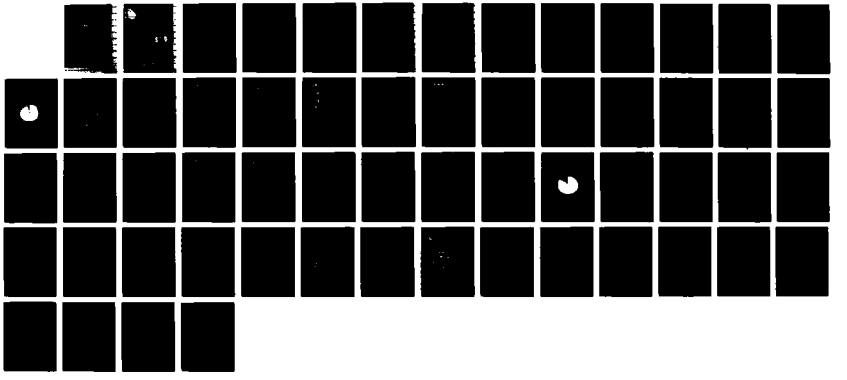
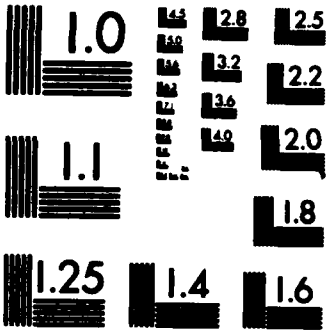
AD-A182 137 AIRBORNE WARNING COMMAND AND CONTROL SYSTEMS AFSC 117X0 1/1
(U) AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH
AFB TX MAY 87

UNCLASSIFIED F/G 5/9 NL





UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

AIRBORNE WARNING COMMAND AND CONTROL SYSTEMS

AFSC 117X0

AFPT 90-117-796

MAY 1987

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-5000

DISTRIBUTION FOR
AFSC 117X0 OSR AND SUPPORTING DOCUMENTS

	OSR	ANL EXT	TNG EXT	JOB INV
AFHRL/MODS	2	1m	1m	
AFHRL/ID	1	1m	1m/1h	
AFMPC/DPMRPQ1	2			
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	1			
HQ AFISC/DAP	2			
HQ ATC/TTQE	2		1	
HQ PACAF/TTGT	1		1	
HQ PACAF/DPAT	3		3	
HQ TAC/DOY (ATTN: CMS DAVID) (LANGLEY AFB VA)	5	5	5	
HQ TAC/DPATJ	3		3	
HQ TAC/TTGT	1		1	
HQ USAF/XOOTW	1		1	
HQ USAF/MPPT	1		1	
HQ USAFE/DPAT	3		3	
HQ USAFE/TTGT	1		1	
HQ USMC (CODE TPI)	1			
NODAC	1			
552 AWACW/DOEM (ATTN: CMS GAMBLE) (TINKER AFB OK)	10	6	5	
3300 TCHTW/TTGX (KEESLER AFB)	2	2	2	
3300 TCHTW/TTS (KEESLER AFB)	1		1	
DET 3, USAFOMC (KEESLER AFB)	1	1	1	1
USAFOMC/OMYXL	10	2m	5	10
3507 ACS/DPKI	1			

m = microfiche only
h = hard copy only

TABLE OF CONTENTS

PREFACE

This report presents the results of a detailed Air Force occupational survey of the Airborne Warning Command and Control Systems (AFSC 117X0) specialty. The report was requested by HQ ATC Information Systems Training Division (TTQE). Priority was established by the Occupational Survey Report (OSR) Priorities Working Group (PWG) of the USAF Occupational Measurement Center. Authority for conducting specialty surveys is contained in AFR 35-2. Computer products upon which this report is based are available for use by operations and training officials.

The survey instrument used in this project was developed by Second Lieutenant Charles T. Jervey, Occupational Analyst, who also wrote the final report. Computer programming support was provided by Staff Sergeant Joseph Seitz and Mr. Wayne Fruge. Administrative support was provided by Ms Raquel A. Soliz. This report has been reviewed and approved by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies and computer products from which this report was produced may be obtained on request to the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

RONALD C. BAKER, Colonel, USAF
Commander
USAF Occupational Measurement Center

JOSEPH S. TARTELL
Chief, Occupational Analysis Division
USAF Occupational Measurement Center

SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered worldwide to Airborne Warning Command and Control Systems (AFSC 117X0) incumbents during the fall of 1986. The 234 respondents in the survey sample represent 66 percent of all assigned and 70 percent of all eligible Airborne Warning Command and Control Systems personnel.

2. Career Ladder Structure: Two clusters (including five jobs) and one independent job type were identified in the career ladder structure analysis. One cluster was directly involved in surveillance duties. The second cluster was involved in command and control duties, while the independent job type focused on managerial duties. These three groups, combined, present a clear picture of the Airborne Warning Command and Control Systems Specialty.

fr. p. 111

3. Career Ladder Progression: The AFSC 117X0 career ladder shows a very atypical career progression pattern as one advances from skill level to skill level. At the apprentice level, a basically technical job is performed, expanding to a broader job at the specialist level, where incumbents perform a wider range of technical tasks and begin to perform some supervisory tasks. A high percentage of time was still spent on technical tasks at the technician level, while supervisory tasks gained in percent time spent performing. At the superintendent level, members continued to perform a high percentage of technical tasks while showing a significant increase in percent time spent performing managerial tasks. While performing a significant percentage of management tasks, members at the manager level also performed a high percentage of technical tasks.

Job analysis, Air Force personnel, Air Force training, Personnel development, Surveys.

4. AFR 39-1 Specialty Descriptions: A comparison of survey data to the AFR 39-1 indicates the AFR 39-1 Specialty Descriptions provide a good overview of the respective specialty groups, although a few discrepancies were noted.

5. Job Satisfaction: Overall, respondents were satisfied with their jobs. Talents and training were adequately utilized and most respondents gained a sense of accomplishment from their jobs. Comparative analysis with Mission Equipment Operations personnel showed these career ladder personnel are generally more satisfied with their jobs. A comparative sample of this career ladder with a group identified as being similar in a 1979 study of AFSC 276X0/277X0 personnel showed a significantly more positive view of job satisfaction and utilization of talents and training.

6. Training Analysis: Review of the matchings of survey data to the tentative AFSC 117X0 Specialty Training Standard (STS) indicates that task performance sections are well supported. Tasks not matched to the STS indicate additional areas that may deserve inclusion in any revised STS. Performance measured sections of the Plan of Instruction (POI) of the E3AQR27630, Aerospace Warning and Control Systems Operator Course, and the POI of the Tactical Air Command (TAC) Air Surveillance Technician (AST) E3000BQ0HX Course, generally were well supported.

7. Implications: Despite the separation of the Airborne Warning Command and Control specialty from the Aerospace Control and Warning Systems specialty, the pattern of jobs has remained fairly stable since the last survey (1979). Career ladder progression was atypical and training documents should be reviewed.

OCCUPATIONAL SURVEY REPORT
AIRBORNE WARNING COMMAND AND CONTROL SYSTEMS
(AFSC 117X0)

INTRODUCTION

This is a report of an occupational survey of the Airborne Warning Command and Control Systems specialty completed by the Occupational Analysis Division, USAF Occupational Measurement Center, in March 1987. HQ ATC/TTQE at Randolph AFB TX requested this project to obtain occupational survey information for use in reviewing the effectiveness of training since the separation of this specialty from the Aerospace Control and Warning Systems (AFSC 276X0) specialty in October 1981.

Background

Since its creation in 1981, the 117X0 specialty has had a fairly stable history. The functions AFSC 117X0 personnel perform were identified and removed from the AFSC 276X0 specialty when the separation took place in October 1981.

Members of this specialty are responsible for identifying and maintaining surveillance of air and sea surface objects; assisting in controlling tactical air assets and air operations; gathering, displaying, recording, and disseminating operational mission information; maintaining status of mission aircraft, targets, and fragmentary order information; maintaining status boards of air and ground activities; and operating airborne warning command and control systems radar sensors and electronic countermeasures (ECM) equipment. Members are also responsible for identifying threats and monitoring the status of mission aircraft, targets, and fragmentary order information through radio communication and operating airborne communication equipment. Further responsibilities include controlling all forward air controller (FAC), gunship, airlift, and other support aircraft missions in an assigned area of operations and providing critical liaison for FAC with fighter/bomber and attack aircraft.

Prior to attending formal technical training, all personnel entering the 117X0 career ladder attend Course 3AQR11710, Airborne Command and Control Enlisted Aircrew Qualification, 14 days in length, at Sheppard AFB TX. Upon completion of this course, all AFSC 117X0 personnel attend Technical Training Course E3AQR27630, Aerospace Warning and Control Systems Operator, 5.5 weeks in length, taught at Keesler Technical Training Center MS. Those personnel assigned to the E-3A attend the Tactical Air Command (TAC) Air Surveillance Technician (AST) AST3000BQ0HX Course, 17 weeks in length, at Tinker AFB OK. This course is for air surveillance technicians and personnel are awarded their 3-skill level rating upon completion of the course. For personnel assigned to the EC-130E at Keesler AFB MS, TAC Course EC-130MQ0HK, EC-130E

Airborne Aircraft Controllers, is mandatory. This course is 12 weeks in length, dealing with all aspects of the Airborne Battlestaff Command and Control Center (ABCCC).

Tactical Air Command (TAC) owns roughly 72 percent of the personnel in this specialty. The remainder of personnel are assigned to NATO, USAFE, PACAF, and other support positions.

The remainder of this report will focus upon (1) survey methodology, (2) job structure within the specialty, (3) analysis of skill level (DAFSC) and first-enlistment (TAFMS) groups, (4) comparisons of findings to AFR 39-1, (5) job satisfaction, and (6) an examination of training issues.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-117-796, dated July 1986. A tentative task list was formulated in visits with AFSC 117X0 personnel at the 552d Airborne Warning and Control Wing (AWACW) and 3d Airborne Command and Control Squadron (ACCS) at Tinker AFB OK, to include tasks suggested by the specialty training standard (STS) and other career ladder documents. The tentative task list was refined and validated by a subsequent visit to the 7 ACCS at Keesler AFB MS. From these visits, a final task list was developed containing 481 tasks organized in 10 duties. The background section in the job inventory included questions such as job satisfaction, work area assigned, primary and secondary job titles, and type function of present assignment.

Survey Administration

From July through November 1986, survey control officers at consolidated base personnel offices (CBPO) in operational units worldwide administered the inventory booklets to personnel holding Airborne Warning Command and Control Systems DAFSCs (117X0). The personnel were selected from a mailing list generated from Uniform Airman Record (UAR) data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual responding to the survey completed an information and background section, then checked each task performed in his or her job. After checking the tasks performed, the respondent then rated each task checked on a 9-point scale indicating relative time spent on that task. Ratings ranged from 1 (very small amount of time spent) through 5 (average amount of time spent) to 9 (very large amount of time spent). To determine relative time spent for each task checked by a respondent, all of the respondent's ratings were assumed to account for 100 percent of his or her time spent on the job. These ratings were then summed, divided by the number of total responses, and the quotient multiplied by 100. This

procedure provided a basis for comparing tasks not only in terms of percent members performing, but also in terms of average percent time spent on tasks and groups of tasks.

Survey Sample

Eligible personnel were administered survey booklets. Personnel who had been in their present job at least 6 weeks and not in PCS status, retirement, or hospital status were considered eligible for the survey. Table 1 shows the percentage distribution by MAJCOM groups of assigned personnel in the career ladder as of December 1986, while Table 2 shows the percentage distribution by paygrade groups. The tables show that representation by MAJCOM and paygrade was fairly good. The 234 respondents in the final survey sample represent 70 percent of the eligible AFSC 117X0 personnel.

Task Factor Administration

In addition to completing the job inventory, selected senior AFSC 117X0 personnel were also asked to complete a second booklet for either task difficulty or training emphasis ratings. Task difficulty and training emphasis information are used in a number of different analyses discussed in more detail within this report.

