

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

LOGISTICS PLANS CAREER LADDER

AFSC 2G0X1

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**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
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AFLMA/XP	1		1	
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AFOMS/OMYXL	10		5	10
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HQ USMC/STANDARDS BRANCH	1			
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345 TRS/DORP (1015 FEMOYER DRIVE, STE A122, LACKLAND AFB TX 78236-5444)	7		7	2
37 TRG/DOS (1000 MERCURY DRIVE, LACKLAND AFB TX 78236- 5717)	1		1	

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PREFACE

This report presents the results of an Air Force Occupational Survey of AFSC 2G0X1, Logistics Plans career ladder. Authority to conduct occupational surveys is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Functional Manager, the technical training location, all major using commands, and other interested operations and training officials.

First Lieutenant Nicole H. Raney developed the survey instrument. Mr. James T. "Tom" Duffy analyzed the data and wrote the final report. Mrs. Jeanie C. Guesman provided computer programming support and Mr. Richard G. Ramos provided administrative support. Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron, reviewed and approved this report for release.

Additional copies of this report can be obtained by writing to AFOMS/OMYXI, 1550 5th Street East, Randolph AFB Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** The Logistics Plans career ladder, AFSC 2G0X1, was surveyed to gather data needed to evaluate the effectiveness of training to: ensure members are receiving training for the right type of equipment; validate training requirements; and verify changes within career ladder, technical training, and career development course materials. Survey results are based on responses from 786 Active Duty (478), Air National Guard (ANG) (226), and Air Force Reserve Component (AFRC) (82) personnel. Skill levels and paygrades were well represented.
2. **Career Ladder Structure:** Structure analysis identified two clusters and nine jobs: Wing XP Cluster, General Logistics Plans Cluster, Wing Deployment Job, Deployment Control Center Job, COMPES Job, Contingency Planning Job, Support Agreements Job, WRM Manager Job, Superintendent Job, Logistics Plans Readiness Job, and Supply Job.
3. **Career Ladder Progression:** Personnel entering the career ladder complete course L3ALR2G031-005, Logistics Plans Apprentice, conducted at Lackland AFB TX. AFSC 2G0X1 Active Duty personnel follow an atypical career progression pattern that includes technical task performance at both the 5- and 7-skill levels. Supervisory performance does not occur until the 9-skill level for Active Duty members. The majority of ANG members (223 out of 226) indicated holding the 7-skill level, thus career ladder progression could not be analyzed. AFRC 7-skill level personnel follow a normal career progression path that includes a decrease in technical task performance and an increase in supervisory task performance at the 7-skill level. Active Duty 9-skill level and Chief Enlisted Manager personnel are the upper level supervisors of this AFSC.
4. **Training Analysis:** Eight of the 19 performance coded items in the AFSC 2G0X1 Specialty Training Standard (STS) were unsupported by survey data. Six of these eight items pertain to interpreting War Reserve Materiel (WRM) program management documents. Analysis of the AFSC 2G0X1 Plan of Instruction (POI) also revealed a document with 8 of the 20 performance coded learning objectives unsupported. Of these, seven pertain to the same items found to be unsupported in the STS (WRM program management documents). Functional managers and training personnel should review these items for possible deletion from the STS and POI.
5. **Job Satisfaction Analysis:** Overall, AFSC 2G0X1 respondents from all three components appear satisfied with their jobs. Exceptions are Active Duty members in the Wing Deployment and Supply Jobs, and AFRC personnel in the COMPES Job. Responses to job satisfaction background questions are low for these job groups.
6. **Implications:** Training documents for the AFSC should be reviewed by functional managers and training personnel for possible deletion of WRM program management documents and other unsupported items.

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**OCCUPATIONAL SURVEY REPORT (OSR)
LOGISTICS PLANS CAREER LADDER
(AFSC 2G0X1)**

INTRODUCTION

This is a report of an occupational survey of the Logistics Plans career ladder, conducted by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS). This survey data will ensure current data for use in evaluating the effectiveness of training and to verify changes within the career ladder and technical training materials. AFSC 2G0X1 personnel were last surveyed in August 1993.

According to the specialty descriptions in the *AFSC 2G0X1 Career Field Education & Training Plan*, Logistics Plans superintendents manage the development, evaluation, planning, and documentation of all logistics plans functions and activities. Logistics Plans Craftsmen manage the development of evaluation procedures for office tasks that include, but are not limited to, the deliberate planning process, support agreements, base support planning, the War Reserve Materiel (WRM) program, deployment management program, and other functional responsibilities. Journeymen perform, evaluate, monitor, and inspect logistics plans and programs activities.

As this is a Lateral AFSC, initial 3-skill level training for AFSC 2G0X1 personnel is currently provided through course L3ALR2G031-005, Logistics Plans Apprentice, and is taught at Lackland AFB TX. This course is 31 days in length and includes instruction on introduction to logistics plans, Security/Operations Security, aerospace doctrine, Air Force Occupational Safety and Health, joint planning, USAF planning process, Manpower and Equipment Force Packaging System, Time Phased Force and Deployment Data/Lists (TPFDD/TPFDL) development process, site surveys, base support planning, Contingency Operation/Mobility Planning and Execution System (COMPES), and contingency/deployment planning. Upon completion of this course, personnel are awarded the 3-skill level.

Entry into AFSC 2G0X1 requires an Armed Forces Vocational Aptitude Battery score of Administrative 61 and the Strength and Stamina requirement of "G" (lifting weight of 40 lbs.).

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI), OSSN 2302, dated September 1997. A tentative task list was prepared after reviewing pertinent career ladder publications and directives and tasks from previous applicable OSRs. The preliminary task list was refined and validated through personal interviews with 26 subject-matter experts (SMEs) at the following locations:

<u>BASE</u>	<u>REASON FOR VISIT</u>
Lackland AFB TX	Technical Training School
Shaw AFB SC	ACC Base with a large number of deployments/exercises
Pope AFB NC	Joint operations commitments with Fort Bragg
Dover AFB DE	AMC Base/Operates a full-time Deployment Control Center
Hurlburt Fld FL	AFSOC Base with numerous personnel deployments
Eglin Fld #3 FL	AFRC Unit

Others contacted included Air Force functional and resource managers, major command (MAJCOM) representatives, and the career field training manager. The resulting JI contained a comprehensive listing of 596 tasks grouped under 13 duty headings, with a background section requesting such information as job title, functional area, organizational level, type of squadron assigned, component status, career field crosstrained from, and grade at which entered the AFSC 2G0X1 career field. Also requested was information on grade, time in present job, time in service, time in career field, and job satisfaction indicators.

Survey Administration

From September 1997 through February 1998, base training offices at operational bases worldwide, and Air National Guard (ANG) and Air Force Reserve Component (AFRC) units, administered the inventory to all eligible DAFSC 2G0X1 personnel. Members eligible for the survey consisted of the total assigned 5-, 7-, and 9-/CEM skill level population, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring within the time the inventories were administered to the field; and (4) personnel in their jobs less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking tasks performed, each individual rated the tasks checked on a 9-point scale showing relative time spent on that task, compared to other tasks performed. The ratings ranged from 1 (very small amount time spent) to 9 (very large amount time spent).

To determine relative time spent for each task, all of the incumbent's ratings are assumed to account for 100 percent of 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 spent on each task.

Survey Sample

Selection criteria were utilized to ensure the survey sample reflected an accurate representation across MAJCOMs and paygrades. Table 1 reflects distribution in the survey sample by MAJCOM. Table 2 reflects the survey distribution by paygrade groups. As shown by both tables, the survey sample accurately reflects the overall populations of each career ladder.

TABLE 1

MAJCOM REPRESENTATION OF TOTAL SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED **</u>	<u>PERCENT OF SAMPLE</u>
ACC	15	17
PACAF	8	10
AMC	7	8
USAFE	5	6
AFSOC	4	4
AETC	4	6
AFMC	3	4
AFSPC	3	3
ANG	35	29
AFRC	13	10
OTHER	3	3
TOTAL ASSIGNED		1,407
TOTAL ELIGIBLE		1,318
TOTAL IN SAMPLE		786
PERCENT OF ASSIGNED IN SAMPLE		56%
PERCENT OF ELIGIBLE IN SAMPLE		60%

* OTHER INCLUDES: AFCOS; AFDW; AFNEW; AFOSI; AFTAC; AIA;
CENTC; HQ US; LANTC; NORAD; PACOM; USEUC; AND USSOU

** As of September 1997

TABLE 2
PAYGRADE DISTRIBUTION OF
ACTIVE DUTY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
E-4	13	14
E-5	31	33
E-6	21	21
E-7	27	26
E-8	6	4
E-9	2	2

* As of September 1997

TABLE 2 (CONTINUED)
PAYGRADE DISTRIBUTION OF
ANG SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
E-4	2	1
E-5	8	5
E-6	29	30
E-7	56	60
E-8	4	3
E-9	1	1

* As of September 1997

TABLE 2 (CONTINUED)
PAYGRADE DISTRIBUTION OF
AFRC SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
E-5	7	5
E-6	25	22
E-7	47	54
E-8	14	17
E-9	7	2

* As of September 1997

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 AFSC 2G0X1 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). The TE and TD disks were processed separately from the JIs. This information is used in a number of analyses discussed in more detail within this report.

Training Emphasis (TE). Training emphasis is defined as the degree of emphasis that should be placed on each task for structured training of first-enlistment personnel. Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. Forty-one experienced AFSC 2G0X1 Active Duty, ANG, and AFRC Noncommissioned Officers (NCOs) rated the tasks in the inventory on a 9-point scale ranging from 1 (extremely low) to 9 (extremely high training emphasis). Overall agreement among these raters was *unsatisfactory*. Hence, TE data are *not available* for AFSC 2G0X1.

Task Difficulty (TD). Task difficulty is defined as the amount of time needed to learn to perform each task satisfactorily. Fifty-one experienced AFSC 2G0X1 NCOs rated the difficulty of the tasks in the inventory using a 9-point scale ranging from 1 (extremely low difficulty) to 9 (extremely high difficulty). Interrater agreement among these respondents was extremely high. 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 difficulty of 6.00 or greater is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, 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 Air Force Specialty entry-level jobs.

CAREER LADDER STRUCTURE

The first step in the analysis process is to identify the structure of career ladders in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group or forms new groups based on the similarity of tasks and time spent ratings.

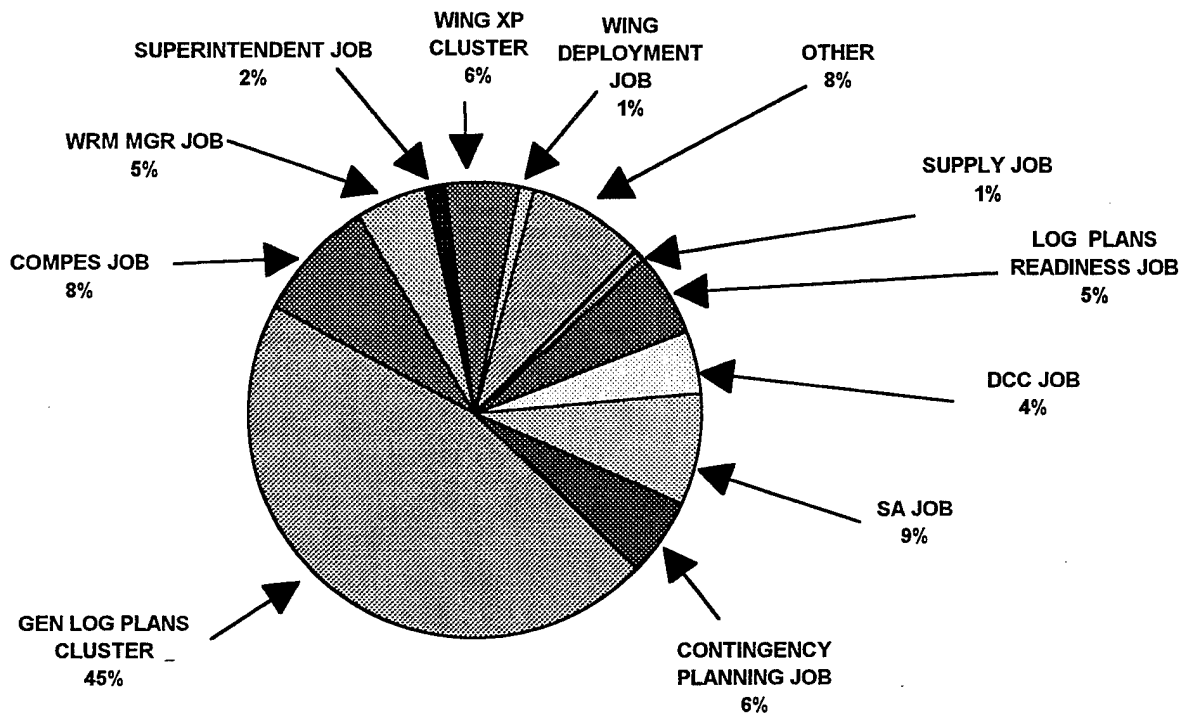
The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The job structure resulting from this grouping process (the various jobs within the career ladder) can be used to evaluate the changes that have occurred in the AFSCs over the past 5 years. The above terminology will be used in the discussion of the AFSC 2G0X1 career ladder.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, two clusters and nine jobs were identified within the Logistics Plans career ladder. Figure 1 illustrates the jobs performed by AFSC 2G0X1 personnel. All basic duties revolve around the managing, administering, and operating logistics plans systems and activities. Within the Wing XP Cluster, there are separate jobs distinguished by the time spent performing specific tasks. These separate jobs, Exercise Planning and XP NCOIC, are discussed in the cluster description. The General Logistics Plans Cluster also contains separate jobs; Deployment NCOIC, Logistics Planning, ANG/AFRC Plans, and Logistics Plans Supervisor, and they will be discussed in the cluster description. ANG and AFRC members are not performing in all clusters and jobs.

FIGURE 1

**IDENTIFIED JOB STRUCTURE AND PERCENTAGES OF
TOTAL SURVEY SAMPLE**



**AFSC 2G0X1 LOGISTICS PLANS
JOB STRUCTURE**

A listing of the clusters and jobs is provided below. The stage (STG) number shown beside each title references computer-printed information; the letter "N" represents the number of personnel in each group.

- I. WING DEPLOYMENT JOB (STG051, N=7)
- II. WING XP CLUSTER (STG020, N=44)

- A. Exercise Planning Job
- B. XP NCOIC Job

III. DEPLOYMENT CONTROL CENTER (DCC) JOB (STG042, N=35)

IV. CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) JOB (STG050, N=64)

V. CONTINGENCY PLANNING JOB (STG069, N=43)

VI. GENERAL LOGISTICS PLANS CLUSTER (STG070, N=355)

- A. Deployment NCOIC Job
- B. Logistics Planning Job
- C. ANG/AFRC Plans Job
- D. Logistics Plans Supervisor Job

VII. SUPPORT AGREEMENTS JOB (STG124, N=69)

VIII. WRM MANAGER JOB (STG098, N=38)

IX. SUPERINTENDENT JOB (STG056, N=12)

X. LOGISTICS PLANS READINESS JOB (STG017, N=45)

XI. SUPPLY JOB (STG059, N=8)

The respondents forming these groups account for 92 percent of the survey sample. The remaining 8 percent were performing tasks which did not group with any of the other defined jobs.

Group Descriptions

The following paragraphs contain brief descriptions of the two clusters and nine jobs identified through the career ladder structure analysis. Appendix A lists representative tasks performed by identified clusters and jobs. Tables 3, 4, and 5 display time spent on duties by career ladder jobs for Active Duty, ANG, and AFRC personnel respectively, while Table 6 provides Active Duty demographic information for each cluster and job discussed within this report. Table 7 provides this same demographic information for ANG groups, while Table 8 displays the same for AFRC groups.

When describing Time In Present Job, Time In Career Field (TICF), and Total Active Federal Military Service (TAFMS) in the group descriptions below, data for ANG and AFRC personnel are not reflected due to the manner in which these personnel accrue their time (different from Active Duty personnel). As AFSC 2G0X1 is a *Lateral AFSC*, analysis will be confined to discussing *TICF* rather than the normal TAFMS, as most personnel do not enter into this AFSC until after their first-enlistment.

Another way to illustrate these jobs is to summarize tasks performed into groups of Task Modules (TMs). This allows for a very concise display of where job incumbents spend most of their time and develops a comprehensive overview of each job. Each job/cluster description contains a display of related TMs. This display shows the number of tasks included in a module, the average percent time spent on that module, and an average percent of members performing the particular TM. These modules were identified through CODAP copformance clustering, which calculates the probability that members who perform one task will also perform a second task or group of related tasks. Representative TMs are listed as part of the job description. A complete list of TMs is presented in Appendix B.

I. WING DEPLOYMENT JOB (STG051).

The 7 members of the Wing Deployment Job represent the smallest group (less than 1 percent) in the survey sample. They indicate spending 56 percent of their time performing tasks related to deployment activities and another 14 percent on general readiness activities. The tasks performed by members of this group indicate they conduct the coordination of deployment activities with other agencies. For example, they coordinate movement of personnel and equipment with deploying units and movement forecast requirements with transportation. Active Duty members of this cluster perform an average of 26 tasks, while their ANG and AFRC counterparts perform an average of 19 and 57 tasks respectively. The lower number of tasks being performed by personnel in this group reflects the large amount of time they spend on deployment tasks.

WING DEPLOYMENT JOB			
	AD	ANG	AFRC
Number of members	3	3	1
Average number of tasks performed	26	19	57
Average time in present job	1.3 yrs	N/A	N/A
Average time in career field	9 yrs	N/A	N/A
Predominant paygrades	E-5	E-6	E-6

Active Duty members of this cluster perform an average of 26 tasks, while their ANG and AFRC counterparts perform an average of 19 and 57 tasks respectively. The lower number of tasks being performed by personnel in this group reflects the large amount of time they spend on deployment tasks.

