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AIR TRAFFIC CONTROL OPERATOR/TECHNICIAN CAREER LADDER, AFSCS 27--ETC(U)
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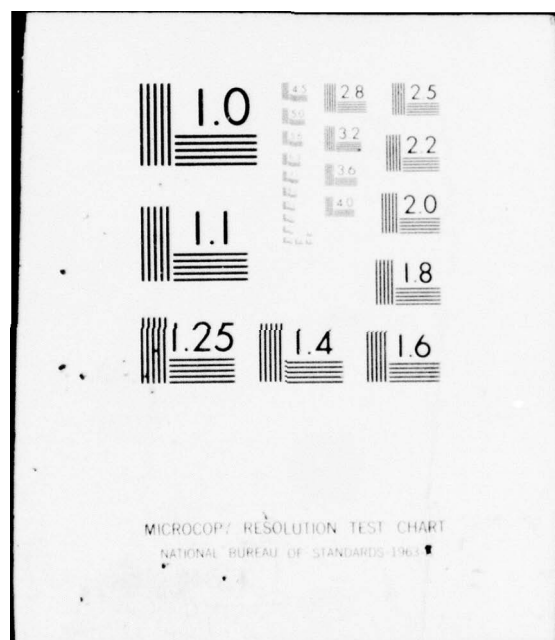
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9 OCCUPATIONAL SURVEY REPORT.



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AIR TRAFFIC CONTROL OPERATOR/TECHNICIAN

CAREER LADDER,

AFSCs 272X0/A/B/C/D and 27290 .

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USAF OCCUPATIONAL MEASUREMENT CENTER
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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Air Traffic Control Operator/Technician career ladder, AFSCs 27230, 27230A, 27230B, 27230C, 27230D, 27250, 27250A, 27250B, 27250C, 27250D, 27270, 27270A, 27270B, 27270C, 27270D, and 27290. The project was directed by USAF Program Technical Training, Volume 2, dated 1 January 1975. Authority for conducting specialty surveys is contained in AFM 35-2, paragraph 2-1. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Capt James N. Eustis and 1Lt David S. Street, Inventory Development Specialists. Mr. Harry G. Lawrence and Mr. James B. Keeth analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Thomas J. O'Connor, Chief, Operations/Support Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas, 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

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SUMMARY OF RESULTS

1. Career Ladder Structure: The Air Traffic Control (AFS 272X0) personnel surveyed were found to group into nine major clusters and five smaller independent job types. The clusters generally reflected shredout differences, skill level and experience differences, and facility assignment differences. The major jobs identified were the Control Tower, Supervision and Training, Dual Controller, RAPCON Controller, Entry Radar, GCA/PAR Controller, Air Traffic Control (ATC) Manager, Combat Controller, and Instructor clusters.
2. Specialty Training Standards Analyses: There are two STSs for the Air Traffic Control career ladder, both based on the same AFM 39-1 Specialty Description. STS 272X0D for combat controllers adequately reflects task performance data. STS 272X0 provides a broad training description for 272X0, 272X0A, 272X0B, and 272X0C personnel; however, it does not clearly reflect specific task performance in the career field, particularly in tower or radar activities.
3. Technical Training Assessment: A single 20 week mandatory training course, 3ABR27230, encompasses terminal tower and nonradar activities and terminal radar activities. The course is designed to meet FAA training requirements for controllers. Training all controllers in both tower and radar activities only partially matches first-job assignment task performance.
4. Job Satisfaction Indicators and Reenlistment Analysis: Job satisfaction indicators for the 272X0 career ladder were very much above average when compared to that for other AFSs surveyed in 1975. In addition, the survey indicated that the projected reenlistment rate for first term airmen was also above average.

OCCUPATIONAL SURVEY REPORT
AIR TRAFFIC CONTROL OPERATOR/TECHNICIAN CAREER LADDER
AFSCs 272X0/A/B/C/D and 27290

INTRODUCTION

This is a report of an occupational survey of the Air Traffic Control Operator/Technician career ladder, AFSCs 272X0/A/B/C/D and 27290, conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from May 1975 through July 1976.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current training and career field structure documents; and (4) recommended actions for further study.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-272-197. The inventory booklet was composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent by incumbents on tasks performed in their current jobs. The latter section consisted of 517 tasks grouped under 13 headings. Thorough research of publications and directives, personal interviews with six subject-matter specialists at one base, and written reviews from 83 experienced air traffic controllers contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to a random sample of 2,732 job incumbents holding the DAFSCs identified above. Survey administration occurred during December 1975 through March 1976 based upon the December 1975 Uniform Airman Record. After supplying identification and biographical information, incumbents checked and rated the tasks performed in their current job. Tasks were rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job. The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

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Table 1 gives the distribution of assigned personnel in the career ladder as of December 1975 and the percentage, by major command, of inventory booklets returned from the field. The number of booklets returned from the field represents more than 30 percent of the career field members.

TABLE 1
COMMAND REPRESENTATION IN SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT SAMPLED</u>
AFCS	94	84
MAC	-	3
TAC	2	1
ATC	4	4
OTHER	-	8
TOTAL	100	100

SUMMARY OF BACKGROUND INFORMATION

Job Satisfaction Indicators

Table 2 reflects job satisfaction data. Ninety-three percent of all survey respondents indicated that they found their job interesting or better. This compares to only 69 percent for incumbents in 35 other career ladders surveyed in 1975. This high job interest was found across all DAFSC groups. In regards to talents and training, 80 percent or better of respondents in all DAFSC groups indicated that these were being utilized well to excellently.

Reenlistment Intentions

The expressed intentions toward reenlistment among the survey respondents are detailed in Table 3. Fifty-four percent of the total sample indicated "yes" or "probably yes" on the reenlistment question. This is similar to reenlistment responses from incumbents in 13 other career ladders surveyed during 1975. In addition, this closely parallels the actual first term reenlistment rate of 49.8 percent for all 272X0 personnel eligible to reenlist. Compared to the average actual reenlistment figure (42.7 percent) for all AFSCs in the Air Force, the reenlistment rate for air traffic controllers is above average.

Year Planning to Leave Air Force

Responses to the background question "What year do you plan to leave the Air Force?" are reflected in Table 4. The data indicate that retention is reasonably good until 1978. At that point, retention will drop somewhat, but pick up in 1979. The 1980 or later data reflect newcomers at the end of their first enlistment plus second and later enlistment incumbents opting for a career.

TABLE 2
JOB SATISFACTION BY DAFSC GROUPS
(PERCENT RESPONDING)

	TOTAL SAMPLE	DAFSC 272X0	DAFSC 272X0A	DAFSC 272X0B	DAFSC 272X0C	DAFSC 272X0D	OTHER AF SPECIALTIES*
I FIND MY JOB:							
DULL	4	4	3	5	10	5	16
SO-SO	3	5	2	3	-	-	15
INTERESTING	93	91	95	92	90	95	69
MY JOB UTILIZES MY TALENTS:							
VERY LITTLE	9	12	9	9	11	9	-
WELL	65	64	65	68	54	64	-
EXCELLENTLY	26	24	26	23	35	27	-
MY JOB UTILIZES MY TRAINING:							
VERY LITTLE	7	6	6	7	15	9	-
WELL	59	65	57	61	46	70	-
EXCELLENTLY	34	29	37	32	35	21	-
NO REPLY	-	-	-	-	4	-	-

* Based on responses from 21,107 incumbents in 35 career ladders surveyed during 1975.

TABLE 3
REENLISTMENT INTENTIONS OF SURVEY RESPONDENTS
(PERCENT RESPONDING)

I PLAN TO REENLIST:	DAFSC 272X0	DAFSC 272X0A	DAFSC 272X0B	DAFSC 272X0C	DAFSC 272X0D	TOTAL SAMPLE	OTHER AF SPECIALTIES*
NO	27	23	23	19	11	24	28
UNCERTAIN, PROBABLY NO	24	20	22	15	-	20	17
UNCERTAIN, PROBABLY YES	25	26	22	15	27	23	22
YES	24	29	31	50	61	31	31
NO REPLY	-	2	2	1	1	2	2

* Based on responses from 13 career ladders surveyed during 1975.

TABLE 4
YEAR SURVEY RESPONDENTS PLAN TO LEAVE AIR FORCE
(PERCENT RESPONDING)

WHAT YEAR DO YOU PLAN TO LEAVE THE AIR FORCE?	DAFSC 272X0	DAFSC 272X0A	DAFSC 272X0B	DAFSC 272X0C	DAFSC 272X0D	TOTAL SAMPLE
1976	12	11	11	11	11	11
1977	12	15	13	15	2	13
1978	29	21	20	-	9	21
1979	9	8	8	11	2	8
1980 OR LATER	36	44	47	61	75	45
NOT RESPONDING	2	11	1	2	1	2

CAREER LADDER STRUCTURE

The job structure of the Air Traffic Control Operator/Technician career ladder was determined on the basis of similarity in the tasks performed by incumbents in the field, independent of AFSC, shredout, or other background similarity. The products of the computerized hierarchical grouping procedure used in this part of the analysis helped identify: (1) tasks which tend to be performed together in the field by the same incumbents, (2) the breadth or narrowness of jobs performed in the field, and (3) tasks and background characteristics which may be used for distinguishing between jobs in the field. Structure analysis therefore provided an objective indication of the amount of task overlap between the various groups of incumbents included in the survey sample.

Based on task overlap, the best division among jobs performed by the 1,868 incumbents included in the structure analysis was determined to be that illustrated by Figure 1. The two kinds of groups represented on this structure diagram are job clusters and independent job types. The group (GRP) numbers used with each group are references to computer printed information included for use by classifications and training officials. Descriptive titles corresponding to the group numbers in Figure 1 are listed in Table 5. Clusters are made up of two or more job types that are similar to each other in some respect. Tasks performed by members of each cluster are generally broad in scope, while tasks performed by job types within the clusters are relatively narrow and more highly related. The independent job types perform tasks which do not overlap to a significant degree with any other job types or clusters.

Ninety-four percent of the incumbents in the sample were noted to perform jobs roughly equivalent to those described in the groups listed in Table 5. The remaining six percent of the sample included members whose jobs were not associated with any of the major divisions of the career ladder. These "isolates" were found to share no single common characteristic.

DESCRIPTION OF CLUSTERS AND INDEPENDENT JOB TYPES

A short description of each cluster and independent job type listed in Table 5 is given below. A more detailed summary of representative tasks and background information can be found in Appendix A. As a further aid in helping the reader to understand the complex functional structure of the career ladder, an additional series of tables is presented in Appendix B showing percent time spent on duties and type of facility and position assigned, for each of the clusters and independent job types (See Tables I through IV). These tables allow for a difference comparison across clusters and independent job types. In addition, Table V lists those tasks that are commonly performed by high percentages of personnel across all clusters within the total sample.

FIGURE 1

GRP001 TOTAL SAMPLE N=1868		CLUSTERS																
General Supervisory Controller GRP219 N=11 (27270A)	INDEPENDENT JOB TYPES	Entry Tower Controller GRP112 N=22 (27230A) (27250A)	Radar/ Air Route Center Controller GRP119 N=14 (27250B&C) (27270B&C)	Center Controller GRP091 N=11 (27250C) (27270C)	Mobile Communications Controller GRP109 N=6 (27230A&B) (27250A&B)	CLUSTERS												
Control Tower Cluster GRP299 N=567 (27230A) (27250A)		Supervision and Training Cluster GRP172 N=143 (27270A&B) (27290)		Dual Controller Cluster GRP303 N=56 (27250A&B) (27270A&B)		RAPCON Controller Cluster GRP152 N=595 (27250B) (27270B)		GCA/PAR Controller Cluster GRP121 N=112 (27250B) (27270B)		Entry Radar Cluster GRP060 N=51 (27230B)		ATC Manager Cluster GRP015 N=44 (27290)		Combat Controller Cluster GRP061 N=50 (27250D) (27270D)		Instructor Cluster GRP009 N=68 (27250B) (27270B)		

TABLE 5
CLUSTER AND INDEPENDENT JOB TYPES IDENTIFIED FOR
AIR TRAFFIC CONTROL PERSONNEL

CLUSTERS

Control Tower Cluster N=567 (GRP299)

Senior Tower Controller N=465 (GRP455)
Tower Controller N=82 (GRP401)

Supervision and Training Cluster N=143 (GRP172)

Control Tower Chief N=13 (GRP271)
Tower Crew Chief N=32 (GRP525)
Chief Controller N=40 (GRP588)
Training and Standardization Supervisor N=32 (GRP402)
Training and Standardization Specialist N=8 (GRP222)

Dual Controller Cluster N=56 (GRP303)

Tower/Radar Crew Chief N=15 (GRP489)
Senior Tower/Radar Controller N=31 (GRP533)
Tower/Radar Controller N=6 (GRP357)

RAPCON Controller Cluster N=595 (GRP152)

Senior RAPCON Controller N=207 (GRP529)
Radar Controller N=213 (GRP552)
GCA/RAPCON Controller N=37 (GRP420)
Senior GCA Controller N=17 (GRP323)
RAPCON Controller N=65 (GRP272)
RAPCON/GCA Chief Controller N=37 (GRP176)

GCA/PAR Controller Cluster N=112 (GRP121)

GCA/PAR Controller N=69 (GRP214)
PAR Controller N=11 (GRP210)
Entry RAPCON/GCA Controller (First Job Assignment) N=11 (GRP182)
Radar Crew Chief N=12 (GRP133)

Entry Radar Cluster N=51 (GRP060)

Entry RAPCON Controller (First Job Assignment) N=38 (GRP073)
Entry RAPCON/GCA/PAR Controller (First Job Assignment) N=13 (GRP062)

TABLE 5 (CONT'D)

ATC Manager Cluster N=44 (GRP015)

Controller Manager N=5 (GRP230)
Flight Facilities Superintendent N=17 (GRP106)
Analysis Team Member N=5 (GRP107)

Combat Controller Cluster N=50 (GRP061)

Combat Controller N=18 (GRP158)
Senior Combat Controller N=26 (GRP157)

Instructor Cluster N=68 (GRP009)

Instructor N=40 (GRP207)
Senior Instructor N=13 (GRP155)

INDEPENDENT JOB TYPES

General Supervisory Controller N=11 (GRP219)
Entry Tower Controller (First Job Assignment) N=22 (GRP112)
Radar/Air Route Control Center Controller N=14 (GRP119)
Center Controller N=11 (GRP091)
Mobile Communications Controller N=6 (GRP109)

CLUSTER DESCRIPTIONS

GRP299 - Control Tower Cluster

The 567 members of this cluster are air traffic controllers assigned to a VFR control tower, with seventy-five percent of the members spending more than 20 hours a week controlling air traffic. Eighty-seven percent of the members carry the A-shredout. Their average grade is 4.1 and they have been in the career field an average of 48 months.

