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OCCUPATIONAL SURVEY REPORT



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(9) Final rept.

AIRCRAFT LOADMASTER CAREER LADDER

AFSCs 11430, 11450, 11470, AND 11490

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Aircraft Loadmaster career ladder, AFSCs 11430, 11450, 11470, and 11490. The project was directed by USAF Program Technical Training, Volume 2, dated July 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 Hynson H. Marvel, Jr., Inventory Development Specialist. 1Lt Carole J. Kopala and Capt John X. Olivo analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, 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.

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SUMMARY OF RESULTS

1. Survey Coverage: Survey results are based on responses from 1,543 incumbents holding DAFSCs 11430, 11450, 11470, and 11490. This represents 70 percent of the 2,220 assigned personnel.

2. Career Ladder Structure: The primary determining factor of the career ladder structure was whether the respondent performed airdrop tasks in addition to airlift tasks in his current job. The 22 job types identified formed the following three major divisions:

I Airdrop/Airlift Personnel (GRP070)
II Airlift Personnel (GRP081)
III Independent Job Types

3. DAFSC and AFMS Patterns: A comparison of the tasks performed by skill level (DAFSC) and time in specialty (AFMS) groups revealed a gradual increase in both the number of supervisory tasks performed and the amount of time spent on them as the incumbent increased in DAFSC and TAFMS. However, even at most senior levels, members continued to perform the technical primary aircrew duties.

4. CONUS/Overseas Patterns: Overseas loadmasters were currently qualified almost exclusively on the C-130 aircraft, while CONUS loadmasters were currently qualified on the C-141, C-5, and C-130 aircraft. Therefore, more overseas personnel performed both airdrop and airlift missions than did their CONUS counterparts.

5. Comparison of AFM 39-1 Specialty Descriptions with Survey Data: Overall, the AFM 39-1 specialty descriptions were found to be accurate portrayals of the jobs performed by different skill-level members. However, the 11470 and 11490 descriptions could be made more accurate by including the primary aircrew duties listed in the 11450/11430 description.

6. Comparison of the Specialty Training Standard (STS) with Survey Data: All items in the STS were well substantiated by the survey data. However, a sizable number of preflight procedures commonly performed were not included in the STS.

7. Career Ladder Input: Forty-two percent of the respondents indicated they entered the career ladder through completion of the resident technical training course while 43 percent indicated they retrained from another specialty. The remaining 15 percent entered through various directed duty assignments.

8. Job Satisfaction: Job satisfaction was extremely high with at least 89 percent of the members of each enlistment group finding their job interesting and feeling their talents and training were well utilized.

9. Reenlistment Rates: Actual reenlistment rates for 114X0 personnel for fiscal year 1976 show that 89 percent of the eligible first-term and 71 percent of the second-term airmen reenlisted. Ninety-six percent of the eligible career airmen reenlisted.

10. Comparison to the Previous Survey: With two exceptions, the results of the current report are very similar to those of the earlier Occupational Survey Report of the Aircraft Loadmaster career ladder (AFPT 90-607-054 dated 19 September 1972). The career ladder structure analysis of the previous report identified the two major clusters, Aircraft Loadmaster Supervisors and Aircraft Loadmasters. The current structure analysis identified two major clusters, Airdrop/Airlift Personnel and Airlift Personnel. Perception of task difficulty also changed between the two surveys. Whereas respondents to the previous survey rated tasks pertaining to aircraft configuration, airdrop, and load computation as most difficult, respondents to the current survey rated supervisory tasks as most difficult.

OCCUPATIONAL SURVEY REPORT
AIRCRAFT LOADMASTER CAREER LADDER
AFSCs 11430, 11450, 11470, 11490

INTRODUCTION

This is a report of an occupational survey of the Aircraft Loadmaster career ladder (AFSCs 11430, 11450, 11470 and 11490) conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from September 1975 through June 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 90-114-232. 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 spent on tasks performed in their current jobs. The latter section consisted of 309 tasks grouped under 12 duty headings. Thorough research of publications and directives, personal interviews with 31 subject-matter specialists at four bases, and written reviews from 73 experienced aircraft loadmaster personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to job incumbents holding the DAFSCs identified above. Survey administration occurred from September 1976 through December 1976, based upon the August 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 July 1976 and the percentage by major command. The number of respondents in the final sample represents 70 percent of the total AFSC population of 2,220 members.