Representative tasks for this job include:

- coordinate assignment of personnel to fill deployment positions with UMDs
- coordinate mode of transportation for personnel and equipment with deploying units

- coordinate UTC requirements with deployment personnel
- coordinate exercise simulations with deployment personnel
- coordinate marshaling of cargo for exercises or deployments
- coordinate movement forecast requirements with transportation
- determine mobility bag, weapons, or munitions requirements for deploying personnel
- participate in deployment or redeployment planning meetings

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0008	Deployment Functions	22	19	20
0014	Readiness Functions	28	14	17
0001	General Admin Functions	14	5	15
0007	Assessment	13	5	12
0003	Shortfalls/UTC Updates	9	5	11
0006	DCC Operations	25	4	7

These data show the emphasis of this job is focused on deployment and readiness functions. Members of the Wing Deployment Job Cluster are spending 47 percent of their time performing tasks in deployment related TMs.

Active Duty respondents holding this job have an average paygrade of E-5. They also average 9 years TICF. Component status indicates three members of the Wing Deployment Job are on Active Duty, three members belong to ANG, and the remaining member to AFRC. Fifty-seven percent (4) of the members in this group indicate having a 2G071 DAFSC and the remaining 43 percent (3) hold the 2G051 DAFSC.

II. WING XP CLUSTER (STG020). In the Wing XP Cluster, only 6 of the 44 members indicate not being assigned to an Organizational level of Wing or higher, and they represent 5 percent of the sample survey. Incumbents indicate spending 39 percent of their job time on tasks pertaining to contingency planning activities and another 16 percent on management and supervisory activities. These duties are indicative of those found in Wing XP Plans functions. Plus, the tasks being performed in the management and supervisory duties are more management related than supervisory. Examples include planning or participating in meetings or conferences and coordinating logistics policies or procedures. Two jobs were identified in this cluster: Exercise Planning and XP NCOIC; they will be discussed below. Members of the Wing XP Cluster perform an average of 42 tasks. Active Duty members account for 95 percent of the makeup in this cluster, while ANG personnel are in the remaining 5 percent.

WING XP CLUSTER		
	AD	ANG
Number of members	42	2
Average number of tasks performed	42	49
Average time in present job	1.6 yrs	N/A
Average time in career field	10 yrs	N/A
Predominant paygrade	E-6	E-7

Representative tasks for this cluster include:

- analyze time-phased force and deployment data (TPFDD)
- analyze time-phased force and deployment lists (TPFDLs)
- analyze base support plans
- participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- analyze war or contingency plans for taskings
- participate in logistic planning conferences
- plan briefings, conferences, or workshops
- safeguard classified materials
- destroy classified materials

Representative TMs of this cluster include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0001	General Admin Functions	14	10	31
0007	Assessment	13	12	30
0002	Briefings	4	3	30
0003	Shortfalls/UTC Updates	9	6	28
0024	TPFDD/Ls	9	6	21
0004	Contingency Planning	27	15	20
0005	Exercise Functions	10	7	16
0013	SORTS	5	2	16

As shown by the above data, members in the Wing XP Cluster spend most of their job time performing tasks in the modules that depict Wing XP functions, such as assessing and analyzing deployment programs and related systems.

Active Duty incumbents have a predominant paygrade of E-6 and average 10 years time in the career field. The two ANG members have an average paygrade of E-7.

This cluster contains two jobs. The first, the Exercise Planning Job, contains 7 members who spend 40 percent of their time performing exercise planning activities. Tasks include participating in developing exercise scenarios, writing inputs to tasking orders for exercise plans, evaluating exercises, and writing logistics inputs to exercise final reports. All members of this job indicate being on Active Duty and have a predominant paygrade of E-7. Incumbents average 9.9 years TICF.

The second job is the XP NCOIC Job. The majority of members (25 out of 26) in this job indicate being on Active Duty, with the remaining individual belonging to ANG. The job performed by these incumbents is purely technical in nature. They indicate they spend 33 percent of their time performing tasks that pertain to contingency and another 22 percent on management and supervisory activities. Members of this job perform an average of 47 tasks. Examples of tasks performed include: participating in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting; analyzing time-phased force and deployment data (TPFDD); and utilizing JOPES data bases. Active Duty members indicate having a predominant paygrade of E-7 and average 10.9 years TICF. The ANG member has a paygrade of E-8.

III. DEPLOYMENT CONTROL CENTER (DCC) JOB (STG042).

The majority of members (21 out of 35) comprising this job are Active Duty, 11 belong to ANG, and the remaining 3 are AFRC. Incumbents in this job represent 4 percent of the sample survey. They indicate spending 56 percent of their time performing tasks pertaining to DCC activities (37 percent) and deployment activities (16 percent). The DCC is the hub in a unit for the management of deployments and exercises. Active Duty personnel in the DCC Job indicate they perform an average of 41 tasks, while their ANG and AFRC counterparts perform an average of 37 and 66 tasks respectively. All three members from AFRC in this job indicate being assigned to the Wing level. This could be the reason for the increase in the number of tasks performed by these personnel.

DEPLOYMENT CONTROL CENTER (DCC) JOB			
	AD	ANG	AFRC
Number of members	21	11	3
Average number of tasks performed	41	37	66
Average time in present job	1 yr	N/A	N/A
Average time in career field	3.8 yrs	N/A	N/A
Predominant paygrade	E-5	E-6	E-6

Representative tasks for this job include:

- monitor arrival and departure times of aircraft
- monitor cargo processing actions
- amend schedule of events
- prepare schedules of events during exercises or contingencies
- monitor personnel processing actions
- track DSOE activities
- monitor deployment progress on DCC status boards
- distribute schedule of events
- maintain exercise events logs

Representative TMs for this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0006	DCC Operations	25	32	38
0015	Deployment Functions	22	11	21
0001	General Admin Functions	14	5	19
0007	Assessment	13	4	17
0003	Shortfalls/UTC Updates	9	3	15
0014	Readiness Functions	28	8	13

These data show the emphasis of this job toward tasks that involve deployment functions. Forty-three percent of the members' job time is being spent in TMs pertaining to DCC activities.

The Active Duty respondents in the DCC Job have a predominant paygrade of E-5 and average 3.8 years TICF, while ANG and AFRC members have an average paygrade of E-6.

IV. CONTINGENCY OPERATION/ MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) JOB (STG050).

COMPES is the computer system used to manage contingency operations. The 64 members of this job represent 8 percent of the total survey sample. They spend most of their time (46 percent) performing tasks related to COMPES activities. Examples range from preparing lists, inputting, and updating in the COMPES system. Eighty-three percent (53) of the members of this group are Active Duty with the remaining 17 percent being ANG (8) and AFRC (3).

COMPES JOB			
	AD	ANG	AFRC
Number of members	53	8	3
Average number of tasks performed	59	37	43
Average time in present job	1.3 yrs	N/A	N/A
Average time in career field	3.8 yrs	N/A	N/A
Predominant paygrade	E-5	E-6	E-7

Representative tasks for this job include:

- prepare load lists
- update equipment lists for COMPES
- maintain copies of LOGFORs and LOGPLANs
- prepare packing lists

- prepare COMPES listings for unit updates
- distribute COMPES equipment management products
- tailor LOGPLAN data bases
- upload UTC or ULN data
- correct error or management conditions in COMPES

Representative TMs for this cluster include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0009	COMPES Functions	33	43	57
0010	File Transfer Functions	6	4	41
0003	Shortfalls/UTC Updates	9	5	30

As can be seen in the above chart, the COMPES Functions TM contains a large number of tasks. Fifty-seven percent of the personnel in the COMPES Job are spending 43 percent of their time on tasks in this module alone. File transfer functions tasks are also COMPES system related.

Sixty-three percent of the incumbents in the COMPES Job hold DAFSC 2G051 and another 36 percent indicate holding DAFSC 2G071. The remaining 1 percent of members hold DAFSC 2G091. Active Duty personnel have a predominant paygrade of E-5 and average just under 4 years TICF.

V. CONTINGENCY PLANNING JOB (STG069). The 43 members of the Contingency Planning Job spend over half (51 percent) of their time on tasks related to contingency planning (38 percent) and deployment (13 percent) activities. As Contingency planners, they perform tasks that pertain to analyzing, determining needs for, and consolidating inputs to war or contingency plans. The average number of tasks performed (100) by members of this group is the second largest number performed in the survey sample. Forty-one of the members are on Active Duty and have a predominant paygrade of E-6. They average over 8 years in the career field.

CONTINGENCY PLANNING JOB			
	AD	ANG	AFRC
Number of members	41	1	1
Average number of tasks performed	101	110	50
Average time in present job	1.9 yrs	N/A	N/A
Average time in career field	8.6 yrs	N/A	N/A
Predominant paygrade	E-6	E-7	E-6

Representative tasks performed by members of this job are:

- analyze war or contingency plans for taskings
- analyze time-phased force and deployment data (TPFDD)
- analyze time phased force and deployment lists (TPFDLs)
- determine logistics support needs for contingency force beddowns
- consolidate logistics inputs to war or contingency plans
- identify shortfalls and limiting factors (LIMFACs) in logistics support
- request logistics inputs from functional areas, such as supply or transportation
- conduct contingency planning meetings
- identify conflicting taskings in plans

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0004	Contingency Planning	27	16	51
0007	Assessment	13	8	49
0024	TPDD/Ls	9	5	47
0003	Shortfalls/UTC Updates	9	4	44

Members of the Contingency Planning Job perform tasks in TMs that relate to the planning, assessment, and products necessary for war or contingencies.

Sixty-one percent of the Active Duty personnel in this group hold a DAFSC of 2G071, 10 percent hold DAFSC 2G091, and 2 percent hold DAFSC 2G000. The remaining 27 percent hold the DAFSC of 2G051.

VI. GENERAL LOGISTICS PLANS CLUSTER
(STG070).

The 355 members of the General Logistics Plans Cluster represent the largest group (45 percent) in the survey sample. Their job is distinguished from other groups by their time being spread over a number of different duties and not specific to just one or two duties. For example, 58 percent of their time is being spent performing tasks in 4 different duties: 19 percent in management and supervisory activities; 16 percent in deployment activities; 12 percent in contingency planning; and another 11 percent in DCC activities. Four jobs were identified in this cluster: Deployment NCIOC, Logistics Planning, ANG/AFRC Plans, and Logistics Plans Supervisor. These jobs will be discussed below. Of the three components in this group, the 141 members of ANG are the largest. A couple of reasons for this are: (1) the ANG is not as specialized as their Active Duty counterparts, and (2) they are not functionally aligned as is the Active Duty force. The high number of average tasks performed by members of the three components in the General Logistics Plans Cluster are the highest of any cluster or job identified in the survey sample.

GENERAL LOGISTICS PLANS CLUSTER			
	AD	ANG	AFRC
Number of members	143	151	41
Average number of tasks performed	158	207	202
Average time in present job	1.7 yrs	N/A	N/A
Average time in career field	8.3 yrs	N/A	N/A
Predominant paygrade	E-6	E-7	E-7

Representative tasks performed by members of this job include:

- participate in deployment or redeployment meetings
- advised tasked units on exercise matters
- monitor cargo processing actions
- review UTCs
- monitor personnel processing actions
- coordinate marshaling of cargo for exercises or deployments
- arrange exercise logistics support, such as facilities, transportation, or supply
- maintain exercise events logs
- coordinate UTC requirements with deployment personnel

Representative TMs of this cluster include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0008	Deployment Functions	22	8	61
0007	Assessment	13	5	60
0003	Shortfalls/UTC Updates	9	3	60
0002	Briefings	4	1	57
0006	DCC Operations	25	9	57

TM data clearly indicates that members of the General Logistics Plans Cluster are spreading their task performance around in different areas. No significant amount of time is being spent in one particular TM.

Active Duty incumbents in this job have an average paygrade of E-6 and their ANG and AFRC counterparts an average paygrade of E-7. Seventy-eight percent (278) of all the personnel in the General Logistics Plans Cluster have a 2G071 DAFSC while another 14 percent hold DAFSC 2G051. The remaining members hold DAFSCs of 2G091 (7 percent) and 2G000 (1 percent).

As noted above, this cluster contains four jobs: Deployment NCOIC; Logistics Planning; ANG/AFRC Plans; and Logistics Plans Supervisor. Although most of the members of the General Logistics Plans Cluster indicated they perform tasks pertaining to a variety of different duties, these jobs warrant discussion on their own. A description of each of the four jobs follows.

A. Deployment NCOIC Job (STG131). The 26 members of this job spend 43 percent of their time performing tasks pertaining to deployment activities. Their job differs from those members in the Wing Deployment Job by the tasks they perform. For example, personnel in the Deployment NCOIC Job are performing tasks such as monitor cargo processing actions, track DSOE activities and monitor personnel processing actions that members of the Wing Deployment Job are not performing. Ninety-eight percent of the members of this group are Active Duty and the remaining 2 percent belongs to ANG and AFRC (1 percent each). Incumbents in this job perform an average of 95 tasks.

Representative tasks performed by members of this job are:

- track DSOE activities
- monitor cargo processing actions
- monitor deployment progress on DCC status boards
- evaluate deployment taskings, fragmentation orders, air tasking orders, DRMDs, or levies
- monitor personnel processing actions
- perform liaison functions between deploying units and installation deployment officers (IDOs)
- direct deployment workcenters during exercises or deployments

B. Logistics Planning Job (STG229). The 219 members of the Logistics Planning Job represent the crux of the Logistics Plans career ladder. As in the General Logistics Plans Cluster, their time is being spent on a varied number of duties. While indicating they spend 17 percent of their time on tasks pertaining to deployment activities, they also spend 15 percent of their time on management and supervisory activities, 12 percent on contingency planning activities, 12 percent on DCC activities, and 12 percent on COMPES activities. Eighty-percent (175) of these incumbents indicate they hold DAFSC 2G071, while 14 percent (30) hold DAFSC 2G051. The remaining 6 percent (13) members hold DAFSC 2G091. Component status for this job is 65 Active Duty, 113 ANG, and 41 AFRC members. They perform an average of 230 tasks.

Representative tasks for Logistics Planning Job members include:

- participate in deployment or redeployment planning meetings
- maintain copies of LOGFORs and LOGPLANs
- distribute COMPES equipment management activities
- brief commanders or staff on deployment progress
- coordinate availability of UTC task equipment and personnel with unit deployment managers (UDMs)
- coordinate mobility bag, weapons, or munitions requirements with appropriate agencies
- prepare load lists

C. ANG/AFRC Plans Job (STG156). Twenty-seven out of the 28 members in this group belong to ANG (20) and AFRC (7). They indicate spending 33 percent of their time performing tasks that pertain to management and supervisory activities. These tasks revolve more around personnel actions than deployment or contingency activities. With an average paygrade of E-7, ANG/AFRC personnel average performing 100 tasks.

Representative tasks performed by members of this job include:

- monitor personnel vacancies
- maintain unit manning documents (UMDs)
- maintain manning authorizations
- update unit personnel management rosters (UPMRs)
- coordinate personnel vacancies with appropriate agencies
- provide inputs to force readiness reports, such as status of resources and training systems (SORTS)

D. Logistics Plans Supervisor Job (STG087). The 29 incumbents in the Logistics Plans Supervisor Job are the true supervisory group in the survey sample. They indicate spending 38 percent of their time performing tasks pertaining to supervisory functions. For example, this is the only group with high numbers of percent members performing tasks such as supervise military personnel, counsel subordinates concerning personal matters, and determine or establish work assignments or priorities. Nineteen of the 29 members of this group are Active Duty, 9 belong to AFRC, and the remaining one is ANG.

Representative tasks performed by members of this job include:

- supervise military personnel
- counsel subordinates concerning personal matters
- evaluate personnel for compliance with performance standards
- schedule work assignments or priorities
- conduct supervisory feedback sessions
- interpret policies, directives, or procedures for subordinates

VII. SUPPORT AGREEMENTS JOB (STG124). One of the important aspects of the Logistics Plans career ladder is the area of Support Agreements. The 69 members of the Support Agreements Job indicate they spend over half (51 percent) of their time on tasks related to performing support agreement activities. As Support Agreement (SA) Job members, they perform tasks that pertain to initiating, maintaining, coordinating, and distributing support agreements. Sixty-six members of this group are on Active Duty and have a predominant paygrade of E-5. Active Duty members have an average of just under 6 years in the career field.

SUPPORT AGREEMENT JOB			
	AD	ANG	AFRC
Number of members	66	2	1
Average number of tasks performed	88	105	109
Average time in present job	1.6 yrs	N/A	N/A
Average time in career field	5.7 yrs	N/A	N/A
Predominant paygrade	E-5	E-7	E-7

Representative tasks performed by members of this job are:

- coordinate SAs with supplier and receiver approving authorities
- maintain SAs
- assist in identifying support needs for proposed agreements
- maintain agreement suspense files
- maintain communications listings or lists of points of contact (POCs) for agreements
- coordinate SAs with supplier and receiver comptroller functions
- initiate SAs
- coordinate resolution of support agreement (SA) conflicts with affected agencies
- negotiate interservice, intraservice, or intragovernmental SAs

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0021	SAs	25	36	84
0020	MOAs/MOUs	5	4	64

Members of the SA Job perform tasks in TMs that relate to management of SAs and MOAs/MOUs.

Sixty-one percent of the Active Duty personnel in this group hold a DAFSC of 2G051 and 39 percent hold DAFSC 2G071.

VIII. WRM MANAGER JOB (STG098).

The 38 members of the WRM Manager Job indicate they spend almost half of their time (48 percent) performing tasks related to WRM management activities. War reserve materials are a big aspect of a unit's deployment or mobility program. The management of these reserves to ensure they are available when needed is essential. Ninety-two percent of these incumbents are on Active Duty, while the remaining 8 percent belong to the ANG. There were no AFRC personnel that grouped in the WRM Manager Job. Also, Active Duty personnel have a predominant paygrade of E-6 and average just over 6 years in the career field.

WRM MANAGER JOB		
	AD	ANG
Number of members	35	3
Average number of tasks performed	90	68
Average time in present job	1.3 yrs	N/A
Average time in career field	6.2 yrs	N/A
Predominant paygrade	E-6	E-6

Representative tasks performed by members of this job are:

- coordinate status of WRM assets with WRM personnel
- determine availability or serviceability of WRM assets
- monitor WRM program status
- conduct surveillance visits of WRM storage locations
- write WRM surveillance reports
- interpret WRM policy and procedural guidance
- inspect WRM consumables, equipment, or spares
- identify WRM stockage deficiencies
- interpret WCDOs
- coordinate peacetime use or movement of WRM assets with WRM personnel
- disseminate WRM policy and procedural guidance to base-level WRM managers

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0023	WRM Functions	31	34	72

Personnel in the WRM Manager Job are performing tasks almost exclusively in the WRM Functions TM.

