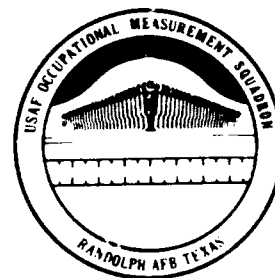


AD-A237 707



UNITED STATES
AIR FORCE

OCCUPATIONAL SURVEY REPORT

COMBAT ARMS TRAINING AND MAINTENANCE
CAREER LADDER

AFSC 753X0

AFPT 90-753-933

MAY 1991

91-03884



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

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

TABLE OF CONTENTS

| | <u>PAGE NUMBER</u> |
|--|------------------------|
| PREFACE. | iii |
| SUMMARY OF RESULTS | iv |
| INTRODUCTION | 1 |
| Background | 1 |
| SURVEY METHODOLOGY | 2 |
| Survey Administration. | 3 |
| Survey Sample. | 3 |
| Data Processing and Analysis | 3 |
| Task Factor Administration | 5 |
| SPECIALTY JOBS (Career Ladder Structure) | 5 |
| Overview | 6 |
| JOBS AT LACKLAND AFB | 6 |
| JOBS AT OTHER BASES. | 13 |
| JOBS AT LACKLAND AFB | 13 |
| JOBS AT OTHER BASES. | 16 |
| Comparison to Previous Survey. | 19 |
| Comparison of Lackland AFB Jobs and Those at Other Bases | 19 |
| Summary. | 21 |
| CAREER LADDER PROGRESSION. | 21 |
| SKILL-LEVEL DESCRIPTIONS | 21 |
| Lackland AFB | 21 |
| Other Bases. | 24 |
| Comparison of Skill-Level Groups at Lackland AFB and Other Bases. | 33 |
| Summary. | 33 |
| AFR 39-1 SPECIALTY DESCRIPTIONS. | 38 |
| TRAINING ANALYSIS. | 38 |
| First-Enlistment Lackland AFB Combat Arms Training and Maintenance Personnel (AFSC 753X0). | 42 |
| First-Enlistment Combat Arms Training and Maintenance Personnel (AFSC 753X0) at Other Bases | 42 |
| Specialty Training Standard. | 42 |
| Plan of Instruction. | 50 |
| Summary. | 53 |
| JOB SATISFACTION | 53 |
| Summary. | 53 |
| IMPLICATIONS | 58 |

TABLE OF CONTENTS
(Tables, Figures, Appendices)

| | <u>PAGE NUMBER</u> |
|---|------------------------|
| TABLE 1 - MAJCOM REPRESENTATION IN SAMPLE. | 4 |
| TABLE 2 - PAYGRADE DISTRIBUTION OF SAMPLE. | 4 |
| TABLE 3 - DISTRIBUTION OF TIME SPENT ACROSS DUTIES BY MEMBERS AT LACKLAND AFB (RELATIVE PERCENT OF JOB TIME SPENT) | 8-9 |
| TABLE 4 - SELECTED BACKGROUND DATA ON CATM PERSONNEL AT LACKLAND AFB. | 10-11 |
| TABLE 5 - PERCENTAGES OF JOB MEMBERS TEACHING THE VARIOUS WEAPONS. | 12 |
| TABLE 6 - COMPARISON OF CAREER LADDER STRUCTURE FOR CURRENT AND PREVIOUS SURVEY | 20 |
| TABLE 7 - DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS (PERCENT). | 22 |
| TABLE 8 - DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS (PERCENT). | 22 |
| TABLE 9 - TIME SPENT ON DUTIES BY MEMBERS OF SKILL LEVEL GROUPS (RELATIVE PERCENT OF JOB TIME). | 23 |
| TABLE 10 - REPRESENTATIVE TASKS PERFORMED BY LACKLAND 75330/50 PERSONNEL. | 25 |
| TABLE 11 - REPRESENTATIVE TASKS PERFORMED BY LACKLAND 75370 PERSONNEL. | 26 |
| TABLE 12 - TASKS WHICH BEST DIFFERENTIATE BETWEEN LACKLAND DAFSC 75330/50 AND DAFSC 75370 PERSONNEL (PERCENT MEMBERS PERFORMING). | 27 |
| TABLE 13 - REPRESENTATIVE TASKS PERFORMED BY LACKLAND 75399/00 PERSONNEL. | 28 |
| TABLE 14 - TASKS WHICH BEST DIFFERENTIATE BETWEEN LACKLAND DAFSC 75370 AND 75399/00 PERSONNEL (PERCENT MEMBERS PERFORMING) | 29 |
| TABLE 15 - REPRESENTATIVE TASKS PERFORMED BY OTHER DAFSC 79330/50 PERSONNEL. | 30 |
| TABLE 16 - REPRESENTATIVE TASKS PERFORMED BY OTHER DAFSC 75370 PERSONNEL. | 30 |
| TABLE 17 - TASKS WHICH BEST DIFFERENTIATE BETWEEN OTHER DAFSC 75330/50 AND 75370 PERSONNEL (PERCENT MEMBERS PERFORMING). | 32 |
| TABLE 18 - REPRESENTATIVE TASKS PERFORMED BY OTHER DAFSC 75399 PERSONNEL. | 34 |
| TABLE 19 - TASKS WHICH BEST DIFFERENTIATE BETWEEN OTHER DAFSC 75370 AND 75399 PERSONNEL (PERCENT MEMBERS PERFORMING) | 35 |
| TABLE 20 - REPRESENTATIVE TASKS PERFORMED BY OTHER DAFSC 75300 PERSONNEL. | 36 |
| TABLE 21 - TASKS WHICH BEST DIFFERENTIATE BETWEEN OTHER DAFSC 75399 AND 75300 PERSONNEL (PERCENT MEMBERS PERFORMING) | 37 |
| TABLE 22 - SAMPLE OF TASKS WITH HIGHEST TRAINING EMPHASIS (TE) RATINGS. | 39 |
| TABLE 23 - SAMPLE OF TASKS WITH HIGHEST TASK DIFFICULTY (TD) RATINGS | 40-41 |
| TABLE 24 - RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY LACKLAND FIRST-ENLISTMENT AFSC 753X0 PERSONNEL. | 44 |

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

| | <u>PAGE</u> <u>NUMBER</u> |
|--|------------------------------|
| TABLE 25 - REPRESENTATIVE TASKS PERFORMED BY LACKLAND FIRST-ENLISTMENT 753X0 PERSONNEL | 45 |
| TABLE 26 - WEAPONS TAUGHT BY FIRST-ENLISTMENT CATM PERSONNEL | 46 |
| TABLE 27 - RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY OTHER FIRST-ENLISTMENT AFSC 753X0 PERSONNEL. | 47 |
| TABLE 28 - REPRESENTATIVE TASKS PERFORMED BY OTHER FIRST-ENLISTMENT 753X0 PERSONNEL. | 48 |
| TABLE 29 - EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT OF OTHER FIRST-ENLISTMENT AFSC 753X0 PERSONNEL. | 49 |
| TABLE 30 - SAMPLE OF TECHNICAL TASKS PERFORMED BY MORE THAN 20 PERCENT ALL CRITERION GROUP MEMBERS NOT MATCHED TO AFSC 753X0 STS. | 51 |
| TABLE 31 - SAMPLE OF TECHNICAL TASKS PERFORMED BY MORE THAN 30 PERCENT ALL CRITERION GROUP MEMBERS NOT MATCHED TO 3ABR75330 POI. | 52 |
| TABLE 32 - COMPARISON OF JOB SATISFACTION INDICATORS FOR 753X0 TAFMS GROUPS IN CURRENT STUDY TO A COMPARATIVE SAMPLE (PERCENT MEMBERS RESPONDING). | 54 |
| TABLE 33 - COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 753X0 TAFMS GROUPS IN CURRENT AND PREVIOUS STUDY (PERCENT MEMBERS RESPONDING). | 55 |
| TABLE 34 - COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 753X0 RESPONDENTS AT LACKLAND AFB (PERCENT MEMBERS RESPONDING) | 56 |
| TABLE 35 - COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 753CO RESPONDENTS AT OTHER BASES (PERCENT MEMBERS RESPONDING). | 57 |
| FIGURE 1 - DISTRIBUTION OF AFSC 753X0 PERSONNEL ACROSS CAREER LADDER JOBS. | 7 |
| FIGURE 2 - DISTRIBUTION OF FIRST-ENLISTMENT AFSC 753X0 PERSONNEL ACROSS CAREER LADDER JOBS. | 43 |
| APPENDIX A - SELECTED REPRESENTATIVE TASKS PERFORMED BY MEMBERS OF CAREER LADDER JOBS. | 59 |

PREFACE

This report presents the results of an Air Force Occupational Survey of the Combat Arms Training and Maintenance (AFSC 753X0) career ladder. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products used in this report are available for use by operations and training officials.

Major John Kropac, Canadian Forces exchange officer, developed the survey instrument, Olga Velez provided computer programming support, and Ms Raquel A. Soliz provided administrative support. Mr Daniel E. Dreher analyzed the data and wrote the final report. Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Section, Occupational Analysis Branch, USAF Occupational Measurement Squadron, reviewed and approved this report for release.

Copies of this report are distributed to Air Staff sections and other interested training and management personnel. Additional copies may be requested from the Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Branch (OMY), Randolph AFB Texas 78150-5000.

BOBBY P. TINDELL, Colonel, USAF
Commander
USAF Occupational Measurement
Squadron

JOSEPH S. TARTELL
Chief, Occupational Analysis Branch
USAF Occupational Measurement
Squadron

SUMMARY OF RESULTS

1. Survey Coverage: This report is based on data collected from 593 respondents, comprising 71 percent of the members assigned to this specialty.
2. Career Ladder Structure: Because Lackland AFB respondents constitute 23 percent of the total sample and might disproportionately impact data analysis, the jobs they perform were identified separately from those performed by respondents at other bases. Most respondents at Lackland AFB and other bases have the Combat Arms Training and Maintenance (CATM) Instructor job and teach ground weapon skills to Group A personnel. There are, however, differences in the overall breadth of jobs performed by Lackland AFB CATM and NCOIC personnel versus those performed at other bases, as well as differences in weapons instructed.
3. Career Ladder Progression: Survey data show CATM respondents at Lackland AFB and other bases progress typically through the skill levels, with 3- and 5-skill level personnel spending their time instructing ground weapons skills and maintaining firearms, 7-skill level members performing a mixture of technical and supervisory tasks, and 9-skill level and CEM personnel performing more administrative and management functions of the career ladder.
4. Specialty Descriptions: AFR 39-1 Specialty Descriptions accurately describe functions and tasks performed by AFSC 753X0 personnel.
5. Training Analysis: All matched STS line items and POI learning objectives are well supported by survey data.
6. Job Satisfaction: Job satisfaction for respondents in this study and members of similar AFSCs surveyed in 1990 was compared, and data show Lackland AFB CATM personnel have somewhat lower satisfaction indicators than their counterparts in similar AFSCs. Overall, satisfaction has remained fairly stable over the years. Members in most functions find their work interesting and feel their talents and training are used.
7. Implications: Overall, there has been no change in the structure of the career ladder over the last 5 years. Personnel progress typically through the career ladder, AFR 39-1 Specialty Descriptions are supported, and training documents are supported as now written.

OCCUPATIONAL SURVEY REPORT
COMBAT ARMS TRAINING AND MAINTENANCE
(AFSC 753X0)

INTRODUCTION

This is a report of an occupational survey of the AFSC 753X0, Combat Arms Training and Maintenance (CATM), career ladder. The last published OSR for this career ladder was in October 1985. The present study was requested by HQ ATC/CSTD to validate the STS and the POI for the entry-level CATM course and provide data for an AFSC 753X0 Utilization and Training Workshop to be held in 1991.

This specialty has remained relatively stable over the last few years. Each command has a slightly different mission and, therefore, a somewhat different CATM requirement. Most bases still conduct traditional range marksmanship training, while others include field employment of various weapons. There has also been a move to computerize the record-keeping functions, but no standardized system has been developed yet.

Background

The AFR 39-1 Specialty Descriptions state that 3- and 5-skill level AFSC 753X0 personnel instruct combat arms marksmanship, ground weapons preventive maintenance, and range safety procedures. They also operate firing ranges, inspect, maintain and repair ground weapons, and supervise CATM personnel.

Seven-skill level members manage combat arms training, control and operate firing ranges, inspect, repair, and maintain ground weapons, and supervise CATM activities.

Nine-skill level and CEM members are the superintendents of the career ladder and are involved in planning and organizing CATM activities, budgets, safety programs, and directing combat arms activities.

Members enter the career ladder by attending an 8-week ABR75330 CATM Specialist course taught at Lackland AFB. Students learn how to maintain the various weapons used by the Air Force, qualify on the various weapons, learn how to operate a range, and how to teach maintenance and marksmanship principles.

There is also a 2-week advanced CATM course for E-5 through E-7 military personnel and civilians of equivalent grades. This course provides training on the CATM mission, CATM section procedures and operations, ammunition supply support, weapons maintenance, and firing range criteria.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

SURVEY METHODOLOGY

Data for this survey were collected using USAF Job Inventory AFPT 90-753-933 (March 1990). The Inventory Developer reviewed pertinent career ladder documents, the previous OSR and job inventory, and then prepared a tentative task list, which was validated through personal interviews with 65 subject-matter experts at the following locations:

| <u>BASE</u> | <u>REASON FOR VISIT</u> |
|--------------------|---|
| Lackland AFB TX | Technical school |
| Hurlburt Field FL | Volume type training. Also heavy weapons, special operations and Red Horse personnel. |
| Bergstrom AFB TX | Typical TAC CATM unit. Uses the 5.56mm M16 conversion kit. |
| Dyess AFB TX | Typical SAC base with average to large CATM training unit that also trains aircraft security procedures. |
| Nellis AFB NV | Location of the largest CATM unit. Both light and heavy weapons taught, as well as desert warfare. |
| Travis AFB CA | Representative of MAC mission. Site of OSI detachment and district headquarters. |
| McClellan AFB CA | Logistics Command base with small CATM unit training on special weapons. |
| Grand Forks AFB ND | Northern tier SAC base with a missile security role. |
| Clark AB PT | Representative PACAF base teaching most weapons, including the M15 revolver. |
| Kunsan AB Korea | PACAF base with heavy and exotic weapons. Personnel are on short overseas tours, so turnovers are frequent. |

RAF Lakenheath GB

Representative USAFE base with Command operations and mission. Average sized CATM unit.

Ramstein AB GE

Large USAFE base teaching both light and heavy weapons.

The final inventory contains 500 tasks, standard background questions asking for paygrade, DAFSC, organization of assignment, MAJCOM, TAFMS, time in career ladder, plus additional background questions asking respondents to indicate who they spend most time training, the size unit they are in, the type of range they work on, if they use computers to train and do administrative functions, the weapons they teach and repair, and the tools used. School personnel will use responses to these questions to help evaluate entry-level training.

Survey Administration

From August through November 1990, Consolidated Base Personnel Offices at operational bases worldwide administered the surveys to AFSC 753X0 personnel selected from a computer-generated mailing list provided by the Armstrong Laboratory, Human Resources Directorate. Respondents were asked to complete the identification and biographical information section first, go through the booklet and mark all tasks they perform in their current job, and then go back and rate each task they marked on a 9-point scale reflecting the relative amount of time spent on each task. Time spent ratings range from 1 (indicating a very small amount of time spent) to 9 (indicating a very large amount of time spent).

The computer calculated the relative percent time spent on all tasks for each respondent by first totaling ratings on all tasks, dividing the rating for each task by this total, and multiplying by 100. The percent time spent ratings from all inventories were then combined and used with percent member performing values to describe various groups in the career ladder.

Survey Sample

The final sample includes responses from 593 AFSC 753X0 members. As shown in Tables 1 and 2, the MAJCOM and paygrade representation of the sample is very close to that of the total AFSC 753X0 population.

Data Processing and Analysis

Once the job inventories were received from the field, the booklets were screened for completeness and accuracy and optically scanned to create a complete case record for each respondent. Comprehensive Occupational Data Analysis Programs (CODAP) then created a job description for each respondent,

TABLE 1
MAJCOM REPRESENTATION IN SAMPLE

| <u>COMMAND</u> | <u>PERCENT OF ASSIGNED</u> | <u>PERCENT OF SAMPLE</u> |
|----------------|--------------------------------|------------------------------|
| ATC | 26 | 29 |
| TAC | 21 | 16 |
| SAC | 17 | 18 |
| MAC | 11 | 11 |
| USAFE | 11 | 11 |
| PACAF | 6 | 8 |
| OTHER | 8 | 7 |

Total Assigned = 835
 Total Eligible = 727
 Total in Sample = 593
 Percent of Assigned in Sample = 71%
 Percent of Eligible in Sample = 82%

TABLE 2
PAYGRADE DISTRIBUTION OF SAMPLE

| <u>PAYGRADE</u> | <u>PERCENT OF ASSIGNED</u> | <u>PERCENT OF SAMPLE</u> |
|-----------------|--------------------------------|------------------------------|
| E-1 to E-3 | 17 | 16 |
| E-4 | 27 | 26 |
| E-5 | 28 | 31 |
| E-6 | 15 | 14 |
| E-7 | 11 | 11 |
| E-8 | 1 | 1 |
| E-9 | * | * |

* Denotes less than 1 percent

as well as composite job descriptions for members of various demographic groups. These job descriptions were used for much of the occupational analysis.

Task Factor Administration

Personnel who make decisions about career ladder documents and training programs use task factor data (training emphasis (TE) and task difficulty (TD) ratings) as well as job descriptions. The survey process provides these data by asking selected E-6 and E-7 supervisors to complete either a TE or TD booklet. These booklets are processed separately from the job inventories and TE and TD data, when applicable, are considered when analyzing other issues in the study.

Training Emphasis (TE). TE is defined as the amount of structured training that first-enlistment personnel need to perform tasks successfully. Structured training is defined as training provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal OJT, or any other organized training method. Forty-eight experienced AFSC 753X0 supervisors rated tasks in the inventory on a 10-point scale ranging from 0 (no TE required) to 9 (high TE required). Interrater agreement for the 48 raters is acceptable. The mean TE rating for tasks in the inventory is 2.97, and the standard deviation is 1.85. Any task with a TE rating of 4.82 or greater is considered to have high TE.

Task Difficulty (TD). TD is defined as an estimate of the length of time the average airman takes to learn how to perform each task listed in the inventory. Fifty-one experienced AFSC 753X0 supervisors rated the difficulty of the tasks in the inventory on a 9-point scale ranging from 1 (easy to learn) to 9 (very difficult to learn). Interrater agreement for these 51 raters is also acceptable. TD ratings are normally adjusted so tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or greater is considered to be difficult to learn.

SPECIALTY JOBS (Career Ladder Structure)

The first step in the analysis process is to identify the structure of the career ladder in terms of jobs performed. CODAP assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on the tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, new

members are added to this initial group, or new groups are formed based on the similarity of tasks and time spent ratings. This process continues until all respondents possible are included in a group. The structure of the career ladder is then defined in terms of these groups, or jobs, the respondents perform.

