UNITED STATES
AIR FORCE

OCCUPATIONAL SURVEY REPORT

AIRCRAFT HYDRAULIC SYSTEMS
AFSC 2A6X5

OSSN: 2409

June 2000

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Aircraft Hydraulic Systems career ladder, Air Force Specialty Code (AFSC) 2A6X5. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Mr. Thomas Miller developed the survey instrument. Mrs. Karen Tilghman provided computer-programming support and Ms. Dolores Navarro provided administrative support. Second Lieutenant Troy Guthrie analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, 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 Aircraft Hydraulic Systems career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 2,017 Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) respondents.

2. **Specialty Jobs**: Structure analysis identified 2 clusters and 8 jobs. The Hydraulic Technician Job is the predominant job or cluster, accounting for 64 percent of the survey population.

3. **Career Ladder Progression**: Skill-level progression for members of the Aircraft Hydraulic Systems career ladder is typical, with a move from technical work at the 3- and 5-skill levels to supervisory and management work beginning at the 7-skill level. Members spend less time on technical tasks as they progress through the skill levels.

4. **Training Analysis**: The current Specialty Training Standard (STS) provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. Tasks that were not matched to areas within the STS should be considered for inclusion based on high training emphasis and percentages of members performing. The 3-skill level course Plan of Instruction (POI) was well supported.

5. **Job Satisfaction**: Job satisfaction among AFSC 2A6X5 personnel is above average for all TAFMS groups (first-enlistment, second-enlistment, and career groups) when compared to responses from the 1999 comparative sample. Job satisfaction has also virtually remained the same since the previous OSR was conducted in 1997.

6. **Implications**: Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portray the jobs performed in this career ladder. The career ladder progression is normal, showing a movement away from the technical tasks common at the lower skill levels, as incumbents move toward the 7-skill level. Career ladder training documents appear, on the whole, to be well supported by survey data, but require review to ensure appropriate proficiency coding. Job satisfaction is stable for all TAFMS groups when compared to the previous survey and is slightly higher than the comparative sample of like AFSCs.

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OCCUPATIONAL SURVEY REPORT (OSR)
AIRCRAFT HYDRAULIC SYSTEMS
(AFSC 2A6X5)

INTRODUCTION

This is an Occupational Survey Report (OSR) on the Air Force Specialty Code (AFSC) 2A6X5 career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). Authority for conducting occupational surveys is contained in AFI 36-2623. The last occupational survey report for this career ladder was published in December 1997. Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs.

Background

As described in the AFMAN 36-2108 *Specialty Descriptions, Airman Classification,* dated 31 Oct 99, Specialty Description, dated 30 April 1995, Aircraft Hydraulic Systems personnel; troubleshoot, inspect, and install aircraft hydraulic systems and components, including support equipment (SE); advise on problems maintaining aircraft hydraulic systems and SE; determine maintenance procedures and performance characteristics using technical publications; diagnose malfunctions and recommend corrective action; perform maintenance on aircraft hydraulic systems; perform system operational checks; store, handle, use, and dispose of hazardous material and waste according to environmental standards.

Upon graduation from Basic Military Training (BMT), airmen are assigned to the 364 TRS at Sheppard AFB, TX to attend the J3ABR2A635, Aircraft Hydraulic Systems Apprentice Course. Upon graduation from this course, members are awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Mechanical-51, normal color vision, and a strength factor of "K" (Weight lift of 70 lbs.).

SURVEY METHODOLOGY

Inventory Development

This survey instrument was developed to include the tasks performed by AFSC 2A6X5, Aircraft Hydraulic Systems personnel. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2409, dated November 1999. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 20 subject-matter experts (SMEs) at three operational bases, one ANG unit, and one training unit.

BASE	UNIT VISITED
Sheppard AFB, TX	364 TRS
Mt. Home AFB, ID	366 CRS LGMCP 22 ARS/MAOS
Travis AFB, CA	60 LSS/LGLT

The resulting JI contains a comprehensive listing of 819 tasks grouped under 14 duty headings, and a background section. The background questions request such information as grade, base, major command (MAJCOM) assigned, organizational level, component status, job title, functional area, work schedule, test equipment used or operated, aircraft support equipment used or operated, aircraft maintained, and forms used.

Survey Administration

From December 1999 - March 2000, Survey Control Monitors at operational units worldwide administered the inventory to eligible AFSC 2A6X5 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the 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 all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Table 1 reflects the percentage of distribution, by Duty AFSC (DAFSC), of assigned AFSC 2A6X5 Aircraft Hydraulic Systems personnel as of Sep 1999. The 2,017 respondents in the final sample represent 60 percent of the total assigned personnel and 66 percent of the total personnel surveyed. Table 2 reflects the paygrade and MAJCOM distribution for this study.

As can be seen from Tables 1 and 2, the DAFSC, Paygrade, and Command distributions of the survey sample are extremely close to the percent assigned. This indicates a high probability that the survey is an accurate representation of the respective populations for these career ladders.

TABLE 1

DAFSC DISTRIBUTION OF SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE**
2A635	18	19
2A655	56	55
2A675	26	26

TOTAL ASSIGNED = 3,358
TOTAL SURVEYED = 3,058
TOTAL IN SURVEY SAMPLE = 2,017
PERCENT OF ASSIGNED IN SAMPLE = 60
PERCENT OF SURVEYED IN SAMPLE = 66
* Assigned strength as of September 1999
** Excludes personnel in PCS, student, hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE/COMMAND DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	2A6X5	
	Percent of Assigned*	Percent of Sample
E-1 – E-3	15	17
E-4	25	25
E-5	30	29
E-6	19	19
E-7	10	10
E-8	**	0
E-9	**	0

COMMAND	2A6X5	
	Percent of Assigned*	Percent of Sample
USAFE	3	3
AFSOC	5	6
AMC	28	29
AFRC	14	13
AETC	5	5
PACAF	4	4
ACC	18	18
AFMC	1	1
ANG	22	21

* As of Sep 1999
** Less than 1%

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 2A6X5 personnel (generally E-6 or E-7 craftsmen) also completed a second disk for either training emphasis (TE) or task difficulty (TD). These disks were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The senior NCOs who completed a TE disk were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTDs), mobile training teams (MTTs), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these raters was acceptable. The average TE rating was 1.87 with a standard deviation of 1.41. Any task with a TE rating of 3.28 or above is considered to have high TE.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The senior NCOs who completed TD disks were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

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

SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder 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 structure of the career ladder is then defined in terms of clusters and jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, two clusters and eight independent jobs were identified within the career ladder. Figure 1 illustrates the clusters and jobs performed by AFSC 2A6X5 personnel.

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

I. HYDRAULIC TECHNICIAN JOB (STG168, N=1287)

II. POWER SYSTEMS JOB (STG118, N=16)

III. BOMBER SUPPORT JOB (STG117, N=21)

IV. CARGO SUPPORT JOB (STG120, N=54)

V. CREW CHIEF JOB (STG154, N=41)

VI. FIELD TRAINING JOB (STG143, N=17)

VII. IN-FLIGHT REFUELING JOB (STG142, N=17)

VIII. IN-SHOP MAINTENANCE CLUSTER (STG060, N=259)
- IN-SHOP REFUELING JOB (STG111, N=24)
- BACK SHOP JOB (STG160, N=185)

IX. QUALITY ASSURANCE JOB (STG105, N=19)

X. MANAGEMENT CLUSTER (STG034, N=110)
PRODUCTION SUPERINTENDENT JOB (STG110, N=21)
SUPERVISOR JOB (STG116, N=81)

The respondents forming these clusters and jobs account for 91 percent of the survey sample. The remaining 9 percent, for one reason or another, did not group into one of these jobs or clusters. Examples of these jobs could be a CDC writer or high level manager who does not perform technical tasks.

AFSC 2A6X5 CAREER LADDER SPECIALTY JOBS
(N = 2,017)

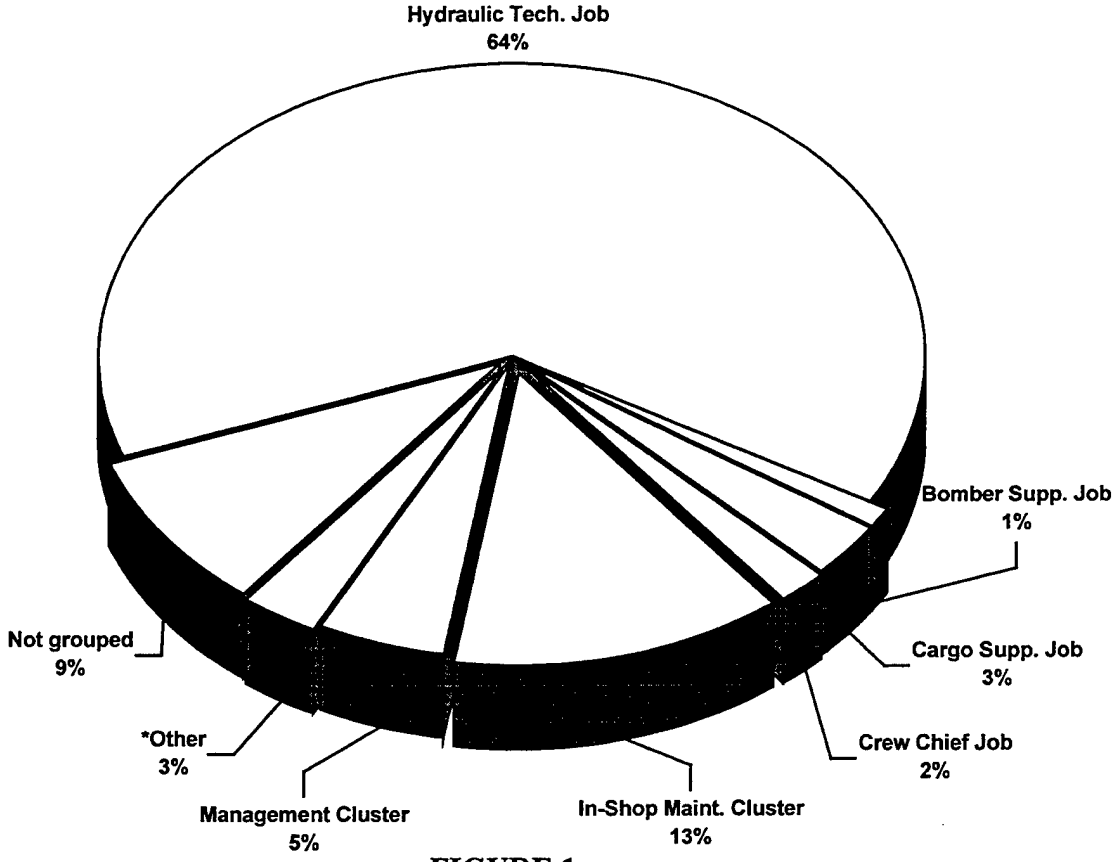

FIGURE 1

*Other includes: Power Systems Job, Field Training Job, In-Flight Refueling Job, and Quality Assurance Job.

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs and clusters. Selected background data for these jobs and clusters are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

I. HYDRAULIC TECHNICIAN JOB (STG168). The 1,287 airmen performing within this job (64 percent of the survey sample) represent the core of the career field. The airmen within this job spend their time in numerous duty areas. This job is highly technical in nature and the variety of duties shows the wide range of work performed. They average performing 233 tasks which illustrate their diversity in performing the core Aircraft Hydraulic Systems duties. Distinctive tasks performed include:

Remove or install locking devices, such as safety wire or cotter pins
Service aircraft hydraulic systems
Remove or install hydraulic power systems or components
Depressurize hydraulic systems
Operationally check hydraulic systems
Bleed hydraulic systems or components
Inventory consolidated tool kits (CTKs)
Remove or install hydraulic hose assemblies
Bleed brake system components
Inspect locking devices, such as safety wire or cotter pins
Troubleshoot hydraulic power systems
Apply external power to aircraft
Determine serviceability of tubing

The predominant paygrade for this job is E-5 (31 percent). Fifty-nine percent of these airmen are AD, averaging nearly 9 years in the career field and nearly 9 years Total Active Military Service (TAFMS). Twenty-six percent of these airmen are ANG and 15 percent are AFRC.

II. POWER SYSTEMS JOB (STG118). Comprising less than 1 percent of the survey sample, these 16 airmen report spending 22 percent of their time in Performing Hydraulic Power Systems Maintenance Activities of Duty C. The members of this job perform an average of 118 tasks. Representative tasks are:

Remove or install hydraulic power systems components
Service aircraft hydraulic systems
Troubleshoot hydraulic power systems
Flush hydraulic systems
Operationally check hydraulic power systems

Operationally check hydraulic pressure indicating system components
Inspect hydraulic power systems
Operationally check pneumatic power systems
Remove or install pneumatic power systems components
Inspect emergency hydraulic systems
Drain hydraulic systems or components

Nineteen percent of these members hold the 3-skill level and 76 percent have the 5-skill level. Forty-three percent of these members are AD and 44 percent are ANG. The average time in the career field for the AD airmen is almost 3½ years, with 3½ years TAFMS. The predominant paygrades of this job are E-3, E-4, and E-5 at 31 percent each.

III. BOMBER SUPPORT JOB (STG117). Comprising 1 percent of the survey sample, these 21 airmen report 28 percent of their time is being spent in Performing Flight Control Systems Maintenance Activities of Duty D. Many of the incumbents of this job were working out of bomber squadrons that service the B-1, B-2, and B-52. The members of this job perform an average of 115 tasks. Representative tasks are:

Troubleshoot spoiler systems
Inspect nose wheel steering systems
Inspect bomb bay door hydraulic system components
Inspect slat systems
Troubleshoot bomb bay door hydraulic system
Operationally check spoiler systems
Inspect spoiler systems
Inspect nose landing gear struts
Operationally check hydraulic power systems
Perform dummy landing gear retraction procedures

Forty-three percent of these members hold the 3-skill level and 43 percent are also 5-skill level. Seventy-two percent of these members are AD, 14 percent are AFRC, and 14 percent are ANG. The average time in the career field for AD airmen is almost 6 years, with 7 years in TAFMS. The predominant paygrade for this job is E-3.