Active Duty DAFSCs 2G051 and 2G071 are the predominant DAFSCs for this group. Forty-six percent indicate holding the 2G071 DAFSC, while another 43 percent hold DAFSC 2G051. The remaining 11 percent are 9-skill level (6 percent) and CEM-skill level (5 percent) personnel.

IX. SUPERINTENDENT JOB (STG056). With a predominant paygrade of E-8 and an average of just under 12 years TICEF, the 12 members of the Superintendent Job are the senior group in the survey sample. These incumbents indicate they spend 57 percent of their time performing management and supervisory activities. All 12 personnel in the Superintendent Job are on Active Duty. Their task performance is more management oriented than the Logistics Plans Supervisor Job found in the General Logistics Plans Cluster. For example, while indicating they supervise personnel, they also plan and conduct meetings, coordinate logistics policies with higher headquarters, and review drafts of instruction, manuals, or directives.

SUPERINTENDENT JOB	
	AD
Number of members	12
Average number of tasks performed	53
Average time in present job	1.1 yrs
Average time in career field	11.7 yrs
Predominant paygrade	E-8

Representative tasks performed by members of this job include:

- conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- write recommendations for awards or decorations
- evaluate personnel for promotion, demotion, reclassification, or special awards
- plan briefings, conferences, or workshops

- coordinate personnel vacancies with appropriate agencies
- direct training functions
- direct administration functions
- determine training requirements
- indorse performance reports or supervisory appraisals

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0002	Briefings	4	6	54
0017	Superintendent	4	4	48
0016	Supervision	27	25	48
015	Unit Training	6	5	32

As shown by the above data, members in the Superintendent Job spend the majority of their time performing in supervisory and training TMs.

X. LOGISTICS PLANS READINESS JOB (STG017). ANG personnel dominate the Logistics Plans Readiness Job with 29 out of the 45 members. Active Duty and AFRC each have 8 members in this group. Logistics Plans Readiness Job members indicate they spend 34 percent of their time performing tasks pertaining to general readiness activities. Incumbents also indicate they are performing readiness tasks either during contingency exercises or operations. Active Duty members have a predominant paygrade of E-5 and average just over 5 years TICF. Both ANG and AFRC members indicate having an average paygrade of E-6.

LOGISTICS PLANS READINESS JOB			
	AD	ANG	AFRC
Number of members	8	29	8
Average number of tasks performed	31	30	36
Average time in present job	1.1 yrs	N/A	N/A
Average time in career field	5.4 yrs	N/A	N/A
Predominant paygrade	E-5	E-6	E-6

Representative tasks performed by members of this job include:

- don or doff chemical warfare personal protective clothing during exercises or in deployed status
- perform self-aid or buddy care techniques
- operate portable radios, such as field radios, during contingency exercises or operations
- perform pallet buildup activities
- pack or palletize deployment or contingency equipment for shipment or movement
- perform explosive ordnance recognition during exercises or when in deployed status
- evaluate logistics plans personnel for deployment readiness, such as currency of immunizations, passports, or dog tags

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0014	Readiness Functions	28	35	28
0017	Superintendent	4	4	23

The above TMs show the Logistics Plans Readiness Job as that of a readiness function with some superintendent tasks being performed.

XI. SUPPLY JOB (STG059). The 8 members of the Supply Job indicate spending over half of their job time (59 percent) performing tasks that deal with supply and equipment activities. Tasks performed indicate these personnel are unit supply technicians. For example, they store, inventory, and issue or log turn-ins of equipment. These incumbents work hand-in-glove with Base Supply. Six of the members of the Supply Job are Active Duty and the remaining two belong to ANG. Active Duty personnel have a predominant paygrade of E-5 and average 8 years TICF. The two ANG members have a paygrade of E-6.

SUPPLY JOB		
	AD	ANG
Number of members	6	2
Average number of tasks performed	22	31
Average time in present job	1.3 yrs	N/A
Average time in career field	8 yrs	N/A
Predominant paygrade	E-5	E-6

Representative tasks performed by members of this job include:

- store equipment, tools, parts, or supplies
- issue or log turn-ins of equipment, tools, parts, or supplies
- inventory equipment, tools, parts, or supplies
- initiate requisitions for equipment, tools, parts, or supplies
- review CA/CRLs or ADPE inventory listings
- initiate documentation to turn in excess or surplus property
- initiate letters of justification for supply-related matters
- pick up or deliver equipment, tools, parts, or supplies

Representative TMs of this job include:

TM	Module Title	No. of Tasks	Percent Time Spent	Percent Members Performing
0018	Supply	17	59	57

This data shows the emphasis of this job is on Supply tasks. Fifty-seven percent of the members indicate spending 59 percent of their time in the Supply TM.

Comparison of Current Group Descriptions to Previous Study

The results of the specialty job analysis were compared to the previous OSR, AFSC 662X, 661X, and 661X0, dated August 1993. The results are in Table 9. Due to the previous OSR including both Officers and Enlisted personnel, only those jobs listed under the Previous OSR column could be compared. Those jobs that were compared are almost identical in nature. Almost no difference in tasks performance was noted. Other jobs identified in the previous survey contained either a mixture of Officers and Enlisted personnel and in some jobs only Officers were identified.

Summary

In summary, structure analysis identified two clusters and nine jobs: Wing XP Cluster, General Logistics Plans Cluster, Wing Deployment Job, Deployment Control Center Job, COMPES Job, Contingency Planning Job, Support Agreement Job, WRM Manager Job, Superintendent Job, Logistics Plans Job, and Supply Job. Analysis reveals the Logistics Plans career ladder to be very homogenous, with the core clusters and jobs being centered around the planning and execution of deployments and exercises.

SKILL AND EXPERIENCE ANALYSIS

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. DAFSC analysis examines differences in tasks performed between skill levels. This information may then be used to evaluate how well career ladder documents, such as AFMAN 36-2108 *Airman Classifications*, reflect what career ladder personnel are actually doing in the field.

ACTIVE DUTY

AFSC 2G0X1. The distribution of AFSC 2G0X1 Active Duty skill-level groups across career ladder clusters and jobs is displayed in Table 10. As can be seen, there are no extremely high numbers of DAFSC 2G051 and 2G071 members in any one job area. As personnel progress through the career ladder, they do not begin to move into traditional management and supervisory roles until reaching the 9-skill level. Consequently, career ladder progression is atypical in this AFSC.

Table 11 offers a different perspective by displaying the relative percent time spent on each duty across skill-level groups. As expected, 5-skill level personnel have little to do with management and supervisory activities (Duty I), but as seen in Table 11, members of the 5-skill level spend their time on a wide range of duties. These duties, A, B, F, G, and H represent the essence of jobs being performed by members of the Logistics Plans AFSC. Even 7-skill level members' time is being spent on duties other than management and supervision (only 18 percent in Duty I). Nine-skill level and CEM personnel are also spending time in duties other than in the management and supervisory area. For example, DAFSC 2G091 personnel indicate they spend 23 percent of their time performing tasks that relate to Duty B, Performing Contingency Planning Activities, while their CEM-skill level counterparts spend 19 percent in the same duty. A big increase in time spent in Duty I, Performing Management and Supervisory Activities, does occur at the CEM-skill level (44 percent). Specific skill-level group discussions are presented below.

Descriptions and Comparisons of Skill-Level Groups

CAFSC 2G031. As mentioned earlier in this report, AFSC 2G0X1 is a lateral AFSC, and as such has no DAFSC 3-skill level authorizations. However, personnel completing the 3-skill level course are awarded a Control AFSC (CAFSC) at the 3-skill level. In an effort to help career field and training managers determine what tasks these CAFSC 2G031 personnel are performing, a special CAFSC 2G031 group was created. Table 12 shows the top tasks these 61 CAFSC 2G031 personnel are performing. Examples of these tasks include amending schedules of events, preparing schedules of events during exercises or contingencies, maintaining exercise events logs, and distributing schedules of events. The majority of tasks found in Table 12 that are being performed by members of this group center around DCC, exercise planning, and COMPES duties.

DAFSC 2G051. Five-skill level members comprise the second largest group in this career ladder. The 207 members of this group perform an average of 78 tasks and average just under 4 years (47 months) in the career ladder. Fifty-eight percent of these members are SSgts, with another 32 percent being SrA or Sgts. Five-skill level members are not concentrated in any one cluster or job. For example, 45 5-skill level airmen are members of the General Logistics Plans Cluster, 40 members are in the Support Agreements Job, with another 39 in the COMPES Job (see Table 10). Table 11 indicates that 15 percent of their time is being spent on task performance in COMPES activities, 13 percent on contingency planning activities, 12 percent each in support agreement and deployment activities, and another 11 percent on DCC activities. Representative tasks for these incumbents are listed in Table 13. A CAFSC 3- to DAFSC 5-skill level comparison was accomplished and task differences are negligible. For example, Table 14 shows small differences in percent members performing tasks between the CAFSC 3- and DAFSC 5-skill levels; this indicates they are doing basically the same jobs.

DAFSC 2G071. Seven-skill level personnel perform an average of 104 tasks (the second largest number performed by any skill level group) and average 9 years in the career ladder. The 230 members of this group have grades of SSgt (15 percent), TSgt (37 percent), MSgt (47 percent),

and SMSgt (1 percent). Like their 5-skill level counterparts, members of this group are in every cluster and job identified in the analysis. Table 10 shows the largest number of 7-skill level personnel can be found in the General Logistics Plans Cluster (82 members). Although Table 11 indicates 18 percent of 7-skill level members time is being spent on tasks in Duty I, Performing Management and Supervisory Activities, Table 15 shows that the majority of tasks performed are technical in nature and do not pertain to supervising others. For example, the three tasks in Table 15 that are found in Duty I, I0455, I0380, and I0456 pertain to participating in, conducting, or planning meetings. The remaining tasks listed in Table 15 are either technical or administrative. Once again, career ladder progression is atypical for this AFSC as there is not a clear shift to supervisory task performance at the 7-skill level.

Table 16 shows tasks which best distinguish between 5- and 7-skill level members. A higher percentage of 7-skill level members perform those typical supervisory tasks than do their 5-skill level counterparts, but the percentage for 7-skill level members is not that high, which indicates that their job is more technical rather than supervisory. Examples of tasks with the biggest difference in members performing supervisory tasks include: supervise military personnel, evaluate personnel for compliance with performance standards, and counsel subordinates concerning personal matters.

DAFSC 2G091. The 31 members in the 9-skill level group perform an average of 107 tasks (the largest performed by any skill-level group) and average over 11 years in the career ladder. Fifty-eight percent of these members have a grade of SMSgt, while 42 percent are MSgts. While 14 members of this group are performing in the General Logistics Plans Cluster (see Table 10), a shift to supervisory and management task performance can be seen in Table 17. A higher number of 9-skill level personnel indicate performing tasks such as maintaining unit manning documents (UMDs), assigning personnel to work areas or duty positions, assigning sponsors for newly assigned personnel, and maintaining manning authorizations, than do their 7-skill level counterparts (see Table 18).

DAFSC 2G000. Performing an average of 81 tasks, the 10 DAFSC 2G000 members average over 14 years in the career ladder. As expected, all have a grade of CMSgt. Table 10 indicates that 3 of the 10 DAFSC 2G000 members are in the Superintendent Job, 2 each are in the General Logistics Plans Cluster and WRM Manager Job, 1 is in the Contingency Planning Job, and 2 did not group. The majority of this groups' time (44 percent) is being spent performing tasks in Duty I (see Table 11). Representative tasks performed by DAFSC 2G000 personnel are displayed in Table 19 and indicate these personnel are performing at a higher level of management. For example, Table 19 shows members of this group performing tasks that pertain to coordinating activities with MAJCOMs, HQ Air Staff, or DOD agencies. Differences between this group and their DAFSC 2G091 counterparts can be seen in Table 20. Examples of tasks which are performed by more members of DAFSC 2G000 are: review assumptions for existing plans, conduct logistics conferences, meetings, or workshop groups, and coordinate logistics policies or procedures with HQ staff, DOD agencies, or other services.

ANG

Table 21 shows the distribution of AFSC 2G0X1 skill-level groups across career ladder clusters and jobs for ANG personnel. As can be seen in Table 21, only DAFSC 2G071 ANG personnel constitute a group. Only one ANG member is in each of the other three DAFSC skill-levels. Consequently, ANG DAFSC 2G071 personnel will be the only group reported on.

DAFSC 2G071. Of the 223 DAFSC 2G071 ANG members, the majority (150 personnel) indicate they are performing tasks in the General Logistics Plans Cluster. And, as indicated by Table 22, no significant amount of time is being spent on one particular duty. The largest amount of their time (54 percent) is spent across duties that pertain to DCC, deployment, readiness, and management and supervisory activities. Table 23 lists representative tasks performed by ANG DAFSC 2G071 personnel. Examples of these tasks include monitor cargo processing actions, operate portable radios (such as field radios during contingency exercises or operations), participate in deployment or redeployment plan meetings, and perform pallet buildup activities.

AFRC

The distribution of AFSC 2G0X1 skill-level groups across career ladder clusters and jobs for AFRC personnel is displayed in Table 24. AFRC personnel only group in one cluster and six jobs, as compared to the two clusters and nine jobs for their Active Duty counterparts. They have no members performing in the Wing XP Cluster, WRM Manager, Superintendent, or Supply jobs. There is only one DAFSC 2G000 AFRC member in the survey sample, and that person is performing in the General Logistics Plans Cluster, and will not be reported on separately. The majority of AFRC DAFSC 5-, 7-, and 9-skill level personnel are also in the General Logistics Plans Cluster (see Table 24).

DAFSC 2G051. Of the eight AFRC DAFSC 2G051 personnel in the survey sample, three are in the General Logistics Plans Cluster and one each is in the Wing Deployment, DCC, COMPES, and Logistics Plans Readiness jobs. The remaining member did not group (see Table 24). The majority of time being spent by these AFRC 5-skill level personnel are in duties pertaining to contingency planning, COMPES, deployment, and general readiness activities. Representative tasks performed by these personnel are found in Table 26.

DAFSC 2G071. Forty-six of the 58 AFRC DAFSC 2G071 members are found in the General Logistics Plans Cluster (see Table 24). Seven-skill level AFRC personnel show an increase in the amount time being spent on management and supervisory activities over their 5-skill level counterparts, as can be seen in Table 25. Representative tasks performed by these personnel can

be found in Table 27. When comparing the DAFSC 2G051 members to their DAFSC 2G071 counterparts, Table 28 shows the 5-skill levels are more readiness oriented than the 7-skill levels. However, 7-skill level members are performing more management and supervisory related tasks. Unlike their Active Duty counterparts, AFRC career ladder progression is more typical than atypical. An increase in management and supervisory task performance is more prevalent between the AFRC 5- and 7-skill levels, whereas this pattern was not as evident between the Active Duty 5- and 7-skill level members (refer to Table 16).

DAFSC 2G091. As is the case with their 5- and 7-skill level AFRC members, the majority (11 out of 15) of DAFSC 2G091 personnel can be found in the General Logistics Plans Cluster. The majority of their time is spread out in duties pertaining to contingency planning, COMPES, DCC, deployment, and management and supervisory activities (see Table 25). Table 29 lists representative tasks being performed by these AFRC 9-skill level personnel. When comparing 9-skill level members' task performance to their 7-skill level counterparts, Table 30 shows more of upper level management-type tasks being performed by the 9-skill levels, and the 7-skill levels performing more supervisory (personnel oriented) tasks. For example, DAFSC 2G091 personnel are reviewing and coordinating different activities rather than supervising personnel.

TRAINING ANALYSIS

Occupational survey data are sources of information which can be used to assist in the development of relevant training programs for entry-level personnel. Factors used to evaluate entry-level Logistics Plans training include jobs being performed by first-job personnel, overall distribution of first-job personnel across career ladder jobs, percent first-job (1-24 months TICF) members spend performing specific tasks, and ratings of relative TD.

First-Job Personnel

In this study, there are 118 Active Duty AFSC 2G0X1 members in their first job (1-24 TICF), representing 15 percent of the survey sample. Table 31 shows the relative percent of time spent across duties by first-job 2G0X1 members. The majority of their time (54 percent) is being spent performing tasks related to COMPES, SA, DCC, and Deployment activities, comprising Duties A, F, G, and H. Representative tasks performed by members in this group are listed in Table 32. Examples include: amend schedules of events; prepare schedule of events during exercises or contingencies; maintain exercise events logs; and distribute schedule of events.

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

TE and TD data are secondary task factors that can help training development personnel decide which tasks to emphasize for entry-level training. These ratings, based on the judgments of senior career ladder NCOs at operational units, provide training personnel with a rank-ordering of those tasks considered important for airmen with 1-24 months TICF training (TE) and a measure of the relative difficulty of those tasks (TD). When combined with data on the percentages of first-job personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors (TE and TD), accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages 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 new personnel. These decisions must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist training development personnel, AFOMS developed a computer program that uses these task factors and the percentage of first-enlistment personnel performing tasks to produce Automated Training Indicators (ATI). ATIs correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 1, AETCI 36-2601. ATIs allow training developers to quickly focus attention on those tasks which are most likely to qualify for resident course consideration.

Training Emphasis interrater reliability ratings from the 41 Senior Enlisted personnel completing TE booklets were unacceptable. Thus, TE will not be reported on in this report, and without TE ratings, the ATI ratings cannot be developed.

Table 33 lists the tasks having the highest TD ratings, and the percentages of 1-24 months and 1-48 months TICF, 5- and 7-skill level personnel performing. The majority of these tasks with high TD ratings have very low percent performing numbers and should not be considered for structured training.

Various lists of tasks, accompanied by TD ratings, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. For a more detailed explanation of TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.