Task performance of group members is very homogeneous, with a large number of tasks being performed by a high percentage of personnel. Most of the tasks performed by high percentages of this group are related to issuing instructions and information to aircraft, controlling vehicles, equipment, or personnel on movement areas; operating common items of equipment, such as light controls, light guns, and telephones; and approving or disapproving aircraft actions, such as engine runup or towing.

Two job types are identified within the cluster. These are Senior Tower Controllers, and Tower Controllers. These two groups are similar in overall job performance, but differ in the degree of supervision and time in the career field.

GRP172 - Supervision and Training Cluster

The 143 members of this cluster are primarily senior NCOs, who have an average paygrade of 6.9 and an average time in the career field of 185 months. Most of the members do not directly control aircraft, but spend most of their time performing management, training, and supervisory functions. Seventy-five percent of the incumbents indicated they supervise one or more subordinates. The cluster has two major areas of responsibility: general supervision and management, and training and standardization.

The cluster divides into five job types differentiated by degree of supervision exercised, degree of training activities, and degree of emphasis on tower, and radar and non-radar positions.

GRP303 - Dual Controller Cluster

This cluster of 56 controllers includes both A-shredout and B-shredout personnel who spend most of their time directly controlling air traffic in both tower and radar environments. In contrast to other clusters, the members of this cluster are assigned control tower positions, non-radar positions, and radar positions. The members rotate positions both within facilities and between facilities. The group's overall job is broad (average number of tasks performed is 161) and incorporates general air traffic control tasks, control tower tasks, and radar tasks.

Within the cluster, three job types were identified. These are Radar-Tower Crew Chief (assigned to PAR and control tower facilities), with some stress on supervisory tasks; Senior Tower-Radar Controller (assigned to GCA, RAPCON, and control tower positions); and Tower-Radar Controller. The last two groups differ primarily in breadth of job and supervisory tasks performed.

GRP152 - RAPCON Controller Cluster

This very large cluster of 595 controllers is very homogeneous as to task performance. Eighty-one percent of the members have the B shredout. The incumbents of this cluster are controllers in RAPCON and GCA facilities. Most incumbents rotate positions within facility but not between facilities.

The bulk of the members' time is spent in duties relating to general air traffic control and to general radar functions, with very little time being spent in supervision and management functions. The cluster differs from the overall air traffic control sample primarily in the amount of emphasis placed on general radar tasks.

The six job types identified within this cluster are all very similar but differ primarily by skill level, degree of supervision exercised, and paygrade.

GRP121 GCA/PAR Controller Cluster

This small cluster of 112 B-shredout incumbents, averaging 59 months in the career field, are radar controllers who spend more than half their time controlling air traffic. The average grade is 4.3 and most are assigned to GCA or a PAR facility.

Within the cluster, four job types are identified. They are differentiated by breadth of job, skill level, time in career field, and position assignment. The two job types relating to GCA and PAR assignment are clearly different in terms of task performance. The entry level job type is composed of members assigned to fixed RAPCON and GCA facilities, while the radar crew chief job type members are assigned to both GCA and PAR facilities but differ in degree of supervision performed.

GRP060 - Entry Radar Cluster (First Job Assignment)

This cluster of 51 DAFSC 27230B and 27250B first term airmen (average time in career field being 24 months) are trainees working at GCA and RAPCON facilities. Many of the low-difficulty tasks performed by the incumbents of this cluster are tasks common to the career field as a whole, such as cleaning work areas, issuing instructions to aircraft, filing, and checking equipment. The tasks that differentiate the cluster from the remainder of the sample

relate primarily to radar displays, issuing instructions, soliciting information from and to aircraft, and checking radar equipment. Very few tasks relating to supervision, training, or management functions are performed by members of this cluster.

The two job types within this cluster are also entry type jobs. They differentiate by facility assignment, with GRP073 personnel being assigned to RAPCON (63 percent) and GCA (29 percent), and GRP062 personnel being assigned equally to GCA, RAPCON and PAR. Both job types spend more than 20 hours a week controlling air traffic.

GRP015 - Air Traffic Control Manager Cluster

This cluster of 44 NCOs reflects the senior management level of the career field. The cluster is varied as to task performance, degree of supervision, and functional assignment. The average paygrade is 7.5 and the average time in the career field is 206 months. The tasks that most distinguish this cluster from other groups are related to general supervision, management, evaluation, and training. The cluster differs from the supervision and training cluster (GRP172) in level of management, degree of supervisory responsibility, and technical task performance.

Three job types are identified within the cluster: Controller Manager (GRP230), Flight Facilities Superintendent (GRP106) and Analysis Team Member (GRP108).

GRP061 Combat Controller Cluster

The 50 Combat Controllers in this cluster are assigned primarily to MAC and TAC. Fifty percent of the members have a DAFSC of 27250, with the remainder having a 7- or 9-skill level. The cluster is comparatively experienced, with an average time in the career field of 92 months, and an average grade of 5.5. Ninety-eight percent of the members are qualified as jumpmaster, with most holding a P prefix (Parachutist).

Common tasks performed by this group relate to parachute jumping, parachute maintenance, field gear operation and maintenance, combat arms and combat operation techniques, and jumpmaster and supervisory tasks. None of these tasks are performed by members of the other cluster groups. Two job types are identified within this cluster: Senior Combat Controller (GRP157), and Combat Controller (GRP158). These groups primarily differentiate by the experience factor and the degree of supervision performed.

GRP009 - Instructor Cluster

The 68 instructors in this cluster are assigned primarily to the Air Training Command controller school at Keesler AFB (85 percent). An additional group (13 percent) are assigned to AFCS at Keesler AFB and elsewhere. The group consists of 46 percent DAFSC 27250 and 54 percent

DAFSC 27270 personnel, with most of these personnel holding a T prefix. Sixty-two percent are B-shredout personnel. Members spend the bulk of their time performing training tasks. The cluster contains two job types, Instructor and Senior Instructor, differing by supervisory functions.

INDEPENDENT JOB TYPES

GRP219 - General Supervisory Controller

This small group of 11 NCOs are all A-shred personnel. They perform many tasks which are common to all Air Traffic Controllers, but are differentiated from the other groups by the supervisory, management, and general administrative tasks performed. Members are generally in their second enlistment (average grade being 5.2), with most spending more than 20 hours a week controlling air traffic. Over 50 percent of these members indicate that they supervise 27230A and 27250A controllers.

GRP112 - Entry Tower Controller (First Job Assignment)

This group of 22 first-job assignment controllers are primarily DAFSC 27230A personnel, averaging 12 months in the career field. Most are trainee tower controllers who perform low-difficulty tasks and exercise little or no supervision.

GRP119 - Radar/Air Route Control Center Controller

This group of 14 controllers are assigned to both Air Route Control Centers and to RAPCON facilities. Both B and C shredout personnel are included in this group. Most of the tasks performed are technical in nature, with very little emphasis being placed on supervisory or management tasks. The average grade of the group is 5.2, and the skill levels are mixed 50 percent 27270 and 50 percent 27230 and 27250. The most frequently performed tasks are those related to radar and to general air traffic control.

GRP091 - Center Controller

The 11 members of this group are primarily C-shredout personnel. Their average time in the career field is 118 months. The members are all assigned to Air Traffic Regulation Centers. The tasks performed by the members of this group are related to technical ATRC functions, management of ATRC activities, and supervision.

GRP109 - Mobile Communications Controller

This very small group is composed of six DAFSC 27230 and 27250 controllers with an average grade of 5.0. The members are all assigned to the 1879th Communications Squadron in a mobile communications group. Their job is narrow (only 19 tasks performed) and homogeneous (most task performance is related to performing mobile operations). Very few tasks performed are directly related to Air Traffic Control.

ANALYSIS OF DAFSC GROUPS

The Air Traffic Control AFSC structure, as described in AFM 39-1, is comprised of four separate shredouts and an awarded primary AFSC of 272X0 for individuals qualified across shredouts A, B, and C. It is important to note, however, that the 272X0 (no shredout) group in the survey sample is comprised of those incumbents without shredout identification, plus some members who apparently did not know their DAFSC shredout and left the entry blank. Therefore, any discussion of this group must be made with caution.

A comparison of task performance across the various DAFSCs was accomplished. Table 6 reflects the percent time spent on duties by each of the DAFSC groups. Generally, Duty E, Performing General Air Traffic Control Functions, is performed to a significant extent by all DAFSC groups. In terms of general technical tasks within Duty E, it appears that 50 percent of the time of both A- and B-shredout personnel is spent in some shared tasks. Beyond these Duty E tasks, differences are in the expected direction and reflect the shredouts, with A-shredout personnel performing control tower functions, B-shredout personnel performing radar type functions, etc.

Tables I through IV in Appendix C reflect tasks which are performed by substantial percentages of personnel in each shredout. Tables for shredouts A, B, and C reflect both common tasks performed by all three groups and unique tasks performed primarily by that shredout group.

Table V in Appendix C reflects facility assignment by DAFSC groups. Generally, the data reflect expected shredout differences. There are, however, some common elements, such as both A- and B-shredout personnel being assigned to Precision Approach Radar and VFR Control Tower facilities. Also, both shredout B and C personnel are assigned to Fixed RAPCON facilities. Some of these percentages are small, however, and may only reflect temporary assignments by incumbents.

Table VI in Appendix C reflects position assignments and qualifications by DAFSC groups. Again, commonalities occur across groups, with A- and B-shredout incumbents being assigned to control tower, flight data, ground controller, and local controller positions. Also, some small commonalities occur for B and C shredout groups, primarily in the Approach Control (Radar) area. In terms of position qualification, the A and B shredouts show small commonality in the Approach Control Radar and Control Tower areas. B and C shredout personnel show some commonality of qualification in the Approach Control (Non-Radar) and Approach Control (Radar) positions.

In summary, there appears to be some degree of commonality between shredout A, B, and C personnel in terms of facility assignment, position assignment, and qualification areas.

TABLE 6
PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS *

DUTY	DAFSC 272X0A N=624	DAFSC 272X0B N=791	DAFSC 272X0C N=26	DAFSC 272X0D N=44	DAFSC 27290 N=134	TOTAL SAMPLE N=1868
A PLANNING AND ORGANIZING	-	-	7	-	16	-
B DIRECTING AND IMPLEMENTING	8	7	8	-	21	8
C EVALUATING	-	-	-	-	9	-
D TRAINING	6	10	11	8	11	8
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	50	51	37	22	25	48
F PERFORMING GENERAL RADAR FUNCTIONS	-	14	7	-	3	8
G PERFORMING MOBILE OPERATIONS	-	-	3	8	-	-
H PERFORMING COMBAT CONTROL OPERATIONS AND TRAINING	-	-	-	49	-	-
I PERFORMING AIR TRAFFIC REGULATION CENTER (ATRC) FUNCTIONS	-	-	8	-	-	-
J PERFORMING AIR ROUTE TRAFFIC CONTROL CENTER FUNCTIONS	-	-	14	-	-	-
K PERFORMING CONTROL TOWER FUNCTIONS	31	-	-	4	9	14
L PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	-	-	-	-	-	-
M OPERATING RADAR EQUIPMENT	-	8	-	-	-	4

* Percentages of less than 3 percent time spent omitted

ANALYSIS OF CONUS/OVERSEAS GROUPS

Task performances by CONUS and overseas 5-skill level controllers were compared for the overall sample (excluding D-shredout personnel) and for the A and B shredouts.

Differences between CONUS and overseas groups in the overall sample (excluding D-shredout personnel) were slight, with only 13 tasks showing a difference of 10 percent or more in percent members performing (see Table 7). Most of these tasks were related to the general air traffic control area. The overseas group had a slightly broader job, averaging 117 tasks compared with an average of 102 tasks for the CONUS group. In terms of background factors, some differences were reflected in the facility assigned and equipment operated (see Table 8).

Differences between the two groups in the A shredout were somewhat more pronounced (see Tables 9 and 10). Tasks related to BRITE II radar indicators are performed by more CONUS personnel, while tasks related to runway systems (lighting, arresting systems, and backup systems) are performed by more overseas personnel. As for background differences, the largest differences occurred in type of regulation under which they operated and type of equipment operated.

Table 11 reflects those tasks which show the largest differences between the two groups in the B shredout. These tasks were primarily related to backup and alarm systems, and flight data entry printouts, ((FDEPs)). No major differences were found in the background factors.

