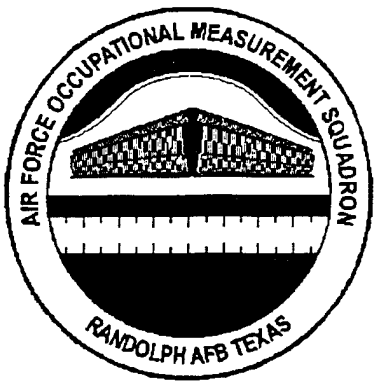

UNITED STATES
AIR FORCE

OCCUPATIONAL SURVEY REPORT

PARARESCUE

AFSC 1T2X1

AFPT 90-115-977

AUGUST 1995

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-4449

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

DISTRIBUTION FOR AFSC 1T2X1 OSR

	OSR	ANL EXT	TNG EXT	JOB INV
AFOMS/OMDQ	1			
AFOMS/OMYXL	10		5	10
AL/HRMM	2			
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	2			
HQ ACC/DPTTF	3		3	
HQ AFMPC/DPMRAD1	1			
HQ AFMPC/DPPAPC	1			
HQ AFSOC/DPPMT	2		2	
HQ AMC/DPAET	1			
HQ PACAF/DPAET	3		3	
HQ USAF/XOOT	1		1	
HQ USAFE/DPATTJ	3		3	
HQ USMC/STANDARDS BRANCH	1			
NODAC	1			
58 OSS/DOJ, 4300 HANGER ROAD, KIRTLAND AFB NM 87117	10	1	10	10

TABLE OF CONTENTS

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE OF CONTENTS
(Tables, Figures, Appendices)

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

PREFACE

This report presents the results of an Air Force Occupational Survey of the Pararescue career ladder, Air Force Specialty Code (AFSC) 1T2X1. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products upon which this report is based are available for use by operations and training officials.

The survey instrument was developed by Chief Master Sergeant Jeffrey L. Milligan, Inventory Development Specialist, with computer programming support furnished by Mrs. Olga Velez. Ms. Linda McDonald provided administrative support. First Lieutenant Glenn P. Mayes, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Major Randall C. Agee, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449 (DSN 487-6623).

RICHARD C. OURAND, JR., Lt Col, USAF
Commander
Air Force Occupational Measurement
Squadron

JOSEPH S. TARTELL
Chief, Occupational Analysis Flight
Air Force Occupational Measurement
Squadron

THIS PAGE INTENTIONALLY LEFT BLANK

SUMMARY OF RESULTS

1. *Survey Coverage*: The Pararescue career ladder was surveyed to obtain current task and equipment data for use in evaluating current training programs and to evaluate changes in the career ladder since the last OSR published in 1983. This report is based on data from 125 respondents, constituting 48 percent of all assigned AFSC 1T2X1 personnel and 55 percent of those receiving survey booklets. All major using commands are represented in the survey sample.

2. *Specialty Jobs*: One cluster and five independent jobs were identified in the sample. Three of the jobs involved performing instruction of various pararescue activities. The remaining jobs involved management and medical supply functions.

3. *Career Ladder Progression*: Overall, the results of the DAFSC analysis reflect a fairly typical career ladder progression. Three-skill level personnel spend more time in the technical aspects of the career field. Five- and 7-skill level members perform a mixture of technical and supervisory tasks, while 9-skill level and Chief Enlisted Manager (CEM) Code members are the managers of the career ladder.

4. *CFETP Specialty Descriptions*: When compared to survey data, CFETP Specialty Descriptions were found to accurately describe the tasks and jobs being performed by AFSC 1T2X1 personnel at each skill level.

5. *Training Analysis*: The Specialty Training Standard (STS) for this career ladder is generally supported by survey data. This document may require some minor adjustments. Technical school personnel use a Task and Objective Document instead of the standard Plan of Instruction (POI) for the ABR course. The Task and Objective Document for this course is primarily subject knowledge and task knowledge. A task-based matching procedure was not appropriate due to the emphasis of knowledge within this document. Therefore, the Task and Objective Document was not evaluated in this report.

6. *Job Satisfaction*: Overall satisfaction indicators are positive for all TAFMS groups, but job satisfaction has dropped slightly for first- and second-enlistment personnel when compared to the previous study. Survey data show first-enlistment and second-enlistment pararescue personnel have lower job satisfaction than their counterparts in related operations AFSCs also surveyed in 1994. A much lower percentage of first-enlistment pararescue personnel indicated that their training is well utilized in comparison to the previous survey sample and to related operations AFSCs.

7. *Implications*: Members progress typically through the career ladder. First-enlistment personnel perform a wide range of tasks which is consistent with the many demands and responsibilities placed on pararescue members. The STS is well supported by survey data. The few unsupported areas and the many unreferenced tasks should be reviewed by training personnel at the next U&TW for this career field. Based on feedback from the write-in comments, career ladder members are concerned with how they are being utilized. Many of the survey respondents indicated that there was an overemphasis on scanning and gunning duties.

OCCUPATIONAL SURVEY REPORT (OSR)
PARARESCUE CAREER LADDER
(AFSC 1T2X1)

INTRODUCTION

This is a report of an occupational survey of the Pararescue career ladder completed by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron. This survey was completed to obtain current task and equipment data for use in evaluating current training programs and to evaluate changes in the career ladder since the last OSR. The last survey report of this career ladder was published in October 1983.

Background

As described in Pararescue Specialty (AFSC 1T2X1) CFETP Specialty Descriptions, dated September 1994, 3- and 5-skill level members perform as the essential surface/air link in search, rescue, and recovery operations; operate in a wide range of adverse geographic and environmental conditions to include friendly, denied, hostile, or sensitive areas; provide survival and evasion assistance, emergency and field trauma care, and security; and move personnel and materiel to safety or friendly control.

Seven-skill level members perform, plan, lead, supervise, instruct, and evaluate pararescue activities; perform as the essential surface/air link in search, rescue, and recovery operations; operate in a wide range of adverse geographic and environmental conditions; provide survival and evasion assistance, emergency and field trauma care, and security; and move personnel and material to safety or friendly control.

Nine-skill level members and CEMs have additional responsibilities for planning, organizing, and directing rescue and recovery operations; developing and evaluating specialized rescue-related procedures; and managing mission-specific manpower and logistics programs.

Training

Personnel entering the Pararescue career ladder must complete a rigorous 69 week training program. During this time, the trainees attend seven formal training courses. Table 1 summarizes the training pipeline.

The Pararescue Indoctrination Course (1T211) emphasizes initial training in human anatomy and rudimentary medical tasks and devotes a large amount of time to physical conditioning. The course also focuses on marksmanship and traffic safety. This course appears to be an excellent training system in that it primarily emphasizes the physical conditioning aspects of the pararescue job, while at the same time providing some initial training in the more technical tasks a trainee will have to perform in the future.

The Combat Diver Qualification Course (J5AZA1T231-000) trains airmen as underwater swimmers using self-contained underwater breathing apparatus (SCUBA). This course provides training in SCUBA to depths of 100 feet, stressing development of maximum underwater mobility under various operating conditions. Training includes physiological aspects of diving, water survival, and various types of equipment used.

The Airborne (Parachutist) Course (J5AZA11000-000) is designed to provide training to military personnel whose duty assignment requires parachutist qualification. Training consists of ground operation, tower and live jumps, and strenuous physical training and conditioning. The trainee is also given instruction on opening shock, directing the parachute to a safe landing area, and parachute landing falls (PLF).

The Military Freefall Course (J5AZA11000-003) provides training in parachuting skills necessary for more advanced aerial insertion operations. In this course, trainees perform day and night jumps, equipment jumps, and oxygen-assisted jumps using ram air canopies.

The Combat Survival Training Course (S-V80-A) is designed to prepare aircrew members to support the Code of Conduct, to survive regardless of climatic conditions or unfriendly environments, and to develop confidence in one's ability to survive and safely return from bailouts or crash landings.

The United States Navy (USN) Underwater Egress Training Course (S-V84-A) is designed to train Air Force helicopter aircrew members in the principles, procedures, and techniques necessary to successfully egress from a sinking aircraft. Training requires personnel to actually experience water entry and perform underwater egress.

The Water Survival School - Parachuting (S-V86-A) is designed to train aircrew members in the employment of survival and life support principles, procedures, equipment, and techniques that enhance survival following an overwater bailout, ejection, or ditching. Trainees also learn how to assist in their safe recovery. Training requires personnel to actually experience a parachute letdown, water entry, and survivor pickup from an open sea environment.

TABLE 1

TRAINING PIPELINE FOLLOWED BY 1T2X1 PERSONNEL

	COURSE TITLE	COURSE NUMBER	DURATION	LOCATION	PURPOSE
1.	PARARESCUE INDOCTRINATION TRAINING	1T211	12 WEEKS	LACKLAND AFB TX	INITIAL SCREENING, INTRODUCTION TO CAREER FIELD WITH EMPHASIS ON MEDICAL TRAINING AND PHYSICAL CONDITIONING
2.	COMBAT DIVER QUALIFICATION	J5AZA1T231	4 WEEKS, 2 DAYS	KEY WEST FL	INITIAL QUALIFICATION TRAINING IN SCUBA OPERATIONS
3.	AIRBORNE (PARACHUTIST)	J5AZA11000-000	3 WEEKS	FORT BENNING GA	INITIAL PARACHUTE QUALIFICATION
4.	MILITARY FREEFALL	J5AZA11000-001	5 WEEKS	FORT BRAGG NC	ADVANCED AERIAL OPERATIONS TRAINING USING VARIOUS PARACHUTING TECHNIQUES
5.	COMBAT SURVIVAL TRAINING	S-V80-A	2 WEEKS, 3 DAYS	FAIRCHILD AFB WA	AIRCREW SURVIVAL, EVASION, RESISTANCE, AND ESCAPE TRAINING
6.	USN UNDERWATER EGRESS	S-V84-A	1 DAY	JACKSONVILLE FL, PENSACOLA FL, OR MIRAMAR CA	TRAINING IN EGRESS FROM A SINKING AIRCRAFT
7.	PARARESCUE INITIAL QUALIFICATION	1T231-00	43 WEEKS	KIRTLAND AFB NM	IN-DEPTH TRAINING IN MEDICAL AND RESCUE TECHNIQUES; ADVANCED PARACHUTE TRAINING

The Pararescue Initial Qualification Course (1T231-00) is the culmination of the training sequence. This course qualifies airmen as pararescue specialists for assignment to any pararescue unit worldwide. Its purpose is to give in-depth training in medical duties, field operations, and mountain combat tactics. The training includes instruction on helicopter insertion/extraction procedures, static line parachuting, and fixed-and rotary-wing aircraft exits. Also, students are provided advance training in performing recovery missions, regardless of terrain, climatic conditions, or type of environment.

SURVEY METHODOLOGY

Inventory Development

Data for this occupational survey were collected using USAF Job Inventory (JI) Air Force Personnel Test (AFPT) 90-115-977, dated March 1992. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 37 subject-matter experts (SMEs) selected to represent a variety of major commands (MAJCOMs) at the following bases:

BASE	REASON FOR VISIT
Kirtland AFB NM	Location of resident technical training school; AFSOC detachment
Hurlburt Field FL	Special tactics units; Interservice special forces missions
Patrick AFB FL	Rescue squadrons; Shuttle mission support
Nellis AFB NV	Only conventional rescue squadron in the United States
Lackland AFB TX	Location of initial screening and training of entry level pararescue members

The resulting JI contained a comprehensive listing of 801 tasks grouped under 16 duty headings and a background section requesting such information as grade, duty title, medical items used, parachute exits performed, and medical certifications currently held.