IV. CARGO SUPPORT JOB (STG120). Comprising 3 percent of the survey sample, these 54 airmen report spending 21 percent of their time in Performing Landing Gear Systems Maintenance Activities of Duty E. The Primary aircraft serviced by this group is the C-130. The members of this job perform an average of 96 tasks. Representative tasks are:

Refuel or defuel aircraft
Remove or install cargo door or ramp systems
Inspect elevator hydraulic systems
Clean hydraulic system components
Operationally check hydraulic cargo door or ramp systems

Troubleshoot hydraulic cargo door or ramp systems
Repack main landing gear struts
Trouble shoot cargo door hydraulic systems
Remove or install hydraulic hose assemblies
Inspect nose wheel steering systems

Fifty-nine percent of these members hold the 3-skill level. Eighty-seven percent of these members are AD. The average time in the career field for these AD airmen is almost 5 years, with 5½ years TAFMS. The predominant paygrade for this job is E-3.

V. CREW CHIEF JOB (STG154). Comprising 2 percent of the survey sample, these 41 airmen report spending 26 percent of their time in Performing General Aircraft or Cross Utilization Training (CUT) Activities of Duty H. There is much emphasis placed on the AFTO Form 781 A, K, and H. The members of this job perform an average of 185 tasks. Representative tasks are:

Review AFTO Forms 781 A
Apply external electrical power to aircraft
Refuel or defuel aircraft
Launch or recover aircraft
Review AFTO Forms 781 K
Review AFTO Forms 781 H
Marshall aircraft
Position aerospace ground equipment (AGE)
Service engine oil systems
Tow AGE
Perform preflight inspections

Seventy-six percent of these members hold the 5-skill level and 15 percent have the 7-skill level. Ninety percent of these members are AD and 10 percent are AFRC. The average time in the career field for these AD airmen is almost 10 years, with 11 years TAFMS. The predominant paygrade for this job is E-5.

VI. FIELD TRAINING JOB (STG143). Comprising less than 1 percent of the survey sample, these 17 airmen report 19 percent of their time is being spent in Performing Training Activities of Duty L. The members of this job perform an average of 127 tasks. Representative tasks are:

Personalize lesson plans
Conduct formal course classroom training
Interpret non-electrical schematics or diagrams
Interpret electrical schematics or diagrams
Depressurize hydraulic systems
Develop or procure training materials or aids

Develop formal course curricula, POIs and STSs
Develop written tests
Operationally check wing flap systems
Troubleshoot hydraulic power systems
Operationally check wheel brake system
Conduct on the job training (OJT)

Eighty-two percent of these members hold a 5-skill level. One hundred percent of these members are AD. The average time in the career ladder for these AD airmen is almost 10½ years, with 12 years TAFMS. The predominant paygrade for this job is E-5.

VII. IN-FLIGHT REFUELING JOB (STG142). Comprising less than 1 percent of the survey sample, these 17 airmen report spending 42 percent of their time in Performing Air Refueling Systems Maintenance Activities of Duty F. The members of this job perform an average of 388 tasks--the highest number of average tasks performed by any job in the career field. Representative tasks are:

Operationally check refueling boom electrical systems
Apply external electric power to aircraft
Operationally check air refueling boom signal switches
Operationally check air refueling boom stowage latch control
Operationally check air refueling boom hoist systems
Operationally check air refueling boom control systems
Remove or install air refueling boom hydraulic systems
Remove or install air-refueling boom indicating systems
Connect or disconnect portable hydraulic test stands
Operationally check air refueling boom hydraulic systems
Inspect air refueling boom fuel systems

Forty-one percent of these members hold the 3-skill level and 53 percent have the 5-skill level. Eighty-two percent of these members are AD and the remaining 18 percent are AFRC. The average time in the career ladder for these AD airmen is almost 4 years, with 6 years TAFMS. The predominant paygrades for this job are E-3 and E-4 with 36 and 35, respectively.

VIII. IN-SHOP MAINTENANCE CLUSTER (ST060). The 259 airmen forming this job (13 percent of the survey sample) are distinguished by the 38 percent of their time being spent performing the Hydraulic In-Shop Maintenance Activities tasks of Duty G. They average performing 115 tasks. This cluster is separated into two specific jobs dealing with training. These jobs respectively involve an In-Shop Refueling Job and a Back Shop Job and will be discussed below. Representative tasks performed by these incumbents include:

Fabricate hose assemblies
Bench check hoses
Bench check brake assemblies

Remove or install locking devices, such as safety wire or cotter pins
Clean hydraulic systems components
Maintain hydraulic test stands
Maintain hose cut off machines
Fabricate rubber hose assemblies
Repair accumulators
Maintain hose assembly machines
Inventory CTKs
Order parts using CAMS, GO81, standard base supply system (SBSS), or manually

Seventy-seven percent of these airmen are AD, averaging 7 years in the career field and 8 years TAFMS. The predominant paygrades are E-4 and E-5. Fifty-eight percent hold the 5-skill level and 28 percent hold the 3-skill level.

Of the two jobs found in this cluster, the In-Shop Refueling Job members spend the majority of their time in task associated performing operational checks of air refueling boom electrical systems, air refueling boom switches, and air refueling boom stowage latch controls.

The second job in the cluster, the Back Shop Job, shows these airmen spend the majority of their time fabricating hose assemblies, bench checking hoses, and bench checking brake assemblies. This job was identifiable in part due to the incumbents largely working in component repair squadrons.

IX. QUALITY ASSURANCE (QA) JOB (STG105). The 19 members of this job (less than 1 percent of the survey sample) are distinguished by spending 16 percent of their time performing inspection tasks in Duty K, Performing Management and Supervisory Activities. The QA Job is comprised of more experienced technical experts to ensure proper procedures are followed. These members perform an average of 89 tasks, including:

Inspect wheel brake systems
Inspect hydraulic power systems
Inspect normal landing gear systems
Inspect main landing gear struts
Inspect nose landing gear struts
Inspect nose wheel steering systems
Inspect auxiliary hydraulic systems
Inspect universal fittings
Inspect wing flap systems
Inspect spoiler systems

Eighty-nine percent of the members of this job hold the 7-skill level. Seventy-four percent are AD, while 21 percent are ANG and 5 percent are AFRC. The predominant paygrades are E-5 to E-7. The AD members of this job average 12 years in the career field and 13 ½ years TAFMS.

X. MANAGEMENT CLUSTER (ST034). The 110 airmen forming this job (5 percent of the survey sample) perform an average of 94 tasks and are distinguished by the 43 percent of their time being spent performing the Performing Management and Supervisory Activities tasks of Duty K. The two jobs within this cluster are the Production Superintendent Job and the Supervisor Job and they will be discussed below. Representative tasks performed include:

Counsel subordinates concerning personal matters
Conduct supervisory performance feedback sessions
Interpret policies, directives, or procedures for subordinates
Determine or establish work assignments or priorities
Inspect personal for compliance with military standards
Write recommendations for awards or decorations
Write or indorse military performance reports
Assign personal to work areas or duty positions
Evaluate personnel for compliance with performance standards
Evaluate personnel for promotions, demotion, reclassification, or special awards
Establish performance standards for subordinates

The predominant paygrades for this cluster are E-5 and E-6. Eighty-five percent of these incumbents are AD, 10 percent are AFSC, and 5 percent are ANG. The AD members average almost 15 years in the career field and nearly 16½ years TAFMS.

The first job identified in this cluster, the Production Superintendent Job, contains members spending the largest percent of their time performing maintenance management activities. Tasks that separate this job from the cluster are clearing "red X" conditions, reviewing preventive maintenance schedules, and reviewing AFTO 781A, K, H, and J.

The Supervisor Job, the second job in the cluster, differs from the Production Superintendent Job in that the incumbents' top tasks include inspecting personnel for compliance with military standards, writing recommendations for awards and decorations, and writing or indorsing military performance reports. This serves to illustrate the specialization in this job.

Comparison to Previous Study

Table 5 lists the jobs and clusters identified in this report and compares them to the jobs and clusters of the 1997 survey report. Ten of the sixteen jobs and clusters identified in the previous report matched similar jobs and clusters in this report. The unmatched jobs were the Equipment Support Job, Expediter Job, Landing Gear Systems Job, Aircraft General Job, Job Controller, and Wheel and Tire Job. Despite the differences in these job classifications, the core jobs of the AFSC have remained stable over time.

Summary

Structure analysis identified 2 clusters and 8 jobs. The Hydraulic Technician Job identifies the largest group of airmen in the Aircraft Hydraulic Systems career field. The current clusters and jobs of the AFSC 2A6X5 career field are as follows: Hydraulic Technician Job, Power Systems Job, Bomber Support Job, Cargo Support Job, Crew Chief Job, Field Training Job, In-Flight Refueling Job, In-Shop Maintenance Cluster, Quality Assurance Job, and Management Cluster.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		Hydraulic Tech Job (ST168) (N=1287)	Power Systems Job (ST118) (N=16)	Bomber Support Job (ST117) (N=21)	Cargo Support Job (ST120) (N=54)	Crew Chief Job (ST154) (N=41)	Field Training Job (ST143) (N=17)
A	PERFORMING COMMON HYDRAULIC MAINTENANCE ACTIVITIES	7	15	9	9	8	7
B	PERFORMING HYDRAULIC SUBSYSTEM MAINTENANCE ACTIVITIES	13	21	15	18	12	10
C	PERFORMING HYDRAULIC POWER SYSTEMS MAINTENANCE ACTIVITIES	10	22	11	10	6	7
D	PERFORMING FLIGHT CONTROL SYSTEMS MAINTENANCE ACTIVITIES	13	13	28	16	9	14
E	PERFORMING LANDING GEAR SYSTEMS MAINTENANCE ACTIVITIES	15	9	24	21	11	12
F	PERFORMING AIR REFUELING SYSTEMS MAINTENANCE ACTIVITIES	9	5	*	2	*	12
G	PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	11	10	2	2	*	*
H	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING ACTIVITIES	6	2	5	13	26	2
I	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	6	2	4	5	14	4
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	*	*	*	*	*
K	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	*	*	*	6	7
L	PERFORMING TRAINING ACTIVITIES	2	*	*	*	3	19
M	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	0	*	*	*	4
N	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	0	*	2	3	1

*Less than 1

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		In-Flight Refueling Job (ST142) (N=17)	In-Shop Main Cluster (ST060) (N=259)	Quality Assurance Job (ST105) (N=19)	Mgmt Cluster (ST034) (N=110)
A	PERFORMING COMMON HYDRAULIC MAINTENANCE ACTIVITIES	7	12	8	2
B	PERFORMING HYDRAULIC SUBSYSTEM MAINTENANCE ACTIVITIES	10	7	12	2
C	PERFORMING HYDRAULIC POWER SYSTEMS MAINTENANCE ACTIVITIES	7	3	7	2
D	PERFORMING FLIGHT CONTROL SYSTEMS MAINTENANCE ACTIVITIES	8	3	12	*
E	PERFORMING LANDING GEAR SYSTEMS MAINTENANCE ACTIVITIES	9	6	11	2
F	PERFORMING AIR REFUELING SYSTEMS MAINTENANCE ACTIVITIES	42	2	10	*
G	PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	*	38	*	2
H	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING ACTIVITIES	7	1	2	1
I	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	7	10	16
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	2	*	4
K	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	7	16	43
L	PERFORMING TRAINING ACTIVITIES	*	3	3	10
M	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	1	5	7
N	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	8	3	8

*Less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Hydraulic Tech Job (ST168) (N=1287)	Power Systems Job (ST118) (N=16)	Bomber Support Job (ST117) (N=21)	Cargo Support Job (ST120) (N=54)	Crew Chief Job (ST154) (N=41)	Field Training Job (ST143) (N=17)
PERCENT OF SAMPLE	64	*	1	3	2	*
PERCENT IN CONUS	87	100	90	91	46	94
DAFSC DISTRIBUTION:						
2A632	17	19	43	59	9	0
2A652	57	76	43	37	76	82
2A672	26	5	14	4	15	18
COMPONENT STATUS:						
ACTIVE DUTY	59	43	72	87	90	100
AIR NATIONAL GUARD	26	44	14	4	0	0
AIR FORCE RESERVE COMMAND	15	13	14	9	10	0
PAYGRADE DISTRIBUTION:						
E-1 - E-3	16	31	38	46	5	0
E-4	26	31	24	30	22	6
E-5	31	31	24	17	51	53
E-6	21	7	10	7	20	41
E-7	6	0	4	0	2	0
AVERAGE MONTHS IN CAREER FIELD **	110	75	71	60	112	127
AVERAGE MONTHS TAFMS **	110	114	81	65	124	141
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) **	29	69	67	62	19	6
PERCENT SUPERVISING	47	31	24	20	56	35
AVERAGE NUMBER OF TASKS PERFORMED	233	118	115	96	185	127

** Less than 1 percent*

*** AD Only*

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	In-Flight Refueling Job (ST142) (N=17)	In-Shop Main Cluster (ST060) (N=259)	Quality Assurance Job (ST105) (N=19)	Mgmt Cluster (ST034) (N=110)
PERCENT OF SAMPLE	*	13	*	5
PERCENT IN CONUS	88	78	89	83
DAFSC DISTRIBUTION:				
2A632	41	28	0	0
2A652	53	58	11	12
2A672	6	14	89	88
COMPONENT STATUS:				
ACTIVE DUTY	82	77	74	85
AIR NATIONAL GUARD	0	15	21	5
AIR FORCE RESERVE	18	8	5	10
PAYGRADE DISTRIBUTION:				
E-1 - E-3	36	27	0	0
E-4	35	27	0	3
E-5	18	31	36	11
E-6	11	12	32	31
E-7	0	3	32	55
AVERAGE MONTHS IN CAREER FIELD **	47	81	143	184
AVERAGE MONTHS TAFMS **	73	92	164	199
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) **	65	42	16	19
PERCENT SUPERVISING	24	46	47	94
AVERAGE NUMBER OF TASKS PERFORMED	388	115	89	94

* Less than 1 percent

** *AD only*

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 SURVEYS

CURRENT SURVEY (N=2,017)	1997 SURVEY (N=2,214)
CARGO SUPPORT JOB	C-130 ENTRY LEVEL JOB
CREW CHIEF JOB	AIRCRAFT CREW CHIEF JOB
POWER SYSTEMS JOB	POWER SYSTEMS JOB
HYDRAULIC TECHNICIAN JOB	HYDRAULIC TECHNICIAN JOB
IN-FLIGHT REFUELING JOB	IN-FLIGHT REFUELING JOB
BOMBER SUPPORT JOB	BOMBER FLIGHTLINE JOB
QUALITY ASSURANCE JOB	INSPECTION DOCK JOB
IN-SHOP MAINTENANCE CLUSTER	IN-SHOP MAINTENANCE JOB
MANAGEMENT CLUSTER	MANAGEMENT CLUSTER
FIELD TRAINING JOB	TRAINING CLUSTER
NOT IDENTIFIED	EQUIPMENT SUPPORT JOB
NOT IDENTIFIED	EXPEDITER JOB
NOT IDENTIFIED	LANDING GEAR SYSTEMS JOB
NOT IDENTIFIED	AIRCRAFT GENERAL JOB
NOT IDENTIFIED	JOB CONTROLLER JOB
NOT IDENTIFIED	FLIGHT CONTROL SYSTEMS JOB
NOT IDENTIFIED	WHEEL AND TIRE JOB

ANALYSIS OF DAFSC GROUPS

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

The distribution of skill-level groups across the career ladder jobs and clusters are displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups. These tables reflect the distribution of AD, ANG, and AFRC personnel. Personnel at the 3-skill level work in the most technical jobs in the career field and spend most of their time on technical tasks. As incumbents move up to the 5- and 7- skill levels, they begin to perform slightly more supervisory, training, and administrative tasks but still spend the vast majority of their time performing tasks considered technical in nature.

