. A written outline of the job structure follows. The stage (STG) number shown beside each title refers to computer-generated tracking information of no importance to the reader. The letter "N" represents the number of members in each group. Tables 5-18 (at the end of this report, following the narrative) provide detailed descriptions of the clusters and jobs listed below, including demographic information and representative tasks that members perform. In addition, the tables show some distinguishing tasks performed by members of jobs identified within clusters.

I.     MANAGEMENT CLUSTER (STG 69, N=270)

    A. TRAINING JOB (STG 300, N=17)
    B. QUALITY ASSURANCE JOB (STG 336, N=10)
    C. MAINTENANCE SUPPORT JOB (STG 385, N=18)
    D. NCOIC JOB (STG 458, N=132)

II.     GENERAL COMPUTER, NETWORK, AND PERIPHERAL EQUIPMENT CLUSTER (STG 109, N=319)

    A. SMALL COMPUTER MAINTENANCE TECHNICIAN JOB (STG 240, N=273)
    B. INFRASTRUCTURE TECHNICIAN JOB (STG 277, N=27)

III.    JOINT SURVEILLANCE SYSTEM (JSS) IJ (STG 243, N=48)

IV.    COMPUTER SWITCH MAINTENANCE IJ (STG 309, N=16)

V.    AIRCRAFT COMPUTER MAINTAINER IJ (STG 402, N=30)

VI.    INTEL ENGINEERING AND INSTALLATION (E&I) IJ (STG 474, N=13)

VII.    TACTICAL COMM TECHNICIAN IJ (STG 445, N=19)

VIII.    TACTICAL SWITCH MAINTENANCE IJ (STG 348, N=10)

IX.    COMPUTER, NETWORK, SWITCHING AND CRYPTOGRAPHIC (CNSC) IJ
        (STG 338, N=365)

X.    STRATCOM MAINTENANCE TECHNICIAN IJ (STG 412, N=18)

XI.    CRYPTO MAINTENANCE TECHNICIAN IJ (STG 249, N=58)

XII.    SECURE TELEPHONE SWITCH TECHNICIAN IJ (STG 387, N=10)


Table 19, at the end of this narrative, displays time spent on duties by the members within these clusters and jobs.

## IDENTIFIED JOB STRUCTURE AND PERCENTAGES OF
## TOTAL SURVEY SAMPLE
### (N=1,636)



**CNSC IJ (22%)**

**Management Cluster (17%)**

**\* Other (15%)**

**General Computer, Network, and Peripheral Equipment Cluster (19%)**

**Not Grouped (27%)**
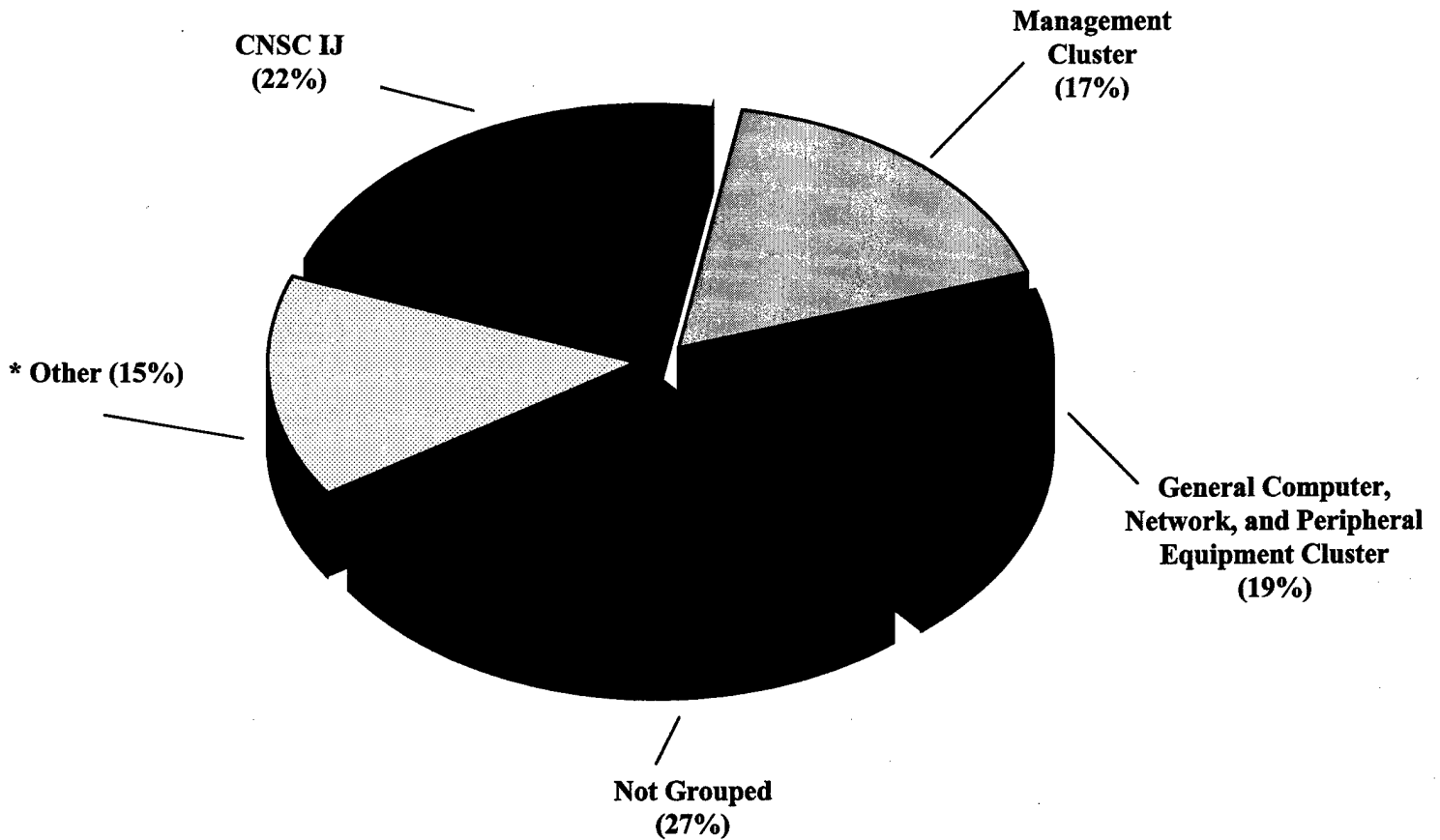
**\*Other includes:**
- Joint Surveillance System (JSS) IJ (3%)
- Computer Switch Maintenance IJ (1%)
- Aircraft Computer Maintainer IJ (2%)
- Intel E&I IJ (1%)
- Tactical Comm Technician IJ (1%)
- Tactical Switch Maintenance IJ (1%)
- STRATCOM Maintenance Technician IJ (1%)
- Crypto Maintenance Technician IJ (4%)
- Secure Telephone Switch Technician IJ (1%)

**FIGURE 1**

<u>Members Not Grouped</u>

- Remaining 27% of survey sample did not group with any cluster or independent job

  - Survey respondents sometimes do not fall into an identified job because they perform fewer tasks or mark the same tasks but give considerably different time spent ratings for those tasks

  - In addition, there may not have been enough individuals performing the same combination of tasks to warrant identification of a job

  - Members not grouped into any cluster or job were holding a variety of jobs, such as Intel Support, CCI Maintenance, Satellite Systems Technician, and Network Integrator

  - Important point to note is that all major AFSC functions are covered in identified clusters and independent jobs


<u>Comparison of Current Specialty Jobs to Previous Survey</u>

The results of the specialty job analysis were compared to the last two OSRs, Electronic Computer and Switching Systems (formerly 2E2X1) and Secure Communications Systems (formerly 2E3X1) dated July 1998 and October 1998, respectively. Some of the previously identified jobs did not match some of the jobs of the current survey. These jobs from the former 2E2X1 AFSC include Headquarters Staff NCO IJ, Combat Communications NCOIC Job within the Combat Communications Cluster, and the General Troubleshooting Job within the General Computer and Switching Maintenance Cluster. Jobs from the former 2E3X1 AFSC that did not match the current study were Safety/Security Management IJ, Mobile/Tactical Management Job within the Management/Staff Cluster and the COMSEC Control Job, the Depot Maintenance Job, the Red Switch Technician Job, and the Line Supervision Job within the Cryptographic and Telecommunications Cluster.

- Overall nature of the 2E2X1 career ladder has not changed much since the previous studies; still a very heterogeneous career ladder with small pockets of members performing jobs that are more focused

<u>Table 20</u> shows the clusters and jobs identified in this study compared to the previous studies conducted in 1998.

# SKILL AND EXPERIENCE ANALYSIS

An analysis of DAFSC groups in conjunction with the analysis of the career ladder structure is an important part of each OSR. This information may be used to evaluate how well career ladder documents, such as AFMAN 36-2108, *Enlisted Classification*, reflect what career ladder personnel are actually doing in the field.

## TOTAL SAMPLE

### Jobs

Table 21 – Distribution of skill-level members across career ladder clusters and jobs:

- General Computer, Network, and Peripheral Equipment Cluster and CNSC Independent Job appear as two of the top three jobs across 3-, 5-, and 7-skill levels

- Relatively high proportion of 3-skill-level members identified in Crypto Maintenance Technician Independent Job when compared to 5-, 7-, and 9-skill-level members

- Most of 3-skill-level members and 5-skill-level members in General Computer, Network, and Peripheral Equipment Cluster

- Majority of DAFSC 2E271 members in CNSC Independent Job and Management Cluster

- Overwhelming majority of 9-skill-level members identified in the Management Cluster

### Duties

Table 22 – Time spent on duties by members of skill-level groups:

- Members at 3-, 5-, and 7-skill levels spend majority of their time performing tasks in Duty A (Performing General Computer, Network, Switching, and Cryptographic Maintenance Activities)

- Members at 3-, 5-, and 7-skill levels spend majority of their time across technical Duty Areas A through E, with the exceptions of 5-skill-level members beginning to spend time in Duty Y (Performing Management and Supervisory Activities) and 7-skill-level members spending 19% of their time on Duty Y tasks

- 9-skill-level members spend the majority of their time performing tasks in Duty Y (Performing Management and Supervisory Activities)

# **AD**

## Duties

Table 23 – Time spent on duties by AD members of skill-level groups:

- Similar to the total sample, AD members at 3- and 5-skill levels spend their time across the technical Duty Areas A through E. AD 5-skill-level members also spend some time in Duty Y (Performing Management and Supervisory Activities)

- 7- and 9-skill-level members spend a significant amount of their time in Duty Y (Performing Management and Supervisory Activities)

## Tasks

Table 24 – Tasks performed by AD 2E231 members:

- Tasks being performed by highest percentages of 3-skill-level members (63% and below) indicate that career ladder members are performing tasks such as inspecting batteries and inventorying and removing and replacing equipment

Table 25 – Tasks performed by AD 2E251 members:

- Tasks being performed by highest percentages of 5-skill-level members are very similar to tasks being performed by 3-skill-level members, but the 5-skill-level members start picking up general training tasks in Duty X and some supervisory tasks in Duty Y

Table 26 – Tasks performed by AD 2E271 members:

- Heavy emphasis on supervisory and managerial activities at this skill level

Table 27 – Tasks performed by AD 2E291 members:

- Performing tasks such as writing, developing, and evaluating -- tasks one would expect to see at this skill level

- Perform lowest average number of tasks for all skill levels across all components

# **ANG**

## Duties

Table 28 – Time spent on duties by ANG members of skill-level groups:

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- Like AD 5-skill levels, ANG 5- and 7-skill-level members spend most of their time on tasks in technical Duty Areas A through E, with the majority falling in Duty A (Performing General Computer, Network, Switching, and Cryptographic Maintenance Activities) and Duty B (Performing General Alignment, Fault Isolation, and Preventive Maintenance Inspection (PMI)) Activities

## Tasks

Table 29 – Tasks performed by ANG 2E251 members

Table 30 – Tasks performed by ANG 2E271 members:

- Average 208 tasks, which is the highest average number of tasks among every skill level in every component

Table 31 – Tasks performed by ANG 2E291 members

## AFRC

### Duties

Table 32 – Time spent on duties by AFRC members of skill-level groups:

- AFRC members at both skill levels spend more of their time performing tasks in Duty A (Performing General Computer, Network, Switching, and Cryptographic Maintenance Activities)

- AFRC 5-skill-level members spend significantly more time Maintaining Computers, Network, and Peripheral Equipment (Duty E) than AFRC 7-skill-level members and AD and ANG 5-skill-level members

### Tasks

Table 33 – Tasks performed by AFRC 2E251 members

Table 34 – Tasks performed by AFRC 2E271 members:

- Emergence of tasks in Duty X (Performing Training Activities) and Duty W (Performing Mobility and Contingency Activities) when compared to AFRC 5-skill-level members

# TRAINING ANALYSIS

Occupational survey data are a source of information that can assist in the development or evaluation of training programs for both entry-level and advanced members. In particular, the factors used to evaluate entry-level member training include the jobs that are being performed by first-enlistment personnel (1-48 months' TAFMS), the overall distribution of first-enlistment personnel across career ladder jobs, the percent of first-enlistment members who perform specific tasks, and ratings of relative training emphasis (TE) and task difficulty (TD). (TE and TD ratings are discussed in the Task Factor Administration section of this OSR.)

## WHAT ENTRY-LEVEL MEMBERS NEED TO KNOW

### First-Enlistment Personnel (1–48 months' TAFMS)

N=257 (16% of sample)

### Jobs

Figure 2 – Distribution of first-enlistment personnel across specialty clusters and jobs:

- Increase of 5% in Crypto Maintenance Technician Independent Job and decrease of 10% in the CNSC Independent Job when compared to the total sample (Figure 1)

### Duties

Table 35 – Relative time spent on duties

### Tasks

Table 36 – Representative tasks performed

### Equipment

Table 37 – Test equipment used or operated:

- Multimeters and digital voltmeters are used or operated most among first-enlistment personnel

Table 38 – Cryptographic equipment used or maintained:

- KG-84 series cryptographic equipment used or maintained most

Table 39 – Ancillary equipment used or maintained:

- High percentage of first-enlistment personnel using or maintaining STU III telephones

## DISTRIBUTION OF AFSC 2E2X1 FIRST-ENLISTMENT
## PERSONNEL ACROSS SPECIALTY JOBS
### (N=257)

STRATCOM Maintenance
Technician IJ
(3%)

CNSC
IJ (12%)

Not
Grouped
(42%)

Crypto Maintenance
Technician IJ
(9%)

Aircraft Computer
Maintainer IJ
(4%)

Computer Switch
Maintenance IJ
(2%)

* Other (3%)

JSS IJ (4%)

General Computer, Network,
and Peripheral Equipment
Cluster
(21%)

*Other includes:
- **Management Cluster (1%)**
- **Tactical Comm Technician IJ (1%)**
- **Tactical Switch Maintenance IJ (1%)**

## FIGURE 2

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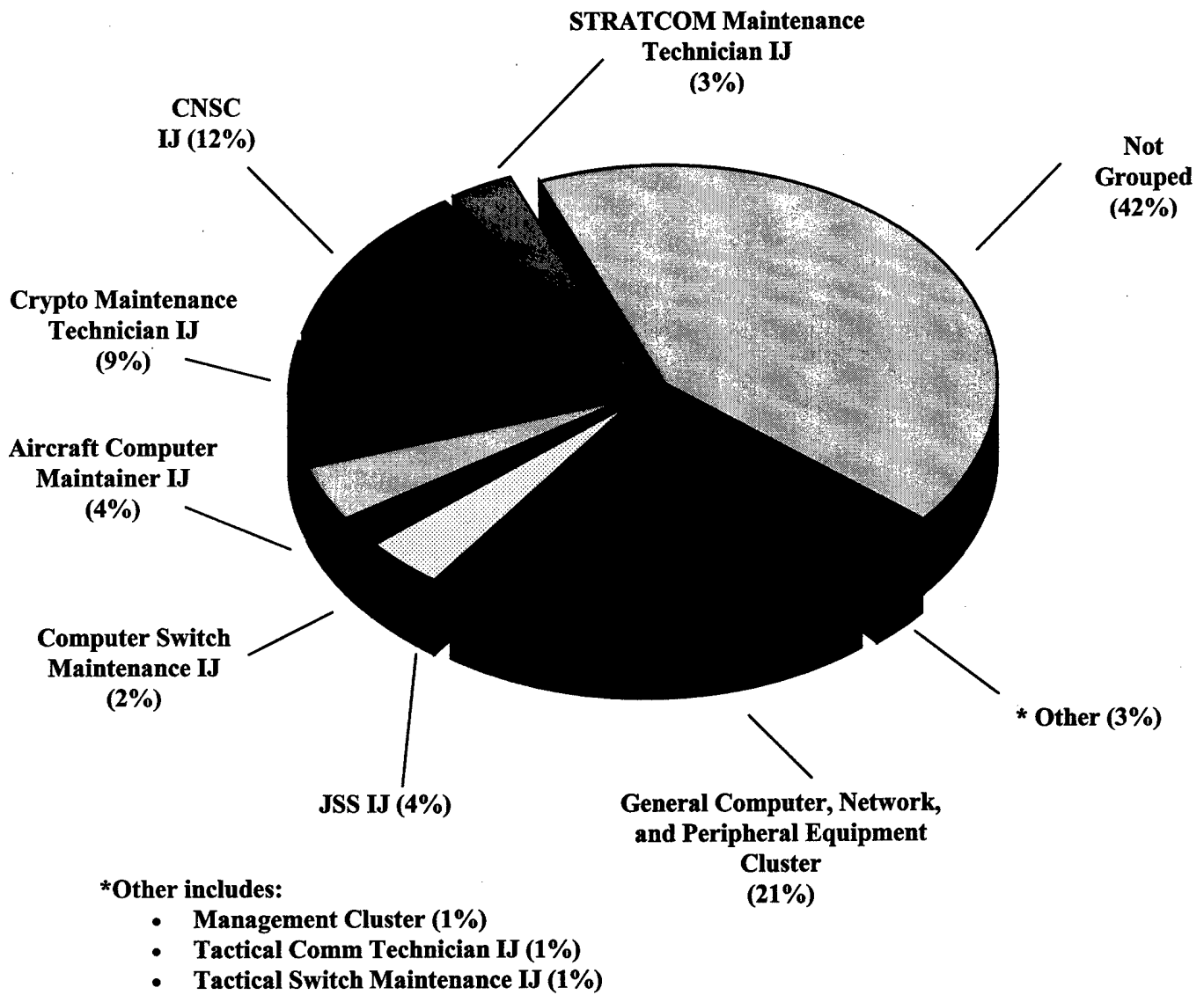
# TASK FACTOR SURVEYS

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information, along with data from the Course Training Standard (CTS) and Plan of Instruction (POI), is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected DAFSC 2E2X1 members (generally E-6 or E-7 craftsmen) completed either a training emphasis (TE) or task difficulty (TD) survey. These training documents (CTS and POI) were reviewed by matching survey tasks to CTS and POI elements, then examining task performance, TE, and TD data for the matched tasks.