Specialty Training Standard (STS) Analysis

A comprehensive review of STS 2G0X1 was made by comparing survey data to STS elements. Technical school personnel from the 345th Training Squadron, Lackland AFB TX matched JI tasks to appropriate STS sections and subsections. A complete computer listing displaying the percent members performing tasks, TD ratings for each task, where applicable, along with the STS matching, has been forwarded to the technical school for their further review

of training documents. STS elements with performance objectives were reviewed for TD and percent members performing information, as stipulated in AETCI 36-2601, dated 5 July 1996. STS paragraphs containing general knowledge information, subject-matter knowledge requirements, or supervisory responsibilities were not reviewed. Typically, STS elements matched to tasks which have sufficiently high TD ratings and are performed by at least 20 percent of personnel in appropriate skill-level groups (such as first-job (1-24) months TICF, and 5- and 7-skill level groups) should be considered for inclusion in the STS. Likewise, elements matched to tasks with less than 20 percent performing in all of these groups should be considered for deletion from the STS.

STS paragraphs containing performance information were reviewed. Of the 19 performance coded elements in the STS, 8 items (see Table 34) were found to be not supported by occupational survey data. Six of these tasks, 9.d. (1) through 9.d. (6) pertain to interpreting WRM program management documents. The remaining two items, 9.e and 9.f, pertain to performing WRM requirement documentation, and verify use codes, respectfully. Training personnel should review these tasks for possible deletion from the STS.

Plan of Instruction (POI) Analysis

JI tasks were matched to related training objectives in the POI entry level course with assistance from the 345th Training Squadron SMEs. The method employed was similar to that of the STS percent members performing data for first-job (1-24 months TICF) personnel and TD ratings.

POI blocks, units of instruction, and learning objectives were compared to the standard set forth in AETCI 36-2601, dated 5 July 1996 (30 percent or more of the first-job group performing tasks trained, along with sufficiently high TD ratings on those tasks). By this guidance, tasks trained in the course which do not meet these criteria should be considered for elimination from the formal course, if not justified on some other acceptable basis.

POI paragraphs containing performance information were reviewed. Of the 20 performance coded elements in course L3ALR2G031-005, Logistics Plans Apprentice, 8 were found to be unsupported. Seven of the eight coded elements pertain to the same items found to be unsupported in the STS. These are coded elements III.2.e through III.2.j, and III.2.m (see Table 35). Training personnel should review these elements for possible deletion from the course.

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. Therefore, the survey booklet included attitude 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 looking across specialty groups identified in the **SPECIALTY JOBS** section of the report.

Active Duty Job Satisfaction

Active Duty job satisfaction data for identified job groups and clusters are provided in Table 36. Members across the identified cluster and jobs provided varied responses to the job satisfaction questions in the survey. Logistics Plans personnel performing in the jobs and clusters indicated average to high job interest, with the exception of the Wing Deployment and Supply Jobs. Personnel in these two jobs do not think very much of their jobs. The three Active Duty Wing Deployment Job members rated job interest, perceived use of training and sense of accomplishment low, and two out of the three indicate they will retire (see Table 36). The six Active Duty personnel in the Supply Job expressed low job interest and perceived use of talents, while three of these group members indicated they will retire. The Logistics Plans Readiness Job members rated their perceived use of training low. Reenlistment intentions for the remaining groups was average to high except for those groups with a number of personnel who indicate they will retire.

ANG Job Satisfaction

Only job satisfaction indications across job groups and clusters could be accomplished for ANG members of the survey sample (see Table 37), because of lack of TICF data. Responses to job interest, perceived use of talents and training, and sense of accomplishment are average to very high for the job groups and clusters containing ANG personnel.

AFRC Job Satisfaction

As with their ANG counterparts, only job satisfaction indicators across job groups and clusters could be accomplished for AFRC members of the survey sample (see Table 38), because of lack of TICF data. Responses to job interest, perceived use of talents and training, and sense of accomplishment are average to high for most job groups and clusters; the exception being those members of the COMPES Job. Indications for job interest, perceived use of talents and training are low (only 33 percent indicate satisfaction). ANG functional managers for AFSC 2G0X1 should investigate these low job satisfaction numbers for members of this job.

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted primarily to ensure current data for use in evaluating the effectiveness of training within the Logistics Plans career ladder. Data compiled from this survey support the career structure of the AFSC.

Specialty Job Analysis indicates no big changes have occurred in AFSC 2G0X1 over the past 4 years. Active Duty skill-level analysis revealed an atypical career progression pattern for members of the survey sample. Five- and 7-skill level personnel perform little if any tasks which pertain to supervisory and management activities. However, their AFRC counterparts portray a more normal career ladder progression, as 7-skill level AFRC members are performing more supervisory tasks than are Active Duty 7-skill level members.

STS and POI analysis revealed the same area that is unsupported by survey respondents. For the STS, of the 19 coded items, 8 were found to be unsupported. Six of these eight items pertain to interpreting WRM program management documents. For the POI, of the 20 coded learning objects, 8 were found to be unsupported, and 7 of the 8 also deal with interpreting WRM program management documents. Training personnel should review these items for possible deletion from the STS and POI.

No serious job satisfaction problems appear to exist within the AFSC 2G0X1 career ladder. For the most part, respondents appear satisfied with their jobs. This holds true for Active Duty, ANG, and AFRC members. The only exceptions are the Active Duty members of the Wing Deployment and Supply jobs, and the COMPES Job for AFRC personnel. Responses for background questions pertaining to job interest, perceived use of talents and training, and sense of accomplishment range from low to average for personnel in the two Active Duty job groups. AFRC COMPES members indicate low responses for job satisfaction across the board.

APPENDIX A

TABLES 3-38

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TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS
(ACTIVE DUTY)

DUTIES	WING DEPLOY- MENT JOB (STG051)	WING XP CLUSTER (STG020)	DCC JOB (STG042)	COMPES JOB (STG050)	CONTIN- GENCY PLANNING JOB (STG069)	GEN LOG PLANS CLUSTER (STG070)
A PERFORMING SUPPORT AGREEMENT (SA) ACTIVITIES	0	2	5	1	2	2
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	0	39	6	12	38	14
C PERFORMING EXERCISE PLANNING ACTIVITIES	0	11	7	4	9	6
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	3	2	1	*	5	2
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	13	1	*	*	1	3
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	6	2	2	47	2	9
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	0	1	37	11	6	14
H PERFORMING DEPLOYMENT ACTIVITIES	59	9	18	7	13	16
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	16	5	4	11	19
J PERFORMING TRAINING ACTIVITIES	5	1	4	5	2	6
K PERFORMING GENERAL ADMINISTRATION ACTIVITIES	12	14	9	5	7	5
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	1	1	1	2	1
M PERFORMING GENERAL READINESS ACTIVITIES	*	2	5	2	2	3

* Indicates less than 1 percent

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS
(ACTIVE DUTY)

DUTIES	SUPPORT AGREE- MENT JOB (STG124)	WRM MANAGER JOB (STG098)	SUPERIN- TENDENT JOB (STG056)	LOGISTICS PLANS READINESS JOB (STG017)	SUPPLY JOB (STG059)
A PERFORMING SUPPORT AGREEMENT (SA) ACTIVITIES	52	1	*	*	2
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	3	10	5	5	3
C PERFORMING EXERCISE PLANNING ACTIVITIES	2	3	3	7	1
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	*	2	2	2	0
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	5	48	2	9	2
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	3	2	2	6	7
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	9	4	8	10	4
H PERFORMING DEPLOYMENT ACTIVITIES	3	3	4	15	*
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	8	11	57	3	1
J PERFORMING TRAINING ACTIVITIES	4	4	9	1	1
K PERFORMING GENERAL ADMINISTRATION ACTIVITIES	6	7	6	12	3
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	4	*	4	70
M PERFORMING GENERAL READINESS ACTIVITIES	2	1	1	25	5

* Indicates less than 1 percent

TABLE 4

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS
(ANG)

DUTIES	WING DEPLOY- MENT JOB (STG051)	WING XP CLUSTER (STG020)	DCC JOB (STG042)	COMPES JOB (STG050)	CONTIN- GENCY PLANNING JOB (STG069)	GEN LOG PLANS CLUSTER (STG070)
A PERFORMING SUPPORT AGREEMENT (SA) ACTIVITIES	3	26	1	1	0	6
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	1	28	6	5	23	10
C PERFORMING EXERCISE PLANNING ACTIVITIES	8	2	4	4	7	5
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	0	0	2	1	6	2
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	0	2	*	0	0	2
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	0	3	5	37	8	9
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	0	1	46	16	0	10
H PERFORMING DEPLOYMENT ACTIVITIES	49	14	12	15	33	16
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6	16	4	4	7	18
J PERFORMING TRAINING ACTIVITIES	0	4	3	2	3	5
K PERFORMING GENERAL ADMINISTRATION ACTIVITIES	10	4	6	9	4	6
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	0	0	1	*	0	3
M PERFORMING GENERAL READINESS ACTIVITIES	23	0	9	5	9	8

* Indicates less than 1 percent

TABLE 4 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS
(ANG)

DUTIES	SUPPORT AGREEMENT JOB (STG124)	WRM MANAGER JOB (STG098)	LOGISTICS PLANS READINESS JOB (STG017)	SUPPLY JOB (STG059)
A PERFORMING SUPPORT AGREEMENT (SA) ACTIVITIES	31	0	2	0
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	3	1	4	0
C PERFORMING EXERCISE PLANNING ACTIVITIES	1	*	4	0
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	2	0	*	0
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	16	48	*	0
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	3	0	4	2
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	7	28	6	27
H PERFORMING DEPLOYMENT ACTIVITIES	11	3	7	13
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	7	2	16	3
J PERFORMING TRAINING ACTIVITIES	3	4	5	0
K PERFORMING GENERAL ADMINISTRATION ACTIVITIES	9	4	9	4
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2	3	25
M PERFORMING GENERAL READINESS ACTIVITIES	6	7	39	26

* Indicates less than 1 percent

TABLE 5

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS
(AFRC)

DUTIES	WING DEPLOY- MENT JOB (STG051)	DCC JOB (STG042)	COMPES JOB (STG050)	CONTIN- GENY PLANNING JOB (STG069)	GEN LOG PLANS CLUSTER (STG070)
A PERFORMING SUPPORT AGREEMENT (SA) ACTIVITIES	0	*	0	0	4
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	2	11	6	29	12
C PERFORMING EXERCISE PLANNING ACTIVITIES	4	6	5	10	6
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	0	4	1	0	2
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	0	*	0	0	3
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	0	3	39	7	8
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	1	14	8	0	8
H PERFORMING DEPLOYMENT ACTIVITIES	56	15	10	26	17
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	0	6	3	4	21
J PERFORMING TRAINING ACTIVITIES	0	9	2	2	5
K PERFORMING GENERAL ADMINISTRATION ACTIVITIES	7	16	5	2	6
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	*	5	0	3
M PERFORMING GENERAL READINESS ACTIVITIES	26	15	16	20	5

* Indicates less than 1 percent

TABLE 5 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS
(AFRC)

<u>DUTIES</u>	<u>SUPPORT AGREEMENT JOB (STG124)</u>	<u>LOGISTICS PLANS READINESS JOB (STG017)</u>
A PERFORMING SUPPORT AGREEMENT (SA) ACTIVITIES	41	3
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	7	16
C PERFORMING EXERCISE PLANNING ACTIVITIES	3	4
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	1	1
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	1	2
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	15	4
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	5	3
H PERFORMING DEPLOYMENT ACTIVITIES	6	7
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	9	16
J PERFORMING TRAINING ACTIVITIES	*	1
K PERFORMING GENERAL ADMINISTRATION ACTIVITIES	3	14
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	2
M PERFORMING GENERAL READINESS ACTIVITIES	5	27

* Indicates less than 1 percent

TABLE 6

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS
(ACTIVE DUTY)

	WING DEPLOY- MENT JOB (STG051)	WING XP CLUSTER (STG020)	DCC JOB (STG042)	COMPES JOB (STG050)	CONTEN- GENY PLANNING JOB (STG069)	GENERAL LOGISTICS PLANS CLUSTER (STG070)
TOTAL NUMBER IN GROUP	3	42	21	53	41	143
<u>DAFSC DISTRIBUTION</u>						
2G051	67%	19%	57%	74%	27%	32%
2G071	33%	69%	43%	26%	61%	57%
2G091	0%	12%	0%	0%	10%	10%
2G000	0%	0%	0%	0%	2%	1%
<u>PAYGRADE DISTRIBUTION</u>						
E-4	0%	5%	29%	32%	0%	6%
E-5	100%	14%	43%	45%	34%	26%
E-6	0%	24%	19%	19%	22%	22%
E-7	0%	52%	5%	4%	37%	36%
E-8	0%	5%	4%	0%	5%	9%
E-9	0%	0%	0%	0%	2%	1%
AVERAGE NUMBER OF TASKS PERFORMED	26	42	41	59	101	158
AVERAGE MONTHS TICF	109	119	46	45	104	100

TABLE 6 (CONTINUED)

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS
(ACTIVE DUTY)

	SUPPORT AGREE- MENT JOB (STG124)	WRM MANAGER JOB (STG020)	SUPERIN- TENDENT JOB (STG056)	LOGISTICS PLANS READINESS JOB (STG017)	SUPPLY JOB (STG059)
TOTAL NUMBER IN GROUP	66	35	12	8	6
<u>DAFSC DISTRIBUTION</u>					
2G051	61%	43%	0%	88%	50%
2G071	39%	46%	50%	12%	33%
2G091	0%	6%	25%	0%	17%
2G000	0%	5%	25%	0%	0%
<u>PAYGRADE DISTRIBUTION</u>					
E-4	24%	11%	0%	38%	17%
E-5	41%	40%	0%	25%	50%
E-6	20%	17%	0%	37%	17%
E-7	15%	26%	50%	0%	16%
E-8	0%	0%	25%	0%	0%
E-9	0%	6%	25%	0%	0%
AVERAGE NUMBER OF TASKS PERFORMED	88	90	53	31	22
AVERAGE MONTHS TICF	68	75	141	65	97

TABLE 7

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS
(ANG)

	WING DEPLOY- MENT JOB (STG051)	WING XP CLUSTER (STG020)	DCC JOB (STG042)	COMPES JOB (STG050)	CONTEN- GENY PLANNING JOB (STG069)	GENERAL LOGISTICS PLANS CLUSTER (STG070)
TOTAL NUMBER IN GROUP	3	2	11	8	1	151
<u>DAFSC DISTRIBUTION</u>						
2G051	0%	0%	0%	0%	0%	0%
2G071	100%	50%	100%	100%	100%	99%
2G091	0%	50%	0%	0%	0%	1%
2G000	0%	0%	0%	0%	0%	0%
<u>PAYGRADE DISTRIBUTION</u>						
E-4	0%	0%	9%	12%	0%	0%
E-5	33%	0%	18%	13%	0%	3%
E-6	67%	0%	55%	50%	0%	19%
E-7	0%	50%	18%	25%	100%	74%
E-8	0%	50%	0%	0%	0%	3%
E-9	0%	0%	0%	0%	0%	1%
AVERAGE NUMBER OF TASKS PERFORMED	19	49	37	37	110	207

TABLE 7 (CONTINUED)

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS
(ANG)

	SUPPORT AGREEMENT JOB (STG124)		WRM MANAGER JOB (STG020)		LOGISTICS PLANS READINESS JOB (STG017)		SUPPLY JOB (STG059)	
TOTAL NUMBER IN GROUP	2	3	2	3	29	3	2	31
<u>DAFSC DISTRIBUTION</u>								
2G051	0%	0%	0%	0%	0%	0%	0%	0%
2G071	100%	100%	100%	100%	100%	100%	100%	100%
2G091	0%	0%	0%	0%	0%	0%	0%	0%
2G000	0%	0%	0%	0%	0%	0%	0%	0%
<u>PAYGRADE DISTRIBUTION</u>								
E-4	0%	0%	0%	0%	0%	0%	0%	0%
E-5	0%	0%	0%	0%	7%	0%	0%	0%
E-6	50%	67%	67%	67%	59%	59%	50%	50%
E-7	50%	33%	33%	33%	34%	34%	50%	50%
E-8	0%	0%	0%	0%	0%	0%	0%	0%
E-9	0%	0%	0%	0%	0%	0%	0%	0%
AVERAGE NUMBER OF TASKS PERFORMED	105	68	68	68	30	30	31	31

TABLE 8

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS
(AFRC)

	WING DEPLOY- MENT JOB (STG051)	DCC JOB (STG042)	COMPES JOB (STG050)	CONTEN- GENY PLANNING JOB (STG069)	GENERAL LOGISTICS PLANS CLUSTER (STG070)	SUPPORT AGREE- MENT JOB (STG124)	LOGISTICS PLANS READINESS JOB (STG017)
TOTAL NUMBER IN GROUP	1	3	3	1	41	1	8
<u>DAFSC DISTRIBUTION</u>							
2G051	0%	33%	33%	0%	5%	0%	13%
2G071	100%	67%	34%	100%	75%	0%	74%
2G091	0%	0%	33%	0%	18%	100%	13%
2G000	0%	0%	0%	0%	2%	0	0%
<u>PAYGRADE DISTRIBUTION</u>							
E-4	0%	0%	0%	0%	0%	0%	0%
E-5	0%	0%	33%	0%	2%	0%	13%
E-6	100%	67%	0%	100%	15%	0	50%
E-7	0	33%	34%	0%	62%	100%	24%
E-8	0%	0%	33%	0%	18%	0%	13%
E-9	0%	0%	0%	0%	3%	0%	0%
AVERAGE NUMBER OF TASKS PERFORMED	57	66	43	50	202	109	36