Skill-Level Descriptions

ACTIVE DUTY

DAFSC 2A635. These 389 airmen make up 19 percent of the survey sample. Fifty-seven percent of these members work within the Hydraulic Technician Job (see Table 8). The 3-skill level personnel spend 15 percent of their time in Performing Flight Control Systems Maintenance Activities of Duty E and an additional 14 percent in Performing Landing Gear Systems Maintenance Activities of Duty G (see Table 9). Common tasks include inspections, installations, and removals of hydraulic systems components (see Table 10).

DAFSC 2A655. Representing 36 percent of the total survey sample, these 718 airmen spend 64 percent of their time in the Hydraulic Technician Job. Table 11 shows 5-skill level members are largely performing tasks considered technical in nature. The 5-skill level personnel begin the trend of starting to move away from the technical tasks towards supervision and management. Differences between tasks performed in the AD 3- and 5-skill level members can be observed in Table 12.

DAFSC 2A675. These 226 airmen make up 11 percent of the survey sample. Thirty-five percent are within the Management Cluster and thirty-three percent are within the Hydraulic Technician Job (see Table 8). Table 13 displays data that shows the primary tasks performed are associated with supervision. Table 14 shows the tasks that differentiate between the AD 5- and 7-skill level personnel. The 7-skill level personnel are moving further away from the technical tasks of the career field towards supervision.

ANG

DAFSC 2A655. These 259 airmen represent 13 percent of the survey sample. Table 15 shows the distribution of these airmen across the career field jobs. Twenty-one percent of their time is spent in Performing Hydraulic In-shop Maintenance Activities of Duty G and 14 percent is spent in Performing Landing Gear Systems Maintenance Activities of Duty E (see Table 16). Typical tasks performed within Duty G, include cleaning and bench checking hydraulic system components (see Table 17).

DAFSC 2A675. Table 15 and 16 also display this shift towards supervisory activities. Table 18 displays the technical tasks performed by the 7-skill level ANG airmen. These 158 members account for 8 percent of the survey sample. The tasks that differentiate between 5- and 7- skill level are displayed in Table 19. This task differentiation illustrates only a moderate shift to management and supervisory activities. Unlike their active duty counterparts, ANG 7-skill levels remain heavily focused on the technical aspects of the job.

AFRC

DAFSC 2A655. The 117 airmen in this category account for 6 percent of the total survey sample. The jobs performed by 5-skill level members are technical in nature (see Table 20). Fifteen percent of their time is spent in Performing Hydraulic Subsystems Maintenance Activities of Duty B and an additional 15 percent of their time is spent in Performing Landing Gear Systems Maintenance Activities of Duty E (see Table 21). The performance of technical tasks is reflected once again in Table 22.

DAFSC 2A675. Tables 20 and 21 show an increase in the amount of training and management activities performed at this skill level in comparison to the 5-skill level. These 149 seven-skill level personnel represent 7 percent of the survey sample. Table 23 displays the highly technical nature of the top tasks performed by the 7-skill level personnel. This slight shift towards supervisory and management activities is illustrated in Table 24, which displays the tasks that differentiate the 5-skill level from the 7-skill level members.

Summary

Progression in the Aircraft Hydraulic Systems career field follows a regular pattern of a highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen in performing primarily the core job of Hydraulic Technician at the 3-skill level, with some broadening into supervisory functions at the 5- and 7-skill level. The ANG and AFRC members at the 5-and 7-skill levels spend a higher percentage of their time performing technical tasks versus supervisory tasks than their AD counterparts (see Tables 25- 28).

TRAINING ANALYSIS

Occupational survey data are one of many sources of information that can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors that may be used in evaluating training include the overall description of the work being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section). Due to the different methods of calculating TAFMS and TICF data for ANG and AFRC personnel, this information is only appropriate for AD members.

First-Enlistment Personnel

In this study, there are 453 members in their first-enlistment (1-48 months TAFMS), representing 22 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel across the specialty jobs. Fifty-five percent of these airmen are in the Hydraulic Technician Job and 19 percent in the In-Shop Maintenance Cluster. Table 29 displays the relative percent of time spent on duties by first-enlistment personnel. As shown, these members perform technical tasks almost exclusively.

Table 30 lists representative tasks performed by first-enlistment personnel. Most involve a technical orientation. Table 31 reflects the equipment used by first-enlistment respondents.

DISTRIBUTION OF AFSC 2A6X5 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS
(N = 453)

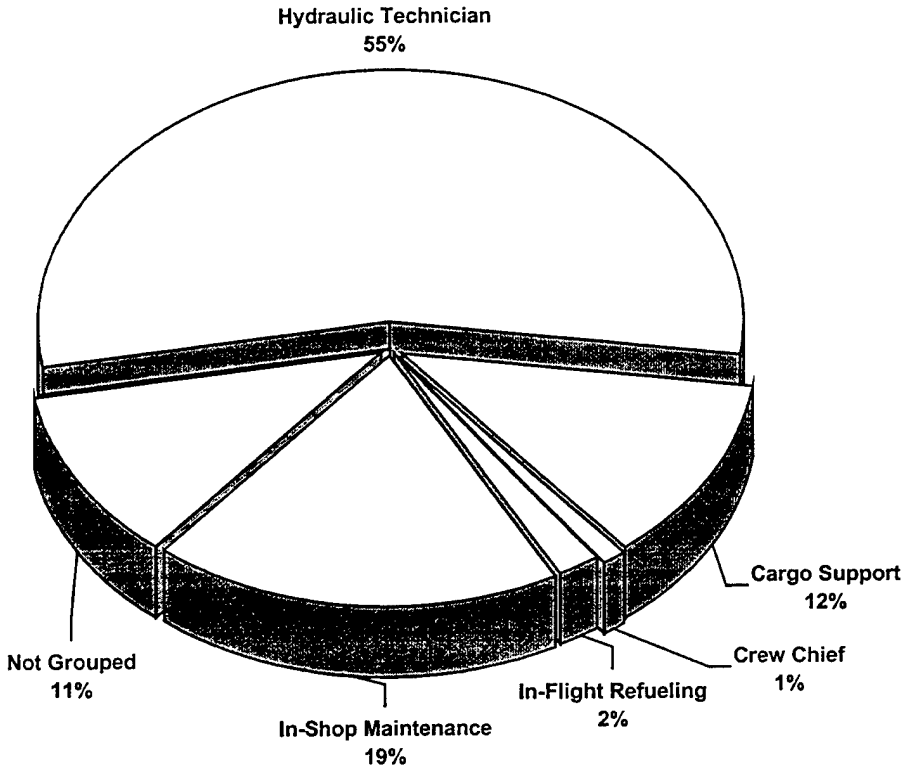

FIGURE 2

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

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel, along with a measure of the difficulty of the JI tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high 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 first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Table 32 presents tasks with the highest TE rating for AFSC 2A6X5 first-enlistment airmen. An average TE rating is 1.87, with a standard deviation of 1.41, making a high TE rating (avg. + 1 SD) equal to 3.28. For example, TE raters reported that tasks such as determining the serviceability of hose assemblies requires a lot of training emphasis and, from the data, many airmen in the first job and within their first enlistment are performing these tasks. Table 33 displays those tasks that AFSC 2A6X5 raters judged to be most difficult to learn. An average TD rating is 5.0, with a standard deviation of 1.0, making a high TD rating (avg. +1 SD) equal to 6.0. Task Difficulty raters reported repacking nose and main landing gear shock struts to be among the most difficult tasks to learn.

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

Specialty Training Standard (STS)

A comprehensive review of STS 2A6X5 dated January 1998, compared STS items to survey data. Technical school personnel from Sheppard AFB, TX matched JI tasks to appropriate sections of the STS.

STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. AETCI 36-2601 states that tasks performed by 20 percent or more of any criterion group should be considered for inclusion into the STS. Normally, STS elements with matched tasks that are performed by at least 20 percent of personnel in appropriate experience or skill-level groups (such as first-job, first-enlistment and 5- and 7- skill level groups) are considered supported and should be recognized for retention in the STS. Likewise, elements having tasks with less than 20 percent members performing across all criterion groups should be considered for deletion from the STS.

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential elements.

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Examples of those technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 34. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

Plan of Instruction

AETCI 36-2203 states OSR data should be used, when available, to determine which tasks are performed by the first-enlistment personnel of the AFSC. Tasks performed or knowledge required by 30 percent or more of the personnel in each skill level of the AFSC should be considered for inclusion. In this study, tasks (that are currently instructed in the entry-level course) were matched to the 3-skill level course POI (J3ABR2A6X5) learning objectives. Any POI learning objective with low percentages (under 30 percent) of criterion group members (in this study, first job and first enlistment were used) performing matched tasks was considered unsupported. Using this standard, there were virtually no POI learning objectives that went unsupported.

Table 35 displays tasks that were not matched to any POI learning objective yet have moderate TD and high TE ratings. These unmatched tasks should be considered for inclusion in to the POI, if not already taught in a formalized setting.

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors that may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 36 presents job satisfaction data for AD AFSC 2A6X5 TAFMS groups, together with TAFMS data for a comparative sample of Manned Aerospace Maintenance career ladders surveyed in 1999. All TAFMS groups were rated in the areas of perception of job interest, utilization of talents, utilization of training, and sense of accomplishment gained from work. Data show that the Aircraft Hydraulic Systems career field rates slightly higher in the areas of job interest, the perceived utilization of talents, and perceived utilization of training than the comparative group. These higher ratings were seen across the 3-, 5-, and 7-skill levels.

An indication of how job satisfaction perceptions have changed over time is provided in Table 37, where TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. The level of job satisfaction remained relatively similar with the previous survey for 1-48, 49-96, and 97 + months TAFMS groups. However, reenlistment intentions for all TAFMS groups are slightly lower than the 1997 survey.

In Table 38, a review of the job satisfaction ratings for the AD personnel in specialty jobs and clusters is displayed. This table reveals the lowest job interest ratings are among the Bomber Support Job and In-Flight Refueling Job. The In-Flight Refueling Job had the lowest rating in perceived use of talents. Sense of accomplishment was highest among the Field Training Job and the Quality Assurance Job. The highest reenlistment intentions are found among the members of the Field Training Job.

A comparison of job satisfaction among the 5- and 7- skill level ANG personnel is illustrated in Table 39. A review of the job satisfaction ratings among the individual jobs performed by ANG personnel is displayed in Table 40. The jobs that reported the highest percentage of job satisfaction were the Quality Assurance Job and the Management Cluster. The Power Systems Job had the lowest percentage of perceived utilization of talent.

The job satisfaction ratings for 5- and 7- skill levels AFRC members are found in Table 41. Table 42 displays the satisfaction levels of each of the individual AFRC jobs. The jobs reporting being the most satisfied are the Power Systems Job, In-Flight Refueling Job, and the Quality Assurance Job. The members in the Crew Chief Job report the lowest satisfaction rating of any other job. This could possibly be attributed to working outside of their AFSC.

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 Specialty Description and appropriate training documents. Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Most personnel are distributed into the Hydraulic Technician Job (64 percent), or the In-Shop Maintenance Cluster (13 percent).

Personnel in the Aircraft Hydraulic Systems career ladder perform a high degree of tasks technical throughout their skill level progression. Three- and five- skill level personnel perform the majority of technical functions oriented toward general Hydraulic Systems maintenance. Seven-skill level members perform some supervisory and management tasks, but are still highly technical.

Career ladder training documents appear, on the whole, to be well supported by survey data, but require review by training personnel to ensure those tasks not matched are considered for inclusion in the STS or POI.

Job satisfaction is above average for all TAFMS groups when compared to the comparative sample of like AFSCs and is considered stable when compared with the previous survey.