## Task Factor Administration

TE and TD data can help training development personnel decide which tasks to emphasize for entry-level, structured training (resident technical schools, field training detachments, mobile training teams, formal OJT, or any other organized training method). For example, tasks receiving high TE and TD ratings generally warrant resident training if they are also performed by a moderate-to-high percentage of first-enlistment members. Tasks receiving high TE and/or TD ratings but being performed by relatively low percentages of first-enlistment members may be more appropriately planned for structured OJT programs within the career ladder. Low TE and/or TD ratings may highlight tasks best omitted from training for new personnel. These task factors are, of course, not the only ones to weigh in making training decisions; the percentages of personnel performing the tasks, command concerns, the criticality of the tasks, and other important factors must also be carefully considered.

**Training Emphasis (TE)** — degree of emphasis that should be placed on each task for structured training of entry-level members:

- Eighty-eight DAFSC 2E2X1 senior noncommissioned officers (NCOs) rated tasks in the inventory on a scale from 0 (no training required) to 9 (extremely high training emphasis)

- Average TE rating was 1.72 with a standard deviation of 1.22

  - If a task has a TE rating at least one standard deviation above the mean, that is, of at least 2.94, it is probably important to provide new personnel with formal training on that task

Table 40 – Tasks with highest TE ratings:

- Most tasks with high TE ratings are from Duty A (Performing General Computer, Network, Switching, and Cryptographic Maintenance Activities) and Duty E (Maintaining Computers, Network, and Peripheral Equipment) and involve performing operational checks and isolating malfunction activities

**Task Difficulty (TD)** — amount of time needed to learn to perform that task satisfactorily:

- One-hundred DAFSC 2E2X1 senior NCOs rated the difficulty of tasks in the inventory using a scale from 1 (extremely low difficulty) to 9 (extremely high difficulty)

- TD ratings are normally adjusted so that tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00

  - Any task with a difficulty of 6.00 or greater is therefore considered difficult to learn

Table 41 – Tasks with highest TD ratings:

- Also lists percent members performing these tasks by groups of 1-24 months' and 1-48 months' TAFMS, as well as members of the 3-, 5-, and 7-skill-level groups

- Tasks within Duties A (Performing General Computer, Network, Switching, and Cryptographic Maintenance Activities) and Y (Performing Management and Supervisory Activities) received the highest TD ratings, but they have low TE ratings

- Unlike tasks with high TE ratings, many tasks with high TD ratings have low percent members performing

  - This pattern is typical across many career fields because relatively few members perform the most difficult tasks

# WHAT DO 2E2X1 TRAINING DOCUMENTS REFLECT?

## Course Training Standard (CTS) Analysis

Technical school personnel from the 338th Training Squadron (338 TRS), Keesler AFB MS, matched JI tasks to CTS items. Per AETCI 36-2601, dated 14 July 1999, CTS elements that are performed by at least 20% of members in appropriate skill-level groups [particularly first-job (1-24 months' TAFMS) members and first-enlistment (1-48 months' TAFMS) members] should be included in the CTS. Of course, these are not the only criteria for inclusion in the CTS, and other rational considerations may argue against inclusion. Likewise, elements matched to tasks with less than 20% performing in first-job and first-enlistment groups should be closely reviewed by subject-matter experts for possible deletion from the CTS, unless other considerations (such as mission criticality or criticality to a particular MAJCOM) argue for inclusion of these "unsupported items." As stated above, several tasks not referenced to the CTS with at least 20% of the first-job or first-enlistment members performing should be reviewed by training personnel for possible addition to the CTS.

Table 42 – Examples of unsupported CTS elements along with the tasks matched to those items:

- Tasks matched to CTS elements were being performed by less than 20% of job incumbents in their first job or first enlistment

- A complete listing of CTS elements with tasks matched to elements can be found in the CTS report in the Training Extract

Table 43 – Examples of tasks not referenced to CTS elements with 20% or more members performing:

- A complete listing of tasks not referenced to the CTS can be found at the end of the CTS report in Training Extract; these tasks should be reviewed for possible addition to CTS

Overall, the CTS is generally supported by the survey data.

## Plan of Instruction (POI) Analysis

In addition to the CTS, the POI for a course may also have unsupported objectives (included in the course but performed by few first-term airmen). Personnel from the 338 TRS also matched JI tasks to related training objectives in the POI for the entry-level course. POI blocks, units of instruction, and learning objectives were then compared to the standard set forth in AETCI 36-2601. This document indicates that tasks trained in the course but not performed by at least 30% of first-enlistment members should be considered for elimination from the course, unless other rational considerations argue for inclusion. This is especially so if TE ratings for the task are not particularly high.

Table 44 – Examples of POI unsupported objectives along with the tasks matched to those objectives:

- Tasks matched to POI objectives were being performed by less than 30% of job incumbents in their first job or first enlistment

- A complete listing of POI objectives and tasks matched to those objectives can be found in the POI report in the Training Extract; these POI objectives should be reviewed for possible revision

Table 45 – Examples of tasks not referenced to POI objectives with 30% or more members performing:

- A complete listing of tasks not referenced to the POI can be found at the end of the POI report in the Training Extract; these tasks should be reviewed for possible addition to POI

Overall, the POI is generally supported by the survey data.

# JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. The survey included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions.

## Job Satisfaction

### Overall = Good

Table 46 – Job satisfaction data by job groups identified in **2E2X1 JOB STRUCTURE** section of this report:

- Intel E&I Independent Job has the highest job satisfaction ratings

- Computer Switch Maintenance IJ and STRATCOM Maintenance Technician IJ report low job satisfaction overall compared to the remaining jobs and clusters, but both are very small proportions of the sample

Table 47 displays comparative job satisfaction data between the current 2E2X1 OSR data and members from other 2E AFSCs surveyed in the previous 12 months. (Only two AFSCs met this criterion – AFSC 2E1X1, Satellite, Wideband, and Telemetry Systems and 2E1X2, Meteorological and Navigation Systems.) The results from the comparison data are summarized below:

- Overall, job satisfaction ratings for the 2E2X1 members are slightly lower compared to the 2E1X1 and 2E1X2 members

  - 2E2X1 members report somewhat lower satisfaction across all three TAFMS groups regarding perceived use of training and sense of accomplishment from job

Table 48 displays job satisfaction data for the AD, ANG, and AFRC members. The results for the three components are summarized below:

- Job satisfaction ratings for the ANG members are higher than the AD and AFRC members, especially for job interest, perceived use of training, and sense of accomplishment from job

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# RETENTION DIMENSIONS

JIs also routinely collect information about factors that affect reenlistment and separation decisions. That is, respondents who say that they are likely to reenlist at the end of their present term (and those not eligible for retirement) are asked to indicate whether each of 31 different factors will have any effect on their intended decision and, if so, the degree to which each factor may influence their decision to reenlist. Respondents who indicate that they are likely to separate at the end of their present term (and those not eligible for retirement) are asked to indicate whether each of 31 different factors will have any effect on their intended decision and, if so, the degree to which each factor may influence their decision to separate. The degree is indicated on a 3-point scale ranging from "slight influence" to "strong influence."

### Reenlistment

Table 49 – Lists the 31 factors in the order they appeared in the survey. The percent selecting each factor and the average rating for each factor by TAFMS group based on how much each factor may influence their decision to reenlist are also shown:

- Top 5 reasons members may choose to reenlist based on the highest percentages selecting each factor are listed below Table 49

  - Job security appeared for each of the three TAFMS groups as one of the top two reasons for reenlisting

  - Retirement benefits, military lifestyle, pay and allowances, and off-duty education or training opportunities were major influences on reenlistment for two of the three TAFMS groups

### Separation

Table 50 – Displays the percentage of the members for each TAFMS group indicating that their plans to separate may be influenced by each factor as well as the average ratings by TAFMS group for the 31 factors based on the influence each factor may have on the respondents' decisions to separate:

- Top 5 reasons members in each TAFMS group may choose to separate based on the highest percentages selecting each factor are listed below Table 50

  - Military lifestyle and recognition of efforts appeared for each of the three TAFMS groups as top reasons for separating

  - Pay and allowances, bonus or special pay, and civilian job opportunities are among the top four factors that may influence the respondents' decisions to separate for two of the three TAFMS groups

# TABLE 5

## MANAGEMENT CLUSTER (STG 69)
## N=270 (17% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 31 months | |
| Average TAFMS | 202 months | |
| Predominant Paygrade | E-7 | 40% |
| Skill Levels | 2E251 | 31% |
| | 2E271 | 59% |
| | 2E291 | 8% |
| Former AFSCs | 2E2X1 | 63% |
| | 2E3X1 | 33% |

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED*        *63* | PERCENT MEMBERS PERFORMING |
|---|---|---|
| Y1318 | Counsel subordinates concerning personal matters | 70 |
| Y1356 | Write recommendations for awards or decorations | 68 |
| Y1337 | Evaluate personnel for compliance with performance standards | 67 |
| Y1343 | Inspect personnel for compliance with military standards | 63 |
| Y1320 | Determine or establish work assignments or priorities | 62 |
| Y1315 | Conduct supervisory performance feedback sessions | 62 |
| Y1344 | Interpret policies, directives, or procedures for subordinates | 61 |
| Y1355 | Write or indorse military performance reports | 60 |
| X1290 | Brief personnel concerning training programs or matters | 59 |
| Y1313 | Conduct self-inspections or self-assessments | 59 |
| Y1312 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 58 |
| Y1357 | Write replies to inspection reports | 58 |
| X1294 | Counsel trainees on training progress | 56 |
| Y1317 | Conduct supervisory orientations for newly assigned personnel | 56 |
| X1303 | Evaluate progress of trainees | 55 |
| X1295 | Determine training requirements | 55 |
| Y1333 | Establish performance standards for subordinates | 55 |
| U1226 | Maintain administrative files | 55 |
| Y1350 | Schedule personnel for TDY assignments, leaves, or passes | 55 |
| Y1326 | Develop or establish work schedules | 54 |
| Y1335 | Evaluate inspection report findings or inspection procedures | 53 |
| X1293 | Conduct on-the-job training (OJT) | 53 |
| X1305 | Maintain training records or files | 52 |
| Y1338 | Evaluate personnel for promotion, demotion, reclassification, or special awards | 52 |
| Y1342 | Initiate actions required due to substandard performance of personnel | 52 |
| Y1319 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 50 |
| U1235 | Write minutes of briefings, conferences, or meetings | 49 |
| Y1310 | Assign personnel to work areas or duty positions | 49 |
| Y1316 | Conduct safety inspections of equipment or facilities | 48 |
| X1302 | Evaluate effectiveness of training programs, plans, or procedures | 47 |
| U1216 | Compile data for records, reports, logs, or trend analyses | 47 |

# TABLE 6

## JOBS IDENTIFIED WITHIN MANAGEMENT CLUSTER

### TRAINING JOB (STG 300)
### N=17 (6% OF CLUSTER)

#### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 44 months | |
| Average TAFMS | 183 months | |
| Predominant Paygrades | E-5 | 35% |
| | E-7 | 35% |
| Predominant Skill Level | 2E271 | 53% |
| Former AFSCs | 2E2X1 | 65% |
| | 2E3X1 | 35% |

#### DISTINGUISHING TASKS

| | |
|---|---|
| X1303 | Evaluate progress of trainees |
| X1297 | Develop training programs, plans, or procedures |
| X1305 | Maintain training records or files |
| X1295 | Determine training requirements |
| X1299 | Develop or procure training materials or aids |
| X1293 | Conduct on-the-job training (OJT) |
| X1290 | Brief personnel concerning training programs or matters |
| X1294 | Counsel trainees on training progress |
| X1304 | Inspect training materials or aids for operation or suitability |
| X1302 | Evaluate effectiveness of training programs, plans, or procedures |
| X1307 | Prepare job qualification standards (JQSs) |
| X1296 | Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs) |
| X1292 | Conduct formal course classroom training |
| X1301 | Evaluate training methods or techniques of instructors |
| X1300 | Establish or maintain study reference files |
| X1308 | Write training reports |
| X1289 | Administer or score tests |
| X1298 | Develop written tests |
| X1306 | Personalize lesson plans |
| X1291 | Complete student entry or withdrawal forms |

### QUALITY ASSURANCE JOB (STG 336)
### N=10 (4% OF CLUSTER)

#### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 20 months | |
| Average TAFMS | 153 months | |
| Predominant Paygrade | E-5 | 50% |
| Predominant Skill Level | 2E251 | 70% |
| Former AFSCs | 2E2X1 | 40% |
| | 2E3X1 | 30% |

## DISTINGUISHING TASKS

| | |
|---|---|
| Y1336 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program |
| A0124 | Perform quality control (QC) or technical inspections |
| V1239 | Evaluate serviceability of equipment tools, parts or supplies |
| Y1314 | Conduct staff assistance visits, inspections or audits |
| U1219 | Establish or maintain automated technical order management systems (ATOMS) accounts |
| A0054 | Inspect communications-electronic (C-E) equipment for physical damage |
| X1302 | Evaluate effectiveness of training programs, plans or procedures |
| X1308 | Write training reports |
| T1200 | Analyze core automated maintenance systems (CAMS), G081, or access generated data |

## MAINTENANCE SUPPORT JOB (STG 385)
## N=18 (7% OF CLUSTER)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 23 months | |
| Average TAFMS | 164 months | |
| Predominant Paygrade | E-5 | 39% |
| Skill Levels | 2E251 | 50% |
| | 2E271 | 50% |
| Former AFSCs | 2E2X1 | 78% |
| | 2E3X1 | 17% |

### DISTINGUISHING TASKS

| | |
|---|---|
| T1215 | Verify accuracy of CAMS, GO81, or access generated database daily inputs |
| T1213 | Update personnel data files in CAMS, GO81, or access generated databases |
| T1214 | Update workcenter training reports in CAMS, GO81, or access generated databases |
| T1208 | Retrieve CAMS, GO81, or access generated database listings or reports |

## NCOIC JOB (STG 458)
## N=132 (49% OF CLUSTER)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 29 months | |
| Average TAFMS | 229 months | |
| Predominant Paygrade | E-7 | 53% |
| Predominant Skill Level | 2E251 | 69% |
| Former AFSCs | 2E2X1 | 63% |
| | 2E3X1 | 36% |

### DISTINGUISHING TASKS

Top tasks are same as tasks performed by cluster

# TABLE 7

## GENERAL COMPUTER, NETWORK, AND
## PERIPHERAL EQUIPMENT CLUSTER (STG 109)
## N=319 (19% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 41 months | |
| Average TAFMS | 117 months | |
| Predominant Paygrade | E-5 | 35% |
| Skill Levels | 2E231 | 8% |
| | 2E251 | 57% |
| | 2E271 | 35% |
| Former AFSCs | 2E2X1 | 70% |
| | 2E3X1 | 18% |

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED        112* | PERCENT MEMBERS PERFORMING |
|---|---|---|
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations | 86 |
| E0562 | Operationally check NICs | 85 |
| B0286 | Isolate malfunctions to LAN components, such as routers, servers, hubs, NICs, or workstations | 83 |
| E0549 | Isolate NIC malfunctions | 82 |
| E0560 | Operationally check laptop computers | 82 |
| E0563 | Operationally check printers | 81 |
| E0570 | Remove and replace NICs | 81 |
| A0088 | Operationally check local area networks (LANs) | 79 |
| E0544 | Isolate desktop computer malfunctions | 78 |
| E0557 | Operationally check desktop computers | 78 |
| E0547 | Isolate laptop computer malfunctions | 78 |
| E0571 | Remove or replace desktop computer subassemblies | 77 |
| E0550 | Isolate printer malfunctions | 76 |
| E0573 | Remove or replace hubs | 75 |
| E0559 | Operationally check hubs | 74 |
| B0227 | Isolate LAN component malfunctions, such as routers, servers, or hubs | 68 |
| E0565 | Operationally check routers | 68 |
| E0546 | Isolate hub malfunctions | 67 |
| E0581 | Remove or replace switches | 67 |
| C0410 | Remove or replace printers | 67 |
| A0098 | Operationally check printers | 66 |
| E0574 | Remove or replace laptop computer subassemblies | 65 |
| C0390 | Remove or replace keyboards | 65 |
| E0578 | Remove or replace routers | 64 |
| E0552 | Isolate router malfunctions | 61 |
| A0087 | Operationally check keyboards | 61 |
| E0569 | Operationally check switches | 60 |
| E0576 | Remove or replace printer subassemblies | 58 |
| D0452 | Isolate malfunctions to cables | 58 |
| B0303 | Isolate malfunctions to printers | 57 |
| X1293 | Conduct on-the-job training (OJT) | 54 |

# TABLE 8

## JOBS IDENTIFIED WITHIN GENERAL COMPUTER, NETWORK, AND PERIPHERAL EQUIPMENT CLUSTER

### SMALL COMPUTER MAINTENANCE TECHNICIAN JOB (STG 240)
### N=273 (86% OF CLUSTER)

DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 43 months | |
| Average TAFMS | 123 months | |
| Predominant Paygrade | E-5 | 37% |
| Predominant Skill Level | 2E251 | 58% |
| Former AFSCs | 2E2X1 | 69% |
| | 2E3X1 | 19% |

DISTINGUISHING TASKS

| | |
|---|---|
| E0560 | Operationally check laptop computers |
| E0557 | Operationally check desktop computers |
| E0544 | Isolate desktop computer malfunctions |
| E0571 | Remove or replace desktop computer subassemblies |
| E0547 | Isolate laptop computer malfunctions |
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations |
| B0286 | Isolate malfunctions to LAN components, such as routers, servers, hubs, NICs, or workstations |
| A0088 | Operationally check local area networks (LANs) |
| E0574 | Remove or replace laptop computer subassemblies |

### INFRASTRUCTURE TECHNICIAN JOB (STG 277)
### N=27 (8% OF CLUSTER)

DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 27 months | |
| Average TAFMS | 93 months | |
| Predominant Paygrade | E-4 | 37% |
| Predominant Skill Level | 2E251 | 52% |
| Former AFSCs | 2E2X1 | 85% |
| | 2E3X1 | 7% |

DISTINGUISHING TASKS

| | |
|---|---|
| E0581 | Remove or replace switches |
| E0578 | Remove or replace routers |
| B0227 | Isolate LAN component malfunctions, such as routers, servers, or hubs |
| E0573 | Remove or replace hubs |
| E0552 | Isolate router malfunctions |

# TABLE 9

## JOINT SURVEILLANCE SYSTEM (JSS) INDEPENDENT JOB (STG 243)
## N=48 (3% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | | |
|---|---|---|---|
| Average Time in Present Job | | 54 months | |
| Average TAFMS | | 68 months | |
| Predominant Paygrades | | E-5 | 38% |
| | | E-4 | 35% |
| Skill Levels | | 2E231 | 8% |
| | | 2E251 | 71% |
| | | 2E271 | 21% |
| Former AFSCs | 2E2X1 | 71% | |
| | 2E3X1 | 4% | |