Task Difficulty (TD): Each senior NCO completing a TD booklet was asked to rate each task in the inventory on a 9-point scale from extremely low to extremely high difficulty relative to the other tasks. Difficulty was defined as the length of time required for an average member to learn to perform that task. As a measure of confidence in the TD ratings, a statistic called the interrater reliability was calculated for the 38 DAFSC 117X0 raters. The resulting reliability coefficient of .93 was considered satisfactory by normal reliability criteria. Next, the ratings were processed to produce an ordered listing of all tasks in terms of their relative difficulty. Finally, the ratings were adjusted to give an average difficulty rating of 5.00 with a standard deviation of 1.00. Thus, tasks with ratings of 6.00 or higher could be considered above average in difficulty.

Training Emphasis (TE): Individuals selected to complete TE booklets were asked to rate all of the tasks on a 10-point scale from 0 (indicating that no training is required) to 9 (indicating that extremely concentrated training was recommended). TE is a rating of tasks indicating which areas should receive emphasis in structured training for first-enlistment personnel. Structured training was defined as training provided through resident technical schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), formal OJT, or any other organized training method. The interrater reliability for the 41 DAFSC 117X0 raters of .96 was good. The average TE rating was 2.24, and the standard deviation was 1.98. Tasks receiving ratings of 4.22 or higher may be considered to have relatively high TE.

TABLE 1

AFSC 117X0 MAJCOM DISTRIBUTION OF SURVEY SAMPLE
(ASSIGNED MANNING AS OF DECEMBER 1986)

ASSIGNED	PERCENT OF SAMPLE	PERCENT OF MAJCOM
TACTICAL AIR COMMAND (TAC)	81	76
AF ELM EUROPE	15	21
AF SPACE COMMAND (SPC)	*	*
OTHER	3	3

* Denotes less than .5 percent

Total 117X0 Personnel Assigned: 354
Total 117X0 Personnel Eligible for Survey: 334
Total 117X0 Personnel in Survey Sample: 234
Percent of Assigned in Sample: 66%
Percent of Eligible in Sample: 70%

NOTE: Personnel projected for PCS, retirement, or discharge; those in hospital status; and those with less than 6 weeks in their present job are not eligible for survey.

TABLE 2

AFSC 117X0 PAYGRADE DISTRIBUTION OF SURVEY SAMPLE
(ASSIGNED MANNING AS OF DECEMBER 1986)

PAYGRADE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
AIRMAN	10	9
E-4	12	11
E-5	29	27
E-6	25	28
E-7	18	17
E-8	4	5
E-9	2	3

When used in conjunction with other factors, such as percent members performing, TD and TE ratings can provide insight into the training requirements of a specialty. This may help validate decisions of training personnel to lengthen or shorten specific units of instruction to refine various training programs.

ANALYSIS OF CAREER LADDER JOBS

SPECIALTY JOBS
(Career Ladder Structure)

The structure of jobs within the Airborne Warning Command and Control Systems career ladder was examined on the basis of similarity of tasks performed and the percent time spent ratings provided by job incumbents, independent of background or specialty factors.

For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. Each individual job description in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the job inventory. The automated system is designed to locate the two jobs with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups or new groups are formed based on the similarity of tasks and percent of time ratings in each individual job description. This procedure is continued until all individuals and groups are combined to form a single composite representing the total survey sample.

The basic identifying group used in the job structuring process is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as Clusters. In many career ladders, there are specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

Overview

An analysis of the tasks performed and time spent on those tasks by the 234 respondents resulted in identifying two clusters of jobs and one independent job type within the Airborne Warning Command and Control Systems specialty. Figure 1 is a graphic representation of the way these three groups were organized. The first cluster performed surveillance functions, while the

AFSC 117X0
SPECIALTY JOBS
(N=234)

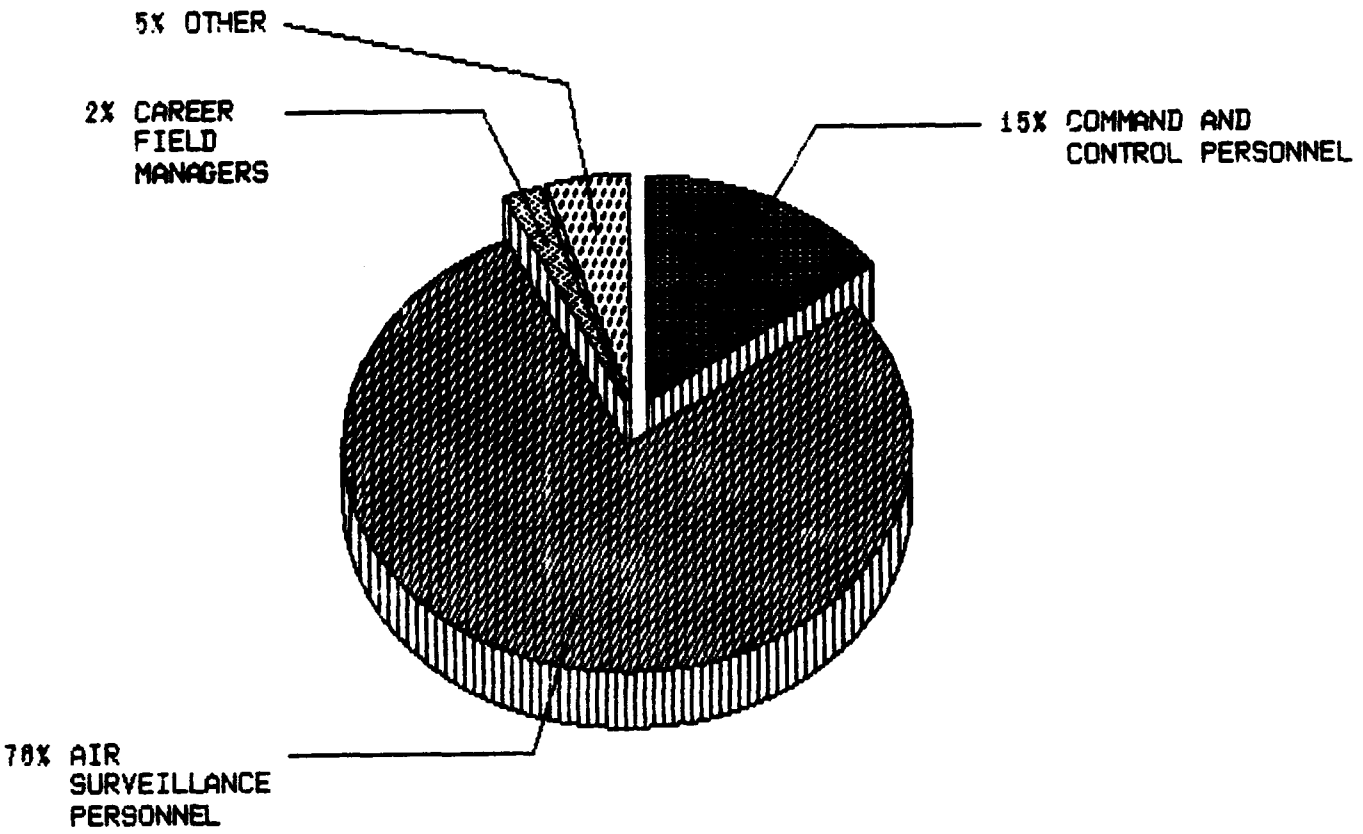


Fig. 1

second cluster performed command and control functions. The independent job type identified provided managerial and job control services while performing technical tasks. The jobs in the following list are discussed in detail in the following pages.

I. AIR SURVEILLANCE PERSONNEL (GRP013, N=182)

   A. Air Surveillance Technicians (GRP052, N=124)
   B. Advanced Air Surveillance Technicians (GRP036, N=28)

II. COMMAND AND CONTROL PERSONNEL (GRP015, N=34)

   A. Senior Battlestaff Technicians (GRP025, N=13)
   B. Airborne Aircraft Controllers (GRP045, N=11)
   C. NORAD Mission Technicians (GRP031, N=9)

III. CAREER FIELD MANAGERS (GRP011, N=5)

The above jobs account for 221 respondents (95 percent of the sample). The remaining 5 percent did not group with any cluster or independent job group because of either the unique job they performed or the manner in which they perceived their jobs.

Table 3 provides data on the relative time spent on each of the 10 duties by personnel in each of the major jobs. Table 4 provides selected background information, such as DAFSC distribution, average time in career field (TICF), and average number of tasks performed. Also included in this report is an appendix concerning the Airborne Warning Command and Control Systems specialty jobs. Appendix A provides various background information for all the jobs identified in the career ladder structure analysis, including the jobs within the two clusters. This appendix also lists tasks commonly performed by each of the jobs identified.

Job Descriptions

I. AIR SURVEILLANCE PERSONNEL CLUSTER (GRP013, N=182). The 182 members of this group comprise 78 percent of the survey sample. Air Surveillance Personnel identify and maintain surveillance, control air assets, and conduct radar operations. Eighteen percent of their job time is spent in surveillance functions (see Table 3). Tasks most commonly performed include:

detect targets and initiate on present position of data
operate multipurpose consoles
interpret console displays
conduct console checkouts
maintain continuity of tracks
perform active tracking activities
monitor voice communications

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	CMND AND CTRL PERSONNEL CLUSTER (GRP015)	JOB TYPES		
		SR BTTLSTF TECHNICIANS (GRP025)	ABRN ACRFT CONTROLLERS (GRP045)	NORAD MSSN TECHNICIANS (GRP031)
A ORGANIZING AND PLANNING	4	6	3	4
B DIRECTING AND IMPLEMENTING	5	7	4	3
C INSPECTING AND EVALUATING	4	6	3	*
D TRAINING	4	5	4	3
E PERFORMING ADMINISTRATIVE TASKS	8	10	5	10
F PERFORMING COMMON AIRCREW TASKS	17	14	19	20
G PERFORMING GENERAL OPERATING AND SIMULATOR FUNCTIONS	25	24	22	29
H PERFORMING SURVEILLANCE FUNCTIONS	3	2	3	3
I PERFORMING ELECTRONIC COUNTERMEASURES (ECM), ELECTRONIC COUNTER COUNTERMEASURES (ECCM), AND ELECTRONIC WARFARE DUTIES	2	1	3	1
J PERFORMING COMMUNICATION AND COMMAND AND CONTROL (CC) FUNCTIONS	30	24	34	26

* Denotes less than .5 percent

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

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	AIR SURV PERSONNEL CLUSTER (GRP013)	JOB TYPES		CAREER FIELD MANAGERS IJT** (GRP011)
		AIR SURV TECHNICIANS (GRP052)	ADV AIR SURV TECHNICIANS (GRP036)	
A ORGANIZING AND PLANNING	2	2	5	16
B DIRECTING AND IMPLEMENTING	3	2	5	18
C INSPECTING AND EVALUATING	2	1	5	20
D TRAINING	3	2	8	9
E PERFORMING ADMINISTRATIVE TASKS	3	2	7	18
F PERFORMING COMMON AIRCREW TASKS	20	22	14	9
G PERFORMING GENERAL OPERATING AND SIMULATOR FUNCTIONS	(33)	34	28	8
H PERFORMING SURVEILLANCE FUNCTIONS	18	19	12	0
I PERFORMING ELECTRONIC COUNTERMEASURES (ECM), ELECTRONIC COUNTER-COUNTERMEASURES (ECCM), AND ELECTRONIC WARFARE DUTIES	5	5	4	1
J PERFORMING COMMUNICATION AND COMMAND AND CONTROL (CC) FUNCTIONS	10	10	11	*

* Denotes less than .5 percent
** Independent Job Type (IJT)