TABLE 7

TASKS WHICH MOST CLEARLY DISTINGUISH 27250 CONUS AND OVERSEAS PERSONNEL
(TOTAL SAMPLE, EXCLUDING D-SHREDDOUT PERSONNEL)

	TASK	PERCENT PERFORMING		
		CONUS N=637	OVERSEAS N=126	DIFFERENCE
E208	ISSUE OR RELAY AIRCRAFT INFLIGHT FUEL DUMPING INSTRUCTIONS	66	46	+20
E258	REMOVE FLIGHT DATA FROM FDEP	23	5	+18
E187	ENTER FLIGHT DATA ON FLIGHT DATA ENTRY PRINTOUT (FLIP)	25	8	+17
K478	OPERATE BRITE RADAR INDICATOR TOWER EQUIPMENT (BRITE II)	37	23	+14
E233	PERFORM SECURITY CONTROL OF AIR TRAFFIC AND AIR NAVIGATION AIDS (SCATANA) EXERCISE DUTIES	22	9	+13
E254	RELAY INFORMATION FROM FLIGHT INFORMATION PUBLICATIONS (FLIP)	46	64	-18
E270	SEPARATE AIRCRAFT VERTICALLY	57	76	-19
E185	DIRECT OR VECTOR AIRCRAFT TO EXTERNAL STORES JETTISON AREAS	39	59	-20
E260	REMOVE, REPLACE, OR FILE VOICE RECORDER TAPES	61	81	-20
E257	RELEASE APPROACHING OR DEPARTING AIRCRAFT TO OTHER FACILITIES	55	75	-20
E204	ISSUE HOLDING OR CLEARANCE INSTRUCTIONS	66	86	-20
E186	DIRECT OR VECTOR AIRCRAFT TO FUEL DUMPING AREAS	34	58	-24
E166	ACTIVATE BACKUP ELECTRICAL POWER SYSTEMS	26	55	-29

TABLE 8

BACKGROUND FACTORS WHICH MOST CLEARLY DISTINGUISH 27250 CONUS AND OVERSEAS PERSONNEL
(TOTAL SAMPLE, EXCLUDING D-SHREDOUT PERSONNEL)

FACTOR	PERCENT PERFORMING		
	CONUS	OVERSEAS	DIFFERENCE
FACILITY ASSIGNED			
RAPCON FIXED	33	25	+ 8
RAPCON MOBILE	2	17	-15
EQUIPMENT OPERATED			
BRITE II	39	24	+15
AN/GRN-2 ILS REMOTE CONTROL MONITOR	31	16	+15
AN/GSA-135 TOWER CONSOLE	23	12	+11
AN/GRC-27UHF	46	36	+10
AN/ARC-3 VHF	21	43	-22
AN/ARC-27 UHF	19	39	-20
AN/MPN-14 MOBILE GCA UNIT	4	21	-17
AN/FRC-198 TOWER CONSOLE	16	30	-14
AN/FSA-22	5	17	-12
AN/RM-2 RADIO BEACON MONITOR	6	15	- 9

TABLE 9
TASKS WHICH MOST CLEARLY DISTINGUISH 27250A CONUS AND OVERSEAS PERSONNEL

	TASK	PERCENT PERFORMING		
		CONUS N=242	OVERSEAS N=51	DIFFERENCE
K478	OPERATE BRITE RADAR INDICATOR TOWER EQUIPMENT (BRITE II)	78	45	+33
K448	ADJUST BRITE II SYSTEMS	74	43	+31
D126	CONDUCT FACILITY RATING TRAINING	26	2	+24
K486	OPERATE RUNWAY END IDENTIFIER LIGHTS (REIL)	52	82	-30
K476	OPERATE AIRCRAFT ARRESTING SYSTEMS	30	57	-27
K491	OPERATE VISUAL APPROACH SLOPE INDICATORS	48	74	-26
E228	OPERATE VOICE RECORDERS	56	82	-26
E166	ACTIVATE BACKUP ELECTRICAL POWER SYSTEMS	33	59	-26
E257	RELEASE APPROACHING OR DEPARTING AIRCRAFT TO OTHER FACILITIES	42	65	-23
E186	DIRECT OR VECTOR AIRCRAFT TO FUEL DUMPING AREAS	30	53	-23

TABLE 10

BACKGROUND FACTORS WHICH MOST CLEARLY DISTINGUISH 27250A CONUS AND OVERSEAS PERSONNEL

FACTOR	PERCENT PERFORMING		
	CONUS	OVERSEAS	DIFFERENCE
TYPE REGULATIONS WORKING UNDER			
ICAO	1	57	-56
AIP	1	14	-13
EQUIPMENT OPERATED			
BRITE II			
AN/GSA-135 TOWER CONSOLE	78	43	+35
AN/GRN-2 ILS REMOTE CONTROL MONITOR	48	20	+28
	35	20	+15
AN/FRC-198 TOWER CONSOLE	31	63	-32
AN/RM-2 RADIO BEACON MONITOR	7	24	-17
AN/GRA-34 TACAN CONTROL MONITOR GROUP	40	51	-11
AN/GRA-53 UHF	73	80	-7

TABLE 11

TASKS WHICH MOST CLEARLY DISTINGUISH 27250B CONUS AND OVERSEAS PERSONNEL

	TASK	PERCENT PERFORMING		
		CONUS N=305	OVERSEAS N=62	DIFFERENCE
E258	REMOVE FLIGHT DATA FROM FLIGHT DATA ENTRY PRINTOUT (FDEP)	31	6	+25
E187	ENTER FLIGHT DATA ON FDEP	32	8	+24
E166	ACTIVATE BACKUP ELECTRICAL POWER SYSTEMS	23	54	-31
E186	DIRECT OR VECTOR AIRCRAFT TO FUEL DUMPING AREAS	39	68	-29
E243	PROVIDE SPECIAL CONTROLS FOR AIRCRAFT NAVAID FLIGHT INSPECTIONS OR CHECKS	46	74	-28
M510	CHECK OPERATION OF EMERGENCY EVACUATION ALARM SYSTEMS	23	50	-27
F292	MONITOR AIRCRAFT DEPARTURES ON RADAR	61	87	-26
F294	PERFORM GROUND RADAR BEACON CHECKS	40	66	-26
F293	PERFORM AIRBORNE RADAR BEACON CHECKS	51	77	-26
F301	PROVIDE RADAR WEATHER OBSERVATIONS TO AIR WEATHER SERVICE (AWS)	26	50	-24

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the 272X0 job survey, 48 incumbents in the 7- and 9-skill levels from various locations were selected for rating task difficulty. Tasks were rated on a seven-point scale from very-much-below average to very-much-above average difficulty, with difficulty defined as the length of time it takes an incumbent to learn to do the task. Interrater agreement among the 48 raters was .96. Ratings were adjusted so that tasks of average difficulty have a rating of 5.00

Of the 267 tasks rated above average in difficulty, only seven tasks were performed by more than 50 percent of the total sample. These tasks are listed in Table 12. As shown, most of these tasks related to general air traffic control. Of the 250 tasks rated below average in difficulty, the ten tasks performed by 80 percent or more of the total sample are listed in Table 13. Again, these tasks pertain to general air traffic control functions.

TABLE 12

TASKS RATED ABOVE AVERAGE IN DIFFICULTY
PERFORMED BY MORE THAN 50 PERCENT OF THE TOTAL SAMPLE

TASK	DIFFICULTY INDEX	PERCENT PERFORMING
E215 LOCATE AIRCRAFT POSITIONS USING CONVENTIONAL MEANS	5.5	50
E194 INITIATE EMERGENCY ASSISTANCE PROCEDURES	5.4	66
E203 ISSUE EMERGENCY ADVISORIES OR INSTRUCTIONS	5.3	70
E189 ESTABLISH LANDING SEQUENCES	5.3	59
E204 ISSUE HOLDING OR CLEARANCE INSTRUCTIONS	5.2	63
E270 SEPARATE AIRCRAFT VERTICALLY	5.2	54
E216 LOCATE OR COMPUTE AIRCRAFT POSITIONS USING RADAR METHODS	5.0	66

TABLE 13

TASKS RATED BELOW AVERAGE IN DIFFICULTY
PERFORMED BY 80 PERCENT OR MORE OF THE TOTAL SAMPLE

TASK	DIFFICULTY INDEX	PERCENT PERFORMING
E212 ISSUE WEATHER ADVISORIES	4.0	83
E199 ISSUE AIRFIELD ADVISORIES OR INFORMATION	4.0	80
E220 MAKE ENTRIES ON DAILY REPORT OF CONTROLLER FORMS (AF FORM 1132)	3.6	80
E202 ISSUE BIRD FLIGHT ADVISORIES	3.6	81
E214 ISSUE WIND ADVISORIES	3.5	93
E213 ISSUE WHEELS DOWN REMINDERS	3.4	86
E201 ISSUE ALTIMETER SETTINGS	3.2	85
E170 ATTEND CONTROLLER BRIEFINGS OR MEETINGS	3.2	82
E221 MAKE ENTRIES ON POSITION LOGS FORMS (AF FORM 1134)	3.0	81
E222 MAKE TIME CHECKS	2.4	85

SPECIALTY TRAINING STANDARDS ANALYSES

The survey data on the 272X0, 272X0A, 272X0B, and 272X0C incumbents were compared to STS 272X0, dated 5 September 1972. Paragraphs 1 through 3 were not evaluated because of the general applicability to several related career fields.

The STS is designed to cover three separate shredouts in the career ladder. Consequently, the STS is broad in nature. Though the 272X0 STS reflects the tasks performed by the four concerned groups, it should be pointed out that considerable variation existed in percent members from each group performing these tasks. For example, tasks related to paragraphs 8 and 9 were performed by large percentages of A-shredout incumbents. Tasks related to paragraph 10 were performed by large percentages of C-shredout incumbents, and tasks related to paragraph 11 were performed by large percentages of B-shredout incumbents. This is a reflection of the different jobs performed by the groups, particularly A-shredout and B-shredout groups. As indicated in the DAFSC comparison section of this report, it would appear that at least two STSs or a single STS with shredout sections may provide a more definitive training standard.

The survey data on 272X0D combat control incumbents were compared to STS 272X0D, dated 4 May 1971. STS paragraphs 1 through 3 were not evaluated. Overall, the STS for 272X0D appears to be adequate in terms of task performance data. Paragraphs 4 through 7 of the 272X0D STS are similar to those in the 272X0 STS with tasks related to these paragraphs being performed to a lesser extent by 272X0D personnel than by the other shredout groups. Tasks related to paragraph 9 of the STS for 272X0D were performed to a great extent by the shredout D group.

TECHNICAL TRAINING ASSESSMENT

During the analysis, the Plan of Instruction (POI) for Course 3ABR27230 (Keesler AFB), dated 3 December 1975, was reviewed with respect to task performance data. Projected student flow for FY 76 is 1,338. Average cost per graduate, as obtained from the ATC graduate costs section, is \$7,758. The course is 20 weeks long, with all students receiving the same blocks of training, regardless of later assignment. The course is, in part, oriented to FAA Handbook 7110.65 and is designed to meet FAA Air Traffic Controller criteria. Telephone conversations with technical school personnel at Keesler AFB indicated the course is oriented to the air traffic control system and not to equipment, position, or facility assignment.

Task performance data from three groups of first job incumbents (7-36 months TAFMS) were used to assess the course. The first group was composed of 568 airmen (231 DAFSC 272XOA personnel, 221 DAFSC 272XOB personnel, and 115 DAFSCs 272XO, 272XOC, 272XOD personnel). The second group contained the 231 personnel with DAFSC 272XOA. The third group was composed of the 221 personnel with DAFSC 272XOB. Thirty percent members performing was used as the cutoff level for tasks below which training is generally not considered cost effective.

Tables 14 and 15 reflect percent members performing and task difficulty for selected tasks related to the Blocks of Training shown in Table 16. The tasks were related to STS paragraphs by technical school personnel. Then, using the STS identification and POI data, the tasks were related to blocks of training by the survey analyst. As an additional check, a team of air traffic controller subject matter specialists was used to further relate tasks to block of training. Some tasks were difficult to assign to a single block of training, or the tasks did not differentiate between the groups. These tasks are not included in the tables.

Table 14 reflects task data related to both Blocks II and III of the POI. These two blocks relate to terminal VFR and terminal IFR traffic control. Generally, these two blocks relate primarily to A-shredout tasks.

Table 15 presents task data relating to Blocks IV and V, which cover terminal radar control systems, procedures, and operations. The task data reflect just the reverse of Table 14, with most of the tasks listed relating to the B-shredout.

Survey respondents were also asked to indicate which items of equipment they used on their job. Table 17 summarizes this information for first job assignment personnel in the three groups discussed. As shown in the table, there are considerable differences in the type of equipment used by the two shredout groups. Control tower items and the AN/GRA-53 UHF

and AN/GRC-175 VHF radio communications equipment are primarily used by A shredout personnel, while radar sets and the AN/ARC-3 VHF, AN/ARC-27 UHF radio equipment are used by B shredout personnel. However, all 272X0 personnel are trained on both types of equipment, regardless of later assignment.

As a result of the survey results discussed above, consideration should be given by appropriate training personnel to dividing the course into one single common block for all air traffic control personnel, a specific block or blocks relating to tower activities for shredout A personnel only, and another specific block or blocks for shredout B personnel only.

TABLE 14

COMPARISON OF TASK PERFORMANCE BY A AND B SHREDOUT INCUMBENTS
ON TASKS RELATED TO BLOCKS II AND III OF POI

TASK	PERCENT PERFORMING SHRED		TASK DIFFICULTY
	A	B	
K447 ACTIVATE EMERGENCY EVACUATION ALARM SYSTEMS	83	4	3.6
K449 ADVISE PILOTS OF OBSERVED ABNORMAL AIRCRAFT CONDITIONS	88	5	4.6
K450 APPROVE OR DISAPPROVE AIRCRAFT MAINTENANCE ENGINE RUNUP, TAXIING, OR TOWING OPERATIONS	88	5	4.0
K451 APPROVE OR DISAPPROVE LANDINGS	87	4	4.8
K453 APPROVE OR DISAPPROVE TAKEOFFS	86	6	4.8
K454 APPROVE OR DISAPPROVE TOUCH AND GO, LOW APPROACH OR STOP AND GOES	90	7	4.9
K455 ASSIGN RUNWAYS FOR LANDINGS AND TAKEOFFS	73	4	4.5
K456 AUTHORIZE INTERSECTION TAKEOFFS	87	5	4.5
K463 CONTROL VEHICLES, EQUIPMENT, OR PERSONNEL ON MOVEMENT AREA USING LIGHT GUN SIGNALS	76	6	4.9
K464 CONTROL VEHICLES, EQUIPMENT, OR PERSONNEL ON MOVEMENT AREA USING RADIO OR TELEPHONES	89	6	4.4
K465 INFORM BASE SECURITY CONTROL OF OBSERVED UNUSUAL EVENTS OR INCIDENTS	82	5	4.1
K467 ISSUE LANDING CLEARANCES TO RADAR CONTROLLED AIRCRAFT USING LIGHT AND VOICE OR VOICE METHODS	86	6	4.5
K468 ISSUE DEPARTURE CONTROL FREQUENCIES TO IFR AIRCRAFT	89	7	3.6
K469 ISSUE JET BLAST CAUTIONARY INFORMATION	79	4	4.1
K470 ISSUE LANDING INSTRUCTIONS	93	9	4.3
K472 ISSUE TAXIING INSTRUCTIONS	95	6	3.9
K473 MAINTAIN SURVEILLANCE OF AIRPORT MOVEMENT ON TRAFFIC AREAS	93	6	4.6
K474 MAKE GENERAL WEATHER OBSERVATIONS	80	5	4.7
K475 NOTIFY AGENCIES OF AIRFIELD ABNORMALITIES	90	6	4.2
K477 OPERATE APPROACH LIGHTING SYSTEMS (ALS)	87	5	4.2
K483 OPERATE PRIMARY CRASH ALARM SYSTEMS	88	5	4.1
K484 OPERATE ROTATING BEACONS	82	5	3.1