TABLE 1

COMMAND REPRESENTATION OF SURVEY SAMPLE

COMMAND	PERCENT OF PERSONNEL ASSIGNED COMMAND	PERCENT OF SAMPLE SURVEYED
MAC	96	96
ATC	1	1
TAC	1	1
AFSC	1	1
USAFE	1	1
OTHER	0	0
TOTAL	100	100

Total Assigned: 2,220
Total Sampled: 1,543
Percent Sampled: 70%

CAREER LADDER STRUCTURE

The job structure of the Aircraft Loadmaster career ladder was determined on the basis of similarity in the tasks performed by incumbents in the field, independent of skill level 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 by the 1,543 incumbents responding to the survey is illustrated in Figure 1. The numbered groups in Figure 1 are identified below. The GRP numbers shown with each group is a reference to computer printed information.

I. Airdrop/Airlift Personnel - GRP070 (Cluster)

a. C-141 Airdrop/Airlift In-Flight Training Instructors - GRP175
b. C-141 Airdrop/Airlift Loadmasters - GRP344
c. C-130 Airdrop/Airlift Loadmasters I - GRP338
d. C-130 Airdrop/Airlift Loadmasters II - GRP221
e. C-130 Special Operations Personnel I - GRP229
f. Airdrop/Airlift Firstline Managers - GRP168
g. C-141 Airdrop/Airlift OJT Trainers - GRP143
h. C-130 Special Operations Personnel II - GRP092
i. Aerospace Rescue and Recovery Service (ARRS) Personnel I - GRP080

II. Airlift Personnel - GRP081 (Cluster)

a. C-5 Loadmasters - GRP174
b. C-141 Airlift Instructors and Flight Examiners - GRP201
c. C-141 Airlift Loadmasters - GRP304
d. C-141 Airlift Schedulers/Managers - GRP309
e. C-141 Airlift Command Elements (ALCE) Loadmasters - GRP268
f. Airlift Supervisors - GRP083

III. Independent Job Types

a. C-130 Airdrop/Airlift Supervisors - GRP047
b. Aircraft Riggers and Parachute Packers - GRP060
c. Aerospace Rescue and Recovery Service (ARRS) Personnel II - GRP071
d. C-130 Flight Examiners - GRP030
e. ATC Technical School Instructors I - GRP033
f. Loadmaster Superintendents - GRP019
g. ATC Technical School Instructors II - GRP031

The primary determining factor of the structure was whether or not the respondent performed airdrop tasks in addition to airlift tasks in his current job. Thus there were two large clusters: Airdrop/Airlift Personnel and Airlift Personnel. The Airdrop/Airlift cluster is made up of nine job types groups which are related by the fact that the members of all nine groups perform both airdrop and airlift tasks. Conversely, the Airlift Personnel cluster is composed of six job types in which all members perform only airlift tasks. Brief descriptions of these 15 groups and complete summaries of representative tasks and background information can be found in Appendix A. The respondents in these two major clusters account for 92 percent of the sample. An additional three percent of the respondents formed seven small independent job types which were unrelated to the clusters. The remaining five percent of the survey respondents did not merge with any of the job types, but remained "isolated." These "isolates" were found to represent skill levels fairly equally, and to share no common characteristic.

Comparison of Airdrop/Airlift Personnel Cluster (GRP070) And Airlift Personnel Cluster (GRP081)

The 632 members of the Airdrop/Airlift Personnel cluster perform both cargo and personnel airdrop in addition to airlift. For this reason, the average number of tasks they perform, 152, is quite large. By contrast, the 783 members of the Airlift Personnel cluster who perform airlift exclusively accomplish an average of 128 tasks.

The Airdrop/Airlift Personnel spend approximately half of their time Performing Aircraft Preflight Procedures, Loading and Offloading Aircraft, and Preparing Aircraft for Airdrop Operations (Duties G, H, and L respectively). Airlift Personnel spend half of their time on Duties G and H alone.

The C-130 loadmasters are found exclusively in the Airdrop/Airlift cluster, and the C-5 loadmasters only in the Airlift cluster. Approximately 30 percent of the C-141 loadmasters appear in the Airdrop/Airlift cluster, while the remaining 70 percent appear in the Airlift Cluster.

Ninety-six percent of the Airdrop/Airlift incumbents are assigned to MAC, while four percent are assigned to TAC and USAFE. The Airlift incumbents are assigned exclusively to MAC. Sixteen percent of the Airdrop/Airlift members reported being stationed overseas, while only four percent of the Airlift members reported being stationed overseas.

Independent job Types

Brief descriptions of the seven independent job types are given below. Complete summaries of representative tasks and background information can be found in Appendix A.