Overview

Twenty-three percent of all AFSC 753X0 personnel are assigned to Lackland AFB. In addition, several jobs performed by Lackland CATM personnel are unique to the mission of that base and are not necessarily representative of what CATM personnel do at other bases. To accurately depict what members of this career ladder do, CATM personnel at Lackland AFB were analyzed separately from the rest of the survey respondents. The career ladder, therefore, will be described in terms of jobs performed by CATM personnel at Lackland AFB and jobs performed at the other bases. CATM skills are taught essentially to three groups of people: Basic trainees, personnel armed on a daily basis (Group A), and personnel not armed daily, but who may have a possible combat commitment (Group B). Percentages of respondents working in the various jobs are shown in Figure 1, the time members in the various jobs spend on duties is presented in Table 3, background information on these members is presented in Table 4, and the percentage of members teaching the various weapons is listed in Table 5. The Stage (STG) number listed by the job title is a reference number assigned by CODAP, while the letter "N" refers to the number of respondents performing tasks related to the job.

JOBS AT LACKLAND AFB

| | |
|---|----------------|
| I. LACKLAND CATM INSTRUCTOR | (STG038, N=60) |
| II. LACKLAND BASIC TRAINEE INSTRUCTOR | (STG036, N=7) |
| III. LACKLAND M60 MACHINE GUN INSTRUCTOR | (STG044, N=8) |
| IV. LACKLAND MORTAR AND 40mm MACHINE GUN INSTRUCTOR | (STG043, N=6) |
| V. LACKLAND ARMORER | (STG034, N=11) |
| VI. LACKLAND NCOIC | (STG030, N=8) |

DISTRIBUTION OF AFSC 753X0 PERSONNEL ACROSS CAREER LADDER JOBS

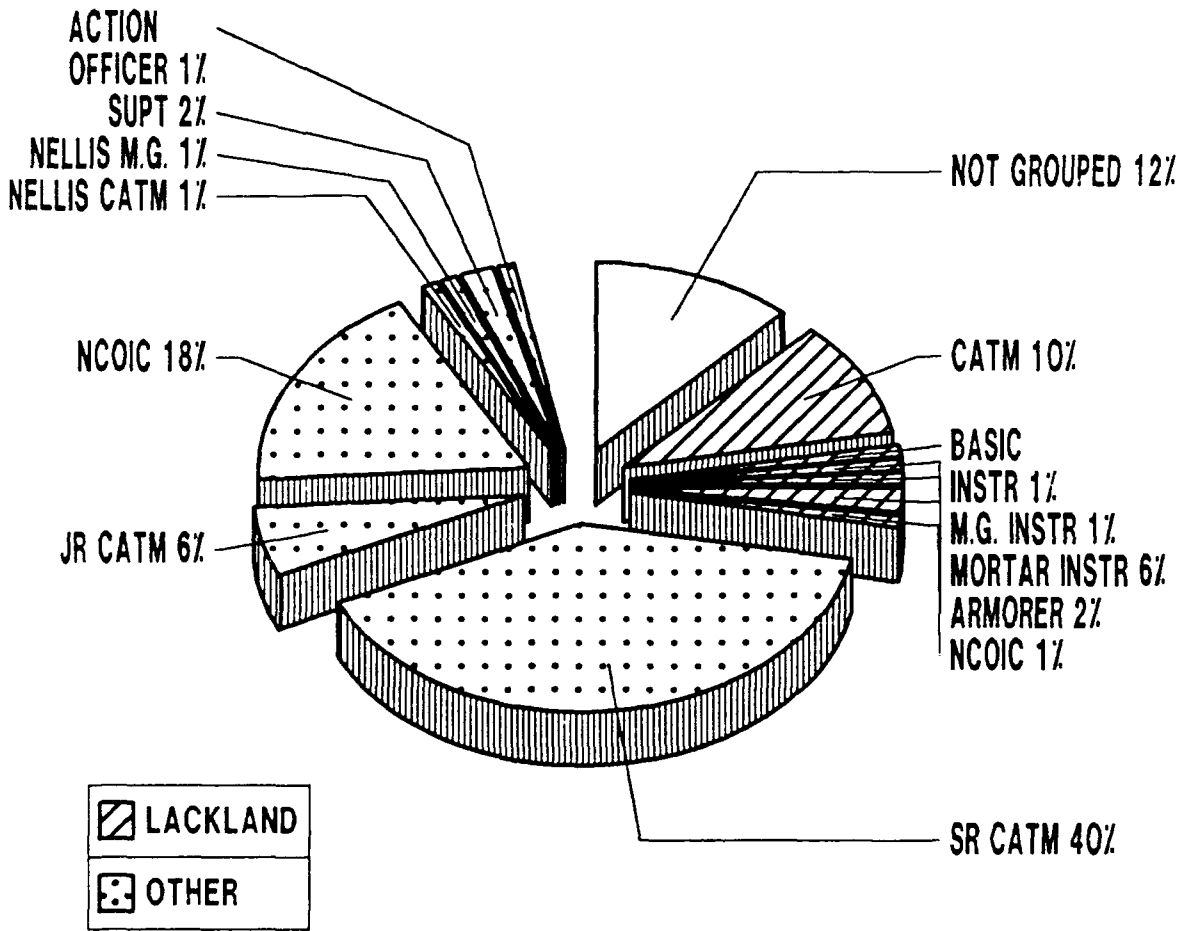


FIGURE 1

TABLE 3

DISTRIBUTION OF TIME SPENT ACROSS DUTIES BY MEMBERS AT LACKLAND AFB
(RELATIVE PERCENT OF JOB TIME SPENT)

| DUTIES | CATM INSTR (N=60) | BASIC TRAINEE INSTR (N=7) | M60 MACHINE GUN INSTR (N=8) | MORTAR AND 40mm MACHINE GUN INSTR (N=6) | ARMORER (N=11) | NCOIC (N=8) |
|--|-------------------------|------------------------------------|---|---|-------------------|----------------|
| A ORGANIZING AND PLANNING | 2 | * | 4 | 5 | 1 | 30 |
| B DIRECTING AND IMPLEMENTING | 4 | 2 | 5 | 6 | 5 | 26 |
| C INSPECTING AND EVALUATING | 3 | * | 4 | 6 | 2 | 22 |
| D MANAGING GROUND WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION | 7 | 5 | 8 | 10 | 4 | 7 |
| E PERFORMING ADMINISTRATIVE FUNCTIONS | 6 | 7 | 6 | 9 | 17 | 9 |
| F INSPECTING, REPAIRING, OR MAINTAINING GROUND WEAPONS | 32 | 16 | 21 | 27 | 28 | 3 |
| G CONTROLLING AND OPERATING FIRING RANGES AND WEAPON STORAGE FACILITIES | 25 | 44 | 23 | 12 | 43 | 3 |
| H INSTRUCTING GROUND WEAPONS SKILLS | 22 | 25 | 28 | 25 | * | 0 |

* Denotes less than 1 percent

TABLE 3 (CONTINUED)

DISTRIBUTION OF TIME SPENT ACROSS DUTIES BY MEMBERS AT OTHER BASES
(RELATIVE PERCENT OF JOB TIME SPENT)

| DUTIES | SR CATM | JR CATM | NCOIC | NELLIS AFB | NELLIS AFB | SUPT | ACTION |
|---|------------------|-----------------|---------|---------------------|------------------------------------|--------|------------------|
| | INSTR (N=240) | INSTR (N=38) | (N=109) | CATM INSTR (N=7) | MACHINE GUN INSTRUCTOR (N=6) | (N=11) | OFFICER (N=8) |
| A ORGANIZING AND PLANNING | 2 | * | 7 | 2 | * | 13 | 25 |
| B DIRECTING AND IMPLEMENTING | 3 | 1 | 7 | 3 | 3 | 11 | 15 |
| C INSPECTING AND EVALUATING | 2 | * | 8 | 3 | * | 13 | 28 |
| D MANAGING GROUND WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION | 6 | 6 | 9 | 8 | 7 | 13 | 5 |
| E PERFORMING ADMINISTRATIVE FUNCTIONS | 11 | 9 | 15 | 6 | 4 | 13 | 22 |
| F INSPECTING, REPAIRING, OR MAINTAINING GROUND WEAPONS | 38 | 43 | 25 | 36 | 29 | 13 | * |
| G CONTROLLING AND OPERATING FIRING RANGES AND WEAPON STORAGE FACILITIES | 21 | 23 | 17 | 22 | 19 | 16 | 4 |
| H INSTRUCTING GROUND WEAPONS SKILLS | 17 | 17 | 11 | 20 | 29 | 8 | * |

* Denotes less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA ON CATM PERSONNEL AT LACKLAND AFB

| NUMBER IN GROUP PERCENT OF SAMPLE | CATM | | BASIC | | M60 | | MORTAR | | ARMORER | | NCOIC | |
|--------------------------------------|------------|-----|---------|------------|-------------|------------|----------|-------------|------------|----|-------|----|
| | INSTRUCTOR | | TRAINEE | INSTRUCTOR | MACHINE GUN | INSTRUCTOR | AND 40mm | MACHINE GUN | INSTRUCTOR | | | |
| | 60 | 10% | 7 | 1% | 8 | 1% | 6 | 1% | 11 | 2% | 8 | 1% |
| ----- | | | | | | | | | | | | |
| DAFSC DISTRIBUTION | | | | | | | | | | | | |
| 75330 | 12% | | 14% | | 0 | | 0 | | 18% | | 0 | |
| 75350 | 67% | | 86% | | 38% | | 17% | | 73% | | 13% | |
| 75370 | 22% | | 0 | | 63% | | 83% | | 9% | | 63% | |
| 75399 | 0 | | 0 | | 0 | | 0 | | 0 | | 13% | |
| 75300 | 0 | | 0 | | 0 | | 0 | | 0 | | 13% | |
| ----- | | | | | | | | | | | | |
| PAYGRADE DISTRIBUTION | | | | | | | | | | | | |
| AIRMAN | | | | | | | | | | | | |
| E-4 | 29% | | 14% | | 0 | | 0 | | 0 | | 0 | |
| E-5 | 30% | | 71% | | 13% | | 0 | | 55% | | 0 | |
| E-6 | 30% | | 14% | | 38% | | 33% | | 36% | | 25% | |
| E-7 | 8% | | 0 | | 38% | | 50% | | 9% | | 13% | |
| E-8 | 3% | | 0 | | 13% | | 17% | | 0 | | 38% | |
| E-9 | 0 | | 0 | | 0 | | 0 | | 0 | | 13% | |
| ----- | | | | | | | | | | | | |
| AVERAGE NUMBER OF TASKS PERFORMED | | | | | | | | | | | | |
| AVERAGE MONTHS TAFMS | 94 | | 29 | | 66 | | 142 | | 55 | | 49 | |
| PERCENT IN FIRST ENLISTMENT | 80 | | 71 | | 157 | | 159 | | 96 | | 215 | |
| PERCENT SUPERVISING | 40% | | 43% | | 0 | | 0 | | 18% | | 0 | |
| | 30% | | 14% | | 62% | | 33% | | 36% | | 100% | |

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR CATM PERSONNEL AT OTHER BASES

| NUMBER IN GROUP PERCENT OF SAMPLE PERCENT IN CONUS | SR CATM | | JR CATM | | NCOIC | | NELLIS AFB CATM INSTR | | NELLIS AFB MACHINE GUN INSTRUCTOR | | SUPT | | ACTION OFFICER | |
|--|---------|------|---------|------|-------|-----|--------------------------|------|---|-----|------|-----|-------------------|-----|
| | INSR | INSR | INSR | INSR | | | | | | | | | | |
| 240 | 40% | 75% | 38 | 6% | 109 | 18% | 7 | 1% | 6 | 1% | 11 | 2% | 8 | 1% |
| | | | | 71% | 67% | 67% | 100% | 100% | 100% | 64% | 50% | 50% | 25% | 25% |

DAFSC DISTRIBUTION

| | | | | | | | | | | | | | | |
|-------|-----|-----|-----|---|---|---|---|---|-----|-----|-----|-----|-----|-----|
| 75330 | 10% | 39% | 0 | 0 | 0 | 0 | 0 | 0 | 67% | 0 | 0 | 0 | 0 | 0 |
| 75350 | 67% | 47% | 15% | 0 | 0 | 0 | 0 | 0 | 17% | 9% | 0 | 0 | 0 | 0 |
| 75370 | 22% | 13% | 81% | 0 | 0 | 0 | 0 | 0 | 17% | 64% | 27% | 50% | 25% | 25% |
| 75399 | 0 | 0 | 5% | 0 | 0 | 0 | 0 | 0 | 0 | 27% | 0 | 25% | 25% | 25% |
| 31600 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

PAYGRADE DISTRIBUTION

| AIRMAN | 15% | 18% | 0 <th>0 <th>0 <th>0 <th>0 <th>0 <th>67%</th> <th>0 <th>0 <th>0 <th>0 <th>0 </th></th></th></th></th></th></th></th></th></th> | 0 <th>0 <th>0 <th>0 <th>0 <th>67%</th> <th>0 <th>0 <th>0 <th>0 <th>0 </th></th></th></th></th></th></th></th></th> | 0 <th>0 <th>0 <th>0 <th>67%</th> <th>0 <th>0 <th>0 <th>0 <th>0 </th></th></th></th></th></th></th></th> | 0 <th>0 <th>0 <th>67%</th> <th>0 <th>0 <th>0 <th>0 <th>0 </th></th></th></th></th></th></th> | 0 <th>0 <th>67%</th> <th>0 <th>0 <th>0 <th>0 <th>0 </th></th></th></th></th></th> | 0 <th>67%</th> <th>0 <th>0 <th>0 <th>0 <th>0 </th></th></th></th></th> | 67% | 0 <th>0 <th>0 <th>0 <th>0 </th></th></th></th> | 0 <th>0 <th>0 <th>0 </th></th></th> | 0 <th>0 <th>0 </th></th> | 0 <th>0 </th> | 0 |
|--------|-----|-----|---|--|---|--|---|--|-----|--|-------------------------------------|--------------------------|---------------|-----|
| E-4 | 37% | 34% | 4% | 71% | 17% | 17% | 0 | 0 | 17% | 0 | 0 | 0 | 0 | 0 |
| E-5 | 37% | 18% | 27% | 29% | 0 | 0 | 0 | 0 | 0 | 36% | 27% | 50% | 25% | 25% |
| E-6 | 7% | 0 | 37% | 0 | 30% | 0 | 0 | 0 | 0 | 27% | 36% | 25% | 25% | 25% |
| E-7 | 1% | 3% | 3% | 0 | 3% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E-8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| E-9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

AVERAGE NUMBER OF TASKS PERFORMED

| | | | | | | | |
|-----------------------------|-----|-----|-----|-----|-----|------|-----|
| AVERAGE TAFMS (MOS) | 190 | 103 | 290 | 106 | 106 | 168 | 44 |
| PERCENT IN FIRST ENLISTMENT | 86 | 54 | 175 | 62 | 35 | 215 | 208 |
| PERCENT SUPERVISING | 34% | 53% | 0 | 43% | 83% | 0 | 0 |
| | 28% | 8% | 94% | 43% | 0 | 100% | 12% |

TABLE 5

PERCENTAGES OF JOB MEMBERS TEACHING THE VARIOUS WEAPONS

| JOBS AT LACKLAND | WEAPON AND PERCENT TEACHING | | | | | | | | | | | | | | |
|--|-----------------------------|-------------|-----|------|--------------|--|-----------|--------------|-----------|------|-------------|---------------|-----|---------------|-----------------|
| | M16 | M14 SMUD | M15 | M9 | M203 G.L. | M79 G.L. | XM 148 | MK19 40mm | M2 .50 | M60 | M72 anti | .35mm anti | UZI | M29 Mortar | M870 Shotgun |
| I. LACKLAND CATH INSTRUCTOR | 98% | - | 27% | 98% | 75% | - | - | - | - | 75% | - | - | 2% | - | 30% |
| II. LACKLAND BASIC TRAINEE INSTRUCTOR | 100% | - | 14% | 86% | - | - | - | - | - | - | - | - | - | - | - |
| III. LACKLAND M60 MACHINE GUN INSTRUCTOR | - | - | - | - | - | - | - | - | 100% | - | - | - | - | - | - |
| IV. LACKLAND MORTAR AND 40mm MACHINE GUN INSTRUCTOR | - | - | - | - | - | - | 100% | 100% | - | - | - | - | - | 100% | - |
| V. LACKLAND ARMORER | 9% | - | - | 9% | - | - | - | - | - | - | - | - | - | - | - |
| VI. LACKLAND NCOIC | 25% | - | - | 25% | - | - | - | - | - | - | - | - | - | - | - |
| JOBS AT OTHER BASES | M16 | M14 SMUD | M15 | M9 | M203 G.L. | M79 G.L. <td>XM 148</td> <td>MK19 40mm</td> <td>M2 .50</td> <td>M60</td> <td>M72 anti</td> <td>.35mm anti</td> <td>UZI</td> <td>M29 Mortar</td> <td>M870 Shotgun</td> | XM 148 | MK19 40mm | M2 .50 | M60 | M72 anti | .35mm anti | UZI | M29 Mortar | M870 Shotgun |
| VII. SENIOR CATH INSTRUCTOR | 100% | 15% | 97% | 100% | 98% | 56% | 32% | 34% | - | 97% | - | - | 23% | 4% | 97% |
| VIII. JUNIOR CATH INSTRUCTOR | 100% | 11% | 84% | 89% | 89% | 18% | 13% | 21% | - | 79% | - | - | 18% | - | 76% |
| IX. MCOIC | 95% | 26% | 94% | 94% | 93% | 56% | 33% | 30% | - | 91% | - | - | 23% | 6% | 94% |
| X. NELLIS AFB CATH INSTRUCTOR | 100% | 43% | - | 14% | 86% | 43% | 14% | - | - | - | 57% | 86% | - | - | - |
| XI. NELLIS AFB MACHINE GUN INSTRUCTOR | - | - | - | - | - | - | - | 66% | 50% | 100% | - | - | - | 17% | - |
| XII. SUPERINTENDENT | 91% | 9% | 91% | 82% | 91% | - | 27% | 36% | - | 73% | - | - | - | 9% | 82% |
| XIII. ACTION OFFICER | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

JOBS AT OTHER BASES

| | | |
|-------|-----------------------------------|-----------------|
| VII. | SENIOR CATM INSTRUCTOR | (STG057, N=240) |
| VIII. | JUNIOR CATM INSTRUCTOR | (STG029, N=38) |
| IX. | NCOIC | (STG070, N=109) |
| X. | NELLIS AFB CATM INSTRUCTOR | (STG032, N=7) |
| XI. | NELLIS AFB MACHINE GUN INSTRUCTOR | (STG025, N=6) |
| XII. | SUPERINTENDENT | (STG028, N=11) |
| XIII. | ACTION OFFICER | (STG016, N=8) |

JOBS AT LACKLAND AFB

I. LACKLAND CATM INSTRUCTOR JOB (STG038, N=60). Almost half the Lackland AFB respondents reported performing tasks related to instructing the M-16 rifle, semi-automatic pistol, grenade launcher, and M60 machine gun. They perform these tasks as CATM instructors for personnel who are armed daily and completing their annual firing requirement, as well as for students going through the entry-level course. Twenty-nine percent of the members with this job are in paygrades E-1 to E-3, 30 percent are in paygrade E-4, 30 percent are in paygrade E-5, and 40 percent report being in their first enlistment. Sixty-seven percent of these CATM personnel hold the 5-skill level. Overall, Lackland CATM Instructors report spending 32 percent of their duty time inspecting, repairing, or maintaining ground weapons, 25 percent conducting and operating firing ranges and weapon storage facilities, 22 percent instructing ground weapon skills, and spend most time performing the following common CATM tasks:

