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OCCUPATIONAL SURVEY REPORT

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 AFSCs 11530, 11550, 11570, AND 11590

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OCCUPATIONAL SURVEY BRANCH
 USAF OCCUPATIONAL MEASUREMENT CENTER ✓
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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Pararescue/Recovery career ladder, AFSCs 11530, 11550, 11570, 11590. The project was directed by USAF Program Technical Training, Volume 2, dated April 1975. Authority for conducting specialty surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Capt Thomas E. Ulrich, Inventory Development Specialist. Captain John X. Olivo and Mr. James B. Keeth analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Thomas J. O'Connor, Chief, Operations/Support Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas, 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Colonel, USAF
Commander
USAF Occupational Measurement Center

WALTER E. DRISKILL, Ph.D.
Chief, Occupational Survey Branch
USAF Occupational Measurement Center

SUMMARY OF RESULTS

1. Survey Coverage: Survey results are based on responses from 193 incumbents in the 115X0 career ladder. This represents 63 percent of all assigned personnel.
2. Career Ladder Structure: Five groupings were identified within the career ladder: - -
 - I Squadron Pararescue Personnel ,
 - II Pararescue NCOICs and Flight Examiners ,
 - III Pararescue Supply Specialists ,
 - IV Water Rescue Personnel , and
 - V Pararescue Superintendents and Formal School Instructors ,
3. Career Ladder Progression: The largest portion of the job time for the total sample was spent performing medical; aircrew; and survival, escape, evasion, and evacuation duties. Both 5- and 7-skill level incumbents showed task performance very similar to that of the total sample. The 9-skill level incumbents, however, spent nearly 40 percent of their time performing supervisory tasks.
4. AFM 39-1 Evaluation: Specialty descriptions for the 5- and 7-skill levels were found to need revising due to the brevity of the Duties and Responsibilities section. A suggested outline for rewriting these documents is contained in the ANALYSIS OF DAFSC GROUPS section of this report.
5. CONUS/Overseas Differences: Comparison of tasks performed by incumbents stationed within the CONUS versus incumbents stationed overseas showed only a slight difference between the two groups. CONUS incumbents performed more tasks related to the use of small arms, while overseas incumbents performed more tasks related to aerial gunnery techniques and preflighting life support equipment.
6. STS Review: The STS was found to be an excellent document, closely reflecting job performance in the field. However, the sections dealing with communications and signaling tasks could be expanded.
7. Training: A review of the ten month training pipeline indicated that all areas of training were well supported by the data. While the student attends five separate formal training courses, there is virtually no overlap in training.

8. Job Satisfaction: Eighty-seven percent of all survey respondents indicated that they found their job interesting. This is significantly higher than the 73 percent (average) figure for incumbents in other career ladders surveyed in 1976. Slightly more than half of the respondents in the first, second, and fifth enlistment groups felt their training was being utilized fairly well or better.

9. Reenlistment Patterns: The reenlistment intent scale indicated that only 33 percent of the first-term airmen plan to reenlist, with this figure jumping to 71 percent for second-term airmen. Actual FY 76 reenlistment rates were 46 percent for first-term airmen and 65 percent for second-termers.

OCCUPATIONAL SURVEY REPORT
PARARESCUE/RECOVERY CAREER LADDER
AFSCs 11530, 11550, 11570, 11590

INTRODUCTION

This is a report of an occupational survey of the Pararescue/Recovery career ladder, AFSCs 11530, 11550, 11570, and 11590, conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from October 1975 through March 1977.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current training and career field structure documents; and (4) recommended actions for further study.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-115-233. The inventory booklet was composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time which incumbents spent on tasks performed in their current jobs. The latter section consisted of 949 tasks grouped under 19 headings. Thorough research of publications and directives, personal interviews with 16 subject-matter specialists at three bases, and written reviews from 50 experienced pararescue/recovery personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to 251 job incumbents holding the DAFSCs identified above. Survey administration occurred from August 1976 through December 1976 based upon the July 1976 Uniform Airman Record. After supplying identification and biographical information, incumbents checked and rated the tasks performed in their current job. Tasks were rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job. The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

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Table 1 gives the distribution of assigned personnel in the career ladder as of August 1976 and the percentage, by major command, of inventory booklets returned from the field. One hundred ninety-three booklets or 77 percent of the 251 booklets sent out were used in the data analysis. The 193 booklets used in data analysis represents 63 percent of 306 personnel assigned to the career ladder.

TABLE 1
COMMAND REPRESENTATION

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
MAC	94	91
AFSC	5	8
OTHER	<u>1</u>	<u>1</u>
TOTAL	100	100

CAREER LADDER STRUCTURE

The job structure of the Pararescue/Recovery career ladder was determined on the basis of similarity in the tasks performed by incumbents in the field, independent of DAFSC or other background factors. The computer printouts used in this part of the analysis helped identify: (1) tasks which tend to be performed by the same incumbents; (2) the breadth or narrowness of jobs performed in the field; and (3) tasks and background characteristics used in distinguishing among different jobs within the career field. Structure analysis therefore provided an objective indication of the amount of task overlap among the various groups of incumbents included in the survey sample.

Based on task similarity, the best division of the jobs performed in the AFS 115X0 career ladder was determined to be that illustrated in Figure 1. These groups are identified as follows:

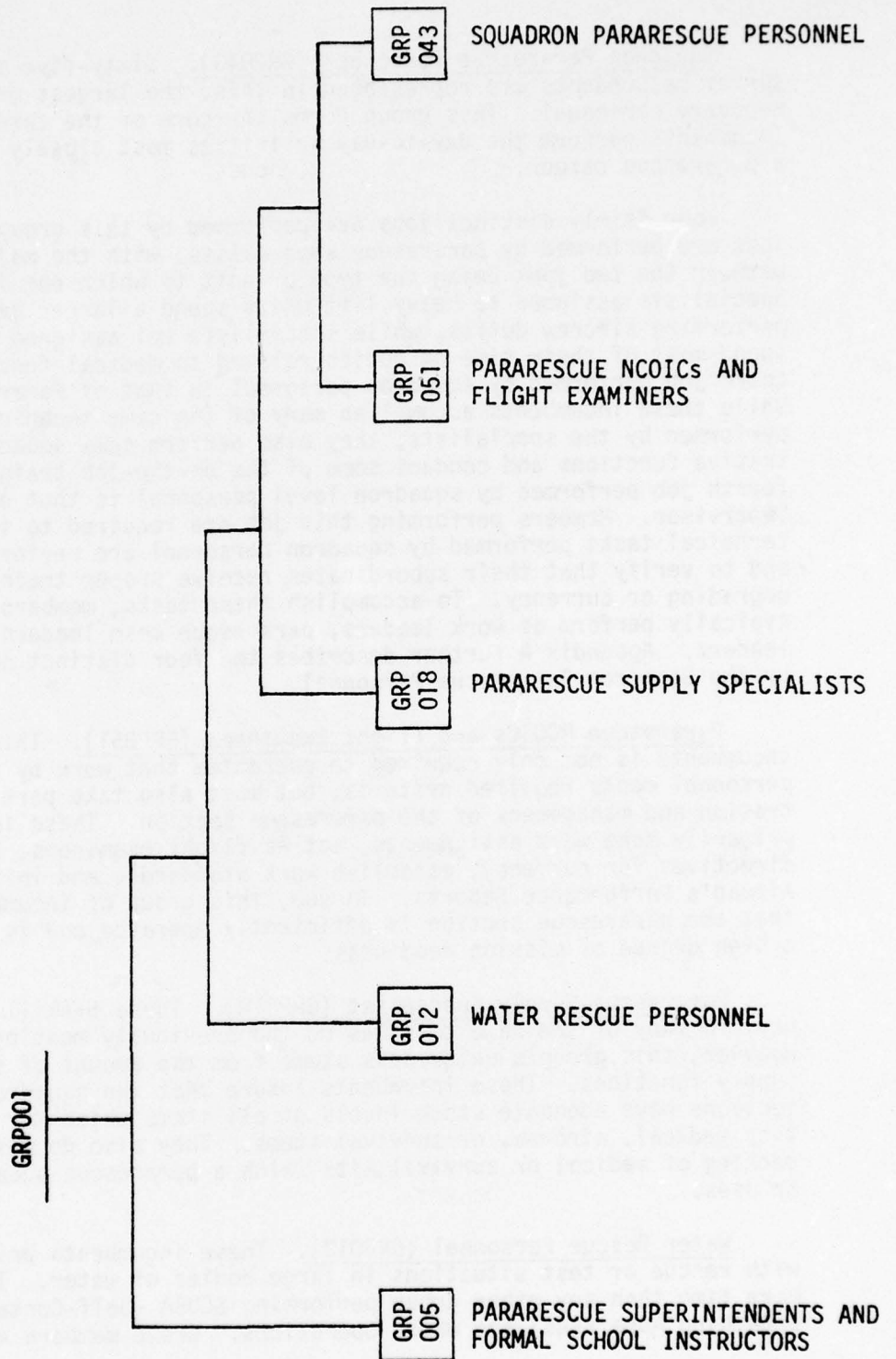
- GRP043 - Squadron Pararescue Personnel
- GRP051 - Pararescue NCOICs and Flight Examiners
- GRP018 - Pararescue Supply Specialists
- GRP012 - Water Rescue Personnel
- GRP005 - Pararescue Superintendents and Formal School Instructors

Eighty-eight percent of the incumbents in the sample were found to perform jobs roughly equivalent to those described in the five groupings shown in Figure 1. The remaining 12 percent of the sample included members whose jobs were *not* associated with any of these groupings. These "isolates" were found to represent AFSCs fairly equally and to share no single common characteristic.

GROUP DESCRIPTIONS

Brief descriptions of the five groups which encompass the important functions of the Pararescue/Recovery career ladder are given below. Complete summaries of representative tasks and background information for these groups can be found in Appendix A. The GRP numbers used in conjunction with each group in the narrative and in Appendix A are references to computer printout information included for use by classification and training officials.

FIGURE 1
PARARESCUE RECOVERY CAREER LADDER STRUCTURE
AFS 115X0



Squadron Pararescue Personnel (GRP043). Sixty-five percent of the survey respondents are represented in this, the largest group of pararescue/recovery personnel. This group forms the core of the career ladder. Incumbents perform the day-to-day activities most closely associated with a pararescue career.

Four fairly distinct jobs are performed by this group. The first two jobs are performed by pararescue specialists, with the major difference between the two jobs being the type of unit to which one is assigned. Specialists assigned to heavy lift units spend a larger amount of time performing aircrew duties, while specialists not assigned to those units spend most of their time on duties related to medical functions. A third job performed by squadron personnel is that of Pararescue NCO. While these incumbents accomplish many of the same technical tasks performed by the specialists, they also perform some squadron administrative functions and conduct some of the on-the-job training. The fourth job performed by squadron level personnel is that of First Line Supervisor. Members performing this job are required to insure that technical tasks performed by squadron personnel are performed correctly and to verify that their subordinates receive proper training either for upgrading or currency. To accomplish these tasks, members of this group typically perform as work leaders, pararescue team leaders, and section leaders. Appendix A further describes the four distinct jobs performed by the Squadron Pararescue Personnel.

Pararescue NCOICs and Flight Examiners (GRP051). This group of incumbents is not only required to guarantee that work by squadron personnel meets required criteria, but must also take part in the administration and management of the pararescue section. These incumbents primarily make work assignments, act as flight examiners, review directives for currency, establish work standards, and initiate or review Airman's Performance Reports. In sum, this group of incumbents insures that the pararescue section is efficiently operated and is maintaining a high degree of mission readiness.

Pararescue Supply Specialist (GRP018). These 5-skill level personnel perform many of the same tasks as do the previously mentioned specialists. However, this group's uniqueness stems from the amount of time spent on supply functions. These incumbents insure that the squadron pararescue sections have adequate stock levels of all items which may be needed, be they medical, aircrew, or survival items. They also do most of the packing of medical or survival kits which a pararescue squadron maintains or uses.

Water Rescue Personnel (GRP012). These incumbents primarily deal with rescue or test situations in large bodies of water. They spend more time than any other group performing SCUBA (Self-Contained Underwater Breathing Apparatus) and water operations. Group members are either

assigned to the 6594th Test Group or operational units geographically situated close to a large body of water. Either assignment requires a high level of proficiency in water operations. It should be noted that 71 percent of the water rescue personnel felt that their training was being utilized very little or not at all. GRP023 and GRP019 in Appendix A further describe the two subgroups which comprise the Water Rescue Personnel group.

Pararescue Superintendents and Formal Instructors (GRP005). The members of this group are either assigned to Headquarters ARRS or to the 1550 ATTW. Those incumbents assigned to the headquarters provide staff support for the operational units. They are involved with long range planning for personnel or equipment, establishing command wide directives, and insuring that units maintain operational readiness. The personnel assigned to the 1550 ATTW are either instructors or managers of the course with which they are associated. GRP017 in Appendix A further describes those incumbents assigned to the headquarters.