C-130 Airdrop/Airlift Supervisors (GRP047)

These nine C-130 respondents spend 41 percent of their time performing supervisory duties. Basically they perform the same type of supervisory tasks as the Airlift Supervisors (GRP083): They write APRs, supervise 7-skill level technicians, and establish work priorities. However, these incumbents also perform a number of cargo and passenger airdrop tasks not performed by the members of GRP083. Conversely, there were a number of C-141 and C-5 aircraft-specific tasks not performed by this group that were performed by the Airlift Supervisors.

Aircraft Riggers and Parachute Packers (GRP060)

The six members of this group are aerial port loadmasters who perform non-flying duties in support of C-141 and C-130 flying missions. Forty-four percent of their time is spent Performing Ground Support Duties (Duty K) and Preparing Aircraft for Airdrop Operations (Duty L). These incumbents perform such tasks as packing airdrop containers, packing extraction parachutes, and rigging vehicles for air drops. The members of this group appear to be among the least satisfied with their job. Only four of the six members find their job interesting or feel their talents and training are well utilized.

Aerospace Rescue and Recovery Service (ARRS) Personnel II (GRP071)

Like their counterparts in ARRS Personnel I (GRP080), approximately half of the eleven members of this group indicated they were currently qualified on the C-130 aircraft while the other half indicated they were qualified on "other" aircraft--the H130 models and various helicopters used by ARRS. Additionally, four of the members are stationed overseas. In comparison to other loadmaster groups, job satisfaction and perceived utilization of talent appears low for this group with only 73 percent finding their job interesting and feeling their talents are well utilized. Only 45 percent feel their training is being utilized well. This ARRS group differs from the ARRS Personnel I (GRP080) in that they perform only half as many tasks.

C-130 Flight Examiners (GRP030)

The nine C-130 flight examiners that comprise this group spend an average of 19 percent of their job time performing tasks in Duty C, Inspecting and Evaluating. These experienced loadmasters evaluate instructors and flight examiners, inspect aircraft loadmaster activities for compliance with directives, evaluate the results of aircrew testing, and evaluate the results of training programs.

ATC Technical School Instructors I (GRP033)

Half of the instructors from the 3782nd School Squadron (SS) at Sheppard AFB, Texas merged to form this small five-member group. Although none of the members responded that they were currently qualified on an aircraft, they do perform a number of the primary aircrew tasks on the C-130 and C-141 aircraft trainers used in the basic 3ABR114X0 course. For instance, these instructors not only conduct resident courses and develop plans of instruction, but also demonstrate the loading and offloading of cargo and the rigging of aircraft.

Loadmaster Superintendents (GRP019)

These five senior loadmasters are in wing-level staff positions where they act in an advisory capacity. They establish the career ladder's training and personnel requirements, evaluate budget requirements, and perform staff assistance visits. Although each member is qualified on one of the three aircraft, they do not perform primary aircrew duties in their daily jobs. Seventy-two percent of their time is spent performing tasks in supervisory duties.

ATC Technical School Instructors II (GRP031)

Unlike the incumbents in the group ATC Technical Instructors I (GRP033), these five instructors from the 3782nd SS do not perform primary aircrew tasks on the aircraft trainers. They perform an average of only 19 tasks, spending 53 percent of their time on tasks in Duty D, Training. These instructors are restricted to classroom teaching, where they plan lectures, keep records, construct and administer tests, and counsel students. These five ATC instructors appeared less satisfied with their jobs than the previous groups of instructors in that only three of the five found their job interesting and felt that their talents were being well utilized.