- conduct rifle classroom training, M16 series
- conduct rifle live fire training, M16 series
- conduct semi-automatic pistol classroom training
- conduct semi-automatic pistol live fire training
- function check rifles, M16 series
- function check semi-automatic pistols
- coach trainee weapons fundamentals

II. LACKLAND BASIC TRAINEE INSTRUCTOR (STG036, N=7). This job is unique in that it is the only job which involves teaching CATM skills to basic trainees. It is a rather narrow job, as members perform an average of only 29 tasks, fewer tasks than members of any other job in the specialty perform. Five of the seven respondents are paygrade E-4, six hold the 5-skill level, and three are in their first enlistment. These seven respondents indicate

they spend 44 percent of their duty time on tasks related to controlling and operating firing ranges and weapon storage facilities. They spend an additional 25 percent of their duty time instructing ground weapons skills and 16 percent inspecting, repairing, or maintaining ground weapons. Basic Trainee Instructors are distinguished by the time they spend performing the following tasks:

- transport weapons
- reface targets
- transport ammunition or ammunition residue
- secure range equipment or facilities
- perform grounds maintenance
- brief range safety rules
- maintain target lines

III. LACKLAND M60 MACHINE GUN INSTRUCTOR (STG044, N=8). This rather limited job is unique in that it involves teaching only the M60 machine gun to Group A personnel (see Table 5). AFSC 753X0 personnel with this job are a more senior group, as they average 157 months TAFMS, three are paygrade E-5, three are paygrade E-6, one is paygrade E-7, five hold the 7-skill level, and five indicate they supervise. The job entails an average of only 66 tasks, and members report spending 28 percent of their time instructing ground weapons skills, 23 percent controlling and operating firing ranges and weapons storage facilities, and 21 percent inspecting, repairing, or maintaining ground weapons. Lackland M60 Machine Gun Instructors are distinguished by the time they spend performing the following tasks:

- conduct machine gun (other than submachine gun)
 - live fire training
- conduct machine gun (other than submachine gun)
 - classroom training
- clean machine guns, other than submachine guns
- function check machine guns, other than submachine guns
- clear machine guns, other than submachine guns
- conduct machine gun (other than submachine guns)
 - dry fire training
- field strip machine guns, other than submachine guns

IV. LACKLAND MORTAR AND MACHINE GUN INSTRUCTOR (STG043, N=6). AFSC 753X0 respondents with this job differ from those with the previous job in that they are the only Lackland AFB personnel who teach the MK19 40mm grenade machine gun, M2 .50 caliber machine gun, and M29 mortar (Table 5). Lackland AFB CATM respondents with this job are also a more senior group, as they average 159 months TAFMS, two are paygrade E-5, three are paygrade E-6, one is paygrade E-7, and five of the six hold the 7-skill level. The six members with this job indicate they spend 27 percent of their duty time performing tasks related to inspecting, repairing, or maintaining ground weapons, 25 percent instructing ground weapons skills, 12 percent controlling and

operating firing ranges, and 10 percent managing ground weapons training. These Mortar and Machine Gun Instructors are distinguished by the time they spend performing the following tasks:

- physically inspect mortars
- physically inspect grenade machine guns (40mm)
- clear mortars
- clear grenade machine guns (40mm)
- conduct mortar classroom training
- conduct grenade machine gun (40mm) classroom training
- conduct mortar live fire training
- conduct grenade machine gun (40mm) live fire training

V. LACKLAND ARMORER (STG034, N=11). Lackland Armorers have a distinctive job in that they spend almost no time teaching CATM skills. Six of the respondents with this job are paygrade E-4, 4 are paygrade E-5, 1 is paygrade E-6, 2 of the 11 hold the 3-skill level, 8 hold the 5-skill level, and 1 holds the 7-skill level. Armorers spend 42 percent of their duty time on tasks related to controlling and operating firing ranges and weapons storage facilities, 28 percent inspecting, repairing, or maintaining ground weapons, and 17 percent performing administrative functions. What distinguishes members with this job is the time they spend performing the following tasks:

- inventory weapons
- issue weapons
- issue ammunition
- guard ammunition or weapons
- secure weapons in storage facilities
- maintain control of keys, such as issuing, recording, and safeguarding
- maintain weapons storage requirements

VI. LACKLAND NCOIC (STG030, N=8). These most senior DAFSC 753X0 members at Lackland AFB average 215 months TAFMS. Two are paygrade E-5, two are paygrade E-6, three are paygrade E-7, one is paygrade E-8, and one is paygrade E-9. All eight report being a supervisor, one holds the 5-skill level, five hold the 7-skill level, one holds the 9-skill level, and one is the CEM. They are obviously administrators and supervisors, as they spend 30 percent of their duty time organizing and planning, 26 percent directing and implementing, and 22 percent evaluating and inspecting. These NCOICs are distinguished from members of other jobs and the NCOICs at other bases, because they perform an average of only 49 tasks and spend more time performing the following tasks:

- counsel personnel on personal or military-related matters
- schedule leave or passes
- assign personnel to duty positions
- determine work priorities
- determine requirements for space, personnel, equipment, or supplies
- write EPRs
- plan work assignments

JOBS AT OTHER BASES

VII. SENIOR CATM INSTRUCTOR (STG057, N=240). These are more senior CATM instructors who conduct classroom and live fire training on M16 rifles, semi-automatic pistols, revolvers, shotguns, and grenade launchers for both Group A and B personnel. Senior CATM Instructors average 86 months TAFMS, 67 percent hold the 5-skill level, 22 percent hold the 7-skill level, 28 percent have supervisory responsibilities, 34 percent are in their first enlistment, and 75 percent are assigned to CONUS bases. These 240 members indicate they spend 38 percent of their duty time performing tasks related to inspecting, repairing, or maintaining ground weapons, 21 percent controlling or operating firing ranges, 17 percent instructing ground weapons skills, and 11 percent performing administrative functions. They have a rather broad job, as they perform an average of 190 tasks, and are distinguished by the time they spend performing the following tasks:

- conduct rifle classroom training, M16 series
- conduct rifle live fire training, M16 series
- coach trainee weapons fundamentals
- conduct semi-automatic pistol classroom training
- conduct semi-automatic pistol live fire training
- conduct revolver classroom training
- conduct revolver live fire training
- conduct shotgun classroom training

VIII. JUNIOR CATM INSTRUCTOR (STG029, N=38). Junior CATM Instructors have a somewhat more limited job compared to Senior CATM Instructors, as they perform an average of 103 tasks. Fifteen respondents with this job hold the 3-skill level, 18 hold the 5-skill level, 5 hold the 7-skill level, and over half are in their first enlistment. AFSC 753X0 respondents with this job indicate they spend 43 percent of their duty time inspecting, repairing, or maintaining ground weapons, 23 percent controlling and operating firing ranges, and 17 percent instructing ground weapons skills. These Junior CATM Instructors spend more time on the following general CATM tasks:

- conduct classroom training, M16 series
- physically inspect rifles, M16 series
- conduct range cleanup
- conduct rifle live fire training, M16 series
- brief range safety rules
- physically inspect semi-automatic pistols
- prepare classroom for instruction
- function check rifles, M16 series

IX. NCOIC (STG070, N=109). The NCOIC job at other bases is broader than the Lackland AFB NCOIC job, as these NCOICs perform an average of 290 technical and supervisory tasks. Eighty-one percent of these NCOICs hold the 7-skill level, 27 percent are paygrade E-5, 37 percent are paygrade E-6, 30 percent are paygrade E-7, and they average 175 months TAFMS. Respondents with this job report they spend 25 percent of their duty time inspecting, repairing, or maintaining ground weapons, 17 percent controlling and operating firing ranges, 15 performing administrative functions, and 11 percent instructing ground weapon skills. These NCOICs spend most of their time performing the following tasks:

- schedule range usage
- determine work priorities
- type correspondence, forms, or reports
- plan work assignments
- review correspondence
- interpret policies, directives, or procedures
for subordinates
- assign CATM instructor jobs or tasks

X. NELLIS CATM INSTRUCTOR (STG032, N=7). These 7 respondents were identified separately because of the time they spend on an average of 106 tasks dealing with teaching various weapons used by armed personnel at Nellis AFB. These seven CATM Instructors are also the only respondents who teach light anti-tank weapons (see Table 5). Five of these instructors hold the 5-skill level, two hold the 7-skill level, five are paygrade E-5, two are paygrade E-6, and three are in their first enlistment. These seven respondents report spending 36 percent of their time performing tasks related to inspecting, repairing, or maintaining ground weapons, 22 percent on tasks related to controlling and operating firing ranges, and 20 percent on tasks related to instructing ground weapons skills. They are distinguished by the time they spend performing the following tasks:

- conduct techniques of fire training
- visually inspect light antitank weapon 35mm subcal devices
- fire light antitank weapons or subcal devices for qualification or to maintain proficiency

conduct light antitank weapon live fire training
physically inspect light antitank weapon 35mm subcal
devices

XI. NELLIS AFB MACHINE GUN INSTRUCTOR (STG025, N=6). These six Nellis AFB respondents were differentiated because they concentrate on teaching the MK19 40mm grenade machine gun, the M60 machine gun, and the M2 .50 caliber machine gun to personnel who are armed on a daily basis (Table 5). Four of these six instructors hold the 3-skill level, one holds the 5-skill level, one holds the 7-skill level, four are in paygrades E-2 to E-3, one each is paygrade E-4 and E-5, and five are in their first enlistment. These members report spending 39 percent of their time performing tasks related to inspecting, repairing, or maintaining ground weapons, 26 percent on tasks related to instructing ground weapons skills, and 19 percent on tasks related to controlling and operating firing ranges. They are distinguished by the time they spend on the following tasks:

conduct machine gun (other than submachine gun)
live fire training
conduct machine gun (other than submachine gun)
classroom training
visually inspect machine guns, other than submachine
guns
lubricate machine guns, other than submachine guns
lubricate grenade machine guns (40mm)
clean grenade machine guns (40mm)
conduct grenade machine gun (40mm) classroom training
conduct grenade machine gun (40mm) live fire training

XII. SUPERINTENDENT (STG028, N=11). These are the most senior AFSC 753X0 respondents, as they average 215 months TAFMS. Of the 11 members in this job, 7 hold the 7-skill level, 3 hold the 9-skill level, one is a CEM code, 4 are paygrade E-6, 3 are paygrade E-7, and 4 are paygrade E-8. Superintendents report performing an average of 168 tasks and spend 16 percent of their time on tasks related to controlling and operating firing ranges, 13 percent on organizing and planning, 13 percent inspecting, repairing, or maintaining ground weapons, 13 percent on tasks related to managing ground weapon training and maintaining instructor qualification, 13 percent on tasks related to administrative function, and 13 percent on evaluating and inspecting tasks. What distinguishes members with this job is the time they spend performing the following tasks:

assign CATM instructor jobs or tasks
plan preventive maintenance for ranges or facilities
determine work priorities
review correspondence

implement self-inspection programs
plan work assignments
compile activity reports

XIII. ACTION OFFICER (STG016, N=8). Members with this job perform an average of only 44 tasks. Four Action Officers hold the 7-skill level, two hold the 9-skill level, two are CEM code, four are paygrade E-7, two are paygrade E-8, and two are paygrade E-9. Action Officers spend 28 percent of their duty time on tasks related to evaluating and inspecting, 25 percent on tasks related to organizing and planning, 22 percent performing administrative functions, and 15 percent directing and implementing. Members with this job are distinguished by the time they spend performing the following tasks:

prepare staff studies, surveys, or special reports
type correspondence, forms, or reports
prepare briefings
conduct briefings
maintain administrative files
draft inputs to higher headquarters directives
conduct staff assistance visits

Comparison to Previous Survey

Jobs identified in the present survey were compared to those reported in the previous OSR (see Table 6). While the basic structure of the career ladder has not changed over the years, the differences in names shown in Table 6 reflect the organization of tasks in the latest inventory, use of the CODAP task-clustering process to better identify groups of respondents performing similar tasks, and identifying Lackland AFB respondents separately.

Comparison of Lackland AFB Jobs and Those at Other Bases

Because Lackland AFB respondents constitute 23 percent of the total sample, they were considered separately. Survey data show some differences between tasks performed by those with the CATM job at Lackland AFB, Nellis AFB, and CATM Instructors at other bases. As shown in Table 5, Lackland CATM Instructors train the M16, M9, M60, and M203 grenade launcher, Nellis AFB CATM Instructors teach the .50 caliber machine gun and anti-tank weapons, while CATM Instructors at other bases teach most weapons, including revolvers. In addition, CATM personnel at other bases perform many tasks identified with the Lackland AFB Armorer job and more inspect, clean, adjust, and replace parts on M16s and M9 pistols than AFSC 753X0 personnel at Lackland AFB. Figures in Table 4 show Lackland AFB CATM personnel have more limited jobs, as they perform lower average numbers of tasks than CATM personnel at other bases.

The tasks performed by personnel with the Lackland AFB NCOIC job were compared to those performed by those with the NCOIC job at other bases. NCOICs at Lackland AFB perform very few technical tasks, but devote their time

TABLE 6

COMPARISON OF CAREER LADDER STRUCTURE FOR
CURRENT AND PREVIOUS SURVEY

| JOBS IDENTIFIED IN CURRENT STUDY | JOBS IDENTIFIED IN PREVIOUS OSR |
|--|--|
| LACKLAND CATM INSTRUCTOR | COMBAT ARMS INSTRUCTION PERSONNEL |
| LACKLAND BASIC TRAINEE INSTRUCTOR | INITIAL MARKSMANSHIP TRAINING (IMT) PERSONNEL |
| SENIOR CATM INSTRUCTOR | |
| JUNIOR CATM INSTRUCTOR | |
| NELLIS CATM INSTRUCTOR | |
| LACKLAND MORTAR AND 40mm MACHINE GUN INSTRUCTOR | |
| LACKLAND NCOIC | RANGE OPERATIONS SUPERVISORS |
| NCOIC | |
| LACKLAND M60 MACHINE GUN INSTRUCTOR | M-60 MACHINE GUN INSTRUCTORS |
| NELLIS MACHINE GUN INSTRUCTOR | |
| ARMORER | ARMORY PERSONNEL |
| SUPERINTENDENT | CATM PROGRAM MANAGERS |
| ACTION OFFICER | |
| NOT MATCHED | WEAPONS FIELD MAINTENANCE PERSONNEL |

to more supervisory and administrative tasks. NCOICs at other bases, on the other hand, perform a mixture of administrative, supervisory, instructing, and range operation tasks. Again, as shown by figures in Table 4, NCOICs at Lackland AFB have a much more restrictive job, as they perform an average of only 49 tasks, compared to an average of 290 tasks performed by NCOICs at other bases.

Summary

Because Lackland AFB respondents constitute 23 percent of the total sample, the jobs they perform were identified separately from those performed by respondents at other bases. Most respondents at Lackland AFB and other bases have the CATM Instructor job and teach ground weapon skills to Group A personnel. There are differences in the overall breadth of jobs performed by Lackland AFB CATM and NCOIC personnel versus those performed at other bases, as well as emphasis on weapons instructed.

CAREER LADDER PROGRESSION

Analysis of DAFSC groups, together with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed by members of the various skill-level groups, which in turn may be used to determine how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS), reflect what members of the various skill-level groups are doing. As with the specialty jobs, DAFSC groups at Lackland AFB were analyzed separately from those at all other bases.

The distribution of skill-level members in the various jobs at Lackland AFB is shown in Table 7, distribution of skill-level members in jobs at other bases is shown in Table 8, while relative amounts of time members of the various skill-level groups spend on duties are shown in Table 9. These data show more 3- and 5-skill level members are involved with marksmanship training, 7-skill level personnel are first-line supervisors, and 9-skill level members and CEM personnel are in administrative and management functions.

SKILL-LEVEL DESCRIPTIONS

Lackland AFB

Lackland DAFSC 75330/50. Eighty-seven of the 135 Lackland CATM personnel hold the 3- and 5-skill levels and perform essentially the same jobs. Over half are CATM Instructors, 11 percent are Armorers, and 8 percent are involved in instructing marksmanship to basic trainees. These are junior personnel with

TABLE 7
DISTRIBUTION OF SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS
(PERCENT)

| JOB | LACKLAND | | |
|--|--------------------|-----------------|-------------------|
| | 75330/50 (N=87) | 75370 (N=45) | 75399/00 (N=3) |
| LACKLAND CATM INSTRUCTOR | 54% | 29% | 0 |
| LACKLAND BASIC TRAINEE INSTRUCTOR | 8% | 0 | 0 |
| LACKLAND MACHINE GUN INSTRUCTOR | 3% | 11% | 0 |
| LACKLAND MORTAR AND 40MM MACHINE GUN INSTRUCTOR | 1% | 11% | 0 |
| LACKLAND ARMORER | 11% | 2% | 0 |
| LACKLAND NCOIC | 1% | 11% | 67% |
| NOT GROUPED | 22% | 36% | 33% |

TABLE 8
DISTRIBUTION OF SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS
(PERCENT)

| JOB | OTHER BASES | | | |
|-------------------------------|---------------------|------------------|-----------------|----------------|
| | 75330/50 (N=262) | 75370 (N=183) | 75399 (N=10) | 75300 (N=3) |
| SENIOR CATM INSTRUCTOR | 71% | 29% | 0 | 0 |
| JUNIOR CATM INSTRUCTOR | 13% | 3% | 0 | 0 |
| NCOIC | 6% | 48% | 50% | 0 |
| NELLIS CATM INSTRUCTOR | 1% | 1% | 0 | 0 |
| NELLIS MACHINE GUN INSTRUCTOR | 1% | * | 0 | 0 |
| SUPERINTENDENT | * | 4% | 30% | 0 |
| ACTION OFFICER | 0 | 2% | 20% | 67% |
| NOT GROUPED | 7% | 12% | 0 | 33% |

* Denotes less than 1 percent

TABLE 9

TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

| DUTIES | LACKLAND | | OTHER BASES | | | | |
|--|--------------------|-----------------|-------------------|---------------------|------------------|-----------------|----------------|
| | 75330/50 (N=87) | 75370 (N=45) | 75399/00 (N=3) | 75330/50 (N=262) | 75370 (N=183) | 75399 (N=10) | 75300 (N=3) |
| A ORGANIZING AND PLANNING | 3 | 9 | 27 | 2 | 7 | 15 | 19 |
| B DIRECTING AND IMPLEMENTING | 4 | 9 | 18 | 2 | 7 | 10 | 19 |
| C INSPECTING AND EVALUATING | 2 | 9 | 27 | 2 | 7 | 15 | 32 |
| D MANAGING GROUND WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION | 7 | 12 | 7 | 6 | 8 | 10 | 5 |
| E PERFORMING ADMINISTRATIVE FUNCTIONS | 11 | 14 | 12 | 11 | 14 | 13 | 17 |
| F INSPECTING, REPAIRING, OR MAINTAINING GROUND WEAPONS | 28 | 18 | 8 | 39 | 26 | 17 | 0 |
| G CONTROLLING AND OPERATING FIRING RANGES AND WEAPON STORAGE FACILITIES | 27 | 15 | 1 | 21 | 18 | 13 | 8 |
| H INSTRUCTING GROUND WEAPONS SKILLS | 17 | 14 | 0 | 17 | 12 | 7 | 0 |

respect to TAFMS, and most are in paygrades E-4 and E-5. Members perform an average of 68 tasks, and as shown in Table 9, spend the greatest amount of duty time performing tasks related to inspecting, repairing, or maintaining ground weapons. Representative tasks 3- and 5-skill level members perform are listed in Table 10.