TABLE 9

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1993 SURVEY

<u>CURRENT SURVEY (N=786)</u>	<u>PERCENT OF SAMPLE</u>	<u>1993 SURVEY (N=1,013)</u>	<u>PERCENT OF SAMPLE</u>
WING DEPLOYMENT JOB (N=7)	1	-	
WING XP CLUSTER (N=44)	6	-	
DEPLOYMENT CONTROL CENTER JOB (N=35)	4	MOBILITY CONTROL CENTER OPERATORS (N=22)	2
COMPES JOB (N=64)	8	MOBILITY COMPES OPERATORS (N=22)	2
CONTINGENCY PLANNING JOB (N=43)	6	COMPES OPERATORS (N=36)	3
		CONTINGENCY PLANNERS (N=34)	3
GENERAL LOGISTICS PLANS CLUSTER (N=355)	45	-	
SUPPORT AGREEMENT JOB (N=69)	9	SUPPORT AGREEMENT PERSONNEL (N=98)	10
WRM MANAGER JOB (N=38)	5	WRM PERSONNEL (N=46)	4
SUPERINTENDENT JOB (N=12)	2	-	
LOGISTICS PLANS READINESS JOB (N=40)	5	MOBILITY EXERCISE PLANNERS (N=13)	1
		MOBILITY NCO (N=12)	1
SUPPLY JOB (N=8)	1	-	

- Indicates no match in report

TABLE 10

DISTRIBUTION OF AFSC 2G0X1 ACTIVE DUTY SKILL-LEVEL
MEMBERS ACROSS CAREER LADDER JOBS

JOB	2G051 (N=207)	2G071 (N=230)	2G091 (N=31)	2G000 (N=10)
WING DEPLOYMENT JOB	2	1	0	0
WING XP CLUSTER	8	29	5	0
DEPLOYMENT CONTROL CENTER JOB	12	9	0	0
COMPES JOB	39	14	0	0
CONTINGENCY PLANNING JOB	11	25	4	1
GENERAL LOGISTICS PLANS CLUSTER	45	82	14	2
SUPPORT AGREEMENTS JOB	40	26	0	0
WRM MANAGER JOB	15	16	2	2
SUPERINTENDENT JOB	0	6	3	3
LOGISTICS PLANS READINESS JOB	7	1	0	0
SUPPLY JOB	3	2	1	0
NOT GROUPED	25	19	2	2

TABLE 11

TIME SPENT ON DUTIES BY MEMBERS OF AFSC 2G0X1 ACTIVE DUTY
SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DAFSC 2G051 (N=207)	DAFSC 2G071 (N=230)	DAFSC 2G091 (N=31)	DAFSC 2G000 (N=10)
A PERFORMING SUPPORT AGREEMENT ACTIVITIES	12	8	1	5
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	13	17	23	19
C PERFORMING EXERCISE PLANNING ACTIVITIES	5	6	10	4
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	2	2	1	1
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	6	6	4	9
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	15	6	2	1
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	11	9	10	1
H PERFORMING DEPLOYMENT ACTIVITIES	12	11	9	2
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	18	24	44
J PERFORMING TRAINING ACTIVITIES	5	5	5	4
K PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	8	8	6	7
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	4	*
M PERFORMING GENERAL READINESS ACTIVITIES	4	2	1	2

* Indicates less than 1 percent

TABLE 12
REPRESENTATIVE TASKS PERFORMED BY
CAFSC 2G031 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=61)
G272 Amend schedules of events	64
G304 Prepare schedules of events during exercises or contingencies	59
C124 Maintain exercise events logs	57
G290 Distribute schedules of events	52
G297 Monitor deployment progress on DCC status boards	49
K547 Safeguard classified materials	49
G296 Monitor cargo processing actions	48
B108 Review UTCs	48
C117 Advise tasked units on exercise matters	48
G308 Track DSOE activities	48
G295 Monitor arrival and departure times of aircraft	46
F268 Update UTC or unit line number (ULN) data	44
K522 Annotate security forms for facilities or security containers	43
F260 Prepare packing lists	43
G298 Monitor personnel processing actions	43
K526 Destroy classified materials	43
F267 Update equipment lists for COMPES	41
F255 Operate deployment management systems (DeMSs)	41
A1 Assist in identifying support needs for proposed agreements	41
F259 Prepare load lists	41
F263 Resolve COMPES problems	41
F253 Maintain copies of LOGFORs and LOGPLANs	39
F245 Develop deployment schedules of events (DSOEs)	39
F269 Upload UTC or ULN data	38
F249 Distribute COMPES equipment management products	38

TABLE 13
REPRESENTATIVE TASKS PERFORMED BY
2G051 ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=207)
G272 Amend schedules of events	54
C117 Advise tasked units on exercise matters	50
G304 Prepare schedules of events during exercises or contingencies	49
C124 Maintain exercise events logs	49
G296 Monitor cargo processing actions	47
K526 Destroy classified materials	47
G290 Distribute schedules of events	47
B108 Review UTCs	47
G297 Monitor deployment progress on DCC status boards	46
K522 Annotate security forms for facilities or security containers	44
F259 Prepare load lists	44
G298 Monitor personnel processing actions	43
F260 Prepare packing lists	43
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	42
G308 Track DSOE activities	40
F249 Distribute COMPES equipment management products	40
C118 Arrange exercise logistics support, such as facilities, transportation, or supply	40
F253 Maintain copies of LOGFORs and LOGPLANs	39
F255 Operate deployment management systems (DeMSs)	39
G295 Monitor arrival and departure times of aircraft	39
B45 Analyze time-phased force and deployment data (TPFDD)	39
K547 Safeguard classified materials	38
F268 Update UTC or unit line number (ULN) data	36
F267 Update equipment lists for COMPES	36
F266 Tailor LOGPLAN data bases	35

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY
CAFSC 2G031 AND DAFSC 2G051 PERSONNEL

TASKS	CAFSC 2G031 (N=61)	DAFSC 2G051 (N=207)	DIFFERENCE
K547 Safeguard classified materials	49	38	12
K544 Respond to messages, such as shortfalls or UTC updates	31	21	10
G272 Amend schedules of events	64	54	10
G304 Prepare schedules of events during exercises or contingencies	59	49	10
A11 Distribute completed agreements	36	27	9
A20 Initiate termination of agreements	31	22	9
B47 Analyze war or contingency plans for taskings	15	32	-18
B58 Determine logistics support needs for contingency force beddowns	8	20	-12
B76 Evaluate UTCs to determine supportability	16	27	-11
B103 Review DOCSs	21	32	-11
B56 Coordinate load plans for specific operations plans (OPLANs) with appropriate agencies	16	28	-11
M581 Pack or palletize deployment or contingency equipment for shipment or movement	7	17	-10

TABLE 15
REPRESENTATIVE TASKS PERFORMED BY
2G071 ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=230)
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	76
K522 Annotate security forms for facilities or security containers	64
B45 Analyze time-phased force and deployment data (TPFDD)	60
K526 Destroy classified materials	59
B108 Review UTCs	56
B46 Analyze time-phased force and deployment lists (TPFDLs)	55
C124 Maintain exercise events logs	52
C117 Advise tasked units on exercise matters	50
B103 Review DOCSs	50
B47 Analyze war or contingency plans for taskings	49
K547 Safeguard classified materials	48
B44 Analyze base support plans	47
I380 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	46
I456 Plan briefings, conferences, or workshops	45
B102 Review base support plans	44
G296 Monitor cargo processing actions	44
C118 Arrange exercise logistics support, such as facilities, transportation, or supply	44
G272 Amend schedules of events	42
B80 Identify shortfalls and limiting factors (LIMFACs) in logistics support	42
G297 Monitor deployment progress on DCC status boards	42
G298 Monitor personnel processing actions	42
G295 Monitor arrival and departure times of aircraft	41
G308 Track DSOE activities	40
B107 Review MEFPK data	40
K548 Write minutes of briefings, conferences, or meetings	40

TABLE 16

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2G051 AND DAFSC 2G071
ACTIVE DUTY PERSONNEL

TASKS	DAFSC 2G051 (N=207)	DAFSC 2G071 (N=230)	DIFFERENCE
F259 Prepare load lists	44	23	20
F267 Update equipment lists for COMPES	36	17	19
F260 Prepare packing lists	43	24	19
F268 Update UTC or unit line number (ULN) data	36	18	18
F269 Upload UTC or ULN data	34	16	18
F255 Operate deployment management systems (DeMSs)	39	22	16
F249 Distribute COMPES equipment management products	40	23	16
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	42	76	-34
I470 Supervise military personnel	6	39	-33
I380 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	15	46	-31
I433 Evaluate personnel for compliance with performance standards	3	35	-31
I397 Counsel subordinates concerning personal matters	5	34	-30
I480 Write recommendations for awards or decorations	4	34	-30
I401 Determine or establish work assignments or priorities	6	35	-29

TABLE 17
REPRESENTATIVE TASKS PERFORMED BY
2G091 ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=31)
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	84
B45 Analyze time-phased force and deployment data (TPFDD)	81
B46 Analyze time-phased force and deployment lists (TPFDLs)	77
I380 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	71
B47 Analyze war or contingency plans for taskings	61
C117 Advise tasked units on exercise matters	61
K522 Annotate security forms for facilities or security containers	58
B108 Review UTCs	55
I456 Plan briefings, conferences, or workshops	55
B44 Analyze base support plans	55
I377 Assign personnel to work areas or duty positions	55
B102 Review base support plans	52
K548 Write minutes of briefings, conferences, or meetings	52
H309 Analyze exercise or deployment after-action reports	52
I378 Assign sponsors for newly assigned personnel	52
B58 Determine logistics support needs for contingency force beddowns	48
K547 Safeguard classified materials	48
I374 Advise subordinate personnel on resolution of technical problems	48
I434 Evaluate personnel for promotion, demotion, reclassification, or special awards	48
K526 Destroy classified materials	48
I392 Coordinate logistics policies or procedures with MAJCOMs or air staff personnel	48
I401 Determine or establish work assignments or priorities	48
B80 Identify shortfalls and limiting factors (LIMFACs) in logistics support	48

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2G071 AND DAFSC 2G091 ACTIVE DUTY PERSONNEL

TASKS	DAFSC 2G071 (N=230)	DAFSC 2G091 (N=31)	DIFFERENCE
A11 Distribute completed agreements	22	*	22
A6 Coordinate resolution of support agreement (SA) conflicts with affected agencies	24	3	21
F260 Prepare packing lists	24	3	21
F259 Prepare load lists	23	3	20
A1 Assist in identifying support needs for proposed agreements	32	13	19
A8 Coordinate SAs with supplier and receiver comptroller functions	19	*	19
F253 Maintain copies of LOGFORs and LOGPLANs	25	6	18
I451 Maintain unit manning documents (UMDs)	13	42	-29
I391 Coordinate logistics policies or procedures with HQ staff, DOD agencies, or other services	17	45	-28
I377 Assign personnel to work areas or duty positions	27	55	-27
I450 Maintain manning authorizations	11	35	-25
I394 Coordinate personnel vacancies with appropriate agencies	13	39	-25
I380 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	46	71	-25

TABLE 19
REPRESENTATIVE TASKS PERFORMED BY
2G000 ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=10)
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
I392 Coordinate logistics policies or procedures with MAJCOMs or air staff personnel	80
I391 Coordinate logistics policies or procedures with HQ staff, DOD agencies, or other services	80
K535 Maintain administrative files, such as correspondence files or classified files	70
I382 Conduct logistics conferences, meetings, or working groups	70
I380 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	70
B47 Analyze war or contingency plans for taskings	70
I456 Plan briefings, conferences, or workshops	70
B58 Determine logistics support needs for contingency force beddowns	70
B45 Analyze time-phased force and deployment data (TPFDD)	70
I454 Monitor personnel vacancies	60
I465 Review drafts of instructions, manuals, or directives	60
B44 Analyze base support plans	60
B84 Participate in logistics planning conferences	60
I371 Advise commander or staff agencies on logistics program policies and procedures	60
B46 Analyze time-phased force and deployment lists (TPFDLs)	60
K548 Write minutes of briefings, conferences, or meetings	60
B101 Review assumptions for existing plans	60
K533 Initiate requests for TDY orders	50
I417 Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	50
I397 Counsel subordinates concerning personal matters	50
B102 Review base support plans	50

TABLE 20

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2G091 AND DAFSC 2G000
ACTIVE DUTY PERSONNEL

TASKS	DAFSC 2G091 (N=31)	DAFSC 2G000 (N=10)	DIFFERENCE
I378 Assign sponsors for newly assigned personnel	52	*	52
G308 Track DSOE activities	42	*	42
G280 Coordinate manning of deployment control centers (DCCs)	39	*	39
K522 Annotate security forms for facilities or security containers	58	20	38
H325 Coordinate mode of transport for personnel and equipment with deploying units	35	*	35
G286 Direct manning of DCCs	35	*	35
B82 Implement deployment, war support, or base closure plans	35	*	35
B101 Review assumptions for existing plans	19	60	-41
I382 Conduct logistics conferences, meetings, or working groups	32	70	-38
I391 Coordinate logistics policies or procedures with HQ staff, DOD agencies, or other services	45	80	-35
B94 Provide inputs to force readiness reports, such as status of resources and training systems (SORTS)	6	40	34

TABLE 21

DISTRIBUTION OF AFSC 2G0X1 ANG SKILL-LEVEL
MEMBERS ACROSS CAREER LADDER JOBS

<u>JOB</u>	2G051 (N=1)	2G071 (N=223)	2G091 (N=1)	2G000 (N=1)
WING DEPLOYMENT JOB	0	3	0	0
WING XP CLUSTER	0	1	1	0
DEPLOYMENT CONTROL CENTER JOB	0	11	0	0
COMPES JOB	0	8	0	0
CONTINGENCY PLANNING JOB	0	1	0	0
GENERAL LOGISTICS PLANS CLUSTER	0	150	0	1
SUPPORT AGREEMENT JOB	0	2	0	0
WRM MANAGER JOB	0	3	0	0
SUPERINTENDENT JOB	0	0	0	0
LOGISTICS PLANS READINESS JOB	0	29	0	0
SUPPLY JOB	0	2	0	0
NOT GROUPED	1	13	0	0

TABLE 22

TIME SPENT ON DUTIES BY MEMBERS OF AFSC 2G0X1 ANG
SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DAFSC 2G051 (N=1)	DAFSC 2G071 (N=223)	DAFSC 2G091 (N=1)	DAFSC 2G000 (N=1)
A PERFORMING SUPPORT AGREEMENT ACTIVITIES	14	4	1	1
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	26	9	8	15
C PERFORMING EXERCISE PLANNING ACTIVITIES	0	5	4	4
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	0	2	0	3
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	0	2	5	*
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	0	9	6	8
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	0	11	1	10
H PERFORMING DEPLOYMENT ACTIVITIES	6	14	28	19
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	39	17	32	20
J PERFORMING TRAINING ACTIVITIES	0	5	8	7
K PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	0	6	7	6
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	9	4	0	1
M PERFORMING GENERAL READINESS ACTIVITIES	6	12	0	5

* Indicates less than 1 percent

TABLE 23
REPRESENTATIVE TASKS PERFORMED BY
ANG DAFSC 2G071 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=223)
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	75
G296 Monitor cargo processing actions	72
M579 Operate portable radios, such as field radios, during contingency exercises or operations	70
M570 Don or doff chemical warfare personal protective clothing during exercises or when in deployed status	68
H346 Participate in deployment or redeployment planning meetings	68
M589 Perform self-aid or buddy care techniques	67
H323 Coordinate marshaling of cargo for exercises or deployments	65
M588 Perform pallet buildup activities	65
G298 Monitor personnel processing actions	64
F259 Prepare load lists	63
F260 Prepare packing lists	63
M596 Verify proper packing or palletizing of mobility or contingency equipment prior to transport	61
F253 Maintain copies of LOGFORs and LOGPLANs	60
M571 Evaluate logistics plans personnel for deployment readiness, such as currency of immunizations, passports, or dog tags	60
K535 Maintain administrative files, such as correspondence files or classified files	59
B108 Review UTCs	59
M581 Pack or palletize deployment or contingency equipment for shipment or movement	58
H327 Coordinate UTC requirements with deployment personnel	57
G293 Evaluate personnel or equipment shortfalls	57

TABLE 24

DISTRIBUTION OF AFSC 2G0X1 AFRC SKILL-LEVEL
MEMBERS ACROSS CAREER LADDER JOBS

JOB	2G051 (N=8)	2G071 (N=58)	2G091 (N=15)	2G000 (N=1)
WING DEPLOYMENT JOB	1	0	0	0
WING XP CLUSTER	0	0	0	0
DEPLOYMENT CONTROL CENTER JOB	1	2	0	0
COMPES JOB	1	1	1	0
CONTINGENCY PLANNING JOB	0	1	0	0
GENERAL LOGISTICS PLANS CLUSTER	3	46	11	1
SUPPORT AGREEMENT JOB	0	0	1	0
WRM MANAGER JOB	0	0	0	0
SUPERINTENDENT JOB	0	0	0	0
LOGISTICS PLANS READINESS JOB	1	6	1	0
SUPPLY JOB	0	0	0	0
NOT GROUPED	1	2	1	0

TABLE 25

TIME SPENT ON DUTIES BY MEMBERS OF AFRC 2G0X1 ANG
SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DAFSC 2G051 (N=8)	DAFSC 2G071 (N=58)	DAFSC 2G091 (N=15)	DAFSC 2G000 (N=1)
A PERFORMING SUPPORT AGREEMENT ACTIVITIES	3	4	7	0
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	12	12	15	22
C PERFORMING EXERCISE PLANNING ACTIVITIES	5	5	8	9
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	2	2	1	7
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	2	2	2	0
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	16	8	10	0
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	9	7	10	0
H PERFORMING DEPLOYMENT ACTIVITIES	16	16	14	15
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	8	21	16	17
J PERFORMING TRAINING ACTIVITIES	4	4	4	19
K PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	8	7	6	11
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	3	3	0
M PERFORMING GENERAL READINESS ACTIVITIES	13	9	4	0

TABLE 26
REPRESENTATIVE TASKS PERFORMED BY
AFRC DAFSC 2G051 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=8)
B108 Review UTCs	88
H346 Participate in deployment or redeployment planning meetings	88
M570 Don or doff chemical warfare personal protective clothing during exercises or when in deployed status	88
K548 Write minutes of briefings, conferences, or meetings	75
M596 Verify proper packing or palletizing of mobility or contingency equipment prior to transport	75
M572 Identify chemical warfare agents during exercises or when in deployed status	75
M589 Perform self-aid or buddy care techniques	75
M588 Perform pallet buildup activities	75
F243 Correct error or management conditions in COMPES	63
F249 Distribute COMPES equipment management products	63
M574 Inspect mobility bags or kits prior to deploying	63
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	63
M594 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	63
H343 Monitor loading of aircraft	63
K547 Safeguard classified materials	63
C124 Maintain exercise events logs	63
G290 Distribute schedules of events	63
M579 Operate portable radios, such as field radios, during contingency exercises or operations	63
F240 Coordinate logistics force elements (LOGFORs) and logistics plans generation subsystems (LOGPLANs) data with UDMs	63
K526 Destroy classified materials	63