ANALYSIS OF DAFSC GROUPS

Table 2 shows the relative amount of time spent by personnel at each skill level performing tasks within duties. The table shows that the job performed by DAFSC 115X0 personnel consists of three duties, i.e., performing medical tasks; participating in aircrew operations; and simulating or performing survival, escape, evasion, and evacuation tasks. The 7- and 9-skill level personnel perform a fourth duty, supervision. In short, this job is very similar to that of the civilian paramedics. The difference is that these personnel use aircraft as their primary vehicle to arrive at the incident areas and a large part of their training revolves around performing their job in a combat environment.

Skill Level Groups

Table 3 lists representative tasks performed by 65 percent or more of all DAFSC 115X0 incumbents. Generally DAFSC 115X0 personnel perform many of the same tasks regardless of skill level. They perform a large number of tasks, but spend a small amount of time on each individual task. Of the 949 tasks listed in the job inventory, 233 tasks comprise 50 percent of the incumbents' available duty time, and 433 tasks represent 75 percent of their time. Primary aircraft utilized in the performance of their duties are the HH-53 and HC-130.

The 5-skill level incumbents show task performance very similar to that of the total sample. Eighty-two percent of their duty time is spent performing aircrew duties; practicing or performing medical tasks; and simulating or performing survival, escape, evasion and evacuation functions. Very little time is spent on supervisory tasks.

The 7-skill level incumbents also show task performance very similar to that of the total sample. The only difference noted is a slight increase in time spent on supervisory tasks (Duties A through D). Table 4 lists those tasks which most clearly differentiate between the 5- and 7-skill level incumbents. As expected, the tasks which most clearly differentiate between the two groups are supervisory tasks.

The 9-skill level incumbents spend nearly 40 percent of their time performing supervisory tasks. Only the amount of time spent performing aircrew duties match that of the total sample and other skill level groups. Table 5 lists those tasks which best differentiate between 7- and 9-skill level groups. As shown, tasks related to mountain climbing and rescue are performed by a larger number of 7-skill level incumbents, while managerial tasks are primarily performed by the 9-skill level respondents.

TABLE 2
PERCENT TIME SPENT IN DUTY CATEGORIES BY DAFSC GROUPS

DUTY CATEGORY	TOTAL SAMPLE (N=193)	DAFSC 11530 (N=5)	DAFSC 11550 (N=102)	DAFSC 11570 (N=74)	DAFSC 11590 (N=12)
MEDICAL (DUTIES: J, M, N, O)	33	48	39	27	18
SURVIVAL, ESCAPE, EVASION, AND EVACUATION (DUTIES: G, H, I, P, Q, R, S)	26	28	27	26	20
AIRCREW (DUTY: L)	15	12	16	15	15
SUPERVISORY (DUTIES: A, B, C, D)	16	4	8	22	38
OTHER DUTIES (DUTIES: E, F, K)	10	8	10	10	9

TABLE 3

REPRESENTATIVE TASKS PERFORMED BY 65 PERCENT OR MORE OF ALL 115X0 INCUMBENTS

TASKS	PERCENT MEMBERS PERFORMING
L34 PERFORM AIRCRAFT PREFLIGHT INSPECTIONS OF PARARESCUE EQUIPMENT OR CHECKPOINTS	92
H10 OPERATE RADIOS SUCH AS URC OR PRC TYPE SETS	92
L7 ACCOMPLISH JUMPMASTER AIRCRAFT INSPECTION OR PREFLIGHT CHECKLISTS	90
L10 DEPLOY SPOTTER STREAMERS OR SPOTTER PARACHUTES FROM AIRCRAFT	88
L63 PERFORM PARACHUTE EXIT PROCEDURES FROM ROTARY WING AIRCRAFT	87
L28 PERFORM AERIAL SEARCH OR SCANNING PROCEDURES	86
N39 SIMULATE INITIATION OF TREATMENT FOR CLOSED FRACTURES OF EXTREMITIES	79
R5 CALCULATE RESTRICTIONS OF DIVING OPERATIONS USING DIVING TABLES	73
H18 PERFORM OR READ SIGNALING USING FLARE SIGNALS SUCH AS MK 13 DAY/NIGHT FLARES	70
G1 COMPUTE LAND DISTANCES ON MAPS	69
L19 LOAD, UNLOAD, OR POSITION LITTERS IN AIRCRAFT	69
L62 PERFORM PARACHUTE EXIT PROCEDURES FROM FIXED WING AIRCRAFT	66

TABLE 4
 TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL PERSONNEL
 (PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 11552 (N=102)	DAFSC 11572 (N=74)	DIFFERENCE
J1 ASSEMBLE OR PACK BACK-UP MEDICAL KIT SUPPLIES	49	19	+30
J11 PLACE OR SEAL MEDICAL KIT SUPPLIES IN PLASTIC CONTAINERS	47	19	+28
D25 DEBRIEF STUDENTS	18	78	-60
C13 EVALUATE INDIVIDUALS FOR SPECIAL POSITIONS SUCH AS JUMPMASTER OR TEAM LEADER	7	59	-52
B27 DRAFT CORRESPONDENCE	26	78	-52
C31 PREPARE OR INDORSE AIRMAN PERFORMANCE REPORTS (APRs)	12	64	-52
B49 SUPERVISE PARARESCUE/RECOVERY SPECIALISTS (AFSC 11550)	16	66	-50
B38 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	15	65	-50

TABLE 5

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC	DAFSC	DIFFERENCE
	11572 (N=74)	11592 (N=12)	
I56 TIE ANCHOR KNOTS	77	25	+52
I57 TIE JOINING KNOTS	76	25	+51
I40 PERFORM WALKING TECHNIQUES ON HARD GROUND OR GRASSY SLOPES	74	25	+49
I59 TIE SPECIAL KNOTS SUCH AS PRUSIK OR THREE LOOP BOWLINE KNOTS	74	25	+49
L38 PERFORM CARGO SLING HOOKUPS	73	25	+48
B45 PREPARE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	34	83	-49
E12 PREPARE OR REVIEW ACCIDENT OR INCIDENT REPORT FORMS	18	67	-49
C17 EVALUATE PARARESCUE STANDARDIZATION PROGRAMS	28	75	-47
A39 SERVE ON AIRMAN CLASSIFICATION BOARDS	5	50	-45
C22 EVALUATE REPORTS OF UNSATISFACTORY PARARESCUE EQUIPMENT	23	67	-44

AFM 39-1 COMPARISON TO SURVEY DATA

Survey results were compared to the AFM 39-1 job descriptions for each skill level. These descriptions give an overview of the duties and tasks required to be performed by the various skill level personnel. Due to the brevity of the descriptions for the 5- and 7-skill level personnel, however, their jobs could possibly be misrepresented. For example, the 5-skill level description states that a 5-skill level incumbent "renders emergency medical treatment", but it fails to mention whether this treatment is limited to first-aid type medical care or if it includes actions which are normally performed by a nurse or physician's assistant.