TABLE 15

COMPARISON OF TASK PERFORMANCE BY A AND B SHREDDOUT INCUMBENTS
ON TASKS RELATED TO BLOCKS IV AND V OF POI

TASK	PERCENT PERFORMING SHRED		TASK DIFFICULTY
	A	B	
F284 IDENTIFY AIRCRAFT USING PRIMARY RADAR METHODS	3	78	5.1
F285 IDENTIFY AIRCRAFT USING RADAR BEACON METHODS	6	79	4.4
F287 INTERPRET RADAR BEACON DISPLAYS	1	54	4.6
F288 ISSUE BEACON CODES	14	73	4.0
F289 ISSUE DECISION HEIGHT OR MINIMUM DESCENT ALTITUDE ADVISORIES	3	84	3.9
F290 ISSUE LOST COMMUNICATIONS INSTRUCTIONS	1	67	4.5
F292 MONITOR AIRCRAFT DEPARTURES ON RADAR	3	54	3.9
F299 PROVIDE RADAR SEPARATION BETWEEN SUCCESSIVE AIRCRAFT ARRIVALS	1	69	5.2
F305 SELECT RADAR BEACON PRESENTATIONS	1	50	4.1
K464 CONTROL VEHICLES, EQUIPMENT, OR PERSONNEL ON MOVEMENT AREA USING RADIOS OR TELEPHONES	89	6	4.4
K467 ISSUE LANDING CLEARANCE TO RADAR CONTROLLED AIRCRAFT USING LIGHT AND VOICE OR VOICE METHODS	86	6	4.5
K468 ISSUE DEPARTURE CONTROL FREQUENCIES TO IFR AIRCRAFT	89	7	3.6
K471 ISSUE RUNWAY OR TAXI ADVISORIES	95	9	4.1
K473 MAINTAIN SURVEILLANCE OF AIRPORT MOVEMENT ON TRAFFIC AREAS	93	6	4.6
K477 OPERATE APPROACH LIGHTING SYSTEMS (ALS)	89	9	3.6
M506 ALIGN OR ADJUST RADAR SCOPES	6	74	5.2
M507 ALIGN OR ADJUST VIDEO MAPS OR MAP OVERLAYS	2	30	5.3
M512 CHECK OPERATION OF SECONDARY RADARS	2	63	4.6
M517 MARK DECISION HEIGHT LINES ON RADAR INDICATORS	3	82	4.1

TABLE 16

COURSE 3ABR27230 COURSE CHART

Week of Training	Course Material - UNCLASSIFIED	108 Hours TT	12 Hours RT
1	BLOCK I - Air Traffic Control Fundamentals		
2	Orientation (6/0 hrs); Air Traffic Control Indoctrination and Certification (57/8 hrs); Weather for Air Force Controllers (26/10 hrs); Measurement and Critique (1/0 hr).		
3		90 Hours C/L	18 Hours CTT
4	Course Material - UNCLASSIFIED	198 Hours TT	48 Hours CTT
5	BLOCK II - Terminal VFR Traffic Control		
6	USAF Communications Security (2/0 hrs); Control Tower Operation (147/48 hrs); Measurement and Critique (1/0 hr)		
7			2 Hours RT
8		150 Hours C/L	
9	Course Material - UNCLASSIFIED	158 Hours TT	38 Hours CTT
10	BLOCK III - Terminal IFR Traffic Control		
11	Non-Radar Separations and Procedures (59/20 hrs); Non-Radar Approach Control Operations (60/18 hrs); Measurement and Critique (1/0 hr).		
12			
13		120 Hours C/L	2 Hours RT
14	Course Material - UNCLASSIFIED	150 Hours TT	36 Hours CTT
15	BLOCK IV - Terminal Radar Control Systems and Procedures		
16(4/5)	Introduction to Radar (18/6 hrs); Equipment Adjustment (30/10 hrs); Air Force Radar Procedures (65/20 hrs); Measurement and Critique (1/0 hrs)		
16(1/5)		114 Hours C/L	2 Hours RT
17	Course Material - UNCLASSIFIED	158 Hours TT	32 Hours CTT
18	BLOCK V - Terminal Radar Control Operations		
19	Radar Approach Control Operations (123/32 hrs); Flight Surgeon's Briefing (1/0 hr); Course Critique and Graduation (2/0 hrs).		
20		126 Hours C/L	10 Hours RT

TABLE 17
EQUIPMENT USED BY FIRST JOB ASSIGNMENT GROUPS
(PERCENT RESPONDING)

	OVERALL N=568 <u>SPC051</u>	A SHRED N=231 <u>SPC052</u>	B SHRED N=222 <u>SPC053</u>
<u>CONTROL TOWER</u>			
AN/FRC-198 TOWER CONSOLE	22	43	2
AN/GSA-35 TAPE RECORDERS	19	30	9
AN/GSA-135 TOWER CONSOLE	25	47	2
BRITE II	40	75	5
<u>NAVAIDS MONITORS</u>			
AN/GRA-34 TACAN CONTROL MONITOR GROUP	35	41	29
AN/GRN-27	6	6	4
AN/GTW-2 ILS REMOTE CONTROL MONITOR	28	35	21
AN/RM-2 RADIO BEACON MONITOR	7	10	3
WILCOX VOR MONITOR	14	14	14
<u>RADAR SETS</u>			
AN/FPN-16 PRECISION GCA RADAR EQUIPMENT	29	2	58
AN/FPN-47 AIR TRAFFIC CONTROL SURVEILLANCE RADAR	21	-	41
AN/GPA 131-131A	8	-	19
AN/GPN-12 RAPCON	6	-	12
AN/MPN-13 MOBILE GCA UNIT	10	-	22
AN/MPN-14 MOBILE GCA UNIT	7	-	13
AN/TPX-42	25	1	51
<u>RADIO COMM EQUIP</u>			
AN/ARC-3 VHF	21	9	37
AN/ARC-27 UHF	20	4	38
AN/FSA-4	4	3	7
AN/FSA-22	5	3	8
AN/GRA-53 UHF	51	77	23
AN/GRC-27 UHF	37	30	49
AN/GRC-175 VHF	44	60	30

This report concludes that: CONCLUSIONS

- (1) Because of the wide variation in percent members from each AFSC and shredout group performing tasks related to the various STS paragraphs, consideration should be given to separating the 272X0 STS (covering AFSCs 272X0, 272X0A, 272X0B, and 272X0C) into separate STSs or subdividing the current STS into shredout sections; and
- (2) Consideration should also be given to changing basic course 3ABR27230. Currently, all personnel are trained on tower, radar, and other functions, regardless of first assignment. However, task performance data indicated that personnel are assigned initially to only one of these functions.

A

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP299 Control Tower Cluster

PERCENT OF SAMPLE: N=567

MAJOR COMMAND DISTRIBUTION: 87% AFCS

DAFSC DISTRIBUTION: 27230: 18% A Shred: 82%
27250: 53%
27270: 28%

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 28%

AVERAGE TIME IN CAREER FIELD: 48 Months

FACILITY ASSIGNED: 97% VFR Control Tower (CT-LC)

AVERAGE NUMBER OF TASKS PERFORMED: 115

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	53
K PERFORMING CONTROL TOWER FUNCTIONS	35
B DIRECTING AND IMPLEMENTING	5
D TRAINING	3

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
K488 Operate taxiway lights	98
K473 Maintain surveillance of airport movement on traffic areas	99
K497 Sequence landings or takeoffs	97
K464 Control vehicles, equipment, or personnel on movement area using radios or telephones	98
K472 Issue taxiing instructions	99

GROUP ID NUMBER AND TITLE: GRP455, Senior Tower Controller Job Type

PERCENT OF SAMPLE: N=465

AVERAGE TIME IN CAREER FIELD: 52 Months

DAFSC DISTRIBUTION: 27230: 12% A Shred: 83%
 27250: 55%
 27270: 32%

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 32%

ASSIGNED VFR CONTROL TOWER: 97%

POSITION: CT 10%
 FD 38%
 GC 37%
 LC 39%

AVERAGE NUMBER OF TASKS PERFORMED: 121

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS
K PERFORMING CONTROL TOWER FUNCTIONS
B DIRECTING AND IMPLEMENTING
D TRAINING

53
34
6
4

FOUR REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

K473 Maintain surveillance of airport on traffic
 areas
E213 Issue wheels down reminders
E214 Issue wind advisories
K472 Issue taxiing instructions

99
100
99
100

GROUP ID NUMBER AND TITLE: GRP401, Tower Controller Job Type

PERCENT OF SAMPLE: N=82

AVERAGE TIME IN CAREER FIELD: 20 Months

DAFSC DISTRIBUTION: 27230: 50% A Shred: 78%
27250: 46%

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: 5%

ASSIGNED VFR CONTROL TOWER: 99%

POSITION: CT 11%
FA 61%
GC 61%
LC 68%

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS
K PERFORMING CONTROL TOWER FUNCTIONS
B DIRECTING AND IMPLEMENTING

54
41
2

FOUR REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

K473 Maintain surveillance of airport movement on
traffic areas
K472 Issue taxiing instructions
E214 Issue wind advisories
K471 Issue runway or taxi advisories

100
100
96
100

GROUP ID NUMBER AND TITLE: GRP172, Supervision and Training Cluster

PERCENT OF SAMPLE: N=143

AVERAGE TIME IN CAREER FIELD: 185 Months

LOCATION: 73% CONUS

DAFSC DISTRIBUTION: 27250: 4% A Shred: 36%
 27270: 51% B Shred: 16%
 27290: 45%

AVERAGE GRADE: 6.9

AMOUNT OF SUPERVISION: 75%

FUNCTION ASSIGNED: 53% Chief Controller
 41% Facility Examiner
 34% Training and Standardization

FACILITY ASSIGNED: 81% VFR Control Tower (CT-LC)
 80% Rotate positions within facility
 36% Rotate positions between facilities

AVERAGE NUMBER OF TASKS PERFORMED: 206

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	33
K PERFORMING CONTROL TOWER FUNCTIONS	18
B DIRECTING AND IMPLEMENTING	14
D TRAINING	13
A PLANNING AND ORGANIZING	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
C112 Evaluate proficiency of air traffic controllers	93
C110 Evaluate air traffic control methods or techniques	84
C107 Conduct air traffic control facilities or procedures self inspections	82
E214 Issue wind advisories	99
E201 Issue altimeter settings	99

GROUP ID NUMBER AND TITLE: GRP271, Control Tower Chief Job Type

PERCENT OF SAMPLE: N=13

AVERAGE TIME IN CAREER FIELD: 247 Months

LOCATION: 85% CONUS

DAFSC DISTRIBUTION: 27290: 100%

AVERAGE GRADE: 8.2

AMOUNT OF SUPERVISION: 100%

FUNCTION ASSIGNED: 85% Base Air Traffic Control Board Member
77% Chief Controller
85% VFR Control Tower (CT-LC)

AVERAGE NUMBER OF TASKS PERFORMED: 187

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

B	DIRECTING AND IMPLEMENTING	24
A	PLANNING AND ORGANIZING	21
E	PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	21
K	PERFORMING CONTROL TOWER FUNCTIONS	11
C	EVALUATING	11

SIX REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

B58	Direct visual flight rules (VFR) control tower activities	85
B93	Supervise Air Traffic Control Technicians, A shred (AFSC 27270A)	92
C114	Review facility memoranda, operations letters, or letters of agreement	100
A26	Prepare facility memoranda, correspondence, or reports	100
C112	Evaluate proficiency of air traffic controllers	92
A5	Counsel personnel on personal or military related problems	100

GROUP ID NUMBER AND TITLE: GRP525, Tower Crew Chief Job Type

PERCENT OF SAMPLE: N=32

AVERAGE TIME IN CAREER FIELD: 129 Months

DAFSC DISTRIBUTION: 27250: 12% A Shred: 84%
27270: 87% B Shred: 3%

AVERAGE GRADE: 5.7

AMOUNT OF SUPERVISION: 81%

FUNCTION ASSIGNED: 31% Facility Examiner
34% Training and Standardization

FACILITY ASSIGNED: 94% VFR Control Tower

AVERAGE NUMBER OF TASKS PERFORMED: 188

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	43
K PERFORMING CONTROL TOWER FUNCTIONS	24
D TRAINING	13
B DIRECTING AND IMPLEMENTING	11

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D125 Conduct control tower proficiency training	100
B58 Direct visual flight rules (VFR) control tower activities	91
B97 Supervise Apprentice Air Traffic Control Operators, A shred (AFSC 27230A)	94
E213 Issue wheels down reminders	100
E220 Make entries on Daily Report of Controller forms (AF Form 1132)	100

GROUP ID NUMBER AND TITLE: GRP588, Chief Controller Job Type

PERCENT OF SAMPLE: N=40

AVERAGE TIME IN CAREER FIELD: 214 Months

LOCATION: 67% CONUS

DAFSC DISTRIBUTION: 27270: 15% A Shred: 20%
27290: 85%

AVERAGE GRADE: 7.6

AMOUNT OF SUPERVISION: 93%

FUNCTION ASSIGNED: 35% Facility Examiner
80% Air Traffic Control Board
92% Chief Controller

AVERAGE NUMBER OF TASKS PERFORMED: 212

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	33
K PERFORMING CONTROL TOWER FUNCTIONS	19
B DIRECTING AND IMPLEMENTING	16
A PLANNING AND ORGANIZING	13
D TRAINING	11

SIX REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B58 Direct visual flight rules (VFR) control tower activities	95
B93 Supervise Air Traffic Control Technicians, A shred (AFSC 27270A)	97
C114 Review facility memoranda, operations letters, or letters of agreement	98
C112 Evaluate proficiency of air traffic controllers	100
E184 Coordinate intra-facility air traffic control functions with facility controllers	95
E214 Issue wind advisories	100