TABLE 27
REPRESENTATIVE TASKS PERFORMED BY
AFRC DAFSC 2G071 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=58)
H346 Participate in deployment or redeployment planning meetings	81
B103 Review DOCSs	79
C117 Advise tasked units on exercise matters	78
B108 Review UTCs	76
C118 Arrange exercise logistics support, such as facilities, transportation, or supply	76
M579 Operate portable radios, such as field radios, during contingency exercises or operations	72
M570 Don or doff chemical warfare personal protective clothing during exercises or when in deployed status	72
B80 Identify shortfalls and limiting factors (LIMFACs) in logistics support	72
B76 Evaluate UTCs to determine supportability	69
H361 Review equipment requirements for exercises or deployments	69
H324 Coordinate mobility bag, weapons, or munitions requirements with appropriate agencies	69
H323 Coordinate marshaling of cargo for exercises or deployments	67
H327 Coordinate UTC requirements with deployment personnel	67
H309 Analyze exercise or deployment after-action reports	67
H329 Determine mobility bag, weapons, or munitions requirements for deploying personnel	66
H358 Resolve logistics support problems during exercises or deployments	66
I380 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	66
H330 Determine vehicle or equipment requirements for exercises or deployments	64

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2G051 AND DAFSC 2G071
AFRC PERSONNEL

TASKS	DAFSC 2G051 (N=8)	DAFSC 2G071 (N=58)	DIFFERENCE
M572 Identify chemical warfare agents during exercises or when in deployed status	75	38	37
K548 Write minutes of briefings, conferences, or meetings	75	43	32
M584 Perform camouflage procedures during exercises or deployments	38	12	25
M596 Verify proper packing or palletizing of mobility or contingency equipment prior to transport	75	50	25
M589 Perform self-aid or buddy care techniques	75	52	23
H352 Recommend solutions to logistics support problems during exercises or deployments	*	62	-62
I371 Advise commander or staff agencies on logistics program policies and procedures	*	57	-57
I380 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	13	66	-53
J519 Schedule personnel for training	*	53	-53
B78 Identify conflicting taskings in plans	13	62	-50
I456 Plan briefings, conferences, or workshops	13	60	-48
J500 Determine training requirements	*	48	-48

TABLE 29

REPRESENTATIVE TASKS PERFORMED BY
AFRC DAFSC 2G091 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=15)
K547 Safeguard classified materials	80
B108 Review UTCs	80
C117 Advise tasked units on exercise matters	73
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	73
H309 Analyze exercise or deployment after-action reports	73
H315 Conduct deployment staff assistance visits (SAVs)	67
B76 Evaluate UTCs to determine supportability	67
B55 Coordinate development of unit type codes (UTCs) with unit personnel	67
B110 Review WMP extracts, such as WMP-3 or -4	67
G304 Prepare schedules of events during exercises or contingencies	67
M570 Don or doff chemical warfare personal protective clothing during exercises or when in deployed status	67
B103 Review DOCSs	67
H324 Coordinate mobility bag, weapons, or munitions requirements with appropriate agencies	67
L559 Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs) or automated data processing equipment (ADPE) inventory listings	67
G296 Monitor cargo processing actions	67
H323 Coordinate marshaling of cargo for exercises or deployments	67
H322 Coordinate exercise simulations with deployment personnel	67
C124 Maintain exercise events logs	60
B99 Request logistics inputs from functional areas, such as supply or transportation	60
C123 Evaluate exercises	60

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2G071 AND DAFSC 2G091
AFRC PERSONNEL

TASKS		DAFSC 2G071 (N=58)	DAFSC 2G091 (N=15)	DIFFERENCE
I377	Assign personnel to work areas or duty positions	52	*	52
H314	Compile inputs to SORTS	60	13	47
M569	Assign logistics plans personnel to deployment positions	48	7	42
I454	Monitor personnel vacancies	60	20	40
I453	Monitor facility maintenance workorders	43	7	36
I407	Develop personnel recall and accounting procedures	41	7	35
K535	Maintain administrative files, such as correspondence files or classified files	59	27	32
F245	Develop deployment schedules of events (DSOEs)	33	60	-27
H328	Coordinate approval of base deployment plans or base supplements with base agencies	28	53	-26
L559	Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs) or automated data processing equipment (ADPE) inventory listings	41	67	-25
G304	Prepare schedules of events during exercises or contingencies	43	67	-24
H326	Coordinate movement forecast requirements with transportation	36	60	-24
B112	Review inputs to TPFDLs	16	40	-24

TABLE 31

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
FIRST-JOB (1-24 MONTHS TICF) AFSC 2G0X1 ACTIVE DUTY PERSONNEL

DUTIES	PERCENT TIME SPENT
F PERFORMING CONTINGENCY OPERATION/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) ACTIVITIES	16
A PERFORMING SUPPORT AGREEMENT ACTIVITIES	15
G PERFORMING DEPLOYMENT CONTROL CENTER (DCC) ACTIVITIES	13
H PERFORMING DEPLOYMENT ACTIVITIES	10
B PERFORMING CONTINGENCY PLANNING ACTIVITIES	9
K PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	8
I PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6
E PERFORMING WAR RESERVE MATERIEL (WRM) MANAGEMENT ACTIVITIES	6
C PERFORMING EXERCISE PLANNING ACTIVITIES	5
J PERFORMING TRAINING ACTIVITIES	4
M PERFORMING GENERAL READINESS ACTIVITIES	3
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3
D PERFORMING EMPLOYMENT AND RECEPTION ACTIVITIES	2

TABLE 32

REPRESENTATIVE TASKS PERFORMED BY
FIRST-JOB (1-24 MONTHS TICF) AFSC 2G0X1 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=118)
G72 Amend schedules of events	58
G304 Prepare schedule of events during exercises or contingencies	54
C124 Maintain exercise events logs	53
G290 Distribute schedule of events	50
C117 Advised tasked units on exercise matters	46
G297 Monitor deployment progress on DCC status boards	45
G296 Monitor cargo processing actions	44
K526 Destroy classified materials	43
G295 Monitor arrival and departure times of aircraft	42
B108 Review UTCs	42
G298 Monitor personnel processing actions	41
K522 Annotate security forms for facilities or security containers	40
F259 Prepare load lists	39
F260 Prepare packing lists	39
G308 Track DSOE activities	39
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	38
K547 Safeguard classified materials	38
F268 Update UTC or unit line number (ULN) data	38
F255 Operate deployment management systems (DeMSs)	36
C118 Arrange exercise logistics support, such as facilities, transportation, or supply	

TABLE 33

AFSC 2G0X1 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS	TSK DIF	PERCENT MEMBERS PERFORMING					
		1-24 MOS TICF	1-48 MOS TICF	5- SKL LVL	7- SKL LVL		
A34 Resolve SA impasses	7.72	18	18	18	13		
B65 Develop logistics procedures for joint operations	7.64	8	8	8	13		
B48 Conduct combat sustainability or survivability studies	7.59	7	7	8	10		
E187 Develop WRM support for new weapons systems	7.58	3	3	1	2		
B62 Develop logistics concepts for war or contingency plans	7.47	9	9	8	21		
E206 Negotiate pre-positioning of assets with foreign government representatives	7.40	3	3	1	2		

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

TABLE 34

STS ELEMENTS NOT SUPPORTED BY 2G0X1 OSR DATA

TASKS	PERCENT MEMBERS PERFORMING				<u>TSK</u> <u>DIF</u>
	1-24	1-48	MOS	TICF	
9. d					
9. d. (1)					
E200					
9. d. (2)					
E199					
9. d. (3)					
E195					
9. d. (4)					
E196					
9. d. (5)					
E197					
9. d. (6)					
E202					
9. e					
E179					
9. f					
L566					

TD MEAN = 5.00; SD = 1.00

TABLE 35

L3ALR2G031-005 COURSE OBJECTIVES
WITH LESS THAN 30 PERCENT MEMBERS PERFORMING

TASKS	PERCENT MEMBERS PERFORMING		TSK DIF
	1-24 MOS TICF	1-48 MOS TICF	
III.2.e Interpret data used in the development of Wartime Aircraft Activity Report (WAAR)			
E197 Interpret Wartime Aircraft Activity Reports (WARRs)	9	15	5.59
III.2.f Interpret a sample War Consumable Distribution Objective (WCDO) emphasizing its role in the management of WRM assets at base level			
E199 Interpret WCDOs	14	18	5.31
III 2.g Interpret a sample War Plans Additive Requirements Report (WPARR), emphasizing its role in the management of WRM equipment at base level			
E200 Interpret WPARRs	12	16	5.11
III 2.h Interpret a sample Vehicle Authorization Listing (VAL), emphasizing its role in the management of WRM vehicles at base level			
E196 Interpret Vehicle Authorization Listings (VALs)	12	14	5.06
III.2.i Interpret a sample Inventory Management Plan (IMP), emphasizing its role in the management of WRM assets at base level			
E195 Interpret Inventory Management Plans (IMPs)	9	12	5.36
III.2.j Verify the application of WRM use codes associated with WRM equipment items			
L566 Review CA/CRLs or ADPE inventory listings	14	17	2.84
III. 2.m Interpret War Reserve Materiel Reports			
E202 Interpret WRM reports, such as War Consumables Reports	11	13	5.23
V.2.f Review management processes			
H363 Review IDPs or Base Supplements	13	18	4.88

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

TABLE 36

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(ACTIVE DUTY)

	WING DEPLOY- MENT JOB (N=3)	WING XP CLUSTER (N=42)	DCC JOB (N=21)	COMPES JOB (N=53)	CONTING- ENCY PLANNING JOB (N=41)	GEN LOGISTIC PLANS CLUSTER (N=143)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	33	71	86	77	85	80
SO-SO	33	12	5	15	10	14
DULL	33	17	9	8	5	6
<u>PERCEIVED USE OF TALENTS</u>						
FAIRLY WELL TO PERFECT	67	79	86	94	97	86
NONE TO VERY LITTLE	33	21	14	6	3	14
<u>PERCEIVED USE OF TRAINING</u>						
FAIRLY WELL TO PERFECT	33	71	72	83	93	80
NONE TO VERY LITTLE	67	29	28	17	7	20
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>						
SATISFIED	33	57	76	74	76	74
NEUTRAL	67	10	14	8	7	6
DISSATISFIED	0	33	10	18	17	20
<u>REENLISTMENT INTENTIONS</u>						
YES OR PROBABLY YES	33	48	72	68	63	57
NO OR PROBABLY NO	0	9	14	17	5	11
WILL RETIRE	67	43	14	15	32	32

TABLE 36 (CONTINUED)

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(ACTIVE DUTY)

	SUPPORT AGREE- MENT JOB (N=66)	WRM MANAGER JOB (N=35)	SUPER- INTEN- DENT JOB (N=12)	LOGISTICS PLANS READINESS JOB (N=8)	SUPPLY JOB (N=6)
<u>EXPRESSED JOB INTEREST</u>					
INTERESTING	74	86	75	50	17
SO-SO	6	11	25	38	33
DULL	20	4	0	13	50
<u>PERCEIVED USE OF TALENTS</u>					
FAIRLY WELL TO PERFECT	70	94	75	63	34
NONE TO VERY LITTLE	30	6	25	37	66
<u>PERCEIVED USE OF TRAINING</u>					
FAIRLY WELL TO PERFECT	76	89	84	38	50
NONE TO VERY LITTLE	24	11	16	63	50
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>					
SATISFIED	65	83	58	50	50
NEUTRAL	12	9	25	25	0
DISSATISFIED	23	8	17	25	50
<u>REENLISTMENT INTENTIONS</u>					
YES OR PROBABLY YES	71	66	42	63	33
NO OR PROBABLY NO	9	17	8	12	17
WILL RETIRE	20	17	50	25	50

TABLE 37

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(ANG)

	WING DEPLOY- MENT JOB (N=3)	WING XP CLUSTER (N=2)	DCC JOB (N=11)	COMPES JOB (N=8)	CONTIN- GENY PLANNING JOB (N=1)	GEN LOGISTIC PLANS CLUSTER (N=151)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	77	100	91	100	100	92
SO-SO	33	0	9	0	0	5
DULL	0	0	0	0	0	3
<u>PERCEIVED USE OF TALENTS</u>						
FAIRLY WELL TO PERFECT	100	100	82	100	100	93
NONE TO VERY LITTLE	0	0	18	0	0	7
<u>PERCEIVED USE OF TRAINING</u>						
FAIRLY WELL TO PERFECT	67	50	82	100	100	78
NONE TO VERY LITTLE	33	50	18	0	0	22
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>						
SATISFIED	100	100	73	100	100	90
NEUTRAL	0	0	18	0	0	3
DISSATISFIED	0	0	9	0	0	7

TABLE 37 (CONTINUED)

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(ANG)

	SUPPORT AGREE- MENT JOB (N=2)	WRM MANAGER JOB (N=3)	LOGISTICS PLANS READINESS JOB (N=29)	SUPPLY JOB (N=2)
<u>EXPRESSED JOB INTEREST</u>				
INTERESTING	100	100	76	100
SO-SO	0	0	24	0
DULL	0	0	0	0
<u>PERCEIVED USE OF TALENTS</u>				
FAIRLY WELL TO PERFECT	100	67	79	100
NONE TO VERY LITTLE	0	33	21	0
<u>PERCEIVED USE OF TRAINING</u>				
FAIRLY WELL TO PERFECT	100	100	52	100
NONE TO VERY LITTLE	0	0	48	0
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>				
SATISFIED	50	100	79	100
NEUTRAL	50	0	14	0
DISSATISFIED	0	0	7	0

TABLE 38

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(AFRC)

	WING DEPLOY- MENT JOB (N=1)	DCC JOB (N=3)	COMPES JOB (N=3)	CONTIN- GENY PLANNING JOB (N=1)	GEN LOGISTIC PLANS CLUSTER (N=61)
<u>EXPRESSED JOB INTEREST</u>					
INTERESTING	100	100	33	100	93
SO-SO	0	0	33	0	5
DULL	0	0	33	0	2
<u>PERCEIVED USE OF TALENTS</u>					
FAIRLY WELL TO PERFECT	100	67	33	100	96
NONE TO VERY LITTLE	0	33	67	0	4
<u>PERCEIVED USE OF TRAINING</u>					
FAIRLY WELL TO PERFECT	100	100	33	100	89
NONE TO VERY LITTLE	0	0	67	0	11
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>					
SATISFIED	100	67	0	100	92
NEUTRAL	0	33	33	0	5
DISSATISFIED	0	0	67	0	3

TABLE 38 (CONTINUED)

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS AND CLUSTERS (PERCENT MEMBERS RESPONDING)
(AFRC)

	SUPPORT AGREE- MENT JOB (N=1)	LOGISTICS PLANS READINESS JOB (N=8)
<u>EXPRESSED JOB INTEREST</u>		
INTERESTING	100	75
SO-SO	0	25
DULL	0	0
<u>PERCEIVED USE OF TALENTS</u>		
FAIRLY WELL TO PERFECT	100	88
NONE TO VERY LITTLE	0	12
<u>PERCEIVED USE OF TRAINING</u>		
FAIRLY WELL TO PERFECT	100	88
NONE TO VERY LITTLE	0	12
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>		
SATISFIED	100	63
NEUTRAL	50	12
DISSATISFIED	0	25

APPENDIX B

**SELECTED REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS**

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TABLE B1
WING DEPLOYMENT JOB

TASKS	PERCENT MEMBERS PERFORMING (N=7)
H317 Coordinate assignment of personnel to fill deployment positions with UDMs	86
H325 Coordinate mode of transport for personnel and equipment with deploying units	86
H327 Coordinate UTC requirements with deployment personnel	86
H323 Coordinate marshalling of cargo for exercises or deployments	86
H322 Coordinate exercise simulations with deployment personnel	71
H346 Participate in deployment or redeployment planning meetings	71
K522 Annotate security forms for facilities or security containers	71
H326 Coordinate movement forecast requirements with transportation	57
H324 Coordinate mobility bag, weapons, or munitions requirements with appropriate agencies	57
M570 Don or doff chemical warfare personal protective clothing during exercises or when in deployed status	57
H309 Analyze exercise or deployment after-action reports	57
H330 Determine vehicle or equipment requirements for exercises or deployments	57
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	43
H329 Determine mobility bag, weapons, or munitions requirements for deploying personnel	43
H321 Coordinate deployment support, such as billeting, with appropriate agencies	43
H320 Coordinate deployment plans, contingency plans, or support requirements with appropriate agencies	43
H339 Identify movement requirements to transportation authorities	43
M571 Evaluate logistics plans personnel for deployment readiness, such as currency of immunizations, passports, or dog tags	43
K531 Initiate or maintain standby rosters or workcenter pyramid recall rosters	43
K526 Destroy classified materials	43
M589 Perform self-aid or buddy care techniques	43

TABLE B2

WING XP CLUSTER

TASKS	PERCENT MEMBERS PERFORMING (N=44)
B45 Analyze time-phased force and deployment data (TPFDD)	77
B46 Analyze time-phased force and deployment lists (TPFDLs)	66
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	64
K526 Destroy classified materials	64
K522 Annotate security forms for facilities or security containers	59
B47 Analyze war or contingency plans for taskings	55
K547 Safeguard classified materials	55
B44 Analyze base support plans	52
B84 Participate in logistics planning conferences	50
B102 Review base support plans	48
B103 Review DOCSs	45
B108 Review UTCs	43
I456 Plan briefings, conferences, or workshops	41
C117 Advise tasked units on exercise matters	39
B104 Review joint operation planning and execution system (JOPES) output products	36
K548 Write minutes of briefings, conferences, or meetings	36
B107 Review MEFPK data	34
K530 Initiate classified reports, messages, or documents	34
B115 Utilize JOPES data base	32
K535 Maintain administrative files, such as correspondence files or classified files	32
C123 Evaluate exercises	30
K534 Inventory classified materials	30
K542 Prepare administrative or classified materials for mailing, transporting, or issue	30
B60 Develop base support plans	27
B111 Review inputs to TPFDD	27