Lackland DAFSC 75370. As shown by data in Table 7, higher percentages of Lackland 7-skill level personnel instruct heavy machine guns, mortars, and grenade machine guns, and are NCOICs. Representative tasks performed by DAFSC 753X0 personnel at Lackland AFB are listed in Table 11, while tasks that best differentiate between Lackland AFB DAFSC 75330/50 and 75370 personnel are listed in Table 12. Figures in the top portion of the table show a greater percentage of 3- and 5-skill level personnel perform purely technical tasks, while figures in the lower half show more 7-skill level members perform supervisory tasks. These data, along with the time 7-skill level members spend on duties (Table 9), suggest DAFSC 75370 personnel at Lackland AFB are first-line supervisors.

Lackland DAFSC 75399/00. There are only two 9-skill level and one CEM code Lackland AFB respondents, two of whom report being superintendents, while the third reports being NCOIC of the gunsmith shop. They spend more time on administrative duties and less time on technical duties than members with the other skill levels (Table 7). Representative tasks performed by these senior personnel are listed in Table 13, while tasks that best distinguish between 7-skill level respondents and members of this senior group are listed in Table 14. Figures in the top portion of the table show a greater percentage of 7-skill level personnel perform technical and supervisory tasks, while figures in the lower half clearly show more 9-skill level and CEM personnel perform managerial tasks.

Other Bases

Other DAFSC 75330/50. There are 262 3- and 5-skill level respondents at other bases, 84 percent of whom report being either Junior or Senior CATM Instructors (Table 8). As such, they perform an average of 172 tasks related to inspecting, repairing, or maintaining ground weapons, operating firing ranges, and instructing weapons skills. Representative tasks 3- and 5-skill level members perform are listed in Table 15 and show most instruct the M16 rifle and M9 semi-automatic pistol.

Other DAFSC 75370. Nearly half of the 183 7-skill level respondents at other bases report having the NCOIC job, while 29 percent report having the Senior CATM Instructor job. They report performing an average of 226 technical and supervisory tasks, a representative sample of which are listed in Table 16. Their role as first-line supervisors is suggested by tasks which best distinguish between other 75330/50 and 75370 personnel, listed in Table 17. The fact that only tasks with a negative difference are shown indicates the same percentage of 7- as 3- and 5-skill level members perform common technical

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY LACKLAND 75330/50 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=87) |
|---|--|
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 78 |
| F244 CLEAR RIFLES, M16 SERIES | 77 |
| G382 GUARD AMMUNITION OR WEAPONS | 75 |
| G434 TRANSPORT WEAPONS | 75 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 72 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 71 |
| F315 LUBRICATE RIFLES, M16 SERIES | 70 |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 69 |
| F317 LUBRICATE SEMI-AUTOMATIC PISTOLS | 69 |
| F361 VISUALLY INSPECT RIFLES, M16 SERIES | 68 |
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 67 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 64 |
| G433 TRANSPORT AMMUNITION OR AMMUNITION RESIDUE | 63 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 63 |
| G367 BRIEF RANGE SAFETY RULES | 63 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 62 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 62 |
| F363 VISUALLY INSPECT SEMI-AUTOMATIC PISTOLS | 62 |
| H475 CONDUCT SEMI-AUTOMATIC PISTOL CLASSROOM TRAINING | 62 |
| G421 PERFORM SELF-HELP FACILITY IMPROVEMENT PROJECTS, SUCH AS CONSTRUCTING, PAINTING, OR SOUNDPROOFING | 61 |
| G373 CONSTRUCT TARGET FRAMES | 57 |
| G370 CONDUCT RANGE CLEANUP | 56 |
| H471 CONDUCT RIFLE DRY FIRE TRAINING, M16 SERIES | 55 |
| G406 MAINTAIN TARGET LINES | 53 |
| G397 ISSUE AMMUNITION | 51 |
| G417 PERFORM GROUNDS MAINTENANCE | 51 |
| G431 SUPERVISE RANGE CLEANUP | 51 |
| G398 ISSUE WEAPONS | 49 |
| H455 CONDUCT MACHINE GUN (OTHER THAN SUBMACHINE GUN) CLASSROOM TRAINING | 46 |
| G396 INVENTORY WEAPONS | 36 |

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY LACKLAND 75370 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=45) |
|---|--|
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 67 |
| B32 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS | 64 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 62 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 60 |
| G370 CONDUCT RANGE CLEANUP | 56 |
| G382 GUARD AMMUNITION OR WEAPONS | 56 |
| A7 DETERMINE WORK PRIORITIES | 53 |
| C88 WRITE EPRs | 53 |
| B46 ORIENT NEWLY ASSIGNED PERSONNEL | 53 |
| G367 BRIEF RANGE SAFETY RULES | 53 |
| E201 TYPE CORRESPONDENCE, FORMS, OR REPORTS | 51 |
| B45 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES | 51 |
| H488 EVALUATE TRAINEES' PERFORMANCE | 51 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 51 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 51 |
| D107 EVALUATE INSTRUCTOR PERFORMANCE | 49 |
| B51 SUPERVISE COMBAT ARMS TRAINING AND MAINTENANCE SPECIALISTS (AFSC 75350) | 49 |
| A28 SCHEDULE LEAVES OR PASSES | 49 |
| D125 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS | 47 |
| E161 INVENTORY TOOLS OR EQUIPMENT | 44 |
| D128 REVIEW COURSE OUTLINES, LESSON PLANS, OR PRESENTATION METHODS | 44 |
| G421 PERFORM SELF-HELP FACILITY IMPROVEMENT PROJECTS, SUCH AS CONSTRUCTING, PAINTING, OR SOUNDPROOFING | 44 |
| H494 PREPARE LESSON PLANS | 44 |
| E134 CONDUCT PHYSICAL SECURITY INSPECTIONS OF FACILITIES | 42 |
| C84 REVIEW CORRESPONDENCE | 40 |
| C66 EVALUATE EFFECTIVENESS OF TRAINING PROGRAMS | 36 |
| E165 MAINTAIN ADMINISTRATIVE FILES | 33 |
| G417 PERFORM GROUNDS MAINTENANCE | 31 |
| D102 DEVELOP PLANS OF INSTRUCTION (POI) | 31 |

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN LACKLAND DAFSC 75330/50
AND DAFSC 75370 PERSONNEL
(PERCENT MEMBERS PERFORMING)

| TASKS | 75330/50 (N=87) | 75370 (N=45) | DIFFERENCE |
|---|--------------------|-----------------|------------|
| G406 MAINTAIN TARGET LINES | 53 | 18 | 35 |
| F315 LUBRICATE RIFLES, M16 SERIES | 70 | 38 | 32 |
| F244 CLEAR RIFLES, M16 SERIES | 77 | 47 | 30 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 62 | 33 | 29 |
| G434 TRANSPORT WEAPONS | 75 | 47 | 28 |
| F305 LUBRICATE GRENADE LAUNCHERS | 47 | 20 | 27 |
| ----- | | | |
| A12 DEVELOP WORK METHODS OR PROCEDURES | 8 | 47 | -39 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 10 | 49 | -39 |
| A28 SCHEDULE LEAVES OR PASSES | 13 | 49 | -36 |
| B32 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS | 30 | 64 | -34 |
| A7 DETERMINE WORK PRIORITIES | 20 | 53 | -33 |
| A24 PLAN WORK AND ASSIGNMENTS | 14 | 47 | -33 |

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY LACKLAND 75399/00 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=3) |
|--|---|
| C84 REVIEW CORRESPONDENCE | 100 |
| C62 EVALUATE AWARD PROGRAMS NOMINATIONS | 100 |
| B32 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS | 100 |
| C67 EVALUATE INDIVIDUALS FOR RECOGNITION | 100 |
| C78 INDORSE ENLISTED PERFORMANCE REPORTS (EPR) | 100 |
| B45 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES | 100 |
| B30 CONDUCT STAFF MEETINGS | 100 |
| B52 SUPERVISE COMBAT ARMS TRAINING AND MAINTENANCE SUPERINTENDENTS (AFSC 75399) | 100 |
| A6 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES | 100 |
| A5 COORDINATE RANGE OR SUPPORT FACILITY REHABILITATION WITH CIVIL ENGINEERING | 100 |
| A28 SCHEDULE LEAVES OR PASSES | 100 |
| B53 SUPERVISE COMBAT ARMS TRAINING AND MAINTENANCE TECHNICIANS (AFSC 75370) | 100 |
| A7 DETERMINE WORK PRIORITIES | 100 |
| C89 WRITE RECOMMENDATIONS FOR AWARDS | 100 |
| C63 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS | 100 |
| A4 COORDINATE RANGE OR SUPPORT FACILITY CONSTRUCTION WITH CIVIL ENGINEERING | 100 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 100 |
| A17 PLAN AGENDA FOR STAFF MEETINGS | 100 |
| A24 PLAN WORK AND ASSIGNMENTS | 100 |
| C57 CONDUCT PERFORMANCE FEEDBACK WORKSHEET (PFW) SESSIONS | 100 |
| B47 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES | 100 |
| A12 DEVELOP WORK METHODS OR PROCEDURES | 100 |
| E168 MAINTAIN AF FORMS 55 (EMPLOYEE SAFETY AND HEALTH RECORD) | 100 |
| A2 COMPILE ACTIVITY REPORTS | 100 |
| C64 EVALUATE COMPLIANCE WITH WORK STANDARDS | 100 |
| C65 EVALUATE DUTY DESCRIPTIONS | 100 |
| A1 ASSIGN PERSONNEL TO DUTY POSITIONS | 100 |
| C88 WRITE EPRs | 100 |
| C82 RECOMMEND INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION | 100 |

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN LACKLAND
DAFSC 75370 AND 75399/00 PERSONNEL
(PERCENT MEMBERS PERFORMING)

| TASKS | 75370 (N=45) | 75399/00 (N=3) | DIFFERENCE |
|--|-----------------|-------------------|------------|
| G370 CONDUCT RANGE CLEANUP | 56 | 0 | 56 |
| G382 GUARD AMMUNITION OR WEAPONS | 56 | 0 | 56 |
| G367 BRIEF RANGE SAFETY RULES | 53 | 0 | 53 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 51 | 0 | 51 |
| H488 EVALUATE TRAINEES' PERFORMANCE | 51 | 0 | 51 |
| G431 SUPERVISE RANGE CLEANUP | 49 | 0 | 49 |
| ----- | | | |
| A11 DEVELOP ORGANIZATIONAL CHARTS | 2 | 100 | -98 |
| A20 PLAN LAYOUT OF COMBAT ARMS TRAINING AND MAINTENANCE (CATM) FACILITIES | 7 | 100 | -93 |
| A8 DEVELOP HOST TENANT SUPPORT AGREEMENTS | 7 | 100 | -93 |
| A4 COORDINATE RANGE OR SUPPORT FACILITY CONSTRUCTION WITH CIVIL ENGINEERING | 11 | 100 | -89 |
| C63 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS | 13 | 100 | -87 |
| A5 COORDINATE RANGE OR SUPPORT FACILITY REHABILITATION WITH CIVIL ENGINEERING | 13 | 100 | -87 |

TABLE 15
 REPRESENTATIVE TASKS PERFORMED BY OTHER
 DAFSC 75330/50 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=262) |
|---|---|
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 94 |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 93 |
| F363 VISUALLY INSPECT SEMI-AUTOMATIC PISTOLS | 93 |
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 92 |
| G367 BRIEF RANGE SAFETY RULES | 92 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 92 |
| F244 CLEAR RIFLES, M16 SERIES | 92 |
| G370 CONDUCT RANGE CLEANUP | 92 |
| F361 VISUALLY INSPECT RIFLES, M16 SERIES | 92 |
| F331 PHYSICALLY INSPECT RIFLES, M16 SERIES | 92 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 92 |
| F211 ALIGN OR ADJUST PARTS ON RIFLES, M16 SERIES | 92 |
| F289 FUNCTION CHECK SEMI-AUTOMATIC PISTOLS | 92 |
| F333 PHYSICALLY INSPECT SEMI-AUTOMATIC PISTOLS | 92 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 91 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 91 |
| F273 FIELD STRIP RIFLES, M16 SERIES | 90 |
| F275 FIELD STRIP SEMI-AUTOMATIC PISTOLS | 90 |
| E153 INITIATE OR COMPLETE AF FORMS 710 (GROUND WEAPONS TRAINING RECORD) | 89 |
| G398 ISSUE WEAPONS | 89 |
| F345 REPLACE UNSERVICEABLE PARTS ON RIFLES, M16 SERIES | 89 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 88 |
| G382 GUARD AMMUNITION OR WEAPONS | 88 |
| G397 ISSUE AMMUNITION | 88 |
| G396 INVENTORY WEAPONS | 87 |
| H471 CONDUCT RIFLE DRY FIRE TRAINING, M16 SERIES | 86 |
| G424 REFACE TARGETS | 86 |
| G434 TRANSPORT WEAPONS | 86 |
| G428 SECURE RANGE EQUIPMENT OR FACILITIES | 86 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 85 |
| G429 SECURE WEAPONS IN STORAGE FACILITIES | 82 |

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY
OTHER DAFSC 75370 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=183) |
|---|---|
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 93 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 90 |
| G367 BRIEF RANGE SAFETY RULES | 89 |
| D118 FIRE REVOLVERS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 88 |
| G396 INVENTORY WEAPONS | 87 |
| F331 PHYSICALLY INSPECT RIFLES, M16 SERIES | 87 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 86 |
| G397 ISSUE AMMUNITION | 86 |
| G382 GUARD AMMUNITION OR WEAPONS | 85 |
| G398 ISSUE WEAPONS | 85 |
| E153 INITIATE OR COMPLETE AF FORMS 710 (GROUND WEAPONS TRAINING RECORD) | 84 |
| G431 SUPERVISE RANGE CLEANUP | 84 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 83 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 83 |
| H477 CONDUCT SEMI-AUTOMATIC PISTOL LIVE FIRE TRAINING | 83 |
| G370 CONDUCT RANGE CLEANUP | 83 |
| G388 INSPECT RANGE EQUIPMENT | 81 |
| A7 DETERMINE WORK PRIORITIES | 80 |
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 79 |
| G394 INVENTORY AMMUNITION | 79 |
| H488 EVALUATE TRAINEES' PERFORMANCE | 78 |
| B54 SUPERVISE INSTRUCTORS ON FIRING LINE | 77 |
| E201 TYPE CORRESPONDENCE, FORMS, OR REPORTS | 75 |
| E199 SCHEDULE RANGE USAGE | 75 |
| B51 SUPERVISE COMBAT ARMS TRAINING AND MAINTENANCE SPECIALISTS (AFSC 75350) | 74 |
| G421 PERFORM SELF-HELP FACILITY IMPROVEMENT PROJECTS, SUCH AS CONSTRUCTING, PAINTING, OR SOUNDPROOFING | 73 |
| A2 COMPILE ACTIVITY REPORTS | 68 |
| B45 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES | 68 |
| C84 REVIEW CORRESPONDENCE | 67 |

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN OTHER DAFSC 75330/50 AND 75370 PERSONNEL
(PERCENT MEMBERS PERFORMING)

| <u>TASKS</u> | <u>75330/50</u> <u>(N=262)</u> | <u>75370</u> <u>(N=183)</u> | <u>DIFFERENCE</u> |
|--|-----------------------------------|--------------------------------|-------------------|
| A28 SCHEDULE LEAVES OR PASSES | 13 | 67 | -54 |
| C88 WRITE EPRs | 18 | 70 | -52 |
| B43 IMPLEMENT SELF-INSPECTION PROGRAMS | 15 | 68 | -53 |
| A7 DETERMINE WORK PRIORITIES | 27 | 80 | -53 |
| A15 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP) | 16 | 67 | -51 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 17 | 68 | -51 |

tasks, but a greater percentage of 7-skill level members perform the supervisory tasks listed. These data, along with the time spent on duties (Table 9), suggest these 7-skill level members are first-line supervisors.

Other DAFSC 75399. There are 10 9-skill level respondents at other bases. These 9-skill level members were distinguished from 7-skill level respondents because of the tasks they perform and time spent performing them. Representative tasks these 10 respondents perform are listed in Table 18 and deal with more managerial responsibilities. Table 19 lists tasks which best distinguish between 7- and 9-skill level respondents. This table shows more 7-skill level respondents perform the technical tasks, while more 9-skill level respondents are involved with briefings, meetings, and conferences.

Other DAFSC 75300. The survey sample included three CEM code respondents at other bases. They were distinguished from 9-skill level members because they are assigned to headquarters positions, and two of the three report having the job of Action Officer. As shown in Table 9, these 3 spend the most amount of time on administrative and managerial duties, performing an average of only 57 tasks related to their headquarters positions, compared to an average of 212 tasks performed by 9-skill level respondents. Representative tasks CEM code members perform are listed in Table 20, and tasks which best distinguish between DAFSC 75399 and 75300 personnel are listed in Table 21.

Comparison of Skill-Level Groups at Lackland AFB and Other Bases

Survey data show there are some differences in tasks performed by members of the skill-level groups at Lackland AFB and at other bases. A comparison of tasks listed in Tables 10 and 15 shows 3- and 5-skill level personnel at Lackland AFB lubricate rifles and pistols, conduct machine gun and pistol classroom instruction, and perform tasks related to operating a range. Three- and 5-skill level members at other bases, on the other hand, perform more rifle and pistol maintenance tasks.

There are some noticeable differences between 7-skill level members at Lackland AFB and other bases, as shown by comparing representative tasks listed in Tables 11 and 16. Lackland AFB 7-skill level members perform more tasks related to supervision and managing training, while more 7-skill level members at other bases conduct classroom training and operate firing ranges.

Differences between 9-skill level and CEM code members at Lackland AFB and other bases are not as distinct. Representative tasks these respondents perform, listed in Tables 13, 18, and 20, are quite similar. All perform various tasks dealing with managing and administering the CATM program.