GROUP ID NUMBER AND TITLE: GRP402, Training and Standardization Supervisor
Job Type

PERCENT OF SAMPLE: N=32

AVERAGE TIME IN CAREER FIELD: 182 Months

LOCATION: 72% CONUS

DAFSC DISTRIBUTION: 27270: 75% A Shred: 16%
27290: 25% B Shred: 53%

AVERAGE GRADE: 6.9

AMOUNT OF SUPERVISION: 47%

FUNCTION ASSIGNED: 56% Facility Examiner
62% Training and Standardization

FACILITY ASSIGNED: 28% Precision Approach Radar
34% RAPCON
53% VFR Control Tower

AVERAGE NUMBER OF TASKS PERFORMED: 249

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	30
D TRAINING	15
K PERFORMING CONTROL TOWER FUNCTIONS	14
B DIRECTING AND IMPLEMENTING	14

SIX REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D148 Monitor facility rating training	97
C112 Evaluate proficiency of air traffic controllers	100
D139 Evaluate student or trainee progress	94
E281 Type correspondence, reports, or other administrative materials	94
D130 Conduct or schedule on-the-job training (OJT)	84
D135 Counsel students or trainees on training progress	94

GROUP ID NUMBER AND TITLE: GRP222, Training and Standardization Specialist
Job Type

PERCENT OF SAMPLE: N=8

AVERAGE TIME IN CAREER FIELD: 145 Months

LOCATION: 87% CONUS

DAFSC DISTRIBUTION: 27250: 12% A Shred: 25%
27270: 62% B Shred: 50%
27290: 25%

AVERAGE GRADE: 6.6

AMOUNT OF SUPERVISION: 25%

FUNCTION ASSIGNED: 75% Facility Examiner
87% Training and Standardization

FACILITY ASSIGNED: 62% VFR Control Tower (CT-LC)

AVERAGE NUMBER OF TASKS PERFORMED: 200

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

D TRAINING
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS
K PERFORMING CONTROL TOWER FUNCTIONS
C EVALUATING

32
28
11
10

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

D152 Organize or implement training programs
C117 Test personnel under operational conditions
D154 Prepare facility training guides
D157 Prepare training schedules
E170 Attend controller briefings or meetings

100
100
100
100
100

GROUP ID NUMBER AND TITLE: GRP303, Dual Controller Cluster

PERCENT OF SAMPLE: N=56

AVERAGE TIME IN CAREER FIELD: 79 Months

DAFSC DISTRIBUTION: 27250: 50% A Shred: 34%
27270: 59% B Shred: 48%

AVERAGE GRADE: 5.0

AMOUNT OF SUPERVISION: 54%

FACILITY ASSIGNED: 32% Precision Approach Radar
41% Radar Approach Control Fixed
57% VFR Control Tower (CT-LC)
87% Rotate Positions Within Facility
82% Rotate Positions Between Facilities

AVERAGE NUMBER OF TASKS PERFORMED: 161

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	45
K PERFORMING CONTROL TOWER FUNCTIONS	25
F PERFORMING GENERAL RADAR FUNCTIONS	10
B DIRECTING AND IMPLEMENTING	7
M OPERATING RADAR EQUIPMENT	6

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E213 Issue wheels down reminders	100
K472 Issue taxiing instructions	100
K467 Issue landing clearances to radar controlled aircraft using light and voice or voice methods	96
K468 Issue departure control frequencies to IFR aircraft	98
E197 Interpret tower/radar coordination system lights	87

GROUP ID NUMBER AND TITLE: GRP489, Tower/Radar Crew Chief Job Type

PERCENT OF SAMPLE: N=15

LOCATION: 100% CONUS

DAFSC DISTRIBUTION: 27250: 7% A Shred: 33%
27270: 93% B Shred: 40%

AVERAGE GRADE: 5.7

AMOUNT OF SUPERVISION: 93%

AVERAGE TIME IN CAREER FIELD: 94 Months

FACILITY ASSIGNED: 93% Precision Approach Radar
87% VFR Control Tower
80% Rotate Positions Within Facility
93% Rotate Positions Between Facilities

AVERAGE NUMBER OF TASKS PERFORMED: 161

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	41
K PERFORMING CONTROL TOWER FUNCTIONS	26
B DIRECTING AND IMPLEMENTING	11
D TRAINING	7
M OPERATING RADAR EQUIPMENT	6

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B89 Supervise Air Traffic Control Operators, A Shred (AFSC 27250A)	100
B58 Direct visual flight rules (VFR) control tower activities	100
B97 Supervise Apprentice Air Traffic Control Operators, A shred (AFSC 27230A)	93
E240 Provide radio checks for ground aircraft	100
E238 Provide radar monitoring of instrument approaches	100

GROUP ID NUMBER AND TITLE: GRP533, Senior Tower/Radar Controller Job Type

PERCENT OF SAMPLE: N=31

LOCATION: 74% CONUS

DAFSC DISTRIBUTION: 27250: 45% A Shred: 36%
27270: 55% B Shred: 52%

AVERAGE GRADE: 4.8

AMOUNT OF SUPERVISION: 48%

AVERAGE TIME IN CAREER FIELD: 81 Months

FACILITY ASSIGNED: 16% Ground Control Approach (GCA)
64% Radar Approach Control Fixed (RAPC)
42% VFR Control Tower (CT-LC)
94% Rotate Positions Within Facility
84% Rotate Positions Between Facilities

AVERAGE NUMBER OF TASKS PERFORMED: 173

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	45
K PERFORMING CONTROL TOWER FUNCTIONS	24
F PERFORMING GENERAL RADAR FUNCTIONS	13
M OPERATING RADAR EQUIPMENT	6
B DIRECTING AND IMPLEMENTING	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E213 Issue wheels down reminders	100
K468 Issue departure control frequencies to IFR aircraft	100
K467 Issue landing clearances to radar controlled aircraft using light and voice or voice methods	100
F285 Identify aircraft using radar beacon methods	100
K473 Maintain surveillance of airport movement on traffic areas	97

GROUP ID NUMBER AND TITLE: GRP152, RAPCON Controller Cluster

PERCENT OF SAMPLE: N=595

AVERAGE TIME IN CAREER FIELD: 75 Months

DAFSC DISTRIBUTION: 27230: 13% B Shred: 81%
27250: 47%
27270: 36%
27290: 4%

AVERAGE GRADE: 4.7

AMOUNT OF SUPERVISION: 42%

FACILITY ASSIGNED: RAPCON - 69%
GCA - 17%

AVERAGE NUMBER OF TASKS PERFORMED: 131

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	56
F PERFORMING GENERAL RADAR FUNCTIONS	17
B DIRECTING AND IMPLEMENTING	18
M OPERATING RADAR EQUIPMENT	7
D TRAINING	6

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

F306 Seperate aircraft laterally by radar methods	94
F299 Provide radar separation between successive aircraft arrivals	95
E216 Locate or compute aircraft positions using radar methods	95
F288 Issue beacon codes	95
E271 Sequence flight progress strips	91

GROUP ID NUMBER AND TITLE: GRP529, Senior RAPCON Controller Job Type

PERCENT OF SAMPLE: N=207

AVERAGE TIME IN CAREER FIELD: 97 Months

DAFSC DISTRIBUTION: 27250: 37% B Shred: 82%
27270: 55%

AVERAGE GRADE: 5.3

AMOUNT OF SUPERVISION: 64%

FACILITY ASSIGNED: GCA 7%
PAR 11%
RAPCON 79%

AVERAGE NUMBER OF TASKS PERFORMED: 164

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	53
F PERFORMING GENERAL RADAR FUNCTIONS	15
B DIRECTING AND IMPLEMENTING	10
M OPERATING RADAR EQUIPMENT	7

SIX REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F299 Provide radar separation between successive aircraft arrivals	98
E216 Locate or compute aircraft positions using radar methods	98
F295 Perform radar handoffs	97
E184 Coordinate intra-facility air traffic control functions with facility controllers	97
F306 Separate aircraft laterally by radar methods	98
B90 Supervise Air Traffic Control Operators, B shred (AFSC 27250B)	71

GROUP ID NUMBER AND TITLE: GRP552, Radar Controller Job Type

PERCENT OF SAMPLE: N=213

AVERAGE TIME IN CAREER FIELD: 55 Months

DAFSC DISTRIBUTION: 27230: 13% B Shred: 85%
 27250: 65%
 27270: 21%

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 24%

FACILITY ASSIGNED: GCA 3%
 PAR 9%
 RAPCON 83%

AVERAGE NUMBER OF TASKS PERFORMED: 118

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E	PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	61
F	PERFORMING GENERAL RADAR FUNCTIONS	21
M	OPERATING RADAR EQUIPMENT	8
B	DIRECTING AND IMPLEMENTING	4

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

F288	Issue beacon codes	99
F292	Monitor aircraft departures on radar	98
E188	Establish approach sequences	97
F306	Separate aircraft laterally by radar methods	99
B90	Supervise Air Traffic Control Operators, B shred (AFSC 27250A)	24

GROUP ID NUMBER AND TITLE: GRP420, GCA/RAPCON Controller Job Type

PERCENT OF SAMPLE: N=37

AVERAGE TIME IN CAREER FIELD: 33 Months

DAFSC DISTRIBUTION: 27230: 30% B Shred: 82%
27250: 54%
27270: 16%

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 13%

FACILITY ASSIGNED: GCA 87%

AVERAGE NUMBER OF TASKS PERFORMED: 97

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E	PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	55
F	PERFORMING GENERAL RADAR FUNCTIONS	19
M	OPERATING RADAR EQUIPMENT	11
B	DIRECTING AND IMPLEMENTING	5
L	PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	4

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

E214	Issue wind advisories	100
M511	Check operation of primary radars	100
E277	Transfer radio communications	100
F307	Separate aircraft longitudinally by radar methods	97
M514	Check radar display of touchdown and bracketting reflectors	97

GROUP ID NUMBER AND TITLE: GRP323, Senior GCA Controller Job Type

PERCENT OF SAMPLE: N=17

AVERAGE TIME IN CAREER FIELD: 120 Months

DAFSC DISTRIBUTION: 27250: 12%
27270: 88%

AVERAGE GRADE: 5.2

AMOUNT OF SUPERVISION: 59%

FACILITY ASSIGNED: GCA 71%

AVERAGE NUMBER OF TASKS PERFORMED: 106

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	45
B DIRECTING AND IMPLEMENTING	13
F PERFORMING GENERAL RADAR FUNCTIONS	12
M OPERATING RADAR EQUIPMENT	11

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E213 Issue wheels down reminders	100
M514 Check radar display of touchdown and bracketting reflectors	100
M512 Check operation of secondary radars	94
B90 Supervise Air Traffic Control Operators, B shred (AFSC 27250B)	82
F285 Identify aircraft using radar beacon methods	100

GROUP ID NUMBER AND TITLE: GRP272, RAPCON Controller Job Type

PERCENT OF SAMPLE: N=65

AVERAGE TIME IN CAREER FIELD: 27 Months

DAFSC DISTRIBUTION: 27230: 45% B Shred: 69%
27250: 51%

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 12%

FACILITY ASSIGNED: RAPCON 83%

AVERAGE NUMBER OF TASKS PERFORMED: 79

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS
F PERFORMING GENERAL RADAR FUNCTIONS
M OPERATING RADAR EQUIPMENT

64
21
6

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

E214 Issue wind advisories
E221 Make entries on Position Logs forms (AF Form 1134)
F288 Issue beacon codes
F285 Identify aircraft using radar beacon methods
E216 Locate or compute aircraft positions using radar
methods

100
100
95
91
85

GROUP ID NUMBER AND TITLE: GRP176, RAPCON/GCA Chief Controller Job Type

PERCENT OF SAMPLE: N=37

AVERAGE TIME IN CAREER FIELD: 179 Months

DAFSC DISTRIBUTION: 27250: 60% B Shred: 54%
27270: 38%

AVERAGE GRADE: 6.9

AMOUNT OF SUPERVISION: 87%

FACILITY ASSIGNED: GCA 49%
RAPCON 32%

AVERAGE NUMBER OF TASKS PERFORMED: 165

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	34
B DIRECTING AND IMPLEMENTING	17
D TRAINING	17
F PERFORMING GENERAL RADAR FUNCTIONS	9

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

C112 Evaluate proficiency of air traffic controllers	97
B90 Supervise Air Traffic Control Operators, B shred (AFSC 27250B)	81
B94 Supervise Air Traffic Control Technicians, B shred (AFSC 27270B)	81
D193 Hold arriving VFR aircraft at visual fixes	95
B63 Initiate, review, or maintain Air Force Daily Report of Conditions forms (AF Form 1132)	92

GROUP ID NUMBER AND TITLE: GRP121, GCA/PAR Controller Cluster

PERCENT OF SAMPLE: N=112

AVERAGE TIME IN CAREER FIELD: 59 Months

DAFSC DISTRIBUTION: 27230: 18%
27250: 49%
27270: 32%

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 13%

FACILITY ASSIGNED: GCA 60% B Shred 80%
PAR 31%
RAPCON 8%

AVERAGE NUMBER OF TASKS PERFORMED: 67

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	15
M OPERATING RADAR EQUIPMENT	16
F PERFORMING GENERAL RADAR FUNCTIONS	13
B DIRECTING AND IMPLEMENTING	19
L PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	4

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M506 Align or adjust radar scopes	90
M514 Check radar display of touchdown and bracketing reflectors	92
M513 Check radar antenna tilt meters	70
F289 Issue decision height or minimum descent altitude advisories	91
M517 Mark decision height lines on radar indicators	95

GROUP ID NUMBER AND TITLE: GRP214, GCA/PAR Controller Job Type

PERCENT OF SAMPLE: N=69

AVERAGE TIME IN CAREER FIELD: 46 Months

DAFSC DISTRIBUTION: 27230: 16%
27250: 61% B Shred: 81%
27270: 23%

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 20%

FACILITY ASSIGNED: GCA 70%
PAR 27%

AVERAGE NUMBER OF TASKS PERFORMED: 54

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	53
M OPERATING RADAR EQUIPMENT	17
F PERFORMING GENERAL RADAR FUNCTIONS	15
B DIRECTING AND IMPLEMENTING	10
L PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	4