Survey Administration

From July 1992 through March 1993, Military Personnel Flights (MPF) at operational units worldwide administered the inventory to all AFSC 1T2X1 personnel. Members eligible for this survey consisted of the total assigned 3-, 5-, 7-, and 9-skill levels and CEM-level population, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring during the time the JIs were administered to the field; and (4) personnel in their job less than 6 weeks. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Military Personnel Center (AFMPC).

Respondents were asked to complete an identification and biographical information section first and go through the booklet and check each task performed in their current job. After checking all tasks performed, respondents then rated each of these tasks on a 9-point scale showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of their time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across MAJCOMs and military paygrade groups. All eligible DAFSC 1T2X1 personnel were mailed survey booklets. Table 2 reflects the MAJCOM distribution of assigned AFSC 1T2X1 personnel as of April 1993. The 125 respondents in the final sample represent 48 percent of all assigned AFSC 1T2X1 personnel and 55 percent of the total personnel surveyed. Table 3 reflects the paygrade distribution of assigned and surveyed Pararescue personnel.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior personnel in AFSC 1T2X1 were asked to complete either a Task Difficulty (TD) or Training Emphasis (TE) booklet. These booklets were processed separately from the JIs. The information gained from these task factor data is used in various analyses and is a valuable part of the training decision process.

Training Emphasis (TE). Individuals completing TE booklets were asked to rate tasks on a 10-point scale (from no training required to extremely high amount of training required). TE is a rating of which tasks require structured training for first-enlistment personnel. Structured training is defined as training provided at resident technical schools, field training detachments (FTDs), mobile training teams (MTTs), formal on-the-job-training (OJT), or any other organized training method. TE data were independently collected from 43 experienced NCOs stationed worldwide. The interrater reliability for these raters indicates there was very high agreement among raters as to which tasks required some form of structured training. In this specialty, the average TE rating is 4.52, with a standard deviation of 2.01; tasks considered high in TE have ratings of 6.53 and above. TE rating data is useful in rank ordering tasks according to importance for first-enlistment training.

TABLE 2

MAJCOM DISTRIBUTION OF AFSC 1T2X1 PERSONNEL

COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
AFSOC	33	23
ACC	29	35
AMC	25	26
PACAF	13	12
USAFE	*	4

* Denotes less than 1 percent

Total Assigned - 262
Total Eligible for Survey - 228
Total in Sample - 125
Percent of Eligible in Sample - 55%
Percent of Assigned in Sample - 48%

TABLE 3

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	PERCENT OF ASSIGNED (N=262)	PERCENT OF SAMPLE (N=125)
E-1 to E-3	11%	7%
E-4	22%	16%
E-5	23%	28%
E-6	20%	22%
E-7	17%	17%
E-8	5%	8%
E-9	2%	2%

Task Difficulty (TD). Each individual completing a TD booklet was asked to rate the relative difficulty of inventory tasks on a 9-point scale (from extremely low to extremely high). Difficulty is defined as the length of time required by the average incumbent to learn to do the task. TD data were independently collected from 36 experienced noncommissioned officers (NCOs) stationed worldwide. The interrater reliability measures for these raters reflect very high agreement. Ratings were standardized so tasks have an average difficulty of 5.00, with a standard deviation of 1.00. The resulting data yield a rank ordering of tasks indicating the degree of learning difficulty for each task in the inventory.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting AFS entry-level jobs.

SPECIALTY JOBS
(Career Ladder Structure)

The first step in the occupational analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. Comprehensive Occupational Data Analysis Programs (CODAP) assist 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 the initial group, or new stages are formed based on similarity of tasks performed and time spent. This process continues until all respondents are included in a group.

The basic identifying group used in the hierarchical job structuring process is the *Job*. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a *Cluster*. The structure of a career ladder is defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Using job structure analysis, one cluster and five independent jobs were identified within the survey sample. Figure 1 illustrates the division of jobs within the Pararescue career ladder, and a listing of those jobs is provided below. The stage (ST) number shown beside each title is a reference to computer-printed information assigned to the group by CODAP. The symbol "N" denotes the number of respondents performing the job.

I. PARARESCUE CLUSTER (ST0013, N=77)

   A. Medical Training Job
   B. Pararescue Job

II. FIELD OPERATIONS INSTRUCTOR JOB (ST0029, N=5)

III. RAMZ INSTRUCTOR JOB (ST0034, N=5)

IV. AIRCREW OPERATIONS INSTRUCTOR JOB (ST0040, N=11)

V. PARARESCUE MANAGEMENT JOB (ST0035, N=5)

VI. MEDICAL SUPPLY JOB (ST0015, N=5)

DISTRIBUTION OF AFSC 1T2X1 PERSONNEL ACROSS CAREER LADDER JOBS (N=125)

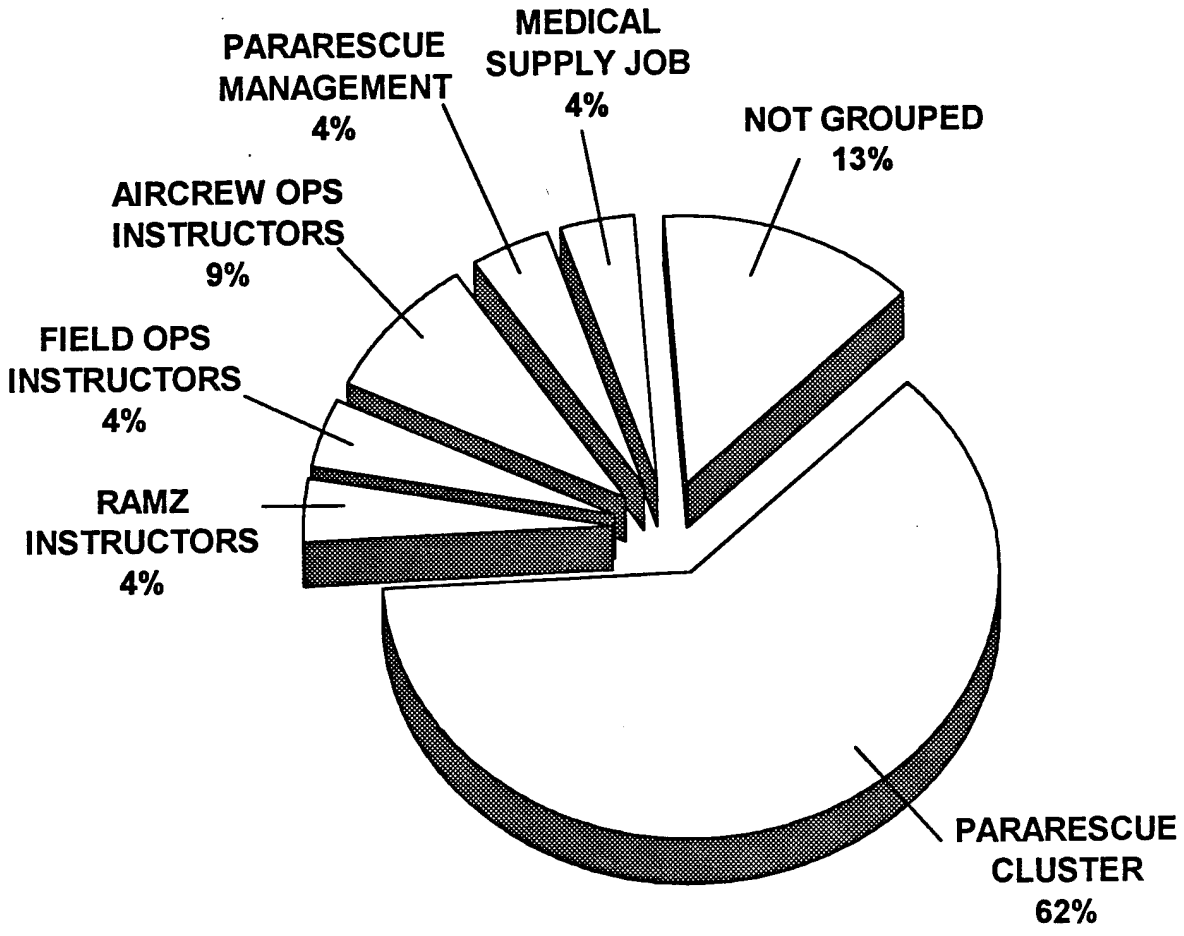

FIGURE 1

The respondents forming these stages account for 87 percent of the survey sample. The remaining 13 percent were performing tasks or series of tasks that did not group with any of the defined jobs. Job titles given by respondents representative of these personnel include NCOIC Logistics, Pararescue Examiner, Superintendent Contingencies, Test Director, and Resource Advisor.

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through analysis of the career ladder structure. Table 4 presents the relative time spent on duties by members of these Specialty Jobs. Selected background data for these jobs are provided in Table 5. Representative tasks for all the stages are contained in Appendix A.

I. PARARESCUE CLUSTER (ST0013, N=77). This cluster is comprised of two jobs and represents the work done by the largest number of respondents in the survey sample. The members of the cluster spend 30 percent of their relative duty time on tasks that involve demonstrating or performing medical duties and techniques. The 77 airmen in this cluster also spend 17 percent of their time on aircraft operations and deployment tasks, and an additional 11 percent on performing field operations. Thirty percent are assigned overseas. Members comprising this cluster perform an average of 354 tasks.

Two jobs were identified within this cluster. The Medical Training job is composed of technical training personnel who provide medical instruction during the Emergency Medical Technician (EMT) Certification phase of Pararescue Initial Qualification training. The other job within the cluster is the Pararescue job. Personnel performing these two jobs spent most of their relative duty time on Duty H, Demonstrating or Performing Medical Duties and Techniques. The members of these two jobs are distinguished by the number of tasks each group performs. The Medical Training job consists of a very specific subset of tasks pertaining to medical duties and training.

The Pararescue job is more general. In addition to performing medical tasks, Pararescue job members perform tasks related to the other duties required of pararescue personnel, such as aerial and field operations, special tactics, and water recovery activities. As a result, Pararescue job members perform on the average more than three times as many tasks as the Medical Training job members. The following job descriptions illustrate the specific functions and activities of personnel within the two jobs forming this cluster.