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED        131* | PERCENT MEMBERS PERFORMING |
|---|---|---|
| A0097 | Operationally check power supplies | 92 |
| C0409 | Remove or replace power supplies | 92 |
| C0390 | Remove or replace keyboards | 90 |
| A0142 | Remove or replace fan or blower assemblies | 90 |
| A0098 | Operationally check printers | 88 |
| B0301 | Isolate malfunctions to power supplies | 85 |
| B0325 | Perform PMIs on cabinets, racks, or subfloors | 83 |
| A0063 | Isolate system malfunctions to major system components | 81 |
| B0345 | Perform PMIs on power supplies | 81 |
| B0322 | Perform PMIs on blowers or cooling fans | 81 |
| B0195 | Adjust or align power supplies | 81 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 81 |
| C0379 | Remove or replace electronic circuit cards or printed circuit boards (PCBs) | 79 |
| A0087 | Operationally check keyboards | 79 |
| A0052 | Inspect cabinets for corrosion | 79 |
| B0329 | Perform PMIs on display equipment, such as CRTs | 77 |
| A0116 | Perform equipment power-up or power-down procedures | 77 |
| C0403 | Remove or replace nonelectrical hardware, such as screws, nuts, ejectors, or covers | 77 |
| A0020 | Bench check power supplies | 77 |
| C0386 | Remove or replace fuses | 77 |
| B0333 | Perform PMIs on keyboards | 75 |
| B0285 | Isolate malfunctions to keyboards | 75 |
| A0053 | Inspect cables for corrosion | 75 |
| B0239 | Isolate power supply malfunctions | 73 |
| A0024 | Clean facilities | 71 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 71 |
| C0410 | Remove or replace printers | 71 |
| A0027 | Clean or lubricate equipment, other than IDFs | 69 |
| A0140 | Remove or replace cabinet minor hardware | 67 |
| D0452 | Isolate malfunctions to cables | 67 |
| B0226 | Isolate keyboard component malfunctions | 67 |
| B0240 | Isolate printer malfunctions | 67 |
| B0336 | Perform PMIs on maintenance or operator panels or consoles | 65 |

# TABLE 10

## COMPUTER SWITCH MAINTENANCE INDEPENDENT JOB (STG 309)
## N=16 (1% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 55 months | |
| Average TAFMS | 47 months | |
| Predominant Paygrade | E-4 | 44% |
| Skill Levels | 2E231 | 31% |
| | 2E251 | 44% |
| | 2E271 | 25% |
| Former AFSCs | 2E2X1 | 81% |
| | 2E3X1 | 19% |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED          166 | PERCENT MEMBERS PERFORMING |
|---|---|---|
| A0116 | Perform equipment power-up or power-down procedures | 94 |
| A0053 | Inspect cables for corrosion | 94 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 88 |
| A0160 | Test circuits for grounds, opens, or shorts | 88 |
| A0063 | Isolate system malfunctions to major system components | 88 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 88 |
| A0049 | Inspect batteries for corrosion | 88 |
| A0097 | Operationally check power supplies | 88 |
| B0239 | Isolate power supply malfunctions | 81 |
| A0087 | Operationally check keyboards | 81 |
| A0146 | Remove or replace wiring | 81 |
| A0064 | Isolate system malfunctions to transmission lines | 81 |
| A0107 | Operationally check test equipment | 81 |
| A0024 | Clean facilities | 75 |
| B0290 | Isolate malfunctions to maintenance or operator panels or consoles | 75 |
| A0035 | Coordinate dispatches with maintenance control | 75 |
| A0079 | Operationally check cryptographic equipment | 75 |
| A0098 | Operationally check printers | 75 |
| A0056 | Inspect frames for corrosion | 75 |
| A0036 | Coordinate equipment or system repairs with technical controllers | 75 |
| A0001 | Analyze equipment outages or malfunction reports | 75 |
| A0038 | Coordinate systems operation with distant stations to verify equipment operation | 75 |
| A0127 | Perform strapping options on equipment | 75 |
| A0055 | Inspect electronic drawers for corrosion | 75 |
| A0031 | Configure circuit paths for data lines | 69 |
| B0267 | Isolate malfunctions to cryptographic equipment | 69 |
| C0409 | Remove or replace power supplies | 69 |
| C0390 | Remove or replace keyboards | 69 |

# TABLE 11

## AIRCRAFT COMPUTER MAINTAINER INDEPENDENT JOB (STG 402)
## N=30 (2% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 44 months | |
| Average TAFMS | 88 months | |
| Predominant Paygrade | E-4 | 37% |
| Skill Levels | 2E231 | 23% |
| | 2E251 | 60% |
| | 2E271 | 17% |
| Former AFSCs | 2E2X1 | 90% |
| | 2E3X1 | 0% |

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED     140* | PERCENT MEMBERS PERFORMING |
|---|---|---|
| A0116 | Perform equipment power-up or power-down procedures | 97 |
| F0688 | Perform preflight inspections on keyboards | 93 |
| A0087 | Operationally check keyboards | 93 |
| C0390 | Remove or replace keyboards | 93 |
| A0083 | Operationally check display equipment | 90 |
| F0686 | Perform preflight inspections on display equipment | 87 |
| F0690 | Perform preflight inspections on maintenance or operator panels or consoles | 87 |
| T1209 | Review aircraft flight or maintenance records, such as AFTO Forms 781-series | 87 |
| V1242 | Inventory equipment, tools, parts, or supplies | 87 |
| B0301 | Isolate malfunctions to power supplies | 87 |
| A0140 | Remove or replace cabinet minor hardware | 87 |
| A0097 | Operationally check power supplies | 87 |
| C0409 | Remove or replace power supplies | 83 |
| A0113 | Perform data destruct procedures | 83 |
| C0410 | Remove or replace printers | 83 |
| A0146 | Remove or replace wiring | 83 |
| A0063 | Isolate system malfunctions to major system components | 80 |
| F0603 | Connect external power to aircraft | 80 |
| F0602 | Connect external cooling to aircraft | 80 |
| B0285 | Isolate malfunctions to keyboards | 80 |
| T1207 | Perform time compliance technical order (TCTO) inspections | 80 |
| A0098 | Operationally check printers | 80 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 80 |
| A0093 | Operationally check multiplexers | 80 |
| T1204 | Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series | 77 |
| B0221 | Isolate display equipment malfunctions, such as CRTs | 77 |
| B0274 | Isolate malfunctions to display equipment, such as CRTs | 77 |
| A0142 | Remove or replace fan or blower assemblies | 77 |
| C0402 | Remove or replace multiplexers | 77 |
| C0403 | Remove or replace nonelectrical hardware, such as screws, nuts, ejectors, or covers | 73 |
| C0375 | Remove or replace display equipment, such as CRTs | 73 |

# TABLE 12

## INTEL ENGINEERING AND INSTALLATION (E&I) INDEPENDENT JOB (STG 474)
## N=13 (1% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 34 months | |
| Average TAFMS | 128 months | |
| Predominant Paygrade | E-5 | 54% |
| Skill Levels | 2E231 | 8% |
| | 2E251 | 77% |
| | 2E271 | 15% |
| Former AFSCs | 2E2X1 | 31% |
| | 2E3X1 | 69% |

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED        176* | PERCENT MEMBERS PERFORMING |
|---|---|---|
| D0492 | Remove or replace cable runs | 100 |
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations | 100 |
| C0396 | Remove or replace modems | 100 |
| A0111 | Perform bit error rate tests (BERTs) | 92 |
| A0093 | Operationally check multiplexers | 92 |
| A0046 | Fabricate support items, cables, or connectors | 92 |
| B0286 | Isolate malfunctions to LAN components, such as routers, servers, hubs, NICs, or workstations | 92 |
| N1005 | Operationally check modems, ASUs, CSUs, or DSUs | 92 |
| N1004 | Isolate modem, ASU, CSU, or DSU malfunctions | 92 |
| E0578 | Remove or replace routers | 92 |
| C0402 | Remove or replace multiplexers | 92 |
| B0227 | Isolate LAN component malfunctions, such as routers, servers, or hubs | 85 |
| B0269 | Isolate malfunctions to data lines | 85 |
| D0452 | Isolate malfunctions to cables | 85 |
| D0442 | Fabricate or modify cable installations | 85 |
| B0295 | Isolate malfunctions to multiplexers | 85 |
| A0139 | Reconfigure equipment racks | 85 |
| A0107 | Operationally check test equipment | 85 |
| A0079 | Operationally check cryptographic equipment | 85 |
| E0552 | Isolate router malfunctions | 85 |
| A0031 | Configure circuit paths for data lines | 85 |
| O1017 | Configure multiplexers | 85 |
| O1019 | Operationally check multiplexers | 85 |
| A0127 | Perform strapping options on equipment | 85 |
| V1237 | Coordinate maintenance of equipment with on-base agencies | 85 |
| N1013 | Remove or replace modems, ASUs, CSUs, or DSUs | 85 |
| N1010 | Program modems, ASUs, CSUs, or DSUs for system operations | 85 |
| C0371 | Remove or replace cryptographic equipment | 85 |
| L0860 | Operationally check KG-194-series equipment | 85 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 85 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 85 |
| B0236 | Isolate multiplexer malfunctions | 77 |

# TABLE 13

## TACTICAL COMM TECHNICIAN INDEPENDENT JOB (STG 445)
## N=19 (1% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 40 months | |
| Average TAFMS | 125 months | |
| Predominant Paygrade | E-5 | 54% |
| Skill Levels | 2E231 | 16% |
| | 2E251 | 47% |
| | 2E271 | 37% |
| Former AFSCs | 2E2X1 | 58% |
| | 2E3X1 | 32% |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED 163 | PERCENT MEMBERS PERFORMING |
|---|---|---|
| X1293 | Conduct on-the-job training (OJT) | 100 |
| W1288 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles | 100 |
| A0116 | Perform equipment power-up or power-down procedures | 95 |
| W1287 | Set up or tear down shelters | 95 |
| W1264 | Erect tents | 95 |
| W1272 | Perform camouflage procedures | 95 |
| W1274 | Perform chemical warfare agent decontamination procedures | 95 |
| W1282 | Prepare equipment for deployments | 89 |
| T1210 | Review preventive maintenance schedules | 89 |
| W1271 | Pack or palletize mobility or contingency equipment for shipment or movement | 89 |
| V1242 | Inventory equipment, tools, parts, or supplies | 89 |
| C0371 | Remove or replace cryptographic equipment | 89 |
| W1265 | Inspect mobility bags or kits | 89 |
| A0024 | Clean facilities | 84 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 84 |
| W1277 | Perform pallet buildup activities | 84 |
| W1262 | Don or doff chemical warfare personal protective clothing | 84 |
| A0079 | Operationally check cryptographic equipment | 84 |
| W1273 | Perform camp security | 84 |
| B0267 | Isolate malfunctions to cryptographic equipment | 84 |
| A0063 | Isolate system malfunctions to major system components | 79 |
| X1305 | Maintain training records or files | 79 |
| X1294 | Counsel trainees on training progress | 79 |
| C0403 | Remove or replace nonelectrical hardware, such as screws, nuts, ejectors, or covers | 79 |
| B0354 | Perform PMIs on tactical switchboards | 79 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 79 |
| A0057 | Inspect mobilizers for corrosion | 79 |
| P1064 | Load variables using KYK-13s | 79 |
| A0112 | Perform corrosion control procedures on equipment or supplies | 79 |
| B0247 | Isolate tactical switchboard malfunctions | 79 |
| D0483 | Perform inspections of cables, cable troughs, or connectors, other than for corrosion | 79 |

# TABLE 14

## TACTICAL SWITCH MAINTENANCE INDEPENDENT JOB (STG 348)
## N=10 (1% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 44 months | |
| Average TAFMS | 82 months | |
| Predominant Paygrade | E-5 | 70% |
| Skill Levels | 2E231 | 20% |
| | 2E251 | 60% |
| | 2E271 | 20% |
| Former AFSCs | 2E2X1 | 80% |
| | 2E3X1 | 10% |

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED*      *173* | PERCENT MEMBERS PERFORMING |
|---|---|---|
| D0511 | Remove or replace handsets | 100 |
| D0520 | Remove or replace twisted-pair cables | 100 |
| D0514 | Remove or replace jumpers | 100 |
| A0116 | Perform equipment power-up or power-down procedures | 90 |
| P1064 | Load variables using KYK-13s | 90 |
| D0512 | Remove or replace headsets | 90 |
| D0452 | Isolate malfunctions to cables | 90 |
| A0097 | Operationally check power supplies | 90 |
| D0439 | Connect or disconnect inside cables to or from connecting blocks or junction boxes | 80 |
| X1293 | Conduct on-the-job training (OJT) | 80 |
| A0046 | Fabricate support items, cables, or connectors | 80 |
| A0085 | Operationally check electronic line circuits | 80 |
| W1287 | Set up or tear down shelters | 80 |
| W1264 | Erect tents | 80 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 80 |
| A0077 | Operationally check call processing circuits | 80 |
| D0479 | Operationally check singleline telephones | 80 |
| A0080 | Operationally check dial circuits | 80 |
| B0284 | Isolate malfunctions to junction boxes | 80 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 80 |
| W1288 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles | 80 |
| D0480 | Perform cable operational tests | 80 |
| C0361 | Remove or replace batteries | 80 |
| D0477 | Operationally check headsets | 80 |
| A0160 | Test circuits for grounds, opens, or shorts | 80 |
| A0024 | Clean facilities | 80 |
| D0516 | Remove or replace singleline telephones | 80 |
| D0476 | Operationally check handsets | 80 |
| D0465 | Isolate malfunctions to singleline telephones | 80 |
| D0536 | Terminate cables by soldering | 80 |
| D0533 | Terminate cables with punch-down devices | 80 |
| A0087 | Operationally check keyboards | 80 |
| D0438 | Connect or disconnect fiber optic cables to or from interface equipment | 70 |
| B0247 | Isolate tactical switchboard malfunctions | 70 |
| C0422 | Remove or replace tactical switchboard components | 70 |

# TABLE 15

## COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC (CNSC)
## INDEPENDENT JOB (STG 338)
## N=365 (22% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 56 months | |
| Average TAFMS | 82 months | |
| Predominant Paygrades | E-6 | 32% |
| | E-5 | 30% |
| Skill Levels | 2E231 | 20% |
| | 2E251 | 60% |
| | 2E271 | 20% |
| Former AFSCs | 2E2X1 | 58% |
| | 2E3X1 | 30% |

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED       321* | PERCENT MEMBERS PERFORMING |
|---|---|---|
| A0116 | Perform equipment power-up or power-down procedures | 89 |
| V1242 | Inventory equipment, tools, parts, or supplies | 88 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 88 |
| X1293 | Conduct on-the-job training (OJT) | 87 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 86 |
| A0079 | Operationally check cryptographic equipment | 85 |
| D0452 | Isolate malfunctions to cables | 82 |
| A0053 | Inspect cables for corrosion | 82 |
| A0024 | Clean facilities | 81 |
| A0063 | Isolate system malfunctions to major system components | 81 |
| A0046 | Fabricate support items, cables, or connectors | 79 |
| V1239 | Evaluate serviceability of equipment, tools, parts, or supplies | 77 |
| V1246 | Pick up, deliver, or store equipment, tools, parts, or supplies | 77 |
| A0098 | Operationally check printers | 77 |
| C0371 | Remove or replace cryptographic equipment | 77 |
| A0146 | Remove or replace wiring | 76 |
| A0112 | Perform corrosion control procedures on equipment or supplies | 76 |
| C0390 | Remove or replace keyboards | 76 |
| C0410 | Remove or replace printers | 76 |
| X1305 | Maintain training records or files | 75 |
| V1241 | Initiate requisitions for equipment, tools, parts, or supplies | 75 |
| C0409 | Remove or replace power supplies | 75 |
| C0386 | Remove or replace fuses | 75 |
| V1243 | Issue or log turn-ins of equipment, tools, parts, or supplies | 74 |
| A0127 | Perform strapping options on equipment | 74 |
| X1294 | Counsel trainees on training progress | 73 |
| C0403 | Remove or replace nonelectrical hardware, such as screws, nuts, ejectors, or covers | 73 |
| B0267 | Isolate malfunctions to cryptographic equipment | 73 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 73 |
| A0087 | Operationally check keyboards | 73 |
| V1240 | Identify and report equipment or supply problems | 72 |

# TABLE 16

## STRATCOM MAINTENANCE TECHNICIAN INDEPENDENT JOB (STG 412)
## N=18 (1% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 45 months | |
| Average TAFMS | 71 months | |
| Predominant Paygrade | E-4 | 50% |
| Skill Levels | 2E231 | 33% |
| | 2E251 | 61% |
| | 2E271 | 6% |
| Former AFSCs | 2E2X1 | 78% |
| | 2E3X1 | 11% |

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED*     232 | PERCENT MEMBERS PERFORMING |
|---|---|---|
| A0024 | Clean facilities | 100 |
| D0433 | Bench check headsets | 100 |
| D0432 | Bench check handsets | 100 |
| D0448 | Isolate handset malfunctions | 100 |
| D0449 | Isolate headset malfunctions | 100 |
| D0447 | Isolate ESA malfunctions | 100 |
| D0511 | Remove or replace handsets | 100 |
| D0512 | Remove or replace headsets | 100 |
| F0623 | Isolate launch control facility (LCF) or LF telephone malfunctions | 94 |
| F0662 | Operationally check LCF or LF telephones | 94 |
| D0476 | Operationally check handsets | 94 |
| D0477 | Operationally check headsets | 94 |
| D0496 | Remove or replace ESAs | 94 |
| B0322 | Perform PMIs on blowers or cooling fans | 94 |
| D0482 | Perform ESA continuity checks | 94 |
| C0386 | Remove or replace fuses | 94 |
| A0020 | Bench check power supplies | 94 |
| C0409 | Remove or replace power supplies | 94 |
| A0142 | Remove or replace fan or blower assemblies | 94 |
| F0596 | Bench check summary fault units (SFUs) | 94 |
| F0595 | Bench check red DC patches | 94 |
| A0146 | Remove or replace wiring | 94 |
| F0714 | Remove or replace SFUs | 94 |
| F0712 | Remove or replace red DC patches | 94 |
| D0462 | Isolate malfunctions to headsets | 89 |
| D0460 | Isolate malfunctions to handsets | 89 |
| B0301 | Isolate malfunctions to power supplies | 89 |
| D0445 | Inspect ESAs for corrosion | 89 |
| F0592 | Bench check jackboxes, other than alarm jackboxes | 89 |
| C0396 | Remove or replace modems | 89 |
| F0665 | Operationally check red DC patches | 89 |
| F0673 | Penetrate or depart WS-133A gates or launch support buildings (LSBs) | 83 |
| A0097 | Operationally check power supplies | 83 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 83 |
| A0160 | Test circuits for grounds, opens, or shorts | 83 |