Summary

Survey data show CATM respondents at Lackland AFB and other bases progress typically through the skill levels, with 3- and 5-skill level personnel spending their time instructing ground weapons skills and maintaining

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY OTHER
DAFSC 75399 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=10) |
|---|--|
| A14 DRAFT INPUTS TO HIGHER HEADQUARTERS DIRECTIVES | 100 |
| A2 COMPILE ACTIVITY REPORTS | 100 |
| C84 REVIEW CORRESPONDENCE | 90 |
| A9 DEVELOP INSPECTION PROCEDURES | 90 |
| C66 EVALUATE EFFECTIVENESS OF TRAINING PROGRAMS | 90 |
| B29 CONDUCT BRIEFINGS | 90 |
| A19 PLAN BRIEFINGS | 90 |
| E134 CONDUCT PHYSICAL SECURITY INSPECTIONS OF FACILITIES | 90 |
| A7 DETERMINE WORK PRIORITIES | 90 |
| A24 PLAN WORK AND ASSIGNMENTS | 90 |
| A12 DEVELOP WORK METHODS OR PROCEDURES | 90 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 90 |
| B30 CONDUCT STAFF MEETINGS | 90 |
| B43 IMPLEMENT SELF-INSPECTION PROGRAMS | 90 |
| A25 PREPARE BRIEFINGS | 80 |
| C64 EVALUATE COMPLIANCE WITH WORK STANDARDS | 80 |
| A17 PLAN AGENDA FOR STAFF MEETINGS | 80 |
| B53 SUPERVISE COMBAT ARMS TRAINING AND MAINTENANCE TECHNICIANS (AFSC 75370) | 80 |
| E199 SCHEDULE RANGE USAGE | 80 |
| B45 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES | 80 |
| B51 SUPERVISE COMBAT ARMS TRAINING AND MAINTENANCE SPECIALISTS (AFSC 75350) | 80 |
| A21 PLAN PREVENTATIVE MAINTENANCE FOR RANGES OR FACILITIES | 80 |
| C70 EVALUATE RANGES FOR ADEQUACY OF MISSION SUPPORT | 80 |
| D90 ASSIGN CATM INSTRUCTOR JOBS OR TASKS | 80 |
| C67 EVALUATE INDIVIDUALS FOR RECOGNITION | 80 |
| E201 TYPE CORRESPONDENCE, FORMS, OR REPORTS | 70 |
| C81 PREPARE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS | 70 |
| D98 COORDINATE TRAINING REQUIREMENTS WITH BASE, COMMAND, OR OTHER TECHNICAL AGENCIES | 70 |
| E165 MAINTAIN ADMINISTRATIVE FILES | 60 |

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN OTHER
DAFSC 75370 AND 75399 PERSONNEL
(PERCENT MEMBERS PERFORMING)

| TASKS | 75370 (N=183) | 75399 (N=10) | DIFFERENCE |
|--|------------------|-----------------|------------|
| E166 MAINTAIN AF FORMS 2432 (KEY ISSUE LOG) | 58 | 10 | 48 |
| F233 CLEAN SHOTGUNS | 77 | 30 | 47 |
| F318 LUBRICATE SHOTGUNS | 76 | 30 | 46 |
| E188 MAINTAIN WEAPONS INVENTORY FORMS | 54 | 10 | 44 |
| F232 CLEAN SEMI-AUTOMATIC PISTOLS | 83 | 40 | 43 |
| F230 CLEAN RIFLES, M16 SERIES | 83 | 40 | 43 |
| ----- | | | |
| B30 CONDUCT STAFF MEETINGS | 31 | 90 | -59 |
| A14 DRAFT INPUTS TO HIGHER HEADQUARTERS DIRECTIVES | 42 | 100 | -58 |
| A19 PLAN BRIEFINGS | 43 | 90 | -47 |
| A17 PLAN AGENDA FOR STAFF MEETINGS | 37 | 80 | -43 |
| C78 INDORSE ENLISTED PERFORMANCE REPORTS (EPR) | 38 | 80 | -42 |
| D97 CONDUCT TRAINING CONFERENCES OR BRIEFINGS | 28 | 70 | -42 |

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY OTHER DAFSC 75300 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=3) | |
|-------|---|-----|
| C84 | REVIEW CORRESPONDENCE | 100 |
| C74 | EVALUATE SUGGESTIONS | 100 |
| A19 | PLAN BRIEFINGS | 100 |
| A25 | PREPARE BRIEFINGS | 100 |
| B29 | CONDUCT BRIEFINGS | 100 |
| C58 | CONDUCT STAFF ASSISTANCE VISITS | 100 |
| C66 | EVALUATE EFFECTIVENESS OF TRAINING PROGRAMS | 100 |
| E165 | MAINTAIN ADMINISTRATIVE FILES | 67 |
| C81 | PREPARE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS | 67 |
| A18 | PLAN AGENDA FOR SYMPOSIUMS, CONFERENCES, OR WORKSHOPS | 67 |
| B31 | CONDUCT SYMPOSIUMS, CONFERENCES, OR WORKSHOPS | 67 |
| B45 | INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES | 67 |
| B43 | IMPLEMENT SELF-INSPECTION PROGRAMS | 67 |
| C59 | DRAFT INSPECTION REPORTS | 67 |
| D128 | REVIEW COURSE OUTLINES, LESSON PLANS, OR PRESENTATION METHODS | 67 |
| A9 | DEVELOP INSPECTION PROCEDURES | 67 |
| B32 | COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS | 67 |
| B39 | IMPLEMENT COST-REDUCTION PROGRAMS | 67 |
| C18 | EVALUATE INDIVIDUALS TO DETERMINE NEED FOR TRAINING | 67 |
| C69 | EVALUATE INSPECTION REPORTS | 67 |
| C70 | EVALUATE RANGES FOR ADEQUACY OF MISSION SUPPORT | 67 |
| D98 | COORDINATE TRAINING REQUIREMENTS WITH BASE, COMMAND, OR OTHER TECHNICAL AGENCIES | 67 |
| C80 | INVESTIGATE ACCIDENTS OR INCIDENTS | 67 |
| A2 | COMPILE ACTIVITY REPORTS | 67 |
| A7 | DETERMINE WORK PRIORITIES | 67 |
| A26 | PREPARE JOB DESCRIPTIONS | 67 |
| B44 | INITIATE PERSONNEL ACTION REQUESTS | 67 |
| C60 | DRAFT REPLIES TO INSPECTION REPORTS | 67 |

TABLE 21

TASKS WHICH BEST DIFFERENTIATE BETWEEN OTHER
DAFSC 75399 AND 75300 PERSONNEL
(PERCENT MEMBERS PERFORMING)

| TASKS | 75399 (N=10) | 75300 (N=3) | DIFFERENCE |
|--|-----------------|----------------|------------|
| A13 DRAFT BUDGET OR FINANCIAL REQUIREMENTS | 80 | 0 | 80 |
| B37 DIRECT UTILIZATION OR MAINTENANCE OF EQUIPMENT OR SUPPLIES | 80 | 0 | 80 |
| D90 ASSIGN CATM INSTRUCTOR JOBS OR TASKS | 80 | 0 | 80 |
| D101 DETERMINE UNIT TRAINING REQUIREMENTS | 80 | 0 | 80 |
| E139 INITIATE AF FORMS 332 (BASE CIVIL ENGINEER WORK REQUEST) | 80 | 0 | 80 |
| A5 COORDINATE RANGE OR SUPPORT FACILITY REHABILITATION WITH CIVIL ENGINEERING | 70 | 0 | 70 |
| ----- | | | |
| C58 CONDUCT STAFF ASSISTANCE VISITS | 30 | 100 | -70 |
| C74 EVALUATE SUGGESTIONS | 60 | 100 | -40 |
| G410 OPERATE MECHANICAL TARGET SYSTEMS | 0 | 33 | -33 |
| E191 PREPARE AMMUNITION HISTORIES | 0 | 33 | -33 |
| E175 MAINTAIN GENERAL PURPOSE WORKSHEET FORMS | 0 | 33 | -33 |
| E160 INITIATE OR COMPLETE DD FORMS 626 (MOTOR VEHICLE INSPECTION (TRANSPORTING HAZARDOUS MATERIAL)) | 0 | 33 | -33 |

firearms, 7-skill level members performing a mixture of technical and supervisory tasks, and 9-skill level and CEM personnel performing more administrative and management functions of the career ladder. There are some differences in tasks performed by DAFSC 75330/50 and 75370 members at Lackland AFB and at other bases.

AFR 39-1 SPECIALTY JOB DESCRIPTION ANALYSIS

The current AFR 39-1 Specialty Descriptions for the career ladder were compared to job descriptions for each job identified and for each DAFSC group. Survey data suggest the jobs and tasks included in the current AFR 39-1 Specialty Descriptions accurately reflect the work being done in the field.

TRAINING ANALYSIS

Occupational survey data are a source of information used to review training documents for the specialty. The three most commonly used types of data are: (1) percent of first-enlistment personnel performing tasks, (2) ratings of how much training emphasis tasks should receive in the basic resident course, and (3) ratings of relative task difficulty.

Tasks with the highest TE ratings, with accompanying percent first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) percent members performing are listed in Table 22, while tasks with the highest TD ratings and percent first-job, first-enlistment, and 5- and 7-skill level members performing are listed in Table 23. Tasks with the highest TE are related to conducting classroom and live fire training on the M16 and semi-automatic pistol and are performed by high percentages of first-job, first-enlistment members, 5- and 7-skill level members. Tasks with high TD ratings, on the other hand, deal with training on more exotic weapons and administrative functions and are performed by quite low percentages of first-job, first-enlistment, 5- and 7-skill level members.

The Training Extract contains listings of tasks sorted in descending order of TE and TD, as well as listings of the STS and POI with accompanying tasks matched, percent of first-job, first-enlistment, and 5- and 7-skill level members performing each matched tasks. There are separate listings for all respondents, Lackland AFB respondents, and respondents at other bases. Copies of the extract have been forwarded to technical school personnel for their use in reviewing training documents.

TABLE 22

SAMPLE OF TASKS WITH HIGHEST TRAINING EMPHASIS (TE) RATINGS

| TASKS | TNG EMPH | PERCENT MEMBERS PERFORMING | | |
|---|-------------|-------------------------------|------------|--------------|
| | | 1ST JOB | 1ST ENL | TASK DIFF |
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 7.25 | 88 | 86 | 5.84 |
| H475 CONDUCT SEMI-AUTOMATIC PISTOL CLASSROOM TRAINING | 7.25 | 72 | 77 | 5.92 |
| H477 CONDUCT SEMI-AUTOMATIC PISTOL LIVE FIRE TRAINING | 7.19 | 80 | 78 | 5.68 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 7.17 | 89 | 84 | 6.06 |
| H476 CONDUCT SEMI-AUTOMATIC PISTOL DRY FIRE TRAINING | 6.98 | 67 | 69 | 5.47 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 6.96 | 80 | 79 | 5.57 |
| E153 INITIATE OR COMPLETE AF FORMS 710 (GROUND WEAPONS TRAINING RECORD) | 6.92 | 86 | 82 | 4.29 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 6.90 | 88 | 84 | 4.72 |
| H471 CONDUCT RIFLE DRY FIRE TRAINING, M16 SERIES | 6.83 | 72 | 78 | 5.36 |
| H478 CONDUCT SHOTGUN CLASSROOM TRAINING | 6.83 | 48 | 54 | 5.48 |
| F259 DETAIL STRIP RIFLES, M16 SERIES | 6.79 | 81 | 75 | 5.38 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 6.75 | 86 | 86 | 4.60 |
| F211 ALIGN OR ADJUST PARTS ON RIFLES, M16 SERIES | 6.75 | 78 | 79 | 5.40 |
| F261 DETAIL STRIP SEMI-AUTOMATIC PISTOLS | 6.75 | 64 | 58 | 5.97 |
| H477 CONDUCT SEMI-AUTOMATIC PISTOL LIVE FIRE TRAINING | 6.71 | 64 | 70 | 5.30 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 6.67 | 86 | 84 | 3.86 |
| H480 CONDUCT SHOTGUN LIVE FIRE TRAINING | 6.65 | 59 | 60 | 5.19 |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 6.63 | 88 | 84 | 4.00 |
| F244 CLEAR RIFLES, M16 SERIES | 6.60 | 92 | 90 | 3.88 |
| F247 CLEAR SHOTGUNS | 6.56 | 61 | 62 | 3.75 |
| H445 CONDUCT GRENADE LAUNCHER CLASSROOM TRAINING | 6.54 | 52 | 66 | 5.68 |
| D121 FIRE SHOTGUNS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 6.50 | 67 | 66 | 3.95 |
| F235 CLEAR GRENADE LAUNCHERS | 6.50 | 73 | 77 | 3.40 |
| D111 FIRE GRENADE LAUNCHERS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 6.48 | 78 | 79 | 4.54 |
| F273 FIELD STRIP RIFLES, M16 SERIES | 6.48 | 73 | 82 | 4.22 |
| F213 ALIGN OR ADJUST PARTS ON SEMI-AUTOMATIC PISTOLS | 6.44 | 69 | 66 | 5.71 |
| F290 FUNCTION CHECK SHOTGUNS | 6.44 | 64 | 62 | 3.88 |

TE Mean = 2.97 S.D. = 1.85

TD Mean = 5.00 S.D. = 1.00

TABLE 23

SAMPLE OF TASKS WITH HIGHEST TASK DIFFICULTY (TD) RATINGS

| TASKS | TASK DIFE | MEMBERS PERFORMING | | | | TNG EMPH |
|---|-----------|--------------------|---------|-------|-------|----------|
| | | 1ST JOB | 1ST ENL | 75350 | 75370 | |
| H442 CONDUCT FIRE DIRECTION CENTER (FDC) TRAINING FOR MORTARS | 7.83 | 2 | 5 | 3 | 5 | 1.27 |
| D104 DEVELOP TECHNICAL SCHOOL CATM COURSE OR CAREER DEVELOPMENT COURSE (CDC) CURRICULUM MATERIALS | 7.76 | 2 | 1 | 1 | 3 | 0.06 |
| H461 CONDUCT MORTAR LIVE FIRE TRAINING | 7.63 | 0 | 3 | 3 | 4 | 1.79 |
| H459 CONDUCT MORTAR CLASSROOM TRAINING | 7.54 | 0 | 3 | 3 | 4 | 1.79 |
| D115 FIRE MORTARS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 7.44 | 5 | 6 | 4 | 6 | 2.10 |
| A13 DRAFT BUDGET OR FINANCIAL REQUIREMENTS | 7.42 | 3 | 2 | 8 | 40 | 0.71 |
| H462 CONDUCT NIGHT FIRE TRAINING | 7.38 | 14 | 15 | 11 | 16 | 3.50 |
| H460 CONDUCT MORTAR DRY FIRE TRAINING | 7.30 | 0 | 2 | 2 | 4 | 1.79 |
| H465 CONDUCT RECOILLESS RIFLE LIVE FIRE TRAINING | 7.26 | 3 | 5 | 3 | 2 | 1.60 |
| H463 CONDUCT RECOILLESS RIFLE CLASSROOM TRAINING | 7.17 | 2 | 2 | 2 | 1 | 1.60 |
| C63 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS | 7.01 | 3 | 2 | 8 | 38 | 0.48 |
| A4 COORDINATE RANGE OR SUPPORT FACILITY CONSTRUCTION WITH CIVIL ENGINEERING | 6.96 | 6 | 6 | 15 | 46 | 1.08 |
| D103 DEVELOP SPECIALTY TRAINING STANDARDS (STS) | 6.96 | 5 | 3 | 4 | 11 | 0.88 |

TE Mean = 2.97 S.D. = 1.85

TD Mean = 5.00 S.D. = 1.00

TABLE 23 (CONTINUED)

SAMPLE OF TASKS WITH HIGHEST TASK DIFFICULTY (TD) RATINGS

| TASKS | TASK DIFF | MEMBERS PERFORMING | | | | TNG EMPH |
|---|-----------|--------------------|-----|-------|-------|----------|
| | | 1ST JOB | ENL | 75350 | 75370 | |
| A10 DEVELOP MOBILITY PLANS | 6.94 | 3 | 3 | 3 | 11 | 0.00 |
| C81 PREPARE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS | 6.92 | 2 | 1 | 5 | 31 | 0.75 |
| F251 DETAIL STRIP GRENADE MACHINE GUNS (40mm) | 6.87 | 14 | 16 | 16 | 17 | 3.40 |
| A20 PLAN LAYOUT OF COMBAT ARMS TRAINING AND MAINTENANCE (CATM) FACILITIES | 6.87 | 6 | 5 | 10 | 29 | 0.98 |
| H464 CONDUCT RECOILLESS RIFLE DRY FIRE TRAINING | 6.86 | 2 | 1 | 1 | 1 | 1.58 |
| H455 CONDUCT MACHINE GUN (OTHER THAN SUBMACHINE GUN) CLASSROOM TRAINING | 6.86 | 63 | 69 | 75 | 62 | 6.27 |
| C89 WRITE RECOMMENDATIONS FOR AWARDS | 6.82 | 2 | 1 | 12 | 54 | 1.08 |
| A15 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP) | 6.81 | 8 | 5 | 15 | 60 | 1.08 |
| A5 COORDINATE RANGE OR SUPPORT FACILITY REHABILITATION WITH CIVIL ENGINEERING | 6.79 | 6 | 6 | 17 | 54 | 1.52 |
| A8 DEVELOP HOST TENANT SUPPORT AGREEMENTS | 6.77 | 3 | 3 | 7 | 31 | 0.08 |
| A14 DRAFT INPUTS TO HIGHER HEADQUARTERS DIRECTIVES | 6.75 | 5 | 3 | 9 | 36 | 0.50 |
| H448 CONDUCT GRENADE MACHINE GUN (40mm) CLASSROOM TRAINING | 6.74 | 17 | 16 | 20 | 17 | 3.23 |
| H458 CONDUCT MAP AND COMPASS ORIENTATION TRAINING | 6.73 | 3 | 5 | 6 | 11 | 2.40 |
| H439 CONDUCT AERIAL TARGET TRAINING | 6.72 | 3 | 6 | 5 | 4 | 1.25 |
| B31 CONDUCT SYMPOSIUMS, CONFERENCES, OR WORKSHOPS | 6.69 | 5 | 4 | 3 | 14 | 0.17 |
| H497 PREPARE WRITTEN TESTS | 6.64 | 3 | 7 | 14 | 19 | 1.71 |

TE Mean = 2.97 S.D. = 1.85

TD Mean = 5.00 S.D. = 1.00

First-Enlistment Lackland AFB Combat Arms Training and
Maintenance Personnel (AFSC 753X0)

Thirty-seven Lackland AFB respondents indicated they are in their first enlistment. As shown by Figure 2, most have the Lackland AFB CATM Instructor job. Lackland AFB first-enlistment respondents spend 32 percent of their time performing tasks related to inspecting, repairing, or maintaining ground weapons, 29 percent controlling or operating ranges, 18 percent instructing ground weapon skills, and 10 percent performing administrative functions. Time these members spend on duties is shown in Table 24, while representative tasks first-enlistment members perform are listed in Table 25.

Part of the analysis process is to identify equipment items used by more than 30 percent of first-enlistment personnel. Survey data show very low percentages of Lackland AFB CATM personnel report using any of the precision tools listed in the job inventory. This suggests they do very little weapon repair, perhaps because of the proximity of the gunsmith shop on Lackland AFB. In addition, first-enlistment CATM personnel at Lackland AFB teach mainly the M16 rifle, the M9 pistol, M60 machine gun, and M203 grenade launcher, as shown by figures in Table 26.

First-Enlistment Combat Arms Training and Maintenance Personnel
(AFSC 753X0) at Other Bases

One hundred and seventeen respondents at other bases reported being in their first enlistment. As shown by Figure 2, most have either the Senior or Junior CATM Instructor job. As shown by data in Table 27, first-enlistment respondents at other bases spend 42 percent of their duty time performing tasks related to inspecting, repairing, or maintaining ground weapons, 22 percent of their time operating firing ranges, 19 percent instructing ground weapons skills, and 10 percent performing administrative functions. Representative tasks first-enlistment members at other bases perform are listed in Table 28.

Table 29 lists equipment items used by more than 30 percent of first-enlistment AFSC 753X0 personnel at other bases. This list shows these personnel do more indepth weapon maintenance and repair, especially on the M16 rifle and M60 machine gun. Figures in Table 26 show CATM personnel at other bases teach a wider variety of weapons than first-enlistment personnel at Lackland AFB.