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APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS

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TABLE A1

HYDRAULIC TECHNICIAN JOB

TASKS		PERCENT MEMBERS PERFORMING (N=1,287)
I0659	Review AFTO Forms 781A	100
A0001	Apply external electrical power to aircraft	100
B0135	Service aircraft hydraulic systems	100
H0620	Refuel or defuel aircraft	98
H0599	Launch or recover aircraft	98
I0662	Review AFTO Forms 781K	98
H0603	Participate as aircraft tow team member or supervisor	98
A0024	Remove or install locking devices, such as safety wire or cotter pins	98
I0660	Review AFTO Forms 781H	95
H0601	Marshall aircraft	95
A0008	Inspect locking devices, such as safety wire or cotter pins	95
E0296	Inspect wheel brake systems	95
H0618	Position or remove aircraft chocks	93
I0648	Initiate or annotate AFTO Forms 781A, Maintenance Discrepancy and Work Document	93
A0013	Install or remove ground safety devices	93
E0304	Operationally check wheel brake systems	93
H0617	Position aerospace ground equipment (AGE)	90
H0635	Service engine oil systems	90
H0598	Jack or level aircraft	90
B0053	Determine serviceability of tubing	90
B0133	Service aircraft accumulators	90
E0320	Service main landing gear shock struts	90
C0187	Troubleshoot hydraulic power systems	90
E0285	Bleed brake system components	90
H0637	Static ground aircraft	88
H0639	Tow AGE	88
I0649	Initiate or annotate AFTO Forms 781H, Aerospace Vehicle Flight Status and Maintenance	88
A0016	Inventory consolidated tool kits (CTKs)	88
C0167	Inspect hydraulic power systems	88
E0294	Inspect nose landing gear shock struts	88
A0015	Interpret non-electrical schematics or diagrams	88
C0180	Remove or install hydraulic power system components	88
B0051	Bleed hydraulic systems or components	88
C0162	Depressurize hydraulic systems	85
E0295	Inspect nose wheel steering systems	85
B0060	Inspect auxiliary hydraulic systems	85
B0124	Remove or install hydraulic hose assemblies	85
I0661	Review AFTO Forms 781J	83
H0614	Perform preflight inspections	83
H0623	Remove or install aircraft light lenses, light bulbs, or batteries	83
E0292	Inspect main landing gear shock struts	83
C0173	Operationally check hydraulic power systems	83

TABLE A2

POWER SYSTEMS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=16)
C0180	Remove or install hydraulic power system components	100
A0001	Apply external electrical power to aircraft	100
A0024	Remove or install locking devices, such as safety wire or cotter pins	94
C0181	Remove or install emergency hydraulic system components	94
C0182	Remove or install hydraulic pressure-indicating system components	94
C0187	Troubleshoot hydraulic power systems	88
C0163	Drain hydraulic systems or components	88
A0026	Remove or install universal fittings	88
A0002	Clean hydraulic system components	88
C0188	Troubleshoot hydraulic pressure-indicating systems	88
B0135	Service aircraft hydraulic systems	81
B0110	Remove or install auxiliary hydraulic system components	81
C0161	Adjust hydraulic power system components	81
C0177	Operationally check reservoir pressurization systems	81
C0164	Flush hydraulic systems	81
C0162	Depressurize hydraulic systems	81
C0173	Operationally check hydraulic power systems	81
C0174	Operationally check hydraulic pressure-indicating systems	81
C0184	Remove or install pneumatic pressure-indicating system components	81
C0168	Inspect hydraulic pressure-indicating systems	81
A0013	Install or remove ground safety devices	81
B0053	Determine serviceability of tubing	75
C0185	Troubleshoot emergency hydraulic systems	75
A0017	Maintain CTKs	75
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	75
A0008	Inspect locking devices, such as safety wire or cotter pins	75
A0015	Interpret non-electrical schematics or diagrams	75
C0166	Inspect emergency hydraulic systems	75
D0204	Adjust or service spoiler system hydraulic components	75
D0203	Adjust or service speed brake system hydraulic components	75
C0172	Operationally check emergency hydraulic systems	75
B0051	Bleed hydraulic systems or components	69
B0060	Inspect auxiliary hydraulic systems	69
C0167	Inspect hydraulic power systems	69
B0139	Troubleshoot auxiliary hydraulic systems	69
C0175	Operationally check pneumatic power systems	69
C0183	Remove or install pneumatic power system components	69
B0136	Service aircraft pneumatic systems	69
C0190	Troubleshoot pneumatic pressure-indicating systems	69
A0016	Inventory consolidated tool kits (CTKs)	69
D0191	Adjust or service aileron system hydraulic components	69
A0014	Interpret electrical schematics or diagrams	69
B0052	Determine serviceability of hose assemblies	63
B0087	Operationally check auxiliary hydraulic systems	63

TABLE A3

BOMBER SUPPORT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=21)
A0001	Apply external electrical power to aircraft	95
B0051	Bleed hydraulic systems or components	90
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	86
E0315	Remove or install nose wheel steering system components	86
E0295	Inspect nose wheel steering systems	81
A0008	Inspect locking devices, such as safety wire or cotter pins	81
D0260	Remove or install spoiler system components	81
D0276	Troubleshoot spoiler systems	76
D0201	Adjust or service rudder system hydraulic components	76
E0293	Inspect normal landing gear systems	76
E0294	Inspect nose landing gear shock struts	76
E0304	Operationally check wheel brake systems	76
E0285	Bleed brake system components	76
E0313	Remove or install normal landing gear system components	76
B0133	Service aircraft accumulators	76
D0224	Inspect spoiler systems	76
E0303	Operationally check nose wheel steering systems	71
E0292	Inspect main landing gear shock struts	71
C0180	Remove or install hydraulic power system components	71
E0296	Inspect wheel brake systems	71
C0187	Troubleshoot hydraulic power systems	71
A0024	Remove or install locking devices, such as safety wire or cotter pins	71
E0327	Troubleshoot emergency landing gear systems	71
E0316	Remove or install wheel brake system components	71
C0173	Operationally check hydraulic power systems	67
D0242	Operationally check spoiler systems	67
E0308	Remove or install emergency landing gear system components	67
E0333	Troubleshoot wheel brake systems	67
E0332	Troubleshoot nose wheel steering systems	67
A0015	Interpret non-electrical schematics or diagrams	67
A0002	Clean hydraulic system components	67
B0053	Determine serviceability of tubing	67
A0014	Interpret electrical schematics or diagrams	67
D0204	Adjust or service spoiler system hydraulic components	62
E0305	Perform dummy landing gear retraction procedures	62
D0261	Remove or install wing flap system components	62
E0298	Operationally check emergency landing gear systems	62
C0181	Remove or install emergency hydraulic system components	62
D0214	Inspect horizontal tail or stabilizer systems	62
E0318	Repack nose landing gear shock struts	62
C0162	Depressurize hydraulic systems	62
A0013	Install or remove ground safety devices	62
E0326	Troubleshoot emergency brake systems	62
E0331	Troubleshoot normal landing gear systems	62

TABLE A4

CARGO SUPPORT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=54)
A0001	Apply external electrical power to aircraft	96
B0135	Service aircraft hydraulic systems	94
A0024	Remove or install locking devices, such as safety wire or cotter pins	91
E0320	Service main landing gear shock struts	91
B0124	Remove or install hydraulic hose assemblies	89
B0133	Service aircraft accumulators	89
D0228	Operationally check aileron systems	89
B0055	Inspect cargo door or ramp hydraulic systems	89
B0051	Bleed hydraulic systems or components	89
E0285	Bleed brake system components	87
D0231	Operationally check elevator hydraulic systems	85
D0250	Remove or install elevator hydraulic system components	85
B0111	Remove or install cargo door or ramp system hydraulic components	85
H0603	Participate as aircraft tow team member or supervisor	83
B0052	Determine serviceability of hose assemblies	83
D0211	Inspect elevator hydraulic systems	83
E0321	Service nose landing gear shock struts	83
D0247	Remove or install aileron system components	81
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	81
E0316	Remove or install wheel brake system components	80
E0294	Inspect nose landing gear shock struts	78
B0150	Troubleshoot hydraulic cargo door or ramp systems	78
E0315	Remove or install nose wheel steering system components	78
E0295	Inspect nose wheel steering systems	76
H0599	Launch or recover aircraft	74
B0110	Remove or install auxiliary hydraulic system components	74
C0180	Remove or install hydraulic power system components	74
C0162	Depressurize hydraulic systems	74
E0292	Inspect main landing gear shock struts	74
B0097	Operationally check hydraulic cargo door or ramp systems	74
B0060	Inspect auxiliary hydraulic systems	72
B0053	Determine serviceability of tubing	72
A0013	Install or remove ground safety devices	72
E0313	Remove or install normal landing gear system components	72
H0618	Position or remove aircraft chocks	70
C0173	Operationally check hydraulic power systems	70
B0141	Troubleshoot cargo door hydraulic systems	70
H0620	Refuel or defuel aircraft	69
E0293	Inspect normal landing gear systems	69
D0266	Troubleshoot elevator hydraulic systems	69
C0163	Drain hydraulic systems or components	69
E0303	Operationally check nose wheel steering systems	69
D0261	Remove or install wing flap system components	69
A0002	Clean hydraulic system components	67

TABLE A5

CREW CHIEF JOB

TASKS		PERCENT MEMBERS PERFORMING (N=41)
I0659	Review AFTO Forms 781A	100
A0001	Apply external electrical power to aircraft	100
B0135	Service aircraft hydraulic systems	100
H0620	Refuel or defuel aircraft	98
H0599	Launch or recover aircraft	98
I0662	Review AFTO Forms 781K	98
H0603	Participate as aircraft tow team member or supervisor	98
A0024	Remove or install locking devices, such as safety wire or cotter pins	98
I0660	Review AFTO Forms 781H	95
H0601	Marshall aircraft	95
A0008	Inspect locking devices, such as safety wire or cotter pins	95
E0296	Inspect wheel brake systems	95
H0618	Position or remove aircraft chocks	93
I0648	Initiate or annotate AFTO Forms 781A, Maintenance Discrepancy and Work Document	93
A0013	Install or remove ground safety devices	93
E0304	Operationally check wheel brake systems	93
H0617	Position aerospace ground equipment (AGE)	90
H0635	Service engine oil systems	90
H0598	Jack or level aircraft	90
B0053	Determine serviceability of tubing	90
B0133	Service aircraft accumulators	90
E0320	Service main landing gear shock struts	90
C0187	Troubleshoot hydraulic power systems	90
E0285	Bleed brake system components	90
H0637	Static ground aircraft	88
H0639	Tow AGE	88
I0649	Initiate or annotate AFTO Forms 781H, Aerospace Vehicle Flight Status and Maintenance	88
A0016	Inventory consolidated tool kits (CTKs)	88
C0167	Inspect hydraulic power systems	88
E0294	Inspect nose landing gear shock struts	88
A0015	Interpret non-electrical schematics or diagrams	88
C0180	Remove or install hydraulic power system components	88
B0051	Bleed hydraulic systems or components	88
C0162	Depressurize hydraulic systems	85
E0295	Inspect nose wheel steering systems	85
B0060	Inspect auxiliary hydraulic systems	85
B0124	Remove or install hydraulic hose assemblies	85
B0055	Inspect cargo door or ramp hydraulic systems	85
I0661	Review AFTO Forms 781J	83
H0614	Perform preflight inspections	83
H0623	Remove or install aircraft light lenses, light bulbs, or batteries	83
E0292	Inspect main landing gear shock struts	83

TABLE A6

FIELD TRAINING JOB

TASKS		PERCENT MEMBERS PERFORMING (N=17)
L0778	Personalize lesson plans	100
L0764	Conduct formal course classroom training	94
A0015	Interpret non-electrical schematics or diagrams	94
A0014	Interpret electrical schematics or diagrams	94
C0162	Depressurize hydraulic systems	94
A0001	Apply external electrical power to aircraft	94
L0768	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	88
L0771	Develop or procure training materials or aids	88
L0770	Develop written tests	88
D0243	Operationally check wing flap systems	88
C0187	Troubleshoot hydraulic power systems	88
E0304	Operationally check wheel brake systems	88
C0173	Operationally check hydraulic power systems	88
B0087	Operationally check auxiliary hydraulic systems	88
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	88
L0775	Evaluate progress of trainees	82
L0777	Maintain training records or files	82
L0766	Counsel trainees on training progress	82
L0774	Evaluate effectiveness of training programs, plans, or procedures	82
L0762	Brief personnel concerning training programs or matters	82
D0242	Operationally check spoiler systems	82
B0139	Troubleshoot auxiliary hydraulic systems	82
I0643	Clear Red-X conditions	82
A0016	Inventory consolidated tool kits (CTKs)	82
L0769	Develop training programs, plans, or procedures	76
M0794	Maintain TO libraries	76
L0767	Determine training requirements	76
L0776	Inspect training materials or aids for operation or suitability	76
E0303	Operationally check nose wheel steering systems	76
B0097	Operationally check hydraulic cargo door or ramp systems	76
I0648	Initiate or annotate AFTO Forms 781A, Maintenance Discrepancy and Work Document	76
B0135	Service aircraft hydraulic systems	76
I0647	Initiate technical order (TO) improvement reports	76
M0798	Review TO changes	71
L0763	Complete student entry or withdrawal forms	71
L0772	Establish or maintain study reference files	71
D0277	Troubleshoot wing flap systems	71
L0773	Evaluate training methods or techniques of instructors	71
E0332	Troubleshoot nose wheel steering systems	71
E0333	Troubleshoot wheel brake systems	71
D0228	Operationally check aileron systems	71
D0241	Operationally check speed brake systems	71

TABLE A7

IN-FLIGHT REFUELING JOB

TASKS		PERCENT MEMBERS PERFORMING (N=17)
F0365	Operationally check air refueling boom electrical systems	100
A0001	Apply external electrical power to aircraft	100
F0370	Operationally check air refueling boom signal systems	100
F0371	Operationally check air refueling boom stowage latch control systems	100
F0367	Operationally check air refueling boom hoist systems	94
F0364	Operationally check air refueling boom control systems	94
F0389	Remove or install air refueling boom hydraulic system components	94
F0390	Remove or install air refueling boom indicating system components	94
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	94
F0363	Operationally check air refueling boom hydraulic systems	88
F0334	Adjust air refueling boom indicating system components	88
A0024	Remove or install locking devices, such as safety wire or cotter pins	88
B0133	Service aircraft accumulators	88
B0135	Service aircraft hydraulic systems	82
F0368	Operationally check air refueling boom indicating systems	82
B0110	Remove or install auxiliary hydraulic system components	82
F0392	Remove or install air refueling boom stowage latch control system components	82
F0388	Remove or install air refueling boom hoist system components	82
F0414	Troubleshoot air refueling boom hydraulic systems	76
F0415	Troubleshoot air refueling boom indicating systems	76
F0366	Operationally check air refueling boom fuel systems	76
F0391	Remove or install air refueling boom signal system components	76
F0387	Remove or install air refueling boom fuel system components	76
F0342	Inspect air refueling boom assemblies	71
F0410	Troubleshoot air refueling boom control systems	71
F0347	Inspect air refueling boom hydraulic systems	71
F0411	Troubleshoot air refueling boom electrical systems	71
F0416	Troubleshoot air refueling boom signal systems	71
C0162	Depressurize hydraulic systems	71
F0346	Inspect air refueling boom hoist systems	71
B0051	Bleed hydraulic systems or components	71
F0385	Remove or install air refueling boom control system components	71
H0605	Perform fireguard activities	71
D0260	Remove or install spoiler system components	71
E0315	Remove or install nose wheel steering system components	71
E0313	Remove or install normal landing gear system components	71
A0008	Inspect locking devices, such as safety wire or cotter pins	65
F0413	Troubleshoot air refueling boom hoist systems	65
B0124	Remove or install hydraulic hose assemblies	65
F0349	Inspect air refueling boom signal systems	65
F0369	Operationally check air refueling boom mechanical systems	65
F0405	Rig air refueling boom control cables	65
F0350	Inspect air refueling boom stowage latch control systems	65
F0386	Remove or install air refueling boom electrical system components	65