TABLE B3
DEPLOYMENT CONTROL CENTER JOB

TASKS	PERCENT MEMBERS PERFORMING (N=35)
G295 Monitor arrival and departure times of aircraft	94
G296 Monitor cargo processing actions	91
G272 Amend schedules of events	83
G298 Monitor personnel processing actions	74
G304 Prepare schedules of events during exercises or contingencies	66
G297 Monitor deployment progress on DCC status boards	66
G290 Distribute schedules of events	63
G308 Track DSOE activities	57
C124 Maintain exercise events logs	51
H323 Coordinate marshalling of cargo for exercises or deployments	51
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	49
H346 Participate in deployment or redeployment planning meetings	46
G299 Perform liaison functions between deploying units and installation deployment officers (IDOs)	40
H325 Coordinate mode of transport for personnel and equipment with deploying units	40
C117 Advise tasked units on exercise matters	40
H341 Load plan aircraft for deployments	40
H343 Monitor loading of aircraft	37
G279 Coordinate identification of cargo assembly or marshalling areas with appropriate agencies	37
G288 Dispatch deployment messages	34
M570 Don or doff chemical warfare personal protective clothing during exercises or when in deployed status	34
K522 Annotate security forms for facilities or security containers	34
M579 Operate portable radios, such as field radios, during contingency exercises or operations	34
G280 Coordinate manning of deployment control centers (DCCs)	31
B108 Review UTCs	31
H321 Coordinate deployment support, such as billeting, with appropriate agencies	31

TABLE B4
COMPES JOB

TASKS		PERCENT MEMBERS PERFORMING (N=64)
F259	Prepare load lists	84
F260	Prepare packing lists	81
F253	Maintain copies of LOGFORs and LOGPLANs	80
F257	Prepare COMPES listings for unit updates	78
F249	Distribute COMPES equipment management products	78
F267	Update equipment lists for COMPES	77
F266	Tailor LOGPLAN data bases	75
F263	Resolve COMPES problems	73
F268	Update UTC or unit line number (ULN) data	73
F269	Upload UTC or ULN data	72
F243	Correct error or management conditions in COMPES	72
F240	Coordinate logistics force elements (LOGFORs) and logistics plans generation subsystems (LOGPLANs) data with UDMs	70
F245	Develop deployment schedules of events (DSOEs)	69
B108	Review UTCs	66
F235	Coordinate availability of UTC task equipment and personnel with unit deployment managers (UDMs)	66
F271	Verify input of computer-aided load manifest (CALM) in COMPES	61
F252	Input organization and shop codes into COMPES data bases	61
G272	Amend schedules of events	59
F264	Review organization and shop codes	59
F255	Operate deployment management systems (DeMSs)	55
F248	Develop pilot unit UTCs	55
F234	Brief senior management on contingency operation/mobility planning and execution system (COMPES) status	53
F242	Coordinate pilot unit UTCs with non-pilot units	53
F261	Provide inputs to MAJCOM logistics module (LOGMOD) systems	50
G304	Prepare schedules of events during exercises or contingencies	48

TABLE B5
CONTINGENCY PLANNING JOB

TASKS	PERCENT MEMBERS PERFORMING (N=43)
B47 Analyze war or contingency plans for taskings	88
B45 Analyze time-phased force and deployment data (TPFDD)	84
B44 Analyze base support plans	81
B58 Determine logistics support needs for contingency force beddowns	81
B80 Identify shortfalls and limiting factors (LIMFACs) in logistics support	81
B46 Analyze time-phased force and deployment lists (TPFDLs)	79
B53 Consolidate logistics inputs to war or contingency plans	72
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	70
B102 Review base support plans	67
B49 Conduct contingency planning meetings	67
B62 Develop logistics concepts for war or contingency plans	67
B99 Request logistics inputs from functional areas, such as supply or transportation	65
B78 Identify conflicting taskings in plans	65
B111 Review inputs to TPFDD	65
K522 Annotate security forms for facilities or security containers	65
B84 Participate in logistics planning conferences	65
B108 Review UTCs	63
B116 Write logistics inputs to OPLANs or contingency plans	63
K526 Destroy classified materials	63
B107 Review MEFPK data	60
C117 Advise tasked units on exercise matters	58
B74 Distribute contingency plans, such as base support or reception plans	58
B52 Conduct site surveys for contingency planning	58
B60 Develop base support plans	56
B63 Develop logistics portion of base support or reception plans	56

TABLE B6
GENERAL LOGISTICS PLANS CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=355)
I455	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	85
H346	Participate in deployment or redeployment planning meetings	80
G296	Monitor cargo processing actions	79
C117	Advise tasked units on exercise matters	78
B108	Review UTCs	78
G298	Monitor personnel processing actions	75
H323	Coordinate marshalling of cargo for exercises or deployments	75
C124	Maintain exercise events logs	74
H324	Coordinate mobility bag, weapons, or munitions requirements with appropriate agencies	73
C118	Arrange exercise logistics support, such as facilities, transportation, or supply	72
G293	Evaluate personnel or equipment shortfalls	72
H327	Coordinate UTC requirements with deployment personnel	72
B103	Review DOCSs	71
H361	Review equipment requirements for exercises or deployments	70
B80	Identify shortfalls and limiting factors (LIMFACs) in logistics support	70
H309	Analyze exercise or deployment after-action reports	69
H352	Recommend solutions to logistics support problems during exercises or deployments	68
H329	Determine mobility bag, weapons, or munitions requirements for deploying personnel	67
M579	Operate portable radios, such as field radios, during contingency exercises or operations	67
G273	Brief commanders or staff on deployment progress	66
G297	Monitor deployment progress on DCC status boards	66
H325	Coordinate mode of transport for personnel and equipment with deploying units	66
B76	Evaluate UTCs to determine supportability	66
G278	Coordinate equipment shortages or LIMFACs with deployment personnel	65
B102	Review base support plans	65

TABLE B7
SUPPORT AGREEMENT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=69)
A1	Assist in identifying support needs for proposed agreements	99
A7	Coordinate SAs with supplier and receiver approving authorities	96
A19	Initiate SAs	96
A6	Coordinate resolution of support agreement (SA) conflicts with affected agencies	96
A23	Maintain agreement suspense files	94
A11	Distribute completed agreements	94
A28	Maintain SAs	93
A24	Maintain communication listings or lists of points of contact (POCs) for agreements	93
A8	Coordinate SAs with supplier and receiver comptroller functions	90
A26	Maintain master agreement files	90
A30	Negotiate interservice, intraservice, or intragovernmental SAs	88
A18	Initiate reviews of SAs	88
A37	Review interservice, intraservice, or intragovernmental SAs	87
A25	Maintain management tracking systems for all phases of the agreements process	87
A20	Initiate termination of agreements	86
A9	Develop management tracking systems for all phases of the agreements process	84
A22	Insure completion of funding annexes for SAs	83
A40	Revise interservice, intraservice, or intragovernmental SAs	81
A17	Implement support agreement management system (SAMS) programs	81
A10	Develop SA registers or listings	80
A38	Review MOUs or MOAs	78
A4	Coordinate memoranda of understanding (MOUs) or memoranda of agreement (MOAs) with approving authorities	75
A14	Evaluate compliance with SAs	72
A5	Coordinate requests for financial adjustments, such as reimbursements, to agreements with approving authorities	72
A16	Implement logistics policy guidance for SAs	71

TABLE B8

WRM MANAGER JOB

TASKS	PERCENT MEMBERS PERFORMING (N=38)
E171 Coordinate status of WRM assets with WRM personnel	95
E165 Conduct surveillance visits of WRM storage locations	92
E200 Interpret WPARRs	92
E175 Determine availability or serviceability of WRM assets	89
E205 Monitor WRM program status	89
E201 Interpret WRM policy and procedural guidance	89
E203 Monitor WPARR authorizations	84
E199 Interpret WCDOs	84
E233 Write WRM surveillance reports	82
E170 Coordinate peacetime use or movement of WRM assets with WRM personnel	82
E202 Interpret WRM reports, such as war consumables reports	79
E193 Identify WRM stockage deficiencies	76
E194 Inspect WRM consumables, equipment, or spares	74
E197 Interpret wartime aircraft activity reports (WAARs)	74
E196 Interpret vehicle authorization listings (VALs)	74
E209 Plan surveillance visits of WRM storage locations	71
E188 Disseminate WRM policy and procedural guidance to base-level WRM managers	68
E180 Determine WRM storage requirements	68
E172 Coordinate WRM budget or financial matters with appropriate agencies	68
E168 Coordinate appointment of WRM managers with unit commanders	66
E176 Determine distribution of war consumables distribution objectives (WCDOs)	66
E177 Determine distribution of WPARRs	66
E204 Monitor WRM expenditures	61
K522 Annotate security forms for facilities or security containers	61
E232 Write WRM review board reports	58

TABLE B9
SUPERINTENDENT JOB

TASKS	PERCENT MEMBERS PERFORMING (N=12)
I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
I470 Supervise military personnel	75
I377 Assign personnel to work areas or duty positions	75
I433 Evaluate personnel for compliance with performance standards	75
I389 Conduct supervisory orientations for newly assigned personnel	75
I380 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	67
I480 Write recommendations for awards or decorations	67
I434 Evaluate personnel for promotion, demotion, reclassification, or special awards	67
I397 Counsel subordinates concerning personal matters	67
I466 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	67
I476 Write performance reports or supervisory appraisals	58
K548 Write minutes of briefings, conferences, or meetings	58
I465 Review drafts of instructions, manuals, or directives	58
I374 Advise subordinate personnel on resolution of technical problems	58
I386 Conduct supervisory performance feedback sessions	58
I456 Plan briefings, conferences, or workshops	50
I394 Coordinate personnel vacancies with appropriate agencies	50
I392 Coordinate logistics policies or procedures with MAJCOMs or air staff personnel	50
I450 Maintain manning authorizations	50
I401 Determine or establish work assignments or priorities	50
I413 Direct administrative functions	50
I435 Evaluate qualifications of prospective career area crosstrainees	50
J506 Evaluate personnel to determine training needs	50
I454 Monitor personnel vacancies	50
G297 Monitor deployment progress on DCC status boards	50

TABLE B10
LOGISTICS READINESS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=45)
M570	Don or doff chemical warfare personal protective clothing during exercises or when in deployed status	67
M589	Perform self-aid or buddy care techniques	62
I455	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	56
M588	Perform pallet buildup activities	53
M581	Pack or palletize deployment or contingency equipment for shipment or movement	49
M579	Operate portable radios, such as field radios, during contingency exercises or operations	44
M587	Perform explosive ordnance recognition during exercises or when in deployed status	44
M571	Evaluate logistics plans personnel for deployment readiness, such as currency of immunizations, passports, or dog tags	42
K535	Maintain administrative files, such as correspondence files or classified files	42
M596	Verify proper packing or palletizing of mobility or contingency equipment prior to transport	40
M574	Inspect mobility bags or kits prior to deploying	36
G296	Monitor cargo processing actions	36
B94	Provide inputs to force readiness reports, such as status of resources and training system (SORTS)	33
F259	Prepare load lists	33
F260	Prepare packing lists	33
M578	Operate forklifts during contingency exercises or operations	31
H346	Participate in deployment or redeployment planning meetings	31
I451	Maintain unit manning documents (UMDs)	29
K523	Compile data for records, reports, logs, or trend analyses	29
I454	Monitor personnel vacancies	29
M594	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	29
F253	Maintain copies of LOGFORs and LOGPLANs	29
M577	Operate chemical warfare personal protective equipment during contingency exercises or operations	27
M590	Perform site security during exercises or deployments	27
M572	Identify chemical warfare agents during exercises or when in deployed status	27

TABLE B11

SUPPLY JOB

TASKS	PERCENT MEMBERS PERFORMING (N=8)
L555 Inventory equipment, tools, parts, or supplies	100
L556 Issue or log turn-ins of equipment, tools, parts, or supplies	88
L566 Review CA/CRLs or ADPE inventory listings	88
L567 Store equipment, tools, parts, or supplies	75
L554 Initiate requisitions for equipment, tools, parts, or supplies	75
L552 Initiate documentation to turn in excess or surplus property	75
L559 Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs) or automated data processing equipment (ADPE) inventory listings	75
L553 Initiate letters of justification for supply-related matters	75
L564 Request CA/CRLs or ADPE inventory listings	75
L561 Pick up or deliver equipment, tools, parts, or supplies	63
M579 Operate portable radios, such as field radios, during contingency exercises or operations	50
G296 Monitor cargo processing actions	50
G297 Monitor deployment progress on DCC status boards	50
G290 Distribute schedules of events	50
L558 Maintain documentation on items requiring periodic inspections	38
L563 Request allowance standards	38
L565 Review allowance standards	38
M581 Pack or palletize deployment or contingency equipment for shipment or movement	38
M596 Verify proper packing or palletizing of mobility or contingency equipment prior to transport	38
M588 Perform pallet buildup activities	38
G298 Monitor personnel processing actions	38

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APPENDIX C
LISTING OF MODULES AND TASK STATEMENTS

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These task modules (TMs) were developed in order to organize and summarize the extensive task information of this specialty. The TMs were developed by clustering tasks which are coperformed by the same incumbents. Coperformance is a measure of how probable a task will be performed with another task, based upon the responses of surveyed personnel. For example, if an individual performs one nuclear weapons safety task, the probability is very high that he or she will perform other nuclear weapons safety tasks. Thus, the group of nuclear weapons safety tasks can be considered a "natural group" of associated or related tasks (see TM 0013) below). The statistical clustering generally approximates these "natural groupings."

The title of each TM is a best estimate as to the generic subject content of the group of tasks. The TMs are useful for organizing the task data into meaningful units and as a way to concisely summarize the extensive job data. However, TMs are only one way to organize the information. Other strategies may also be valid.

0001 General Admin Functions

- | | | |
|----|------|--|
| 1 | K522 | Annotate security forms for facilities or security containers |
| 2 | K523 | Compile data for records, reports, logs, or trend analyses |
| 3 | K525 | Coordinate requests for TDY orders with appropriate agencies |
| 4 | K526 | Destroy classified materials |
| 5 | K528 | Establish accountability records for classified materials or documents |
| 6 | K529 | Identify and report suspected security compromises |
| 7 | K530 | Initiate classified reports, messages, or documents |
| 8 | K533 | Initiate requests for TDY orders |
| 9 | K534 | Inventory classified materials |
| 10 | K535 | Maintain administrative files, such as correspondence files or classified files |
| 11 | K539 | Maintain accountability records for classified materials or documents |
| 12 | K54 | Maintain or update status indicators, such as boards, graphs, or charts |
| 13 | K542 | Prepare administrative or classified materials for mailing, transporting, or issue |
| 14 | K547 | Safeguard classified materials |
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0002 Briefings

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|---|------|---|
| 1 | I380 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops |
| 2 | I417 | Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops |
| 3 | I456 | Plan briefings, conferences, or workshops |
| 4 | K548 | Write minutes of briefings, conferences, or meetings |
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0003 Shortfalls/UTC Updates

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|---|------|---|
| 1 | B76 | Evaluate UTCs to determine supportability |
| 2 | B80 | Identify shortfalls and limiting factors (LIMFACs) in logistics support |
| 3 | B103 | Review DOCSs |
| 4 | B107 | Review MEFPAC data |
| 5 | B108 | Review UTCs |
| 6 | K527 | Dispatch messages, such as shortfalls or UTC updates |
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0003 Shortfalls/UTC Updates (Continued)

- 7 K543 Prepare messages, such as shortfalls or UTC updates
 - 8 K544 Respond to messages, such as shortfalls or UTC updates
 - 9 K545 Review messages, such as shortfalls or UTC updates
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0004 Contingency Planning

- 1 B49 Conduct contingency planning meetings
 - 2 B51 Conduct logistics support surveys
 - 3 B52 Conduct site surveys for contingency planning
 - 4 B53 Consolidate logistics inputs to war or contingency plans
 - 5 B58 Determine logistics support needs for contingency force beddowns
 - 6 B60 Develop base support plans
 - 7 B63 Develop logistics portion of base support or reception plans
 - 8 B74 Distribute contingency plans, such as base support or reception plans
 - 9 B75 Evaluate manpower and equipment force packaging system (MEFPAK) data
 - 10 B78 Identify conflicting taskings in plans
 - 11 B79 Identify logistics support requirements for mission planning
 - 12 B82 Implement deployment, war support, or base closure plans
 - 13 B84 Participate in logistics planning conferences
 - 14 B98 Publish plans, such as base support or reception plans
 - 15 B99 Request logistics inputs from functional areas, such as supply or transportation
 - 16 B100 Review airfield survey management plans or site surveys
 - 17 B101 Review assumptions for existing plans
 - 18 B106 Review LIMFAC reports
 - 19 B110 Review WMP extracts, such as WMP-3 or -4
 - 20 B116 Write logistics inputs to OPLANs or contingency plans
 - 21 C119 Conduct site surveys to determine adequacy of exercise site support
 - 22 C131 Participate in exercise planning conferences
 - 23 G275 Consolidate LIMFAC reports
 - 24 G283 Develop local policies and procedures for logistics readiness
 - 25 H313 Brief OPLAN requirements as requested
 - 26 H342 Maintain OPLAN files
 - 27 I455 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
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0005 Exercise Functions

- 1 C122 Evaluate exercise tasking documents
- 2 C123 Evaluate exercises
- 3 C128 Participate in developing exercise scenarios
- 4 C130 Participate in exercise evaluation team activities
- 5 C133 Prepare tasking orders for exercise plans
- 6 C142 Write logistics inputs to exercise final reports
- 7 C143 Write logistics inputs to exercise guides or checklists

0005 Exercise Functions (Continued)

8 C144 Write logistics inputs to exercise objectives
9 C145 Write logistics inputs to exercise support plans
10 C146 Write inputs to tasking orders for exercise plans