TABLE 4

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		PARARESCUE CLUSTER (STG13)	FIELD OPERATIONS INSTRUCTOR (STG29)	RAMZ INSTRUCTOR (STG34)
A	ORGANIZING AND PLANNING	4	7	6
B	DIRECTING AND IMPLEMENTING	4	6	5
C	INSPECTING AND EVALUATING	3	3	5
D	TRAINING	4	11	10
E	PERFORMING ADMINISTRATIVE TASKS	1	1	2
F	PERFORMING SUPPLY AND NONMEDICAL EQUIPMENT MAINTENANCE TASKS	5	3	9
G	MAINTAINING MEDICAL KITS AND EQUIPMENT	2	*	*
H	DEMONSTRATING OR PERFORMING MEDICAL DUTIES AND TECHNIQUES	30	6	3
I	PERFORMING FIELD OPERATIONS	11	28	1
J	PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	4	9	0
K	PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT TASKS	17	11	36
L	PERFORMING TACTICAL OPERATIONS TASKS	3	11	1
M	PERFORMING SCUBA AND WATER OPERATIONS TASKS	7	3	8
N	PERFORMING RIGGING ALTERNATE METHOD ZODIAC (RAMZ) TASKS	2	0	11
O	PERFORMING MOTOR VEHICLE TASKS	1	3	2
P	PERFORMING MOBILITY TASKS	2	0	*

* Denotes less than 1 percent

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

TABLE 4 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		AIRCREW OPERATIONS INSTRUCTOR (STG 40)	PARARESCUE MANAGEMENT JOB (STG 35)	MEDICAL SUPPLY JOB (STG 15)
A	ORGANIZING AND PLANNING	8	15	3
B	DIRECTING AND IMPLEMENTING	8	18	2
C	INSPECTING AND EVALUATING	6	15	1
D	TRAINING	12	17	*
E	PERFORMING ADMINISTRATIVE TASKS	3	3	*
F	PERFORMING SUPPLY AND NONMEDICAL EQUIPMENT MAINTENANCE TASKS	2	2	1
G	MAINTAINING MEDICAL KITS AND EQUIPMENT	1	*	33
H	DEMONSTRATING OR PERFORMING MEDICAL DUTIES AND TECHNIQUES	1	4	13
I	PERFORMING FIELD OPERATIONS	5	1	6
J	PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	*	0	3
K	PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT TASKS	41	11	24
L	PERFORMING TACTICAL OPERATIONS TASKS	1	3	3
M	PERFORMING SCUBA AND WATER OPERATIONS TASKS	8	8	3
N	PERFORMING RIGGING ALTERNATE METHOD ZODIAC (RAMZ) TASKS	*	0	6
O	PERFORMING MOTOR VEHICLE TASKS	2	*	2
P	PERFORMING MOBILITY TASKS	*	2	1

* Denotes less than 1 percent

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

TABLE 5

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

	PARARESCUE CLUSTER	FIELD OPERATIONS INSTRUCTOR	RAMZ INSTRUCTOR	AIRCREW OPERATIONS INSTRUCTOR	PARARESCUE MANAGEMENT JOB	MEDICAL SUPPLY JOB
NUMBER IN GROUP	77	5	5	11	5	5
PERCENT OF SAMPLE	62%	4%	4%	9%	4%	4%
DAFSC DISTRIBUTION:						
1T231	10%	0%	0%	0%	0%	60%
1T251	31%	60%	40%	9%	0%	20%
1T271	53%	40%	60%	73%	60%	20%
1T291/1T200	5%	0%	0%	18%	40%	0%
PAYGRADE DISTRIBUTION						
E-1 TO E-3	8%	0%	0%	0%	0%	60%
E-4	21%	20%	20%	0%	20%	20%
E-5	32%	20%	60%	0%	20%	20%
E-6	19%	60%	0%	36%	60%	0%
E-7	12%	0%	20%	45%	0%	0%
E-8	6%	0%	0%	18%	0%	0%
E-9	1%	0%	0%	0%	0%	0%
AVERAGE NUMBER OF TASKS PERFORMED	354	209	142	152	133	74
AVERAGE MONTHS TAFMS	137	147	138	225	251	66
PERCENT IN FIRST ENLISTMENT	16%	0%	0%	0%	0%	60%
PERCENT SUPERVISING	56%	100%	80%	36%	80%	40%

A. Medical Training Job. The essence of this job involves providing instruction on the medical duties performed by pararescue personnel. These members spend 66 percent of their relative job time instructing students on various medical duties and techniques. An additional 6 percent of their relative job time is spent maintaining medical kits and equipment. Of the average 147 tasks performed, typical tasks include:

demonstrate or perform cricothyroidotomies
evaluate respiratory status of patients
demonstrate or perform CPR
record vital signs
present patients' physical condition findings to medical authorities
demonstrate or perform administration of medications

Fifty-seven percent report they hold the 7-skill level. The predominant paygrades are E-5 and E-6 (29 percent and 43 percent, respectively).

B. Pararescue Job. Representing 50 percent of the survey sample, these airmen perform a wide variety of tasks and are primarily responsible for accomplishing the general mission of the pararescue function. They spend 26 percent of their time performing medical duties and techniques, and an additional 31 percent on aircraft and field operations. The Pararescue job is broad in scope; incumbents perform an average of 401 tasks (the highest among the jobs identified). Tasks representative of the work performed include:

demonstrate or perform flail chest injury
obtain medical histories
perform day land parachute jumps
demonstrate or perform basic bandaging techniques
carry patients using litters
demonstrate or perform physical examinations

With a predominant grade of E-5, 35 percent of the job members report holding the 7-skill level. Members of this job average 142 months of Total Active Federal Military Service (TAFMS).

II. FIELD OPERATIONS INSTRUCTOR JOB (ST0029, N=5). The five members of this job were all assigned to the 542nd Technical Training Squadron (currently the 58th Operational Support Squadron) at Kirtland AFB NM. These members are responsible for planning, directing, and conducting resident technical training for the AFSC awarding course. Their primary responsibility is to provide instruction to students during field operations phase of the Pararescue Initial Qualification Course. As a result, these 5 NCOs spend 28 percent of their relative job time performing field operations tasks. Each of these members reports supervising an average of five people. These airmen perform 209 tasks on the average. Typical tasks performed in this job include:

conduct field or operational pararescue/special tactics course instruction, including initial familiarization courses
counsel trainees on training progress
organize transportation to operational or training areas
prepare packs for overland travel
demonstrate care of survival equipment under field conditions
perform field maintenance on assigned weapons, such as grenade launchers, handguns, or rifles

All of these airmen report holding either a 5- or 7-skill level, and their predominant grade is E-6. Members performing this job report an average of 10 years in the career field.

III. RIGGING ALTERNATE METHOD ZODIAC (RAMZ) INSTRUCTOR JOB (ST0034, N=5). The five members comprising this job concentrate 47 percent of their job time performing aircraft operations and deployment tasks (36 percent) and RAMZ tasks (11 percent). They also spend 10 percent of their relative job time on tasks related to aircrew upgrade training. Four of the five members are assigned to the 41st Air Rescue Squadron (ARS) at Patrick AFB FL, and one member is assigned to the 23rd Special Tactics Squadron located at Eglin Auxiliary Field FL. These members perform 142 tasks on the average (with 74 tasks accounting for 50 percent of their relative job time). Examples of tasks which members in this job are likely to perform include:

perform RAMZ surface operations
rig RAMZ packages for aerial deployments
configure aircraft
conduct aircrew upgrade training, such as instructor or special mission upgrade training
maintain currency training records, charts, or graphs
conduct instruction in parachuting techniques

Personnel performing this job average 138 months TAFMS, and 60 percent are in paygrade E-5. Most hold the 7-skill level.

IV. AIRCREW OPERATIONS INSTRUCTOR JOB (ST0040, N=11). Accounting for 9 percent of the survey sample, the 11 NCOs holding this job provide training related to aircrew operations. These airmen spend over 50 percent of their relative job time in two duties: performing aircraft operations and deployment tasks (41 percent) and training (12 percent). In addition to aircrew instruction, the job of these individuals includes standardization and evaluation duties. Members perform an average of 152 tasks, some of which include:

perform aircrew coordination techniques
perform jumpmaster duties
perform aerial scanning procedures
perform aircraft preflight inspections
evaluate progress of trainees
develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)
counsel trainees on training progress

These NCOs average almost 19 years in the service and are predominantly in paygrades of E-6 and E-7 (36 percent and 45 percent, respectively). Ninety-one percent of these members are assigned to AMC.

V. PARARESCUE MANAGEMENT JOB (ST0035, N=5). The senior personnel who hold this job are the administrative managers of the career ladder. The job requires performing policy making and higher level management functions, such as establishing performance standards, planning work assignments, and writing staff studies or special reports. Accounting for 4 percent of the survey sample, these 5 airmen spend 65 percent of their relative job time performing an average of 133 tasks covering supervisory, management, and training functions. Tasks that are representative of the job performed by these personnel include:

conduct staff meetings
establish work priorities
interpret policies, directives, or procedures for subordinates
confer with national or Department of Defense (DOD) agencies on pararescue/special tactics missions
write EPRs

establish organizational policies, office instructions (OIs), or standard operating procedures

Averaging over 20 years time in service (the most senior of all the jobs identified), four of five respondents report having supervisory responsibilities. The predominant paygrades of these members are E-7 and E-9.

VI. MEDICAL SUPPLY JOB (ST0015, N=5). The five respondents comprising this job concentrate one-third of their job time maintaining medical kits and equipment. They are responsible for preparing, maintaining, and inspecting medical kits and equipment. These airmen perform 74 tasks on the average (fewest among the jobs identified). Tasks that reflect the nature of the job performed by these group members include:

requisition medical supplies and equipment
rotate medical supplies, including medications and intravenous fluids
assemble and pack personal medical kits
maintain narcotic medication control logs
don and adjust parachute harnesses
coordinate inspections or expirations of medical supplies with supply

The personnel in this job average 48 months in the career field, with an average of over 66 months TAFMS. Sixty percent of these airmen hold the 3-skill level.

Comparison to Previous Survey

The results of the specialty job analysis were compared to those of an OSR published in October 1983 (AFPT 90-115-457). Five of the six jobs identified in the current study are essentially the same as jobs reported in the 1983 survey (see Table 6). In the previous study, the instructors and flight examiners formed one job; however, in the current study, these individuals broke out into three distinct instructor jobs (Field Operations Instructors, RAMZ Instructors, and Aircrew Operations Instructors).

TABLE 6

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1983 SURVEYS

CURRENT SURVEY (N=125)	PERCENT OF SAMPLE	1983 SURVEY (N=203)	PERCENT OF SAMPLE
PARARESCUE CLUSTER (N=77)	62	GENERAL PARARESCUE CLUSTER (N=123)	61
FIELD OPERATIONS INSTRUCTOR JOB (N=5)	4	INSTRUCTORS & FLIGHT EXAMINERS (N=12)	6
RAMZ INSTRUCTOR JOB (N=5)	4		
AIRCREW OPERATIONS INSTRUCTOR JOB (N=5)	4		
PARARESCUE MANAGEMENT JOB (N=5)	4	HQ MANAGERS & SUPERINTENDENTS (N=9)	4
MEDICAL SUPPLY JOB (N=5)	4	-	
-		TEST GROUP PARARESCUE RECOVERY PERSONNEL (N=16)	8
-		SPACE MISSION SUPPORT (N=5)	2
-		ARCTIC PARARESCUE RECOVERY PERSONNEL (N=17)	8
-		41 ARRS PERSONNEL (N=21)	10

- Indicates no match in report

The career ladder structure has not changed much since the last survey. General pararescue personnel comprised the majority of the sample in both the current survey and the previous survey. Four jobs from the 1983 survey (Test Group Pararescue Recovery Personnel, Space Mission Support, Arctic Pararescue Recovery Personnel, and 41 ARRS Personnel) do not appear in the current structure. Tasks performed by personnel in these jobs (not identified in the current survey) are still being performed but not at a level that resulted in these members forming distinct jobs.