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F289 Issue decision height or minimum descent altitude advisories	99
M511 Check operation of primary radars	94
E197 Interpret tower/radar coordination system lights	83
E216 Locate or compute aircraft positions using radar methods	80
M506 Align or adjust radar scopes	90

GROUP ID NUMBER AND TITLE: GRP210, PAR Controller Job Type

PERCENT OF SAMPLE: N=11

AVERAGE TIME IN CAREER FIELD: 91 Months

DAFSC DISTRIBUTION: 27250: 27%
27270: 73% B Shred: 73%

AVERAGE GRADE: 5.4

AMOUNT OF SUPERVISION: None

FACILITY ASSIGNED: PAR 82%

AVERAGE NUMBER OF TASKS PERFORMED: 68

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E	PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	50
M	OPERATING RADAR EQUIPMENT	19
F	PERFORMING GENERAL RADAR FUNCTIONS	9
L	PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	8

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

M508	Check equipment alignment voltages	100
M514	Check radar display of touchdown and bracketting reflectors	100
E197	Interpret tower/radar coordination system lights	91
M506	Align or adjust radar scopes	91
L503	Provide radar precision approaches	73

GROUP ID NUMBER AND TITLE: GRP182, Entry RAPCON/GCA Controller
(First Job Assignment) Job Type

PERCENT OF SAMPLE: N=11

AVERAGE TIME IN CAREER FIELD: 17 Months

DAFSC DISTRIBUTION: 27230: 64% B Shred: 82%
27250: 36%

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: 9%

FACILITY ASSIGNED: GCA 27%
RAPCON 64%

AVERAGE NUMBER OF TASKS PERFORMED: 52

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	57
M OPERATING RADAR EQUIPMENT	13
F PERFORMING GENERAL RADAR FUNCTIONS	11
L PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	8

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

E213 Issue wheels down reminders	100
F289 Issue decision height or minimum descent altitude advisories	100
L503 Provide radar precision approaches	91
E247 Read or relay wind information displays	91
E220 Make entries on Daily Report of Controller forms (AF Form 1132)	91

GROUP ID NUMBER AND TITLE: GRP133, Radar Crew Chief Job Type

PERCENT OF SAMPLE: N=12

AVERAGE TIME IN CAREER FIELD: 140 Months

DAFSC DISTRIBUTION: 27250: 17% B Shred: 83%
27270: 75%

AVERAGE GRADE: 5.9

AMOUNT OF SUPERVISION: 75%

FACILITY ASSIGNED: GCA 75%
PAR 17%

AVERAGE NUMBER OF TASKS PERFORMED: 90

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	36
B DIRECTING AND IMPLEMENTING	18
M OPERATING RADAR EQUIPMENT	13
F PERFORMING GENERAL RADAR FUNCTIONS	13

FOUR REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

B90 Supervise Air Traffic Control Operators, B shred (AFSC 27250B)	75
E220 Make entries on Daily Report of Controller forms (AF Form 1132)	100
B53 Direct ground control approach (GCA) activities	75
B54 Direct precision approach radar activities	83

GROUP ID NUMBER AND TITLE: GRP060, Entry Radar Cluster

PERCENT OF SAMPLE: N=51

AVERAGE TIME IN CAREER FIELD: 24 Months

DAFSC DISTRIBUTION: 27230: 60% B Shred: 72%
27250: 29%

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: None

FACILITY ASSIGNMENT: GCA: 31%
RAPCON Fixed: 55%

AVERAGE NUMBER OF TASKS PERFORMED: 38

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	68
M OPERATING RADAR EQUIPMENT	12
F PERFORMING GENERAL RADAR FUNCTIONS	11

FIVE REPRESENTATIVE TASKS:

PERCENT MEMBERS
PERFORMING

E213 Issue wheels down reminders	92
E179 Clean work areas or equipment	84
M517 Mark decision height lines on radar indicators	72
E221 Make entries on Position Logs forms (AF Form 1134)	78
M514 Check radar display of touchdown and bracketting reflectors	57

GROUP ID NUMBER AND TITLE: GRP073, Entry RAPCON Controller
(First Job Assignment) Job Type

PERCENT OF SAMPLE: N=38

AVERAGE TIME IN CAREER FIELD:

DAFSC DISTRIBUTION: 27230: 63%
27250: 29%
B Shred: 71%

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: None

FACILITY ASSIGNED: GCA: 29%
PAR: 8%
RAPCON: 63%

AVERAGE NUMBER OF TASKS PERFORMED: 43

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	71
M OPERATING RADAR EQUIPMENT	9
F PERFORMING GENERAL RADAR FUNCTIONS	12
L PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	2

FIVE REPRESENTATIVE TASKS:

<u>TASKS:</u>	<u>PERCENT MEMBERS PERFORMING:</u>
M517 Mark decision height lines on radar indicators	68
E190 File flight progress strips	76
E181 Confirm accepted aircraft handoffs or hand overs	63
F284 Identify aircraft using primary radar methods	66
F289 Issue decision height or minimum descent altitude advisories	66

GROUP ID NUMBER AND TITLE: GRP062, Entry RAPCON/GCA/PAR Controller
(First Job Assignment) Job Type

PERCENT OF SAMPLE: N=13

AVERAGE TIME IN CAREER FIELD:

DAFSC DISTRIBUTION: 27230: 54%
27250: 31%
B Shred: 77%

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: 8%

FACILITY ASSIGNED: GCA: 38%
PAR: 38%
RAPCON: 31%

AVERAGE NUMBER OF TASKS PERFORMED: 23

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	61
M OPERATING RADAR EQUIPMENT	21
F PERFORMING GENERAL RADAR FUNCTIONS	8
L PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M517 Mark decision height lines on radar indicators	85
M514 Check radar display of touchdown and bracketting reflectors	69
E213 Issue wheels down reminders	100
M506 Align or adjust radar scopes	69
E220 Make entries on Daily Report of Controller forms (AF Form 1132)	69

GROUP ID NUMBER AND TITLE: GRP015, ATC Manager Cluster

PERCENT OF SAMPLE: N=44

AVERAGE TIME IN CAREER FIELD: 206 Months

LOCATION: CONUS: 75%

DAFSC DISTRIBUTION: 27270: 29%
27290: 70%
A Shred: 7%
B Shred: 23%

AVERAGE GRADE: 7.5

AMOUNT OF SUPERVISION: 55%

FUNCTIONS PERFORMED: Chief Controller: 23%
Facility Examiner: 11%
Flight Facility Superintendent: 23%

AVERAGE NUMBER OF TASKS PERFORMED: 55

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
A PLANNING AND ORGANIZING	32
B DIRECTING AND IMPLEMENTING	25
C EVALUATING	18
D TRAINING	13

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
C114 Review facility memoranda, operations letters, or letters of agreement	77
B66 Interpret air traffic control policies for using activities	70
B43 Attend briefings on status of air traffic control operations or equipment	75
B94 Supervise Air Traffic Control Technicians, B shred (AFSC 27270 B)	32
B102 Supervise military personnel with AFS's other than 272X0	32

GROUP ID NUMBER AND TITLE: GRP230, Controller Manager Job Type

PERCENT OF SAMPLE: N=5

AVERAGE TIME IN CAREER FIELD: 170 Months

LOCATION: CONUS: 100%

DAFSC DISTRIBUTION: 27270: 40%
27290: 60%

AVERAGE GRADE: 7.0

AMOUNT OF SUPERVISION: 100%

FUNCTION PERFORMED: Chief Controller: 100%

AVERAGE NUMBER OF TASKS PERFORMED: 101

TIME SPENT ON DUTIES:

DUTY

AVERAGE AMOUNT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	31
B DIRECTING AND IMPLEMENTING	22
A PLANNING AND ORGANIZING	15
C EVALUATING	10

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

B94 Supervise Air Traffic Control Technicians, B shred, (AFSC 27270 B)	100
B63 Initiate, review, or maintain Air Force Daily Report of Conditions forms (AF Form 1132)	100
B75 Post facility duty schedules	100
A23 Plan or schedule duty assignments	100
M508 Check equipment alignment voltages	100

GROUP ID NUMBER AND TITLE: GRP106, Flight Facilities Superintendent Job Type

PERCENT OF SAMPLE: N=17

AVERAGE TIME IN CAREER FIELD: 222 Months

LOCATION: 82% CONUS

DAFSC DISTRIBUTION: 27270: 23%
27290: 76%

AVERAGE GRADE: 7.8

AMOUNT OF SUPERVISION: 82%

FUNCTIONS PERFORMED: Base Air Traffic Control Board: 47%
Chief Controllers: 23%
FIT Facilities Superintendent: 53%

AVERAGE NUMBER OF TASKS PERFORMED: 82

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

B DIRECTING AND IMPLEMENTING	32
A PLANNING AND ORGANIZING	25
D TRAINING	17
C EVALUATING	13

SIX REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

A26 Prepare facility memoranda, correspondence, or reports	94
C114 Review facility memoranda, operations letters, or letters of agreement	94
C110 Evaluate air traffic control methods or techniques	82
A37 Submit recommendations for improving or standardizing air traffic control procedures	88
B94 Supervise Air Traffic Control Technicians, B shred (AFSC 27270 B)	47
B93 Supervise Air Traffic Control Technicians, A shred (AFSC 27270 A)	47

GROUP ID NUMBER AND TITLE: GRP107, Analysis Team Member Job Type

PERCENT OF SAMPLE: N=5

AVERAGE TIME IN CAREER FIELD: 208 Months

DAFSC DISTRIBUTION: 27270: 40%
27290: 60%

AVERAGE GRADE: 7.2

AMOUNT OF SUPERVISION: None

FUNCTIONS PERFORMED: Analysis Team Member 100%

AVERAGE NUMBER OF TASKS PERFORMED: 20

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	53
D TRAINING	18
B DIRECTING AND IMPLEMENTING	18

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
C110 Evaluate air traffic control methods or techniques	100
C111 Evaluate air traffic control recommendations or problem area reports	100
C105 Analyze air traffic control operations reports	100
C104 Analyze activity reports to determine high or low density traffic periods	80
B77 Prepare briefs or reports on aircraft accidents or incidents	60

GROUP ID NUMBER AND TITLE: GRP061, Combat Controller Cluster

PERCENT OF SAMPLE: N=50

AVERAGE TIME IN CAREER FIELD: 92 Months

MAJOR COMMAND DISTRIBUTION: MAC: 88%
TAC: 12%

LOCATION: CONUS: 70%

DAFSC DISTRIBUTION: 27250: 50%
27270: 38%
27290: 12%
D Shred: 86%

AVERAGE GRADE: 5.5

AMOUNT OF SUPERVISION: 52%

FUNCTIONS PERFORMED: Jumpmaster: 98%
Training and Standard: 18%
Special Combat: 40%

AVERAGE NUMBER OF TASKS PERFORMED: 70

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

H PERFORMING COMBAT CONTROL OPERATIONS AND TRAINING
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS
D TRAINING

50
20
9

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

H352 Mark drop zones
H358 Perform parachute jumps
H376 Rig or maintain parachutes
H355 Operate portable communication or NAVAID equipment
H349 Locate drop zones

100
100
94
100
92

GROUP ID NUMBER AND TITLE: GRP158, Combat Controller Job Type

PERCENT OF SAMPLE: N-18

MAJOR COMMAND DISTRIBUTION: MAC: 77%
 TAC: 22%

DAFSC DISTRIBUTION: 27250: 56%
 27270: 44%
 D Shred: 89%

AVERAGE GRADE: 5.1

AMOUNT OF SUPERVISION: 28%

FUNCTIONS PERFORMED: Jumpmaster: 100%
 Training and Standardization: 22%
 Special Combat: 39%

AVERAGE NUMBER OF TASKS PERFORMED: 46

TIME SPENT ON DUTIES:

DUTIES

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

H PERFORMING COMBAT CONTROL OPERATIONS AND TRAINING	66
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	17
D TRAINING	5
G PERFORMING MOBILE OPERATIONS	6

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

H356 Pack field gear or radios for assaults	96
H357 Perform assigned weapons practice to maintain proficiency	98
H360 Practice escape and evasion techniques such as camouflage or food or shelter procurement	96
H353 Mark extraction zones	92
H341 Conduct combat control continuation training (CCT)	78

GROUP ID NUMBER AND TITLE: GRP157, Senior Combat Controller Job Type

PERCENT OF SAMPLE: N=26

AVERAGE TIME IN CAREER FIELD: 112 Months

MAJOR COMMAND DISTRIBUTION: MAC: 92%
TAC: 8%

LOCATION: CONUS: 77%

DAFSC DISTRIBUTION: 27250: 38%
27270: 38%
27290: 23%
D Shred: 80%

AVERAGE GRADE: 5.9

AMOUNT OF SUPERVISION: 70%

AVERAGE NUMBER OF TASKS PERFORMED: 97

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

H PERFORMING COMBAT CONTROL OPERATIONS AND TRAINING	37
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	22
D TRAINING	12
G PERFORMING MOBILE OPERATIONS	8

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

H342 Conduct jumpmaster inspections	100
H366 Prepare Drop Zone Survey forms (AF Form 555)	100
H357 Perform assigned weapons practice to maintain proficiency	100
H343 Coordinate with command post or airlift control center (ALCC) for airlift operations	92
E214 Issue wind advisories	92

GROUP ID NUMBER AND TITLE: GRP009, Instructor Cluster

PERCENT OF SAMPLE: N=68

AVERAGE TIME IN CAREER FIELD: 110 Months

MAJOR COMMAND DISTRIBUTION: ATC: 95%
AFCS: 13%

DAFSC DISTRIBUTION: 27250: 46%
27270: 54%
A Shred: 18%
B Shred: 62%
T Prefix: 88%

AVERAGE GRADE: 5.6

AMOUNT OF SUPERVISION: 18%

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

D TRAINING	77
A PLANNING AND ORGANIZING	9
B DIRECTING AND IMPLEMENTING	7

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

D140 Give training lectures or demonstrations	87
D132 Conduct resident course classroom instruction	76
D139 Evaluate student or trainee progress	91
D133 Conduct simulated air traffic control problems	73
D135 Counsel students or trainees on training progress	87