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

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	CMND AND CTRL PERSONNEL CLUSTER (GRP015)	JOB TYPES: SR BTTLSTF TECHNICIANS (GRP025)	ABRN ACRFT CONTROLLERS (GRP045)	NORAD MSSN TECHNICIANS (GRP031)
NUMBER IN GROUP	34	13	11	9
PERCENT OF SAMPLE	15%	6%	5%	4%
PERCENT IN CONUS	62%	54%	91%	44%
DAFSC DISTRIBUTION (PERCENT):				
11730	0%	0%	0%	0%
11750	0%	0%	0%	0%
11770	79%	69%	91%	78%
11790	15%	15%	9%	22%
11700	6%	15%	0%	0%
PREDOMINATE PAYGRADES (DESCENDING)	E-6/7/5	E-6/7/8/9	E-6/7/5	E-7/6/8
AVERAGE MONTHS IN PRESENT JOB	31	25	37	34
AVERAGE TICF (MOS)	120	99	118	145
AVERAGE TAFMS (MOS)	184	186	167	200
PERCENT IN FIRST ENLISTMENT	0%	0%	0%	0%
PERCENT SUPERVISING	23%	23%	36%	21%
AVERAGE NUMBER OF TASKS PERFORMED	129	174	123	71

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	AIR SURV PERSONNEL CLUSTER (GRP013)	JOB TYPES: AIR SURV TECHNICIANS (GRP052)	JOB TYPES: ADV AIR SURV TECHNICIANS (GRP096)	CAREER FIELD MANAGERS 1JT** (GRP011)
NUMBER IN GROUP	182	124	28	5
PERCENT OF SAMPLE	78%	53%	12%	2%
PERCENT CONUS	60%	64%	46%	80%
AFSC DISTRIBUTION (PERCENT):				
11730	4%	3%	0%	0%
11750	41%	51%	21%	0%
11770	50%	43%	68%	60%
11799	3%	1%	4%	20%
11700	2%	2%	7%	20%
PREDOMINANT PAYGRADES (DESCENDING)	E-5/6/7	E-5/6/4	E-6/7/5	E-7/8/9
AVERAGE MONTHS IN PRESENT JOB	32	33	33	43
AVERAGE TICF (MOS)	91	82	117	186
AVERAGE TAFMS (MOS)	140	128	167	260
PERCENT IN FIRST ENLISTMENT	14%	19%	4%	0%
PERCENT SUPERVISING	27%	23%	22%	20%
AVERAGE NUMBER OF TASKS PERFORMED	151	140	243	63

Air Surveillance Personnel average 91 months TICF and perform an average of 151 tasks.

Two jobs were identified within this cluster. The 124 Air Surveillance Technicians (AST) (GRP052) tend to be junior personnel, operating radar and using electronic countermeasures (ECM) and electronic counter-countermeasures (ECCM) techniques. The second job, Advanced Air Surveillance Technicians (AAST) (GRP036), with 28 members, is senior personnel. AASTs are the enlisted crew coordinators, serving as assistants to the Air Surveillance Officer and performing more than twice the tasks that ASTs perform.

II. COMMAND AND CONTROL PERSONNEL CLUSTER (GRP015, N=34). Unlike the Air Surveillance Personnel Cluster, this group was composed of three distinct jobs, each characterized either by type of function performed or by their levels of experience. The one characteristic common to all three jobs, however, was the substantial proportion of time spent performing command and control functions (see Table 3). Some of the tasks most representative of the 34 members of this cluster included:

perform radio/telephone (RT) procedures
monitor assigned communication nets
monitor radio communication transmissions
participate in general or specialized mission briefings
maintain air-to-ground (AG) communications
operate ultrahigh frequency (UHF) radios
perform authentication procedures
perform communication checks

Personnel in this cluster perform an average of 129 tasks, average 120 months TICF, and are predominately 7-skill level personnel.

Three jobs were identified within this cluster. The largest group, Senior Battlestaff Technicians (GRP025), includes senior personnel (E-6 thru E-9), typically at headquarters, division, or wing level, who perform airborne functions and serve as quality control inspectors onboard the aircraft. The second group, Airborne Aircraft Controllers (GRP045), more than the other two jobs within this cluster, spends a substantially higher percentage of job time performing command and control functions (34 percent). This group, unlike other 117X0 personnel, operates from the Airborne Battlestaff Command and Control Center (ABCCC) onboard the EC-130E aircraft, monitoring tactical employment of forces and serving as a liaison between air and ground forces. The final job within this cluster, NORAD Mission Technicians (GRP031), includes personnel performing radio communications, identifying threats, and monitoring radios for target and mission information.

III. CAREER FIELD MANAGERS (GRP011, N=5). This independent job type consists of five members whose jobs focus primarily on management functions. These personnel are senior in grade (E-7/8), with average TICF of 186 months, and typically no longer on operational flying status. Tasks most commonly performed by this group include:

draft messages
review correspondence
review reports
draft directives
maintain historical operations trend analysis
research operational procedures
identify information as classified
evaluate training programs
research publications

Personnel in this group perform an average of 63 tasks.

Summary

Two clusters (including five jobs) and one independent job type were identified in the career ladder structure analysis. One cluster was directly involved in surveillance duties of the career ladder. The second cluster was involved in command and control duties, while the independent job type focused on managerial duties. These three groups, combined, present a clear picture of the Airborne Warning Command and Control Systems Specialty.

ANALYSIS OF DAFSC GROUPS

DAFSC analysis identifies similarities and differences in task and duty performance at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the STS, reflect what career ladder personnel are actually doing in the field.

Comparison of the duty and task performance between DAFSCs 11730 and 11750 indicated that, while there are some minor differences, the jobs they perform are essentially the same. Therefore, they will be discussed as a combined group in this report. Survey data, if desired, will also be available for each separate skill level.

The distribution of skill-level groups across major specialty jobs is shown in Table 5, while Table 6 shows the relative time spent on each duty across the 4 skill-level groups being discussed.

TABLE 5

DISTRIBUTION OF 117X0 DAFSC GROUP MEMBERS ACROSS MAJOR SPECIALTY JOBS
(PERCENT RESPONDING)

MAJOR SPECIALTY JOBS	DAFSC 11730/50 (N=92)		DAFSC 11770 (N=123)		DAFSC 11790 (N=12)		DAFSC 11700 (N=7)	
	Nmbr	Pct	Nmbr	Pct	Nmbr	Pct	Nmbr	Pct
I. COMMAND AND CONTROL PERSONNEL (N=34)	0	0%	27	22%	5	42%	2	29%
A. SENIOR BATTLESTAFF TECHNICIANS (N=13)	0	0%	9	7%	2	17%	2	29%
B. AIRBORNE AIRCRAFT CONTROLLERS (N=11)	0	0%	10	8%	1	8%	0	0%
C. NORAD MISSION TECHNICIANS (N=9)	0	0%	7	6%	2	17%	0	0%
II. AIR SURVEILLANCE PERSONNEL (N=182)	83	90%	90	73%	5	42%	4	57%
A. AIR SURVEILLANCE TECHNICIANS (N=124)	68	74%	53	43%	1	8%	2	29%
B. ADVANCED AIR SURVEILLANCE TECHNICIANS (N=28)	6	7%	19	15%	1	8%	2	29%
III. CAREER FIELD MANAGERS (N=5)	0	0%	3	2%	1	8%	1	14%
PERCENT NOT GROUPED (N=13)	9	10%	4	3%	0	0%	0	0%

TABLE 6

RELATIVE PERCENT TIME SPENT ON DUTIES BY 117X0 DAFSC GROUPS

DUTIES	DAFSC 11730/50 (N=92)	DAFSC 11770 (N=123)	DAFSC 11790 (N=12)	DAFSC 11700 (N=7)
A ORGANIZING AND PLANNING	2	4	8	9
B DIRECTING AND IMPLEMENTING	2	4	9	11
C INSPECTING AND EVALUATING	1	4	10	12
D TRAINING	3	4	7	4
E PERFORMING ADMINISTRATIVE TASKS	2	5	10	5
F PERFORMING COMMON AIRCREW TASKS	24	19	16	14
G PERFORMING GENERAL OPERATING AND SIMULATOR FUNCTIONS	32	30	20	21
H PERFORMING SURVEILLANCE FUNCTIONS	20	13	6	11
I PERFORMING ELECTRONIC COUNTERMEASURES (ECM), ELECTRONIC COUNTER-COUNTERMEASURES (ECCM), AND ELECTRONIC WARFARE DUTIES	4	4	2	3
J PERFORMING COMMUNICATION AND COMMAND AND CONTROL (CC) FUNCTIONS	11	14	13	11

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

The AFSC 117X0 career ladder shows a very atypical career progression pattern as one advances from the 3-skill level through the CEM Code skill level. As shown in Table 6, personnel in all skill levels are spending the majority of their job time on technical tasks. Even at the CEM Code skill level, only 36 percent of their time is spent on the supervisory duties A-D. Table 7 presents representative tasks of and differences across skill level groups. Appendix B presents job descriptions for each of the skill level groups discussed in this report.

Skill Level Descriptions

DAFSC 11730/50: The 92 airmen in the 3- and 5-skill level group (representing 39 percent of the survey sample) perform an average of 124 tasks, with 55 of the 481 total survey tasks accounting for 50 percent of their job time. Seventy-four percent of this group work as air surveillance technicians (see Table 5). Examples of tasks likely to be performed by these personnel include:

post changes to personal aircrew publications
conduct console checkouts
order aircrew flight lunches
interpret console displays
detect targets and initiate on present position of data

DAFSC 11770: Seven-skill level personnel (53 percent of the survey sample) perform an average of 148 tasks and perform primarily as Air Surveillance Technicians (43 percent). Although there is a small increase in the number of supervisory and management tasks performed, this group maintains a high percentage of time spent performing technical tasks. Examples of tasks performed by this group include:

monitor radio communication transmissions
participate in general or specialized mission briefings
monitor voice communications
monitor assigned communication nets
perform personal equipment inspections

DAFSC 11790: The members of this group comprise 4 percent of the survey sample. The majority of this group work as Senior Battlestaff Technicians or NORAD Mission Technicians. This group shows a slight increase in management task areas, but continues to perform a high percentage of technical tasks. Examples of tasks likely to be performed by this group include:

TABLE 7A

EXAMPLES OF REPRESENTATIVE AND COMMON TASKS FOR
117X0 DAFSC GROUPS WITH DIFFERENCES BETWEEN THE GROUPS
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 11730/ 11750 (N=92)	DAFSC 11770 (N=123)	DIFF
H404	PERFORM PASSIVE TRACKING ACTIVITIES	89	67	+22
I410	DETERMINE POSITION, TYPE, AND INTENSITY OF ECM	77	59	+18
G299	COORDINATE IDENTIFICATION OF TRACKS WITH GROUND ELEMENTS	85	70	+15
J479	REPORT UNKNOWN AIRCRAFT	75	63	+12
G351	PERFORM HEIGHT ACCURACY CHECKS	75	63	+12
* *				
G293	CONDUCT SIMULATED EXERCISES	55	53	+2
J449	MAINTAIN INNER CREW COORDINATION	67	65	+2
I418	STUDY REPORTS ON ECCM CAPABILITIES OF SENSORS	48	46	+2
G363	REPORT SYSTEMS DEGRADATIONS	59	60	-1
H388	IDENTIFY AND REPORT MEACONING, INTRUSION, JAMMING, INTERFERENCE (MIJI)	65	67	-2
* *				
F242	OPERATE HIGH FREQUENCY (HF) RADIOS	64	75	-11
J464	PERFORM RADIO/TELEPHONE (RT) PROCEDURES	67	80	-13
H387	DISSEMINATE INTELLIGENCE INFORMATION	33	50	-17
F220	DEMONSTRATE TO PASSENGERS USE OF LIFE PRESERVERS, PARACHUTES, OR OXYGEN MASKS	50	69	-19
G358	PREPARE AREA OF RESPONSIBILITY (AOR) MAPS OR CHARTS	46	65	-19