# TABLE 17

## CRYPTO MAINTENANCE TECHNICIAN INDEPENDENT JOB (STG 249)
## N=58 (4% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 29 months | |
| Average TAFMS | 67 months | |
| Predominant Paygrade | E-4 | 48% |
| Skill Levels | 2E231 | 36% |
| | 2E251 | 48% |
| | 2E271 | 16% |
| Former AFSCs | 2E2X1 | 31% |
| | 2E3X1 | 67% |

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED*      *151* | PERCENT MEMBERS PERFORMING |
|---|---|---|
| A0079 | Operationally check cryptographic equipment | 98 |
| L0853 | Operationally check KG-84-series equipment | 93 |
| L0808 | Isolate KG-84-series malfunctions | 91 |
| L0938 | Remove or replace KG-84-series equipment | 91 |
| B0218 | Isolate cryptographic equipment malfunctions | 88 |
| P1064 | Load variables using KYK-13s | 88 |
| B0267 | Isolate malfunctions to cryptographic equipment | 84 |
| A0127 | Perform strapping options on equipment | 84 |
| A0011 | Bench check cryptographic equipment | 83 |
| L0869 | Operationally check KIV-7-series equipment | 83 |
| S1188 | Load cryptographic variables | 81 |
| L0824 | Isolate KIV-7-series malfunctions | 81 |
| P1059 | Load variables using KOI-18s | 78 |
| P1079 | Operationally check KYK-13 equipment | 78 |
| P1057 | Load variables using CYZ-10s | 76 |
| L0837 | Load variables to KG-type cryptographic equipment | 76 |
| C0371 | Remove or replace cryptographic equipment | 76 |
| X1293 | Conduct on-the-job training (OJT) | 72 |
| V1242 | Inventory equipment, tools, parts, or supplies | 72 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 72 |
| L0954 | Remove or replace KIV-7-series equipment | 72 |
| A0024 | Clean facilities | 71 |
| A0049 | Inspect batteries for corrosion | 71 |
| P1053 | Isolate KYK-13 malfunctions | 71 |

# TABLE 18

## SECURE TELEPHONE SWITCH TECHNICIAN INDEPENDENT JOB (STG 387)
## N=10 (1% of TOTAL SAMPLE)

### DEMOGRAPHICS

| | | |
|---|---|---|
| Average Time in Present Job | 101 months | |
| Average TAFMS | 155 months | |
| Predominant Paygrade | E-5 | 40% |
| Skill Levels | 2E251 | 30% |
| | 2E271 | 70% |
| Former AFSCs | 2E2X1 | 0% |
| | 2E3X1 | 90% |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED        106 | PERCENT MEMBERS PERFORMING |
|---|---|---|
| A0079 | Operationally check cryptographic equipment | 100 |
| L0853 | Operationally check KG-84-series equipment | 100 |
| L0808 | Isolate KG-84-series malfunctions | 100 |
| L0895 | Perform PMIs on KG-84-series equipment | 100 |
| L0938 | Remove or replace KG-84-series equipment | 100 |
| A0011 | Bench check cryptographic equipment | 100 |
| J0777 | Perform loopback tests or self-tests on AN/UGC-144s | 90 |
| J0774 | Configure AN/UGC-144s for use with KG-84A/Cs | 90 |
| J0776 | Operationally check AN/UGC-144 equipment | 90 |
| J0775 | Isolate AN/UGC-144 malfunctions | 90 |
| C0371 | Remove or replace cryptographic equipment | 90 |
| J0780 | Remove or replace AN/UGC-144s | 90 |
| W1277 | Perform pallet buildup activities | 90 |
| W1282 | Prepare equipment for deployments | 90 |
| J0773 | Configure AN/UGC-144s for Mode I or Mode II operation | 80 |
| B0218 | Isolate cryptographic equipment malfunctions | 80 |
| S1188 | Load cryptographic variables | 80 |
| J0778 | Perform PMIs on AN/UGC-144s | 80 |
| W1272 | Perform camouflage procedures | 80 |
| P1079 | Operationally check KYK-13 equipment | 80 |
| C0410 | Remove or replace printers | 80 |
| B0267 | Isolate malfunctions to cryptographic equipment | 70 |
| P1064 | Load variables using KYK-13s | 70 |
| M0997 | Remove or replace KY-68/78s | 70 |
| M0969 | Isolate KY-68/78 malfunctions | 70 |
| J0779 | Remove or replace AN/UGC-144 batteries | 70 |
| P1059 | Load variables using KOI-18s | 70 |
| W1287 | Set up or tear down shelters | 70 |
| A0127 | Perform strapping options on equipment | 70 |
| W1264 | Erect tents | 70 |
| R1140 | Disconnect signal cables | 70 |
| R1157 | Install printers | 70 |

TABLE 19

AVERAGE PERCENT TIME SPENT ON DUTIES BY 2E2X1 CLUSTERS AND JOBS

| DUTIES | MGMT CLUSTER (N=270) (STG 69) | GEN COMP NETWORK & PERI EQUIP CLUSTER (N=319) (STG 109) | JSS IJ (N=48) (STG 243) | COMPUTER SWITCH MAINT IJ (N=16) (STG 309) |
|---|---|---|---|---|
| A PERFORMING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC MAINTENANCE ACTIVITIES | 9 | 21 | 34 | 43 |
| B PERFORMING GENERAL ALIGNMENT, FAULT ISOLATION, AND PREVENTIVE MAINTENANCE INSPECTION (PMI) ACTIVITIES | 2 | 13 | 26 | 23 |
| C REMOVING OR REPLACING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC EQUIPMENT OR COMPONENTS | 1 | 6 | 11 | 9 |
| D MAINTAINING CABLES, WIRING, AND ASSOCIATED EQUIPMENT | 1 | 9 | 5 | 9 |
| E MAINTAINING COMPUTERS, NETWORK, AND PERIPHERAL EQUIPMENT | 1 | 25 | 3 | 2 |
| F MAINTAINING STRATEGIC COMMUNICATIONS (STRATCOM) EQUIPMENT | * | * | 1 | * |
| G MAINTAINING AN/UGC-74 COMMUNICATIONS TERMINAL EQUIPMENT | 0 | * | 0 | * |
| H MAINTAINING AN/UGC-129 TACTICAL RECORD TRAFFIC TELETYPEWRITER (TRTT) EQUIPMENT | 0 | 0 | * | * |
| I MAINTAINING AN/UGC-141-SERIES FIXED-RECORD COMMUNICATIONS TELETYPEWRITER (FRCT) EQUIPMENT | 0 | 0 | 0 | 0 |
| J MAINTAINING AN/UGC-144 COMMUNICATIONS TERMINALS | * | * | 0 | 0 |
| K MAINTAINING AN/UYK-83A/85A TACTICAL COMPUTERS | 0 | 0 | * | 0 |
| L MAINTAINING KG-TYPE OR KI-TYPE CRYPTOGRAPHIC EQUIPMENT | 1 | 2 | 1 | 4 |
| M MAINTAINING KY-TYPE CRYPTOGRAPHIC EQUIPMENT | * | * | * | 1 |
| N MAINTAINING MODEM, ANALOG SERVICE UNIT (ASU), CHANNEL SERVICE UNIT (CSU), AND DATA SERVICE UNIT (DSU) EQUIPMENT | * | 1 | * | 0 |
| O MAINTAINING MULTIPLEXERS | * | * | 1 | 1 |
| P MAINTAINING CRYPTOGRAPHIC ANCILLARY EQUIPMENT | * | 1 | 1 | 3 |
| Q MAINTAINING SECURE DIGITAL SWITCHES | * | * | 1 | * |
| R PERFORMING ENGINEERING AND INSTALLATION ACTIVITIES | 2 | 3 | 3 | 1 |
| S PERFORMING OPERATOR ACTIVITIES | 1 | 2 | 1 | * |
| T PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 6 | 1 | 2 | * |
| U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 9 | 2 | 2 | 1 |
| V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 5 | 2 | 2 | * |
| W PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 5 | 2 | * | 1 |
| X PERFORMING TRAINING ACTIVITIES | 15 | 4 | 3 | * |
| Y PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 43 | 5 | 2 | * |

* Indicates less than 1%

Columns may not add up to 100 due to rounding

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TABLE 19 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY 2E2X1 CLUSTERS AND JOBS

| DUTIES | AIRCRAFT COMPUTER MAINT IJ (N=30) (STG 402) | INTEL E&I IJ (N=13) (STG 474) | TACTICAL COMM TECH IJ (N=19) (STG 445) | TACTICAL SWITCH MAINT IJ (N=10) (STG 348) | CNSC IJ (N=365) (STG 338) |
|---|---|---|---|---|---|
| A PERFORMING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC MAINTENANCE ACTIVITIES | 22 | 25 | 20 | 25 | 20 |
| B PERFORMING GENERAL ALIGNMENT, FAULT ISOLATION, AND PREVENTIVE MAINTENANCE INSPECTION (PMI) ACTIVITIES | 19 | 13 | 14 | 14 | 14 |
| C REMOVING OR REPLACING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC EQUIPMENT OR COMPONENTS | 11 | 4 | 7 | 7 | 6 |
| D MAINTAINING CABLES, WIRING, AND ASSOCIATED EQUIPMENT | 3 | 11 | 8 | 22 | 9 |
| E MAINTAINING COMPUTERS, NETWORK, AND PERIPHERAL EQUIPMENT | 1 | 4 | 1 | 2 | 5 |
| F MAINTAINING STRATEGIC COMMUNICATIONS (STRATCOM) EQUIPMENT | 14 | 0 | * | 1 | 2 |
| G MAINTAINING AN/UGC-74 COMMUNICATIONS TERMINAL EQUIPMENT | * | 0 | * | * | * |
| H MAINTAINING AN/UGC-129 TACTICAL RECORD TRAFFIC TELETYPEWRITER (TRT) EQUIPMENT | 0 | 0 | 0 | * | * |
| I MAINTAINING AN/UGC-141-SERIES FIXED-RECORD COMMUNICATIONS TELETYPEWRITER (FRCT) EQUIPMENT | 0 | * | 0 | * | * |
| J MAINTAINING AN/UGC-144 COMMUNICATIONS TERMINALS | 0 | 0 | 1 | 1 | * |
| K MAINTAINING AN/UYK-83A/85A TACTICAL COMPUTERS | 0 | * | 0 | * | * |
| L MAINTAINING KG-TYPE OR KI-TYPE CRYPTOGRAPHIC EQUIPMENT | * | 6 | 5 | 3 | 4 |
| M MAINTAINING KY-TYPE CRYPTOGRAPHIC EQUIPMENT | 0 | * | 2 | 2 | 1 |
| N MAINTAINING MODEM, ANALOG SERVICE UNIT (ASU), CHANNEL SERVICE UNIT (CSU), AND DATA SERVICE UNIT (DSU) EQUIPMENT | 0 | 4 | * | 1 | 1 |
| O MAINTAINING MULTIPLEXERS | 2 | 5 | * | * | 1 |
| P MAINTAINING CRYPTOGRAPHIC ANCILLARY EQUIPMENT | 0 | 6 | 4 | 2 | 3 |
| Q MAINTAINING SECURE DIGITAL SWITCHES | * | 0 | * | * | * |
| R PERFORMING ENGINEERING AND INSTALLATION ACTIVITIES | 3 | 7 | 3 | 4 | 4 |
| S PERFORMING OPERATOR ACTIVITIES | 2 | 1 | 2 | 1 | 2 |
| T PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 7 | 1 | 6 | * | 3 |
| U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 2 | 3 | 3 | * | 3 |
| V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 4 | 3 | 3 | 2 | 3 |
| W PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 2 | * | 10 | 6 | 3 |
| X PERFORMING TRAINING ACTIVITIES | 3 | 1 | 5 | 2 | 4 |
| Y PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 6 | 6 | 7 | 1 | 9 |

* Indicates less than 1%

Columns may not add up to 100 due to rounding

## TABLE 19 (CONTINUED)

### AVERAGE PERCENT TIME SPENT ON DUTIES BY 2E2X1 CLUSTERS AND JOBS

| DUTIES | STRATCOM MAINT TECH IJ (N=18) (STG 412) | CRYPTO MAINT TECH IJ (N=58) (STG 249) | SECURE TELE SWITCH TECH IJ (N=10) (STG 387) |
|---|---|---|---|
| A PERFORMING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC MAINTENANCE ACTIVITIES | 25 | 25 | 22 |
| B PERFORMING GENERAL ALIGNMENT, FAULT ISOLATION, AND PREVENTIVE MAINTENANCE INSPECTION (PMI) ACTIVITIES | 15 | 9 | 7 |
| C REMOVING OR REPLACING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC EQUIPMENT OR COMPONENTS | 8 | 4 | 6 |
| D MAINTAINING CABLES, WIRING, AND ASSOCIATED EQUIPMENT | 18 | 7 | 4 |
| E MAINTAINING COMPUTERS, NETWORK, AND PERIPHERAL EQUIPMENT | 1 | 4 | 2 |
| F MAINTAINING STRATEGIC COMMUNICATIONS (STRATCOM) EQUIPMENT | 17 | * | 1 |
| G MAINTAINING AN/UGC-74 COMMUNICATIONS TERMINAL EQUIPMENT | * | * | 0 |
| H MAINTAINING AN/UGC-129 TACTICAL RECORD TRAFFIC TELETYPEWRITER (TRTT) EQUIPMENT | * | 0 | 0 |
| I MAINTAINING AN/UGC-141-SERIES FIXED-RECORD COMMUNICATIONS TELETYPEWRITER (FRCT) EQUIPMENT | * | 0 | 0 |
| J MAINTAINING AN/UGC-144 COMMUNICATIONS TERMINALS | * | * | 8 |
| K MAINTAINING AN/UYK-83A/85A TACTICAL COMPUTERS | * | 0 | 0 |
| L MAINTAINING KG-TYPE OR KI-TYPE CRYPTOGRAPHIC EQUIPMENT | 2 | 13 | 11 |
| M MAINTAINING KY-TYPE CRYPTOGRAPHIC EQUIPMENT | * | 3 | 4 |
| N MAINTAINING MODEM, ANALOG SERVICE UNIT (ASU), CHANNEL SERVICE UNIT (CSU), AND DATA SERVICE UNIT (DSU) EQUIPMENT | * | 3 | 1 |
| O MAINTAINING MULTIPLEXERS | * | 1 | 0 |
| P MAINTAINING CRYPTOGRAPHIC ANCILLARY EQUIPMENT | 2 | 9 | 7 |
| Q MAINTAINING SECURE DIGITAL SWITCHES | * | * | * |
| R PERFORMING ENGINEERING AND INSTALLATION ACTIVITIES | 2 | 3 | 6 |
| S PERFORMING OPERATOR ACTIVITIES | 1 | 1 | 2 |
| T PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 2 | 2 | 1 |
| U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 1 | 4 | 1 |
| V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 2 | 4 | 2 |
| W PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | * | 2 | 11 |
| X PERFORMING TRAINING ACTIVITIES | 2 | 2 | 2 |
| Y PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 3 | 3 | 2 |

* Indicates less than 1%

Columns may not add up to 100 due to rounding

# TABLE 20

## SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1998 SURVEYS

| PRESENT SURVEY (N=1,636) | 1998 SURVEY ELECTRONIC COMPUTER AND SWITCHING SYSTEMS (N=1,929) | 1998 SURVEY SECURE COMMUNICATIONS SYSTEMS (N=1,155) |
|---|---|---|
| MANAGEMENT CLUSTER<br>- Training Job<br>- Quality Assurance Job<br>- Maintenance Support Job<br>- NCOIC Job | SUPERVISORY CLUSTER<br>TECHNICAL TRAINING INSTRUCTOR IJ<br>QUALITY ASSURANCE IJ<br>JOB CONTOLLER IJ<br>* | MANAGEMENT/STAFF CLUSTER<br>FORMAL TRAINING IJ<br>UNIT TRAINING IJ<br>QUALITY CONTROL IJ<br>MANAGEMENT/STAFF CLUSTER<br>- Maintenance Support Job |
| GENERAL COMPUTER, NETWORK, AND PERIPHERAL EQUIPMENT CLUSTER<br>- Small Computer Maintenance Technician Job<br>- Infrastructure Technician Job | SMALL COMPUTER AND PERIPHERAL EQUIPMENT MAINTENANCE CLUSTER<br><br>NETWORK ADMINISTRATION CLUSTER<br>- Network Maintenance Job | SMALL COMPUTER MAINTENANCE IJ<br><br>LAN ADMINISTRATION IJ |
| JOINT SURVEILLANCE SYSTEM (JSS) IJ | * | * |
| COMPUTER SWITCH MAINTENANCE IJ | GENERAL COMPUTER AND SWITCHING MAINTENANCE CLUSTER | * |
| AIRCRAFT COMPUTER MAINTAINER IJ | GENERAL COMPUTER AND SWITCHING MAINTENANCE CLUSTER<br>- Airborne Computer Maintenance Job | * |
| INTEL ENGINEERING AND INSTALLATION (E&I) IJ | NETWORK ADMINISTRATION CLUSTER<br>- Network Installation Job | ENGINEERING AND INSTALLATION IJ |
| TACTICAL COMM TECHNICIAN IJ | GENERAL COMPUTER AND SWITCHING MAINTENANCE CLUSTER<br>- Tactical/Mobile Operations Job | CRYPTOGRAPHIC AND TELECOMMUNICATIONS CLUSTER<br>- Mobile Tactical Technician Job |
| TACTICAL SWITCH MAINTENANCE IJ | COMBAT COMMUNICATIONS CLUSTER<br>- Telephone Switch Maintenance Job | * |
| COMPUTER, NETWORK, SWITCHING AND CRYPTOGRAPHIC (CNSC) IJ | GENERAL COMPUTER AND SWITCHING MAINTENANCE CLUSTER | * |
| STRATCOM MAINTENANCE TECHNICIAN IJ | GENERAL COMPUTER AND SWITCHING MAINTENANCE CLUSTER<br>- STRATCOM Technician Job | * |
| CRYPTO MAINTENANCE TECHNICIAN IJ | * | CRYPTOGRAPHIC AND TELECOMMUNICATIONS CLUSTER<br>- Secure Communications Technician Job |
| SECURE TELEPHONE SWITCH TECHNICIAN IJ | * | * |
| * | HEADQUARTERS STAFF NCO IJ | MANAGEMENT/STAFF CLUSTER<br>- Superintendent Job |

* Indicates cluster/job not found in study

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TABLE 20 (CONTINUED)