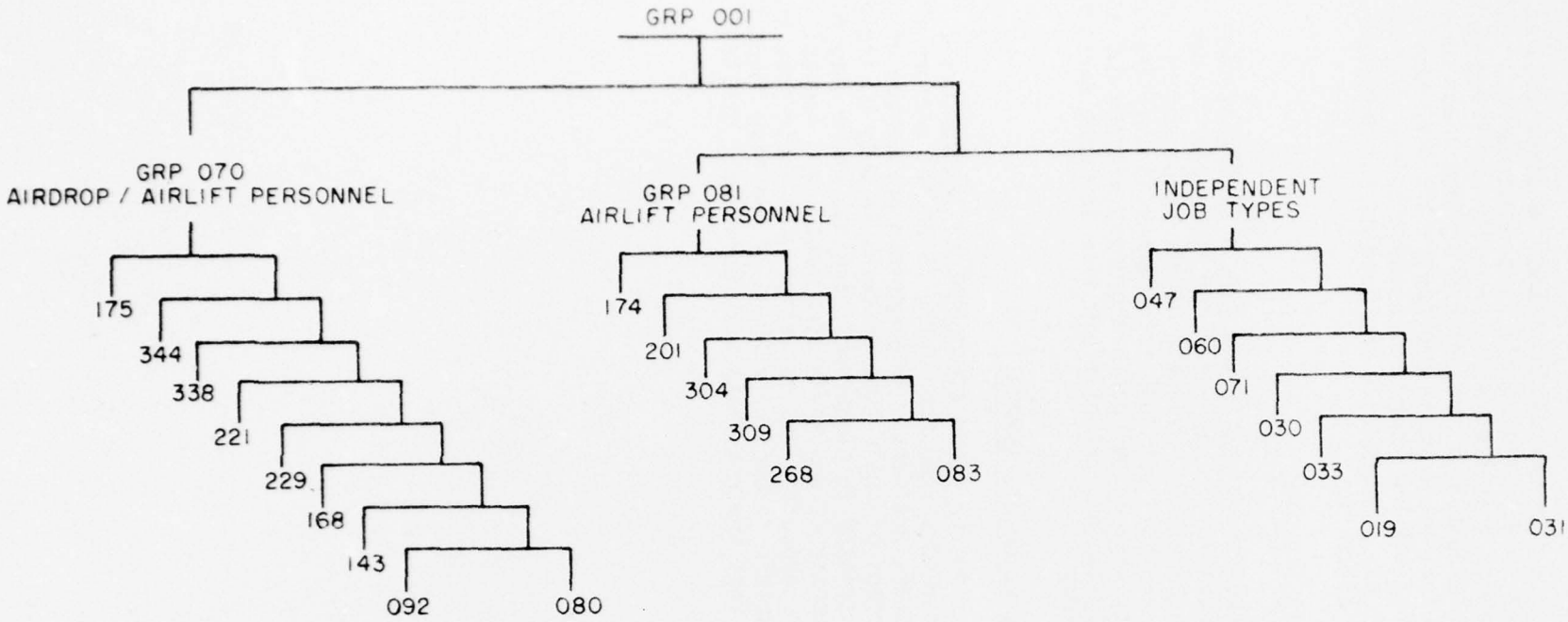


FIGURE 1

114X0 CAREER LADDER STRUCTURE

ANALYSIS OF DAFSC GROUPS

Table 2 presents the relative amount of time spent by skill level of the AFSC 114X0 personnel on tasks within each duty heading of the job inventory. As skill level progresses, there is a trend toward increased time spent on supervisory duties, and a subsequent decrease in time spent on technical primary aircrew duties.

Primary aircrew tasks characteristically performed by a large percentage of all DAFSC members would include computing load distribution, planning placement and sequence of cargoes, loading and offloading palletized cargoes, securing cargo in aircraft, inspecting winches and snatch blocks, and operating crew galleys. Seven and 9-skill level personnel continue to perform all of the same primary aircrew tasks performed by the 5-skill level personnel while gradually picking up additional supervisory tasks. Between the 5- and 7-skill level, the time spent on administrative tasks increases from one to two percent, primarily due to the increased number of members posting changes to aircrew publications and organizational publications.

Tasks which most clearly differentiate between 5- and 7-skill level personnel are presented in Table 3. These tasks are all supervisory in nature. Approximately 60 percent of the 7-skill level members are supervising 3- and 5-skill level subordinates.

Table 4 presents those tasks which most clearly distinguish 7- and 9-skill level personnel. The largest increase in supervisory task performance occurs between these two skill levels where large percentages of 9-skill level personnel perform such tasks as drafting correspondence, interpreting policies, establishing performance standards, and inspecting aircraft loadmaster activities for compliance with directives. However, even at the 9-skill level, loadmasters are spending over two-thirds of their time performing primary aircrew duties.