TABLE A8

IN-SHOP MAINTENANCE CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=259)
A0005	Fabricate hose assemblies	96
G0431	Bench check hoses	94
G0442	Bench check brake assemblies	93
G0432	Bench check accumulators	93
A0024	Remove or install locking devices, such as safety wire or cotter pins	92
A0002	Clean hydraulic system components	91
G0507	Maintain hydraulic test stands	90
G0506	Maintain hose cutoff machines	90
G0499	Fabricate rubber hose assemblies	87
G0521	Repair accumulators	87
G0504	Maintain hose assembly machines	87
A0016	Inventory consolidated tool kits (CTKs)	85
G0530	Repair brake assemblies	84
G0500	Fabricate Teflon hose assemblies	83
B0052	Determine serviceability of hose assemblies	81
A0022	Prepare hydraulic components for storage or shipment	81
A0008	Inspect locking devices, such as safety wire or cotter pins	80
G0513	Operationally check hydraulic test stands	80
A0017	Maintain CTKs	75
B0053	Determine serviceability of tubing	74
G0501	Identify pressure ratings on hoses	74
B0051	Bleed hydraulic systems or components	73
N0815	Order parts using CAMS, G081, standard base supply system (SBSS), or manually	71
G0550	Repair hydraulic actuator cylinders	71
G0462	Bench check hydraulic actuator cylinders	71
G0517	Proof pressure check hose and tube assemblies, such as titanium, stainless steel, and aluminum	70
G0470	Bench check hydraulic swivel assemblies	70
G0496	Clean, inspect, or lubricate hose fabrication equipment	68
G0549	Repair hoses	64
G0520	Remove or replace shop hydraulic test stand components	64
G0438	Bench check aircraft reservoirs	63
G0587	Troubleshoot shop test stands	62
N0818	Track DIFM or awaiting parts (AWP) status	61
G0475	Bench check main landing gear shock struts	61
B0108	Pressure check tube assemblies	59
N0809	Inventory equipment, tools, parts, or supplies	58
G0558	Repair hydraulic swivel assemblies	58
G0567	Repair main landing gear shock struts	57
N0819	Turn in scrap metals	57
G0480	Bench check nose landing gear shock struts	56
I0652	Initiate or annotate DD Forms 350, Individual Contracting Action Report, tags	56
G0526	Repair aircraft reservoirs	56
C0163	Drain hydraulic systems or components	56

TABLE A9

QUALITY ASSURANCE JOB

TASKS		PERCENT MEMBERS PERFORMING (N=19)
E0296	Inspect wheel brake systems	100
C0167	Inspect hydraulic power systems	95
E0293	Inspect normal landing gear systems	95
A0008	Inspect locking devices, such as safety wire or cotter pins	95
E0294	Inspect nose landing gear shock struts	95
E0292	Inspect main landing gear shock struts	95
E0295	Inspect nose wheel steering systems	95
B0060	Inspect auxiliary hydraulic systems	89
C0168	Inspect hydraulic pressure-indicating systems	89
A0011	Inspect universal fittings	84
D0225	Inspect wing flap systems	84
E0288	Inspect emergency landing gear systems	84
A0007	Inspect cables	84
D0211	Inspect elevator hydraulic systems	79
B0055	Inspect cargo door or ramp hydraulic systems	79
B0064	Inspect cargo door lock or latch assemblies	79
C0166	Inspect emergency hydraulic systems	79
B0070	Inspect ground service connections	79
A0010	Inspect turn buckles	79
E0286	Inspect antiskid system components	79
K0741	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	74
K0739	Evaluate personnel for compliance with performance standards	74
D0215	Inspect wing flap systems	74
D0220	Inspect rudder systems, other than power rudder systems	74
K0754	Write inspection reports	68
I0659	Review AFTO Forms 781A	68
I0660	Review AFTO Forms 781H	68
I0662	Review AFTO Forms 781K	68
C0171	Inspect reservoir pressurization systems	68
B0058	Inspect fuel transfer system hydraulic components	68
D0208	Inspect aileron system components	63
I0648	Initiate or annotate AFTO Forms 781A, Maintenance Discrepancy and Work Document	63
D0224	Inspect spoiler systems	63
D0218	Inspect power rudder systems	63
C0170	Inspect pneumatic pressure-indicating systems	63
M0782	Complete accident or incident reports	58
A0012	Inspect Wiggins fittings	58
I0661	Review AFTO Forms 781J	58
K0718	Conduct safety inspections of equipment or facilities	58
B0056	Inspect cargo winch hydraulic systems	58
N0806	Evaluate serviceability of equipment, tools, parts, or supplies	53
K0748	Investigate accidents or incidents	53

TABLE A10

MANAGEMENT CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=110)
K0720	Counsel subordinates concerning personal matters	89
K0717	Conduct supervisory performance feedback sessions	89
K0747	Interpret policies, directives, or procedures for subordinates	88
K0722	Determine or establish work assignments or priorities	86
K0746	Inspect personnel for compliance with military standards	86
K0758	Write or indorse military performance reports	85
K0759	Write recommendations for awards or decorations	85
K0712	Assign personnel to work areas or duty positions	84
K0739	Evaluate personnel for compliance with performance standards	83
K0740	Evaluate personnel for promotion, demotion, reclassification, or special awards	82
K0745	Initiate actions required due to substandard performance of personnel	75
K0719	Conduct supervisory orientations for newly assigned personnel	75
K0734	Establish performance standards for subordinates	73
L0762	Brief personnel concerning training programs or matters	71
K0718	Conduct safety inspections of equipment or facilities	71
K0715	Conduct self-inspections or self-assessments	71
K0728	Develop or establish work schedules	70
L0766	Counsel trainees on training progress	68
K0738	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	67
K0721	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	65
K0727	Develop or establish work methods or procedures	65
K0753	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	64
L0775	Evaluate progress of trainees	64
L0767	Determine training requirements	64
L0777	Maintain training records or files	64
K0713	Assign sponsors for newly assigned personnel	63
I0669	Verify accuracy of CAMS or GO81 daily inputs	61
K0714	Conduct general meetings, such as staff meetings, conferences, or workshops	61
K0741	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	60
M0788	Initiate or maintain standby rosters or workcenter pyramid recall rosters	59
M0791	Maintain administrative files	57
K0760	Write replies to inspection reports	57
K0710	Adjust daily maintenance plans to meet operational commitments	56
I0643	Clear Red-X conditions	56
I0659	Review AFTO Forms 781A	55
I0658	Retrieve CAMS or GO81 listings or reports	55
N0807	Identify and report equipment or supply problems	55
K0743	Implement safety or security programs	55
I0662	Review AFTO Forms 781K	51
L0774	Evaluate effectiveness of training programs, plans, or procedures	50
M0795	Maintain or update status indicators, such as boards, graphs, or charts	48

APPENDIX B

TABLES 6-42

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TABLE 6

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS CAREER LADDER CLUSTERS AND SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS		DAFSC 2A635 (N=390)	DAFSC 2A655 (N=1094)	DAFSC 2A675 (N=533)
I.	HYDRAULIC TECHNICIAN JOB	57	67	62
II.	POWER SYSTEMS JOB	*	1	*
III.	BOMBER SUPPORT JOB	2	*	*
IV.	CARGO SUPPORT JOB	8	2	*
V.	CREW CHIEF JOB	1	3	1
VI.	FIELD TRAINING JOB	0	1	*
VII.	IN-FLIGHT REFUELING JOB	2	*	*
VIII.	IN-SHOP MAINTENANCE CLUSTER	19	14	7
IX.	QUALITY ASSURANCE JOB	0	*	3
X.	MANAGEMENT CLUSTER	0	1	18
XI.	NOT GROUPED	10	9	8
	AVERAGE NUMBER OF TASKS PERFORMED	150	182	145
	PERCENT OF SURVEY SAMPLE	19	54	27

* Less than 1 percent

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY ALL 2A6X5 DAFSC MEMBERS
(PERCENT RESPONDING)

DUTIES		DAFSC 2A635 (N=390)	DAFSC 2A655 (N=1094)	DAFSC 2A675 (N=533)
A	PERFORMING COMMON HYDRAULIC MAINTENANCE ACTIVITIES	11	9	7
B	PERFORMING HYDRAULIC SUBSYSTEM MAINTENANCE ACTIVITIES	13	12	9
C	PERFORMING HYDRAULIC POWER SYSTEMS MAINTENANCE ACTIVITIES	9	8	6
D	PERFORMING FLIGHT CONTROL SYSTEMS MAINTENANCE ACTIVITIES	12	11	8
E	PERFORMING LANDING GEAR SYSTEMS MAINTENANCE ACTIVITIES	15	13	10
F	PERFORMING AIR REFUELING SYSTEMS MAINTENANCE ACTIVITIES	8	7	5
G	PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	14	13	12
H	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING ACTIVITIES	7	6	4
I	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	7	9
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	2	2
K	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	5	15
L	PERFORMING TRAINING ACTIVITIES	*	3	5
M	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	1	3
N	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	5

* Less than 1 percent

TABLE 8

DISTRIBUTION OF AFSC 2A6X5 AD SKILL LEVEL MEMBERS ACROSS CAREER LADDER JOBS

SPECIALTY JOBS		DAFSC 2A635 (N=389)	DAFSC 2A655 (N=718)	DAFSC 2A675 (N=226)
I.	HYDRAULIC TECHNICIAN JOB	57	64	33
II.	POWER SYSTEMS JOB	*	*	0
III.	BOMBER SUPPORT JOB	2	*	0
IV.	CARGO SUPPORT JOB	8	2	*
V.	CREW CHIEF JOB	1	4	2
VI.	FIELD TRAINING JOB	0	2	1
VII.	IN-FLIGHT REFUELING JOB	2	1	0
VIII.	IN-SHOP MAINTENANCE CLUSTER	19	14	11
IX.	QUALITY ASSURANCE JOB	0	1	5
X.	MANAGEMENT CLUSTER	0	2	35
XI.	NOT GROUPED	10	9	12
	AVERAGE NUMBER OF TASKS	150	182	166
	PERCENT OF SURVEY SAMPLE	19	36	11

TABLE 9

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD 2A6X5 DAFSC MEMBERS
(PERCENT RESPONDING)

DUTIES		DAFSC 2A635 (N=389)	DAFSC 2A655 (N=718)	DAFSC 2A675 (N=226)
A	PERFORMING COMMON HYDRAULIC MAINTENANCE ACTIVITIES	10	9	6
B	PERFORMING HYDRAULIC SUBSYSTEM MAINTENANCE ACTIVITIES	13	12	6
C	PERFORMING HYDRAULIC POWER SYSTEMS MAINTENANCE ACTIVITIES	9	7	4
D	PERFORMING FLIGHT CONTROL SYSTEMS MAINTENANCE ACTIVITIES	13	11	5
E	PERFORMING LANDING GEAR SYSTEMS MAINTENANCE ACTIVITIES	15	12	6
F	PERFORMING AIR REFUELING SYSTEMS MAINTENANCE ACTIVITIES	8	7	5
G	PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	14	9	5
H	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING ACTIVITIES	7	8	3
I	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	8	12
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	2	3
K	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	6	26
L	PERFORMING TRAINING ACTIVITIES	*	4	8
M	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	2	5
N	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	6

* Less than 1 percent

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY AD 3-SKILL LEVEL PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=389)
A0024	Remove or install locking devices, such as safety wire or cotter pins	94
B0051	Bleed hydraulic systems or components	89
A0002	Clean hydraulic system components	87
B0052	Determine serviceability of hose assemblies	84
A0001	Apply external electrical power to aircraft	83
B0053	Determine serviceability of tubing	83
B0135	Service aircraft hydraulic systems	80
A0008	Inspect locking devices, such as safety wire or cotter pins	79
B0133	Service aircraft accumulators	79
C0163	Drain hydraulic systems or components	79
B0124	Remove or install hydraulic hose assemblies	75
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	75
C0162	Depressurize hydraulic systems	74
E0285	Bleed brake system components	74
A0016	Inventory consolidated tool kits (CTKs)	72
E0320	Service main landing gear shock struts	72
C0180	Remove or install hydraulic power system components	70
E0292	Inspect main landing gear shock struts	70
A0015	Interpret non-electrical schematics or diagrams	70
E0317	Repack main landing gear shock struts	69
B0110	Remove or install auxiliary hydraulic system components	66
C0173	Operationally check hydraulic power systems	66
C0187	Troubleshoot hydraulic power systems	66
B0060	Inspect auxiliary hydraulic systems	66
E0321	Service nose landing gear shock struts	66
E0294	Inspect nose landing gear shock struts	66
E0293	Inspect normal landing gear systems	66
A0013	Install or remove ground safety devices	65
E0296	Inspect wheel brake systems	65
E0304	Operationally check wheel brake systems	65
E0313	Remove or install normal landing gear system components	64
C0182	Remove or install hydraulic pressure-indicating system components	64
B0131	Remove or install tube assemblies	63
E0318	Repack nose landing gear shock struts	63
C0174	Operationally check hydraulic pressure-indicating systems	63
E0316	Remove or install wheel brake system components	63
E0315	Remove or install nose wheel steering system components	62

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY 5-SKILL LEVEL AD PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=718)
A0024	Remove or install locking devices, such as safety wire or cotter pins	91
A0008	Inspect locking devices, such as safety wire or cotter pins	85
B0051	Bleed hydraulic systems or components	84
A0016	Inventory consolidated tool kits (CTKs)	83
A0001	Apply external electrical power to aircraft	82
B0052	Determine serviceability of hose assemblies	81
B0053	Determine serviceability of tubing	81
C0163	Drain hydraulic systems or components	79
B0135	Service aircraft hydraulic systems	78
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	77
A0015	Interpret non-electrical schematics or diagrams	76
A0002	Clean hydraulic system components	75
C0162	Depressurize hydraulic systems	75
B0133	Service aircraft accumulators	75
E0285	Bleed brake system components	74
C0173	Operationally check hydraulic power systems	73
C0187	Troubleshoot hydraulic power systems	73
A0013	Install or remove ground safety devices	73
C0180	Remove or install hydraulic power system components	72
B0124	Remove or install hydraulic hose assemblies	72
C0167	Inspect hydraulic power systems	72
A0014	Interpret electrical schematics or diagrams	72
E0333	Troubleshoot wheel brake systems	72
I0648	Initiate or annotate AFTO Forms 781A, Maintenance Discrepancy and Work Document	71
E0296	Inspect wheel brake systems	70
E0292	Inspect main landing gear shock struts	70
E0320	Service main landing gear shock struts	70
C0174	Operationally check hydraulic pressure-indicating systems	70
E0304	Operationally check wheel brake systems	70
E0294	Inspect nose landing gear shock struts	69
C0168	Inspect hydraulic pressure-indicating systems	68
E0316	Remove or install wheel brake system components	68
E0313	Remove or install normal landing gear system components	68
C0188	Troubleshoot hydraulic pressure-indicating systems	68
I0657	Perform time compliance technical order (TCTO) inspections	68
E0317	Repack main landing gear shock struts	67