It appears that AFM 39-1, paragraph 2, Duties and Responsibilities, could be revised to correlate more closely with the data presented. That is, by tying each paragraph to one of the duty categories, listed in Table 2, the job description would more closely resemble actual job performance. The following paragraphs give specific recommendations for the 5- and 7-skill level descriptions.

The 5-skill level job description could contain four paragraphs: medical duties; survival, escape, evasion, and evacuation duties; aircrew duties; and supervision duties. Responsibilities listed under medical duties could include such tasks as: assembling or packing jump, helicopter, or back-up medical kits; and initiating or simulating initiation of treatment for hemorrhagic shock, extracranial injuries, third degree burns, or open abdominal wounds. The paragraph on aircrew duties could include tasks related to: performing checklists for jumpmaster or other appropriate crew positions; deploying pyrotechnics; load, unload, or position litters on aircraft; and performing aerial gunnery techniques using miniguns. Concerning survival, escape, evasion, and evacuation, tasks listed could include: the use of self-contained underwater breathing apparatus (SCUBA); types of parachuting performed; types of terrain in which a mission may be performed, i.e., arctic, mountain, desert or jungles; and types of navigation and survival problems which might need to be solved. The paragraph concerning supervision could list tasks such as planning or scheduling work assignments, developing self-inspection checklists, determining personnel requirements, and performing as pararescue team leader.

The 7-skill level job description could include the same four duty categories as does the 5-skill level job description. However, the responsibilities listed under those categories should be different to emphasize the more highly skilled nature of the 7-skill level job. Medical responsibilities could include inspecting medical kits; and actual or simulated application of splints, administration of oxygen,

and rotating tourniquets. Aircrew duties could include conducting team deployment briefings, performing jumpmaster pre-jump evaluation, and performing aerial search or scanning procedures. Supervisory tasks could include those currently listed in the AFM 39-1 job description plus tasks related to calculating and planning physical layout of pararescue sections.

The 9-skill level specialty description appears to be adequate. However, several minor changes could improve the description. Tasks related to the establishment of performance standards; performance of standardization/evaluation duties; and directing on-the-job training should be added. Also paragraph 2e should be expanded to give a better insight into types of proficiency training being performed by 9-skill level personnel.

ANALYSIS OF AFMS GROUPS

Table 6 shows the percent time spent by each enlistment group within duty categories. The jobs performed across all six enlistment groups include three main categories: (1) medical; (2) aircrew; and (3) survival, escape, evasion, and evacuation. Time spent in the various categories is fairly consistent across all enlistment groups. Time spent in the supervisory category increases across each enlistment group, with the sixth group spending 39 percent of their time in that category. The increased time spent in supervisory tasks matches a corresponding decrease in time spent on medical duties. Trends identified in this section closely parallel those reported in the ANALYSIS OF DAFSC GROUPS section of this report.

TABLE 6
PERCENT TIME SPENT ON DUTY CATEGORIES BY AFMS GROUPS

DUTY CATEGORY	TOTAL SAMPLE (N=193)	ENLISTMENT GROUPS					
		1ST (N=69)	2ND (N=65)	3RD (N=28)	4TH (N=13)	5TH (N=7)	6TH (N=11)
MEDICAL (DUTIES: J,M,N,O)	33	40	32	28	23	31	22
SURVIVAL, ESCAPE, EVASION, AND EVACUATION (DUTIES: G,H,I,P,Q,R,S)	26	27	26	25	31	24	17
AIRCREW (DUTY: L)	15	16	16	15	13	11	14
SUPERVISORY (DUTIES: A,B,C,D)	16	7	15	23	24	27	39
OTHER DUTIES (DUTIES: E,F,K)	10	10	11	9	9	7	8

ANALYSIS OF CONUS/OVERSEAS GROUPS

An analysis of task performance differences between the 55 5-skill level incumbents stationed within the CONUS and the 47 5-skill level incumbents stationed overseas revealed very few differences between the two groups. On the average, CONUS members performed 376 tasks compared to 318 tasks for their counterparts overseas.

Table 7 lists those tasks showing the greatest difference in percent members performing. As shown, tasks related to the cleaning, handling, and firing of small arms are performed by a larger percentage of CONUS members. A larger percentage of overseas members performed tasks related to aerial gunning techniques; and cleaning, inspecting, and preflighting life support equipment.

TABLE 7
 TASKS SHOWING GREATEST DIFFERENCES BETWEEN CONUS AND OVERSEAS PERSONNEL
 (PERCENT MEMBERS PERFORMING)

TASK	CONUS	OVERSEAS	DIFFERENCE
Q1 CLEAN OR OIL SMALL ARMS	65	28	+37
N88 SIMULATE MANAGEMENT OF OBSTETRICAL DELIVERIES	76	40	+36
Q2 PERFORM FIRING OR HANDLING OF SMALL ARMS	84	51	+33
Q13 PRACTICE OR SIMULATE FIRING OR HANDLING OF SMALL ARMS	67	36	+31
L72 PRACTICE OR PERFORM AERIAL GUNNERY TECHNIQUES USING M-60 MACHINE GUNS	7	36	-29
R25 INSPECT LIFE PRESERVERS SUCH AS LPU-2 LIFE PRESERVERS	56	83	-27
L68 PERFORM PREFLIGHT INSPECTIONS OF PREPOSITIONED EMERGENCY PARACHUTES	42	68	-26
R9 CLEAN LIFE PRESERVERS	47	70	-23

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the AFS 115X0 job survey, 35 incumbents in the 7- and 9-skill levels from various locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average incumbent to learn to do the task. Interrater agreement among the 33 raters, who returned booklets, was .93. Rating were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 482 tasks rated above average in difficulty, 46 tasks were performed by 70 percent or more of the survey respondents. A representative sample of these tasks is listed in Table 8. These tasks were primarily related to simulating the various medical procedures required of an incumbent, and to certain aircrew duties, such as, parachute jumps. Other tasks which were rated high in difficulty but performed by less than 50 percent of the incumbents include many of the tasks associated with mountain climbing and rescue techniques; performing as flight examiner and associated tasks; evaluating subordinates in performance of various duties; and evaluating operating procedures and rescue equipment for effectiveness.