TABLE 2

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

		TOTAL 114X0 (N=1539)	DAFSC 11450 (N=588)	DAFSC 11470 (N=726)	DAFSC 11490 (N=189)
SUPERVISORY DUTIES					
A ORGANIZING AND PLANNING		3	2	3	6
B DIRECTING AND IMPLEMENTING		4	3	5	9
C INSPECTING AND EVALUATING		3	1	4	9
D TRAINING		3	2	3	6
	SUBTOTAL	13	8	15	30
ADMINISTRATIVE DUTIES					
E PERFORMING ADMINISTRATIVE FUNCTIONS		1	1	2	2
	SUBTOTAL	1	1	2	2
PRIMARY AIRCREW DUTIES					
F PERFORMING PRELIMINARY LOAD PLANNING		7	7	7	6
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES		24	25	25	19
H LOADING AND OFFLOADING AIRCRAFT		22	23	21	17
I PERFORMING INFLIGHT DUTIES		12	12	11	9
J PERFORMING EMERGENCY PROCEDURES		4	4	4	3
K PERFORMING GROUND SUPPORT DUTIES		10	11	9	7
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS		7	9	6	7
	SUBTOTAL	86	91	83	68
	TOTAL	100	100	100	100

TABLE 3

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL 114X0 PERSONNEL
(PERCENT MEMBERS PERFORMING)

	TASK	DAFSC 11450	DAFSC 11470	DIFFERENCE
B18	SUPERVISE AIRCRAFT LOADMASTERS (AFSC 11450)	29	69	-40
B20	SUPERVISE AIRCRAFT LOADMASTER TECHNICIANS (AFSC 11470)	6	45	-39
B21	SUPERVISE APPRENTICE AIRCRAFT LOADMASTERS (AFSC 11430)	26	61	-35
B5	COUNSEL SUBORDINATES	13	41	-28
D23	RATE TRAINING PROGRESS OF INDIVIDUALS	11	38	-27
B15	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	9	34	-25
D10	DEMONSTRATE HOW TO LOCATE INFORMATION IN TECHNICAL ORDERS	21	46	-25
C5	EVALUATE AIRCRAFT LOADMASTERS FOR JOB PROFICIENCY	7	31	-24
B6	DEVELOP OR IMPROVE WORK METHODS, PROCEDURES, OR MATERIALS	15	38	-23
A22	SCHEDULE LOADMASTERS FOR FLIGHTS	7	30	-23
A24	SCHEDULE OR MAINTAIN AIRLIFT CURRENCY REQUIREMENTS	19	42	-23

TABLE 4

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL 114X0 PERSONNEL
(PERCENT MEMBERS PERFORMING)

	TASK	DAFSC 11470	DAFSC 11490	DIFFERENCE
B13	IMPLEMENT POLICIES, DIRECTIVES, OR PROCEDURES FOR LOADMASTERS	25	77	-52
B11	DRAFT CORRESPONDENCE	28	76	-48
A6	ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	24	71	-47
B15	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	34	80	-46
C14	EVALUATE OR SELECT PERSONNEL FOR INSTRUCTOR OR FLIGHT EXAMINER DUTY	22	66	-44
B6	DEVELOP OR IMPROVE WORK METHODS, PROCEDURES, OR MATERIALS	39	81	-42
C19	EVALUATE SUGGESTIONS	14	55	-41
A7	ESTABLISH PERFORMANCE STANDARDS	22	63	-41
D25	SELECT PERSONNEL TO ATTEND SPECIALIZED TRAINING	14	55	-41
B16	SERVE ON CLASSIFICATION AND REVIEW BOARDS	14	54	-40
C10	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	12	51	-39
B20	SUPERVISE AIRCRAFT LOADMASTER TECHNICIANS (AFSC 11470)	45	83	-38
D24	SELECT OR ASSIGN PERSONNEL TO CONDUCT TRAINING	20	58	-38
D14	EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	23	60	-37
C27	INSPECT AIRCRAFT LOADMASTER ACTIVITIES FOR COMPLIANCE WITH DIRECTIVES	33	70	-37

ANALYSIS OF AFMS GROUPS

A comparison made across experience levels revealed trends similar to those found across skill levels (see Table 5). As a member's time in military service increases, more time is spent on supervisory duties and less on technical primary aircrew duties. Unlike many career ladders, however, the senior loadmaster continues to perform primary aircrew tasks while performing more supervisory tasks. An incumbent in the sixth enlistment is as much a technician as a supervisor in that he spends three-quarters of his time performing the aircrew duties.

The tasks performed by members of the first job group do not differ significantly from those performed by first enlistment members.