Specialty Training Standard

For the purposes of reviewing the Specialty Training Standard (STS), USAFOMS personnel met with 3280th Technical Training Group personnel at Lackland AFB and matched tasks listed in the job inventory to line items of the STS. The end product of the match was used to produce a listing of the STS with job inventory tasks matched, percent members performing the tasks,

DISTRIBUTION OF FIRST-ENLISTMENT AFSC 753X0 PERSONNEL ACROSS CAREER LADDER JOBS

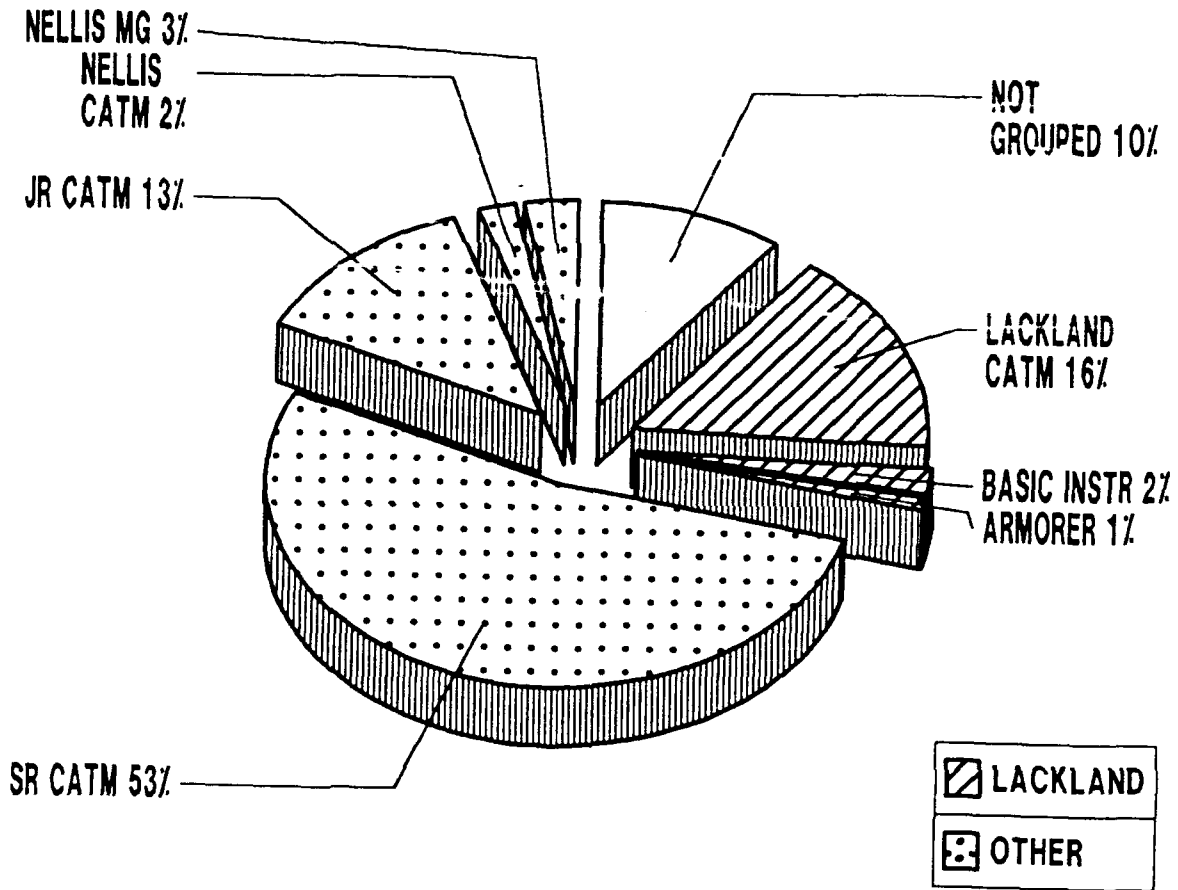


FIGURE 2

TABLE 24

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
LACKLAND FIRST-ENLISTMENT AFSC 753X0 PERSONNEL

| <u>DUTIES</u> | <u>PERCENT MEMBERS PERFORMING (N=37)</u> |
|--|--|
| A ORGANIZING AND PLANNING | 3 |
| B DIRECTING AND IMPLEMENTING | 2 |
| C INSPECTING AND EVALUATING | * |
| D MANAGING GROUND WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION | 6 |
| E PERFORMING ADMINISTRATIVE FUNCTIONS | 10 |
| F INSPECTING, REPAIRING, OR MAINTAINING GROUND WEAPONS | 32 |
| G CONTROLLING AND OPERATING FIRING RANGES AND WEAPON STORAGE FACILITIES | 29 |
| H INSTRUCTING GROUND WEAPONS SKILLS | 18 |

* Denotes less than 1 percent

TABLE 25

REPRESENTATIVE TASKS PERFORMED BY LACKLAND
FIRST-ENLISTMENT 753X0 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=37) |
|---|--|
| F244 CLEAR RIFLES, M16 SERIES | 81 |
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 78 |
| G434 TRANSPORT WEAPONS | 78 |
| G382 GUARD AMMUNITION OR WEAPONS | 76 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 76 |
| H475 CONDUCT SEMI-AUTOMATIC PISTOL CLASSROOM TRAINING | 76 |
| F361 VISUALLY INSPECT RIFLES, M16 SERIES | 73 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 73 |
| H477 CONDUCT SEMI-AUTOMATIC PISTOL LIVE FIRE TRAINING | 73 |
| F230 CLEAN RIFLES, M16 SERIES | 73 |
| G433 TRANSPORT AMMUNITION OR AMMUNITION RESIDUE | 70 |
| G370 CONDUCT RANGE CLEANUP | 70 |
| G373 CONSTRUCT TARGET FRAMES | 70 |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 70 |
| G406 MAINTAIN TARGET LINES | 70 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 68 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 68 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 68 |
| F363 VISUALLY INSPECT SEMI-AUTOMATIC PISTOLS | 68 |
| F315 LUBRICATE RIFLES, M16 SERIES | 68 |
| F273 FIELD STRIP RIFLES, M16 SERIES | 68 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 65 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 62 |
| H471 CONDUCT RIFLE DRY FIRE TRAINING, M16 SERIES | 62 |
| G367 BRIEF RANGE SAFETY RULES | 62 |
| G424 REFACE TARGETS | 62 |
| G417 PERFORM GROUNDS MAINTENANCE | 59 |
| G421 PERFORM SELF-HELP FACILITY IMPROVEMENT PROJECTS, SUCH AS CONSTRUCTING, PAINTING, OR SOUNDPROOFING | 59 |
| E153 INITIATE OR COMPLETE AF FORMS 710 (GROUND WEAPONS TRAINING RECORD) | 57 |
| G397 ISSUE AMMUNITION | 51 |
| G398 ISSUE WEAPONS | 49 |

TABLE 26

WEAPONS TAUGHT BY FIRST-ENLISTMENT CATM PERSONNEL

| WEAPON | PERCENT TEACHING | |
|-------------------------------|--------------------|------------------|
| | LACKLAND (N=37) | OTHER (N=117) |
| M203 GRENADE LAUNCHER | 49% | 90% |
| M79 GRENADE LAUNCHER | 0 | 43% |
| XM148 GRENADE LAUNCHER | 8% | 26% |
| MK19 40mm GRENADE MACHINE GUN | 0 | 22% |
| M72 ANTITANK WEAPONS | 0 | 9% |
| 35mm ANTITANK WEAPONS | 0 | 14% |
| M2 .50 CAL MACHINE GUN | 0 | 9% |
| M60 MACHINE GUN | 49% | 90% |
| M249 5.56 MACHINE GUN | 3% | 1% |
| M29 MORTAR | 0 | 3% |
| M1911 .45 PISTOL | 3% | 25% |
| M9 9mm PISTOL | 78% | 85% |
| M15 REVOLVER | 11% | 84% |
| M14 (SMUD) | 0 | 14% |
| M16 | 78% | 93% |
| M16 5.56 CONVERSION | 5% | 12% |
| M12 SHOTGUN | 0 | 32% |
| M870 SHOTGUN | 5% | 80% |
| 9mm UZI | 0 | 17% |
| 9mm MP5 SUB MACHINE GUN | 0 | 9% |

TABLE 27

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
OTHER FIRST-ENLISTMENT AFSC 753X0 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=117) |
|--|---|
| A ORGANIZING AND PLANNING | * |
| B DIRECTING AND IMPLEMENTING | 1 |
| C INSPECTING AND EVALUATING | * |
| D MANAGING GROUND WEAPONS TRAINING AND MAINTAINING INSTRUCTOR QUALIFICATION | 6 |
| E PERFORMING ADMINISTRATIVE FUNCTIONS | 10 |
| F INSPECTING, REPAIRING, OR MAINTAINING GROUND WEAPONS | 42 |
| G CONTROLLING AND OPERATING FIRING RANGES AND WEAPON STORAGE FACILITIES | 22 |
| H INSTRUCTING GROUND WEAPONS SKILLS | 19 |

* Denotes less than 1 percent

TABLE 28

REPRESENTATIVE TASKS PERFORMED BY OTHER
FIRST-ENLISTMENT 753X0 PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=117) |
|---|---|
| F244 CLEAR RIFLES, M16 SERIES | 92 |
| F230 CLEAN RIFLES, M16 SERIES | 92 |
| E153 INITIATE OR COMPLETE AF FORMS 710 (GROUND WEAPONS TRAINING RECORD) | 91 |
| G370 CONDUCT RANGE CLEANUP | 91 |
| F361 VISUALLY INSPECT RIFLES, M16 SERIES | 91 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 91 |
| G367 BRIEF RANGE SAFETY RULES | 90 |
| G382 GUARD AMMUNITION OR WEAPONS | 90 |
| F331 PHYSICALLY INSPECT RIFLES, M16 SERIES | 90 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 90 |
| F363 VISUALLY INSPECT SEMI-AUTOMATIC PISTOLS | 90 |
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 89 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 89 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 89 |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 89 |
| F211 ALIGN OR ADJUST PARTS ON RIFLES, M16 SERIES | 89 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 89 |
| D111 FIRE GRENADE LAUNCHERS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 89 |
| F259 DETAIL STRIP RIFLES, M16 SERIES | 89 |
| F289 FUNCTION CHECK SEMI-AUTOMATIC PISTOLS | 87 |
| F232 CLEAN SEMI-AUTOMATIC PISTOLS | 87 |
| F273 FIELD STRIP RIFLES, M16 SERIES | 86 |
| G434 TRANSPORT WEAPONS | 85 |
| F275 FIELD STRIP SEMI-AUTOMATIC PISTOLS | 85 |
| G398 ISSUE WEAPONS | 84 |
| G424 REFACE TARGETS | 84 |
| F345 REPLACE UNSERVICEABLE PARTS ON RIFLES, M16 SERIES | 84 |
| H471 CONDUCT RIFLE DRY FIRE TRAINING, M16 SERIES | 83 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 82 |
| G397 ISSUE AMMUNITION | 82 |
| G396 INVENTORY WEAPONS | 81 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 80 |
| H468 CONDUCT REVOLVER LIVE FIRE TRAINING | 80 |
| G429 SECURE WEAPONS IN STORAGE FACILITIES | 75 |

TABLE 29

EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT OF
OTHER FIRST-ENLISTMENT AFSC 753X0 PERSONNEL

| <u>EQUIPMENT ITEMS</u> | <u>PERCENT MEMBERS USING (N=117)</u> |
|--|--|
| BARREL REMOVER FIXTURES | 62 |
| BENCH VICES | 80 |
| BREAKER BARS | 50 |
| CENTER PUNCHES | 84 |
| DEPTH GAUGES | 38 |
| DRIFT PUNCHES | 60 |
| FEELER GAUGES | 57 |
| HONER STONES | 42 |
| M16 FIRING PIN PROTRUSION GAUGES | 42 |
| M15 HEADSPACE GAUGES | 42 |
| M16 BARREL NUT ALIGNING ROD | 50 |
| M16 CHAMBER REFLECTOR TOOLS | 52 |
| M16 COMBINATION WRENCHES | 73 |
| M16 EXPANDER PLIERS | 52 |
| M16 GO/NO GO GAUGES | 65 |
| M16 MUZZLE EROSION GAUGES | 79 |
| M16 PIN ALIGNMENT GAUGES | 48 |
| M16 RIFLE BARREL EROSION GAUGES | 87 |
| M16 RIFLE BARREL STRAIGHTNESS GAUGES | 79 |
| M16 RIFLE FIRING PIN PROTRUSION GAUGES | 86 |
| M16 RIFLE HEADSPACE GAUGES | 87 |
| M16 RIFLE SIGHT ADJUSTMENT TOOLS | 50 |
| M203 GAUGES | 57 |
| M203 WRENCHES | 43 |
| M60 BARREL EROSION GAUGES | 57 |
| M60 COMBINATION WRENCHES | 70 |
| M60 FIELD TEST BOLTS/GAUGES | 51 |
| M60 FIRING PIN HOLE GAUGES | 56 |
| M60 FIRING PIN PROTRUSION GAUGES | 68 |
| M60 HEAD SPACE GAUGES | 71 |
| 60 EXTRACTOR - EJECTOR REMOVAL TOOL | 50 |
| TRIGGER PULL GAUGES/WEIGHTS | 76 |

and TE and TD ratings for each matched task. This listing is included in the Training Extract sent to the school for review. Criteria set forth in AFR 8-13, AFR 8-13/ATC Supplement 1 (Attachment 1, paragraph A1-3c(4)), and ATCR 52-22, Attachment 1, were used to review the relevance of each STS element that had inventory tasks matched to it.

AFSC 753X0 STS. Paragraphs 1 through 4, 13, and 14 deal with general topics of career ladder progression, security, graduate evaluation, AFOSH, supervision, and training, and were not reviewed. Technical aspects of the career ladder are included in paragraphs 5 through 12, which includes 240 individual line items, 142 of which have tasks matched. The STS line items were reviewed using percentages of all AFSC 753X0 respondents.

Using AFR 8-13 criteria and percentages of all AFSC 753X0 respondents, all matched line items are supported by survey data, meaning tasks matched to these line items are performed by more than 20 percent of all first-job, first-enlistment, 5-, or 7-skill level members.

There are a number of technical tasks performed by more than 20 percent of all respondents that are not matched to STS elements (see Table 30). These tasks were reviewed to determine if they deal with a particular function. Most deal with aligning or adjusting parts and function checking various weapons and appear to relate to line items covering Instructing Mechanical Training of various weapons.

Plan of Instruction

The same 3420 TCHTG personnel matched inventory tasks to learning objectives of the skill-level awarding Plan of Instruction (POI), dated April 1990. A computer product was created for the POI listing each learning objective, tasks matched, percent first-job and first-enlistment members performing, and TD ratings. Learning objectives with tasks matched were reviewed using criteria found in ATCR 52-22, Attachment 1 (February 1989). Any objective matched to tasks performed by 30 percent or more first-job or first-enlistment members is considered supported and should be part of the skill-level awarding course.

ABR57330 POI. Block I Unit I of the course covers general introductory information and was not reviewed. The rest of Blocks I and II includes 62 technical learning objectives, most of which are taught to the knowledge level, which only requires students to identify functions, principles, or procedures. All objectives taught to the performance level are supported by survey data.

There are several tasks not matched to POI objectives performed by more than 30 percent of all first-job and first-enlistment respondents that have high TE and TD (Table 31). Again, most unmatched tasks deal with aligning or adjusting parts, detail and field stripping various weapons, and function-checking weapons--functions generally done by more experienced CATM personnel.

TABLE 30

SAMPLE OF TECHNICAL TASKS PERFORMED BY MORE THAN 20 PERCENT
ALL CRITERION GROUP MEMBERS NOT MATCHED TO AFSC 753X0 STS

| TASKS | TNG EMPH | 1ST JOB | PERCENT MEMBERS PERFORMING | | | TASK DIFF | ATI |
|---|-------------|------------|-------------------------------|-----------|-----------|--------------|-----|
| | | | 1ST ENL | 5- LVL | 7- LVL | | |
| F202 ALIGN OR ADJUST PARTS ON GRENADE LAUNCHERS | 5.71 | 63 | 63 | 64 | 64 | 5.64 | 18 |
| F205 ALIGN OR ADJUST PARTS ON MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 5.04 | 56 | 60 | 62 | 54 | 5.85 | 18 |
| F210 ALIGN OR ADJUST PARTS ON REVOLVERS | 5.33 | 55 | 61 | 60 | 57 | 5.84 | 18 |
| F211 ALIGN OR ADJUST PARTS ON RIFLES, M16 SERIES | 6.75 | 78 | 79 | 78 | 74 | 5.40 | 18 |
| F213 ALIGN OR ADJUST PARTS ON SEMI-AUTOMATIC PISTOLS | 6.44 | 69 | 66 | 66 | 67 | 5.53 | 18 |
| F214 ALIGN OR ADJUST PARTS ON SHOTGUNS | 6.08 | 55 | 56 | 61 | 64 | 5.53 | 18 |
| F278 FUNCTION CHECK GRENADE LAUNCHERS | 6.17 | 69 | 73 | 77 | 70 | 3.80 | 18 |
| F286 FUNCTION CHECK REVOLVERS | 6.02 | 61 | 65 | 72 | 72 | 3.93 | 18 |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 6.63 | 88 | 84 | 89 | 77 | 4.00 | 18 |
| F289 FUNCTION CHECK SEMI-AUTOMATIC PISTOLS | 6.40 | 83 | 82 | 87 | 79 | 4.07 | 18 |
| F290 FUNCTION CHECK SHOTGUNS | 6.44 | 64 | 62 | 68 | 70 | 3.88 | 18 |
| F345 REPLACE UNSERVICEABLE PARTS ON RIFLES, M16 SERIES | 6.08 | 70 | 66 | 68 | 68 | 5.30 | 18 |
| F347 REPLACE UNSERVICEABLE PARTS ON SEMI-AUTOMATIC PISTOLS | 5.81 | 63 | 58 | 64 | 65 | 5.62 | 18 |
| F348 REPLACE UNSERVICEABLE PARTS ON SHOTGUNS | 5.63 | 52 | 51 | 57 | 57 | 5.33 | 18 |
| F350 TAG WEAPONS FOR SERVICEABILITY OR UNSERVICEABILITY | 5.42 | 75 | 77 | 78 | 69 | 3.77 | 18 |

TE Mean = 2.97 S.D. = 1.85
TD Mean = 5.00 S.D. = 1.00

TABLE 31

SAMPLE OF TECHNICAL TASKS PERFORMED BY MORE THAN 30 PERCENT
ALL CRITERION GROUP MEMBERS NOT MATCHED TO 3ABR75330 POI

| TASKS NOT REFERENCED | TNG EMPH | MEMBERS PERFORMING | | | TASK DIFF | ATI |
|--|-------------|--------------------|------------|---------|--------------|-----|
| | | 1ST JOB | 1ST ENL | PERCENT | | |
| D118 FIRE REVOLVERS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 6.21 | 72 | 72 | 4.60 | 18 | |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 6.75 | 86 | 86 | 4.60 | 18 | |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 6.90 | 88 | 84 | 4.72 | 18 | |
| D121 FIRE SHOTGUNS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 6.50 | 67 | 66 | 3.95 | 18 | |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 6.50 | 73 | 76 | 4.10 | 18 | |
| E153 INITIATE OR COMPLETE AF FORMS 710 (GROUND WEAPONS TRAINING RECORD) | 6.92 | 86 | 82 | 4.29 | 18 | |
| F202 ALIGN OR ADJUST PARTS ON GRENADE LAUNCHERS | 5.71 | 63 | 63 | 5.64 | 18 | |
| F205 ALIGN OR ADJUST PARTS ON MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 5.04 | 56 | 60 | 5.85 | 18 | |
| F210 ALIGN OR ADJUST PARTS ON REVOLVERS | 5.33 | 55 | 61 | 5.84 | 18 | |
| F211 ALIGN OR ADJUST PARTS ON RIFLES, M16 SERIES | 6.75 | 78 | 79 | 5.40 | 18 | |
| F213 ALIGN OR ADJUST PARTS ON SEMI-AUTOMATIC PISTOLS | 6.44 | 69 | 66 | 5.71 | 18 | |
| F214 ALIGN OR ADJUST PARTS ON SHOTGUNS | 6.08 | 55 | 56 | 5.53 | 18 | |
| F229 CLEAN REVOLVERS | 5.63 | 64 | 69 | 3.62 | 18 | |
| F253 DETAIL STRIP MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 5.15 | 56 | 55 | 6.11 | 18 | |
| F267 FIELD STRIP MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 5.58 | 63 | 66 | 4.95 | 18 | |
| F272 FIELD STRIP REVOLVERS | 5.60 | 44 | 54 | 3.86 | 18 | |
| F278 FUNCTION CHECK GRENADE LAUNCHERS | 6.17 | 69 | 73 | 3.80 | 18 | |
| F286 FUNCTION CHECK REVOLVERS | 6.02 | 61 | 65 | 3.93 | 18 | |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 6.63 | 88 | 84 | 4.00 | 18 | |
| F289 FUNCTION CHECK SEMI-AUTOMATIC PISTOLS | 6.40 | 83 | 82 | 4.07 | 18 | |
| F290 FUNCTION CHECK SHOTGUNS | 6.44 | 64 | 62 | 3.88 | 18 | |
| F301 FUNCTION FIRE RIFLES, M16 SERIES | 5.27 | 50 | 56 | 3.72 | 18 | |
| F303 FUNCTION FIRE SEMI-AUTOMATIC PISTOLS | 5.21 | 50 | 51 | 3.65 | 18 | |

TE Mean = 2.97 S.D. = 1.85
TD Mean = 5.00 S.D. = 1.00

Summary

Both the STS and POI are well supported by survey data, with all matched line items and learning objectives matched to tasks performed by more than the required percentages of criterion group members.