Four hundred sixty-seven tasks were rated below average in difficulty. Sixty-six of these tasks were performed by 70 percent or more of the survey respondents. Table 9 lists representative tasks for this group. The tasks involved with aircrew duties are mainly those utilizing motor skills, e.g., operating helicopter hoists or performing the tasks associated with checklists for jumpmaster. The medical tasks within this group are tasks which require the performance of a procedure which has previously been committed to memory. Generally, it appears as if survey respondents attached some importance to decision-making while assigning difficulty to each task. Those tasks rated above average in difficulty generally required some decision-making, while those rated less than average in difficulty required little or no decision-making.

TABLE 8

REPRESENTATIVE TASKS ABOVE AVERAGE IN DIFFICULTY WHICH ARE PERFORMED
BY 70 PERCENT OR MORE OF THE SUVEY RESPONDENTS

	TASKS	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
N26	SIMULATE DETERMINATION OF INDICATIONS FOR ADMINISTRATION OF MEDICATIONS	5.96	76
N100	SIMULATE PERFORMANCE OF CRICOTHYROIDOTOMIES	5.87	72
L52	PERFORM JUMPMASTER PRE-JUMP EVALUATIONS	5.88	74
R5	CALCULATE RESTRICTIONS OF DIVING OPERATIONS USING DIVING TABLES	5.85	72
B41	PERFORM AS JUMPMASTER	5.79	82
L58	PERFORM NIGHT LAND PARACHUTE JUMPS	5.73	86
N27	SIMULATE DETERMINATION OF PRIORITY OF TREATMENT FOR AN INDIVIDUAL'S INJURIES	5.71	77
N37	SIMULATE INITIATION OF TREATMENT FOR CARDIOGENIC SHOCK	5.55	74
M8	RESEARCH PROCEDURES FOR TREATING ABDOMINAL INJURIES OR ACUTE ABDOMEN	5.37	72
N87	SIMULATE INTRAVENOUS INFUSION TECHNIQUES FOR SUBSTANCES OTHER THAN MEDICATIONS	5.31	75
L12	DETERMINE WIND DRIFT	5.00	88
O9	PRACTICE OR PERFORM EVASIVE NIGHT TRAVEL	5.00	70

TABLE 9
 REPRESENTATIVE TASKS BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED
 BY 70 PERCENT OR MORE OF THE SURVEY RESPONDENTS

TASKS	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
N62 SIMULATE INITIATION OF TREATMENT FOR OCULAR INJURIES	4.99	70
L53 PERFORM "LOW AND SLOW" WATER DEPLOYMENTS	4.92	73
R54 PERFORM SCUBA DIVES	4.90	91
L82 PRACTICE OR PERFORM RESERVE PARACHUTE DEPLOYMENT PROCEDURES	4.89	83
N103 SIMULATE PERFORMANCE OF MOUTH-TO-MOUTH RESUSCITATION	4.79	77
N112 SIMULATE TECHNIQUES OF OBTAINING MEDICAL HISTORIES	4.72	72
L67 PERFORM PRE-DEPLOYMENT CHECKLIST INSPECTIONS OF EQUIPMENT	4.52	70
L26 OPERATE HELICOPTER HOISTS	4.44	73
L83 PRACTICE OR PERFORM TREE LETDOWN PROCEDURES	4.39	78
L4 CONDUCT JUMPMASTER TEAM DEPLOYMENT BRIEFINGS	4.23	89
L34 PERFORM AIRCRAFT PREFLIGHT INSPECTIONS OF PARARESCUE EQUIPMENT OR CHECKPOINTS	4.14	91
N10 SIMULATE APPLICATION OF SPLINTS	4.06	80

COMPARISON OF SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS

A comprehensive review of STS 115X0, dated 31 May 1975, was made by comparing STS items to survey data. Paragraphs one through six were not evaluated since they contain general information which is applicable across most career ladders.

All paragraphs evaluated were found to be well supported by the survey data. However, job inventory tasks related to communications and signal tasks were mentioned only briefly in the STS and did not cover all facets of those duties. Table 10 lists several communication tasks which should be considered for inclusion in the next revision of the 115X0 STS. These tasks relate primarily to ground-to-ground signaling and the use of certain types of equipment, e.g., radios or mirrors.

TABLE 10

COMMUNICATION/SIGNALLING TASKS OMITTED FROM 115X0 STS
(PERCENT MEMBERS PERFORMING)

TASK	TOTAL SAMPLE	5-SKILL LEVEL	7-SKILL LEVEL	9-SKILL LEVEL
H2 CONSTRUCT OR READ FIRE OR SMOKE SIGNALS	19	21	18	25
H3 ESTABLISH LOCAL FLARE OR BACK-UP SIGNALS	49	46	53	58
H10 OPERATE RADIOS SUCH AS URC OR PRC TYPE SETS	92	95	89	92
H17 PERFORM OR READ SIGNALING USING MIRROR SIGNALS	44	45	47	17
H18 PERFORM OR READ SIGNALING USING FLARE SIGNALS SUCH AS MK 13 DAY/NIGHT FLARES	70	75	70	50
H22 REPORT CASUALTY DESCRIPTIONS USING EMERGENCY COMMUNICATIONS MODES	27	26	27	42
H23 REPORT CASUALTY DESCRIPTIONS USING THE ECHO CODE	54	55	57	50

RELEVANCE OF TRAINING

Personnel entering the pararescue career field are put through a rigorous ten month training program. During this time, the aspiring pararescue specialist attends five formal training courses. Table 11 summarizes the training pipeline.

The Pararescue Indoctrination Course (115X0) emphasizes initial training in human anatomy and rudimentary medical tasks and devotes a large amount of time to physical conditioning. This course appears to be an excellent training system in that it emphasizes primarily the physical conditioning aspects of the pararescue job while at the same time providing some initial training in the more technical tasks a trainee will have to perform in the future.

The Parachutist Course (5AZA60000) is designed to provide adequate physical conditioning to the trainee prior to performing nine parachute jumps. The trainee is given instruction on opening shock, directing the parachute to a safe landing area, and parachute landing falls (PLF).

The Special Forces Underwater Operations Course (5AZA15530) provides initial qualification in SCUBA operations. Training includes physiological aspects of diving, water survival, and various types of equipment used.

Course S-V80-A, Survival Training, is designed to prepare all aircrew members to support the Code of Conduct, to survive regardless of climatic conditions or unfriendly environments, and to develop confidence in one's ability to survive and safely return from bailout or crash landing. Comparison of training documents to survey data and to projected flow through the training pipeline indicate that the training received in this course is not only adequate but is sequenced in the best order to maximize training and increase motivation.