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1998 SURVEYS

| PRESENT SURVEY (N=1,636) | 1998 SURVEY ELECTRONIC COMPUTER AND SWITCHING SYSTEMS (N=1,929) | 1998 SURVEY SECURE COMMUNICATIONS SYSTEMS (N=1,155) |
|---|---|---|
| * | COMBAT COMMUNICATIONS CLUSTER<br>- Combat Communications NCOIC Job | * |
| * | GENERAL COMPUTER AND SWITCHING MAINTENANCE CLUSTER<br>- General Troubleshooting Job | * |
| * | * | SAFETY/SECURITY MANAGEMENT IJ |
| * | * | MANAGEMENT/STAFF CLUSTER<br>- Mobile/Tactical Management Job |
| * | * | CRYPTOGRAPHIC AND TELECOMMUNICATIONS CLUSTER<br>- COMSEC Control Job<br>- Depot Maintenance Job<br>- Red Switch Technician Job<br>- Line Supervision Job |

* Indicates cluster/job not found in study

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TABLE 21

DISTRIBUTION OF AFSC 2E2X1 SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS (PERCENT IN EACH JOB)

| | 2E231 (N=156) | 2E251 (N=833) | 2E271 (N=619) | 2E291 (N=26) |
|---|---|---|---|---|
| MANAGEMENT CLUSTER | 2 | 10 | 26 | 85 |
| GENERAL COMPUTER, NETWORK, AND PERIPHERAL EQUIPMENT CLUSTER | 17 | 22 | 18 | 0 |
| JOINT SURVEILLANCE SYSTEM INDEPENDENT JOB | 3 | 4 | 2 | 0 |
| COMPUTER SWITCH MAINTENANCE INDEPENDENT JOB | 3 | 1 | 1 | 0 |
| AIRCRAFT COMPUTER MAINTAINER INDEPENDENT JOB | 5 | 2 | 1 | 0 |
| INTEL E&I INDEPENDENT JOB | 1 | 1 | 0 | 0 |
| TACTICAL COMM TECHNICIAN INDEPENDENT JOB | 2 | 1 | 1 | 0 |
| TACTICAL SWITCH MAINTENANCE INDEPENDENT JOB | 1 | 1 | 0 | 0 |
| CNSC INDEPENDENT JOB | 13 | 20 | 29 | 4 |
| STRATCOM MAINTENANCE TECHNICIAN INDEPENDENT JOB | 4 | 1 | 0 | 0 |
| CRYPTO MAINTENANCE TECHNICIAN INDEPENDENT JOB | 14 | 3 | 2 | 0 |
| SECURE TELEPHONE SWITCH TECHNICIAN INDEPENDENT JOB | 0 | 0 | 1 | 0 |
| NOT GROUPED | 35 | 33 | 19 | 11 |

Columns may not add up to 100 due to rounding

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TABLE 22

TIME SPENT ON DUTIES BY MEMBERS OF AFSC 2E2X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

| DUTIES | | 2E231 (N=156) | 2E251 (N=833) | 2E271 (N=619) | 2E291 (N=26) |
|---|---|---|---|---|---|
| A | PERFORMING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC MAINTENANCE ACTIVITIES | 26 | 25 | 20 | 7 |
| B | PERFORMING GENERAL ALIGNMENT, FAULT ISOLATION, AND PREVENTIVE MAINTENANCE INSPECTION (PMI) ACTIVITIES | 15 | 13 | 9 | 1 |
| C | REMOVING OR REPLACING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC EQUIPMENT OR COMPONENTS | 7 | 6 | 5 | 1 |
| D | MAINTAINING CABLES, WIRING, AND ASSOCIATED EQUIPMENT | 9 | 8 | 6 | 2 |
| E | MAINTAINING COMPUTERS, NETWORK, AND PERIPHERAL EQUIPMENT | 7 | 9 | 7 | * |
| F | MAINTAINING STRATEGIC COMMUNICATIONS (STRATCOM) EQUIPMENT | 3 | 2 | 1 | * |
| G | MAINTAINING AN/UGC-74 COMMUNICATIONS TERMINAL EQUIPMENT | * | * | * | 0 |
| H | MAINTAINING AN/UGC-129 TACTICAL RECORD TRAFFIC TELETYPEWRITER (TRT) EQUIPMENT | * | * | * | 0 |
| I | MAINTAINING AN/UGC-141-SERIES FIXED-RECORD COMMUNICATIONS TELETYPEWRITER (FRCT) EQUIPMENT | * | * | * | 0 |
| J | MAINTAINING AN/UGC-144 COMMUNICATIONS TERMINALS | * | * | * | * |
| K | MAINTAINING AN/UYK-83A/85A TACTICAL COMPUTERS | 0 | * | * | 0 |
| L | MAINTAINING KG-TYPE OR KI-TYPE CRYPTOGRAPHIC EQUIPMENT | 6 | 4 | 3 | * |
| M | MAINTAINING KY-TYPE CRYPTOGRAPHIC EQUIPMENT | 2 | 1 | 1 | * |
| N | MAINTAINING MODEM, ANALOG SERVICE UNIT (ASU), CHANNEL SERVICE UNIT (CSU), AND DATA SERVICE UNIT (DSU) EQUIPMENT | 1 | 1 | 1 | 1 |
| O | MAINTAINING MULTIPLEXERS | 1 | 1 | 1 | * |
| P | MAINTAINING CRYPTOGRAPHIC ANCILLARY EQUIPMENT | 4 | 3 | 2 | * |
| Q | MAINTAINING SECURE DIGITAL SWITCHES | * | * | * | 0 |
| R | PERFORMING ENGINEERING AND INSTALLATION ACTIVITIES | 3 | 3 | 3 | 2 |
| S | PERFORMING OPERATOR ACTIVITIES | 2 | 2 | 1 | * |
| T | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 2 | 3 | 3 | 4 |
| U | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 3 | 3 | 5 | 9 |
| V | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 3 | 3 | 3 | 5 |
| W | PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 2 | 3 | 4 | 5 |
| X | PERFORMING TRAINING ACTIVITIES | 2 | 4 | 7 | 7 |
| Y | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 2 | 8 | 19 | 56 |

* Indicates less than 1%
Columns may not add up to 100 due to rounding

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# TABLE 23

## TIME SPENT ON DUTIES BY AD MEMBERS OF AFSC 2E2X1 SKILL-LEVEL GROUPS
### (PERCENT RESPONDING)

| DUTIES | | AD 2E231 (N=155) | AD 2E251 (N=565) | AD 2E271 (N=315) | AD 2E291 (N=19) |
|---|---|---|---|---|---|
| A | PERFORMING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC MAINTENANCE ACTIVITIES | 26 | 22 | 14 | 3 |
| B | PERFORMING GENERAL ALIGNMENT, FAULT ISOLATION, AND PREVENTIVE MAINTENANCE INSPECTION (PMI) ACTIVITIES | 15 | 11 | 6 | 0 |
| C | REMOVING OR REPLACING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC EQUIPMENT OR COMPONENTS | 7 | 5 | 2 | * |
| D | MAINTAINING CABLES, WIRING, AND ASSOCIATED EQUIPMENT | 9 | 7 | 3 | 2 |
| E | MAINTAINING COMPUTERS, NETWORK, AND PERIPHERAL EQUIPMENT | 7 | 7 | 5 | * |
| F | MAINTAINING STRATEGIC COMMUNICATIONS (STRATCOM) EQUIPMENT | 3 | 2 | * | 0 |
| G | MAINTAINING AN/UGC-74 COMMUNICATIONS TERMINAL EQUIPMENT | * | * | * | 0 |
| H | MAINTAINING AN/UGC-129 TACTICAL RECORD TRAFFIC TELETYPEWRITER (TRTT) EQUIPMENT | * | * | * | 0 |
| I | MAINTAINING AN/UGC-141-SERIES FIXED-RECORD COMMUNICATIONS TELETYPEWRITER (FRCT) EQUIPMENT | * | * | 0 | 0 |
| J | MAINTAINING AN/UGC-144 COMMUNICATIONS TERMINALS | * | * | * | 0 |
| K | MAINTAINING AN/UYK-83A/85A TACTICAL COMPUTERS | * | * | 0 | 0 |
| L | MAINTAINING KG-TYPE OR KI-TYPE CRYPTOGRAPHIC EQUIPMENT | 6 | 4 | 2 | 0 |
| M | MAINTAINING KY-TYPE CRYPTOGRAPHIC EQUIPMENT | 2 | 1 | * | 0 |
| N | MAINTAINING MODEM, ANALOG SERVICE UNIT (ASU), CHANNEL SERVICE UNIT (CSU), AND DATA SERVICE UNIT (DSU) EQUIPMENT | 1 | 1 | 1 | 1 |
| O | MAINTAINING MULTIPLEXERS | 1 | 1 | * | 0 |
| P | MAINTAINING CRYPTOGRAPHIC ANCILLARY EQUIPMENT | 4 | 3 | 1 | * |
| Q | MAINTAINING SECURE DIGITAL SWITCHES | * | * | * | 0 |
| R | PERFORMING ENGINEERING AND INSTALLATION ACTIVITIES | 3 | 3 | 3 | 2 |
| S | PERFORMING OPERATOR ACTIVITIES | 2 | 1 | 1 | * |
| T | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 2 | 4 | 4 | 3 |
| U | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 3 | 4 | 8 | 9 |
| V | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 3 | 3 | 4 | 4 |
| W | PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 2 | 3 | 4 | 5 |
| X | PERFORMING TRAINING ACTIVITIES | 2 | 6 | 9 | 5 |
| Y | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 2 | 11 | 31 | 63 |

* Indicates less than 1%

Columns may not add up to 100 due to rounding

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# TABLE 24

## REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2E231 PERSONNEL

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED    136* | PERCENT MEMBERS PERFORMING (N=155) |
|-------|---------------------------------------------|------------------------------------|
| A0118 | Perform general electrostatic discharge (ESD) procedures | 63 |
| A0024 | Clean facilities | 59 |
| A0079 | Operationally check cryptographic equipment | 58 |
| A0116 | Perform equipment power-up or power-down procedures | 57 |
| V1242 | Inventory equipment, tools, parts, or supplies | 54 |
| A0053 | Inspect cables for corrosion | 54 |
| D0452 | Isolate malfunctions to cables | 52 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 52 |
| A0063 | Isolate system malfunctions to major system components | 50 |
| B0218 | Isolate cryptographic equipment malfunctions | 50 |
| L0853 | Operationally check KG-84-series equipment | 50 |
| C0371 | Remove or replace cryptographic equipment | 50 |
| C0409 | Remove or replace power supplies | 49 |
| L0938 | Remove or replace KG-84-series equipment | 49 |
| A0001 | Analyze equipment outages or malfunction reports | 48 |
| A0098 | Operationally check printers | 48 |
| A0049 | Inspect batteries for corrosion | 47 |
| A0046 | Fabricate support items, cables, or connectors | 46 |
| L0808 | Isolate KG-84-series malfunctions | 46 |
| A0146 | Remove or replace wiring | 46 |
| A0127 | Perform strapping options on equipment | 46 |
| A0036 | Coordinate equipment or system repairs with technical controllers | 45 |
| X1293 | Conduct on-the-job training (OJT) | 45 |
| C0390 | Remove or replace keyboards | 45 |
| P1064 | Load variables using KYK-13s | 45 |
| A0112 | Perform corrosion control procedures on equipment or supplies | 45 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 45 |
| B0267 | Isolate malfunctions to cryptographic equipment | 44 |
| C0386 | Remove or replace fuses | 44 |
| C0361 | Remove or replace batteries | 44 |
| V1246 | Pick up, deliver, or store equipment, tools, parts, or supplies | 43 |
| C0410 | Remove or replace printers | 43 |
| A0087 | Operationally check keyboards | 42 |
| A0011 | Bench check cryptographic equipment | 41 |
| A0097 | Operationally check power supplies | 41 |
| A0038 | Coordinate systems operation with distant stations to verify equipment operation | 40 |
| S1188 | Load cryptographic variables | 40 |
| B0239 | Isolate power supply malfunctions | 40 |
| L0837 | Load variables to KG-type cryptographic equipment | 40 |
| P1059 | Load variables using KOI-18s | 39 |
| C0403 | Remove or replace nonelectrical hardware, such as screws, nuts, ejectors, or covers | 39 |
| B0240 | Isolate printer malfunctions | 39 |
| B0301 | Isolate malfunctions to power supplies | 39 |

TABLE 25

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2E251 PERSONNEL

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED 129* | PERCENT MEMBERS PERFORMING (N=565) |
|---|---|---|
| X1293 | Conduct on-the-job training (OJT) | 58 |
| A0116 | Perform equipment power-up or power-down procedures | 57 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 56 |
| V1242 | Inventory equipment, tools, parts, or supplies | 54 |
| A0024 | Clean facilities | 53 |
| A0079 | Operationally check cryptographic equipment | 49 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 49 |
| D0452 | Isolate malfunctions to cables | 48 |
| A0046 | Fabricate support items, cables, or connectors | 47 |
| A0063 | Isolate system malfunctions to major system components | 47 |
| A0001 | Analyze equipment outages or malfunction reports | 45 |
| X1305 | Maintain training records or files | 45 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 45 |
| V1246 | Pick up, deliver, or store equipment, tools, parts, or supplies | 44 |
| C0390 | Remove or replace keyboards | 44 |
| X1294 | Counsel trainees on training progress | 43 |
| A0098 | Operationally check printers | 43 |
| C0410 | Remove or replace printers | 43 |
| V1239 | Evaluate serviceability of equipment, tools, parts, or supplies | 41 |
| E0563 | Operationally check printers | 41 |
| A0087 | Operationally check keyboards | 40 |
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations | 39 |
| Y1318 | Counsel subordinates concerning personal matters | 39 |
| E0550 | Isolate printer malfunctions | 38 |
| A0146 | Remove or replace wiring | 38 |
| B0286 | Isolate malfunctions to LAN components, such as routers, servers, hubs, NICs, or workstations | 37 |
| Y1315 | Conduct supervisory performance feedback sessions | 37 |
| Y1343 | Inspect personnel for compliance with military standards | 37 |
| B0303 | Isolate malfunctions to printers | 37 |
| T1213 | Update personnel data files in CAMS, GO81, or access generated databases | 36 |
| X1295 | Determine training requirements | 36 |
| P1064 | Load variables using KYK-13s | 36 |
| X1303 | Evaluate progress of trainees | 35 |
| T1214 | Update workcenter training reports in CAMS, GO81, or access generated databases | 35 |
| Y1337 | Evaluate personnel for compliance with performance standards | 34 |
| A0088 | Operationally check local area networks (LANs) | 34 |
| B0207 | Discriminate between hardware and software failures | 34 |
| C0379 | Remove or replace electronic circuit cards or printed circuit boards (PCBs) | 34 |
| A0038 | Coordinate systems operation with distant stations to verify equipment operation | 34 |
| E0562 | Operationally check NICs | 33 |
| Y1356 | Write recommendations for awards or decorations | 33 |
| E0544 | Isolate desktop computer malfunctions | 32 |

# TABLE 26

## REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2E271 PERSONNEL

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED    128* | PERCENT MEMBERS PERFORMING (N=315) |
|---|---|---|
| Y1356 | Write recommendations for awards or decorations | 73 |
| Y1355 | Write or indorse military performance reports | 68 |
| Y1318 | Counsel subordinates concerning personal matters | 68 |
| Y1320 | Determine or establish work assignments or priorities | 64 |
| Y1343 | Inspect personnel for compliance with military standards | 64 |
| Y1344 | Interpret policies, directives, or procedures for subordinates | 63 |
| Y1337 | Evaluate personnel for compliance with performance standards | 62 |
| Y1315 | Conduct supervisory performance feedback sessions | 62 |
| Y1350 | Schedule personnel for TDY assignments, leaves, or passes | 61 |
| X1293 | Conduct on-the-job training (OJT) | 60 |
| Y1357 | Write replies to inspection reports | 59 |
| X1295 | Determine training requirements | 58 |
| Y1317 | Conduct supervisory orientations for newly assigned personnel | 58 |
| U1226 | Maintain administrative files | 57 |
| Y1326 | Develop or establish work schedules | 57 |
| Y1333 | Establish performance standards for subordinates | 57 |
| X1294 | Counsel trainees on training progress | 57 |
| Y1338 | Evaluate personnel for promotion, demotion, reclassification, or special awards | 56 |
| Y1342 | Initiate actions required due to substandard performance of personnel | 56 |
| Y1312 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 55 |
| Y1313 | Conduct self-inspections or self-assessments | 55 |
| Y1319 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 55 |
| X1290 | Brief personnel concerning training programs or matters | 54 |
| X1303 | Evaluate progress of trainees | 54 |
| A0001 | Analyze equipment outages or malfunction reports | 54 |
| Y1310 | Assign personnel to work areas or duty positions | 53 |
| X1305 | Maintain training records or files | 52 |
| Y1340 | Implement safety or security programs | 50 |
| Y1325 | Develop or establish work methods or procedures | 50 |
| X1297 | Develop training programs, plans, or procedures | 49 |
| Y1352 | Write job or position descriptions | 49 |
| V1242 | Inventory equipment, tools, parts, or supplies | 49 |
| Y1335 | Evaluate inspection report findings or inspection procedures | 48 |
| U1235 | Write minutes of briefings, conferences, or meetings | 47 |
| Y1327 | Dispatch crews to work projects | 47 |
| Y1339 | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace | 47 |
| U1224 | Initiate or maintain standby rosters or workcenter pyramid recall rosters | 46 |
| V1239 | Evaluate serviceability of equipment, tools, parts, or supplies | 46 |
| Y1349 | Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals | 45 |
| Y1347 | Review budget requirements | 45 |
| Y1316 | Conduct safety inspections of equipment or facilities | 44 |

# TABLE 27

## REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2E291 PERSONNEL

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED   45* | PERCENT MEMBERS PERFORMING (N=19) |
|-------|------------------------------------------|-----------------------------------|
| Y1312 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 84 |
| Y1319 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 79 |
| Y1344 | Interpret policies, directives, or procedures for subordinates | 79 |
| Y1356 | Write recommendations for awards or decorations | 79 |
| Y1318 | Counsel subordinates concerning personal matters | 79 |
| Y1349 | Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals | 74 |
| Y1337 | Evaluate personnel for compliance with performance standards | 74 |
| Y1357 | Write replies to inspection reports | 74 |
| Y1315 | Conduct supervisory performance feedback sessions | 74 |
| Y1350 | Schedule personnel for TDY assignments, leaves, or passes | 74 |
| Y1338 | Evaluate personnel for promotion, demotion, reclassification, or special awards | 68 |
| Y1347 | Review budget requirements | 68 |
| Y1310 | Assign personnel to work areas or duty positions | 68 |
| Y1355 | Write or indorse military performance reports | 63 |
| Y1343 | Inspect personnel for compliance with military standards | 63 |
| Y1320 | Determine or establish work assignments or priorities | 63 |
| Y1328 | Draft budget requirements | 63 |
| Y1352 | Write job or position descriptions | 63 |
| Y1335 | Evaluate inspection report findings or inspection procedures | 63 |
| Y1331 | Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs) | 58 |
| Y1333 | Establish performance standards for subordinates | 58 |
| Y1325 | Develop or establish work methods or procedures | 58 |
| Y1353 | Write staff studies, surveys, or routine reports, other than training or inspection reports | 53 |
| V1240 | Identify and report equipment or supply problems | 53 |
| U1226 | Maintain administrative files | 53 |
| Y1339 | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace | 53 |
| Y1336 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 53 |
| Y1351 | Write inspection reports | 47 |
| X1290 | Brief personnel concerning training programs or matters | 47 |
| X1302 | Evaluate effectiveness of training programs, plans, or procedures | 42 |
| Y1329 | Draft host-tenant or interservice agreements | 37 |
| Y1330 | Draft supplements or changes to directives, such as policy directives, instructions, or manuals | 32 |
| Y1312 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 84 |
| Y1319 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 79 |
| Y1344 | Interpret policies, directives, or procedures for subordinates | 79 |
| Y1356 | Write recommendations for awards or decorations | 79 |
| Y1318 | Counsel subordinates concerning personal matters | 79 |
| Y1349 | Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals | 74 |