TABLE 7B

EXAMPLES OF REPRESENTATIVE AND COMMON TASKS FOR 117X0 DAFSC GROUPS WITH DIFFERENCES BETWEEN THE GROUPS (PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 11770 (N=123)	DAFSC 11790/ 11700 (N=19)	DIFF
I407 ANALYZE AND WORK THROUGH COMMUNICATIONS ECM	67	37	+30
G284 CHANGE CONSOLE CONFIGURATIONS	72	42	+30
H402 PERFORM ACTIVE TRACKING ACTIVITIES	73	47	+26
J479 REPORT UNKNOWN AIRCRAFT	63	42	+21
G351 PERFORM HEIGHT ACCURACY CHECKS	63	47	+16
* *			
G341 PERFORM AIR-TO-GROUND COMMUNICATIONS NETWORK CONFIGURATION AND MONITORING PROCEDURES	59	58	+1
J432 CONDUCT RADIO CHECKS ON AIRBORNE EARLY WARNING CONTROLS AIRCRAFT	38	37	+1
I420 STUDY REPORTS ON ELECTRONIC WARFARE CAPABILITIES OF OTHER COUNTRIES	41	42	-1
G317 IDENTIFY COMPUTER MALFUNCTIONS	41	42	-1
J445 ESTABLISH COMMUNICATIONS LINKS	45	47	-2
* *			
J444 ENCODE CLEAR TEXT MESSAGE INTO AUTHENTICATION FORMAT	36	47	-11
G305 COORDINATE WITH EXTERNAL AGENCIES ON STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	35	47	-12
B57 IDENTIFY INFORMATION AS CLASSIFIED	33	47	-14
G278 BREAK FRAGMENTARY ORDERS	42	58	-16
F249 PARTICIPATE IN POSTFLIGHT INTELLIGENCE BRIEFINGS	52	74	-22

TABLE 7C

EXAMPLES OF REPRESENTATIVE AND COMMON TASKS FOR
117X0 DAFSC GROUPS WITH DIFFERENCES BETWEEN THE GROUPS
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 11790 (N=12)	DAFSC 11700 (N=7)	DIFF
E215	UPDATE OPERATIONS SCHEDULES	50	0	+50
C108	PERFORM SELF-INSPECTIONS	50	14	+36
G278	BREAK FRAGMENTARY ORDERS	67	43	+24
J449	MAINTAIN INNER CREW COORDINATION	58	43	+15
F242	OPERATE HIGH FREQUENCY (HF) RADIOS	83	71	+14
* *				
J461	PERFORM COMMUNICATIONS CHECKS	75	71	+4
A12	ESTABLISH ORGANIZATIONAL POLICIES	58	57	+1
J450	MAINTAIN TACTICAL SITUATION AWARENESS	58	57	+1
G352	PERFORM KL-42/43 PROCEDURES	42	43	-1
J422	ANALYZE VARYING TACTICAL SITUATIONS	42	43	-1
* *				
J465	PERFORM VOICE CHECKS	50	86	-36
G331	MONITOR RADAR COVERAGE	50	86	-36
B67	RESEARCH OPERATIONAL PROCEDURES	42	86	-44
H398	MAINTAIN MISSION LOGS	33	86	-53
I417	REPORT POSITION, TYPE, AND INTENSITY OF ECM	33	86	-53

review correspondence
review reports
draft messages
participate in general or specialized mission briefings
operate ultrahigh frequency (UHF) radios
monitor assigned communication nets

DAFSC 11700: This group accounts for 3 percent of the survey sample. An increase in percentage of supervisory and management functions is noted, although the level of technical tasks performed is maintained. Over 50 percent of this group perform as Air Surveillance Technicians and Advanced Air Surveillance Technicians, while less than 30 percent perform as Senior Battlestaff Technicians. Examples of tasks performed include:

draft messages
research operational procedures
monitor voice communications
perform voice checks
verify mission capability status of personnel

Summary

Career ladder progression in this specialty is not as well defined as in most career ladders. As one progresses from skill level to skill level, technical tasks continue to account for a large proportion of job time. Supervisory and management tasks account for only a small portion of job time at any of the skill levels. Representation of skill levels across specialty jobs shows the majority performing as Air Surveillance Technicians, Advanced Air Surveillance Technicians, or as Senior Battlestaff Technicians.

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

The results of the skill level and job structure analyses were compared with AFR 39-1 Specialty Descriptions, dated 31 October 1984, for the Airborne Warning Command and Control Systems specialty. The descriptions in AFR 39-1 describe in broad terms the tasks and duties performed by members of the various skill-level groups of a career ladder. There are three descriptions applicable to this study. One describes the jobs of AFSCs 11710, 11730, and 11750; the second describes the jobs of AFSC 11770; and the third describes AFSC 11790 and CEM Code 11700.

The three descriptions are fairly well supported by the findings of this survey. The descriptions depict the technical aspect of the job with increasing supervisory responsibility previously described in the DAFSC analysis. The descriptions also capture the primary responsibilities of members of most

of the eight major job groups identified by the job structure analysis process, with only two minor exceptions. First, the descriptions do not comment upon the unique technical responsibilities that are a vital part of the Airborne Aircraft Controllers job group within the Command and Control cluster.

Paragraphs of the 11770 description indicate AFSC 117X0 personnel "Performs technical airborne command and control systems surveillance and mission functions, operates airborne warning and control systems surveillance and mission equipment, and supervises and monitors status board displays of air and ground tactical air activity." While these paragraphs succinctly describe technical surveillance functions, they fail to include the duties and tasks unique to those AFSC 117X0 personnel working in the Airborne Battlestaff Command and Control Center (ABCCC) (see Appendix A).

The second exception is found at the 9-/CEM Code levels. The description talks of staff/management functions, but fails to address the high percentage of technical tasks being performed by these skill levels.

Classification personnel should look at addressing the inclusion of these duties in any revisions of AFR 39-1.

JOB SATISFACTION

An important part of analysis within any OSR involves the job satisfaction of members and how their responses compare with the responses of members of similar Air Force specialties. Reported job interest, perceived utilization of training and talents, satisfaction with sense of accomplishment gained from jobs, and expressed reenlistment intentions for the AFSC 117X0 specialty jobs are presented in Table 8. Along with these data, Table 9 contains responses from a comparative sample of Mission Equipment Operations personnel who were surveyed by the USAF Occupational Measurement Center during 1986. These career fields included AFSCs 271X2, 276X0, and 277X0.

The responses of members in most job groups were fairly positive. The Senior Battlestaff Technicians and Advanced Air Surveillance Technicians generally appeared the most satisfied with their jobs. Eighty-five percent of each group indicated they intend to reenlist. Their responses to the other 3 job attitude questions indicated these members feel their jobs were quite interesting, and the jobs utilized their talents and training very well. Sixty percent of Career Field Managers find their jobs satisfying and utilizing their talents and training. Eighty percent of this group gained a sense of accomplishment from their jobs.

The one group which appears dissatisfied with their job is the NORAD Mission Technicians. Only 44 percent plan to reenlist. This could be partly due to narrowness of jobs (averaging only 71 tasks performed per member); however, other factors might account for intention not to reenlist. Sixty-seven percent indicated their job was interesting, and 100 percent indicated their training was well utilized, but only 44 percent indicated their talents

TABLE 8

JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	CMND AND CTRL PERSONNEL CLUSTER (N=34)	JOB TYPES: SR BTTLSTF TECHNICIANS (N=13)	ABRN ACRFT CONTROLLERS (N=11)	NORAD MSSN TECHNICIANS (N=9)
EXPRESSED JOB INTEREST:				
INTERESTING	82	100	73	67
SO-SO	12	0	9	33
DULL	6	0	18	0
PERCEIVED USE OF TALENTS:				
FAIRLY WELL TO PERFECTLY	71	92	64	44
LITTLE OR NOT AT ALL	29	8	36	56
PERCEIVED USE OF TRAINING:				
FAIRLY WELL TO PERFECTLY	85	92	64	100
LITTLE OR NOT AT ALL	15	8	36	0
SENSE OF ACCOMPLISHMENT FROM WORK:				
SATISFIED	68	85	64	44
NEUTRAL	15	8	27	11
DISSATISFIED	18	8	9	44
REENLISTMENT INTENTIONS:				
WILL/PROBABLY WILL REENLIST	70	85	73	44
WILL NOT/PROBABLY WILL NOT REENLIST	9	8	0	22
WILL RETIRE	18	0	27	33

* Columns may not add to 100 percent due to nonresponse and rounding

TABLE 8 (CONTINUED)

JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	AIR SURV PERSONNEL CLUSTER (N=182)	JOB TYPES		CAREER FIELD MANAGERS IJT** (N=5)
		AIR SURV TECHNICIANS (N=124)	ADV AIR SURV TECHNICIANS (N=28)	
EXPRESSED JOB INTEREST:				
INTERESTING	90	88	89	60
SO-SO	5	6	4	20
DULL	5	6	7	20
PERCEIVED USE OF TALENTS:				
FAIRLY WELL TO PERFECTLY	84	81	96	60
LITTLE OR NOT AT ALL	16	19	4	40
PERCEIVED USE OF TRAINING:				
FAIRLY WELL TO PERFECTLY	88	86	93	60
LITTLE OR NOT AT ALL	11	14	7	40
SENSE OF ACCOMPLISHMENT FROM WORK:				
SATISFIED	75	74	86	80
NEUTRAL	7	6	4	20
DISSATISFIED	19	20	11	0
REENLISTMENT INTENTIONS:				
WILL/PROBABLY WILL REENLIST	85	85	79	40
WILL NOT/PROBABLY WILL NOT REENLIST	10	11	7	0
WILL RETIRE	5	3	14	60

* Columns may not add to 100 percent due to nonresponse and rounding

TABLE 9

COMPARISON OF TAFMS GROUP JOB SATISFACTION INDICATORS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	117X0 (N=29)	1986 COMP SAMPLE (N=1,021)	117X0 (N=36)	1986 COMP SAMPLE (N=724)	117X0 (N=169)	1986 COMP SAMPLE (N=1,880)
EXPRESSED JOB INTEREST:						
INTERESTING	93	48	83	57	87	64
SO-SO	7	23	6	20	8	17
DULL	0	27	11	22	5	18
PERCEIVED USE OF TALENTS:						
FAIRLY WELL TO PERFECTLY	90	55	81	60	80	68
LITTLE OR NOT AT ALL	10	45	19	39	20	32
PERCEIVED USE OF TRAINING:						
FAIRLY WELL TO PERFECTLY	93	70	89	62	86	65
LITTLE OR NOT AT ALL	3	29	11	36	14	35
SENSE OF ACCOMPLISHMENT FROM WORK:						
SATISFIED	83	53	58	55	74	58
NEUTRAL	7	16	8	14	8	10
DISSATISFIED	7	30	33	31	18	31
REENLISTMENT INTENTIONS:						
WILL/PROBABLY WILL REENLIST	76	58	83	65	82	70
WILL NOT/PROBABLY WILL NOT REENLIST	24	40	17	33	5	10
WILL RETIRE	0	0	0	*	12	18

* Denotes less than .5 percent
** Comparative sample is composed of all career ladders surveyed in 1986 (includes AFSC 271X2, 276X0, 277X0)

were being utilized. Forty-four percent of this group stated they gained a sense of accomplishment from their jobs.

In a comparative study of experience groups of AFSC 117X0 career ladder and Mission Equipment Operations personnel surveyed by OMC in 1986, data show that, across all job satisfaction indicators, without exception, AFSC 117X0 personnel are more satisfied with their jobs (see Table 9). The biggest differences are seen for the 1-24 months TAFMS groups, where AFSC 117X0 personnel show nearly twice the job satisfaction that other Mission Equipment Operations personnel do.

This study is the first occupational survey conducted by the USAF Occupational Measurement Center of the Airborne Warning Command and Control Systems Specialty. In a June 1979 survey of AFSCs 276X0/277X0 career ladders, a job resembling the Airborne Warning Command and Control Systems career ladder was identified and is used for comparative purposes here (see Table 10). The biggest differences were noted in figures for reenlistment intentions and perceived use of talents and training. The percent planning to reenlist was substantially higher for the 1986 sample (82 percent) than for the 1979 sample (40 percent). Members in the 1986 sample perceiving excellent use of talents (82 percent) and of training (88 percent) far exceeded those figures from the 1979 survey (46 and 54 percent, respectively).

TRAINING ANALYSIS

Occupational survey data provide one of several sources of information which can be used to make training programs more relevant and meaningful to students. The three most commonly used types of occupational survey information are the percent of first-enlistment personnel performing tasks covered in the job inventory, ratings of relative difficulty of tasks, and the ratings of relative emphasis which should be placed on tasks for first-enlistment training. These data can be used in evaluating training documents such as the Specialty Training Standard (STS) and the Plan of Instruction (POI).