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN 3- AND 5-SKILL LEVEL AD PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 2A635 (N=389)	DAFSC 2A655 (N=718)	DIFFERENCE
K0720	Counsel subordinates concerning personal matters	5	54	-50
L0766	Counsel trainees on training progress	6	57	-50
L0775	Evaluate progress of trainees	4	50	-47
I0643	Clear Red-X conditions	5	48	-44
K0717	Conduct supervisory performance feedback sessions	3	46	-44
L0765	Conduct on-the-job training (OJT)	19	63	-44
L0777	Maintain training records or files	16	59	-43
K0758	Write or indorse military performance reports	1	43	-42
I0644	Document in-progress inspections (IPIs)	16	57	-41
K0739	Evaluate personnel for compliance with performance standards	3	44	-41
K0722	Determine or establish work assignments or priorities	6	44	-39
K0746	Inspect personnel for compliance with military standards	7	47	-39
I0656	Perform IPIs	11	49	-38
K0759	Write recommendations for awards or decorations	2	40	-38
K0712	Assign personnel to work areas or duty positions	5	40	-35
K0747	Interpret policies, directives, or procedures for subordinates	4	39	-35
L0767	Determine training requirements	4	39	-35
K0734	Establish performance standards for subordinates	3	37	-34
K0740	Evaluate personnel for promotion, demotion, reclassification, or special awards	1	35	-34

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY 7-SKILL LEVEL AD PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=226)
K0720	Counsel subordinates concerning personal matters	79
K0759	Write recommendations for awards or decorations	76
K0758	Write or indorse military performance reports	74
K0717	Conduct supervisory performance feedback sessions	73
K0746	Inspect personnel for compliance with military standards	72
K0722	Determine or establish work assignments or priorities	71
K0747	Interpret policies, directives, or procedures for subordinates	69
I0643	Clear Red-X conditions	67
L0766	Counsel trainees on training progress	67
K0739	Evaluate personnel for compliance with performance standards	66
K0712	Assign personnel to work areas or duty positions	64
K0719	Conduct supervisory orientations for newly assigned personnel	64
K0734	Establish performance standards for subordinates	63
L0777	Maintain training records or files	63
K0740	Evaluate personnel for promotion, demotion, reclassification, or special awards	62
K0745	Initiate actions required due to substandard performance of personnel	61
L0765	Conduct on-the-job training (OJT)	61
I0656	Perform IPIs	61
L0762	Brief personnel concerning training programs or matters	60
L0775	Evaluate progress of trainees	60
I0644	Document in-progress inspections (IPIs)	60
K0715	Conduct self-inspections or self-assessments	59
K0718	Conduct safety inspections of equipment or facilities	58
L0767	Determine training requirements	58
A0016	Inventory consolidated tool kits (CTKs)	58
A0008	Inspect locking devices, such as safety wire or cotter pins	58
I0659	Review AFTO Forms 781A	57
I0658	Retrieve CAMS or GO81 listings or reports	57
K0728	Develop or establish work schedules	57
I0648	Initiate or annotate AFTO Forms 781A, Maintenance Discrepancy and Work Document	57
A0015	Interpret non-electrical schematics or diagrams	57
A0014	Interpret electrical schematics or diagrams	57
B0052	Determine serviceability of hose assemblies	54
I0666	Update maintenance data collection (MDC) data in CAMS or GO81	53
A0024	Remove or install locking devices, such as safety wire or cotter pins	53

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN 5- AND 7- SKILL LEVEL AD PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 2A655 (N=718)	DAFSC 2A675 (N=226)	DIFFERENCE
A0024	Remove or install locking devices, such as safety wire or cotter pins	91	53	38
B0135	Service aircraft hydraulic systems	78	42	36
C0163	Drain hydraulic systems or components	79	43	35
B0051	Bleed hydraulic systems or components	84	49	35
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	77	43	34
E0285	Bleed brake system components	74	41	33
E0316	Remove or install wheel brake system components	68	36	32
A0002	Clean hydraulic system components	75	43	32
B0133	Service aircraft accumulators	75	44	32
B0124	Remove or install hydraulic hose assemblies	72	40	31
K0759	Write recommendations for awards or decorations	40	76	-36
K0753	Schedule personnel for temporary duty (TDY)	15	51	-36
K0760	Write replies to inspection reports	11	47	-35
K0728	Develop or establish work schedules	24	57	-33
K0713	Assign sponsors for newly assigned personnel	16	49	-33
K0714	Conduct general meetings, such as staff meetings, conferences, or workshops	14	46	-32
K0758	Write or indorse military performance reports	43	74	-31
K0747	Interpret policies, directives, or procedures for subordinates	39	69	-30
K0715	Conduct self-inspections or self-assessments	30	59	-29
M0788	Initiate or maintain standby rosters or workcenter pyramid recall rosters	13	42	-29
K0755	Write job or position descriptions	14	43	-29

TABLE 15

DISTRIBUTION OF AFSC 2A6X5 ANG SKILL LEVEL MEMBERS ACROSS CAREER LADDER JOBS

SPECIALTY JOBS		DAFSC 2A655 (N=259)	DAFSC 2A675 (N=158)
I.	HYDRAULIC TECHNICIAN JOB	74	89
II.	POWER SYSTEMS JOB	3	0
III.	BOMBER SUPPORT JOB	*	*
IV.	CARGO SUPPORT JOB	*	0
V.	CREW CHIEF JOB	0	0
VI.	FIELD TRAINING JOB	0	0
VII.	IN-FLIGHT REFUELING JOB	0	0
VIII.	IN-SHOP MAINTENANCE CLUSTER	14	3
IX.	QUALITY ASSURANCE JOB	0	3
X.	MANAGEMENT CLUSTER	0	4
XVI.	NOT GROUPED	8	0
	AVERAGE NUMBER OF TASKS	203	263
	PERCENT OF SURVEY SAMPLE	13	8

TABLE 16

RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG 2A6X5 DAFSC MEMBERS
(PERCENT RESPONDING)

DUTIES		DAFSC 2A655 (N=259)	DAFSC 2A675 (N=158)
A	PERFORMING COMMON HYDRAULIC MAINTENANCE ACTIVITIES	11	7
B	PERFORMING HYDRAULIC SUBSYSTEM MAINTENANCE ACTIVITIES	13	10
C	PERFORMING HYDRAULIC POWER SYSTEMS MAINTENANCE ACTIVITIES	10	8
D	PERFORMING FLIGHT CONTROL SYSTEMS MAINTENANCE ACTIVITIES	10	9
E	PERFORMING LANDING GEAR SYSTEMS MAINTENANCE ACTIVITIES	14	13
F	PERFORMING AIR REFUELING SYSTEMS MAINTENANCE ACTIVITIES	6	6
G	PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	21	19
H	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING ACTIVITIES	3	3
I	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4	7
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	2
K	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	6
L	PERFORMING TRAINING ACTIVITIES	*	3
M	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	2
N	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	5

* Less than 1 percent

TABLE 17

REPRESENTATIVE TASKS PERFORMED BY 5-SKILL LEVEL ANG PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=259)
A0002	Clean hydraulic system components	98
A0024	Remove or install locking devices, such as safety wire or cotter pins	97
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	93
A0001	Apply external electrical power to aircraft	93
A0005	Fabricate hose assemblies	93
A0008	Inspect locking devices, such as safety wire or cotter pins	91
B0135	Service aircraft hydraulic systems	91
B0051	Bleed hydraulic systems or components	90
C0163	Drain hydraulic systems or components	90
A0022	Prepare hydraulic components for storage or shipment	89
G0431	Bench check hoses	89
A0016	Inventory consolidated tool kits (CTKs)	87
C0180	Remove or install hydraulic power system components	87
B0124	Remove or install hydraulic hose assemblies	86
C0162	Depressurize hydraulic systems	86
B0052	Determine serviceability of hose assemblies	86
B0133	Service aircraft accumulators	86
B0053	Determine serviceability of tubing	85
E0285	Bleed brake system components	85
G0432	Bench check accumulators	85
G0442	Bench check brake assemblies	83
G0521	Repair accumulators	82
A0013	Install or remove ground safety devices	81
A0015	Interpret non-electrical schematics or diagrams	81
G0499	Fabricate rubber hose assemblies	81
C0167	Inspect hydraulic power systems	80
C0187	Troubleshoot hydraulic power systems	80
C0173	Operationally check hydraulic power systems	79
G0530	Repair brake assemblies	78
E0317	Repack main landing gear shock struts	78
C0174	Operationally check hydraulic pressure-indicating systems	78
E0320	Service main landing gear shock struts	78
G0506	Maintain hose cutoff machines	78
E0292	Inspect main landing gear shock struts	77
G0507	Maintain hydraulic test stands	77
G0504	Maintain hose assembly machines	77
E0316	Remove or install wheel brake system components	76

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY 7-SKILL LEVEL ANG PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=158)
A0008	Inspect locking devices, such as safety wire or cotter pins	97
A0002	Clean hydraulic system components	94
C0187	Troubleshoot hydraulic power systems	94
E0333	Troubleshoot wheel brake systems	94
A0005	Fabricate hose assemblies	94
A0001	Apply external electrical power to aircraft	94
A0016	Inventory consolidated tool kits (CTKs)	93
A0024	Remove or install locking devices, such as safety wire or cotter pins	92
E0296	Inspect wheel brake systems	92
E0285	Bleed brake system components	92
B0135	Service aircraft hydraulic systems	92
E0294	Inspect nose landing gear shock struts	92
E0295	Inspect nose wheel steering systems	92
A0022	Prepare hydraulic components for storage or shipment	92
G0507	Maintain hydraulic test stands	92
C0163	Drain hydraulic systems or components	92
E0332	Troubleshoot nose wheel steering systems	92
C0180	Remove or install hydraulic power system components	91
B0052	Determine serviceability of hose assemblies	91
E0317	Repack main landing gear shock struts	91
A0015	Interpret non-electrical schematics or diagrams	91
G0431	Bench check hoses	91
B0051	Bleed hydraulic systems or components	90
E0292	Inspect main landing gear shock struts	90
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	90
B0053	Determine serviceability of tubing	90
G0530	Repair brake assemblies	89
G0442	Bench check brake assemblies	89
A0017	Maintain CTKs	89
E0293	Inspect normal landing gear systems	89
C0162	Depressurize hydraulic systems	89
C0168	Inspect hydraulic pressure-indicating systems	89
E0318	Repack nose landing gear shock struts	89
G0521	Repair accumulators	89
G0499	Fabricate rubber hose assemblies	89
C0167	Inspect hydraulic power systems	88
C0173	Operationally check hydraulic power systems	87

TABLE 19

TASKS WHICH BEST DIFFERENTIATE 5- AND 7- SKILL LEVEL ANG PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 2A655 (N=259)	DAFSC 2A675 (N=158)	DIFFERENCE
I0643	Clear Red-X conditions	17	75	-57
L0766	Counsel trainees on training progress	15	68	-54
K0722	Determine or establish work assignments or priorities	12	64	-52
L0765	Conduct on-the-job training (OJT)	27	79	-52
I0644	Document in-progress inspections (IPIs)	22	71	-48
I0656	Perform IPIs	20	67	-47
L0767	Determine training requirements	11	56	-45
N0818	Track DIFM or awaiting parts (AWP) status	26	72	-45
L0777	Maintain training records or files	20	63	-44
L0775	Evaluate progress of trainees	13	57	-44
N0812	Maintain documentation on items requiring periodic inspections or calibrations	27	70	-43
N0808	Initiate requisitions for equipment, tools, parts, or supplies	24	66	-43
K0712	Assign personnel to work areas or duty positions	12	55	-43
N0806	Evaluate serviceability of equipment, tools, parts, or supplies	36	78	-42
N0802	Coordinate non-destructive inspections (NDIs) with appropriate agencies	27	69	-42
L0762	Brief personnel concerning training programs or matters	10	52	-42
N0813	Maintain organizational equipment or supply records	14	53	-40
I0647	Initiate technical order (TO) improvement reports	27	68	-40
M0796	Participate in TCTO meetings	12	51	-39
N0803	Coordinate parts painting with sheet metal shop	29	68	-39

TABLE 20

DISTRIBUTION OF AFSC 2A6X5 AFRC SKILL LEVEL MEMBERS ACROSS CAREER LADDER JOBS

SPECIALTY JOBS		DAFSC 2A655 (N=117)	DAFSC 2A675 (N=149)
I.	HYDRAULIC TECHNICIAN JOB	69	78
II.	POWER SYSTEMS JOB	*	*
III.	BOMBER SUPPORT JOB	*	1
IV.	CARGO SUPPORT JOB	3	*
V.	CREW CHIEF JOB	2	1
VI.	FIELD TRAINING JOB	0	0
VII.	IN-FLIGHT REFUELING JOB	2	*
VIII.	IN-SHOP MAINTENANCE CLUSTER	9	6
IX.	QUALITY ASSURANCE JOB	0	*
X.	MANAGEMENT CLUSTER	0	7
XI.	NOT GROUPED	13	5
	AVERAGE NUMBER OF TASKS	197	240
	PERCENT OF SURVEY SAMPLE	6	7

TABLE 21

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFRC 2A6X5 DAFSC MEMBERS
(PERCENT RESPONDING)

DUTIES		DAFSC 2A655 (N=117)	DAFSC 2A675 (N=149)
A	PERFORMING COMMON HYDRAULIC MAINTENANCE ACTIVITIES	10	7
B	PERFORMING HYDRAULIC SUBSYSTEM MAINTENANCE ACTIVITIES	15	12
C	PERFORMING HYDRAULIC POWER SYSTEMS MAINTENANCE ACTIVITIES	10	8
D	PERFORMING FLIGHT CONTROL SYSTEMS MAINTENANCE ACTIVITIES	13	11
E	PERFORMING LANDING GEAR SYSTEMS MAINTENANCE ACTIVITIES	15	13
F	PERFORMING AIR REFUELING SYSTEMS MAINTENANCE ACTIVITIES	7	5
G	PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	14	15
H	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING ACTIVITIES	5	6
I	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4	6
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	2
K	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	7
L	PERFORMING TRAINING ACTIVITIES	1	3
M	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	2
N	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	3