JOB SATISFACTION

Respondents were asked to indicate how interested they are in their jobs, if they feel their talents and training are being used, and if they intend to reenlist. Satisfaction indicators for TAFMS groups at Lackland AFB and other bases in the present study were compared to those of TAFMS members of similar AFSCs surveyed in 1990 (Table 32). CATM personnel at Lackland AFB have lower overall indicators than members at other bases and their counterparts in related AFSCs. First-enlistment AFSC 753X0 personnel at the other bases have higher indicators than their counterparts in related AFSCs. It is interesting to note that, while first-enlistment CATM personnel at Lackland AFB have the lowest satisfaction indicators, a higher percentage than any other group plan to reenlist. Also, a higher percentage of career CATM members plan to retire from Lackland AFB.

Satisfaction indicators for TAFMS groups in the present study were compared to satisfaction data collected in the 1985 survey of the career ladder (see Table 33). Again, the Lackland AFB TAFMS group members in the current study have the lowest overall indicators, while first-enlistment members at other bases have noticeably higher overall indicators.

Satisfaction indicators for members with the various jobs are shown in Tables 34 and 35. As noted before, overall Lackland AFB satisfaction indicators are lower than those for CATM personnel at other bases. AFSC 753X0 personnel with the Basic Trainee and Armorer job have the lowest overall satisfaction, while those with the Mortar Instructor job have the highest.

Overall indicators for CATM personnel at other bases are relatively high, with more Nellis AFB Machine Gun Instructors and Action Officers indicating they enjoy their jobs and feel their talents are being used.

Summary

Overall satisfaction of AFSC 753X0 personnel at Lackland AFB is lower than that of members at other bases and of similar AFSCs surveyed in 1990, but has remained somewhat stable over the last 6 years. Members with the Lackland AFB Basic Instructor and Armorer jobs have the lowest overall indicators. Lackland AFB Mortar Instructors, Nellis Machine Gun Instructors, and Action Officers have the highest indicators.

TABLE 32

COMPARISON OF JOB SATISFACTION INDICATORS FOR 753X0 TAFMS GROUPS
IN CURRENT STUDY TO A COMPARATIVE SAMPLE
(PERCENT MEMBERS RESPONDING)

| | 1-48 MONTHS TAFMS (N=37) | | 49-96 MONTHS TAFMS (N=103) | | 97+ MONTHS TAFMS (N=60) | |
|-----------------------------------|-----------------------------|----------------|-------------------------------|-----------------|----------------------------|-----------------|
| | LACK- LAND | COMP SAMPLE | LACK- LAND | OTHER SAMPLE | LACK- LAND | OTHER SAMPLE |
| <u>EXPRESSED JOB INTEREST:</u> | | | | | | |
| INTERESTING | 68 | 73 | 61 | 75 | 62 | 82 |
| SO-SO | 22 | 16 | 21 | 15 | 17 | 12 |
| DULL | 10 | 11 | 18 | 11 | 20 | 6 |
| | | | | | | |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | |
| FAIRLY WELL TO GOOD | 73 | 76 | 68 | 86 | 67 | 89 |
| LITTLE OR NOT AT ALL | 27 | 24 | 32 | 14 | 33 | 11 |
| | | | | | | |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | |
| FAIRLY WELL TO GOOD | 73 | 76 | 61 | 89 | 67 | 92 |
| LITTLE OR NOT AT ALL | 27 | 24 | 39 | 1 | 33 | 8 |
| | | | | | | |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | | |
| WILL REENLIST | 89 | 49 | 84 | 80 | 65 | 74 |
| WILL NOT REENLIST | 11 | 52 | 16 | 19 | 7 | 7 |
| WILL RETIRE | 0 | * | 0 | 1 | 28 | 18 |

* Denotes less than 1 percent

Comparative data are from AFSCs 231X3 and 631X0 surveyed in 1990

TABLE 33

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 753X0 TAFMS GROUPS IN CURRENT AND PREVIOUS STUDY (PERCENT MEMBERS RESPONDING)

| | 1-48 MONTHS TAFMS (N=37) | | | 49-96 MONTHS TAFMS (N=38) | | | 97+ MONTHS TAFMS (N=60) | | |
|-----------------------------------|-----------------------------|-------|------|------------------------------|-------|------|----------------------------|-------|------|
| | LACK- LAND | OTHER | 1985 | LACK- LAND | OTHER | 1985 | LACK- LAND | OTHER | 1985 |
| <u>EXPRESSED JOB INTEREST:</u> | | | | | | | | | |
| INTERESTING | 68 | 86 | 73 | 61 | 75 | 79 | 62 | 82 | 79 |
| SO-SO | 22 | 10 | 16 | 21 | 15 | 12 | 17 | 12 | 10 |
| DULL | 10 | 3 | 11 | 18 | 11 | 9 | 20 | 6 | 11 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | | | | |
| FAIRLY WELL TO GOOD | 73 | 91 | 73 | 68 | 86 | 83 | 67 | 89 | 82 |
| LITTLE OR NOT AT ALL | 27 | 9 | 27 | 32 | 14 | 17 | 33 | 11 | 18 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | | | | |
| FAIRLY WELL TO GOOD | 73 | 95 | 86 | 61 | 89 | 87 | 67 | 92 | 80 |
| LITTLE OR NOT AT ALL | 27 | 5 | 14 | 39 | 11 | 13 | 33 | 8 | 20 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | | | | | |
| WILL REENLIST | 89 | 68 | 69 | 84 | 80 | 86 | 65 | 74 | 78 |
| WILL NOT REENLIST | 11 | 32 | 30 | 16 | 19 | 14 | 7 | 7 | 4 |
| WILL RETIRE | 0 | 0 | * | 0 | 1 | 0 | 28 | 18 | 18 |

* Denotes less than 1 percent

TABLE 34

COMPARISON OF JOB SATISFACTION INDICATORS FOR
AFSC 753X0 RESPONDENTS AT LACKLAND AFB
(PERCENT MEMBERS RESPONDING)

| | CATM INSTRUCTOR (N=60) | BASIC INSTRUCTOR (N=7) | M60 INSTRUCTOR (N=8) | MORTAR INSTRUCTOR (N=6) | ARMORER (N=11) | NCOIC (N=8) |
|-----------------------------------|------------------------------|------------------------------|----------------------------|-------------------------------|-------------------|----------------|
| <u>EXPRESSED JOB INTEREST:</u> | | | | | | |
| INTERESTING | 68 | 43 | 50 | 83 | 45 | 88 |
| SO-SO | 18 | 14 | 25 | 17 | 36 | 0 |
| DULL | 13 | 43 | 25 | 0 | 9 | 13 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | |
| FAIRLY WELL TO GOOD | 77 | 57 | 63 | 100 | 45 | 87 |
| LITTLE OR NOT AT ALL | 23 | 43 | 37 | 0 | 55 | 13 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | |
| FAIRLY WELL TO GOOD | 70 | 57 | 63 | 100 | 36 | 88 |
| LITTLE TO NOT AT ALL | 30 | 43 | 37 | 0 | 55 | 12 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | | |
| WILL REENLIST | 83 | 100 | 75 | 67 | 82 | 38 |
| WILL NOT REENLIST | 8 | 0 | 0 | 0 | 18 | 12 |
| WILL RETIRE | 7 | 0 | 25 | 33 | 0 | 50 |

TABLE 35

COMPARISON OF JOB SATISFACTION INDICATORS FOR
AFSC 753X0 RESPONDENTS AT OTHER BASES
(PERCENT MEMBERS RESPONDING)

| | SR CATM INSTRUCTOR (N=240) | JR CATM INSTRUCTOR (N=38) | NGOIC (N=109) | NELLIS CATM (N=7) | NELLIS M.G. (N=6) | SUPT (N=11) | ACTION OFFICER (N=8) |
|-----------------------------------|----------------------------------|---------------------------------|------------------|-------------------------|-------------------------|----------------|----------------------------|
| <u>EXPRESSED JOB INTEREST:</u> | | | | | | | |
| INTERESTING | 77 | 82 | 85 | 86 | 100 | 100 | 100 |
| SO-SO | 16 | 5 | 10 | 0 | 0 | 0 | 0 |
| DULL | 7 | 13 | 5 | 14 | 0 | 0 | 0 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | | |
| FAIRLY WELL TO GOOD | 88 | 76 | 92 | 71 | 100 | 82 | 100 |
| LITTLE OR NOT AT ALL | 12 | 21 | 8 | 29 | 0 | 18 | 0 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | | |
| FAIRLY WELL TO GOOD | 94 | 87 | 94 | 85 | 100 | 100 | 62 |
| LITTLE TO NOT AT ALL | 6 | 13 | 6 | 15 | 0 | 0 | 38 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | | | |
| WILL REENLIST | 78 | 61 | 72 | 57 | 100 | 73 | 88 |
| WILL NOT REENLIST | 17 | 36 | 7 | 43 | 0 | 0 | 12 |
| WILL RETIRE | 5 | 3 | 21 | 0 | 0 | 27 | 0 |

IMPLICATIONS

Overall, there has been no change in the structure of the career ladder over the last 5 years. Personnel progress typically through the career ladder, with 3- and 5-skill level members performing the general CATM tasks, 7-skill level members performing a mixture of technical and supervisory functions, and 9-skill level and CEM code members performing more career ladder management tasks. Survey data also show AFR 39-1 Specialty Descriptions accurately reflect functions and tasks performed by members of the career ladder.

Job satisfaction indicators for Lackland AFB CATM personnel are somewhat lower than those of related AFSCs surveyed in 1990. Overall satisfaction has remained stable over the years. Members in jobs at bases other than Lackland AFB report they find their jobs interesting and feel their talents and training are used, while those with the Lackland AFB Basic Instructor and Lackland Armorer jobs have the lowest satisfaction indicators.

Even though the STS and POI are supported, school personnel need to review both documents and accompanying survey data.

APPENDIX A
SELECTED REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS

TABLE A2

LACKLAND RANGE OPERATIONS JOB
(STG036)

NUMBER IN GROUP: 7

AVERAGE TIME IN JOB: 36 MONTHS

PERCENT OF SAMPLE: 1%

AVERAGE TAFMS: 71 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 100 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 87 |
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 86 |
| G434 TRANSPORT WEAPONS | 86 |
| G424 REFACE TARGETS | 86 |
| G406 MAINTAIN TARGET LINES | 86 |
| F244 CLEAR RIFLES, M16 SERIES | 71 |
| G433 TRANSPORT AMMUNITION OR AMMUNITION RESIDUE | 71 |
| G428 SECURE RANGE EQUIPMENT OR FACILITIES | 71 |
| G417 PERFORM GROUNDS MAINTENANCE | 71 |
| G367 BRIEF RANGE SAFETY RULES | 71 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 71 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 57 |
| H471 CONDUCT RIFLE DRY FIRE TRAINING, M16 SERIES | 57 |
| F361 VISUALLY INSPECT RIFLES, M16 SERIES | 57 |
| H494 PREPARE LESSON PLANS | 57 |
| G373 CONSTRUCT TARGET FRAMES | 57 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 57 |
| G421 PERFORM SELF-HELP FACILITY IMPROVEMENT PROJECTS, SUCH AS CONSTRUCTING, PAINTING, OR SOUNDPROOFING | 57 |
| H476 CONDUCT SEMI-AUTOMATIC PISTOL DRY FIRE TRAINING | 57 |
| G382 GUARD AMMUNITION OR WEAPONS | 43 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 43 |
| F211 ALIGN OR ADJUST PARTS ON RIFLES, M16 SERIES | 43 |
| G391 INSPECT TRANSPORT VEHICLES FOR COMPLIANCE WITH EXPLOSIVES SAFETY DIRECTIVES | 43 |
| G370 CONDUCT RANGE CLEANUP | 43 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 43 |
| G397 ISSUE AMMUNITION | 29 |
| G398 ISSUE WEAPONS | 29 |
| G393 INSTALL TARGETS | 29 |

TABLE A3

LACKLAND MACHINE GUN INSTRUCTOR
(STG044)

NUMBER IN GROUP: 8

AVERAGE TIME IN JOB: 39 MONTHS

PERCENT OF SAMPLE: 1%

AVERAGE TAFMS: 157 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| H457 CONDUCT MACHINE GUN (OTHER THAN SUBMACHINE GUN) LIVE FIRE TRAINING | 100 |
| H455 CONDUCT MACHINE GUN (OTHER THAN SUBMACHINE GUN) CLASSROOM TRAINING | 100 |
| F224 CLEAN MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 100 |
| F238 CLEAR MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 100 |
| G433 TRANSPORT AMMUNITION OR AMMUNITION RESIDUE | 100 |
| G434 TRANSPORT WEAPONS | 100 |
| F355 VISUALLY INSPECT MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 100 |
| G382 GUARD AMMUNITION OR WEAPONS | 100 |
| G367 BRIEF RANGE SAFETY RULES | 100 |
| D114 FIRE MACHINE GUNS (OTHER THAN SUBMACHINE GUNS) FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 100 |
| H488 EVALUATE TRAINEES' PERFORMANCE | 88 |
| F281 FUNCTION CHECK MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 88 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 88 |
| F267 FIELD STRIP MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 88 |
| F253 DETAIL STRIP MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 88 |
| F325 PHYSICALLY INSPECT MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 88 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 88 |
| F309 LUBRICATE MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 88 |
| G370 CONDUCT RANGE CLEANUP | 88 |
| G397 ISSUE AMMUNITION | 88 |
| H494 PREPARE LESSON PLANS | 75 |
| H485 CONDUCT TECHNIQUES OF FIRE TRAINING | 75 |
| G398 ISSUE WEAPONS | 75 |
| G431 SUPERVISE RANGE CLEANUP | 75 |
| G424 REFACE TARGETS | 75 |
| H456 CONDUCT MACHINE GUN (OTHER THAN SUBMACHINE GUN) DRY FIRE TRAINING | 63 |
| H492 OPERATE TRAINING AIDS | 63 |
| G418 PERFORM OPERATOR MAINTENANCE ON RANGE POWER EQUIPMENT, SUCH AS MOWERS, WEED EATERS, OR AUGERS | 63 |
| H435 ADMINISTER PERFORMANCE TESTS | 50 |

TABLE A4

LACKLAND MORTAR AND 40mm MACHINE GUN INSTRUCTOR
(STGO43)

NUMBER IN GROUP: 6

AVERAGE TIME IN JOB: 46 MONTHS

PERCENT OF SAMPLE: 1%

AVERAGE TAFMS: 159 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| D115 FIRE MORTARS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 100 |
| E161 INVENTORY TOOLS OR EQUIPMENT | 100 |
| D114 FIRE MACHINE GUNS (OTHER THAN SUBMACHINE GUNS) FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 100 |
| H491 OPERATE SPECIALIZED VEHICLES | 100 |
| H460 CONDUCT MORTAR DRY FIRE TRAINING | 100 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 100 |
| G382 GUARD AMMUNITION OR WEAPONS | 100 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 100 |
| H435 ADMINISTER PERFORMANCE TESTS | 100 |
| H494 PREPARE LESSON PLANS | 100 |
| F310 LUBRICATE MORTARS | 83 |
| F323 PHYSICALLY INSPECT GRENADE MACHINE GUNS (40mm) | 83 |
| F326 PHYSICALLY INSPECT MORTARS | 83 |
| F222 CLEAN GRENADE MACHINE GUNS (40mm) | 83 |
| F236 CLEAR GRENADE MACHINE GUNS (40mm) | 83 |
| F239 CLEAR MORTARS | 83 |
| F265 FIELD STRIP GRENADE MACHINE GUNS (40mm) | 83 |
| F279 FUNCTION CHECK GRENADE MACHINE GUNS (40mm) | 83 |
| F282 FUNCTION CHECK MORTARS | 83 |
| F307 LUBRICATE GRENADE MACHINE GUNS (40mm) | 83 |
| F225 CLEAN MORTARS | 83 |
| F356 VISUALLY INSPECT MORTARS | 83 |
| H461 CONDUCT MORTAR LIVE FIRE TRAINING | 83 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 83 |
| H462 CONDUCT NIGHT FIRE TRAINING | 83 |
| H459 CONDUCT MORTAR CLASSROOM TRAINING | 83 |
| H456 CONDUCT MACHINE GUN (OTHER THAN SUBMACHINE GUN) DRY FIRE TRAINING | 83 |
| H455 CONDUCT MACHINE GUN (OTHER THAN SUBMACHINE GUN) CLASSROOM TRAINING | 83 |
| H449 CONDUCT GRENADE MACHINE GUN (40mm) DRY FIRE TRAINING | 83 |
| H448 CONDUCT GRENADE MACHINE GUN (40mm) CLASSROOM TRAINING | 83 |

TABLE A5
LACKLAND ARMORER
(STG034)