The primary issue for conducting this study was to provide occupational survey information for use in reviewing training for AFSC 117X0 since its separation from AFSC 276X0 in October 1981.

First-Enlistment Personnel

Analysis of tasks performed by first-enlistment respondents is generally useful to training personnel. Table 11 presents the relative percent time spent on duties by first-enlistment Airborne Warning Command and Control Systems personnel, while Table 12 contains examples of tasks performed by these personnel. Most of the tasks involved common aircrew and air surveillance functions. This is consistent with previous findings that these two duties account for a substantial percent of job time for 3- and 5-skill level personnel. Figure 2 reflects the distribution of group members across career

TABLE 10

CURRENT AND PREVIOUS JOB SATISFACTION INDICATORS
(PERCENT MEMBERS RESPONDING)

	1986 (N=234)	1979 (N=43)
EXPRESSED JOB INTEREST:		
INTERESTING	87	79
SO-SO	7	7
DULL	6	11
PERCEIVED USE OF TALENTS:		
FAIRLY WELL TO PERFECTLY	82	46
LITTLE OR NOT AT ALL	18	54
PERCEIVED USE OF TRAINING:		
FAIRLY WELL TO PERFECTLY	88	54
LITTLE OR NOT AT ALL	12	46
SENSE OF ACCOMPLISHMENT FROM WORK:		
SATISFIED	73	**
NEUTRAL	8	**
DISSATISFIED	18	**
REENLISTMENT INTENTIONS:		
WILL/PROBABLY WILL REENLIST	82	40
WILL NOT/PROBABLY WILL NOT REENLIST	9	58
WILL RETIRE	9	**

* Columns may not add to 100 percent due to nonresponse and rounding

** Data not reported for these job satisfaction questions

TABLE 11

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

DUTIES		PERCENT TIME SPENT
A	ORGANIZING AND PLANNING	1
B	DIRECTING AND IMPLEMENTING	1
C	INSPECTING AND EVALUATING	1
D	TRAINING	2
E	PERFORMING ADMINISTRATIVE TASKS	3
F	PERFORMING COMMON AIRCREW TASKS	27
G	PERFORMING GENERAL OPERATOR AND SIMULATOR FUNCTIONS	34
H	PERFORMING SURVEILLANCE FUNCTIONS	20
I	PERFORMING ELECTRONIC COUNTERMEASURES (ECM), ELECTRONIC COUNTER-COUNTERMEASURES (ECCM), AND ELECTRONIC WARFARE DUTIES	5
J	PERFORMING COMMUNICATION AND COMMAND AND CONTROL (CC) FUNCTIONS	11

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

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY AFSC 117X0 FIRST-ENLISTMENT PERSONNEL
(1-48 MONTHS TAFMS)

TASKS		PERCENT MEMBERS PERFORMING (N=29)
F263	POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	100
G289	CONDUCT CONSOLE CHECKOUTS	100
H376	COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	97
F248	PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	97
F244	ORDER AIRCREW FLIGHT LUNCHES	93
F262	PICK UP COFFEE JUGS, WATER JUGS, OR OVENS	93
F270	TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	93
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	93
F222	DON CHEMICAL WARFARE EQUIPMENT	93
G322	INTERPRET CONSOLE DISPLAYS	90
G351	PERFORM HEIGHT ACCURACY CHECKS	90
H402	PERFORM ACTIVE TRACKING ACTIVITIES	90
F261	PICK UP AND INSPECT FLIGHT LUNCHES	90
F252	PERFORM CHECKLIST TEST OF AIRCREW LIFE SUPPORT EQUIPMENT	90
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	90
F250	PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	90
F221	DON AIRCREW PROTECTIVE CLOTHING	90
G286	CLEAN AIRCRAFT INTERIOR	90
H405	PERFORM TELLING AND RECORDING FUNCTIONS	90
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	90
H403	PERFORM COORDINATE CONVERSIONS	86
H377	COMPLETE MANUAL TELLS	86
G353	PERFORM MISSION PLANNING DUTIES	86
H391	INITIATE TRACKS ON REPORTED POSITIONS	86
H390	IDENTIFY EMERGENCY SYMBOLS OR CODES	86
F253	PERFORM CHEMICAL WARFARE PROCEDURES	86
H392	INPUT FLIGHT PLAN DATA	86
I410	DETERMINE POSITION, TYPE, AND INTENSITY OF ECM	86
H401	MONITOR IN PASSIVE TRACKING ACTIVITIES	86
F256	PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	86

DISTRIBUTION OF FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N=29)

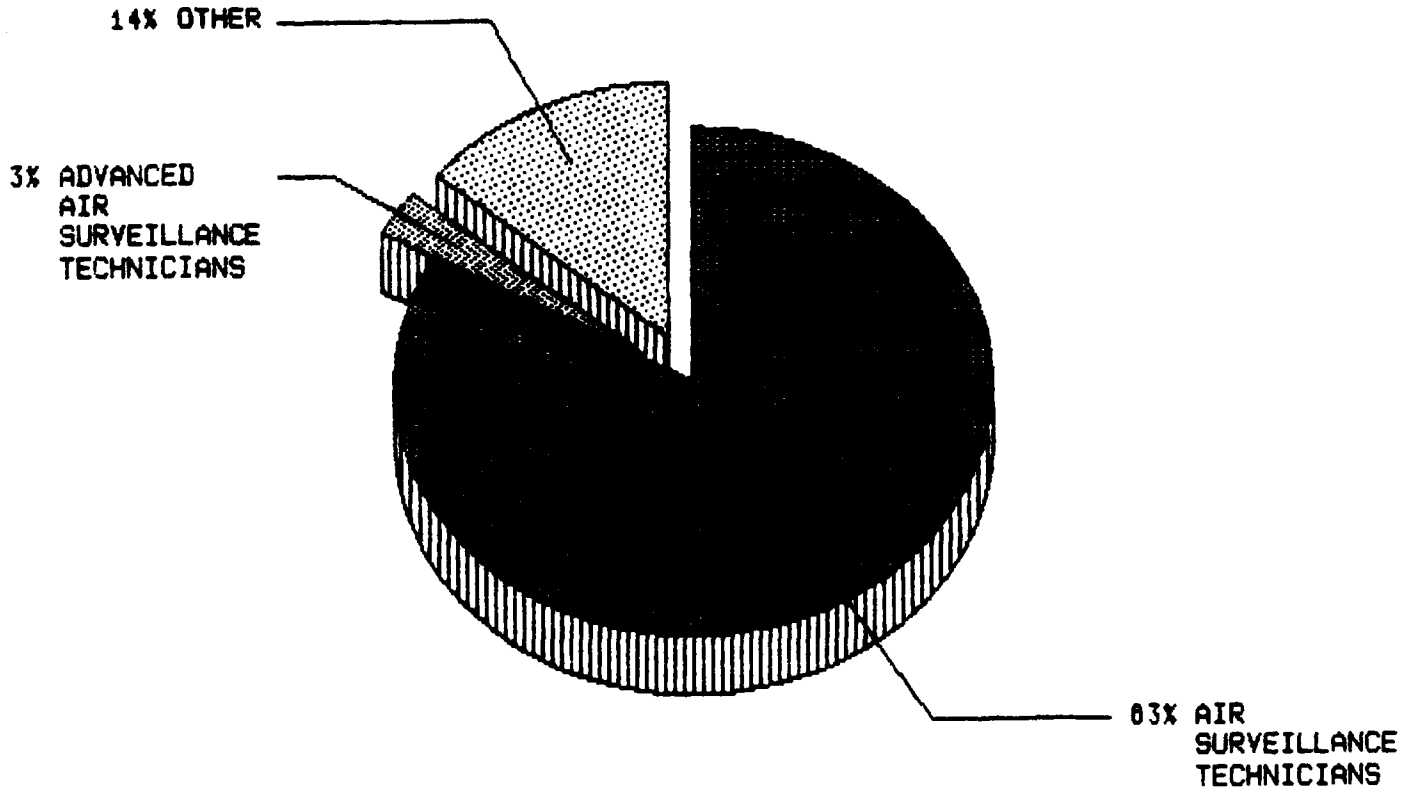


Fig. 2

ladder jobs. Over 80 percent of the 1-48 months TAFMS respondents grouped with the Air Surveillance Technician job group. None of the jobs specializing in other functions, such as command and control, accounted for large enough proportions of first-enlistment personnel to obtain high percent performing on tasks central to their jobs. This finding should not be interpreted as an indication that tasks characteristic of the smaller groups should not be trained. It does indicate, though, that air surveillance activities should receive a substantial degree of emphasis during first-enlistment training.

Task Difficulty

The relative difficulty of each task in the inventory was assessed through ratings by 38 experienced Airborne Warning Command and Control Systems NCOs. Their ratings were processed to produce an ordered listing of all tasks in terms of their relative difficulty and were standardized to have an average difficulty of 5.00, with a standard deviation of 1.00. For a more complete description of these ratings, see the Task Factor Administration section in SURVEY METHODOLOGY.

In looking at tasks with the highest difficulty ratings, data indicate that most of the tasks deal with performing electronic countermeasures and communication and command and control functions. Tasks with average difficulty ratings involved general operating and simulator and surveillance functions, while tasks receiving the lowest difficulty ratings primarily involved common aircrew tasks.

Training Emphasis

Forty-one senior NCOs in the Airborne Warning Command and Control Systems specialty reviewed the job inventory, rating the degree of emphasis that should be placed on each task in first-enlistment training. Their ratings were processed to provide a rank order listing of tasks from high degree of training emphasis to no training required. The average rating was 2.24, and the standard deviation was 1.98, so tasks receiving ratings of 4.22 or higher were considered to have high training emphasis. For a more complete description of these ratings, see the Task Factor Administration section in SURVEY METHODOLOGY.

Of those tasks with highest TE ratings, most were performed by high percentages of first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) personnel (see Table 13). Most of these tasks involved surveillance functions.

Specialty Training Standard (STS)

A comprehensive review of a tentative STS for AFSC 117X0 compared STS items to survey data. The matching was accomplished with the help of operational personnel from the 552d AWACW at Tinker AFB OK. STS paragraphs containing general knowledge information or subject-matter-knowledge requirements

TABLE 13

TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)

TASKS		PERCENT MEMBERS PERFORMING: FIRST JOB (N=17)	FIRST ENLISTMENT (N=29)	TRAINING EMPHASIS*	TASK DIFFICULTY**
H381	DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	82	83	7.39	4.28
G340	OPERATE MULTIPURPOSE CONSOLES	71	76	7.24	5.35
H396	MAINTAIN CONTINUITY OF TRACKS	71	69	7.15	4.65
H391	INITIATE TRACKS ON REPORTED POSITIONS	88	86	7.00	3.89
H402	PERFORM ACTIVE TRACKING ACTIVITIES	82	90	6.90	4.41
G342	PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	77	76	6.88	4.39
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	94	90	6.83	3.89
G322	INTERPRET CONSOLE DISPLAYS	94	90	6.81	4.84
F235	MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	77	83	6.68	4.38
H389	IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	82	83	6.61	4.70
H390	IDENTIFY EMERGENCY SYMBOLS OR CODES	82	86	6.54	4.43
H377	COMPLETE MANUAL TELLS	82	86	6.51	4.27
H376	COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	94	97	6.39	4.11
H382	DETERMINE TRACK CLASSIFICATION AND IDENTIFICATION	71	79	6.37	5.10
H393	INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTIFYING AIR AND SURFACE TRACKS	77	83	6.37	4.27
G289	CONDUCT CONSOLE CHECKOUTS	100	100	6.32	3.56
H404	PERFORM PASSIVE TRACKING ACTIVITIES	82	86	6.32	5.51
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	94	93	6.27	3.55
G353	PERFORM MISSION PLANNING DUTIES	82	86	6.12	4.48

* Training emphasis has an average of 2.24 and a standard deviation of 1.98 (high TE=4.22)
** Task difficulty has an average of 5.00 and a standard deviation of 1.00

were not evaluated. Overall, the STS provides comprehensive coverage of the work performed by personnel in the field, with survey data supporting the significant paragraphs or subparagraphs. Generally, technical tasks matched to elements of the STS showed sufficient percentages of first-job, first-enlistment, and 5- and 7-skill level personnel performing those tasks. The 7-skill level personnel tended to have a consistently higher percentage of members performing those tasks, followed by 5-skill level and first-enlistment personnel. Some tasks didn't have high percentages of personnel performing them, but because the tasks were part of an identifiable job being performed in the career ladder, retention of STS elements involving these tasks is warranted.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. The only trend noted was that communication and command and control tasks had the greatest percentage of unmatched tasks. Many of the unreferenced tasks are managerial or supervisory in nature and are difficult to match because that area of this STS and most STSs tend to be somewhat restricted in the scope of coverage. Examples of technical tasks performed by 20 percent or more respondents of the STS target groups, but which are not referenced to any STS element, are displayed in Table 14. Training personnel and subject-matter experts should review these and other eligible unreferenced tasks to determine if inclusion in the STS is warranted.