The Pararescue/Recovery Specialists Course (11530) is the culmination of the training received. Its purpose is to give in-depth training in medical duties to be performed by the trainee once on the job. Also, it provides advance training in performing recovery missions regardless of terrain, climatic conditions, or type of environment. Survey data supports the training received in this course and it appears to be an excellent training program.

In sum, the training received by the aspiring pararescue person is excellent. Especially noteworthy is the flow in which the courses are attended; the interface between the indoctrination course, the survival course, and the specialist course; and the lack of overlap in training between the line courses.

TABLE 11
 TRAINING PIPELINE FOLLOWED BY 115XO PERSONNEL

COURSE TITLE	COURSE NUMBER	DURATION	LOCATION	PURPOSE
1. PARARESCUE INDOCTRINATION COURSE	115XO	10 WKS	LACKLAND AFB TX	INITIAL SCREENING, INTRODUCTION TO CAREER FIELD WITH EMPHASIS IN MEDICAL TRAINING AND PHYSICAL CONDITIONING.
2. US ARMY PARACHUTIST SCHOOL	5AZA6000	3 WKS	FT BENNING GA	INITIAL PARACHUTE QUALIFICATION, CONTINUED PHYSICAL CONDITIONING
3. US ARMY SPECIAL FORCES UNDERWATER OPERATIONS COURSE	5AZA11530	4 WKS	KEY WEST FL	INITIAL QUALIFICATION TRAINING IN SCUBA OPERATIONS
4. USAF SURVIVAL TRAINING	S-V80-A	2 WKS	FAIRCHILD AFB WA	AIRCREW SURVIVAL, AND ESCAPE AND EVASION TRAINING
5. PARARESCUE/RECOVERY SPECIALIST COURSE	11530	19 WKS	KIRKLAND AFB NM	IN-DEPTH TRAINING IN MEDICAL AND RESCUE TECHNIQUES. ADVANCED PARACHUTE TRAINING.

SUMMARY OF JOB SATISFACTION DATA

Percentages of the total sample and enlistment groups responding to the various points of the job interest, perceived utilization of talents and training, and reenlistment intent scales are presented in Table 12.

Eighty-seven percent of all survey respondents indicated that they found their job interesting. This is significantly higher than the 73 percent for incumbents in 27 career ladders surveyed in 1976. In general, job interest remained fairly constant across all enlistment groups, except for the fifth enlistment group which indicated that only 72 percent of the respondents found their job interesting.

Survey respondents also indicated high utilization of talents. However, only slightly more than half of the respondents in the first, second, and fifth enlistment groups felt their training was being utilized fairly well or better.

The reenlistment intent scale indicated that only 33 percent of the first-term airmen planned to reenlist, with this figure jumping to 71 percent for second-term airmen. Actual FY 76 reenlistment rates for first-term airmen was 46 percent and 65 percent for second-termers.

First-term airmen present an interesting dichotomy. While a significantly large percentage indicated that their job was interesting and their talents were being utilized fairly well or better, only slightly more than half felt their training was utilized very well, and only one-third plan to reenlist.

CONCLUSIONS AND RECOMMENDATIONS

1. The AFM 39-1 specialty descriptions for the 5- and 7-skill levels were found to need revision due to the brevity in the Duties and Responsibilities section of the document. The suggested manner of alleviating this situation was to rewrite the specialty description for the 5- and 7-skill level with a paragraph devoted to each of four categories of tasks, i.e., medical; aircrew; survival, escape, evasion, and evacuation; and supervision.
2. The Specialty Training Standard (STS) was supported by the survey data and appears to be an excellent document. It is recommended that in the next review of this document, the subparagraphs dealing with communications and signaling be expanded.
3. Review of the training indicated that the current program is excellent, providing thorough but concise training for the pararescue trainee. There appeared to be a little or no overlap in training among the five courses. However, some survey incumbents feel that, once on the job, their training is utilized very poorly. An example of this is the Water Rescue Personnel, where 71 percent of these incumbents felt that their training was used very little or not at all.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP043 - Squadron Pararescue Personnel

PERCENT OF SAMPLE: 65%

DAFSC DISTRIBUTION: 11530 (3%); 11550 (59%); 11570 (34%); 11590 (4%)

AVERAGE GRADE: 4.7

AMOUNT OF SUPERVISION: 36% supervised one to five subordinates

EXPRESSED JOB INTEREST: Dull (6%); So-So (9%); Interesting (85%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	30%	70%
PERCEIVED UTILIZATION OF TRAINING:	39%	61%

AVERAGE NUMBER OF TASKS PERFORMED: 446

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

N SIMULATING THE PERFORMANCE OF MEDICAL DUTIES AND TECHNIQUES	26
L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	12
O PERFORMING MEDICAL DUTIES AND TECHNIQUES	9
R PERFORMING SCUBA AND WATER OPERATIONS TASKS	7
I PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	7

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

N56 SIMULATE INITIATION OF TREATMENT FOR HEMORRHAGIC SHOCK	98
N103 SIMULATE PERFORMANCE OF MOUTH-TO-MOUTH RESUSCITATION	98
L34 PERFORM AIRCRAFT PREFLIGHT INSPECTIONS OF PARARESCUE EQUIPMENT OR CHECKPOINTS	94
L4 CONDUCT JUMPMaster TEAM DEPLOYMENT BRIEFINGS	90
L81 PRACTICE OR PERFORM PRE-TAXI OR PRE-TAKE OFF PROCEDURES SUCH AS EQUIPMENT TIEDOWN	86

GROUP ID NUMBER AND TITLE: GRP093 - Pararescue Specialist

PERCENT OF SAMPLE: 15%

DAFSC DISTRIBUTION: 11530 (4%); 11550 (78%); 11570 (18%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 21% supervised one to three subordinates

EXPRESSED JOB INTEREST: So-So (7%); Interesting (93%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	29%	71%
PERCEIVED UTILIZATION OF TRAINING:	21%	79%

AVERAGE NUMBER OF TASKS PERFORMED: 430

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N SIMULATING THE PERFORMANCE OF MEDICAL DUTIES AND TECHNIQUES	28
L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	12
O PERFORMING MEDICAL DUTIES AND TECHNIQUES	11
R PERFORMING SCUBA AND WATER OPERATIONS TASKS	7
I PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
N3 SIMULATE ADMINISTRATION OF MEDICATIONS USING INTRAVENOUS INJECTION OR INFUSION	100
N119 SIMULATE VISUAL INSPECTION OF PATIENTS	100
L34 PERFORM AIRCRAFT PREFLIGHT INSPECTIONS OF PARARESCUE EQUIPMENT OR CHECKPOINTS	96
N104 SIMULATE PERFORMANCE OF MOUTH-TO-NOSE RESUSCITATION	96
L38 PERFORM CARGO SLING HOOKUPS	93