Aside from the variations mentioned above, the vast majority of the current sample were found to be performing jobs identified in 1983. The similarity between many of the tasks and duties performed in 1983 survey and in the current survey is an indication of a relatively stable career ladder over time.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the Career Field Education and Training Plan (CFETP), the AFMAN 36-2108 Specialty Descriptions, and the Specialty Training Standard (STS), reflect what career ladder personnel are actually doing in the field.

A comparison of duty and task performance between DAFSCs 1T291 and CEM Code 1T200 indicated that, while there are minor differences, by and large, the jobs they perform are essentially the same. Therefore, they will be discussed as a combined group in this report, while DAFSCs 1T231, 1T251, and 1T271 will be discussed as separate groups.

The distribution of skill-level groups across the career ladder specialty jobs is displayed in Table 7, while Table 8 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. A typical pattern of progression is present, with personnel spending more of their relative time on duties involving supervisory, managerial, and training tasks as they advance to the 7-skill level, 9-skill level, or the CEM code. It is also obvious, though, that 7-skill level personnel are still involved with technical task performance, as will be pointed out in the specific skill-level group discussions below.

TABLE 7

DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS SPECIALTY JOBS
(PERCENT)

SPECIALTY JOBS	DAFSC 1T231 (N=11)	DAFSC 1T251 (N=34)	DAFSC 1T271 (N=71)	DAFSC 1T291/ 1T900 (N=9)
I. PARARESCUE CLUSTER	73	70	59	45
II. FIELD OPERATIONS INSTRUCTOR JOB	0	9	3	0
III. RAMZ INSTRUCTOR JOB	0	6	4	0
IV. AIRCREW OPERATIONS INSTRUCTOR JOB	0	3	11	22
V. PARARESCUE MANAGEMENT JOB	0	0	4	22
VI. MEDICAL SUPPLY JOB	27	3	1	0
OTHER (NOT GROUPED)	0	9	18	11

TABLE 8

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

DUTIES		DAFSC 1T231 (N=11)	DAFSC 1T251 (N=34)	DAFSC 1T271 (N=71)	DAFSC 1T291/ 1T200 (N=9)
A	ORGANIZING AND PLANNING	*	5	7	12
B	DIRECTING AND IMPLEMENTING	*	3	7	15
C	INSPECTING AND EVALUATING	*	2	6	8
D	TRAINING	1	7	7	7
E	PERFORMING ADMINISTRATIVE TASKS	1	1	2	3
F	PERFORMING SUPPLY AND NONMEDICAL EQUIPMENT MAINTENANCE TASKS	6	5	5	2
G	MAINTAINING MEDICAL KITS AND EQUIPMENT	10	4	2	*
H	DEMONSTRATING OR PERFORMING MEDICAL DUTIES AND TECHNIQUES	26	22	19	10
I	PERFORMING FIELD OPERATIONS	8	11	9	6
J	PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	3	4	3	2
K	PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT TASKS	26	19	19	20
L	PERFORMING TACTICAL OPERATIONS TASKS	2	4	3	2
M	PERFORMING SCUBA AND WATER OPERATIONS TASKS	7	8	7	8
N	PERFORMING RIGGING ALTERNATE METHOD ZODIAC (RAMZ) TASKS	5	2	2	1
O	PERFORMING MOTOR VEHICLE TASKS	2	1	1	1
P	PERFORMING MOBILITY TASKS	2	1	2	3

* Denotes less than 1 percent

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

Skill-Level Descriptions

DAFSC 1T231. The 11 airmen in the 3-skill level group (representing 9 percent of the survey sample) performed an average of 234 tasks, with 104 tasks accounting for 50 percent of their relative job time. Performing a highly technical job, 77 percent of their relative duty time is devoted to core AFSC-specific technical duties covering emergency medical treatment and aerial operations deployment activities. Tasks pertaining to the maintenance of medical kits and equipment accounted for an additional 8 percent of their relative duty time. Representative tasks performed by DAFSC 1T231 members are listed in Table 9.

DAFSC 1T251. Five-skill level personnel, representing 27 percent of the sample, perform an average of 270 tasks. The work accomplished by these 34 airmen is predominantly technical in nature, comprised of emergency medical treatment and aircrew operations and deployment tasks, complimented by other technical tasks related to performing field and water operations. The performance of supervisory and training functions rises notably for pararescue personnel holding DAFSC 1T251 in comparison to DAFSC 1T231 personnel. Representative tasks performed by DAFSC 1T251 members are listed in Table 10. Table 11 displays those tasks that most clearly differentiate the 3- and 5-skill level groups. The primary difference is that 5-skill level members are performing training tasks and tasks from duties A and B.

DAFSC 1T271. Seven-skill level personnel constitute 57 percent of the sample and, as shown in Table 7, are involved in all of the jobs identified by survey data. Table 8 indicates that 7-skill level personnel spend slightly more of their relative duty time on supervisory and administrative tasks than members holding DAFSC 1T251. Other than this small difference, 5- and 7-skill level airmen spent similar amounts of time across duties. In addition, both skill-level groups performed essentially the same number of tasks on the average; seven-skill level members performed 273 tasks, and 5-skill level airmen performed 270 tasks. Representative tasks performed by 7-skill level members are listed in Table 12 and include primarily aircrew operations and water operations tasks. Table 13 reflects those tasks that best differentiate the difference between DAFSC 1T251 and 1T271 personnel. The key difference is that a greater percentage of 7-skill level members are performing the supervisory tasks listed in the bottom half of Table 13.

DAFSC 1T291/1T200. The 9 senior NCOs in the 9-skill level/CEM group (7 percent of the survey sample) perform an average of 231 tasks, with 96 tasks accounting for over 50 percent of their relative job time. Group members spend 45 percent of their duty time on supervisory and training functions and managerial-type administrative tasks (see Table 8). Table 14 clearly shows the breadth of supervisory and management functions that these 9-skill level members and CEMs perform. Tasks that best distinguish between DAFSC 1T271 and DAFSC 1T291/1T200 members are listed in Table 15. Figures in the top portion of the table show a greater percentage of 7-skill level personnel performs technical tasks, while figures in the lower half show more 9-skill level and CEM personnel perform upper-level management tasks.

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 1T231 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=11)
K547	Don and adjust parachute harnesses	100
H238	Demonstrate or perform airway management techniques	100
H340	Review or research current medical procedures	91
K586	Perform day land parachute jumps	91
K595	Perform day water parachute jumps	91
H259	Demonstrate or perform cricothyroidotomies	91
H243	Demonstrate or perform basic bandaging techniques	91
I436	Perform physical conditioning	82
K571	Participate in crew operation debriefings	82
N749	Assemble or disassemble RAMZ packages	82
K578	Perform aircraft tiedown procedures	82
N755	Perform RAMZ post-deployment procedures	82
K533	Activate SDU/5E strobe lights, chem-lights, or MK6 flares	82
H229	Carry patients using litters	82
N752	Deploy RAMZ static-line packages	82
K584	Perform day fast-rope insertion procedures	82
H231	Demonstrate or perform abdominal thrusts	82
H334	Evaluate respiratory status of patients	82
H333	Evaluate quality and rate of pulses	82
H260	Demonstrate or perform dehydration treatment	82
H336	Obtain medical histories	82

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY DAFSC 1T251 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=34)
K547	Don and adjust parachute harnesses	91
K535	Attend altitude chamber training	88
K586	Perform day land parachute jumps	88
D103	Assemble static displays	85
H229	Carry patients using litters	85
K641	Review or perform reserve parachute deployment procedures	82
I436	Perform physical conditioning	79
K565	Open or close cargo or troop doors	79
K534	Attach mission equipment to parachute harnesses	79
H333	Evaluate quality and rate of pulses	79
M702	Don and adjust scuba gear	79
M727	Perform open-circuit dive operations	79
K530	Accomplish insertion or extraction briefings	76
H242	Demonstrate or perform auscultation, palpation, or percussion of patients	76
H238	Demonstrate or perform airway management techniques	76
H243	Demonstrate or perform basic bandaging techniques	76
H339	Record vital signs	76
H230	Conduct initial or recurring patient evaluations	76
H334	Evaluate respiratory status of patients	76
H336	Obtain medical histories	76
K640	Review flight crew information files (FCIFs) or flight crew bulletins (FCBs)	74

TABLE 11

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 1T231 AND 1T251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1T231 (N=11)	DAFSC 1T251 (N=34)	DIFFERENCE
G208	Assemble and pack back-up medical kit supplies	73	29	+44
K561	Load or unload flares from aircraft	45	9	+36
N752	Deploy RAMZ static-line packages	82	50	+32
K595	Perform day water parachute jumps	91	62	+29
N755	Perform RAMZ post-deployment procedures	82	53	+29
K589	Perform day rappel insertion procedures	73	44	+29
M694	Berth or store watercraft	73	47	+26
F161	Configure personal or mission equipment to meet contingency or deployment requirements	64	38	+26
N749	Assemble or disassemble RAMZ packages	82	38	+23
A18	Establish work priorities	0	62	-62
K602	Perform jumpmaster duties	0	59	-59
D116	Counsel trainees on training progress	0	56	-56
A19	Establish work schedules	9	50	-41
D136	Write exercise scenarios	0	38	-38
B41	Counsel personnel on personal or military-related matters	0	38	-38
I424	Perform map reading techniques aboard aircraft	9	44	-35
K544	Deploy wind indicating devices from aircraft	18	53	-35
D117	Determine training requirements	0	32	-32

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY DAFSC 1T271 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=71)
K586	Perform day land parachute jumps	86
K547	Don and adjust parachute harnesses	83
K641	Review or perform reserve parachute deployment procedures	82
M703	Fit buoyancy compensators	79
M728	Perform open-circuit scuba swims	77
M727	Perform open-circuit dive operations	77
K535	Attend altitude chamber training	75
K531	Accomplish safetyman duties checklists	73
K602	Perform jumpmaster duties	73
M731	Perform safety diver or swimmer duties	73
A4	Determine logistics requirements, such as equipment, personnel, or space	72
K546	Determine wind drifts	72
K584	Perform day fast-rope insertion procedures	72
M705	Inspect personal water operations equipment, such as buoyancy compensators, diving suits, or scuba accessories	72
K638	Review aircraft emergency procedures	70
K619	Perform personal equipment inspections	70
K642	Review or perform towed parachutist recovery procedures	70
B33	Advise active duty military personnel, such as commanders, on pararescue/special tactics activities or capabilities	69
K533	Activate SDU/5E strobe lights, chem-lights, or MK6 flares	69
K530	Accomplish insertion or extraction briefings	68

TABLE 13

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 1T251 AND 1T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1T251 (N=34)	DAFSC 1T271 (N=71)	DIFFERENCE
D103	Assemble static displays	85	54	+31
H229	Carry patients using litters	85	58	+27
M738	Perform water recoveries of personnel or materiels	53	27	+26
J491	Perform aided climbs or descents	44	20	+24
J526	Tie basic knots	62	38	+24
M723	Perform free dives	50	27	+23
K565	Open or close cargo or troop doors	79	56	+23
J518	Perform rope management	50	30	+20
H240	Demonstrate or perform applications of continuous traction to extremities	74	54	+20
B33	Advise active duty military personnel, such as commanders, on pararescue/special tactics activities or capabilities	15	69	-54
B70	Supervise Pararescue/Recovery Technicians (AFSC 11570)	0	38	-38
B35	Advise civilian agencies on pararescue/special tactics activities or capabilities	9	42	-33
B64	Interpret policies, directives, or procedures for subordinates	21	52	-31
A4	Determine logistics requirements, such as equipment, personnel, or space	41	72	-31
C87	Evaluate personnel for compliance with performance standards	26	55	-29
B41	Counsel personnel on personal or military-related matters	38	66	-28
B48	Direct pararescue/special tactics medical activities or exercises	15	42	-27
A6	Develop advanced party (ADVON) plans for contingency operations	3	30	-27