TABLE 5

PERCENT TIME SPENT ON DUTIES BY AFMS GROUPS

	ENLISTMENT GROUPS						
	1ST JOB 8-32 MOS (N=164)	1ST 1-48 MOS (N=228)	2ND 49-96 MOS (N=300)	3RD 97-144 MOS (N=262)	4TH 145-192 MOS (N=219)	5TH 193-240 MOS (N=272)	6TH 241+ MOS (N=259)
SUPERVISORY DUTIES							
A ORGANIZING AND PLANNING	1	1	1	3	3	3	5
B DIRECTING AND IMPLEMENTING	2	2	2	4	5	5	7
C INSPECTING AND EVALUATING	1	1	2	3	3	5	7
D TRAINING	1	1	2	3	3	4	5
SUBTOTAL	5	5	7	13	14	17	24
ADMINISTRATIVE DUTIES							
E PERFORMING ADMINISTRATIVE FUNCTIONS	1	1	1	1	1	1	2
SUBTOTAL	1	1	1	1	1	1	2
PRIMARY AIRCREW DUTIES							
F PERFORMING PRELIMINARY LOAD PLANNING	7	7	7	7	7	7	7
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	27	26	26	24	25	24	22
H LOADING AND OFFLOADING AIRCRAFT	24	24	23	22	21	20	19
I PERFORMING INFLIGHT DUTIES	12	12	13	11	11	11	10
J PERFORMING EMERGENCY PROCEDURES	3	4	4	4	4	4	3
K PERFORMING GROUND SUPPORT DUTIES	11	11	11	10	10	9	8
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	10	10	8	8	7	7	5
SUBTOTAL	94	94	92	86	85	82	74
TOTAL	100	100	100	100	100	100	100

ANALYSIS OF CONUS/OVERSEAS GROUPS

Differences between CONUS and overseas members holding DAFSC 11450 are based primarily on aircraft differences. Those tasks which most clearly distinguish the two groups are presented in Table 6. Overseas members are currently qualified almost exclusively on the C-130, and are heavily involved in cargo and personnel airdrop missions. Large percentages use such equipment as airdrop containers, airdrop parachutes, and airdrop platforms. CONUS members, on the other hand, are currently qualified on the C-141 and C-5 as well as the C-130 aircraft and many perform tasks related to the operation and upkeep of aircraft troop compartment areas during troop airlift missions.

Overseas DAFSC 11450 personnel have more experience both in the career field and in military service, and tend to perform a more diversified job than their CONUS counterparts.

TABLE 6

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN CONUS AND OVERSEAS PERSONNEL HOLDING DAFSC 11450 (PERCENT MEMBERS PERFORMING)

	TASK	CONUS (N=515)	OVERSEAS (N=73)	DIFFERENCE
I15	OPERATE TROOP COMPARTMENT GALLEYS	58	14	+44
I4	CLEAN AND SECURE GALLEYS IN TROOP COMPARTMENTS	66	25	+41
G32	INSPECT TROOP COMPARTMENT GALLEYS	51	14	+37
K25	RECOVER EQUIPMENT AND PARACHUTES FROM AIRDROP ZONES	14	62	-48
G7	INSPECT ANCHOR CABLE SUPPORT ARMS	49	93	-44
K17	PACK AIRDROP CONTAINERS	20	63	-43
L12	PERFORM ANCHOR CABLE SUPPORT SYSTEM CHECKS	42	85	-43
I18	PERFORM PERSONNEL AIRDROP PROCEDURES	43	85	-42
I16	PERFORM CARGO AIRDROP PROCEDURES	44	86	-42
L20	PREPARE CARGO FLOORS FOR PERSONNEL AIRDROPS	43	85	-42
K24	POSITION FIRE EXTINGUISHER NEAR AIRCRAFT	41	82	-41
L14	PERFORM JUMP PLATFORM CHECKS	43	84	-41
L16	PERFORM JUMP SIGNAL CHECKS	41	82	-41
L28	REMOVE OR INSTALL TROOP SEATS FOR AIRDROPS	39	79	-40
K18	PACK CARGO PARACHUTES	14	53	-39
L23	REMOVE OR INSTALL JUMP PLATFORMS	39	78	-39
I19	PERFORM PREDROP INSPECTIONS ON APPROACH TO AIRDROP ZONE	40	78	-38

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the AFSC 114X0 job survey, 80 incumbents in the 7- and 9-skill levels from various commands and 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 .92. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 51 tasks rated 6.00 or above, only eighteen were performed by at least 15 percent of the survey respondents. These tasks are listed in Table 7. Two-thirds of these tasks are supervisory in nature, focusing primarily on evaluative judgements. Interestingly, three of the six technical tasks rated most difficult involved aircraft rigging and parachute packing. Yet the career ladder structure revealed that survey respondents specializing in rigging and packing have no more experience than the line loadmasters (see Appendix A, GRP060, Aircraft Riggers and Parachute Packers).