Plans of Instruction (POI)

The POI for Course 3AQR27630, dated 2 September 1986, was reviewed using tasks matched by training personnel to the criterion objectives (CO) and task difficulty, training emphasis, and percent first-job and first-enlistment personnel performing information. The occupational survey data generally supported COs requiring task performance of students. This is a generalized course, teaching basic console set up and interpretation. Some simulator work is also conducted for teaching symbology. At a recent Utilization and Training Workshop (U&TW) for the AFSC 276X0/277X0 career ladders, AFSC 117X0 MAJCOM personnel expressed to training managers and other training personnel their satisfaction with the current AFSC 276X0 course as the entry-level training program for AFSC 117X0 personnel.

There were 95 tasks not matched with COs of the POI that were performed by 30 percent or more first-enlistment personnel. All but one of these tasks received above average TE ratings (4.22 or higher, see Table 15).

The POI for TAC Course AST3000BQ0HX was evaluated using tasks matched by operational and training personnel from the 552d AWACW at Tinker AFB OK to the COs and TD, TE, and percent first-job and first-enlistment personnel performing information. The occupational survey supported COs requiring task performance of students. Much of the course is devoted to simulator work on the Mission Simulator (MS) which parallels the console onboard the E-3A aircraft. After classroom and simulator training, AFSC 117X0 personnel complete the remainder of the course in hands-on training onboard the E-3A aircraft.

TABLE 14

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS		PERCENT MEMBERS PERFORMING				TRAINING EMPHASIS*	TASK DIFFICULTY**
		1ST JOB (N=17)	1ST ENL (N=29)	DAFSC 11750 (N=78)	DAFSC 11770 (N=123)		
J465	PERFORM VOICE CHECKS	88	83	82	75	5.22	3.70
H385	DISPLAY MISSION DATA	24	38	65	51	5.12	3.84
J450	MAINTAIN TACTICAL SITUATION AWARENESS	35	45	58	63	5.12	5.46
H386	DISPLAY THREAT AND WARNING INFORMATION	29	38	54	48	4.73	4.09
J449	MAINTAIN INNER CREW COORDINATION	35	52	73	66	4.73	4.79
J434	CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	65	72	85	79	4.58	4.16
G341	PERFORM AIR-TO-GROUND COMMUNICATIONS NETWORK CONFIGURATION AND MONITORING PROCEDURES	53	48	47	59	4.37	4.89
J433	CONDUCT RADIO CHECKS ON AIRBORNE WARNING AND CONTROL SYSTEMS AIRCRAFT	71	62	63	61	4.07	4.09
G357	PERFORMANCE CHECK EQUIPMENT	18	28	41	47	3.98	4.41
H384	DISPLAY GROUND OPERATIONS DATA	24	28	35	38	3.90	3.93
J432	CONDUCT RADIO CHECKS ON AIRBORNE EARLY WARNING CONTROLS AIRCRAFT	41	45	45	38	3.51	4.16
J463	PERFORM RADIO RELAY OPERATIONS	24	24	31	39	3.34	4.53
G336	OBTAIN ECM RESULTS	47	45	41	42	3.10	4.72
J445	ESTABLISH COMMUNICATIONS LINKS	18	24	23	45	2.59	5.12
J457	PASS IMMEDIATE AIR REQUEST DATA	18	24	18	22	1.98	5.14
G347	PERFORM COMPUTER START-OVER PROCEDURES	0	14	22	18	1.90	4.70
G364	REVIEW ATO	6	7	18	32	1.73	4.43
G346	PERFORM COMPUTER INITIALIZATION OR REINITIALIZATION PROCEDURES	12	24	24	16	1.66	5.10

* Mean TE rating is 2.24 and the standard deviation is 1.98 (high TE=4.22)
** Average TD rating is 5.00 and the standard deviation is 1.00

TABLE 15

EXAMPLES OF TASKS NOT REFERENCED TO 3AQR27630 POI BLOCKS
(30 PERCENT OR MORE RESPONDING)

TASKS		PERCENT MEMBERS PERFORMING 1ST JOB (N=17)	1ST ENL (N=29)	TRAINING EMPHASIS*	TASK DIFFICULTY**
H376	COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	94	97	6.39	4.11
G353	PERFORM MISSION PLANNING DUTIES	82	86	6.12	4.48
G334	MONITOR VOICE COMMUNICATIONS	82	83	5.88	4.31
G328	MONITOR DATA LINK DISPLAYS	77	79	5.27	4.75
G340	OPERATE MULTIPURPOSE CONSOLES	71	76	7.24	5.35
G342	PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	77	76	6.88	4.39
J434	CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	65	72	4.58	4.16
G325	INTERPRET SENSOR RETURNS	65	69	5.88	5.53
J451	MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	65	66	5.05	4.40
J481	USE "BEADWINDOW" COMMUNICATION PROCEDURES	53	66	4.10	4.77
J452	MONITOR ASSIGNED COMMUNICATION NETS	53	62	5.29	4.20
G321	INSERT OPERATIONAL INFORMATION INTO COMPUTERS	41	52	4.98	4.90
J449	MAINTAIN INNER CREW COORDINATION	35	52	4.73	4.79
G341	PERFORM AIR-TO-GROUND COMMUNICATIONS NETWORK CONFIGURATION AND MONITORING PROCEDURES	53	48	4.37	4.89
J450	MAINTAIN TACTICAL SITUATION AWARENESS	35	45	5.12	5.46
I412	MAKE ORAL REPORTS ON ECM OR UNIDENTIFIED INTERFERENCE	35	45	4.49	5.17
G319	IMPLEMENT PROCEDURES ON HIJACKS	53	45	4.27	5.00
H386	DISPLAY THREAT AND WARNING INFORMATION	29	38	4.73	4.09

* Mean TE rating is 2.24 and the standard deviation is 1.98 (high TE=4.22)
** Average TD rating is 5.00 and the standard deviation is 1.00

Although there is a plan to shift the current Air Surveillance Technician training course to the gaining squadrons and initiate an Air Surveillance Operator course in its place for formal classroom training, survey data indicate the current technician level training is supported and addresses the job being performed by personnel in their first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) assignments.

There were 79 tasks not matched with COs of the TAC POI that were performed by 30 percent or more first-enlistment personnel. All but one of these received above average TE ratings (4.22 or higher, see Table 16).

Training personnel are encouraged to review the computer printouts of the POIs matched with survey data as they undertake future revisions of the POIs. Particular emphasis should be placed on reviewing the tasks not referenced to COs to determine if new areas should be added to the basic courses.

IMPLICATIONS

This survey was conducted primarily to provide training personnel with current information on the Airborne Warning Command and Control Systems Specialty for use in reviewing current training programs. This is the first study for this specialty since its separation from the Aerospace and Warning Systems Specialty (AFSC 276X0) in 1981.

The impact of these findings for training are minimal. Analysis of career ladder documents indicates the tentative STS and the POIs are well supported by survey data, although subject-matter experts should review these training documents, paying particular attention to those tasks not referenced to these training documents.

The findings of this survey suggest the Airborne Warning Command and Control Systems specialty is a stable, highly technical career field. Over half of the survey respondents are homogeneously organized around performance of air surveillance tasks. The remainder of the respondents are in command and control or career field management. The present classification structure, as described by the AFR 39-1 Specialty Descriptions, accurately portrays the jobs in this study with only two minor exceptions. Subject-matter experts are encouraged to review the suggested additions of emphasizing the unique technical functions of the Airborne Aircraft Controller job group and the technical nature of the Career Field Managers job group.

No serious job satisfaction problems appear to exist within this specialty. Positive responses to job satisfaction questions were low for the NORAD Mission Technician job, but this group accounts for about 4 percent of the career field, and members are now being trained in air surveillance functions. Overall, the job satisfaction responses compared very favorably to the comparative sample of Air Force personnel in 1986 and far exceeded those responses of the comparative sample of a similar job group in a 1979 study.

TABLE 16

EXAMPLES OF TASKS NOT REFERENCED TO AST3000BQOHX POI BLOCKS
(30 PERCENT OR MORE RESPONDING)

TASKS		PERCENT MEMBERS PERFORMING 1ST JOB (N=17)	1ST ENL (N=29)	TRAINING EMPHASIS*	TASK DIFFICULTY**
H376	COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	94	97	6.39	4.11
G353	PERFORM MISSION PLANNING DUTIES	82	86	6.12	4.48
H389	IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	82	83	6.61	4.70
G292	CONDUCT SENSOR CORRELATION CHECKS	82	83	5.32	4.51
G342	PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	77	76	6.88	4.39
G320	IMPLEMENT PROCEDURES ON UNKNOWNS	59	69	5.46	5.06
G287	COMPILE HARD COPY DATA	59	66	4.22	3.08
J481	USE "BEADWINDOW" COMMUNICATION PROCEDURES	53	66	4.10	4.77
J433	CONDUCT RADIO CHECKS ON AIRBORNE WARNING AND CONTROL SYSTEMS AIRCRAFT	71	62	4.07	4.09
J471	RELAY INFORMATION TO OTHER E-3 AIRCRAFT, FRIENDLY AIRCRAFT, OR GROUND STATIONS BY ELECTRONIC DATA LINK	59	59	4.78	4.77
H388	IDENTIFY AND REPORT MEACONING, INTRUSION, JAMMING, INTERFERENCE (MIJI)	41	52	5.73	5.59
J449	MAINTAIN INNER CREW COORDINATION	35	52	4.73	4.79
I407	ANALYZE AND WORK THROUGH COMMUNICATIONS ECM	18	48	5.19	6.06
G341	PERFORM AIR-TO-GROUND COMMUNCATIONS NETWORK CONFIGURATION AND MONITORING PROCEDURES	53	48	4.37	4.89
I418	STUDY REPORTS ON ECCM CAPABILITIES OF SENSORS	47	48	4.00	6.01
J450	MAINTAIN TACTICAL SITUATION AWARENESS	35	45	5.12	5.46

* Mean TE rating is 2.24 and the standard deviation is 1.98 (high TE=4.22)
** Average TD rating is 5.00 and the standard deviation is 1.00

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY CAREER LADDER SPECIALTY JOB GROUPS