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TABLE 28

TIME SPENT ON DUTIES BY ANG MEMBERS OF AFSC 2E2X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

| DUTIES | | ANG 2E251 (N=231) | ANG 2E271 (N=259) | ANG 2E291 (N=7) |
|---|---|---|---|---|
| A | PERFORMING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC MAINTENANCE ACTIVITIES | 31 | 26 | 16 |
| B | PERFORMING GENERAL ALIGNMENT, FAULT ISOLATION, AND PREVENTIVE MAINTENANCE INSPECTION (PMI) ACTIVITIES | 17 | 13 | 5 |
| C | REMOVING OR REPLACING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC EQUIPMENT OR COMPONENTS | 8 | 7 | 2 |
| D | MAINTAINING CABLES, WIRING, AND ASSOCIATED EQUIPMENT | 10 | 9 | 1 |
| E | MAINTAINING COMPUTERS, NETWORK, AND PERIPHERAL EQUIPMENT | 10 | 9 | 1 |
| F | MAINTAINING STRATEGIC COMMUNICATIONS (STRATCOM) EQUIPMENT | 2 | 1 | * |
| G | MAINTAINING AN/UGC-74 COMMUNICATIONS TERMINAL EQUIPMENT | * | * | 0 |
| H | MAINTAINING AN/UGC-129 TACTICAL RECORD TRAFFIC TELETYPEWRITER (TRTT) EQUIPMENT | * | * | 0 |
| I | MAINTAINING AN/UGC-141-SERIES FIXED-RECORD COMMUNICATIONS TELETYPEWRITER (FRCT) EQUIPMENT | * | * | 0 |
| J | MAINTAINING AN/UGC-144 COMMUNICATIONS TERMINALS | * | 1 | * |
| K | MAINTAINING AN/UYK-83A/85A TACTICAL COMPUTERS | * | * | 0 |
| L | MAINTAINING KG-TYPE OR KI-TYPE CRYPTOGRAPHIC EQUIPMENT | 3 | 3 | * |
| M | MAINTAINING KY-TYPE CRYPTOGRAPHIC EQUIPMENT | 1 | 1 | * |
| N | MAINTAINING MODEM, ANALOG SERVICE UNIT (ASU), CHANNEL SERVICE UNIT (CSU), AND DATA SERVICE UNIT (DSU) EQUIPMENT | 1 | 1 | 0 |
| O | MAINTAINING MULTIPLEXERS | 1 | 1 | * |
| P | MAINTAINING CRYPTOGRAPHIC ANCILLARY EQUIPMENT | 2 | 3 | 0 |
| Q | MAINTAINING SECURE DIGITAL SWITCHES | * | * | 0 |
| R | PERFORMING ENGINEERING AND INSTALLATION ACTIVITIES | 3 | 3 | * |
| S | PERFORMING OPERATOR ACTIVITIES | 2 | 1 | * |
| T | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 1 | 2 | 6 |
| U | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 1 | 2 | 7 |
| V | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 2 | 2 | 6 |
| W | PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 2 | 4 | 6 |
| X | PERFORMING TRAINING ACTIVITIES | 1 | 4 | 12 |
| Y | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 1 | 6 | 37 |

* Indicates less than 1%
Columns may not add up to 100 due to rounding

# TABLE 29

## REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2E251 PERSONNEL

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED    159* | PERCENT MEMBERS PERFORMING (N=231) |
|---|---|---|
| C0390 | Remove or replace keyboards | 71 |
| A0087 | Operationally check keyboards | 68 |
| A0098 | Operationally check printers | 67 |
| A0024 | Clean facilities | 66 |
| A0116 | Perform equipment power-up or power-down procedures | 65 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 65 |
| A0097 | Operationally check power supplies | 64 |
| C0410 | Remove or replace printers | 62 |
| E0563 | Operationally check printers | 61 |
| A0053 | Inspect cables for corrosion | 61 |
| A0063 | Isolate system malfunctions to major system components | 60 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 60 |
| C0409 | Remove or replace power supplies | 60 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 58 |
| A0001 | Analyze equipment outages or malfunction reports | 57 |
| C0379 | Remove or replace electronic circuit cards or printed circuit boards (PCBs) | 56 |
| B0239 | Isolate power supply malfunctions | 56 |
| A0146 | Remove or replace wiring | 56 |
| B0285 | Isolate malfunctions to keyboards | 55 |
| D0452 | Isolate malfunctions to cables | 54 |
| E0550 | Isolate printer malfunctions | 53 |
| B0303 | Isolate malfunctions to printers | 53 |
| A0046 | Fabricate support items, cables, or connectors | 52 |
| C0403 | Remove or replace nonelectrical hardware, such as screws, nuts, ejectors, or covers | 52 |
| A0083 | Operationally check display equipment | 52 |
| E0557 | Operationally check desktop computers | 51 |
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations | 51 |
| A0015 | Bench check keyboards | 51 |
| A0099 | Operationally check processors | 51 |
| B0240 | Isolate printer malfunctions | 51 |
| E0544 | Isolate desktop computer malfunctions | 50 |
| A0020 | Bench check power supplies | 50 |
| V1242 | Inventory equipment, tools, parts, or supplies | 50 |
| E0571 | Remove or replace desktop computer subassemblies | 48 |
| B0286 | Isolate malfunctions to LAN components, such as routers, servers, hubs, NICs, or workstations | 48 |
| A0088 | Operationally check local area networks (LANs) | 48 |
| E0560 | Operationally check laptop computers | 48 |
| B0301 | Isolate malfunctions to power supplies | 48 |
| A0142 | Remove or replace fan or blower assemblies | 48 |
| C0398 | Remove or replace mouse devices | 48 |
| C0361 | Remove or replace batteries | 47 |
| A0021 | Bench check printers | 46 |

TABLE 30

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2E271 PERSONNEL

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED    208* | PERCENT MEMBERS PERFORMING (N=259) |
|---|---|---|
| X1293 | Conduct on-the-job training (OJT) | 64 |
| A0098 | Operationally check printers | 64 |
| A0024 | Clean facilities | 62 |
| C0390 | Remove or replace keyboards | 56 |
| A0087 | Operationally check keyboards | 56 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 56 |
| A0116 | Perform equipment power-up or power-down procedures | 56 |
| C0410 | Remove or replace printers | 56 |
| E0563 | Operationally check printers | 53 |
| A0063 | Isolate system malfunctions to major system components | 53 |
| C0409 | Remove or replace power supplies | 53 |
| A0097 | Operationally check power supplies | 53 |
| V1242 | Inventory equipment, tools, parts, or supplies | 51 |
| A0046 | Fabricate support items, cables, or connectors | 51 |
| A0146 | Remove or replace wiring | 51 |
| A0053 | Inspect cables for corrosion | 51 |
| E0550 | Isolate printer malfunctions | 49 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 49 |
| A0001 | Analyze equipment outages or malfunction reports | 49 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 47 |
| D0452 | Isolate malfunctions to cables | 47 |
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations | 47 |
| B0240 | Isolate printer malfunctions | 47 |
| X1305 | Maintain training records or files | 47 |
| A0021 | Bench check printers | 44 |
| A0079 | Operationally check cryptographic equipment | 44 |
| A0015 | Bench check keyboards | 42 |
| W1288 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles | 42 |
| C0379 | Remove or replace electronic circuit cards or printed circuit boards (PCBs) | 42 |
| C0403 | Remove or replace nonelectrical hardware, such as screws, nuts, ejectors, or covers | 42 |
| B0303 | Isolate malfunctions to printers | 42 |
| A0088 | Operationally check local area networks (LANs) | 42 |
| E0544 | Isolate desktop computer malfunctions | 42 |
| B0286 | Isolate malfunctions to LAN components, such as routers, servers, hubs, NICs, or workstations | 64 |
| A0160 | Test circuits for grounds, opens, or shorts | 64 |
| A0020 | Bench check power supplies | 62 |
| A0049 | Inspect batteries for corrosion | 56 |
| C0398 | Remove or replace mouse devices | 56 |
| E0557 | Operationally check desktop computers | 56 |
| A0083 | Operationally check display equipment | 56 |
| E0560 | Operationally check laptop computers | 56 |
| W1262 | Don or doff chemical warfare personal protective clothing | 53 |
| X1293 | Conduct on-the-job training (OJT) | 53 |

# TABLE 31

## REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2E291 PERSONNEL

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED    114* | PERCENT MEMBERS PERFORMING (N=7) |
|-------|---------|---------|
| Y1312 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops | 86 |
| Y1333 | Establish performance standards for subordinates | 86 |
| Y1337 | Evaluate personnel for compliance with performance standards | 86 |
| Y1338 | Evaluate personnel for promotion, demotion, reclassification, or special awards | 71 |
| Y1315 | Conduct supervisory performance feedback sessions | 71 |
| A0166 | Verify authorized modifications of C-E equipment | 71 |
| Y1320 | Determine or establish work assignments or priorities | 71 |
| Y1341 | Initiate personnel action requests | 71 |
| X1302 | Evaluate effectiveness of training programs, plans, or procedures | 71 |
| Y1318 | Counsel subordinates concerning personal matters | 71 |
| V1240 | Identify and report equipment or supply problems | 71 |
| Y1310 | Assign personnel to work areas or duty positions | 71 |
| Y1343 | Inspect personnel for compliance with military standards | 71 |
| X1293 | Conduct on-the-job training (OJT) | 71 |
| Y1350 | Schedule personnel for TDY assignments, leaves, or passes | 71 |
| X1295 | Determine training requirements | 71 |
| Y1356 | Write recommendations for awards or decorations | 71 |
| Y1339 | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace | 71 |
| X1294 | Counsel trainees on training progress | 71 |
| Y1357 | Write replies to inspection reports | 71 |
| X1290 | Brief personnel concerning training programs or matters | 71 |
| A0071 | Monitor circuit operations | 71 |
| Y1331 | Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs) | 57 |
| A0035 | Coordinate dispatches with maintenance control | 57 |
| X1297 | Develop training programs, plans, or procedures | 57 |
| X1306 | Personalize lesson plans | 57 |
| Y1344 | Interpret policies, directives, or procedures for subordinates | 57 |
| Y1352 | Write job or position descriptions | 57 |
| T1199 | Adjust daily maintenance plans to meet operational commitments | 57 |
| Y1327 | Dispatch crews to work projects | 57 |
| U1224 | Initiate or maintain standby rosters or workcenter pyramid recall rosters | 57 |
| Y1355 | Write or indorse military performance reports | 57 |
| V1237 | Coordinate maintenance of equipment with on-base agencies | 57 |
| V1245 | Maintain organizational equipment or supply records | 57 |
| U1226 | Maintain administrative files | 57 |
| V1238 | Develop equipment checklists | 57 |
| U1225 | Initiate requests for temporary duty (TDY) orders | 57 |
| Y1326 | Develop or establish work schedules | 57 |
| A0001 | Analyze equipment outages or malfunction reports | 57 |
| Y1336 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program | 57 |
| X1299 | Develop or procure training materials or aids | 57 |
| T1200 | Analyze core automated maintenance system (CAMS), GO81, or access generated data | 57 |
| Y1335 | Evaluate inspection report findings or inspection procedures | 57 |

TABLE 32

TIME SPENT ON DUTIES BY AFRC MEMBERS OF AFSC 2E2X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

| DUTIES | | AFRC 2E251 (N=37) | AFRC 2E271 (N=45) |
|---|---|---|---|
| A | PERFORMING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC MAINTENANCE ACTIVITIES | 27 | 25 |
| B | PERFORMING GENERAL ALIGNMENT, FAULT ISOLATION, AND PREVENTIVE MAINTENANCE INSPECTION (PMI) ACTIVITIES | 12 | 10 |
| C | REMOVING OR REPLACING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC EQUIPMENT OR COMPONENTS | 7 | 6 |
| D | MAINTAINING CABLES, WIRING, AND ASSOCIATED EQUIPMENT | 7 | 8 |
| E | MAINTAINING COMPUTERS, NETWORK, AND PERIPHERAL EQUIPMENT | 23 | 14 |
| F | MAINTAINING STRATEGIC COMMUNICATIONS (STRATCOM) EQUIPMENT | 2 | 2 |
| G | MAINTAINING AN/UGC-74 COMMUNICATIONS TERMINAL EQUIPMENT | * | 0 |
| H | MAINTAINING AN/UGC-129 TACTICAL RECORD TRAFFIC TELETYPEWRITER (TRTT) EQUIPMENT | * | * |
| I | MAINTAINING AN/UGC-141-SERIES FIXED-RECORD COMMUNICATIONS TELETYPEWRITER (FRCT) EQUIPMENT | * | * |
| J | MAINTAINING AN/UGC-144 COMMUNICATIONS TERMINALS | * | * |
| K | MAINTAINING AN/UYK-83A/85A TACTICAL COMPUTERS | * | * |
| L | MAINTAINING KG-TYPE OR KI-TYPE CRYPTOGRAPHIC EQUIPMENT | 1 | 0 |
| M | MAINTAINING KY-TYPE CRYPTOGRAPHIC EQUIPMENT | * | * |
| N | MAINTAINING MODEM, ANALOG SERVICE UNIT (ASU), CHANNEL SERVICE UNIT (CSU), AND DATA SERVICE UNIT (DSU) EQUIPMENT | 1 | 0 |
| O | MAINTAINING MULTIPLEXERS | * | 0 |
| P | MAINTAINING CRYPTOGRAPHIC ANCILLARY EQUIPMENT | 1 | * |
| Q | MAINTAINING SECURE DIGITAL SWITCHES | * | * |
| R | PERFORMING ENGINEERING AND INSTALLATION ACTIVITIES | 3 | 2 |
| S | PERFORMING OPERATOR ACTIVITIES | 2 | 0 |
| T | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 1 | 2 |
| U | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 1 | 2 |
| V | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 2 | 3 |
| W | PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 3 | 6 |
| X | PERFORMING TRAINING ACTIVITIES | 2 | 9 |
| Y | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 3 | 9 |

*Indicates less than 1%

Columns may not add up to 100 due to rounding

TABLE 33

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2E251 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED 85 | PERCENT MEMBERS PERFORMING (N=37) |
|---|---|---|
| E0563 | Operationally check printers | 70 |
| E0550 | Isolate printer malfunctions | 62 |
| C0390 | Remove or replace keyboards | 62 |
| A0098 | Operationally check printers | 59 |
| E0560 | Operationally check laptop computers | 57 |
| E0562 | Operationally check NICs | 54 |
| A0087 | Operationally check keyboards | 54 |
| E0557 | Operationally check desktop computers | 51 |
| E0544 | Isolate desktop computer malfunctions | 51 |
| E0547 | Isolate laptop computer malfunctions | 46 |
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations | 43 |
| E0570 | Remove and replace NICs | 43 |
| A0088 | Operationally check local area networks (LANs) | 41 |
| A0001 | Analyze equipment outages or malfunction reports | 41 |
| E0571 | Remove or replace desktop computer subassemblies | 41 |
| E0549 | Isolate NIC malfunctions | 41 |
| B0301 | Isolate malfunctions to power supplies | 41 |
| E0576 | Remove or replace printer subassemblies | 41 |
| C0398 | Remove or replace mouse devices | 41 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 38 |
| B0303 | Isolate malfunctions to printers | 38 |
| R1157 | Install printers | 38 |
| C0410 | Remove or replace printers | 38 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 35 |
| E0568 | Operationally check servers | 35 |
| A0097 | Operationally check power supplies | 35 |
| E0546 | Isolate hub malfunctions | 35 |
| C0409 | Remove or replace power supplies | 35 |
| A0024 | Clean facilities | 32 |
| B0286 | Isolate malfunctions to LAN components, such as routers, servers, hubs, NICs, or workstations | 32 |
| E0565 | Operationally check routers | 32 |
| A0116 | Perform equipment power-up or power-down procedures | 32 |
| A0083 | Operationally check display equipment | 32 |
| B0239 | Isolate power supply malfunctions | 32 |
| E0559 | Operationally check hubs | 32 |
| E0578 | Remove or replace routers | 32 |
| B0285 | Isolate malfunctions to keyboards | 32 |
| R1172 | Perform pre-deployment actions | 32 |
| B0240 | Isolate printer malfunctions | 32 |
| S1180 | Configure workstations | 30 |
| A0053 | Inspect cables for corrosion | 30 |
| V1242 | Inventory equipment, tools, parts, or supplies | 30 |
| E0563 | Operationally check printers | 70 |

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# TABLE 34

## REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2E271 PERSONNEL

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED    104* | PERCENT MEMBERS PERFORMING (N=45) |
|---|---|---|
| E0563 | Operationally check printers | 64 |
| A0098 | Operationally check printers | 64 |
| E0544 | Isolate desktop computer malfunctions | 62 |
| A0024 | Clean facilities | 56 |
| X1305 | Maintain training records or files | 56 |
| E0550 | Isolate printer malfunctions | 56 |
| X1294 | Counsel trainees on training progress | 56 |
| A0087 | Operationally check keyboards | 56 |
| E0557 | Operationally check desktop computers | 53 |
| E0571 | Remove or replace desktop computer subassemblies | 53 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 53 |
| C0390 | Remove or replace keyboards | 53 |
| E0560 | Operationally check laptop computers | 51 |
| W1262 | Don or doff chemical warfare personal protective clothing | 51 |
| W1288 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles | 51 |
| C0410 | Remove or replace printers | 51 |
| X1293 | Conduct on-the-job training (OJT) | 49 |
| A0116 | Perform equipment power-up or power-down procedures | 49 |
| B0303 | Isolate malfunctions to printers | 49 |
| E0547 | Isolate laptop computer malfunctions | 47 |
| B0285 | Isolate malfunctions to keyboards | 47 |
| D0533 | Terminate cables with punch-down devices | 47 |
| A0046 | Fabricate support items, cables, or connectors | 47 |
| A0088 | Operationally check local area networks (LANs) | 47 |
| E0549 | Isolate NIC malfunctions | 44 |
| A0083 | Operationally check display equipment | 44 |
| A0015 | Bench check keyboards | 42 |
| X1303 | Evaluate progress of trainees | 42 |
| X1290 | Brief personnel concerning training programs or matters | 42 |
| X1295 | Determine training requirements | 42 |
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations | 42 |
| A0097 | Operationally check power supplies | 42 |
| D0452 | Isolate malfunctions to cables | 42 |
| A0021 | Bench check printers | 40 |
| W1265 | Inspect mobility bags or kits | 40 |
| E0570 | Remove and replace NICs | 40 |
| Y1356 | Write recommendations for awards or decorations | 40 |
| E0559 | Operationally check hubs | 40 |
| C0403 | Remove or replace nonelectrical hardware, such as screws, nuts, ejectors, or covers | 40 |
| Y1318 | Counsel subordinates concerning personal matters | 40 |
| B0286 | Isolate malfunctions to LAN components, such as routers, servers, hubs, NICs, or workstations | 38 |
| V1246 | Pick up, deliver, or store equipment, tools, parts, or supplies | 38 |
| E0563 | Operationally check printers | 64 |