By contrast, of the 55 tasks rated 4.00 or below, 20 were performed by 80 percent or more of the survey respondents. Table 8 lists these tasks. Approximately half of these tasks involve either meeting passenger or troop comfort needs, or the upkeep and operation of troop compartments. Half of the tasks are also inspection tasks accomplished during the preflight period.

TABLE 7

TASKS RATED ABOVE 6.00 IN DIFFICULTY WHICH WERE PERFORMED BY FIFTEEN PERCENT OR MORE OF THE SURVEY RESPONDENTS

	TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
K30	RIG VEHICLES OR WEAPONS FOR AIR DROPS	6.7	17
C14	EVALUATE OR SELECT PERSONNEL FOR INSTRUCTOR OR FLIGHT EXAMINER DUTY	6.5	20
A12	PLAN AIRCREW ADVANCED SCHEDULES	6.5	16
C5	EVALUATE AIRCRAFT LOADMASTERS FOR JOB PROFICIENCY	6.3	26
K28	RIG AIRDROP PLATFORMS	6.3	25
C22	INITIATE OR PREPARE CHANGES TO AIRCRAFT LOADING TECHNICAL ORDERS	6.3	25
C32	PREPARE AIRMAN PERFORMANCE REPORTS (APR)	6.3	21
B22	SUPERVISE CIVILIAN PERSONNEL	6.3	29
D8	CONDUCT UPGRADE TRAINING FOR INSTRUCTORS OR FLIGHT EXAMINERS	6.3	15
H12	KNEEL AND UNKNEEL AIRCRAFT FOR LOADING OR OFFLOADING	6.3	27
D14	EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	6.2	20
A6	ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	6.2	22
B13	IMPLEMENT POLICIES, DIRECTIVES, OR PROCEDURES FOR LOADMASTERS	6.2	24
K18	PACK CARGO PARACHUTES	6.1	17
L10	INSTALL RELEASE GATES FOR CONTAINER DELIVERY SYSTEM (CDS) AIRDROPS	6.1	35
C9	EVALUATE COMPLIANCE WITH WORK STANDARDS	6.1	19
B6	DEVELOP OR IMPROVE WORK METHODS, PROCEDURES, OR MATERIALS	6.1	34
J13	PERFORM MAIN LANDING GEAR TIE DOWN PROCEDURES	6.1	32

TABLE 8

TASKS RATED BELOW 4.00 IN DIFFICULTY WHICH WERE PERFORMED BY 80 PERCENT OR MORE OF THE SURVEY RESPONDENTS

	TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
G5	INSPECT AIRCRAFT WINCHES AND SNATCH BLOCKS	3.9	95
I9	MAKE ENTRIES IN AFTO 781 SERIES FORMS	3.9	95
I3	BRIEF PASSENGERS OR TROOPS USING AIRCRAFT CHECKLIST	3.9	89
I7	DEMONSTRATE THE FITTINGS OF LIFE VESTS, PARACHUTES, OR OXYGEN MASKS	3.9	89
H28	SECURE PASSENGER BAGGAGE IN AIRCRAFT	3.8	93
G46	PERFORM TROOP DOOR CHECKS	3.8	94
H16	LOAD OR UNLOAD PASSENGERS	3.8	94
G2	BRIEF ADDITIONAL CREW MEMBERS	3.7	85
G37	INSPECT OR INVENTORY TIE DOWN EQUIPMENT	3.5	97
G21	INSPECT CREW GALLEYS	3.5	95
G35	INSPECT OR INVENTORY FLEET SERVICE GEAR	3.5	81
G8	INSPECT AND OPERATE INTERPHONE STATIONS	3.5	96
G36	INSPECT OR INVENTORY STOWAGE BOXES	3.5	86
I14	OPERATE PUBLIC ADDRESS SYSTEMS	3.4	92
I13	OPERATE CREW GALLEYS	3.4	93
H21	OPEN OR CLOSE PARATROOP DOORS	3.3	93
H7	DELIVER MANIFESTS TO CONCERNED PERSONNEL	3.3	84
I8	DISTRIBUTE PASSENGER COMFORT ITEMS	3.0	83
G15	INSPECT AND SET LIGHTING IN TROOP COMPARTMENTS	2.9	95
K22	POLICE CARGO COMPARTMENT OR FLIGHT DECKS	2.9	86

COMPARISON OF THE 114X0 SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS

The AFSC 114X0 STS dated 4 April 1975 covers the duties and tasks performed by aircraft loadmasters and loadmaster technicians. The first four paragraphs contain general information items common to most Air Force specialties, and for this reason were not evaluated. Paragraphs five through 12 pertaining to the primary aircrew duties were reviewed in terms of related inventory tasks. These duties include computation of aircraft weight and balance, loading and offloading aircraft, performing airdrop and airlift missions, attending to passenger and troop comfort needs and border clearance requirements inflight, and performing emergency procedures.