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY DAFSC 1T291/1T200 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=9)
B33	Advise active duty military personnel, such as commanders, on pararescue/special tactics activities or capabilities	89
A3	Coordinate exercises or contingencies with other agencies	89
K568	Operate galley equipment, such as ovens or coffee makers	89
K572	Participate in general or specialized mission briefings, such as intelligence or weather briefings	89
K532	Activate equipment releases on jumps	89
B64	Interpret policies, directives, or procedures for subordinates	78
C71	Analyze inspection reports or charts	78
B41	Counsel personnel on personal or military-related matters	78
E154	Prepare special correspondence, such as after-action reports, trip reports, or talking papers	78
B37	Conduct briefings	78
C96	Inspect personnel for compliance with military standards	78
A18	Establish work priorities	78
B39	Conduct supervisory orientations of newly assigned personnel	78
C100	Write recommendations for awards or decorations	78
C101	Write staff studies, surveys, or special reports, other than training reports	67
B35	Advise civilian agencies on pararescue/special tactics activities or capabilities	67
A14	Establish organizational policies, office instructions (OIs), or standard operating procedures (SOPs)	67
D125	Evaluate training methods or techniques	67
B42	Direct development or maintenance of status boards, graphs, or charts	67
A1	Assign personnel to duty positions	67
B34	Advise Air National Guard (ANG) or AF Reserve (AFR) units on pararescue/special tactics activities or capabilities	

TABLE 15

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 1T271 AND 1T291/1T200 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1T271 (N=71)	DAFSC 1T291/ 1T200 (N=9)	DIFFERENCE
K600	Perform inert survivor recoveries	51	0	+51
K610	Perform night rope-ladder extraction procedures	48	0	+48
K607	Perform night low-and-slow insertion procedures	45	0	+45
H267	Demonstrate or perform emergency field amputations	55	11	+44
B48	Direct pararescue/special tactics medical activities or exercises	42	0	+42
H257	Demonstrate or perform cold-related injury treatment, such as frostbite, hypothermia, or exposure	59	22	+37
D111	Conduct proficiency training	59	22	+37
D112	Conduct qualification training	55	22	+33
K574	Perform aerial gunnery duties	32	0	+32
C71	Analyze inspection reports or charts	38	78	-40
P791	Perform mobility mission coordinator duties	7	44	-37
B34	Advise Air National Guard (ANG) or AF Reserve (AFR) units on pararescue/special tactics activities or capabilities	20	56	-36
A3	Coordinate exercises or contingencies with other agencies	55	89	-34
B57	Implement cost reduction programs	23	56	-33
B40	Confer with national or Department of Defense (DOD) agencies on pararescue/special tactics missions	25	56	-31
C101	Write staff studies, surveys, or special reports, other than training reports	39	67	-28
P776	Determine equipment requirements for specialized contingencies	28	56	-27

Summary

The results of this DAFSC analysis reflect a fairly typical career ladder progression. Distinctions between skill-level groups are evident, with personnel at the 3-skill level spending more time in the technical aspects of the career field. While 5- and 7-skill level members spend over 70 percent of their duty time on nonsupervisory tasks, a shift toward supervisory functions is evident. Nine-skill level and CEM Code members perform predominantly supervisory and managerial-type tasks, such as advising civilian agencies on pararescue/special activities or capabilities, evaluating subordinates, and establishing work priorities.

ANALYSIS OF CFETP SPECIALTY DESCRIPTIONS

The specialty descriptions contained in CFETPs provide a detailed listing of the duties and tasks performed in the skill levels of the specialty. Survey data were compared to the specialty descriptions for Pararescue Journeyman, Craftsman, and Superintendent (1T231/51, 1T271, and 1T291/00). These specialty descriptions were contained in the Pararescue Specialty (AFSC 1T2X1) CFETP, dated September 1994. Survey data were also compared to AFMAN 36-2108 *Specialty Descriptions*, dated 31 October 1994, for the Pararescue specialty. When compared to survey data, the specialty descriptions for Pararescue Journeyman, Craftsman, and Superintendent were found to reflect all duties currently being performed by respondents at these skill levels.

ANALYSIS OF MAJCOMs

A comparison of the tasks and duties performed across the major commands (MAJCOMs) can often highlight differences in the job performed within a given career ladder. For this analysis, five MAJCOMs were examined. Table 16 shows a comparison of MAJCOM groups in terms of percent time spent on the various duties, while Table 17 shows background data for job incumbents assigned to these five MAJCOMs.

Overall, few major differences were found among the different commands. One command that does stand out slightly, however, is Air Mobility Command (AMC). As reflected in Table 16, AMC personnel spend more time performing supervisory duties, such as organizing and planning, directing and implementing, and training than members of the other commands. These personnel are also spending substantially less time in the technical areas, such as demonstrating or performing medical duties and techniques and performing medical kit and equipment maintenance. One other difference, obvious from the data in Table 16, is in the amount of time AMC personnel spend on training.

TABLE 16

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJCOM

DUTIES		ACC (N=44)	AMC (N=32)	AFSOC (N=29)	PACAF (N=15)	USAFE (N=5)
A	ORGANIZING AND PLANNING	4	8	7	3	12
B	DIRECTING AND IMPLEMENTING	4	10	7	3	7
C	INSPECTING AND EVALUATING	3	7	5	2	4
D	TRAINING	4	13	4	5	6
E	PERFORMING ADMINISTRATIVE TASKS	1	3	2	1	2
F	PERFORMING SUPPLY AND NONMEDICAL EQUIPMENT MAINTENANCE TASKS	5	4	5	7	3
G	MAINTAINING MEDICAL KITS AND EQUIPMENT	4	1	4	3	3
H	DEMONSTRATING OR PERFORMING MEDICAL DUTIES AND TECHNIQUES	24	11	25	21	16
I	PERFORMING FIELD OPERATIONS	9	9	10	10	12
J	PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	5	3	1	3	2
K	PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT TASKS	23	20	12	25	12
L	PERFORMING TACTICAL OPERATIONS TASKS	1	3	5	3	6
M	PERFORMING SCUBA AND WATER OPERATIONS TASKS	7	6	7	9	6
N	PERFORMING RIGGING ALTERNATE METHOD ZODIAC (RAMZ) TASKS	4	*	3	1	3
O	PERFORMING MOTOR VEHICLE TASKS	1	1	1	1	2
P	PERFORMING MOBILITY TASKS	1	*	3	2	4

* Denotes less than 1 percent

TABLE 17

BACKGROUND INFORMATION FOR 1T2X1 MAJOR COMMAND GROUPS

	SAMPLE (N=125)	ACC (N=44)	AMC (N=32)	AFSOC (N=29)	PACAF (N=15)	USAFE (N=5)
PERCENT OF TOTAL SAMPLE	100%	35%	26%	33%	12%	4%
AVERAGE NUMBER OF TASKS PERFORMED	266	282	202	271	329	313
PERCENT IN CONUS	76%	84%	100%	90%	0%	0%
PREDOMINANT PAYGRADE	E-5,E-6	E-5	E-6,E-7	E-6	E-5	E-5,E-6
DAFSC						
1T231	9%	14%	0%	3%	27%	0%
1T251	27%	36%	22%	14%	33%	40%
1T271	57%	45%	63%	76%	40%	60%
1T291/1T200	7%	4%	16%	6%	0%	0%
AVERAGE MONTHS TICF	134	104	177	145	114	108
AVERAGE MONTHS TAFMS	152	125	198	164	122	132
PERCENT IN FIRST ENLISTMENT	14%	25%	0%	3%	27%	20%
FIND JOB INTERESTING	86%	84%	91%	86%	87%	60%
FEEL JOB UTILIZES THEIR TALENTS	83%	80%	91%	86%	87%	40%
FEEL JOB UTILIZES THEIR TRAINING	74%	70%	84%	79%	67%	40%
SENSE OF ACCOMPLISHMENT	73%	66%	88%	76%	73%	20%
PLAN TO REENLIST	66%	66%	56%	72%	67%	80%

The background data in Table 17 reflect an interesting profile for AMC personnel. They are the most senior personnel with an average of 198 months in service and predominant paygrades of E-6 and E-7. They perform an average of 202 Tasks (compared to 266 for the total sample). Job satisfaction data in Table 17 show very high job interest among AMC personnel. Nearly all of the respondents from AMC felt that their talents were well utilized in their jobs, and a large majority of these respondents indicated that they felt a sense of accomplishment in performing their jobs. Overall, the job satisfaction of AMC personnel was much higher than for personnel assigned to the other commands. In particular, USAFE personnel had low satisfaction indicators in comparison to personnel from the other four MAJCOMs. This may not necessarily reflect the job satisfaction level among USAFE pararescue personnel since the survey sample only included five members assigned to USAFE. However, MAJCOM personnel may want to investigate this issue further.

TRAINING ANALYSIS

Occupational survey data are one of the many sources of information that can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the jobs being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months' TAFMS) or first-enlistment (1-48 months' TAFMS) members performing specific tasks or using certain equipment, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

Usually, the Plan of Instruction (POI) for the AFSC entry-level course is evaluated along with the STS. A POI analysis was not included in this survey report because the task and objective document for the Pararescue Initial Qualification course is currently being modified. When the updated document is approved, a product displaying a match of the JI tasks to the new document will be made available to training and operations officials who receive this report.

First-Enlistment Personnel

In this study, there are 17 members in their first enlistment (1-48 months TAFMS), representing over 14 percent of the survey sample. Table 18 shows that first-enlistment airmen spend some of their job time in a variety of career ladder duties, with most of their time concentrating on medical duties, aircraft operations and deployment, and field operations. As displayed in Figure 2, 13 of the 17 first-enlistment members grouped within the Pararescue cluster, while 18 percent grouped with the Medical Supply job. Representative tasks performed by first-enlistment personnel are listed in Table 19.

One of the objectives of this survey project was to gather data for training personnel pertaining to various types of equipment and medical items used by pararescue personnel and medical certifications held by AFSC 1T2X1 members. Survival recovery equipment items used by first-enlistment are listed in Table 20. It is interesting to note that only 9 of the 22 survival recovery equipment items are used by first-enlistment personnel. Furthermore, only one or two first-enlistment members use these items. Table 21 displays medical items used by more than 30 percent of first-enlistment personnel. Intravenous catheters and intravenous fluid pressure bags were the most commonly used medical items. The medical certifications currently held by airmen in their first enlistment is presented in Table 22. According to this table, the majority of first-enlistment personnel currently hold the Emergency Medical Technician-Basic (EMT-B) National Certification. Only small percentages of these personnel held more advanced medical certifications, such as Basic Trauma Life Support or Advanced Cardiac Life Support. Also, three of the 17 first-enlistment airmen responded that they held no medical certification.