GROUP ID NUMBER AND TITLE: GRP059 - Pararescue Specialists, Heavy Lift Units

PERCENT OF SAMPLE: 7%

DAFSC DISTRIBUTION: 11550 (86%); 11570 (14%)

AVERAGE GRADE: 3.9

AMOUNT OF SUPERVISION: 36% supervised one, two, or three subordinates

EXPRESSED JOB INTEREST: Dull (14%); So-So (21%); Interesting (65%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	43%	57%
PERCEIVED UTILIZATION OF TRAINING:	57%	43%

AVERAGE NUMBER OF TASKS PERFORMED: 358

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	15
N SIMULATING THE PERFORMANCE OF MEDICAL DUTIES AND TECHNIQUES	14
I PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	13
R PERFORMING SCUBA AND WATER OPERATIONS TASKS	8
O PERFORMING MEDICAL DUTIES AND TECHNIQUES	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
L25 OPERATE FOREST PENETRATORS	100
L3 BRIEF SAFETYMEN ON RESPONSIBILITIES	100
I38 PERFORM RAPPELS IN MOUNTAIN SITUATIONS	100
L15 FIT EMERGENCY PARACHUTE HARNESSSES	93
B41 PERFORM AS JUMPMASER	93

GROUP ID NUMBER AND TITLE: GRP056 - Pararescue NCO

PERCENT OF SAMPLE: 17%

DAFSC DISTRIBUTION: 11530 (9%); 11550 (66%); 11570 (22%); 11590 (3%)

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 25% supervised one or two subordinates

EXPRESSED JOB INTEREST: Dull (3%); So-So (12%); Interesting (85%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	31%	69%
PERCEIVED UTILIZATION OF TRAINING:	41%	59%

AVERAGE NUMBER OF TASKS PERFORMED: 326

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N SIMULATING THE PERFORMANCE OF MEDICAL DUTIES AND TECHNIQUES	38
L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	13
R PERFORMING SCUBA AND WATER OPERATIONS TASKS	7
M RESEARCHING PROCEDURES FOR PERFORMANCE OF MEDICAL DUTIES OR TECHNIQUES	7
I PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
N39 SIMULATE INITIATION OF TREATMENT FOR CLOSED FRACTURES OF EXTREMITIES	100
N89 SIMULATE MANAGEMENT OF UNCONSCIOUS PATIENTS	100
N86 SIMULATE INSERTION OF LEVINE TUBES	94
N118 SIMULATE TRIAGE OF (ASSIGNING OF PRIORITY TO) MASS CASUALTIES	91
L28 PERFORM AERIAL SEARCH OR SCANNING PROCEDURES	84

GROUP ID NUMBER AND TITLE: GRP099 - First Line Supervisors

PERCENT OF SAMPLE: 20%

DAFSC DISTRIBUTION: 11550 (21%); 11570 (71%); 11590 (8%)

AVERAGE GRADE: 5.9

AMOUNT OF SUPERVISION: 66% supervised one to seven subordinates

EXPRESSED JOB INTEREST: Dull (8%); So-So (3%); Interesting (89%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	21%	79%
PERCEIVED UTILIZATION OF TRAINING:	37%	63%

AVERAGE NUMBER OF TASKS PERFORMED: 607

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N SIMULATING THE PERFORMANCE OF MEDICAL DUTIES AND TECHNIQUES	20
L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	11
O PERFORMING MEDICAL DUTIES AND TECHNIQUES	11
R PERFORMING SCUBA AND WATER OPERATIONS TASKS	7
I PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	7
B DIRECTING AND IMPLEMENTING	6

FIVE REPRESENTATIVE TASK:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
L4 CONDUCT JUMPMaster TEAM DEPLOYMENT BRIEFINGS	100
L52 PERFORM JUMPMaster PRE-JUMP EVALUATIONS	97
B17 DIRECT PARARESCUE AERIAL OPERATIONS OR EXERCISES	89
B42 PERFORM AS PARARESCUE TEAM LEADER	84
A29 PLAN OR SCHEDULE WORK ASSIGNMENTS	84

GROUP ID NUMBER AND TITLE: GRP051 - Pararescue NCOICs and Flight Examiners

PERCENT OF SAMPLE: 3%

DAFSC DISTRIBUTION: 11570 (100%)

AVERAGE GRADE: 6.4

AMOUNT OF SUPERVISION: 60% supervised one, two or seven subordinates

EXPRESSED JOB INTEREST: Interesting (100%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	-	100%
PERCEIVED UTILIZATION OF TRAINING:	40%	60%

AVERAGE NUMBER OF TASKS PERFORMED: 328

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N SIMULATING THE PERFORMANCE OF MEDICAL DUTIES AND TECHNIQUES	18
L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	16
I PERFORMING MOUNTAIN CLIMBING AND RESCUE TECHNIQUES	14
B DIRECTING AND IMPLEMENTING	10
D TRAINING	7
C INSPECTING AND EVALUATING	6

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
C13 EVALUATE INDIVIDUALS FOR SPECIAL POSITIONS SUCH AS JUMPMaster OR TEAM LEADER	100
D25 DEBRIEF STUDENTS	100
A38 SCHEDULE TEMPORARY DUTY (TDY)	100
C31 PREPARE OR INDORSE AIRMAN PERFORMANCE REPORTS (APRs)	80
B40 PERFORM AS FLIGHT EXAMINER	80

GROUP ID NUMBER AND TITLE: GRP018 - Pararescue Supply Specialists

PERCENT OF SAMPLE: 5%

DAFSC DISTRIBUTION: 11550 (100%)

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 11% supervised two subordinates

EXPRESSED JOB INTEREST: Dull (11%); So-So (11%); Interesting (78%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	56%	44%
PERCEIVED UTILIZATION OF TRAINING:	56%	44%

AVERAGE NUMBER OF TASKS PERFORMED: 193

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N SIMULATING THE PERFORMANCE OF MEDICAL DUTIES AND TECHNIQUES	22
L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	19
F PERFORMING SUPPLY AND EQUIPMENT MAINTENANCE TASKS	9
M RESEARCHING PROCEDURES FOR PERFORMANCE OF MEDICAL DUTIES OR TECHNIQUES	8
J MAINTAINING MEDICAL KITS	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
N56 SIMULATE INITIATION OF TREATMENT FOR HEMORRHAGIC SHOCK	89
E2 ATTACH OR ANNOTATE EQUIPMENT STATUS LABELS OR TAGS SUCH AS SERVICEABLE TAG-MATERIAL FORMS (DD FORM 1574)	78
F16 LOG OR REGISTER TURN-IN OF SUPPLIES OR EQUIPMENT	67
F17 MAINTAIN ORGANIZATIONAL EQUIPMENT OR SUPPLY RECORDS	67
J2 ASSEMBLE OR PACK HELICOPTER MEDICAL KIT SUPPLIES	67