* Less than 1 percent

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY 5- SKILL LEVEL AFRC PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=117)
A0024	Remove or install locking devices, such as safety wire or cotter pins	97
A0001	Apply external electrical power to aircraft	90
A0002	Clean hydraulic system components	89
B0135	Service aircraft hydraulic systems	89
E0285	Bleed brake system components	87
B0052	Determine serviceability of hose assemblies	86
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	86
A0016	Inventory consolidated tool kits (CTKs)	85
B0051	Bleed hydraulic systems or components	85
C0180	Remove or install hydraulic power system components	85
B0133	Service aircraft accumulators	85
A0008	Inspect locking devices, such as safety wire or cotter pins	85
C0163	Drain hydraulic systems or components	85
B0124	Remove or install hydraulic hose assemblies	84
B0053	Determine serviceability of tubing	84
C0162	Depressurize hydraulic systems	84
C0181	Remove or install emergency hydraulic system components	81
E0292	Inspect main landing gear shock struts	80
C0167	Inspect hydraulic power systems	80
E0316	Remove or install wheel brake system components	79
E0296	Inspect wheel brake systems	79
C0173	Operationally check hydraulic power systems	79
C0182	Remove or install hydraulic pressure-indicating system components	79
A0015	Interpret non-electrical schematics or diagrams	78
E0294	Inspect nose landing gear shock struts	78
E0304	Operationally check wheel brake systems	78
E0313	Remove or install normal landing gear system components	78
B0110	Remove or install auxiliary hydraulic system components	77
E0320	Service main landing gear shock struts	77
C0188	Troubleshoot hydraulic pressure-indicating systems	77
C0168	Inspect hydraulic pressure-indicating systems	77
C0166	Inspect emergency hydraulic systems	76
C0187	Troubleshoot hydraulic power systems	75
E0293	Inspect normal landing gear systems	75
E0333	Troubleshoot wheel brake systems	75
C0174	Operationally check hydraulic pressure-indicating systems	74
E0317	Repack main landing gear shock struts	74

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY 7-SKILL LEVEL AFRC PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=149)
A0008	Inspect locking devices, such as safety wire or cotter pins	91
B0135	Service aircraft hydraulic systems	91
A0024	Remove or install locking devices, such as safety wire or cotter pins	90
C0163	Drain hydraulic systems or components	90
A0002	Clean hydraulic system components	89
B0051	Bleed hydraulic systems or components	89
A0001	Apply external electrical power to aircraft	89
A0016	Inventory consolidated tool kits (CTKs)	87
B0052	Determine serviceability of hose assemblies	87
C0162	Depressurize hydraulic systems	87
B0133	Service aircraft accumulators	87
E0296	Inspect wheel brake systems	86
B0124	Remove or install hydraulic hose assemblies	86
B0053	Determine serviceability of tubing	86
C0180	Remove or install hydraulic power system components	85
C0167	Inspect hydraulic power systems	85
E0285	Bleed brake system components	85
E0293	Inspect normal landing gear systems	85
C0187	Troubleshoot hydraulic power systems	85
E0294	Inspect nose landing gear shock struts	85
E0316	Remove or install wheel brake system components	85
E0315	Remove or install nose wheel steering system components	85
E0313	Remove or install normal landing gear system components	85
C0173	Operationally check hydraulic power systems	83
E0292	Inspect main landing gear shock struts	83
E0295	Inspect nose wheel steering systems	83
A0013	Install or remove ground safety devices	83
C0174	Operationally check hydraulic pressure-indicating systems	82
C0168	Inspect hydraulic pressure-indicating systems	82
I0648	Initiate or annotate AFTO Forms 781A, Maintenance Discrepancy and Work Document	81
E0304	Operationally check wheel brake systems	81
A0015	Interpret non-electrical schematics or diagrams	80
B0060	Inspect auxiliary hydraulic systems	79
E0320	Service main landing gear shock struts	79
B0110	Remove or install auxiliary hydraulic system components	79
A0022	Prepare hydraulic components for storage or shipment	79

TABLE 24

REPRESENTATIVE TASKS WHICH BEST DIFFERENTIATE BETWEEN 5- AND 7- SKILL LEVEL AFRC PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 2A655 (N=117)	DAFSC 2A675 (N=149)	DIFFERENCE
K0758	Write or indorse military performance reports	8	44	-37
K0739	Evaluate personnel for compliance with performance standards	14	48	-35
K0740	Evaluate personnel for promotion, demotion, reclassification, or special awards	9	42	-34
L0762	Brief personnel concerning training programs or matters	10	44	-33
I0643	Clear Red-X conditions	31	62	-32
K0719	Conduct supervisory orientations for newly assigned personnel	9	40	-32
K0746	Inspect personnel for compliance with military standards	20	50	-31
K0717	Conduct supervisory performance feedback sessions	10	42	-31
K0759	Write recommendations for awards or decorations	8	38	-30
L0775	Evaluate progress of trainees	20	50	-30
K0728	Develop or establish work schedules	10	39	-29
K0722	Determine or establish work assignments or priorities	22	52	-29
K0720	Counsel subordinates concerning personal matters	15	43	-28
K0747	Interpret policies, directives, or procedures for subordinates	15	43	-28
L0766	Counsel trainees on training progress	31	59	-28
I0644	Document in-progress inspections (IPIs)	36	63	-27
L0765	Conduct on-the-job training (OJT)	38	66	-27
K0738	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	11	37	-26
L0777	Maintain training records or files	36	62	-26
I0656	Perform IPIs	33	60	-26

TABLE 25

TASK WHICH BEST DIFFERENTIATE BETWEEN 5-SKILL LEVEL AD PERSONNEL AND 5-SKILL LEVEL ANG PERSONNEL

TASKS		AD 2A655 (N=718)	ANG 2A655 (N=259)	DIFFERENCE
K0720	Counsel subordinates concerning personal matters	54	11	43
L0766	Counsel trainees on training progress	57	15	42
K0758	Write or indorse military performance reports	43	2	41
K0717	Conduct supervisory performance feedback sessions	46	6	40
L0777	Maintain training records or files	59	20	40
L0775	Evaluate progress of trainees	50	13	37
L0765	Conduct on-the-job training (OJT)	63	27	36
K0759	Write recommendations for awards or decorations	40	4	36
I0644	Document in-progress inspections (IPIs)	57	22	35
K0739	Evaluate personnel for compliance with performance standards	44	10	34
G0432	Bench check accumulators	27	85	-59
G0442	Bench check brake assemblies	26	83	-57
G0431	Bench check hoses	33	89	-56
G0521	Repair accumulators	27	82	-55
G0530	Repair brake assemblies	27	78	-52
G0462	Bench check hydraulic actuator cylinders	22	74	-52
G0506	Maintain hose cutoff machines	28	78	-51
G0507	Maintain hydraulic test stands	27	77	-51
G0504	Maintain hose assembly machines	27	77	-50
G0553	Repair hydraulic filter assemblies	17	61	-45
G0550	Repair hydraulic actuator cylinders	25	69	-44

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN 5-SKILL LEVEL AD PERSONNEL AND 5-SKILL LEVEL AFRC PERSONNEL

TASKS		AD 2A655 (N=718)	AFRC 2A655 (N=117)	DIFFERENCE
K0720	Counsel subordinates concerning personal matters	54	15	39
K0717	Conduct supervisory performance feedback sessions	46	10	36
K0758	Write or indorse military performance reports	43	8	35
K0759	Write recommendations for awards or decorations	40	8	32
K0739	Evaluate personnel for compliance with performance standards	44	14	31
L0775	Evaluate progress of trainees	50	20	30
K0734	Establish performance standards for subordinates	37	9	28
K0719	Conduct supervisory orientations for newly assigned personnel	36	9	27
K0745	Initiate actions required due to substandard performance of personnel	32	5	27
K0746	Inspect personnel for compliance with military	47	20	27
G0431	Bench check hoses	33	61	-28
G0432	Bench check accumulators	27	54	-27
G0442	Bench check brake assemblies	26	52	-26
G0530	Repair brake assemblies	27	53	-26
G0521	Repair accumulators	27	51	-24
G0550	Repair hydraulic actuator cylinders	25	47	-22
A0005	Fabricate hose assemblies	50	72	-22
G0553	Repair hydraulic filter assemblies	17	39	-22
G0465	Bench check hydraulic fuses	13	34	-21
D0191	Adjust or service aileron system hydraulic components	39	60	-21

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN 7-SKILL LEVEL AD PERSONNEL AND 7-SKILL LEVEL ANG PERSONNEL

TASKS		AD 2A675 (N=256)	ANG 2A675 (N=158)	DIFFERENCE
K0758	Write or indorse military performance reports	74	23	51
K0717	Conduct supervisory performance feedback sessions	73	28	46
K0759	Write recommendations for awards or decorations	76	35	41
K0745	Initiate actions required due to substandard performance of personnel	61	25	35
K0720	Counsel subordinates concerning personal matters	79	47	32
K0734	Establish performance standards for subordinates	63	35	28
K0755	Write job or position descriptions	43	20	23
K0714	Conduct general meetings, such as staff meetings, conferences, or workshops	46	23	23
K0719	Conduct supervisory orientations for newly assigned personnel	64	42	22
K0746	Inspect personnel for compliance with military standards	72	51	21
G0530	Repair brake assemblies	16	89	-72
G0442	Bench check brake assemblies	18	89	-71
G0507	Maintain hydraulic test stands	20	92	-71
G0521	Repair accumulators	19	89	-70
G0432	Bench check accumulators	21	91	-70
A0021	Perform phase or isochronal (ISO) inspections	15	85	-70
G0506	Maintain hose cutoff machines	20	89	-69
G0550	Repair hydraulic actuator cylinders	17	87	-69
G0504	Maintain hose assembly machines	20	88	-68
G0553	Repair hydraulic filter assemblies	12	78	-66
G0567	Repair main landing gear shock struts	16	82	-66

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN 7-SKILL LEVEL AD PERSONNEL AND 7-SKILL LEVEL AFRC PERSONNEL

TASKS		AD 2A675 (N=226)	AFRC 2A675 (N=149)	DIFFERENCE
K0759	Write recommendations for awards or decorations	76	38	38
K0720	Counsel subordinates concerning personal matters	79	43	36
K0745	Initiate actions required due to substandard performance of personnel	61	28	32
K0717	Conduct supervisory performance feedback sessions	73	42	32
K0734	Establish performance standards for subordinates	63	32	31
K0758	Write or indorse military performance reports	74	44	30
K0753	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	51	21	29
M0782	Complete accident or incident reports	49	20	29
K0755	Write job or position descriptions	43	16	27
K0747	Interpret policies, directives, or procedures for subordinates	69	43	27
E0313	Remove or install normal landing gear system components	36	85	-48
E0316	Remove or install wheel brake system components	36	85	-48
C0163	Drain hydraulic systems or components	43	90	-47
B0111	Remove or install cargo door or ramp system hydraulic components	29	76	-47
B0124	Remove or install hydraulic hose assemblies	40	86	-46
A0002	Clean hydraulic system components	43	89	-46
D0250	Remove or install elevator hydraulic system components	24	69	-45
G0530	Repair brake assemblies	16	62	-45
C0180	Remove or install hydraulic power system components	42	85	-44
D0211	Inspect elevator hydraulic systems	31	75	-44
B0110	Remove or install auxiliary hydraulic system components	34	79	-44

TABLE 29

RELATIVE PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL
(N=453)

DUTIES		PERCENT TIME SPENT
A	PERFORMING COMMON HYDRAULIC MAINTENANCE ACTIVITIES	11
B	PERFORMING HYDRAULIC SUBSYSTEM MAINTENANCE ACTIVITIES	13
C	PERFORMING HYDRAULIC POWER SYSTEMS MAINTENANCE ACTIVITIES	9
D	PERFORMING FLIGHT CONTROL SYSTEMS MAINTENANCE ACTIVITIES	13
E	PERFORMING LANDING GEAR SYSTEMS MAINTENANCE ACTIVITIES	14
F	PERFORMING AIR REFUELING SYSTEMS MAINTENANCE ACTIVITIES	8
G	PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	14
H	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING ACTIVITIES	6
I	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1
K	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
L	PERFORMING TRAINING ACTIVITIES	*
M	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1
N	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3

* Less than one percent

TABLE 30

REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=453)
A0024	Remove or install locking devices, such as safety wire or cotter pins	95
B0051	Bleed hydraulic systems or components	89
A0002	Clean hydraulic system components	88
A0001	Apply external electrical power to aircraft	84
B0052	Determine serviceability of hose assemblies	84
B0053	Determine serviceability of tubing	84
C0163	Drain hydraulic systems or components	81
B0135	Service aircraft hydraulic systems	81
A0008	Inspect locking devices, such as safety wire or cotter pins	80
B0133	Service aircraft accumulators	79
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	76
A0016	Inventory consolidated tool kits (CTKs)	75
B0124	Remove or install hydraulic hose assemblies	75
C0162	Depressurize hydraulic systems	74
E0285	Bleed brake system components	73
C0180	Remove or install hydraulic power system components	71
E0320	Service main landing gear shock struts	70
A0015	Interpret non-electrical schematics or diagrams	70
E0317	Repack main landing gear shock struts	68
E0292	Inspect main landing gear shock struts	67
C0173	Operationally check hydraulic power systems	67
C0187	Troubleshoot hydraulic power systems	66
B0060	Inspect auxiliary hydraulic systems	66
B0110	Remove or install auxiliary hydraulic system components	66
A0013	Install or remove ground safety devices	65
E0296	Inspect wheel brake systems	65
C0182	Remove or install hydraulic pressure-indicating system components	64
C0167	Inspect hydraulic power systems	64
C0174	Operationally check hydraulic pressure-indicating systems	64
E0304	Operationally check wheel brake systems	64
E0321	Service nose landing gear shock struts	63
E0313	Remove or install normal landing gear system components	63
E0294	Inspect nose landing gear shock struts	63
E0316	Remove or install wheel brake system components	63
C0181	Remove or install emergency hydraulic system components	62
E0293	Inspect normal landing gear systems	62
E0318	Repack nose landing gear shock struts	62

TABLE 31

EQUIPMENT USED BY
FIRST-ENLISTMENT AFSC 2A6X5 PERSONNEL
(PERCENT MEMBERS RESPONDING)

EQUIPMENT	1ST ENL (N=453)
Torque Wrenches	93
Spanner Wrenches	83
Hydraulic Ground Service Carts	79
Hydraulic Test Stands	77
Multimeters	68
Lite Alls	63
Auxiliary Ground Power Units	60
Ground Power Units (GPUs)	58
LN 2 Service Carts	57
Hose Cut Off /Skiving Machines	55
Hose Assembly Machine	55
Micrometer	54
Air Compressors	54