GROUP ID NUMBER AND TITLE: GRP207, Instructor Job Type

PERCENT OF SAMPLE: N=40

AVERAGE TIME IN CAREER FIELD: 91 Months

MAJOR COMMAND DISTRIBUTION: ATC: 87%
AFCS: 12%

DAFSC DISTRIBUTION: 27250: 50%
27270: 50%
A Shred: 17%
B Shred: 62%

AVERAGE GRADE: 5.4

AMOUNT OF SUPERVISION: 5%

FACILITY ASSIGNMENT: Technical School 95%

AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

D TRAINING
A PLANNING AND ORGANIZING
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS

87
5
4

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

D133 Conduct simulated air traffic control problems
D139 Evaluate student or trainee progress
D151 Operate air traffic control training equipment
D155 Prepare lesson plans
D161 Score tests

87
97
90
80
82

GROUP ID NUMBER AND TITLE: GRP155, Senior Instructor Job Type

PERCENT OF SAMPLE: N=13

AVERAGE TIME IN CAREER FIELD: 134 Months

MAJOR COMMAND DISTRIBUTION: ATC: 84%

DAFSC DISTRUBUTION: 27250: 31%
27270: 69%

AVERAGE GRADE: 5.8

AMOUNT OF SUPERVISION: 39%

FACILITY ASSIGNED: Technical School 85%

AVERAGE NUMER OF TASKS PERFORMED: 35

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

D TRAINING	63
A PLANNING AND ORGANIZING	8
B DIRECTING AND IMPLEMENTING	15
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	5

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

D152 Organize or implement training programs	54
E180 Conduct briefings for visiting personnel on air traffic control procedures or equipment	61
D157 Prepare training schedules	54
D140 Give training lectures or demonstrations	100
D144 Instruct Air National Guard or Air Force Reserve controllers	77

GROUP ID NUMBER AND TITLE: GRP219, General Supervisory Controller, Independent
Job Type

PERCENT OF SAMPLE: N=11

AVERAGE TIME IN CAREER FIELD: 65 Months

LOCATION: Conus 71%

DAFSC DISTRIBUTION: 27250: 27%
27270: 64%
A Shred: 90%

AVERAGE GRADE: 4.6

AMOUNT OF SUPERVISION: 64%

AVERAGE NUMBER OF TASKS PERFORMED: 97

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	75
B DIRECTING AND IMPLEMENTING	11
D TRAINING	6

<u>FIVE REPRESENTATIVE TASKS:</u>	<u>PERCENT MEMBERS PERFORMING</u>
B89 Supervise Air Traffic Control Operators, A shred (AFSC 27250 A)	63
B97 Supervise Apprentice Air Traffic Control Operators, A shred (AFSC 27230 A)	54
E189 Establish landing sequences	100
E221 Make entries on Position Logs forms (AF Form 1134)	100
E253 Relay IFR clearance to departing aircraft	91

GROUP ID NUMBER AND TITLE: GRP112, Entry Tower Controller, (First Job Assignment) Independent Job Type

PERCENT OF SAMPLE: N=22

AVERAGE TIME IN CAREER FIELD: 12 Months

LOCATION: Conus 91%

DAFSC DISTRIBUTION: 27230: 68%
27250: 32%
A Shred: 73%
B Shred: 14%

AVERAGE GRADE: 3.0

AMOUNT OF SUPERVISION: None

POSITION ASSIGNMENT: Tower FD 68%
Tower GC 54%
Tower LC 32%

AVERAGE NUMBER NUMBER OF TASKS PERFORMED: 51

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS
K PERFORMING CONTROL TOWER FUNCTIONS

59
35

FIVE REPRESENTATIVE TASKS:

PERCENT MEMBERS
PERFORMING

E250 Relay aircraft arrival or departure times
E218 Make entries of arrival or departure on FAA Form 7230-8
K472 Issue taxiing instructions
E226 Obtain food or beverages for duty personnel
K471 Issue runway or taxi advisories

91
86
86
81
86

GROUP ID NUMBER AND TITLE: GRP119, Radar/Air Route Control Center Controller,
Independent Job Type

PERCENT OF SAMPLE: N=14

AVERAGE TIME IN CAREER FIELD: 108 Months

DAFSC DISTRIBUTION: 27230: 21%
27250: 28%
27270: 50%
B Shred: 43%
C Shred: 29%

AVERAGE NUMBER OF TASKS PERFORMED: 77

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS
F PERFORMING GENERAL RADAR FUNCTIONS
J PERFORMING AIR ROUTE TRAFFIC CONTROL CENTER FUNCTIONS

60
20
11

SIX REPRESENTATIVE TASKS:

PERCENT MEMBERS
PERFORMING

F307 Separate aircraft longitudinally by radar methods
F306 Separate aircraft laterally by radar methods
F295 Perform radar handoffs
F288 Issue beacon codes
E270 Separate aircraft vertically
E239 Provide radar separation for flight formations

100
93
93
93
100
79

GROUP ID NUMBER AND TITLE: GRP091, Center Controller, Independent Job Type

PERCENT OF SAMPLE: N=11

AVERAGE TIME IN CAREER FIELD: 118 Months

DAFSC DISTRIBUTION: 27250: 36%
27270: 54%
C Shred: 82%

AVERAGE GRADE: 5.9

AMOUNT OF SUPERVISION: 27%

FACILITY ASSIGNED: Air Traffic Regulation Center 100%

AVERAGE NUMBER OF TASKS PERFORMED: 130

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	31
I PERFORMING AIR TRAFFIC REGULATION CENTER (ATRC) FUNCTIONS	16
F PERFORMING GENERAL RADAR FUNCTIONS	11

<u>FIVE REPRESENTATIVE TASKS:</u>	<u>PERCENT MEMBERS PERFORMING</u>
B48 Direct air traffic regulation center (ATRC) activities	91
I390 Control or monitor air traffic over friendly or allied territories	91
I389 Coordinate with weapons controllers on aircraft handoffs	100
I391 Handoff aircraft to ATC facilities	100
I402 Review ATRC or TAC operations orders or plans	100

GROUP ID NUMBER AND TITLE: GRP109, Mobile Communications Controller,
Independent Job Type

PERCENT OF SAMPLE: N=6

AVERAGE TIME IN CAREER FIELD: 96 Months

DAFSC DISTRIBUTION: 27230: 33%
27250: 67%
A Shred: 33%
B Shred: 50%

AVERAGE GRADE: 5.0

FACILITY ASSIGNMENT: Mobile Comm Group: 100%
(1879 Comm SQ: 100%)

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

G PERFORMING MOBILE OPERATIONS
M OPERATING RADAR EQUIPMENT
D TRAINING

75
71
6

FIVE REPRESENTATIVE TASKS:

PERCENT MEMBERS
PERFORMING

G322 Construct or remove cantonment facilities
G328 Load or offload equipment from aircraft or vehicles
G313 Attend mobility training
G338 Unpack, erect, take down, or repack radar or
communications equipment components
G331 Operate motor vehicles

100
100
100
83
83

APPENDIX B

TABLE I
PERCENT TIME SPENT ON DUTIES BY MAJOR CLUSTERS *

DUTY	CONTROL TOWER CLUSTER-GRP299	SUPERVISION & TRNG CLUSTER-GRP172	DUAL CONTROLLER CLUSTER-GRP303	RAPCON CONTROLLER CLUSTER-GRP152	GCA/PAR CONTROLLER CLUSTER-GRP121	ENTRY RADAR CLUSTER-GRP060	COMBAT CONTROLLER CLUSTER-GRP061	INSTRUCTOR CLUSTER-GRP009	ATC MANAGER CLUSTER-GRP015
A PLANNING AND ORGANIZING	N = 567	143	56	595	112	51	50	68	44
B DIRECTING AND IMPLEMENTING	-	9	-	-	-	-	4	9	25
C EVALUATING	5	14	7	7	9	3	5	7	32
D TRAINING	-	7	-	-	-	-	-	-	18
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	3	13	4	6	-	-	9	77	13
F PERFORMING GENERAL RADAR FUNCTIONS	53	32	45	56	51	68	20	4	7
G PERFORMING MOBILE OPERATIONS	-	-	10	18	13	11	-	-	-
H PERFORMING COMBAT CONTROL OPERATIONS AND TRAINING	-	-	-	-	-	-	7	-	3
I PERFORMING AIR TRAFFIC REGULATION CENTER (ATRC) FUNCTIONS	-	-	-	-	-	-	50	-	-
J PERFORMING AIR ROUTE TRAFFIC CONTROL CENTER FUNCTIONS	-	-	-	-	-	-	-	-	-
K PERFORMING CONTROL TOWER FUNCTIONS	35	18	25	-	-	-	-	-	-
L PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	-	-	-	-	-	-	3	-	-
M OPERATING RADAR EQUIPMENT	-	-	6	7	4	12	-	-	-

* Percentages less than 3 percent omitted for clarity

TABLE II
PERCENT TIME SPENT ON DUTIES BY INDEPENDENT JOB TYPES *

DUTY	GEN SUPERVISORY CONTROLLER IJT-GRP219	ENTRY TOWER CONTROLLER IJT-GRP112	RADAR/AIR ROUTE CONTROL CENTER CONTROLLER IJT-GRP119	CENTER CONTROLLER IJT-GRP091	MOBILE COMM CONTROLLER IJT-GRP109
A PLANNING AND ORGANIZING	11	22	14	11	6
B DIRECTING AND IMPLEMENTING	-	-	-	5	-
C EVALUATING	11	4	-	10	4
D TRAINING	-	-	-	3	-
E PERFORMING GENERAL AIR TRAFFIC CONTROL FUNCTIONS	6	-	-	8	6
F PERFORMING GENERAL RADAR FUNCTIONS	75	59	60	31	5
G PERFORMING MOBILE OPERATIONS	-	-	20	11	-
H PERFORMING COMBAT CONTROL OPERATIONS AND TRAINING	-	-	-	5	75
I PERFORMING AIR TRAFFIC REGULATION CENTER (ATRC) FUNCTIONS	-	-	-	-	-
J PERFORMING AIR ROUTE TRAFFIC CONTROL CENTER FUNCTIONS	-	-	-	16	-
K PERFORMING CONTROL TOWER FUNCTIONS	-	-	11	7	-
L PERFORMING TERMINAL RADAR TRAFFIC CONTROL (RATC) FUNCTIONS	4	35	-	-	-
M OPERATING RADAR EQUIPMENT	-	-	-	-	7

* Percentages less than 3 percent omitted for clarity

TABLE III
FACILITY ASSIGNMENT BY CLUSTER
(PERCENT ASSIGNED)

	CONTROL TOWER GRP299	SUPERVISION AND TRAINING GRP172	DUAL CONTROL GRP303	GCA/PAR CONTROL GRP121	RAPCON CONTROL GRP152	ENTRY RADAR GRP060	COMBAT CONTROL GRP061	INSTRUCTOR GRP009	ATC MANAGER GRP015
AIRPORT SURVEILLANCE RADAR (R-ASR/G-ASR)	-	-	-	4	4	4	-	-	-
AIR-TRAFFIC REGULATION CENTER (ATRC)	-	-	-	-	-	-	-	91	-
AIR TRAINING COMMAND TECHNICAL SCHOOL	-	-	-	-	-	-	-	-	-
APPROACH CONTROL TOWER (CT-AP)	-	4	-	-	-	-	-	-	-
CONVENTIONAL AIR ROUTE CONTROL CENTER (CN-C)	-	-	-	-	-	-	-	-	-
GROUND CONTROL APPROACH (GCA)	-	7	14	60	17	31	-	-	-
MOBILE COMMUNICATIONS GROUP (AFCS)	-	-	-	-	-	-	-	-	11
PRECISION APPROACH RADAR (R-PAR/G-PAR)	3	14	32	31	10	16	-	-	7
RADAR AIR ROUTE CONTROL CENTER (CN-R)	-	-	-	-	-	-	-	-	-
RADAR APPROACH CONTROL (R-APC) (FIXED)	-	10	41	8	69	55	-	-	7
RADAR APPROACH CONTROL (R-APC) (MOBILE)	-	3	-	-	12	-	40	-	-
SPECIAL COMBAT CONTROL OPERATIONS (TAC)	-	-	-	-	-	-	-	-	-
VFR CONTROL TOWER (CT-LC)	97	81	57	-	-	-	-	-	11

* Percentages less than 3 percent omitted for clarity.

TABLE IV
POSITION ASSIGNMENT BY CLUSTER
(PERCENT ASSIGNED)

	CONTROL TOWER GRP299	SUPERVISION AND TRAINING GRP172	DUAL CONTROLLER GRP303	GCA/PAR CONTROLLER GRP121	RAPCON CONTROLLER GRP152	ENTRY RADAR GRP060	ATC MANAGER GRP015
APPROACH CONTROL (NON RADAR)							
APPROACH CONTROLLER (POSITION AC)	-	3	9	-	5	-	-
ASSISTANT CONTROLLER (POSITION AA)	-	3	5	-	5	4	-
FLIGHT DATA (POSITION FD)	-	3	4	-	3	-	-
APPROACH CONTROL (RADAR)							
APPROACH CONTROLLER (POSITION AC)	-	5	21	-	29	22	-
ARRIVAL CONTROLLER (POSITION AR)	-	5	23	-	28	29	-
ASSISTANT CONTROLLER (POSITION AA)	-	4	18	-	23	33	-
COORDINATOR (POSITION CA)	-	5	12	-	10	-	-
COORDINATOR (POSITION CI)	-	5	12	-	12	8	-
DEPARTURE CONTROL (POSITION AD)	-	5	21	-	27	20	-
FLIGHT DATA (POSITION FD)	-	3	18	4	15	24	-
PRECISION FINAL CONTROLLER (POSITION PAR)	-	8	20	12	20	37	4
SURVEILLANCE FINAL CONTROLLER (POSITION ASR)	-	4	14	4	18	28	-
CLEARANCE DELIVERY (POSITION CD)	-	3	11	-	13	70	-
CONTROL TOWER							
COORDINATOR (POSITION CT)	10	16	9	-	-	-	4
FLIGHT DATA (POSITION FD)	41	32	20	-	-	-	7
GROUND CONTROLLER (POSITION GC)	41	32	21	-	-	-	7
LOCAL CONTROLLER (POSITION LC)	43	32	23	-	-	-	7

(Cont'd)

TABLE IV (CONTINUED)
POSITION ASSIGNMENT BY CLUSTER
(PERCENT ASSIGNED)