TABLE 18

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY FIRST-ENLISTMENT PARARESCUE PERSONNEL (N=17)

	DUTIES	PERCENT TIME SPENT
A	ORGANIZING AND PLANNING	*
B	DIRECTING AND IMPLEMENTING	*
C	INSPECTING AND EVALUATING	*
D	TRAINING	2
E	PERFORMING ADMINISTRATIVE TASKS	1
F	PERFORMING SUPPLY AND NONMEDICAL EQUIPMENT MAINTENANCE TASKS	7
G	MAINTAINING MEDICAL KITS AND EQUIPMENT	7
H	DEMONSTRATING OR PERFORMING MEDICAL DUTIES AND TECHNIQUES	27
I	PERFORMING FIELD OPERATIONS	9
J	PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	4
K	PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT TASKS	23
L	PERFORMING TACTICAL OPERATIONS TASKS	3
M	PERFORMING SCUBA AND WATER OPERATIONS TASKS	8
N	PERFORMING RIGGING ALTERNATE METHOD ZODIAC (RAMZ) TASKS	4
O	PERFORMING MOTOR VEHICLE TASKS	2
P	PERFORMING MOBILITY TASKS	2

* Denotes less than 1 percent

DISTRIBUTION OF AFSC 1T2X1 FIRST-ENLISTMENT PERSONNEL ACROSS CAREER LADDER JOBS (N=17)

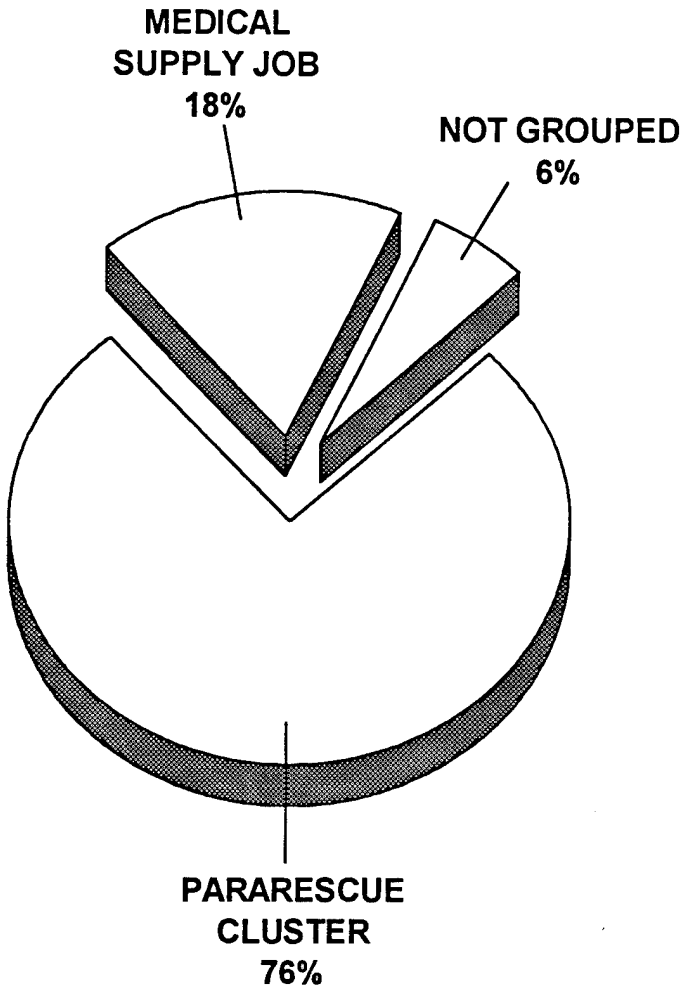

FIGURE 2

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY
FIRST-ENLISTMENT PARARESCUE PERSONNEL
(N=17)

TASKS		PERCENT MEMBERS PERFORMING
K547	Don and adjust parachute harnesses	100
H238	Demonstrate or perform airway management techniques	94
I436	Perform physical conditioning	88
K595	Perform day water parachute jumps	88
K586	Perform day land parachute jumps	88
H340	Review or research current medical procedures	82
H260	Demonstrate or perform dehydration treatment	82
H334	Evaluate respiratory status of patients	82
K550	Fresh water rinse parachute assemblies	76
N749	Assemble or disassemble RAMZ packages	76
K641	Review or perform reserve parachute deployment procedures	76
K565	Open or close cargo or troop doors	76
M699	Clean personal water operations equipment, such as life preservers, life rafts, or accessories	76
K560	Load crews personal gear on aircraft	76
K640	Review flight crew information files (FCIFs) or flight crew bulletins (FCBs)	71
K578	Perform aircraft tiedown procedures	71
K571	Participate in crew operation debriefings	71
N754	On-load or off-load RAMZ packages from aircraft	71
K536	Configure aircraft	65
F172	Inspect personnel parachutes	65
K619	Perform personal equipment inspections	65
O764	Load or unload trailers	65

TABLE 20

SURVIVAL RECOVERY EQUIPMENT ITEMS
USED BY FIRST-ENLISTMENT PERSONNEL
(N=17)

SURVIVAL RECOVERY EQUIPMENT	PERCENT MEMBERS PERFORMING
FAST ROPES	6
FOREST PENETRATORS	6
LOW-AND-SLOWS (MINIMUM WATER EQUIPMENT)	6
POLE LITTERS	6
ROPE LADDERS	6
SKEDCO LITTERS	6
STATIC LINE PARACHUTES	6
STOKES LITTERS	12
TAG LINES	6

TABLE 21

MEDICAL ITEMS USED BY MORE THAN 30 PERCENT
OF FIRST-ENLISTMENT PERSONNEL
(N=17)

MEDICAL ITEMS	PERCENT MEMBERS PERFORMING
INTRAVENOUS CATHETERS	71
INTRAVENOUS FLUID PRESSURE BAGS	71
KENDRICK EXTRACTION DEVICE (KED) SPINE BOARDS	53
CERVICAL COLLARS	53
MILITARY ANTI-SHOCK TROUSERS (MASTs)	53
WIRE SPLINTS	53
EXTREMITY TRACTION DEVICES	47
OXYGEN RESUSCITATORS	47
INTUBATION TUBES	47
BAG VALVE MASK DEVICES	41
SAMS SPLINTS	41
BLOOD PRESSURE MONITORS	41
LONG SPINE BOARDS	41
HARE TRACTION SPLINTS	35
MILLER SPINE BOARDS	35
PNEUMATIC SPLINTS	35
INTRAVENOUS FLUID WARMING DEVICES	35

TABLE 22

MEDICAL CERTIFICATIONS CURRENTLY HELD
BY FIRST-ENLISTMENT PERSONNEL
(N=17)

MEDICAL CERTIFICATIONS	PERCENT MEMBERS PERFORMING
EMT-B NATIONAL CERTIFICATION	71
BASIC TRAUMA LIFE SUPPORT	29
ADVANCED CARDIAC LIFE SUPPORT	6
EMT-B STATE CERTIFICATION	6
EMT-P STATE CERTIFICATION	6
NONE	18

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (TE) and those tasks in the JI considered most difficult (TD). When combined with data on the percentages of first-enlistment personnel performing those tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percent members performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percent members performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percent members performing data, command concerns, or criticality of the tasks.

Tasks having the highest TE ratings are listed in Table 23. The percentage of first-enlistment personnel performing and the TD rating are included with each task. As illustrated in Table 23, nearly all of the tasks deal with the demonstration or performance of medical duties and techniques. All of these tasks are performed by high percentages of first-enlistment personnel. The experienced career ladder NCOs who rated tasks gave the highest TE ratings to many tasks from Duty H, which is core to the jobs performed within the Pararescue cluster. These NCOs also gave high ratings to one task from Duty I. This task involved performing physical conditioning activities, which is important for all pararescue personnel regardless of time in service.

Table 24 lists the tasks having the highest TD ratings. The percentage of first-enlistment, 5-, and 7-skill level personnel performing, and the TE ratings are also included for each task. Most of the top tasks are from Duty J, Performing Mountain Climbing and Rescue Techniques. The NCOs who rated the tasks also considered the various tasks involving parachute jumping to be very difficult relative to the other tasks in the JI. Overall, most of the tasks rated high in TD are not performed by the majority of first-enlistment personnel and have low to moderate TE ratings.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task into an overall value identified as an Automated Training Indicator (ATI). These ATI values correspond to training decisions listed and defined in the Training Decision Logic Table found in AETCR 52-22, Attachment 1. ATI values range from 1 to 18 and suggest the most appropriate level of training for the task and to what level it should be trained. The decision table and an explanation of the ATI values precede the listing of tasks in descending ATI order in the Training Extract package. These values should assist training personnel in quickly focusing their attention on those tasks that are most likely to qualify for ABR course consideration.

TABLE 23

TECHNICAL TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS		TNG EMP*	PERCENT MEMBERS PERFORMING 1ST ENL (N=17)	TASK DIFF**
H239	Demonstrate or perform anaphylactic or allergic reactions treatment	8.16	76	5.93
H238	Demonstrate or perform airway management techniques	8.14	94	5.79
H325	Demonstrate or perform treatment for hemorrhagic shock	8.09	76	6.09
H327	Demonstrate or perform treatment priority for individuals' injuries	8.09	82	5.61
H330	Demonstrate or perform unconscious patient management	8.07	76	6.10
H258	Demonstrate or perform CPR	8.00	71	5.53
H329	Demonstrate or perform triage of mass casualties	8.00	59	7.04
H273	Demonstrate or perform fluid therapy	7.95	76	5.35
H315	Demonstrate or perform spinal injury treatment	7.95	76	6.09
H269	Demonstrate or perform external hemorrhage control, using techniques such as direct pressure, elevation, or hemostats	7.93	76	5.44
H261	Demonstrate or perform determination of medication dosages	7.86	59	5.86
H275	Demonstrate or perform head injury treatment	7.84	71	5.90
H307	Demonstrate or perform pneumothorax treatment	7.84	71	5.55
H272	Demonstrate or perform flail chest injury treatment	7.79	76	5.48
H230	Conduct initial or recurring patient evaluations	7.79	76	4.88
H334	Evaluate respiratory status of patients	7.79	82	4.88
H233	Demonstrate or perform administration of medications using intravenous infusions or injections	7.79	65	5.24
I436	Perform physical conditioning	7.74	88	5.12

* TE MEAN = 4.52 S.D. = 2.01 (High TE >= 6.53)

** TD MEAN = 5.00 S.D. = 1.00

TABLE 24

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS		TASK DIFF*	PERCENT MEMBERS PERFORMING 1ST ENL (N=17)	DAFSC 1T251 (N=34)	DAFSC 1T271 (N=71)	TNG EMP**
J504	Perform high-altitude search and recovery procedures without supplemental oxygen	7.73	12	15	6	4.09
J502	Perform crevasse recovery procedures	7.37	18	21	10	5.44
J503	Perform high-altitude recovery procedures using supplemental oxygen	7.32	12	12	6	4.16
K613	Perform night tree parachute jumps	7.29	6	6	6	4.51
J506	Perform ice wall climbs	7.23	12	24	10	4.91
A12	Draft or negotiate host-tenant agreements	7.19	0	6	25	0.67
K603	Perform night closed-circuit scuba parachute jumps	7.18	12	3	8	4.56
L682	Perform subsurface infiltration or exfiltration procedures	7.17	6	12	27	5.19
C97	Investigate flying accidents or incidents	7.09	0	0	8	0.79
L670	Perform building entry and clearing operations	7.08	6	3	14	3.86
K623	Perform surface-to-air (STAR) extraction procedures	7.05	0	0	1	2.91
L651	Conduct extended clandestine ground operations	7.05	18	9	11	4.95
H329	Demonstrate or perform triage of mass casualties	7.04	59	56	55	8.00
C78	Evaluate budgeting or financial requirements	7.02	0	15	30	0.79
I426	Perform mission coordinator duties	7.01	6	15	21	2.40
H324	Demonstrate or perform transvenous cut-downs	7.00	41	44	48	7.35
K608	Perform night open-circuit scuba parachute jumps	6.98	35	38	38	6.49
A11	Draft budget or financial requirements	6.93	0	12	38	0.67
J509	Perform litter evacuations on snow or ice	6.92	12	15	17	5.56

* TD MEAN = 5.00 S.D. = 1.00 (High TD >= 6.00)

** TE MEAN = 4.52 S.D. = 2.01

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the Training Extract package. For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.