GROUP ID NUMBER AND TITLE: GRP012 - Water Rescue Personnel

PERCENT OF SAMPLE: 9%

DAFSC DISTRIBUTION: 11530 (6%); 11550 (59%); 11570 (35%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 24% supervised one subordinate

EXPRESSED JOB INTEREST: So-So (24%); Interesting (76%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	35%	65%
PERCEIVED UTILIZATION OF TRAINING:	71%	29%

AVERAGE NUMBER OF TASKS PERFORMED: 157

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	29
R PERFORMING SCUBA AND WATER OPERATIONS TASKS	21
F PERFORMING SUPPLY AND EQUIPMENT MAINTENANCE TASKS	8
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	6
K PERFORMING MOTOR VEHICLE TASKS	6

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

L53 PERFORM "LOW AND SLOW" WATER DEPLOYMENTS	100
L45 PERFORM DAY WATER PARACHUTE JUMPS	94
L47 PERFORM FREE-FALL SWIMMER DEPLOYMENTS	94
R16 DON OR ADJUST SCUBA GEAR	94
R11 CLEAN PERSONAL WATER OPERATIONS EQUIPMENT SUCH AS WEIGHTS	88

GROUP ID NUMBER AND TITLE: GRP023 - Operational Water Rescue Specialists

PERCENT OF SAMPLE: 3%

DAFSC DISTRIBUTION: 11530 (20%); 11550 (80%)

AVERAGE GRADE: 3.2

AMOUNT OF SUPERVISION: 20% supervised one subordinate

EXPRESSED JOB INTEREST: So-So (20%); Interesting (80%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	60%	40%
PERCEIVED UTILIZATION OF TRAINING:	60%	40%

AVERAGE NUMBER OF TASKS PERFORMED: 175

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	27
R PERFORMING SCUBA AND WATER OPERATIONS TASKS	13
N SIMULATING THE PERFORMANCE OF MEDICAL DUTIES AND TECHNIQUES	11
F PERFORMING SUPPLY AND EQUIPMENT MAINTENANCE TASKS	7
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	6

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
R23 FIT LIFE PRESERVERS SUCH AS LPU-2 LIFE PRESERVERS	100
R25 INSPECT LIFE PRESERVERS SUCH AS LPU-2 LIFE PRESERVERS	100
R27 INSPECT, MARK, OR INVENTORY PERSONAL SCUBA EQUIPMENT	100
R32 PACK LIFE PRESERVERS SUCH AS LPU-2 LIFE PRESERVERS	80
R56 PERFORM SURFACE SWIMS	80

GROUP ID NUMBER AND TITLE: GRP019 - Test Group Technicians

PERCENT OF SAMPLE: 6%

DAFSC DISTRIBUTION: 11550 (50%); 11570 (50%)

AVERAGE GRADE: 4.5

AMOUNT OF SUPERVISION: 25% supervised one subordinate

EXPRESSED JOB INTEREST: So-So (25%); Interesting (75%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	25%	75%
PERCEIVED UTILIZATION OF TRAINING:	75%	25%

AVERAGE NUMBER OF TASKS PERFORMED: 149

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT-DUTIES	29
R PERFORMING SCUBA AND WATER OPERATIONS TASKS	24
F PERFORMING SUPPLY AND EQUIPMENT MAINTENANCE TASKS	8
K PERFORMING MOTOR VEHICLE TASKS	7
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES, AND TECHNICAL DATA	6

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

R3 BERTH OR STORE WATERCRAFT	92
R29 LAUNCH OR RETRIEVE WATERCRAFT	83
R55 PERFORM SCUBA SWIMS	83
R59 PERFORM WATERCRAFT HANDLING UNDERWAY	75
R31 OPERATE BREATHING AIR COMPRESSORS	67

GROUP ID NUMBER AND TITLE: GRP005 - Pararescue Superintendents and Formal School Instructors

PERCENT OF SAMPLE: 7%

DAFSC DISTRIBUTION: 11550 (7%); 11570 (57%); 11590 (36%)

AVERAGE GRADE: 6.4

AMOUNT OF SUPERVISION: 43% supervised one or three subordinates

EXPRESSED JOB INTEREST: Interesting (100%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	-	100%
PERCEIVED UTILIZATION OF TRAINING:	7%	93%

AVERAGE NUMBER OF TASKS PERFORMED: 198

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	21
B DIRECTING AND IMPLEMENTING	14
D TRAINING	11
A ORGANIZING AND PLANNING	11
C INSPECTING AND EVALUATING	9

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

A7 CALCULATE WORK OR MISSION PRIORITIES	93
A26 PLAN OR PREPARE BRIEFINGS	93
B38 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	79
D1 ADMINISTER OR SCORE ORAL, WRITTEN, OR PERFORMANCE TESTS	71
D3 ARRANGE FOR OR PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	64

GROUP ID NUMBER AND TITLE: GRP017 - Headquarters Superintendents

PERCENT OF SAMPLE: 3%

DAFSC DISTRIBUTION: 11570 (40%); 11590 (60%)

AVERAGE GRADE: 7.2

AMOUNT OF SUPERVISION: 40% supervised one subordinate

EXPRESSED JOB INTEREST: Interesting (100%)

	<u>Not At All Or Very Little</u>	<u>Fairly Well Or Better</u>
PERCEIVED UTILIZATION OF TALENTS:	-	100%
PERCEIVED UTILIZATION OF TRAINING:	-	100%

AVERAGE NUMBER OF TASKS PERFORMED: 260

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

L PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT DUTIES	20
B DIRECTING AND IMPLEMENTING	11
C INSPECTING AND EVALUATING	9
A ORGANIZING AND PLANNING	8
R PERFORMING SCUBA AND WATER OPERATIONS TASKS	7

FIVE REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

B45 PREPARE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	100
B12 DIRECT IMPLEMENTATION OF NEW EQUIPMENT OR PROCEDURES	100
A28 PLAN OR REVIEW DRAFTS OF REGULATIONS, MANUALS, OR OTHER DIRECTIVES	100
C8 EVALUATE DATA ON DEVELOPMENT OR MODIFICATION OF EQUIPMENT	80
B3 ADVISE ACTIVE DUTY MILITARY PERSONNEL SUCH AS COMMANDERS ON PARARESCUE ACTIVITIES, PROCEDURES, OR CAPABILITIES	80