TABLE I

GROUP ID NUMBER AND TITLE: GRP013, AIR SURVEILLANCE PERSONNEL CLUSTER
GROUP SIZE: 182 AVERAGE TIME IN JOB: 32 MONTHS
PREDOMINATE PAYGRADES: E-5/6/7 AVERAGE TAFMS: 140 MONTHS
PERCENT OF SAMPLE: 78% AVERAGE TICF: 91 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
G289	CONDUCT CONSOLE CHECKOUTS	99
H381	DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	98
H377	COMPLETE MANUAL TELLS	98
H402	PERFORM ACTIVE TRACKING ACTIVITIES	97
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	97
F263	POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	97
H391	INITIATE TRACKS ON REPORTED POSITIONS	96
F270	TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	96
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	96
H376	COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	95
F261	PICK UP AND INSPECT FLIGHT LUNCHES	95
F262	PICK UP COFFEE JUGS, WATER JUGS, OR OVENS	95
G286	CLEAN AIRCRAFT INTERIOR	95
H405	PERFORM TELLING AND RECORDING FUNCTIONS	95
F241	OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	95
H390	IDENTIFY EMERGENCY SYMBOLS OR CODES	95
H393	INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTIFYING AIR AND SURFACE TRACKS	94
H404	PERFORM PASSIVE TRACKING ACTIVITIES	94
F244	ORDER AIRCREW FLIGHT LUNCHES	93
G353	PERFORM MISSION PLANNING DUTIES	93
H379	COORDINATE IDENTIFICATION OF AIR AND SURFACE TRACKS WITH GROUND ELEMENTS	93
G299	COORDINATE IDENTIFICATION TRACKS WITH GROUND ELEMENTS	93
H403	PERFORM COORDINATE CONVERSIONS	93
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	93
H396	MAINTAIN CONTINUITY OF TRACKS	92
G334	MONITOR VOICE COMMUNICATIONS	92
G342	PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	92
H394	INTERROGATE TRACKS FOR IDENTIFICATION, FRIEND OR FOE (IFF)/SELECTIVE IDENTIFICATION FEATURE (SIF) RESPONSES	92
G322	INTERPRET CONSOLE DISPLAYS	92
H389	IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	92

TABLE I-A

GROUP ID NUMBER AND TITLE: GRP052, AIR SURVEILLANCE TECHNICIANS
GROUP SIZE: 124 AVERAGE TIME IN JOB: 33 MONTHS
PREDOMINATE PAYGRADES: E-5/6/4 AVERAGE TAFMS: 128 MONTHS
PERCENT OF SAMPLE: 53% AVERAGE TICF: 82 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	99
H391	INITIATE TRACKS ON REPORTED POSITIONS	99
H377	COMPLETE MANUAL TELLS	99
H381	DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	98
G289	CONDUCT CONSOLE CHECKOUTS	98
H402	PERFORM ACTIVE TRACKING ACTIVITIES	98
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	98
H390	IDENTIFY EMERGENCY SYMBOLS OR CODES	98
H404	PERFORM PASSIVE TRACKING ACTIVITIES	98
F244	ORDER AIRCREW FLIGHT LUNCHES	97
F241	OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	97
F263	POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	97
H393	INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTIFYING AIR AND SURFACE TRACKS	97
H376	COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	97
F261	PICK UP AND INSPECT FLIGHT LUNCHES	96
G299	COORDINATE IDENTIFICATION TRACKS WITH GROUND ELEMENTS	96
H379	COORDINATE IDENTIFICATION OF AIR AND SURFACE TRACKS WITH GROUND ELEMENTS	96
H405	PERFORM TELLING AND RECORDING FUNCTIONS	96
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	96
F262	PICK UP COFFEE JUGS, WATER JUGS, OR OVENS	95
F270	TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	95
G286	CLEAN AIRCRAFT INTERIOR	95
H394	INTERROGATE TRACKS FOR IDENTIFICATION, FRIEND OR FOE (IFF)/SELECTIVE IDENTIFICATION FEATURE (SIF) RESPONSES	95
H389	IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	95
G334	MONITOR VOICE COMMUNICATIONS	94
G353	PERFORM MISSION PLANNING DUTIES	94
F250	PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	94
G322	INTERPRET CONSOLE DISPLAYS	94
H396	MAINTAIN CONTINUITY OF TRACKS	94
H403	PERFORM COORDINATE CONVERSIONS	94

TABLE I-B

GROUP ID NUMBER AND TITLE: GRP036, ADVANCED AIR SURVEILLANCE TECHNICIANS
GROUP SIZE: 28 AVERAGE TIME IN JOB: 33 MONTHS
PREDOMINATE PAYGRADES: E-6/7/5 AVERAGE TAFMS: 167 MONTHS
PERCENT OF SAMPLE: 12% AVERAGE TICF: 117 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
G322	INTERPRET CONSOLE DISPLAYS	100
H396	MAINTAIN CONTINUITY OF TRACKS	100
J452	MONITOR ASSIGNED COMMUNICATION NETS	100
G325	INTERPRET SENSOR RETURNS	100
H381	DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	100
H393	INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTIFYING AIR AND SURFACE TRACKS	100
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
J434	CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	100
H402	PERFORM ACTIVE TRACKING ACTIVITIES	100
H391	INITIATE TRACKS ON REPORTED POSITIONS	100
G328	MONITOR DATA LINK DISPLAYS	100
H379	COORDINATE IDENTIFICATION OF AIR AND SURFACE TRACKS WITH GROUND ELEMENTS	100
H374	ASSIGN NUMBERS AND AMPLIFY DATA TO TRACKS	100
G299	COORDINATE IDENTIFICATION TRACKS WITH GROUND ELEMENTS	100
G289	CONDUCT CONSOLE CHECKOUTS	100
H377	COMPLETE MANUAL TELLS	100
G284	CHANGE CONSOLE CONFIGURATION	100
H390	IDENTIFY EMERGENCY SYMBOLS OR CODES	100
F241	OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	100
J465	PERFORM VOICE CHECKS	96
F236	MONITOR RADIO COMMUNICATION TRANSMISSIONS	96
G353	PERFORM MISSION PLANNING DUTIES	96
F235	MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	96
J461	PERFORM COMMUNICATIONS CHECKS	96
G321	INSERT OPERATIONAL INFORMATION INTO COMPUTERS	96
G372	TAKE ACTION IN RESPONSE TO COMPUTER ALARMS AND ALERTS	96
G342	PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	96
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	96
G288	COMPLETE PRE-MISSION ACTIVITIES	96
H380	COORDINATE MANUAL TELLS	96

TABLE II

GROUP ID NUMBER AND TITLE: GRP015, COMMAND AND CONTROL PERSONNEL CLUSTER
GROUP SIZE: 34 AVERAGE TIME IN JOB: 31 MONTHS
PREDOMINATE PAYGRADES: E-6/7/5 AVERAGE TAFMS: 184 MONTHS
PERCENT OF SAMPLE: 15% AVERAGE TICF: 120 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
J464	PERFORM RADIO/TELEPHONE (RT) PROCEDURES	100
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	97
J452	MONITOR ASSIGNED COMMUNICATION NETS	94
F243	OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	91
J461	PERFORM COMMUNICATIONS CHECKS	91
F242	OPERATE HIGH FREQUENCY (HF) RADIOS	91
F236	MONITOR RADIO COMMUNICATION TRANSMISSIONS	88
J451	MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	88
J460	PERFORM AUTHENTICATION PROCEDURES	88
G359	PREPARE MISSION KITS	85
J434	CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	85
G278	BREAK FRAGMENTARY ORDERS	85
G288	COMPLETE PRE-MISSION ACTIVITIES	85
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	85
F221	DON AIRCREW PROTECTIVE CLOTHING	85
F241	OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	85
G358	PREPARE AREA OF RESPONSIBILITY (AOR) MAPS OR CHARTS	82
G353	PERFORM MISSION PLANNING DUTIES	82
J465	PERFORM VOICE CHECKS	82
F250	PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	82
F248	PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	82
F266	SECURE EQUIPMENT FOR LANDING	82
J444	ENCODE CLEAR TEXT MESSAGE INTO AUTHENTICATION FORMAT	79
J463	PERFORM RADIO RELAY OPERATIONS	79
J445	ESTABLISH COMMUNICATIONS LINKS	76
F252	PERFORM CHECKLIST TEST OF AIRCREW LIFE SUPPORT EQUIPMENT	76
G305	COORDINATE WITH EXTERNAL AGENCIES ON STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	74
G283	BRIEF RELIEVING CREWMEMBER ON CURRENT STATUS	74
F256	PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	74

TABLE II-A

GROUP ID NUMBER AND TITLE: GRP025, SENIOR BATTLESTAFF TECHNICIANS
GROUP SIZE: 13 AVERAGE TIME IN JOB: 25 MONTHS
PREDOMINATE PAYGRADES: E-6/7/8/9 AVERAGE TAFMS: 186 MONTHS
PERCENT OF SAMPLE: 6% AVERAGE TICF: 99 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
J464	PERFORM RADIO/TELEPHONE (RT) PROCEDURES	100
F243	OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	100
J434	CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	100
G301	COORDINATE OPERATIONS WITH EXTERNAL AGENCIES	100
F242	OPERATE HIGH FREQUENCY (HF) RADIOS	100
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	100
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	100
G334	MONITOR VOICE COMMUNICATIONS	92
G305	COORDINATE WITH EXTERNAL AGENCIES ON STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	92
G356	PERFORM PROCEDURES IN RESPONSE TO STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	92
J445	ESTABLISH COMMUNICATIONS LINKS	92
J453	MONITOR EMPLOYMENT OF ASSIGNED TACTICAL AIR ASSETS AND AIR OPERATIONS	92
J465	PERFORM VOICE CHECKS	92
C110	REVIEW CORRESPONDENCE	92
J433	CONDUCT RADIO CHECKS ON AIRBORNE WARNING AND CONTROL SYSTEMS AIRCRAFT	92
C111	REVIEW REPORTS	92
G296	COORDINATE AIR-TO-GROUND COMMUNICATIONS NETWORK CONFIGURATION AND MONITORING PROCEDURES	92
J477	REPORT CC INFO USING UNIVERSAL TRANSVERSE MERCATORS (UTM), GEOGRAPHICAL REFS (GEOREF), OR LAT/LONG POSITION REF SYS	92
G353	PERFORM MISSION PLANNING DUTIES	92
G359	PREPARE MISSION KITS	92
J473	RELAY WEATHER STATUS	92
F250	PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	92
F241	OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	92
F256	PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	92
J461	PERFORM COMMUNICATIONS CHECKS	85
J452	MONITOR ASSIGNED COMMUNICATION NETS	85
F236	MONITOR RADIO COMMUNICATION TRANSMISSIONS	85

TABLE II-B

GROUP ID NUMBER AND TITLE: GRP045, AIRBORNE AIRCRAFT CONTROLLERS
GROUP SIZE: 11 AVERAGE TIME IN JOB: 37 MONTHS
PREDOMINATE PAYGRADES: E-6/7/5 AVERAGE TAFMS: 167 MONTHS
PERCENT OF SAMPLE: 5% AVERAGE TICF: 118 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
J450	MAINTAIN TACTICAL SITUATION AWARENESS	100
J453	MONITOR EMPLOYMENT OF ASSIGNED TACTICAL AIR ASSETS AND AIR OPERATIONS	100
J451	MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	100
J464	PERFORM RADIO/TELEPHONE (RT) PROCEDURES	100
J460	PERFORM AUTHENTICATION PROCEDURES	100
J452	MONITOR ASSIGNED COMMUNICATION NETS	100
J449	MAINTAIN INNER CREW COORDINATION	100
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
J457	PASS IMMEDIATE AIR REQUEST DATA	100
J468	RECEIVE IMMEDIATE AIR REQUEST DATA	100
J461	PERFORM COMMUNICATIONS CHECKS	100
J462	PERFORM COMMUNICATIONS CONSOLE OPERATIONS	100
J465	PERFORM VOICE CHECKS	100
J435	CONFIRM MISSION RESULTS	100
G278	BREAK FRAGMENTARY ORDERS	100
J463	PERFORM RADIO RELAY OPERATIONS	100
G283	BRIEF RELIEVING CREWMEMBER ON CURRENT STATUS	100
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	100
F255	PERFORM CREW INFORMATION FILE CHECKS	100
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	100
F221	DON AIRCREW PROTECTIVE CLOTHING	100
J426	COMPILE OPERATIONAL DATA FOR MISSION REPORTS (MISREP)	100
F248	PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	100
J423	ASSIST BATTLE STAFF OPERATIONS OFFICER (BSOO) WITH FREQUENCY MANAGEMENT	100
F222	DON CHEMICAL WARFARE EQUIPMENT	100
F253	PERFORM CHEMICAL WARFARE PROCEDURES	100
J437	COORDINATE AND CONTROL ACTIVITIES OR SUPPORT AIRCRAFT (FORWARD AIR CONTROL AND TACTICAL AIRLIFT)	91
F236	MONITOR RADIO COMMUNICATION TRANSMISSIONS	91
J448	MAINTAIN AIR SITUATION DISPLAY (ASD) BOARDS	91
F243	OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	91