Specialty Training Standard (STS)

The September 1994 STS was reviewed using survey data. STS entries 1 through 36 deal with general knowledge and were not reviewed, while entries 37 through 169 with 3-skill level course performance codes and tasks matched were reviewed. Most of these had tasks matched and were supported by survey data.

The STS was generally supported by survey data, meaning more than 20 percent of first-enlistment, 5-, or 7-skill level members performed the matched tasks. The unsupported performance entries were: 79g(4) - Day SCUBA full equipment static line (jump), 79g(50) - Night SCUBA full equipment static line (jump), 117h - Enter a building, 130b - Demonstrate tree rescue/recovery procedures, 131c - Demonstrate a suspension (Tyrolean) traverse, and 136b - Perform submarine lock-in/lock-out procedures. A sample of these unsupported entries, with associated survey data, are listed in Table 25.

There were a number of tasks with high TE and performed by fairly high percentages of criterion group members. Many dealt with demonstrating medical procedures and general rescue procedures. These are listed at the end of the STS computer listing in the Training Extract. Training personnel should review these unreferenced tasks to determine if they suggest topics that should be included in the STS.

TABLE 25

EXAMPLES OF STS ENTRIES NOT SUPPORTED BY OSR DATA
(LESS THAN 20 PERCENT MEMBERS PERFORMING)

STS ENTRIES/TASKS		3LVL COURSE PROF CODE	TNG EMP*	PERCENT MEMBERS PERFORMING 1ST JOB (N=17)	DAFSC 1T251 (N=34)	DAFSC 1T271 (N=71)	TSK DIF**
79g(4).	Day SCUBA full equipment static line	3b					
K583	Perform day closed-circuit SCUBA parachute jumps		4.74	0	12	15	6.15
117h.	Enter a building	2b					
L670	Perform building entry and clearing operations		3.86	0	3	14	7.08
131c.	Demonstrate a suspension (Tyrolean) traverse	3b					
J478	Construct Tyrolean traverses		5.09	18	18	10	6.53
J479	Cross Tyrolean traverses		5.02	18	18	10	5.78
136b.	Perform a submarine lock-in/lock-out	1b					
M732	Perform submarine lock-in/lock-out procedures		5.86	18	6	18	4.85

* TE MEAN = 4.52 S.D. = 2.01 (High TE >= 6.53)
** TD MEAN = 5.00 S.D. = 1.00

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of some of the factors that may affect the job performance of airmen in the career ladder. The survey booklet included questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses of the current survey sample were analyzed by making several comparisons: (1) among TAFMS groups of the AFSC 1T2X1 career ladder and a comparative sample of personnel from other enlisted operations AFSCs surveyed in 1994 (AFSCs 1A0X1, 1A4X1, and 1A5X3), (2) between current and previous TAFMS groups, and (3) across specialty jobs discussed in the **SPECIALTY JOBS** section of this report.

Table 26 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other enlisted operations AFSCs surveyed in 1994. These data give a relative measure of how the job satisfaction of AFSC 1T2X1 compares with similar Air Force specialties. Review of Table 26 reflects that responses from Pararescue personnel are all lower than those of the comparative sample across first-enlistment and second-enlistment TAFMS groups, while the responses are similar for career TAFMS groups. Functional managers should be aware that 64 percent of second-enlistment airmen in the Pararescue career ladder do not intend to reenlist. In addition, over half of all first-enlistment personnel perceive that their training is not well utilized in their present jobs.

An indication of how job satisfaction perceptions within the Pararescue career ladder have changed over time is presented in Table 27, where TAFMS group data for 1994 survey respondents are presented, along with data from respondents to the last occupational survey involving this career ladder, published in 1983. Comparison of responses of current survey participants to those collected in 1983 indicate members are slightly less satisfied now than in 1983.

Table 28 presents job satisfaction responses for the specialty job groups discussed in this report. An examination of these data can show how overall job satisfaction may be influenced by the type of job being performed. Review of the job satisfaction data for the jobs identified in the SPECIALTY JOBS section reveals generally positive responses in all of the five indicators. However, the majority of airmen performing the Medical Supply job indicated that their training was not being well utilized and they did not intend to reenlist. It also should be noted that responses from the Aircrew Operations Instructors and the RAMZ Instructors were overwhelming positive. All incumbents performing these two jobs plan to reenlist or to retire.

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to express concerns about perceived problems in the field. About half of the survey sample used the write-in feature to convey some type of information, and almost one-third of the comments received (representing 17 percent of the total sample) could be characterized as complaints about the career ladder.

TABLE 26

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

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	1T2X1 (N=17)	COMP SAMPLE* (N=216)	1T2X1 (N=11)	COMP SAMPLE* (N=206)	1T2X1 (N=97)	COMP SAMPLE* (N=468)
EXPRESSED JOB INTEREST						
INTERESTING	70	87	82	91	89	86
SO-SO	18	8	9	5	8	8
DULL	12	5	9	4	3	6
PERCEIVED UTILIZATION OF TALENTS						
FAIRLY WELL TO PERFECT	77	86	73	90	86	90
NONE TO VERY LITTLE	23	14	27	10	14	10
PERCEIVED UTILIZATION OF TRAINING						
FAIRLY WELL TO PERFECT	47	98	73	95	79	91
NONE TO VERY LITTLE	53	2	27	5	21	9
SENSE OF ACCOMPLISHMENT GAINED FROM WORK						
SATISFIED	53	86	55	89	78	81
NEUTRAL	12	4	0	4	4	7
DISSATISFIED	35	10	45	7	18	12
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	59	72	36	84	70	77
NO OR PROBABLY NO	41	28	64	16	11	6
WILL RETIRE	0	0	0	0	19	17

* Comparative data are from AFSCs 1A0X1, 1A4X1, and 1A5X3 which were surveyed in 1994

TABLE 27

COMPARISON OF JOB SATISFACTION INDICATORS OF
CURRENT SURVEY TO PREVIOUS SURVEY
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS		49-96 MONTHS		97+ MONTHS	
	1994 (N=17)	1983 (N=48)	1994 (N=11)	1983 (N=63)	1994 (N=97)	1983 (N=92)
EXPRESSED JOB INTEREST						
INTERESTING	70	84	82	84	89	83
SO-SO	18	5	9	5	8	11
DULL	12	10	9	10	3	2
NO RESPONSE	0	1	0	1	0	4
PERCEIVED UTILIZATION OF TALENTS						
FAIRLY WELL TO PERFECT	77	83	73	79	86	78
NONE TO VERY LITTLE	23	15	27	21	14	21
NO RESPONSE	0	2	0	0	0	1
PERCEIVED UTILIZATION OF TRAINING						
FAIRLY WELL TO PERFECT	47	79	73	71	79	76
NONE TO VERY LITTLE	53	19	27	29	21	23
NO RESPONSE	0	2	0	0	0	1
SENSE OF ACCOMPLISHMENT GAINED FROM WORK						
SATISFIED	53	*	55	*	78	*
NEUTRAL	12	*	0	*	4	*
DISSATISFIED	35	*	45	*	18	*
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	59	65	36	66	70	73
NO OR PROBABLY NO	41	33	64	27	11	10
WILL RETIRE	0	0	0	0	19	15
NO RESPONSE	0	2	0	7	0	2

* Data not available from the previous survey report

TABLE 28

JOB SATISFACTION INDICATORS FOR PARARESCUE JOBS
(PERCENT MEMBERS RESPONDING)

	PARARESCUE CLUSTER (N=77)	FIELD OPERATIONS INSTRUCTOR (N=5)	RAMZ INSTRUCTOR (N=5)	AIRCREW OPERATIONS INSTRUCTOR (N=11)	PARARESCUE MANAGEMENT JOB (N=5)	MEDICAL SUPPLY JOB (N=5)
EXPRESSED JOB INTEREST						
INTERESTING	87	60	80	100	100	60
SO-SO	8	40	20	0	0	20
DULL	5	0	0	0	0	20
PERCEIVED USE OF TALENTS						
FAIRLY WELL TO PERFECT	83	80	60	100	100	60
NONE TO VERY LITTLE	17	20	40	0	0	40
PERCEIVED USE OF TRAINING						
FAIRLY WELL TO PERFECT	74	80	80	100	100	40
NONE TO VERY LITTLE	26	20	20	0	0	60
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	68	80	40	100	100	60
NEUTRAL	6	0	0	0	0	20
DISSATISFIED	26	20	60	0	0	20
REENLISTMENT INTENTIONS:						
YES OR PROBABLY YES	67	80	60	45	60	40
NO OR PROBABLY NO	23	20	40	0	0	60
WILL RETIRE	10	0	0	55	40	0

One major trend noted among the complaint-type write-ins concerned the manner in which pararescue personnel were utilized. The respondents felt that they were spending too much time performing aerial scanning and gunnery duties. They also indicated that there was more emphasis on getting ones' flying hours than preparing to accomplish the wartime mission of rescuing and recovering downed aircrew members. The comments below are representative of the opinions expressed.

One career member wrote: "Pararescue needs more emphasis on training. We spend approximately 60% in additional duties, 30% in Scanning/NVG/Gunnery duties, and 10% in Medical, SCUBA, Parachuting, and field exercises. We do not train enough in our primary duties."

Another comment along the same line was: "Much time is spent staring out the left window with/without NVG's as a SCANNER. Most PJ's today can't build an igloo, pick a lock, or use a knitting needle to make a fish net. There is much more to this job than SCANNING yet this consumes a disproportionate amount of our time."

One airmen truly reflected these sentiments: "According to ARRSR 55-11 Vol II Chapter 1 para. 1-3, the primary role of Pararescue is to assist with the rescue and recovery of downed aircrew members. In my career, I have spent most of my time supporting the flying unit through scanning and gunning and doing additional duties. There are 59 chapters in 55-11 Volumes I and II. Four of these chapters directly relate to scanning and gunning. Four out of fifty-nine chapters; yet this is what I have primarily done throughout my Pararescue career. What is written in the regulations and what I have done is the difference between night and day. I did not come into this job to support a flying schedule, but to be a pararescueman, and train to do this job to the best of my ability."