# TABLE 35

## PERCENT TIME SPENT ON DUTIES BY
## FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)

| DUTIES | | 1-48 MONTHS' TAFMS (N=257) |
|---|---|---|
| A | PERFORMING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC MAINTENANCE ACTIVITIES | 26 |
| B | PERFORMING GENERAL ALIGNMENT, FAULT ISOLATION, AND PREVENTIVE MAINTENANCE INSPECTION (PMI) ACTIVITIES | 15 |
| C | REMOVING OR REPLACING GENERAL COMPUTER, NETWORK, SWITCHING, AND CRYPTOGRAPHIC EQUIPMENT OR COMPONENTS | 7 |
| D | MAINTAINING CABLES, WIRING, AND ASSOCIATED EQUIPMENT | 9 |
| E | MAINTAINING COMPUTERS, NETWORK, AND PERIPHERAL EQUIPMENT | 9 |
| F | MAINTAINING STRATEGIC COMMUNICATIONS (STRATCOM) EQUIPMENT | 3 |
| G | MAINTAINING AN/UGC-74 COMMUNICATIONS TERMINAL EQUIPMENT | * |
| H | MAINTAINING AN/UGC-129 TACTICAL RECORD TRAFFIC TELETYPEWRITER (TRTT) EQUIPMENT | * |
| I | MAINTAINING AN/UGC-141-SERIES FIXED-RECORD COMMUNICATIONS TELETYPEWRITER (FRCT) EQUIPMENT | * |
| J | MAINTAINING AN/UGC-144 COMMUNICATIONS TERMINALS | * |
| K | MAINTAINING AN/UYK-83A/85A TACTICAL COMPUTERS | * |
| L | MAINTAINING KG-TYPE OR KI-TYPE CRYPTOGRAPHIC EQUIPMENT | 5 |
| M | MAINTAINING KY-TYPE CRYPTOGRAPHIC EQUIPMENT | 1 |
| N | MAINTAINING MODEM, ANALOG SERVICE UNIT (ASU), CHANNEL SERVICE UNIT (CSU), AND DATA SERVICE UNIT (DSU) EQUIPMENT | 1 |
| O | MAINTAINING MULTIPLEXERS | 1 |
| P | MAINTAINING CRYPTOGRAPHIC ANCILLARY EQUIPMENT | 3 |
| Q | MAINTAINING SECURE DIGITAL SWITCHES | * |
| R | PERFORMING ENGINEERING AND INSTALLATION ACTIVITIES | 3 |
| S | PERFORMING OPERATOR ACTIVITIES | 2 |
| T | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES | 2 |
| U | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | 3 |
| V | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES | 3 |
| W | PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES | 2 |
| X | PERFORMING TRAINING ACTIVITIES | 2 |
| Y | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES | 2 |

* Indicates less than 1%
Columns may not add up to 100 due to rounding

# TABLE 36

## REPRESENTATIVE TASKS PERFORMED BY AFSC 2E2X1
## FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)

| TASKS | *AVERAGE NUMBER OF TASKS PERFORMED*     *127* | PERCENT MEMBERS PERFORMING (N=257) |
|---|---|---|
| A0118 | Perform general electrostatic discharge (ESD) procedures | 61 |
| A0024 | Clean facilities | 58 |
| A0116 | Perform equipment power-up or power-down procedures | 58 |
| A0079 | Operationally check cryptographic equipment | 53 |
| A0053 | Inspect cables for corrosion | 53 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 52 |
| C0390 | Remove or replace keyboards | 51 |
| D0452 | Isolate malfunctions to cables | 51 |
| V1242 | Inventory equipment, tools, parts, or supplies | 50 |
| A0098 | Operationally check printers | 50 |
| A0063 | Isolate system malfunctions to major system components | 49 |
| C0409 | Remove or replace power supplies | 49 |
| A0001 | Analyze equipment outages or malfunction reports | 47 |
| C0410 | Remove or replace printers | 47 |
| A0046 | Fabricate support items, cables, or connectors | 46 |
| A0087 | Operationally check keyboards | 46 |
| C0371 | Remove or replace cryptographic equipment | 46 |
| A0146 | Remove or replace wiring | 45 |
| L0853 | Operationally check KG-84-series equipment | 44 |
| A0097 | Operationally check power supplies | 44 |
| A0054 | Inspect communications-electronics (C-E) equipment for physical damages | 44 |
| X1293 | Conduct on-the-job training (OJT) | 43 |
| A0049 | Inspect batteries for corrosion | 43 |
| V1246 | Pick up, deliver, or store equipment, tools, parts, or supplies | 42 |
| B0218 | Isolate cryptographic equipment malfunctions | 42 |
| L0938 | Remove or replace KG-84-series equipment | 42 |
| B0301 | Isolate malfunctions to power supplies | 41 |
| L0808 | Isolate KG-84-series malfunctions | 41 |
| A0142 | Remove or replace fan or blower assemblies | 41 |
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations | 40 |
| A0127 | Perform strapping options on equipment | 40 |
| C0386 | Remove or replace fuses | 40 |
| A0036 | Coordinate equipment or system repairs with technical controllers | 39 |
| E0563 | Operationally check printers | 39 |
| B0267 | Isolate malfunctions to cryptographic equipment | 39 |
| B0240 | Isolate printer malfunctions | 39 |
| B0303 | Isolate malfunctions to printers | 39 |
| P1064 | Load variables using KYK-13s | 38 |
| C0379 | Remove or replace electronic circuit cards or printed circuit boards (PCBs) | 37 |
| C0403 | Remove or replace nonelectrical hardware, such as screws, nuts, ejectors, or covers | 37 |
| A0064 | Isolate system malfunctions to transmission lines | 37 |
| A0011 | Bench check cryptographic equipment | 37 |

TABLE 37

TEST EQUIPMENT USED OR OPERATED BY
20 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E2X1 PERSONNEL
(PERCENT USING OR OPERATING)

| TEST EQUIPMENT | (N=257) |
|---|---|
| Multimeters | 62 |
| Digital Voltmeters | 56 |
| Cable Testers | 52 |
| Oscilloscopes, Digital | 51 |
| Oscilloscopes, Analog | 37 |
| Loop Back Plugs | 32 |
| Fiber Optic Test Sets | 30 |
| Torque Wrenches | 30 |
| Laptop Computers | 29 |
| Network Analyzers | 23 |

TABLE 38

CRYPTOGRAPHIC EQUIPMENT USED OR MAINTAINED BY
20 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E2X1 PERSONNEL
(PERCENT USING OR MAINTAINING)

| CRYPTOGRAPHIC EQUIPMENT | (N=257) |
|---|---|
| KG-84 series | 59 |
| KOI-18s | 43 |
| KG-94 series | 42 |
| KYK-13s | 41 |
| KIV-7 series | 35 |
| KG-194 series | 33 |
| CYZ-10s | 27 |
| KY-58 | 21 |
| KYK-15s | 20 |

# TABLE 39

ANCILLARY EQUIPMENT USED OR MAINTAINED BY
20 PERCENT OR MORE FIRST-ENLISTMENT AFSC 2E2X1 PERSONNEL
(PERCENT USING OR MAINTAINING)

| ANCILLARY EQUIPMENT | (N=257) |
|---|---|
| STU III Telephones | 44 |
| Power Supplies | 37 |
| Modems, Digital | 29 |
| Modems, Fiber Optic | 29 |
| Routers | 27 |
| Switches, Ethernet | 25 |
| Network Interface Controllers (NICs) | 24 |
| Secure Telephone Equipment (STE) | 24 |
| Hubs | 23 |

TABLE 40

AFSC 2E2X1 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

| TASKS | | TNG EMP | PERCENT MEMBERS PERFORMING | | TSK DIF |
| | | | 1-24 MOS TAFMS | 1-48 MOS TAFMS | |
|---|---|---|---|---|---|
| A0063 | Isolate system malfunctions to major system components | 6.01 | 40 | 49 | 6.16 |
| A0089 | Operationally check LAN components, such as routers, servers, hubs, network interface controllers (NICs), or workstations | 5.80 | 24 | 40 | 6.23 |
| A0079 | Operationally check cryptographic equipment | 5.67 | 52 | 53 | 4.53 |
| A0088 | Operationally check local area networks (LANs) | 5.66 | 24 | 33 | 5.40 |
| B0218 | Isolate cryptographic equipment malfunctions | 5.42 | 32 | 42 | 6.13 |
| B0286 | Isolate malfunctions to LAN components, such as routers, servers, hubs, NICs, or workstations | 5.41 | 16 | 33 | 6.72 |
| E0552 | Isolate router malfunctions | 5.26 | 20 | 23 | 6.72 |
| A0118 | Perform general electrostatic discharge (ESD) procedures | 5.26 | 56 | 61 | 3.66 |
| B0227 | Isolate LAN component malfunctions, such as routers, servers, or hubs | 5.25 | 16 | 26 | 7.37 |
| B0207 | Discriminate between hardware and software failures | 5.24 | 24 | 32 | 6.62 |
| A0064 | Isolate system malfunctions to transmission lines | 5.20 | 20 | 37 | 6.03 |
| E0557 | Operationally check desktop computers | 5.12 | 16 | 24 | 4.92 |
| B0267 | Isolate malfunctions to cryptographic equipment | 5.12 | 24 | 39 | 6.00 |
| A0138 | Read, interpret, or maintain circuit diagrams | 5.12 | 20 | 32 | 6.38 |
| D0452 | Isolate malfunctions to cables | 4.95 | 48 | 51 | 5.14 |
| E0565 | Operationally check routers | 4.90 | 20 | 26 | 5.38 |
| A0107 | Operationally check test equipment | 4.85 | 20 | 26 | 4.58 |
| E0544 | Isolate desktop computer malfunctions | 4.83 | 28 | 28 | 6.06 |
| A0116 | Perform equipment power-up or power-down procedures | 4.82 | 48 | 58 | 3.11 |
| A0011 | Bench check cryptographic equipment | 4.81 | 40 | 37 | 5.03 |
| E0549 | Isolate NIC malfunctions | 4.75 | 12 | 27 | 5.90 |
| E0569 | Operationally check switches | 4.74 | 20 | 21 | 5.31 |
| A0111 | Perform bit error rate tests (BERTs) | 4.74 | 28 | 27 | 5.45 |
| E0560 | Operationally check laptop computers | 4.70 | 24 | 22 | 4.67 |
| E0568 | Operationally check servers | 4.68 | 12 | 15 | 5.31 |
| L0837 | Load variables to KG-type cryptographic equipment | 4.67 | 28 | 32 | 4.27 |

TE MEAN = 1.72; S.D. = 1.22; HIGH = 2.94

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TABLE 41

AFSC 2E2X1 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

| TASKS | | TSK DIF | PERCENT MEMBERS PERFORMING | | | | | TNG EMP |
|---|---|---|---|---|---|---|---|---|
| | | | 1-24 MOS TAFMS | 1-48 MOS TAFMS | 3- SKL LVL | 5- SKL LVL | 7- SKL LVL | |
| A0157 | Solder multilayer boards using microminiature soldering | 8.73 | 0 | 2 | 2 | 1 | 1 | 1.10 |
| A0156 | Solder multilayer boards using high-reliability soldering | 8.13 | 0 | 3 | 3 | 2 | 3 | 1.64 |
| A0155 | Solder IC components using microminiature soldering | 8.11 | 0 | 3 | 3 | 1 | 1 | 1.35 |
| Y1329 | Draft host-tenant or interservice agreements | 7.46 | 0 | 0 | 0 | 2 | 13 | .91 |
| B0227 | Isolate LAN component malfunctions, such as routers, servers, or hubs | 7.37 | 16 | 26 | 26 | 30 | 23 | 5.25 |
| S1197 | Write program routines | 7.22 | 0 | 2 | 2 | 1 | 2 | .86 |
| Y1328 | Draft budget requirements | 7.21 | 0 | 2 | 1 | 9 | 40 | 1.24 |
| S1198 | Write script files | 7.18 | 0 | 4 | 3 | 4 | 5 | 1.22 |
| Y1331 | Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs) | 7.05 | 0 | 3 | 4 | 13 | 40 | 1.30 |
| W1257 | Determine cost factors for support agreements | 7.03 | 4 | 2 | 3 | 3 | 11 | .57 |
| E0555 | Isolate server malfunctions | 6.95 | 8 | 16 | 11 | 21 | 19 | 4.31 |
| W1258 | Determine specific source of personnel requirements for deployment manning documents | 6.92 | 0 | 2 | 1 | 1 | 9 | .78 |
| E0556 | Isolate switch malfunctions | 6.91 | 16 | 19 | 15 | 24 | 21 | 4.35 |
| W1253 | Coordinate deployment of personnel with other MAJCOMs or joint service commands | 6.86 | 4 | 2 | 2 | 2 | 9 | .73 |
| Y1347 | Review budget requirements | 6.86 | 4 | 0 | 1 | 8 | 45 | 1.39 |
| B0251 | Isolate malfunctions to error in programming procedure | 6.85 | 0 | 7 | 7 | 6 | 5 | 1.76 |
| A0121 | Perform network management procedures | 6.84 | 20 | 16 | 14 | 17 | 20 | 3.89 |
| A0126 | Perform site survey evaluations | 6.84 | 24 | 15 | 17 | 19 | 29 | 2.14 |
| E0548 | Isolate network encryption system (NES) malfunctions | 6.83 | 12 | 13 | 11 | 14 | 11 | 4.41 |
| B0224 | Isolate factory wiring faults | 6.83 | 4 | 10 | 12 | 10 | 12 | 2.38 |
| S1187 | Interpret computer codes | 6.82 | 16 | 9 | 8 | 10 | 9 | 2.01 |
| Y1355 | Write or indorse military performance reports | 6.80 | 0 | 2 | 4 | 32 | 68 | 2.06 |
| W1256 | Coordinate specific source of personnel requirements with appropriate agencies | 6.80 | 0 | 1 | 1 | 1 | 11 | .85 |

TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE 42

EXAMPLES OF CTS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS PERFORMING)

| UNIT | LEARNING OBJECTIVE | PERCENT MEMBERS PERFORMING | | TNG EMP* | TSK DIF** | ATI |
| | | 1ST JOB (N=25) | 1ST ENL (N=257) | | | |
|---|---|---|---|---|---|---|
| 9.2.3. Task | Load firefly key P1058. Load variables using firefly keys | 16 | 12 | 1.80 | 4.76 | 7 |
| 11.2.2. Task | Configure multiplexer for operation O1017. Configure multiplexers | 12 | 12 | 3.53 | 6.03 | 11 |

\*   Mean TE Rating = 1.72   Standard Deviation = 1.22   High TE = 2.94
\*\*  Mean TD Rating = 5.00   Standard Deviation = 1.00   High TD = 6.00

TABLE 43

EXAMPLES OF TASKS NOT REFERENCED TO CTS ELEMENTS
WITH 20 PERCENT OR MORE MEMBERS PERFORMING

| TASKS | | TNG EMP* | 1ST JOB (N=25) | 1ST ENL (N=257) | TSK DIF** | ATI |
|---|---|---|---|---|---|---|
| D0452 | Isolate malfunctions to cables | 4.95 | 48 | 51 | 5.14 | 18 |
| A0001 | Analyze equipment outages or malfunction reports | 4.14 | 36 | 47 | 5.37 | 12 |
| A0138 | Read, interpret, or maintain circuit diagrams | 5.12 | 20 | 32 | 6.38 | 12 |
| L0809 | Isolate KG-94 series malfunctions | 3.57 | 28 | 26 | 6.16 | 11 |
| L0854 | Operationally check KG-94 series equipment | 3.41 | 28 | 27 | 4.52 | 11 |

\*  Mean TE Rating = 1.72    Standard Deviation = 1.22   High TE = 2.94
\*\* Mean TD Rating = 5.00    Standard Deviation = 1.00   High TD = 6.00

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TABLE 44

EXAMPLES OF POI OBJECTIVES NOT SUPPORTED BY SURVEY DATA
(LESS THAN 30 PERCENT MEMBERS PERFORMING)

| UNIT | LEARNING OBJECTIVE | PERF CODE | PERCENT MEMBERS PERFORMING | | TNG EMP | TSK DIF | ATI |
| | | | 1$^{ST}$ JOB (N=25) | 1$^{ST}$ ENL (N=257) | | | |
|---|---|---|---|---|---|---|---|
| VII.1.b. Task | Using KAM 529 and a fill device, load Firefly key into a TSEC/KG194 | PC | | | | | |
| | P1058. Load variables using firefly keys | | 16 | 12 | 1.80 | 4.76 | 7 |
| VIII.1.c. | Using an approved checklist, isolate a fault in the Norstar Switching System within 15 minutes | PC/W | | | | | |
| Tasks | B0246. Isolate switchboard malfunctions, other than tactical switchboards | | 4 | 2 | 1.98 | 6.10 | 7 |
| | B0310. Isolate malfunctions to switchboards, other than tactical switchboards | | 12 | 4 | 2.27 | 5.89 | 7 |

\*    Mean TE Rating = 1.72    Standard Deviation = 1.22    High TE = 2.94
\*\*   Mean TD Rating = 5.00    Standard Deviation = 1.00    High TD = 6.00

## TABLE 45

### EXAMPLES OF TASKS NOT REFERENCED TO POI OBJECTIVES
### WITH 30 PERCENT OR MORE MEMBERS PERFORMING

| TASKS | | TNG EMP* | 1ST JOB (N=25) | 1ST ENL (N=257) | TSK DIF** | ATI |
|---|---|---|---|---|---|---|
| A0027 | Clean or lubricate equipment, other than IDFs | 2.52 | 32 | 31 | 1.78 | 5 |
| A0034 | Connect or disconnect power, power panels, or equipment leads | 3.98 | 52 | 52 | 2.81 | 13 |
| A0053 | Inspect cables for corrosion | 3.16 | 48 | 53 | 2.05 | 13 |