TABLE 32

TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 2A6X5 1ST JOB (N=147)	PERCENT MEMBERS PERFORMING 2A6X5 1ST ENL (N=453)	TSK DIF
B0052	Determine serviceability of hose assemblies	6.60	80	84	3.19
A0024	Remove or install locking devices, such as safety wire or cotter pins	6.55	97	95	2.05
B0051	Bleed hydraulic systems or components	6.48	88	89	4.43
B0053	Determine serviceability of tubing	6.43	79	84	3.81
B0133	Service aircraft accumulators	6.33	80	79	3.61
B0135	Service aircraft hydraulic systems	6.19	82	81	3.35
C0162	Depressurize hydraulic systems	6.17	73	74	3.54
E0320	Service main landing gear shock struts	6.10	71	70	4.64
A0015	Interpret non electrical schematics or diagrams	6.10	63	70	5.93
E0285	Bleed brake system components	6.02	78	73	4.26
B0124	Remove or install hydraulic hose assemblies	5.98	76	75	3.49
A0003	Connect or disconnect portable hydraulic test stands to or from aircraft	5.95	72	76	2.70
A001	Apply external electrical power to aircraft	5.90	82	84	2.07
E0321	Service nose landing gear shock struts	5.88	61	63	4.61

TE MEAN = 1.87; S.D. = 1.41; HIGH = 3.28
TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE 33

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS		TSK DIF	PERCENT MEMBERS PERFORMING 2A6X5 1ST JOB (N=147)	PERCENT MEMBERS PERFORMING 2A6X5 1ST ENL (N=453)	TNG EMP
E0318	Repack nose landing gear shock struts	7.21	52	62	5.26
E0317	Repack main landing gear shock struts	7.18	59	68	5.17
E0319	Repack center landing gear shock struts	7.12	14	19	1.95
D0267	Trouble shoot helicopter collective, cyclic, or directional control systems	7.12	1	2	.67
D0265	Troubleshoot artificial feel system	7.09	10	11	.52
D0270	Trouble shoot pitch trim system	7.04	18	24	1.86
F0246	Troubleshoot IFR pod electrical systems	7.03	8	12	1.52
D0278	Troubleshoot wing sweep systems	7.00	1	6	.69
E0329	Troubleshoot landing gear kneeling systems	6.99	10	12	1.60
E0330	Troubleshoot landing gear rotation systems	6.99	12	14	1.45
E0328	Troubleshoot landing gear crosswind positioning systems	6.95	6	8	1.36
F0429	Troubleshoot IFR pod mechanical systems	6.94	9	14	1.50
D0273	Troubleshoot slat systems	6.93	14	19	2.26
D0272	Troubleshoot roll trim systems	6.93	11	14	.81
D0268	Troubleshoot helicopter folding rotor heads or tail rotors	6.92	1	2	.67
F0411	Troubleshoot air refueling boom electrical systems	6.92	10	15	1.88
D0276	Trouble shoot spoiler systems	6.91	35	44	3.12

TABLE 34

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

TASKS		TSK DIF	2A6X5 1ST JOB (N=147)	2A6X5 1ST ENL (N=453)	TNG EMP
A0008	Inspect locking devices, such as safety wire or cotter pins	2.10	79	80	5.45
A0013	Install or remove ground safety devices	2.04	61	65	5.55
B0051	Bleed hydraulic systems or components	4.43	88	89	6.48
B0053	Determine serviceability of tubing	3.81	79	84	6.43
B0110	Remove or install auxiliary hydraulic systems components	4.68	65	66	4.62
B0124	Remove or install hydraulic hose assemblies	3.49	76	75	5.98
C0163	Drain hydraulic systems or components	3.91	78	81	5.12
E0320	Service main landing gear shock struts	4.64	71	70	6.10
E0321	Service nose landing gear shock struts	4.61	61	63	5.88
H0603	Participate as aircraft tow team member or supervisor	3.40	53	55	3.69

TE MEAN = 1.87; S.D. = 1.41; HIGH = 3.28
TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE 35

EXAMPLES OF TASKS PERFORMED BY MORE THAN 30 PERCENT OF MEMBERS NOT MATCHED TO POI LEARNING OBJECTIVES

POI ELEMENTS/ MATCHED TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 2A6X5 1ST JOB (N=147)	PERCENT MEMBERS PERFORMING 2A6X5 1ST ENL (N=453)	TSK DIF
B0131	Remove or install tube assemblies	5.07	62	63	3.70
B0133	Service aircraft accumulators	6.33	80	79	3.61
B0139	Troubleshoot auxiliary hydraulic systems	3.55	55	60	6.64
C0163	Drain hydraulic systems or components	5.12	78	81	3.91
C0182	Remove or install hydraulic pressure indicating system components	4.38	57	64	4.41
E0285	Bleed brake system components	6.02	78	73	4.26
E0304	Operationally check wheel brake systems	4.62	57	64	5.11
E0317	Repack main landing gear shock struts	5.17	59	68	7.18

TE MEAN = 1.87; S.D. = 1.41; HIGH = 3.28
TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE 36

COMPARISON OF JOB SATISFACTION INDICATORS BY AD TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 2A6X5 (N=453)	COMP SAMPLE* (N=4,646)	2000 2A6X5 (N=276)	COMP SAMPLE* (N=2,551)	2000 2A6X5 (N=603)	COMP SAMPLE* (N=6,609)
EXPRESSED JOB INTEREST:						
INTERESTING	70	53	70	56	72	70
SO-SO	17	27	20	25	18	19
DULL	13	20	10	19	10	11
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	80	63	78	70	84	83
NOT AT ALL/ VERY LITTLE	20	37	22	30	16	17
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	92	85	88	81	83	83
NOT AT ALL/ VERY LITTLE	8	15	12	19	17	17
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	71	59	67	60	70	72
NEUTRAL	16	20	15	17	13	12
DISSATISFIED	13	21	18	23	17	16
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	48	51	63	61	68	69
NO, OR PROBABLY NO	52	49	37	39	12	10
PLAN TO RETIRE	0	0	0	0	20	21

*COMPARATIVE SAMPLE CONSISTS OF MANNED AEROSPACE MAINTENANCE (LOGISTICS)

TABLE 37

COMPARISON OF JOB SATISFACTION INDICATORS FOR AD AFSC 2A6X5
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 2A6X5 (N=453)	1997 2A6X5 (N=558)	2000 2A6X5 (N=276)	1997 2A6X5 (N=414)	2000 2A6X5 (N=603)	1997 2A6X5 (N=634)
EXPRESSED JOB INTEREST:						
INTERESTING	70	74	70	69	72	72
SO-SO	17	15	20	17	18	16
DULL	13	11	10	14	10	12
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	81	81	78	80	84	81
LITTLE OR NOT AT ALL	19	19	22	20	16	19
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	92	89	88	88	83	81
LITTLE OR NOT AT ALL	8	11	12	12	17	19
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	71	71	67	71	70	72
NEUTRAL	16	16	15	12	13	13
DISSATISFIED	13	13	18	17	17	15
REENLISTMENT INTENTIONS:						
YES OR PROBABLY YES	48	54	63	62	68	69
NO OR PROBABLY NO	52	46	37	38	12	9
PLAN TO RETIRE	0	0	0	0	20	22

TABLE 38

COMPARISON OF JOB SATISFACTION INDICATORS BY AD MEMBERS WITHIN SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	Hydraulic Tech Job (ST168) (N=757)	Power Systems Job (ST118) (N=7)	Bomber Support Job (ST117) (N=15)	Cargo Support Job (ST120) (N=47)	Crew Chief Job (ST154) (N=37)	Field Training Job (ST143) (N=17)
EXPRESSED JOB INTEREST:						
INTERESTING	72	71	47	64	81	94
SO-SO	18	0	47	23	11	6
DULL	10	29	6	13	8	0
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	83	86	67	79	70	100
NOT AT ALL/VERY LITTLE	17	14	33	21	30	0
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	92	86	87	81	65	100
NOT AT ALL/VERY LITTLE	8	14	13	9	35	0
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	70	57	66	74	78	88
NEUTRAL	15	14	27	11	11	6
DISSATISFIED	15	29	7	15	11	6
REENLISTMENT INTENTIONS:						
YES OR PROBABLY YES	61	29	60	43	75	88
NO OR PROBABLY NO	33	71	40	53	14	12
PLAN TO RETIRE	6	0	0	4	11	0

TABLE 38 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY AD MEMBERS WITHIN SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	In-Flight Refueling Job (ST142) (N=14)	In-Shop Main Cluster (ST060) (N=200)	Quality Assurance Job (ST105) (N=14)	Mgmt Cluster (ST034) (N=93)
EXPRESSED JOB INTEREST:				
INTERESTING	57	64	86	75
SO-SO	36	20	14	16
DULL	7	16	0	9
PERCEIVED UTILIZATION OF TALENTS:				
FAIRLY WELL TO PERFECTLY	64	81	100	84
NOT AT ALL/VERY LITTLE	36	19	0	16
PERCEIVED UTILIZATION OF TRAINING:				
FAIRLY WELL TO PERFECTLY	71	86	93	71
NOT AT ALL/VERY LITTLE	29	14	7	29
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:				
SATISFIED	57	68	86	71
NEUTRAL	29	15	14	11
DISSATISFIED	14	18	0	18
REENLISTMENT INTENTIONS:				
YES OR PROBABLY YES	64	64	72	46
NO OR PROBABLY NO	36	30	14	11
PLAN TO RETIRE	0	6	14	43

TABLE 39

COMPARISON OF JOB SATISFACTION INDICATORS BY ANG DAFSC
(PERCENT MEMBERS RESPONDING)

	DAFSC 2A655 (N=259)	DAFSC 2A675 (N=158)
EXPRESSED JOB INTEREST:		
INTERESTING	84	85
SO-SO	12	12
DULL	4	3
PERCEIVED UTILIZATION OF TALENTS:		
FAIRLY WELL TO PERFECTLY	90	96
NOT AT ALL/VERY LITTLE	10	4
PERCEIVED UTILIZATION OF TRAINING:		
FAIRLY WELL TO PERFECTLY	96	97
NOT AT ALL/VERY LITTLE	4	3
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:		
SATISFIED	85	89
NEUTRAL	8	6
DISSATISFIED	7	5

TABLE 40

COMPARISON OF JOB SATISFACTION INDICATORS BY ANG SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	Hydraulic Tech (ST168)	Power Systems (ST118)	Bomber Support (ST117)	Cargo Support (ST120)	In-Flight Refueling (ST142)
	(N=332)	(N=7)	(N=3)	(N=2)	(N=16)
EXPRESSED JOB INTEREST:					
INTERESTING	85	86	67	100	94
SO-SO	12	14	33	0	6
DULL	3	0	0	0	0
PERCEIVED UTILIZATION OF TALENTS:					
FAIRLY WELL TO PERFECTLY	94	86	100	100	87
NOT AT ALL/VERY LITTLE	6	14	0	0	13
PERCEIVED UTILIZATION OF TRAINING:					
FAIRLY WELL TO PERFECTLY	97	100	100	50	100
NOT AT ALL/VERY LITTLE	3	0	0	50	0
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:					
SATISFIED	86	86	67	100	81
NEUTRAL	8	14	33	0	6
DISSATISFIED	6	0	0	0	13

TABLE 40 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY ANG SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	In-Shop Main Cluster (ST060) (N=39)	Quality Assurance Job (ST105) (N=4)	Mgmt Cluster (ST034) (N=6)
EXPRESSED JOB INTEREST:			
INTERESTING	87	100	100
SO-SO	10	0	0
DULL	3	0	0
PERCEIVED UTILIZATION OF TALENTS:			
FAIRLY WELL TO PERFECTLY	87	100	100
NOT AT ALL/VERY LITTLE	13	0	0
PERCEIVED UTILIZATION OF TRAINING:			
FAIRLY WELL TO PERFECTLY	95	100	100
NOT AT ALL/VERY LITTLE	5	0	0
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:			
SATISFIED	82	100	100
NEUTRAL	8	0	0
DISSATISFIED	10	0	0

TABLE 41

COMPARISON OF JOB SATISFACTION INDICATORS BY AFRC DAFSC
(PERCENT MEMBERS RESPONDING)

	DAFSC 2A655 (N=117)	DAFSC 2A675 (N=149)
EXPRESSED JOB INTEREST:		
INTERESTING	78	72
SO-SO	15	17
DULL	7	11
PERCEIVED UTILIZATION OF TALENTS:		
EXCELLENT OR PERFECT	12	13
FAIRLY TO VERY WELL	77	66
NOT AT ALL/VERY LITTLE	11	12
PERCEIVED UTILIZATION OF TRAINING:		
EXCELLENT OR PERFECT	18	13
FAIRLY TO VERY WELL	73	74
NOT AT ALL/VERY LITTLE	9	12
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:		
SATISFIED	73	70
NEUTRAL	15	10
DISSATISFIED	13	19

TABLE 42

COMPARISON OF JOB SATISFACTION INDICATORS BY AFRC SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	Hydraulic Tech Job (ST168) (N=198)	Power Systems Job (ST118) (N=2)	Bomber Support Job (ST117) (N=3)	Cargo Support Job (ST120) (N=5)	Crew Chief Job (ST154) (N=4)	In-Flight Refueling Job (ST142) (N=3)
EXPRESSED JOB INTEREST:						
INTERESTING	80	100	100	40	50	100
SO-SO	14	0	0	40	0	0
DULL	6	0	0	20	50	0
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	87	100	100	80	25	100
NOT AT ALL/VERY LITTLE	13	0	0	20	75	0
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	91	100	67	100	25	100
NOT AT ALL/VERY LITTLE	9	0	33	0	75	0
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	73	100	67	40	50	100
NEUTRAL	12	0	0	60	25	0
DISSATISFIED	15	0	33	0	25	0

TABLE 42 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY AFRC SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	In-Shop Main Cluster (ST060) (N=20)	Quality Assurance Job (ST105) (N=1)	Mgmt Cluster (ST034) (N=11)
EXPRESSED JOB INTEREST:			
INTERESTING	50	0	64
SO-SO	25	100	18
DULL	25	0	18
PERCEIVED UTILIZATION OF TALENTS:			
FAIRLY WELL TO PERFECTLY	80	100	55
NOT AT ALL/VERY LITTLE	20	0	45
PERCEIVED UTILIZATION OF TRAINING:			
FAIRLY WELL TO PERFECTLY	85	100	73
NOT AT ALL/VERY LITTLE	15	0	27
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:			
SATISFIED	55	100	73
NEUTRAL	20	0	0
DISSATISFIED	25	0	27