The remainder of the complaint-type write-ins were of a more personal nature, with the respondents expressing their opinions on senior leadership, unit or MAJCOM policies, or the training students receive at the Pararescue school.

Summary

First- and second-enlistment job satisfaction indicators are much lower for Pararescue personnel than those reported for related enlisted operations AFSCs surveyed in 1994. Indicators for career airmen are similar. A comparison of indicators for the current and previous study shows job satisfaction has dropped slightly for first- and second-enlistment personnel, while the career TAFMS group shows a moderate increase since the last survey. In addition, job satisfaction indicators for members of nearly all jobs are very positive, indicating a high level of satisfaction among members of the identified jobs.

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was requested to evaluate changes in the career field since the last occupational survey completed in 1983 and to obtain current task and equipment data for use in evaluating current training programs.

The data compiled from this survey support the current structure of the AFSC 1T2X1 career ladder. The present classification structure, as described by the Pararescue CFETP Specialty Descriptions, accurately portrays the duties and activities which Pararescue personnel perform.

The STS contained a small number of unsupported entries. The unsupported areas pertained to rescue skills used during adverse terrain operations. Unsupported entries should be examined at the next U&TW.

No serious job satisfaction problems appear to exist within this specialty. Overall, job satisfaction responses were positive. However, in comparison to the satisfaction indicators from the previous survey and to related enlisted operations AFSCs, first- and second-enlistment in the current survey have somewhat lower job satisfaction. In addition, based on write-in responses, personnel perceive that their training is not properly utilized when they spend the majority of their time scanning and supporting the flying schedule and not performing other critical pararescue duties, such as medical and field operations, survival training, parachuting, and SCUBA diving.

THIS PAGE INTENTIONALLY LEFT BLANK

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY MEMBERS OF SPECIALTY JOBS

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE I

PARARESCUE CLUSTER
(STG13)

	REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
H272	Demonstrate or perform flail chest injury treatment	100
H273	Demonstrate or perform fluid therapy	99
H238	Demonstrate or perform airway management techniques	99
H242	Demonstrate or perform auscultation, palpation, or percussion of patients	99
H333	Evaluate quality and rate of pulses	97
H334	Evaluate respiratory status of patients	97
H269	Demonstrate or perform external hemorrhage control, using techniques such as direct pressure, elevation, or hemostats	97
H244	Demonstrate or perform blunt or penetrating abdominal trauma treatment	97
H339	Record vital signs	96
H336	Obtain medical histories	96
H253	Demonstrate or perform closed fractures of lower extremities treatment	96
H254	Demonstrate or perform closed fractures of upper extremities treatment	96
H240	Demonstrate or perform applications of continuous traction to extremities	96
H259	Demonstrate or perform cricothyroidotomies	96
H330	Demonstrate or perform unconscious patient management	96
K586	Perform day land parachute jumps	90
K547	Don and adjust parachute harnesses	88
I436	Perform physical conditioning	81
K619	Perform personal equipment inspections	77
K536	Configure aircraft	74
K575	Perform aerial scanning procedures	64

TABLE I(a)

MEDICAL TRAINING JOB
(STG39)

	REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
H259	Demonstrate or perform cricothyroidotomies	100
H327	Demonstrate or perform treatment priority for individuals' injuries	100
H334	Evaluate respiratory status of patients	100
H306	Demonstrate or perform physical examinations	100
H243	Demonstrate or perform basic bandaging techniques	100
H257	Demonstrate or perform cold-related injury treatment, such as frostbite, hypothermia, or exposure	100
H278	Demonstrate or perform humerus immobilizations	100
H258	Demonstrate or perform CPR	100
H275	Demonstrate or perform head injury treatment	100
H339	Record vital signs	100
H329	Demonstrate or perform triage of mass casualties	100
H316	Demonstrate or perform splint applications	100
H337	Present patients' physical condition findings to medical authorities	100
H233	Demonstrate or perform administration of medications using intravenous infusions or injections	86
H315	Demonstrate or perform spinal injury treatment	86
H261	Demonstrate or perform determination of medication dosages	86
H302	Demonstrate or perform oxygen medication administration	86
H292	Demonstrate or perform neurological evaluations of patients	86
H303	Demonstrate or perform patient carries, such as fireman carries	86
H323	Demonstrate or perform suturing of wounds	71

TABLE I(b)

PARARESCUE JOB
(STG32)

	REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
H272	Demonstrate or perform flail chest injury treatment	100
H333	Evaluate quality and rate of pulses	98
H334	Evaluate respiratory status of patients	98
H273	Demonstrate or perform fluid therapy	98
H238	Demonstrate or perform airway management techniques	98
H339	Record vital signs	98
H336	Obtain medical histories	98
H242	Demonstrate or perform auscultation, palpation, or percussion of patients	98
H269	Demonstrate or perform external hemorrhage control, using techniques such as direct pressure, elevation, or hemostats	98
K641	Review or perform reserve parachute deployment procedures	97
K586	Perform day land parachute jumps	97
H243	Demonstrate or perform basic bandaging techniques	97
H230	Conduct initial or recurring patient evaluations	95
H325	Demonstrate or perform treatment for hemorrhagic shock	95
H302	Demonstrate or perform oxygen medication administration	95
H258	Demonstrate or perform CPR	95
H327	Demonstrate or perform treatment priority for individuals' injuries	95
H229	Carry patients using litters	95
K547	Don and adjust parachute harnesses	94
H306	Demonstrate or perform physical examinations	94
I436	Perform physical conditioning	89

TABLE II

FIELD OPERATIONS INSTRUCTOR JOB
(STG29)

	REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
D108	Conduct field or operational pararescue/special tactics course instruction, including initial familiarization courses	100
D116	Counsel trainees on training progress	100
B47	Direct pararescue/special tactics land operations or exercises	100
B55	Direct transportation of students, teams, or equipment	100
A20	Organize transportation to operational or training areas	100
I358	Construct shelters to suit environmental conditions	100
D133	Procure training aids, space, or equipment	100
D123	Evaluate progress of trainees	80
I448	Prepare packs for overland travel	80
I445	Practice personal hygiene under field conditions	80
I353	Compute distances traveled	80
D131	Prepare lesson plans	80
I356	Construct beds from natural materials	80
I365	Demonstrate care of survival equipment under field conditions	80
I344	Build or maintain fires	80
D112	Conduct qualification training	60
L673	Perform field maintenance on assigned weapons, such as grenade launchers, handguns, or rifles	60
A24	Plan missions	60
I437	Perform route travel using dead reckoning techniques	60

TABLE III

RAMZ INSTRUCTOR JOB
(STG34)

	REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
N756	Perform RAMZ surface operations	100
N755	Perform RAMZ post-deployment procedures	100
N760	Rig RAMZ packages for aerial deployments	100
N751	Deploy RAMZ free-fall packages	100
N754	On-load or off-load RAMZ packages from aircraft	100
N758	Recover RAMZ packages	100
N749	Assemble or disassemble RAMZ packages	100
K536	Configure aircraft	100
K547	Don and adjust parachute harnesses	100
N757	Reconfigure aircraft for RAMZ deployments	100
K534	Attach mission equipment to parachute harnesses	100
N752	Deploy RAMZ static-line packages	100
N753	Inspect RAMZ assemblies	100
D110	Conduct OJT	80
N750	Certify RAMZ packages for aerial deployments	80
K643	Rig deployment equipment	80
D106	Conduct aircrew upgrade training, such as instructor or special mission upgrade training	60
D126	Maintain currency training records, charts, or graphs	60
D129	Monitor currency status	60
D109	Conduct instruction in parachuting techniques	60
D112	Conduct qualification training	60

TABLE IV

AIRCREW OPERATIONS INSTRUCTOR JOB
(STG40)

	REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
K579	Perform aircrew coordination techniques	100
K547	Don and adjust parachute harnesses	100
K640	Review flight crew information files (FCIFs) or flight crew bulletins (FCBs)	100
K586	Perform day land parachute jumps	100
K641	Review or perform reserve parachute deployment procedures	100
K544	Deploy wind indicating devices from aircraft	100
K619	Perform personal equipment inspections	100
K530	Accomplish insertion or extraction briefings	100
K642	Review or perform towed parachutist recovery procedures	100
K602	Perform jumpmaster duties	100
K531	Accomplish safetyman duties checklists	100
K575	Perform aerial scanning procedures	100
K563	Maintain current publications or flightcrew checklists	91
K638	Review aircraft emergency procedures	91
K578	Perform aircraft tiedown procedures	73
D123	Evaluate progress of trainees	73
D109	Conduct instruction in parachuting techniques	64
D125	Evaluate training methods or techniques	64
D128	Maintain training records, charts, or graphs	64
D116	Counsel trainees on training progress	64
D134	Score tests	64
D118	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	55
D131	Prepare lesson plans	55

TABLE V

PARARESCUE MANAGEMENT JOB
(STG35)

	REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
B38	Conduct staff meetings	100
E154	Prepare special correspondence, such as after-action reports, trip reports, or talking papers	100
D125	Evaluate training methods or techniques	100
C96	Inspect personnel for compliance with military standards	100
A18	Establish work priorities	100
B41	Counsel personnel on personal or military-related matters	100
B33	Advise active duty military personnel, such as commanders, on pararescue/special tactics activities or capabilities	100
B64	Interpret policies, directives, or procedures for subordinates	100
B40	Confer with national or Department of Defense (DOD)	100
C100	Write recommendations for awards or decorations	80
C99	Write EPRs	80
C81	Evaluate individuals for promotion, demotion, or reclassification	80
B70	Supervise Pararescue/Recovery Technicians (AFSC 11570)	80
A1	Assign personnel to duty positions	80
A30	Schedule staff meetings	80
C73	Conduct performance feedback (PFW) sessions	80
B39	Conduct supervisory orientations of newly assigned personnel	80
A17	Establish work methods or procedures	80
A32	Write job or position descriptions	80
D114	Conduct training conferences or briefings	60
C95	Indorse enlisted performance reports (EPRs)	60

TABLE VI

MEDICAL SUPPLY JOB
(STG15)

	REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
G226	Requisitions medical supplies and equipment	100
G219	Maintain medical kit supplies	100
G208	Assemble and pack back-up medical kit supplies	100
G227	Rotate medical supplies, including medications and intravenous fluids	100
G209	Assemble and pack personal medical kits	100
G211	Control and secure medications or medical kits	100
G221	Maintain narcotic medication control logs	100
G210	Assemble oxygen equipment, other than jump-related	100
K547	Don and adjust parachute harnesses	100
G218	Maintain medical equipment, such as laedral resuscitation bags, Kendrick extraction devices, or MASTs	80
G217	Inspect oxygen equipment, other than jump-related	80
G212	Coordinate inspections or expirations of medical supplies with medical supply	80
H238	Demonstrate or perform airway management techniques	80
G225	Prepare or modify medical kit containers	60
G215	Inspect medical equipment, such as laedral resuscitation bags, Kendrick extraction devices, or MASTs	60
G216	Inspect medical kits	60
K571	Participate in crew operation debriefings	60
G214	Establish accountability of operational or training medical supplies or equipment	60
H229	Carry patients using litters	60
G223	Prepare medical kits for special injury situations, such as burn, hypothermia, or mass casualty kits	60