0006 DCC Operations

1 C117 Advise tasked units on exercise matters
2 C118 Arrange exercise logistics support, such as facilities, transportation, or supply
3 G272 Amend schedules of events
4 G274 Conduct deployment concept briefings
5 G284 Direct DCCs during exercises or deployments
6 G285 Direct deployment workcenters during exercises or deployments
7 G286 Direct manning of DCCs
8 G287 Direct preparation of messages for deployment operations
9 G288 Dispatch deployment messages
10 G290 Distribute schedules of events
11 G291 Establish DCCs
12 G295 Monitor arrival and departure times of aircraft
13 G296 Monitor cargo processing actions
14 G297 Monitor deployment progress on DCC status boards
15 G298 Monitor personnel processing actions
16 G300 Prepare deployment concept briefings
17 G304 Prepare schedules of events during exercises or contingencies
18 G307 Review outgoing deployment messages
19 G308 Track DSOE activities
20 H321 Coordinate deployment support, such as billeting, with appropriate agencies
21 H323 Coordinate marshalling of cargo for exercises or deployments
22 I401 Determine or establish work assignments or priorities
23 I411 Develop or establish work methods or procedures
24 I412 Develop or establish work schedules
25 I413 Direct administrative functions

0007 Assessment

1 B44 Analyze base support plans
2 B45 Analyze time-phased force and deployment data (TPFDD)
3 B46 Analyze time-phased force and deployment lists (TPFDLs)
4 B47 Analyze war or contingency plans for taskings
5 B102 Review base support plans
6 H309 Analyze exercise or deployment after-action reports
7 H315 Conduct deployment staff assistance visits (SAVs)
8 H316 Conduct deployment unit self-assessments
9 H335 Draft or write exercise or deployment after-action reports
10 H338 Evaluate deployments

0007	Assessment (Continued)	
11	H352	Recommend solutions to logistics support problems during exercises or deployments
12	H358	Resolve logistics support problems during exercises or deployments
13	H361	Review equipment requirements for exercises or deployments
0008	Deployment Functions	
1	B56	Coordinate load plans for specific operations plans (OPLANs) with appropriate agencies
2	B67	Develop schedules of events for specific OPLANs
3	G273	Brief commanders or staff on deployment progress
4	G276	Coordinate assignment of couriers for munitions, weapons, or classified cargo
5	G277	Coordinate deployment position vacancies or replacement data with deploying units
6	G278	Coordinate equipment shortages or LIMFACs with deployment personnel
7	G279	Coordinate identification of cargo assembly or marshalling areas with appropriate agencies
8	G280	Coordinate manning of deployment control centers (DCCs)
9	G292	Evaluate deployment taskings, fragmentation orders, air tasking orders, DRMDs, or levies
10	G293	Evaluate personnel or equipment shortfalls
11	G299	Perform liaison functions between deploying units and installation deployment officers (IDOs)
12	H324	Coordinate mobility bag, weapons, or munitions requirements with appropriate agencies
13	H325	Coordinate mode of transport for personnel and equipment with deploying units
14	H327	Coordinate UTC requirements with deployment personnel
15	H329	Determine mobility bag, weapons, or munitions requirements for deploying personnel
16	H330	Determine vehicle or equipment requirements for exercises or deployments
17	H331	Develop deployment policies guidance
18	H333	Develop procedures for support of missions, exercises, or deployments
19	H337	Evaluate deployment policies or guidance
20	H340	Implement corrective actions for exercise or deployment discrepancies
21	H346	Participate in deployment or redeployment planning meetings
22	H368	Update deployment policies or guidance
0009	COMPES Functions	
1	B55	Coordinate development of unit type codes (UTCs) with unit personnel
2	B59	Determine support requirements for manpower force element (MANFOR) listings
3	B87	Prepare logistics inputs to UTCs
4	C124	Maintain exercise events logs
5	F234	Brief senior management on contingency operation/mobility planning and execution system (COMPES) status
6	F235	Coordinate availability of UTC task equipment and personnel with unit deployment managers (UDMs)
7	F238	Coordinate DRMDs with military personnel flights (MPFs)

0009 COMPES Functions (Continued)

8	F240	Coordinate logistics force elements (LOGFORs) and logistics plans generation subsystems (LOGPLANs) data with UDMs
9	F241	Coordinate manpower and personnel module base-level (MANPER-B) requirements with affected agencies
10	F242	Coordinate pilot unit UTCs with non-pilot units
11	F243	Correct error or management conditions in COMPES
12	F245	Develop deployment schedules of events (DSOEs)
13	F246	Develop logistics detail (LOGDET) reports
14	F247	Develop nonstandard UTCs for local use
15	F248	Develop pilot unit UTCs
16	F249	Distribute COMPES equipment management products
17	F251	Implement procedures for operating COMPES
18	F252	Input organization and shop codes into COMPES data bases
19	F253	Maintain copies of LOGFORs and LOGPLANs
20	F254	Manage IDSs
21	F255	Operate deployment management systems (DeMSs)
22	F256	Participate in COMPES working groups
23	F257	Prepare COMPES listings for unit updates
24	F259	Prepare load lists
25	F260	Prepare packing lists
26	F262	Request file transfer of UTC data
27	F263	Resolve COMPES problems
28	F264	Review organization and shop codes
29	F266	Tailor LOGPLAN data bases
30	F267	Update equipment lists for COMPES
31	F268	Update UTC or unit line number (ULN) data
32	F269	Upload UTC or ULN data
33	F271	Verify input of computer-aided load manifest (CALM) in COMPES

0010 File Transfer Functions

1	F239	Coordinate file transfer programs with appropriate agencies
2	F244	Determine plan identification designators (PIDs)
3	F258	Prepare file transfer programs for non-pilot units or MAJCOMs
4	F261	Provide inputs to MAJCOM logistics module (LOGMOD) systems
5	F265	Supplement procedures for COMPES
6	F270	Verify file transfer programs

0011 Deployment Training

1	J485	Conduct COMPES training
2	J486	Conduct DCC training
3	J487	Conduct DeMS training
4	J489	Conduct IDS overview training

0011	Deployment Training (Continued)	
5	J494	Conduct UDM training
6	J497	Conduct deployment training
7	J498	Consolidate deployment training statistics
0012	DMRD Functions	
1	C136	Provide inputs to deployment requirements manning documents (DRMDs)
2	C138	Receive inputs to DRMDs
3	C141	Review inputs to DRMDs
4	H334	Distribute DRMDs
0013	Sorts	
1	B93	Provide inputs to designated operational capability statements (DOCSs)
2	B94	Provide inputs to force readiness reports, such as status of resources and training system (SORTS)
3	B95	Provide inputs to mission capability statements (MISCAPs) in support of UTCs
4	H314	Compile inputs to SORTS
5	H366	Review inputs to SORTS
0014	Readiness Functions	
1	C132	Participate in field training exercises (FTXs)
2	H348	Perform advanced echelon (ADVON) duties
3	I461	Plan deployments of equipment or logistics plans personnel
4	J513	Participate in load plan training
5	L560	Match own workcenter CA/CRLs against deployment requirements
6	M569	Assign logistics plans personnel to deployment positions
7	M570	Don or doff chemical warfare personal protective clothing during exercises or when in deployed status
8	M571	Evaluate logistics plans personnel for deployment readiness, such as currency of immunizations, passports, or dog tags
9	M572	Identify chemical warfare agents during exercises or when in deployed status
10	M573	Identify equipment or personnel requirements for 2G0X1s during exercises or deployments
11	M574	Inspect mobility bags or kits prior to deploying
12	M575	Maintain disaster preparedness checklists
13	M576	Maintain accountability of logistics plans personnel selected to fill OPLAN requirements
14	M577	Operate chemical warfare personal protective equipment during contingency exercises or operations
15	M578	Operate forklifts during contingency exercises or operations
16	M579	Operate portable radios, such as field radios, during contingency exercises or operations
17	M580	Operate cargo trucks during contingency exercises or operations
18	M581	Pack or palletize deployment or contingency equipment for shipment or movement

0014 Readiness Functions (Continued)

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|----|------|--|
| 19 | M585 | Perform chemical warfare agent decontamination procedures during exercises or deployments |
| 20 | M587 | Perform explosive ordnance recognition during exercises or when in deployed status |
| 21 | M588 | Perform pallet buildup activities |
| 22 | M589 | Perform self-aid or buddy care techniques |
| 23 | M590 | Perform site security during exercises or deployments |
| 24 | M591 | Prepare functional equipment for deployments |
| 25 | M593 | Review availability or eligibility status of logistics plans personnel for deployments |
| 26 | M594 | Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles |
| 27 | M595 | Transport deployment or contingency equipment to or from deployed locations |
| 28 | M596 | Verify proper packing or palletizing of mobility or contingency equipment prior to transport |
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0015 Unit Training

- | | | |
|---|------|---|
| 1 | I414 | Direct training functions |
| 2 | J503 | Develop training materials or aids |
| 3 | J504 | Develop training programs, plans, or procedures |
| 4 | J512 | Maintain training records or files |
| 5 | J515 | Plan or schedule training |
| 6 | J519 | Schedule personnel for training |
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0016 Supervision

- | | | |
|----|------|---|
| 1 | I374 | Advise subordinate personnel on resolution of technical problems |
| 2 | I377 | Assign personnel to work areas or duty positions |
| 3 | I386 | Conduct supervisory performance feedback sessions |
| 4 | I389 | Conduct supervisory orientations for newly assigned personnel |
| 5 | I397 | Counsel subordinates concerning personal matters |
| 6 | I401 | Determine or establish work assignments or priorities |
| 7 | I411 | Develop or establish work methods or procedures |
| 8 | I412 | Develop or establish work schedules |
| 9 | I413 | Direct administrative functions |
| 10 | I423 | Establish performance standards for subordinates |
| 11 | I430 | Evaluate job or position descriptions |
| 12 | I433 | Evaluate personnel for compliance with performance standards |
| 13 | I434 | Evaluate personnel for promotion, demotion, reclassification, or special awards |
| 14 | I437 | Evaluate work schedules |
| 15 | I438 | Evaluate workload requirements |
| 16 | I446 | Inspect personnel for compliance with military standards |
| 17 | I447 | Interpret policies, directives, or procedures for subordinates |
| 18 | I466 | Schedule personnel for temporary duty (TDY) assignments, leaves, or passes |
| 19 | I468 | Schedule work assignments or priorities |
| 20 | I470 | Supervise military personnel |
| 21 | I476 | Write performance reports or supervisory appraisals |
| 22 | I480 | Write recommendations for awards or decorations |

0016 Supervision (Continued)

- 23 J491 Conduct OJT
- 24 J499 Counsel personnel on training deficiencies
- 25 J500 Determine training requirements
- 26 J506 Evaluate personnel to determine training needs
- 27 J510 Evaluate progress of trainees

0017 Superintendent

- 1 I394 Coordinate personnel vacancies with appropriate agencies
- 2 I450 Maintain manning authorizations
- 3 I451 Maintain unit manning documents (UMDs)
- 4 I454 Monitor personnel vacancies

0018 Supply

- 1 L549 Coordinate maintenance of equipment with appropriate agencies
- 2 L551 Evaluate serviceability of equipment, tools, parts, or supplies
- 3 L552 Initiate documentation to turn in excess or surplus property
- 4 L553 Initiate letters of justification for supply-related matters
- 5 L554 Initiate requisitions for equipment, tools, parts, or supplies
- 6 L555 Inventory equipment, tools, parts, or supplies
- 7 L556 Issue or log turn-ins of equipment, tools, parts, or supplies
- 8 L557 Maintain secure equipment
- 9 L558 Maintain documentation on items requiring periodic inspections
- 10 L559 Maintain organizational equipment or supply records, such as custodian authorization/ custody receipt listings (CA/CRLs) or automated data processing equipment (ADPE) inventory listings
- 11 L561 Pick up or deliver equipment, tools, parts, or supplies
- 12 L562 Reconcile CA/CRLs or ADPE inventory listings
- 13 L563 Request allowance standards
- 14 L564 Request CA/CRLs or ADPE inventory listings
- 15 L565 Review allowance standards
- 16 L566 Review CA/CRLs or ADPE inventory listings
- 17 L567 Store equipment, tools, parts, or supplies

0019 Reception Functions

- 1 D147 Analyze reception plans
- 2 D149 Collect and compile reception data for redeployment activities
- 3 D151 Coordinate reception actions with employment force personnel
- 4 D154 Develop reception plans
- 5 D156 Establish or setup force reception locations for personnel and cargo
- 6 D161 Review reception plans

0020 MOAs/MOUs

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|---|-----|--|
| 1 | A4 | Coordinate memoranda of understanding (MOUs) or memoranda of agreement (MOAs) with approving authorities |
| 2 | A32 | Negotiate MOUs or MOAs |
| 3 | A38 | Review MOUs or MOAs |
| 4 | A41 | Revise MOUs or MOAs |
| 5 | A43 | Write MOUs or MOAs |

0021 Support Agreements

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|----|-----|---|
| 1 | A6 | Coordinate resolution of support agreement (SA) conflicts with affected agencies |
| 2 | A7 | Coordinate SAs with supplier and receiver approving authorities |
| 3 | A8 | Coordinate SAs with supplier and receiver comptroller functions |
| 4 | A9 | Develop management tracking systems for all phases of the agreements process |
| 5 | A10 | Develop SA registers or listings |
| 6 | A11 | Distribute completed agreements |
| 7 | A13 | Distribute SA registers or listings |
| 8 | A16 | Implement logistics policy guidance for SAs |
| 9 | A17 | Implement support agreement management system (SAMS) programs |
| 10 | A18 | Initiate reviews of SAs |
| 11 | A19 | Initiate SAs |
| 12 | A20 | Initiate termination of agreements |
| 13 | A21 | Initiate reduction of support levels for SAs |
| 14 | A22 | Insure completion of funding annexes for SAs |
| 15 | A23 | Maintain agreement suspense files |
| 16 | A24 | Maintain communication listings or lists of points of contact (POCs) for agreements |
| 17 | A25 | Maintain management tracking systems for all phases of the agreements process |
| 18 | A26 | Maintain master agreement files |
| 19 | A27 | Maintain master file of applicable Department of Defense (DOD) manuals and instructions |
| 20 | A28 | Maintain SAs |
| 21 | A30 | Negotiate interservice, intraservice, or intragovernmental SAs |
| 22 | A33 | Prepare logistics inputs to internal checklists, policies, and guidance for SAs |
| 23 | A37 | Review interservice, intraservice, or intragovernmental SAs |
| 24 | A40 | Revise interservice, intraservice, or intragovernmental SAs |
| 25 | A42 | Write interservice, intraservice, or intragovernmental SAs |

0022 Instructor Functions

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|---|------|---|
| 1 | J482 | Administer or score tests |
| 2 | J484 | Complete student entry or withdrawal forms |
| 3 | J488 | Conduct formal course classroom training |
| 4 | J501 | Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STs) |
| 5 | J502 | Develop performance tests |
| 6 | J505 | Establish or maintain study reference files |
| 7 | J507 | Evaluate training methods or techniques of instructors |

0022 Instructor Functions (Continued)

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|----|------|---|
| 8 | J508 | Evaluate training requirements for instructors |
| 9 | J509 | Evaluate effectiveness of training programs, plans, or procedures |
| 10 | J511 | Inspect training materials or aids for operation or suitability |
| 11 | J514 | Personalize lesson plans |
| 12 | J518 | Procure training aids, space, or equipment |
| 13 | J520 | Write test questions |
| 14 | J521 | Write training reports |
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0023 WRM Functions

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|----|------|---|
| 1 | E164 | Conduct follow-up of WRM review board findings |
| 2 | E165 | Conduct surveillance visits of WRM storage locations |
| 3 | E166 | Conduct WRM review board meetings |
| 4 | E167 | Consolidate WRM annual operating budgets |
| 5 | E168 | Coordinate appointment of WRM managers with unit commanders |
| 6 | E169 | Coordinate deployment of WRM assets with appropriate agencies |
| 7 | E170 | Coordinate peacetime use or movement of WRM assets with WRM personnel |
| 8 | E171 | Coordinate status of WRM assets with WRM personnel |
| 9 | E172 | Coordinate WRM budget or financial matters with appropriate agencies |
| 10 | E174 | Coordinate inputs to war plans additive requirements reports (WPARRs) with major commands (MAJCOMs) |
| 11 | E175 | Determine availability or serviceability of WRM assets |
| 12 | E176 | Determine distribution of war consumables distribution objectives (WCDOs) |
| 13 | E177 | Determine distribution of WPARRs |
| 14 | E180 | Determine WRM storage requirements |
| 15 | E186 | Develop WRM policy and procedural guidance |
| 16 | E188 | Disseminate WRM policy and procedural guidance to base-level WRM managers |
| 17 | E193 | Identify WRM stockage deficiencies |
| 18 | E194 | Inspect WRM consumables, equipment, or spares |
| 19 | E196 | Interpret vehicle authorization listings (VALs) |
| 20 | E197 | Interpret wartime aircraft activity reports (WAARs) |
| 21 | E199 | Interpret WCDOs |
| 22 | E200 | Interpret WPARRs |
| 23 | E201 | Interpret WRM policy and procedural guidance |
| 24 | E202 | Interpret WRM reports, such as war consumables reports |
| 25 | E203 | Monitor WPARR authorizations |
| 26 | E204 | Monitor WRM expenditures |
| 27 | E205 | Monitor WRM program status |
| 28 | E209 | Plan surveillance visits of WRM storage locations |
| 29 | E211 | Prepare inputs to local WRM policy and procedural guidance |
| 30 | E232 | Write WRM review board reports |
| 31 | E233 | Write WRM surveillance reports |

0024 TPFDD/Ls

- 1 B70 Develop inputs to TPFDD
- 2 B71 Develop inputs to TPFDLs
- 3 B83 Input data into TPFDLs
- 4 B90 Prepare inputs to global command and control systems (GCCSs)
- 5 B111 Review inputs to TPFDD
- 6 B112 Review inputs to TPFDLs
- 7 B113 Update JOPES
- 8 B114 Update TPFDD
- 9 B115 Utilize JOPES data base

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