ENROUTE FACILITIES	CONTROL TOWER GRP299	SUPERVISION AND TRAINING GRP172	DUAL CONTROLLER GRP303	GCA/PAR CONTROLLER GRP121	RAPCON CONTROLLER GRP152	ENTRY RADAR GRP060	ATC MANAGER GRP015
ASSISTANT CONTROLLER (POSITION A)	-	-	-	-	-	-	-
COORDINATOR (POSITION C)	-	-	-	-	-	-	-
FLIGHT DATA (POSITION F)	-	-	-	-	-	-	-
RADAR CONTROLLER (POSITION R)	-	-	-	-	-	-	-
SECTOR CONTROLLER (POSITION D)	-	-	-	-	-	-	-
GROUND CONTROL APPROACH (GCA)	-	4	7	20	8	10	4
ARRIVAL CONTROLLER (POSITION AR)	-	4	9	20	7	10	7
ASSISTANT CONTROLLER (POSITION AA)	-	-	-	-	-	-	-
PRECISION FINAL CONTROLLER (POSITION PAR)	-	5	11	35	8	24	7
SURVEILLANCE FINAL CONTROLLER (POSITION ASR)	-	5	9	28	8	20	4

Percentages less than three percent omitted for clarity

TABLE V
TASKS PERFORMED BY MORE THAN 80 PERCENT
OF THE TOTAL SAMPLE

TASK	PERCENT PERFORMING
E214 ISSUE WIND ADVISORIES	87
E213 ISSUE WHEELS DOWN REMINDERS	86
E201 ISSUE ALTIMETER SETTINGS	85
E222 MAKE TIME CHECKS	85
E212 ISSUE WEATHER ADVISORIES	83
E170 ATTEND CONTROLLER BRIEFINGS OR MEETINGS	82
E202 ISSUE BIRD FLIGHT ADVISORIES	81
E221 MAKE ENTRIES ON POSITION LOGS FORMS (AF FORM 1134)	81
E199 ISSUE AIRFIELD ADVISORIES OR INFORMATION	80
E220 MAKE ENTRIES ON DAILY REPORT OF CONTROLLER FORMS (AF FORM 1132)	80

APPENDIX C

TABLE I

TASKS PERFORMED BY MORE THAN 85 PERCENT
OF DAFSC 272X0A PERSONNEL

COMMON TASKS		PERCENT PERFORMING
E221	MAKE ENTRIES ON POSITION LOGS FORMS (AF FORM 1134)	94
E213	ISSUE WHEELS DOWN REMINDERS	93
E214	ISSUE WIND ADVISORIES	93
E220	MAKE ENTRIES ON DAILY REPORT OF CONTROLLER FORMS (AF FORM 1132)	93
E222	MAKE TIME CHECKS	93
E201	ISSUE ALTIMETER SETTINGS	92
E225	NOTIFY AGENCIES OF RUNWAY OR OTHER CHANGES	92
E202	ISSUE BIRD FLIGHT ADVISORIES	91
E250	RELAY AIRCRAFT ARRIVAL OR DEPARTURE TIMES	91
K473	MAINTAIN SURVEILLANCE OF AIRPORT MOVEMENT ON TRAFFIC AREAS	91
E212	ISSUE WEATHER ADVISORIES	90
K470	ISSUE LANDING INSTRUCTIONS	90
K488	OPERATE TAXIWAY LIGHTS	90
SELECTED A-SHREDOUT TASKS		
E211	ISSUE WAKE TURBULENCE CAUTIONARY INFORMATION	90
E247	READ OR RELAY WIND INFORMATION DISPLAYS	89
K454	APPROVE OR DISAPPROVE TOUCH AND GO, LOW APPROACH OR STOP AND GOES	87
K464	CONTROL VEHICLES, EQUIPMENT, OR PERSONNEL ON MOVEMENT AREA USING RADIO OR TELEPHONES	87
K468	ISSUE DEPARTURE CONTROL FREQUENCIES TO IFR AIRCRAFT	87
K497	SEQUENCE LANDINGS OR TAKEOFFS	87
K451	APPROVE OR DISAPPROVE LANDINGS	85
K453	APPROVE OR DISAPPROVE TAKEOFFS	85

TABLE II
TASKS PERFORMED BY MORE THAN 70 PERCENT
OF DAFSC 272X0B PERSONNEL

COMMON TASKS		PERCENT PERFORMING
E213	ISSUE WHEELS DOWN REMINDERS	87
E214	ISSUE WIND ADVISORIES	86
E222	MAKE TIME CHECKS	86
E201	ISSUE ALTIMETER SETTINGS	85
E170	ATTEND CONTROLLER BRIEFINGS OR MEETINGS	83
E207	ISSUE MISSED APPROACH INSTRUCTIONS	82
F289	ISSUE DECISION HEIGHT OR MINIMUM DESCENT ALTITUDE ADVISORIES	82
E179	CLEAN WORK AREAS OR EQUIPMENT	81
E212	ISSUE WEATHER ADVISORIES	81
E199	ISSUE AIRFIELD ADVISORIES OR INFORMATION	80
SELECTED B-SHREDOUT TASKS		
M514	CHECK RADAR DISPLAY OF TOUCHING AND BRACKETTING REFLECTORS	80
M517	MAKE DECISION HEIGHT LINES ON RADAR INDICATORS	79
F285	IDENTIFY AIRCRAFT USING RADAR BEACON METHODS	77
E181	CONFIRM ACCEPTED AIRCRAFT HANDOFFS OR HAND OVERS	76
E216	LOCATE OR COMPUTE AIRCRAFT POSITIONS USING RADAR METHODS	76
E197	INTERPRET TOWER/RADAR COORDINATION SYSTEM LIGHTS	74
M511	CHECK OPERATION OF PRIMARY RADARS	74
F295	PERFORM RADAR HANDOFFS	73
E238	PROVIDE RADAR MONITORING OF INSTRUMENT APPROACHES	72
M508	CHECK EQUIPMENT ALIGNMENT VOLTAGES	72
F307	SEPARATE AIRCRAFT LONGITUDINALLY BY RADAR METHODS	71
M506	ALIGN OR ADJUST RADAR SCOPES	71

TABLE III
TASKS PERFORMED BY MORE THAN 25 PERCENT
OF DAFSC 272XOC PERSONNEL

COMMON TASKS		PERCENT PERFORMING
E170	ATTEND CONTROLLER BRIEFINGS OR MEETINGS	61
E179	CLEAN WORK AREAS OR EQUIPMENT	61
E183	COORDINATE INTER-FACILITY AIR TRAFFIC CONTROL FUNCTIONS WITH FACILITY CONTROLLERS	54
E190	FILE FLIGHT PROGRESS STRIPS	54
F285	IDENTIFY AIRCRAFT USING RADAR BEACON METHODS	54
E201	ISSUE ALTIMETER SETTINGS	50
E221	MAKE ENTRIES ON POSITION LOGS FORMS (AF FORM 1134)	50
E251	RELAY AIRCRAFT MESSAGES TO OTHER AGENCIES	50
E270	SEPARATE AIRCRAFT VERTICALLY	50
F288	ISSUE BEACON CODES	50
F295	PERFORM RADAR HANDOFFS	50
SELECTED C-SHREDOUT TASKS		
E217	LOCATE OR RELAY INFORMATION IN FACILITY REFERENCE OR INFORMATION FILES	38
I387	COORDINATE PROCEDURES FOR AIRSPACE CONTROL WITH OTHER ATC FACILITIES OR CONTROL SERVICES AGENCIES	38
I384	COORDINATE AIRSPACE UTILIZATIONS WITH CONTROL AGENCIES	35
J416	CALCULATE ENROUTE AIRCRAFT POSITION ESTIMATES	35
J405	AMEND ROUTE OR ALTITUDE CLEARANCE DATA	31
E258	REMOVE FLIGHT DATA FROM FDEP	27
J426	EXTRACT INFORMATION FROM TRANSMITTED FLIGHT PLAN	27
J443	RECEIVE OR RELAY ENROUTE AIR TRAFFIC MOVEMENT INFORMATION	27
J444	RECORD INFORMATION FROM TRANSMITTED FLIGHT PLANS	27

TABLE IV
TASKS PERFORMED BY MORE THAN 85 PERCENT
OF DAFSC 272XOD PERSONNEL

TASK	PERCENT PERFORMING
E252 RELAY COMMUNICATION INSTRUCTIONS FOR REPORT VITAL INTELLIGENCE SIGHTINGS (CIRVIS) REPORTS	100
H355 OPERATE PORTABLE COMMUNICATION OR NAVAID EQUIPMENT	100
H358 PERFORM PARACHUTE JUMPS	100
H357 PERFORM ASSIGNED WEAPONS PRACTICE TO MAINTAIN PROFICIENCY	98
H360 PRACTICE ESCAPE AND EVASION TECHNIQUES SUCH AS CAMOUFLAGE OR FOOD OR SHELTER PROCUREMENT	95
H356 PACK FIELD GEAR OR RADIOS FOR ASSAULTS	95
H354 MARK LANDING ZONES	95
H376 RIG OR MAINTAIN PARACHUTES	93
H342 CONDUCT JUMPMaster INSPECTIONS	89
H353 MARK EXTRACTION ZONES	89
H378 SURVEY DROP ZONES	86

TABLE V
TYPE OF FACILITY ASSIGNMENT BY DAFSC GROUPS *
(PERCENT MEMBERS RESPONDING)

	DAFSC 272X0A N=624	DAFSC 272X0B N=791	DAFSC 272X0C N=26	DAFSC 272X0D N=44	DAFSC 27290 N=134	TOTAL SAMPLE N=1868
AIRPORT SURVEILLANCE RADAR (R-ASR/G-ASR)	-	4	-	-	-	-
AIR TRAFFIC REGULATION CENTER (ATRC)	-	-	35	-	-	-
AIR TRAINING COMMAND TECHNICAL SCHOOL	-	5	8	-	-	3
GROUND CONTROL APPROACH (GCA)	-	22	-	-	8	12
MOBILE COMMUNICATIONS GROUP (AFCS)	-	-	-	-	4	-
PRECISION APPROACH RADAR (R-PAR/G-PAR)	5	14	-	-	6	9
RADAR AIR ROUTE CONTROL CENTER (CN-R)	-	-	19	-	-	-
RADAR APPROACH CONTROL (R-APC) (FIXED)	-	52	11	-	18	29
RADAR APPROACH CONTROL (R-APC) (MOBILE)	-	8	-	-	3	5
SPECIAL COMBAT CONTROL OPERATIONS (TAC)	-	-	-	41	-	-
VFR CONTROL TOWER (CT-LC)	92	6	-	-	45	42

* Percentages less than three percent time spent omitted for clarity

TABLE VI

POSITION ASSIGNMENT AND QUALIFICATION BY DAFSC GROUPS *
(PERCENT MEMBERS RESPONDING) **

	ASSIGNMENT					QUALIFICATION				
	A	B	C	D	90	A	B	C	D	90
<u>APPROACH CONTROL (NON RADAR)</u>										
APPROACH CONTROLLER (POSITION AC)	-	3	-	7	-	-	5	4	-	-
ASSISTANT CONTROLLER (POSITION AA)	-	4	-	7	-	-	5	4	-	-
FLIGHT DATA (POSITION FD)	-	-	-	7	-	-	4	4	-	-
<u>APPROACH CONTROL (RADAR)</u>										
APPROACH CONTROLLER (POSITION AC)	-	21	4	-	-	-	5	8	-	10
ARRIVAL CONTROLLER (POSITION AR)	-	22	4	-	-	-	6	8	-	10
ASSISTANT CONTROLLER (POSITION AA)	-	19	4	-	-	-	7	4	-	10
COORDINATOR (POSITION CA)	-	8	-	-	-	-	4	8	-	7
COORDINATOR (POSITION CI)	-	10	4	-	-	-	4	4	-	7
DEPARTURE CONTROL (POSITION AD)	-	21	4	-	3	-	5	8	-	10
FLIGHT DATA (POSITION FD)	-	13	-	-	-	3	5	11	-	10
PRECISION FINAL CONTROLLER (POSITION PAR)	-	19	-	-	12	5	8	8	-	12
SURVEILLANCE FINAL CONTROLLER (POSITION ASR)	-	15	4	-	-	3	8	8	-	10
<u>CONTROL TOWER</u>										
COORDINATOR (POSITION CT)	11	-	-	7	9	4	3	-	9	10
FLIGHT DATA (POSITION FD)	37	4	-	9	17	8	4	-	20	16
GROUND CONTROLLER (POSITION GC)	37	4	-	9	17	9	7	-	20	15
LOCAL CONTROLLER (POSITION LC)	38	4	-	11	17	8	6	-	25	15
CLEARANCE DELIVERY (POSITION CD)	-	11	-	-	-	-	6	-	-	8

* Percentages may add to more than 100 percent as a result of multiple entries

** Percentages less than three percent time spent omitted for clarity

(Cont'd)

TABLE VI (CONT'D)

POSITION ASSIGNMENT AND QUALIFICATION BY DAFSC GROUPS *

(PERCENT MEMBERS RESPONDING) **

ENROUTE FACILITIES	ASSIGNMENT					QUALIFICATION				
	A	B	C	D	90	A	B	C	D	90
ASSISTANT CONTROLLER (POSITION A)	-	-	15	-	-	-	-	4	-	-
COORDINATOR (POSITION C)	-	-	8	-	-	-	-	-	-	-
FLIGHT DATA (POSITION F)	-	-	4	-	-	-	-	4	-	-
RADAR CONTROLLER (POSITION R)	-	-	15	-	-	-	-	-	-	-
SECTOR CONTROLLER (POSITION D)	-	-	11	-	-	-	-	-	-	-
<u>GROUND CONTROL APPROACH (GCA)</u>										
ARRIVAL CONTROLLER (POSITION AR)	-	9	-	-	3	-	3	-	-	-
ASSISTANT CONTROLLER (POSITION AA)	-	9	-	-	-	-	9	-	-	-
PRECISION FINAL CONTROLLER (POSITION PAR)	-	13	-	-	3	-	13	-	-	4
SURVEILLANCE FINAL CONTROLLER (POSITION ASR)	-	12	-	-	3	-	7	-	-	-

* Percentages may add to more than 100 percent as a result of multiple entries

** Percentages less than three percent time spent omitted for clarity