\*  Mean TE Rating = 1.72    Standard Deviation = 1.22    High TE = 2.94
\*\*  Mean TD Rating = 5.00    Standard Deviation = 1.00    High TD = 6.00

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# TABLE 46

## JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
### (PERCENT MEMBERS RESPONDING)

| | MGMT CLUSTER (N=270) (STG 69) | GEN COMP NETWORK & PERI EQUIP CLUSTER (N=319) (STG 109) | JSS IJ (N=48) (STG 243) | COMPUTER SWITCH MAINT IJ (N=16) (STG 309) | AIRCRAFT COMPUTER MAINT IJ (N=30) (STG 402) | INTEL E&I IJ (N=13) (STG 474) |
|---|---|---|---|---|---|---|
| **EXPRESSED JOB INTEREST** | | | | | | |
| INTERESTING | 68 | 82 | 59 | 38 | 48 | 92 |
| SO-SO | 20 | 8 | 18 | 13 | 24 | 8 |
| DULL | 12 | 10 | 24 | 50 | 28 | 0 |
| **PERCEIVED USE OF TALENTS** | | | | | | |
| EXCELLENT TO PERFECT | 19 | 29 | 6 | 0 | 8 | 31 |
| FAIRLY WELL TO VERY WELL | 60 | 60 | 59 | 63 | 60 | 54 |
| NONE TO VERY LITTLE | 21 | 12 | 35 | 38 | 32 | 15 |
| **PERCEIVED USE OF TRAINING** | | | | | | |
| EXCELLENT TO PERFECT | 10 | 12 | 12 | 0 | 8 | 15 |
| FAIRLY WELL TO VERY WELL | 51 | 57 | 65 | 75 | 68 | 62 |
| NONE TO VERY LITTLE | 39 | 32 | 24 | 25 | 24 | 23 |
| **SENSE OF ACCOMPLISHMENT FROM JOB** | | | | | | |
| SATISFIED | 64 | 77 | 71 | 25 | 56 | 85 |
| NEUTRAL | 12 | 9 | 12 | 25 | 24 | 0 |
| DISSATISFIED | 24 | 14 | 18 | 50 | 20 | 15 |
| **REENLISTMENT INTENTIONS** | | | | | | |
| YES OR PROBABLY YES | 50 | 48 | 35 | 50 | 60 | 62 |
| NO OR PROBABLY NO | 9 | 32 | 53 | 50 | 40 | 31 |
| WILL RETIRE | 41 | 20 | 12 | 0 | 0 | 8 |

Totals may not equal 100 due to rounding

## TABLE 46 (CONTINUED)

### JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
### (PERCENT MEMBERS RESPONDING)

| | TACTICAL COMM TECH IJ (N=19) (STG 445) | TACTICAL SWITCH MAINT IJ (N=10) (STG 348) | CNSC IJ (N=365) (STG 338) | STRATCOM MAINT TECH IJ (N=18) (STG 412) | CRYPTO MAINT TECH IJ (N=58) (STG 249) | SECURE TELE SWITCH TECH IJ (N=10) (STG 387) |
|---|---|---|---|---|---|---|
| **EXPRESSED JOB INTEREST** | | | | | | |
| INTERESTING | 53 | 67 | 62 | 28 | 44 | 0 |
| SO-SO | 35 | 17 | 19 | 17 | 22 | 100 |
| DULL | 12 | 17 | 18 | 56 | 34 | 0 |
| **PERCEIVED USE OF TALENTS** | | | | | | |
| EXCELLENT TO PERFECT | 0 | 0 | 13 | 11 | 14 | 0 |
| FAIRLY WELL TO VERY WELL | 76 | 100 | 67 | 50 | 44 | 0 |
| NONE TO VERY LITTLE | 24 | 0 | 19 | 39 | 42 | 100 |
| **PERCEIVED USE OF TRAINING** | | | | | | |
| EXCELLENT TO PERFECT | 0 | 0 | 9 | 11 | 10 | 0 |
| FAIRLY WELL TO VERY WELL | 82 | 83 | 62 | 39 | 56 | 0 |
| NONE TO VERY LITTLE | 18 | 17 | 29 | 50 | 34 | 100 |
| **SENSE OF ACCOMPLISHMENT FROM JOB** | | | | | | |
| SATISFIED | 71 | 83 | 59 | 28 | 52 | 0 |
| NEUTRAL | 12 | 17 | 13 | 11 | 20 | 100 |
| DISSATISFIED | 18 | 0 | 28 | 61 | 28 | 0 |
| **REENLISTMENT INTENTIONS** | | | | | | |
| YES OR PROBABLY YES | 88 | 100 | 50 | 56 | 54 | 100 |
| NO OR PROBABLY NO | 6 | 0 | 22 | 44 | 42 | 0 |
| WILL RETIRE | 6 | 0 | 29 | 0 | 4 | 0 |

Totals may not equal 100 due to rounding

## TABLE 47

## COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2E2X1 AND COMPARATIVE SAMPLE GROUP
### (PERCENT MEMBERS RESPONDING)

| | 1-48 MONTHS' TAFMS | | 49-96 MONTHS' TAFMS | | 97+ MONTHS' TAFMS | |
|---|---|---|---|---|---|---|
| | 2002 2E2X1 (N=257) | COMP SAMPLE (N=444) | 2002 2E2X1 (N=198) | COMP SAMPLE (N=184) | 2002 2E2X1 (N=600) | COMP SAMPLE (N=562) |
| **EXPRESSED JOB INTEREST** | | | | | | |
| INTERESTING | 51 | 62 | 51 | 65 | 71 | 71 |
| SO-SO | 23 | 19 | 24 | 18 | 15 | 16 |
| DULL | 26 | 18 | 25 | 16 | 14 | 12 |
| **PERCEIVED USE OF TALENTS** | | | | | | |
| EXCELLENT TO PERFECT | 13 | 8 | 11 | 16 | 20 | 19 |
| FAIRLY WELL TO VERY WELL | 56 | 67 | 55 | 63 | 60 | 64 |
| NONE TO VERY LITTLE | 31 | 25 | 34 | 21 | 21 | 17 |
| **PERCEIVED USE OF TRAINING** | | | | | | |
| EXCELLENT TO PERFECT | 7 | 11 | 10 | 17 | 10 | 15 |
| FAIRLY WELL TO VERY WELL | 60 | 67 | 51 | 60 | 55 | 62 |
| NONE TO VERY LITTLE | 33 | 22 | 39 | 22 | 35 | 23 |
| **SENSE OF ACCOMPLISHMENT FROM JOB** | | | | | | |
| SATISFIED | 52 | 58 | 54 | 62 | 64 | 68 |
| NEUTRAL | 18 | 14 | 21 | 14 | 12 | 12 |
| DISSATISFIED | 30 | 28 | 25 | 24 | 24 | 20 |
| **REENLISTMENT INTENTIONS** | | | | | | |
| YES OR PROBABLY YES | 42 | 37 | 61 | 59 | 53 | 56 |
| NO OR PROBABLY NO | 56 | 63 | 38 | 41 | 9 | 7 |
| WILL RETIRE | 2 | 1 | 1 | 1 | 38 | 36 |

▪ Comparative sample of only Communications-Electronics career ladders surveyed in the last 12 months - AFSCs 2E1X1 and 2E1X2

TABLE 48

JOB SATISFACTION INDICATORS FOR
AD, ANG, AND AFRC MEMBERS
(PERCENT MEMBERS RESPONDING)

| | AD (N=1055) | ANG (N=499) | AFRC (N=82) |
|---|---|---|---|
| **EXPRESSED JOB INTEREST** | | | |
| INTERESTING | 62 | 84 | 56 |
| SO-SO | 19 | 10 | 26 |
| DULL | 19 | 6 | 18 |
| **PERCEIVED USE OF TALENTS** | | | |
| EXCELLENT TO PERFECT | 16 | 15 | 7 |
| FAIRLY WELL TO VERY WELL | 58 | 73 | 61 |
| NONE TO VERY LITTLE | 26 | 12 | 32 |
| **PERCEIVED USE OF TRAINING** | | | |
| EXCELLENT TO PERFECT | 9 | 12 | 7 |
| FAIRLY WELL TO VERY WELL | 56 | 69 | 60 |
| NONE TO VERY LITTLE | 35 | 18 | 33 |
| **SENSE OF ACCOMPLISHMENT FROM JOB** | | | |
| SATISFIED | 59 | 75 | 56 |
| NEUTRAL | 15 | 13 | 17 |
| DISSATISFIED | 26 | 12 | 27 |

Totals may not equal 100 due to rounding

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TABLE 49

COMPARISON OF REENLISTMENT FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR

| *31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY* <br> Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence | 1-48 MONTHS' TAFMS (N=109) | | 49-96 MONTHS' TAFMS (N=121) | | 97+ MONTHS' TAFMS (N=319) | |
|---|---|---|---|---|---|---|
| | Percent Selecting | Average | Percent Selecting | Average | Percent Selecting | Average |
| MILITARY LIFESTYLE | 52 | 2.21 | 57 | 2.30 | 50 | 2.28 |
| PAY AND ALLOWANCES | 54 | 2.25 | 51 | 2.40 | 49 | 2.33 |
| BONUS OR SPECIAL PAY | 62 | 2.43 | 47 | 2.49 | 21 | 2.34 |
| RETIREMENT BENEFITS | 45 | 2.51 | 55 | 2.50 | 75 | 2.69 |
| MILITARY-RELATED EDU & TRNG OPPORTUNITIES | 61 | 2.37 | 51 | 2.37 | 39 | 2.12 |
| OFF-DUTY EDU OR TRAINING OPPORTUNITIES | 57 | 2.56 | 51 | 2.42 | 37 | 2.25 |
| MEDICAL/ DENTAL CARE FOR AD MEMBER | 54 | 2.49 | 50 | 2.33 | 47 | 2.34 |
| MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS | 44 | 2.46 | 42 | 2.59 | 48 | 2.47 |
| BASE HOUSING | 15 | 1.75 | 19 | 2.09 | 17 | 1.87 |
| BASE SERVICES | 22 | 1.67 | 15 | 2.00 | 19 | 1.93 |
| CHILDCARE NEEDS | 9 | 2.00 | 15 | 2.33 | 8 | 2.20 |
| SPOUSE'S CAREER | 8 | 2.56 | 11 | 2.46 | 10 | 2.35 |
| CIVILIAN JOB OPPORTUNITIES | 20 | 2.45 | 15 | 1.83 | 9 | 2.28 |
| EQUAL EMPLOYMENT OPPORTUNITIES | 6 | 2.43 | 10 | 2.08 | 5 | 2.06 |
| NUMBER OF PCS MOVES | 11 | 2.33 | 17 | 2.38 | 18 | 2.20 |
| LOCATION OF PRESENT ASSIGNMENT | 13 | 2.29 | 28 | 2.35 | 31 | 2.23 |
| NUMBER/DURATION OF TDYS OR DEPLOYMENTS | 15 | 2.25 | 22 | 2.11 | 19 | 2.15 |
| WORK SCHEDULE | 28 | 1.87 | 22 | 2.04 | 25 | 2.15 |
| ADDITIONAL DUTIES | 7 | 2.00 | 6 | 1.71 | 8 | 1.72 |
| JOB SECURITY | 66 | 2.67 | 63 | 2.71 | 61 | 2.56 |
| ENLISTED EVALUATION SYSTEM | 1 | 2.00 | 7 | 1.75 | 6 | 2.00 |
| PROMOTION OPPORTUNITIES | 34 | 2.27 | 29 | 2.40 | 27 | 2.34 |
| TRAINING/EXPERIENCE OF UNIT PERSONNEL | 14 | 2.00 | 14 | 1.88 | 13 | 2.10 |
| UNIT MANNING | 5 | 2.00 | 6 | 1.86 | 5 | 2.00 |
| UNIT RESOURCES | 3 | 1.67 | 2 | 2.67 | 3 | 1.90 |
| UNIT READINESS | 0 | 0 | 2 | 2.50 | 2 | 2.00 |
| RECOGNITION OF EFFORTS | 19 | 1.86 | 16 | 1.95 | 18 | 1.95 |
| ESPRIT DE CORPS/MORALE | 18 | 2.45 | 27 | 2.42 | 25 | 2.28 |
| LEADERSHIP OF IMMEDIATE SUPERVISOR | 17 | 2.28 | 17 | 2.29 | 16 | 2.19 |
| LEADERSHIP AT UNIT LEVEL | 14 | 2.13 | 12 | 1.93 | 14 | 1.96 |
| SENIOR AIR FORCE LEADERSHIP | 7 | 2.25 | 3 | 1.75 | 8 | 2.00 |

## TOP 5 REASONS FOR MEMBERS REENLISTING BY TAFMS GROUP

| 1-48 MONTHS' TAFMS (N=109) | 49-96 MONTHS' TAFMS (N=121) | 97+ MONTHS' TAFMS (N=319) |
|---|---|---|
| JOB SECURITY | JOB SECURITY | RETIREMENT BENEFITS |
| BONUS OR SPECIAL PAY | MILITARY LIFESTYLE | JOB SECURITY |
| MILITARY-RELATED EDUCATION & TRAINING OPPORTUNITIES | RETIREMENT BENEFITS | MILITARY LIFESTYLE |
| OFF-DUTY EDUCATION OR TRAINING OPPORTUNITIES | OFF-DUTY EDUCATION OR TRAINING OPPORTUNITIES | PAY AND ALLOWANCES |
| MEDICAL OR DENTAL CARE FOR AD MEMBER | PAY AND ALLOWANCES | MEDICAL OR DENTAL CARE FOR FAMILY MEMBERS |

# TABLE 50

## COMPARISON OF SEPARATION FACTORS BY TAFMS GROUPS – PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR

| *31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY*<br>Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence | 1-48 MONTHS' TAFMS (N=144) | | 49-96 MONTHS' TAFMS (N=75) | | 97+ MONTHS' TAFMS (N=55) | |
|---|---|---|---|---|---|---|
| | Percent Selecting | Average | Percent Selecting | Average | Percent Selecting | Average |
| MILITARY LIFESTYLE | 53 | 2.18 | 59 | 2.20 | 53 | 1.72 |
| PAY AND ALLOWANCES | 61 | 2.36 | 25 | 2.33 | 62 | 2.32 |
| BONUS OR SPECIAL PAY | 16 | 2.22 | 40 | 2.40 | 40 | 2.45 |
| RETIREMENT BENEFITS | 8 | 1.45 | 16 | 2.08 | 27 | 2.27 |
| MILITARY-RELATED EDU & TRNG OPPORTUNITIES | 9 | 2.18 | 23 | 2.35 | 24 | 2.15 |
| OFF-DUTY EDU OR TRAINING OPPORTUNITIES | 17 | 2.40 | 27 | 2.35 | 16 | 2.44 |
| MEDICAL/ DENTAL CARE FOR AD MEMBER | 8 | 2.00 | 17 | 2.23 | 29 | 2.12 |
| MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS | 6 | 1.88 | 19 | 2.43 | 29 | 2.62 |
| BASE HOUSING | 12 | 1.94 | 19 | 2.14 | 22 | 2.33 |
| BASE SERVICES | 9 | 1.77 | 13 | 2.10 | 11 | 1.67 |
| CHILDCARE NEEDS | 6 | 2.44 | 12 | 2.56 | 13 | 2.57 |
| SPOUSE'S CAREER | 9 | 2.54 | 12 | 2.56 | 27 | 2.53 |
| CIVILIAN JOB OPPORTUNITIES | 41 | 2.47 | 51 | 2.66 | 53 | 2.69 |
| EQUAL EMPLOYMENT OPPORTUNITIES | 4 | 2.33 | 3 | 3.00 | 5 | 1.33 |
| NUMBER OF PCS MOVES | 14 | 2.25 | 21 | 2.62 | 33 | 2.33 |
| LOCATION OF PRESENT ASSIGNMENT | 37 | 2.37 | 27 | 2.40 | 27 | 2.53 |
| NUMBER/DURATION OF TDYS OR DEPLOYMENTS | 23 | 2.48 | 28 | 2.76 | 38 | 2.48 |
| WORK SCHEDULE | 18 | 2.27 | 20 | 2.33 | 13 | 1.57 |
| ADDITIONAL DUTIES | 17 | 1.92 | 25 | 1.95 | 24 | 2.23 |
| JOB SECURITY | 6 | 1.67 | 4 | 2.00 | 5 | 1.00 |
| ENLISTED EVALUATION SYSTEM | 15 | 2.29 | 27 | 2.60 | 24 | 2.23 |
| PROMOTION OPPORTUNITIES | 20 | 2.10 | 20 | 2.20 | 23 | 2.44 |
| TRAINING/EXPERIENCE OF UNIT PERSONNEL | 26 | 2.00 | 24 | 2.17 | 25 | 2.29 |
| UNIT MANNING | 26 | 2.18 | 28 | 2.14 | 29 | 2.12 |
| UNIT RESOURCES | 17 | 2.33 | 16 | 1.58 | 27 | 2.00 |
| UNIT READINESS | 4 | 2.33 | 3 | 2.00 | 16 | 2.22 |
| RECOGNITION OF EFFORTS | 46 | 2.38 | 48 | 2.06 | 40 | 2.18 |
| ESPRIT DE CORPS/MORALE | 36 | 2.65 | 39 | 2.14 | 25 | 2.21 |
| LEADERSHIP OF IMMEDIATE SUPERVISOR | 22 | 2.61 | 25 | 2.47 | 22 | 2.08 |
| LEADERSHIP AT UNIT LEVEL | 23 | 2.24 | 37 | 2.50 | 27 | 2.53 |
| SENIOR AIR FORCE LEADERSHIP | 15 | 2.50 | 15 | 2.27 | 27 | 2.07 |

## TOP 5 REASONS FOR MEMBERS SEPARATING BY TAFMS GROUP

| 1-48 MONTHS' TAFMS (N=144) | 49-96 MONTHS' TAFMS (N=75) | 97+ MONTHS' TAFMS (N=55) |
|---|---|---|
| PAY AND ALLOWANCES | MILITARY LIFESTYLE | PAY AND ALLOWANCES |
| MILITARY LIFESTYLE | CIVILIAN JOB OPPORTUNITIES | CIVILIAN JOB OPPORTUNITIES |
| RECOGNITION OF EFFORTS | RECOGNITION OF EFFORTS | MILITARY LIFESTYLE |
| CIVILIAN JOB OPPORTUNITIES | BONUS OR SPECIAL PAY | BONUS OR SPECIAL PAY |
| LOCATION OF PRESENT ASSIGNMENT | ESPRIT DE CORPS/MORALE | RECOGNITION OF EFFORTS |