TABLE II-C

GROUP ID NUMBER AND TITLE: GRP031, NORAD MISSION TECHNICIANS
GROUP SIZE: 9 AVERAGE TIME IN JOB: 34 MONTHS
PREDOMINATE PAYGRADES: E-7/6/8 AVERAGE TAFMS: 200 MONTHS
PERCENT OF SAMPLE: 4% AVERAGE TICF: 145 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
G305	COORDINATE WITH EXTERNAL AGENCIES ON STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	100
J444	ENCODE CLEAR TEXT MESSAGE INTO AUTHENTICATION FORMAT	100
J464	PERFORM RADIO/TELEPHONE (RT) PROCEDURES	100
G358	PREPARE AREA OF RESPONSIBILITY (AOR) MAPS OR CHARTS	100
J452	MONITOR ASSIGNED COMMUNICATION NETS	100
G359	PREPARE MISSION KITS	100
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
J460	PERFORM AUTHENTICATION PROCEDURES	100
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	100
G352	PERFORM K-42/43 PROCEDURES	89
J438	COORDINATE EMERGENCY ACTIONS WITH NORAD, E-3 NORAD AIRBORNE BATTLE STAFF, SENIOR DIRECTOR, AND BATTLE COMMANDER	89
F236	MONITOR RADIO COMMUNICATION TRANSMISSIONS	89
E177	DECODE MESSAGES	89
E181	ENCODE MESSAGES	89
G356	PERFORM PROCEDURES IN RESPONSE TO STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	89
E178	DESTROY CLASSIFIED MATERIALS	89
J451	MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	89
J461	PERFORM COMMUNICATIONS CHECKS	89
G360	PREPARE OPREP-3 REPORTS	89
G353	PERFORM MISSION PLANNING DUTIES	78
J445	ESTABLISH COMMUNICATIONS LINKS	78
F242	OPERATE HIGH FREQUENCY (HF) RADIOS	78
F243	OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	78
F248	PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	78
G373	UPDATE BATTLE STAFF DISPLAYS	78
G278	BREAK FRAGMENTARY ORDERS	78
G288	COMPLETE PRE-MISSION ACTIVITIES	78
F250	PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	78
F221	DON AIRCREW PROTECTIVE CLOTHING	78
F266	SECURE EQUIPMENT FOR LANDING	78

TABLE III

GROUP ID NUMBER AND TITLE: GRP011, CAREER FIELD MANAGERS
GROUP SIZE: 5 AVERAGE TIME IN JOB: 43 MONTHS
PREDOMINATE PAYGRADES: E-7/8/9 AVERAGE TAFMS: 260 MONTHS
PERCENT OF SAMPLE: 2% AVERAGE TICF: 186 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
E180	DRAFT MESSAGES	100
B55	DRAFT DIRECTIVES	100
A27	PREPARE BRIEFING AIDS	100
A30	PREPARE RECOMMENDATIONS FOR CHANGES IN PUBLICATIONS	100
C110	REVIEW CORRESPONDENCE	80
C111	REVIEW REPORTS	80
E192	MAINTAIN HISTORICAL OPERATIONS TREND ANALYSIS	80
B57	IDENTIFY INFORMATION AS CLASSIFIED	80
E211	RESEARCH PUBLICATIONS	80
E190	MAINTAIN CORRESPONDENCE FILES	80
C91	EVALUATE OPERATIONAL REPORTS	80
A28	PREPARE BRIEFINGS	80
B43	CONDUCT MEETINGS	80
A21	PLAN RECORD KEEPING PROCEDURES	80
A38	SCHEDULE TEMPORARY DUTY	80
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	80
A34	REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	80
A29	PREPARE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	80
B67	RESEARCH OPERATIONAL PROCEDURES	60
D143	EVALUATE TRAINING PROGRAMS	60
B58	IDENTIFY INFORMATION AS HAVING POSSIBLE INTELLIGENCE VALUE	60
B59	IDENTIFY INFORMATION AS UNCLASSIFIED	60
C77	ANALYZE WORKLOAD REQUIREMENTS	60
E175	CLASSIFY INFORMATION	60
E188	MAINTAIN CLASSIFIED FILES	60
C116	WRITE STAFF STUDIES	60
B42	CONDUCT CONFERENCES	60
E176	COMPILE INFORMATION FOR OPERATIONAL REPORTS	60
B75	SUPERVISE MILITARY PERSONNEL WITH AFSC OTHER THAN 117X0	60
A11	ESTABLISH OPERATING INSTRUCTIONS (OI)	60

APPENDIX B

SELECTED REPRESENTATIVE TASKS PERFORMED BY SKILL LEVEL GROUPS

TABLE B-I

GROUP TITLE: 11730/11750 AIRMEN
GROUP SIZE: 92
PREDOMINATE PAYGRADES: E-5/4/3
PERCENT OF SAMPLE: 39%

AVERAGE TIME IN JOB: 26 MONTHS
AVERAGE TAFMS: 83 MONTHS
AVERAGE TICF: 51 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
G289	CONDUCT CONSOLE CHECKOUTS	96
F263	POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	93
F244	ORDER AIRCREW FLIGHT LUNCHES	92
F270	TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	92
H391	INITIATE TRACKS ON REPORTED POSITIONS	92
H381	DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	91
F262	PICK UP COFFEE JUGS, WATER JUGS, OR OVENS	91
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	90
H377	COMPLETE MANUAL TELLS	89
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	89
H404	PERFORM PASSIVE TRACKING ACTIVITIES	89
F261	PICK UP AND INSPECT FLIGHT LUNCHES	88
H402	PERFORM ACTIVE TRACKING ACTIVITIES	88
H376	COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	88
H390	IDENTIFY EMERGENCY SYMBOLS OR CODES	88
G286	CLEAN AIRCRAFT INTERIOR	88
F241	OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	88
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	87
H403	PERFORM COORDINATE CONVERSIONS	87
H405	PERFORM TELLING AND RECORDING FUNCTIONS	87
H393	INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTIFYING AIR AND SURFACE TRACKS	86
H389	IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	86
H394	INTERROGATE TRACKS FOR IDENTIFICATION, FRIEND OR FOE (IFF)/SELECTIVE IDENTIFICATION FEATURE (SIF) RSPONSES	86
G299	COORDIANTE IDENTIFICATION TRACKS WITH GROUND ELEMENTS	85
F250	PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	85
G322	INTERPRET CONSOLE DISPLAYS	84
G353	PERFORM MISSION PLANNING DUTIES	84
F248	PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	84
F236	MONITOR RADIO COMMUNICATION TRANSMISSIONS	83
H379	COORDINATE IDENTIFICATION OF AIR AND SURFACE TRACKS WITH GROUND ELEMENTS	83

TABLE B-II

GROUP TITLE: 11770 AIRMEN
GROUP SIZE: 123
PREDOMINATE PAYGRADES: E-6/7/5
PERCENT OF SAMPLE: 53%

AVERAGE TIME IN JOB: 36 MONTHS
AVERAGE TAFMS: 178 MONTHS
AVERAGE TICF: 109 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	94
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	93
F236	MONITOR RADIO COMMUNICATION TRANSMISSIONS	89
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	89
G353	PERFORM MISSION PLANNING DUTIES	89
G289	CONDUCT CONSOLE CHECKOUTS	89
G288	COMPLETE PRE-MISSION ACTIVITIES	89
F241	OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	89
F263	POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	87
F221	DON AIRCREW PROTECTIVE CLOTHING	87
F250	PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	85
G334	MONITOR VOICE COMMUNICATIONS	84
J461	PERFORM COMMUNICATIONS CHECKS	83
F248	PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	82
J452	MONITOR ASSIGNED COMMUNICATION NETS	81
G283	BRIEF RELIEVING CREWMEMBER ON CURRENT STATUS	81
J464	PERFORM RADIO/TELEPHONE (RT) PROCEDURES	80
G286	CLEAN AIRCRAFT INTERIOR	80
J434	CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	79
F256	PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	78
G322	INTERPRET CONSOLE DISPLAYS	76
F235	MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	76
F243	OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	75
F242	OPERATE HIGH FREQUENCY (HF) RADIOS	75
J465	PERFORM VOICE CHECKS	75
H377	COMPLETE MANUAL TELLS	75
F266	SECURE EQUIPMENT FOR LANDING	75
J451	MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	74
G342	PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	73
H402	PERFORM ACTIVE TRACKING ACTIVITIES	73

TABLE B-III

GROUP TITLE: 11790 AIRMEN
GROUP SIZE: 12
PREDOMINATE PAYGRADES: E-8/7
PERCENT OF SAMPLE: 5%

AVERAGE TIME IN JOB: 37 MONTHS
AVERAGE TAFMS: 230 MONTHS
AVERAGE TICF: 165 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	92
C110	REVIEW CORRESPONDENCE	83
E180	DRAFT MESSAGES	83
F243	OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	83
J452	MONITOR ASSIGNED COMMUNICATION NETS	83
F242	OPERATE HIGH FREQUENCY (HF) RADIOS	83
B47	COUNSEL PERSONNEL	83
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	83
D147	PARTICIPATE IN CONTINUATION TRAINING CLASSES	83
F263	POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	83
F250	PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	83
F255	PERFORM CREW INFORMATION FILE CHECKS	83
F248	PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	83
A29	PREPARE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	83
C111	REVIEW REPORTS	75
G353	PERFORM MISSION PLANNING DUTIES	75
J451	MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	75
J461	PERFORM COMMUNICATIONS CHECKS	75
G334	MONITOR VOICE COMMUNICATIONS	75
F236	MONITOR RADIO COMMUNICATION TRANSMISSIONS	75
F251	PARTICIPATE IN PRE-MISSION WEATHER BRIEFINGS	75
F235	MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	75
A11	ESTABLISH OPERATING INSTRUCTIONS (OI)	75
A34	REVIEW RECOMMENDATIONS FOR AWARDS AND DECORATIONS	75
F256	PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	75
A28	PREPARE BRIEFINGS	75
A24	PLAN SELF-INSPECTIONS	75
J464	PERFORM RADIO/TELEPHONE (RT) PROCEDURES	67
G288	COMPLETE PRE-MISSION ACTIVITIES	67

TABLE B-IV

GROUP TITLE: 11700 AIRMEN
GROUP SIZE: 7
PREDOMINATE PAYGRADES: E-9/8
PERCENT OF SAMPLE: 3%

AVERAGE TIME IN JOB: 41 MONTHS
AVERAGE TAFMS: 299 MONTHS
AVERAGE TICF: 259 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
E180	DRAFT MESSAGES	100
F247	PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
F241	OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	100
B67	RESEARCH OPERATIONAL PROCEDURES	86
C111	REVIEW REPORTS	86
C110	REVIEW CORRESPONDENCE	86
C113	VERIFY MISSION CAPABILITY STATUS OF PERSONNEL	86
C114	VERIFY MISSION READY STATUS OF PERSONNEL	86
B75	SUPERVISE MILITARY PERSONNEL WITH AFSC OTHER THAN 117X0	86
B43	CONDUCT MEETINGS	86
A34	REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	86
B62	INDOCTRINATE NEWLY ASSIGNED PERSONNEL	86
F258	PERFORM PERSONAL EQUIPMENT INSPECTIONS	86
G334	MONITOR VOICE COMMUNICATIONS	86
F221	DON AIRCREW PROTECTIVE CLOTHING	86
C86	EVALUATE INDIVIDUALS FOR RECOGNITION	86
G353	PERFORM MISSION PLANNING DUTIES	86
C115	WRITE APR	86
F257	PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	86
J465	PERFORM VOICE CHECKS	86
F263	POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	86
J434	CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	86
A28	PREPARE BRIEFINGS	86
B68	REVISE JOB DESCRIPTIONS	86
C88	EVALUATE JOB DESCRIPTIONS	86
B47	COUNSEL PERSONNEL	86
A9	DEVELOP WORK METHODS	86
A40	WRITE JOB DESCRIPTIONS	86
G331	MONITOR RADAR COVERAGE	86
F256	PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	86

END

7-87

DTIC