NUMBER IN GROUP: 11

AVERAGE TIME IN JOB: 28 MONTHS

PERCENT OF SAMPLE: 2%

AVERAGE TAFMS: 96 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---|
| G396 INVENTORY WEAPONS | 100 |
| G398 ISSUE WEAPONS | 100 |
| G397 ISSUE AMMUNITION | 100 |
| E131 CHANGE LOCK COMBINATIONS | 100 |
| G382 GUARD AMMUNITION OR WEAPONS | 91 |
| G429 SECURE WEAPONS IN STORAGE FACILITIES | 91 |
| G414 PERFORM ALARM SYSTEM TESTS | 91 |
| G404 MAINTAIN CONTROL OF KEYS, SUCH AS ISSUING, RECORDING, AND SAFEGUARDING | 82 |
| G416 PERFORM ENTRY CONTROL PROCEDURES FOR AMMUNITION OR WEAPONS STORAGE FACILITIES | 82 |
| G427 SECURE AMMUNITION OR AMMUNITION RESIDUE IN STORAGE FACILITIES | 82 |
| G394 INVENTORY AMMUNITION | 73 |
| G421 PERFORM SELF-HELP FACILITY IMPROVEMENT PROJECTS, SUCH AS CONSTRUCTING, PAINTING, OR SOUNDPROOFING | 73 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 73 |
| F244 CLEAR RIFLES, M16 SERIES | 73 |
| F315 LUBRICATE RIFLES, M16 SERIES | 73 |
| G408 MAINTAIN WEAPON STORAGE REQUIREMENTS | 64 |
| E185 MAINTAIN VISITOR REGISTERS | 64 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 64 |
| F247 CLEAR SHOTGUNS | 64 |
| G403 MAINTAIN COMMUNICATIONS WITH SECURITY POLICE DURING OPENING OR CLOSING OF STORAGE FACILITIES | 55 |
| E134 CONDUCT PHYSICAL SECURITY INSPECTIONS OF FACILITIES | 55 |
| G425 REGISTER TURN-IN OF WEAPONS AFTER USE | 55 |
| E151 INITIATE OR COMPLETE AF FORMS 629 (SMALL ARMS HAND RECEIPT) | 55 |
| G434 TRANSPORT WEAPONS | 55 |
| E161 INVENTORY TOOLS OR EQUIPMENT | 45 |
| E166 MAINTAIN AF FORMS 2432 (KEY ISSUE LOG) | 45 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 45 |

TABLE A7

SENIOR CATM INSTRUCTOR
(STG057)

NUMBER IN GROUP: 240

AVERAGE TIME IN JOB: 46 MONTHS

PERCENT OF SAMPLE: 40

AVERAGE TAFMS: 86 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 98 |
| F273 FIELD STRIP RIFLES, M16 SERIES | 98 |
| F244 CLEAR RIFLES, M16 SERIES | 98 |
| F211 ALIGN OR ADJUST PARTS ON RIFLES, M16 SERIES | 98 |
| F363 VISUALLY INSPECT SEMI-AUTOMATIC PISTOLS | 98 |
| F333 PHYSICALLY INSPECT SEMI-AUTOMATIC PISTOLS | 98 |
| F243 CLEAR REVOLVERS | 98 |
| G398 ISSUE WEAPONS | 97 |
| F361 VISUALLY INSPECT RIFLES, M16 SERIES | 97 |
| H477 CONDUCT SEMI-AUTOMATIC PISTOL LIVE FIRE TRAINING | 97 |
| H466 CONDUCT REVOLVER CLASSROOM TRAINING | 97 |
| H475 CONDUCT SEMI-AUTOMATIC PISTOL CLASSROOM TRAINING | 97 |
| F331 PHYSICALLY INSPECT RIFLES, M16 SERIES | 97 |
| G367 BRIEF RANGE SAFETY RULES | 96 |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 96 |
| G397 ISSUE AMMUNITION | 96 |
| G396 INVENTORY WEAPONS | 96 |
| H468 CONDUCT REVOLVER LIVE FIRE TRAINING | 96 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 96 |
| F289 FUNCTION CHECK SEMI-AUTOMATIC PISTOLS | 96 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 95 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 94 |
| G382 GUARD AMMUNITION OR WEAPONS | 94 |
| H471 CONDUCT RIFLE DRY FIRE TRAINING, M16 SERIES | 94 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 94 |
| F275 FIELD STRIP SEMI-AUTOMATIC PISTOLS | 94 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 93 |
| G424 REFACE TARGETS | 93 |
| G370 CONDUCT RANGE CLEANUP | 93 |
| E153 INITIATE OR COMPLETE AF FORMS 710 (GROUND WEAPONS TRAINING RECORD) | 92 |
| G429 SECURE WEAPONS IN STORAGE FACILITIES | 92 |
| G428 SECURE RANGE EQUIPMENT OR FACILITIES | 92 |

TABLE A8

JUNIOR CATM INSTRUCTOR
(STG029)

NUMBER IN GROUP: 38

AVERAGE TIME IN JOB: 40 MONTHS

PERCENT OF SAMPLE: 6%

AVERAGE TAFMS: 54 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| F363 VISUALLY INSPECT SEMI-AUTOMATIC PISTOLS | 100 |
| F333 PHYSICALLY INSPECT SEMI-AUTOMATIC PISTOLS | 97 |
| F230 CLEAN RIFLES, M16 SERIES | 97 |
| F361 VISUALLY INSPECT RIFLES, M16 SERIES | 97 |
| F232 CLEAN SEMI-AUTOMATIC PISTOLS | 97 |
| F331 PHYSICALLY INSPECT RIFLES, M16 SERIES | 95 |
| G370 CONDUCT RANGE CLEANUP | 95 |
| F246 CLEAR SEMI-AUTOMATIC PISTOLS | 95 |
| F289 FUNCTION CHECK SEMI-AUTOMATIC PISTOLS | 95 |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 92 |
| F275 FIELD STRIP SEMI-AUTOMATIC PISTOLS | 92 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 92 |
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 89 |
| E153 INITIATE OR COMPLETE AF FORMS 710 (GROUND WEAPONS TRAINING RECORD) | 89 |
| F315 LUBRICATE RIFLES, M16 SERIES | 89 |
| F211 ALIGN OR ADJUST PARTS ON RIFLES, M16 SERIES | 89 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 89 |
| F345 REPLACE UNSERVICEABLE PARTS ON RIFLES, M16 SERIES | 87 |
| G367 BRIEF RANGE SAFETY RULES | 84 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 84 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 84 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 82 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 82 |
| G382 GUARD AMMUNITION OR WEAPONS | 82 |
| F273 FIELD STRIP RIFLES, M16 SERIES | 82 |
| F244 CLEAR RIFLES, M16 SERIES | 82 |
| G397 ISSUE AMMUNITION | 82 |
| G434 TRANSPORT WEAPONS | 79 |
| G398 ISSUE WEAPONS | 79 |
| G424 REFACE TARGETS | 76 |
| H471 CONDUCT RIFLE DRY FIRE TRAINING, M16 SERIES | 71 |

TABLE A9

NCOIC
(STG070)

NUMBER IN GROUP: 109

AVERAGE TIME IN JOB: 48 MONTHS

PERCENT OF SAMPLE: 18%

AVERAGE TAFMS: 175 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---|
| G396 INVENTORY WEAPONS | 99 |
| A7 DETERMINE WORK PRIORITIES | 98 |
| G395 INVENTORY RANGE EQUIPMENT | 98 |
| G367 BRIEF RANGE SAFETY RULES | 98 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 98 |
| D119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 98 |
| E199 SCHEDULE RANGE USAGE | 97 |
| D90 ASSIGN CATM INSTRUCTOR JOBS OR TASKS | 97 |
| G431 SUPERVISE RANGE CLEANUP | 97 |
| G388 INSPECT RANGE EQUIPMENT | 97 |
| A24 PLAN WORK AND ASSIGNMENTS | 96 |
| B36 DIRECT MAINTENANCE OF FACILITIES OR WORK AREAS | 96 |
| B47 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES | 95 |
| B54 SUPERVISE INSTRUCTORS ON FIRING LINE | 95 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 95 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 95 |
| G382 GUARD AMMUNITION OR WEAPONS | 95 |
| E153 INITIATE OR COMPLETE AF FORMS 710 (GROUND WEAPONS TRAINING RECORD) | 94 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 94 |
| B45 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES | 93 |
| G394 INVENTORY AMMUNITION | 93 |
| B37 DIRECT UTILIZATION OR MAINTENANCE OF EQUIPMENT OR SUPPLIES | 93 |
| B32 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS | 93 |
| E201 TYPE CORRESPONDENCE, FORMS, OR REPORTS | 92 |
| C84 REVIEW CORRESPONDENCE | 92 |
| B43 IMPLEMENT SELF-INSPECTION PROGRAMS | 92 |
| A21 PLAN PREVENTATIVE MAINTENANCE FOR RANGES OR FACILITIES | 92 |
| D107 EVALUATE INSTRUCTOR PERFORMANCE | 91 |
| G421 PERFORM SELF-HELP FACILITY IMPROVEMENT PROJECTS, SUCH AS CONSTRUCTING, PAINTING, OR SOUNDPROOFING | 91 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 91 |

TABLE A10

NELLIS AFB CATM INSTRUCTORS
(STG032)

NUMBER IN GROUP: 7

AVERAGE TIME IN JOB: 14 MONTHS

PERCENT OF SAMPLE: 1%

AVERAGE TAFMS: 62 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| F244 CLEAR RIFLES, M16 SERIES | 100 |
| F361 VISUALLY INSPECT RIFLES, M16 SERIES | 100 |
| H473 CONDUCT RIFLE LIVE FIRE TRAINING, M16 SERIES | 100 |
| F287 FUNCTION CHECK RIFLES, M16 SERIES | 100 |
| F273 FIELD STRIP RIFLES, M16 SERIES | 100 |
| F331 PHYSICALLY INSPECT RIFLES, M16 SERIES | 100 |
| G367 BRIEF RANGE SAFETY RULES | 100 |
| H469 CONDUCT RIFLE CLASSROOM TRAINING, M16 SERIES | 100 |
| G370 CONDUCT RANGE CLEANUP | 100 |
| F230 CLEAN RIFLES, M16 SERIES | 100 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 100 |
| J119 FIRE RIFLES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 100 |
| H438 COACH TRAINEE WEAPONS FUNDAMENTALS | 100 |
| D120 FIRE SEMI-AUTOMATIC PISTOLS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 100 |
| G433 TRANSPORT AMMUNITION OR AMMUNITION RESIDUE | 100 |
| E149 INITIATE OR COMPLETE AF FORMS 522 (GROUNDS WEAPONS TRAINING DATA AND USAF FIREARMS QUALIFICATION) | 100 |
| H496 PREPARE RANGE FOR SPECIALIZED COURSES | 86 |
| D111 FIRE GRENADE LAUNCHERS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 86 |
| H485 CONDUCT TECHNIQUES OF FIRE TRAINING | 86 |
| F353 VISUALLY INSPECT LIGHT ANTITANK WEAPON 35mm SUBCAL DEVICES | 86 |
| D113 FIRE LIGHT ANTITANK WEAPONS OR SUBCAL DEVICES FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 86 |
| F322 PHYSICALLY INSPECT GRENADE LAUNCHERS | 86 |
| H454 CONDUCT LIGHT ANTITANK WEAPON LIVE FIRE TRAINING | 71 |
| F324 PHYSICALLY INSPECT LIGHT ANTITANK WEAPON 35mm SUBCAL DEVICES | 71 |
| H474 CONDUCT RIFLE LIVE FIRE TRAINING, RIFLES OTHER THAN M16 SERIES | 71 |

TABLE A11

NELLIS MACHINE GUN INSTRUCTOR
(STG025)

NUMBER IN GROUP: 6

AVERAGE TIME IN JOB: 24 MONTHS

PERCENT OF SAMPLE: 1%

AVERAGE TAFMS: 35 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| H457 CONDUCT MACHINE GUN (OTHER THAN SUBMACHINE GUN) LIVE FIRE TRAINING | 100 |
| H455 CONDUCT MACHINE GUN (OTHER THAN SUBMACHINE GUN) CLASSROOM TRAINING | 100 |
| F355 VISUALLY INSPECT MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 100 |
| F339 REPLACE UNSERVICEABLE PARTS ON MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 100 |
| H485 CONDUCT TECHNIQUES OF FIRE TRAINING | 100 |
| G367 BRIEF RANGE SAFETY RULES | 100 |
| C434 TRANSPORT WEAPONS | 100 |
| D114 FIRE MACHINE GUNS (OTHER THAN SUBMACHINE GUNS) FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 100 |
| H493 PREPARE CLASSROOMS FOR INSTRUCTION | 100 |
| G382 GUARD AMMUNITION OR WEAPONS | 100 |
| F309 LUBRICATE MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 83 |
| F325 PHYSICALLY INSPECT MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 83 |
| H465 CONDUCT RECOILLESS RIFLE LIVE FIRE TRAINING | 83 |
| F253 DETAIL STRIP MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 83 |
| F224 CLEAN MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 83 |
| H488 EVALUATE TRAINEES' PERFORMANCE | 83 |
| F281 FUNCTION CHECK MACHINE GUNS, OTHER THAN SUBMACHINE GUNS | 83 |
| H443 CONDUCT FIRE FROM VEHICLE TRAINING | 83 |
| H486 CONDUCT VEHICLE FIRE TRAINING | 83 |
| H441 CONDUCT FIELD TARGET ENGAGEMENT TACTICS TRAINING | 83 |
| H444 CONDUCT FIRE TEAM TACTICS TRAINING | 83 |
| H439 CONDUCT AERIAL TARGET TRAINING | 83 |
| F307 LUBRICATE GRENADE MACHINE GUNS (40mm) | 83 |
| F222 CLEAN GRENADE MACHINE GUNS (40mm) | 83 |
| F323 PHYSICALLY INSPECT GRENADE MACHINE GUNS (40mm) | 83 |
| F236 CLEAR GRENADE MACHINE GUNS (40mm) | 83 |
| F251 DETAIL STRIP GRENADE MACHINE GUNS (40mm) | 83 |
| F352 VISUALLY INSPECT GRENADE MACHINE GUNS (40mm) | 67 |
| H448 CONDUCT GRENADE MACHINE GUN (40mm) CLASSROOM TRAINING | 67 |
| H450 CONDUCT GRENADE MACHINE GUN (40mm) LIVE FIRE TRAINING | 67 |

TABLE A12
SUPERINTENDENT
(STG028)

NUMBER IN GROUP: 11

AVERAGE TIME IN JOB: 38 MONTHS

PERCENT OF SAMPLE: 2%

AVERAGE TAFMS: 215 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| <u>TASKS</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| D90 ASSIGN CATM INSTRUCTOR JOBS OR TASKS | 100 |
| B43 IMPLEMENT SELF-INSPECTION PROGRAMS | 100 |
| A2 COMPILE ACTIVITY REPORTS | 100 |
| A1 ASSIGN PERSONNEL TO DUTY POSITIONS | 100 |
| G385 INSPECT BACKSTOPS | 100 |
| G388 INSPECT RANGE EQUIPMENT | 100 |
| A21 PLAN PREVENTATIVE MAINTENANCE FOR RANGES OR FACILITIES | 91 |
| A7 DETERMINE WORK PRIORITIES | 91 |
| C84 REVIEW CORRESPONDENCE | 91 |
| B51 SUPERVISE COMBAT ARMS TRAINING AND MAINTENANCE SPECIALISTS (AFSC 75350) | 91 |
| A24 PLAN WORK AND ASSIGNMENTS | 91 |
| A12 DEVELOP WORK METHODS OR PROCEDURES | 91 |
| A15 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP) | 91 |
| C76 EVALUATE WORK SCHEDULES | 91 |
| D107 EVALUATE INSTRUCTOR PERFORMANCE | 91 |
| B32 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS | 91 |
| C66 EVALUATE EFFECTIVENESS OF TRAINING PROGRAMS | 91 |
| C68 EVALUATE INDIVIDUALS TO DETERMINE NEED FOR TRAINING | 91 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 91 |
| C71 EVALUATE RANGES WITH GROUND AND EXPLOSIVES SAFETY PERSONNEL | 91 |
| D121 FIRE SHOTGUNS FOR QUALIFICATION OR TO MAINTAIN PROFICIENCY | 91 |
| A9 DEVELOP INSPECTION PROCEDURES | 91 |
| A5 COORDINATE RANGE OR SUPPORT FACILITY REHABILITATION WITH CIVIL ENGINEERING | 91 |
| C89 WRITE RECOMMENDATIONS FOR AWARDS | 91 |
| A28 SCHEDULE LEAVES OR PASSES | 91 |
| A4 COORDINATE RANGE OR SUPPORT FACILITY CONSTRUCTION WITH CIVIL ENGINEERING | 91 |
| B53 SUPERVISE COMBAT ARMS TRAINING AND MAINTENANCE TECHNICIANS (AFSC 75370) | 82 |
| C70 EVALUATE RANGES FOR ADEQUACY OF MISSION SUPPORT | 82 |

TABLE A13

ACTION OFFICER
(STG016)

NUMBER IN GROUP: 8

AVERAGE TIME IN JOB: 21 MONTHS

PERCENT OF SAMPLE: 1%

AVERAGE TAFMS: 208 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

| TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| C84 REVIEW CORRESPONDENCE | 100 |
| A25 PREPARE BRIEFINGS | 100 |
| B29 CONDUCT BRIEFINGS | 100 |
| A19 PLAN BRIEFINGS | 100 |
| E165 MAINTAIN ADMINISTRATIVE FILES | 100 |
| C81 PREPARE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS | 98 |
| C74 EVALUATE SUGGESTIONS | 88 |
| C58 CONDUCT STAFF ASSISTANCE VISITS | 88 |
| A14 DRAFT INPUTS TO HIGHER HEADQUARTERS DIRECTIVES | 75 |
| C66 EVALUATE EFFECTIVENESS OF TRAINING PROGRAMS | 75 |
| A7 DETERMINE WORK PRIORITIES | 75 |
| B31 CONDUCT SYMPOSIUMS, CONFERENCES, OR WORKSHOPS | 75 |
| A18 PLAN AGENDA FOR SYMPOSIUMS, CONFERENCES, OR WORKSHOPS | 75 |
| C62 EVALUATE AWARD PROGRAMS NOMINATIONS | 75 |
| A17 PLAN AGENDA FOR STAFF MEETINGS | 75 |
| E134 CONDUCT PHYSICAL SECURITY INSPECTIONS OF FACILITIES | 75 |
| E201 TYPE CORRESPONDENCE, FORMS, OR REPORTS | 63 |
| B45 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES | 63 |
| A2 COMPILE ACTIVITY REPORTS | 63 |
| B33 DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, GRAPHS, OR CHARTS | 63 |
| E169 MAINTAIN AF PUBLICATIONS, REGULATIONS, OR MANUALS | 63 |
| C63 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS | 62 |
| E191 PREPARE AMMUNITION HISTORIES | 50 |
| A9 DEVELOP INSPECTION PROCEDURES | 50 |
| E177 MAINTAIN PUBLICATION LIBRARIES | 50 |
| B39 IMPLEMENT COST-REDUCTION PROGRAMS | 50 |
| C59 DRAFT INSPECTION REPORTS | 50 |
| D98 COORDINATE TRAINING REQUIREMENTS WITH BASE, COMMAND, OR OTHER TECHNICAL AGENCIES | 38 |
| B47 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES | 38 |
| A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES | 38 |
| E170 MAINTAIN AMMUNITION FILES | 38 |
| G394 INVENTORY AMMUNITION | 25 |