All items currently in the STS were well substantiated by the survey data. However, the results of the survey did show a sizable number of preflight procedures being performed by substantial percentages of survey respondents that were not covered by the STS. A representative sample of these tasks are listed in Table 9. The preflight procedures no doubt vary among the three primary aircraft-assigned loadmasters. However, the survey data suggest development of an STS paragraph covering general preflight procedures.

TABLE 8

TASKS RATED BELOW 4.00 IN DIFFICULTY WHICH WERE PERFORMED BY 80 PERCENT OR MORE OF THE SURVEY RESPONDENTS

	TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
G5	INSPECT AIRCRAFT WINCHES AND SNATCH BLOCKS	3.9	95
I9	MAKE ENTRIES IN AFTO 781 SERIES FORMS	3.9	95
I3	BRIEF PASSENGERS OR TROOPS USING AIRCRAFT CHECKLIST	3.9	89
I7	DEMONSTRATE THE FITTINGS OF LIFE VESTS, PARACHUTES, OR OXYGEN MASKS	3.9	89
H28	SECURE PASSENGER BAGGAGE IN AIRCRAFT	3.8	93
G46	PERFORM TROOP DOOR CHECKS	3.8	94
H16	LOAD OR UNLOAD PASSENGERS	3.8	94
G2	BRIEF ADDITIONAL CREW MEMBERS	3.7	85
G37	INSPECT OR INVENTORY TIE DOWN EQUIPMENT	3.5	97
G21	INSPECT CREW GALLEYS	3.5	95
G35	INSPECT OR INVENTORY FLEET SERVICE GEAR	3.5	81
G8	INSPECT AND OPERATE INTERPHONE STATIONS	3.5	96
G36	INSPECT OR INVENTORY STOWAGE BOXES	3.5	86
I14	OPERATE PUBLIC ADDRESS SYSTEMS	3.4	92
I13	OPERATE CREW GALLEYS	3.4	93
H21	OPEN OR CLOSE PARATROOP DOORS	3.3	93
H7	DELIVER MANIFESTS TO CONCERNED PERSONNEL	3.3	84
I8	DISTRIBUTE PASSENGER COMFORT ITEMS	3.0	83
G15	INSPECT AND SET LIGHTING IN TROOP COMPARTMENTS	2.9	95
K22	POLICE CARGO COMPARTMENT OR FLIGHT DECKS	2.9	86

COMPARISON OF THE 114X0 SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS

The AFSC 114X0 STS dated 4 April 1975 covers the duties and tasks performed by aircraft loadmasters and loadmaster technicians. The first four paragraphs contain general information items common to most Air Force specialties, and for this reason were not evaluated. Paragraphs five through 12 pertaining to the primary aircrew duties were reviewed in terms of related inventory tasks. These duties include computation of aircraft weight and balance, loading and offloading aircraft, performing airdrop and airlift missions, attending to passenger and troop comfort needs and border clearance requirements inflight, and performing emergency procedures.

All items currently in the STS were well substantiated by the survey data. However, the results of the survey did show a sizable number of preflight procedures being performed by substantial percentages of survey respondents that were not covered by the STS. A representative sample of these tasks are listed in Table 9. The preflight procedures no doubt vary among the three primary aircraft-assigned loadmasters. However, the survey data suggest development of an STS paragraph covering general preflight procedures.

TABLE 9

REPRESENTATIVE PREFLIGHT PROCEDURES PERFORMED BY 114X0 PERSONNEL
NOT COVERED BY THE STS

	TASK	PERCENT MEMBERS PERFORMING DAFSC 11430 (N=36)	DAFSC 11450 (N=588)	DAFSC 11470 (N=726)
G8	INSPECT AND OPERATE INTERPHONE STATIONS	92	95	97
G9	INSPECT AND OPERATE UHF RADIOS	14	20	35
G16	INSPECT AND SET LIGHTING ON FLIGHT DECKS	17	19	36
G28	INSPECT FLOOR HEAT INTAKE GRILLES	14	17	32
G29	INSPECT INTERNAL POWER SYSTEMS	25	18	32
G41	PERFORM AIRCRAFT EXTERIOR INSPECTIONS	67	55	71
G49	REVIEW AFTO FORM 781 SERIES FORMS FOR AIRCRAFT DISCREPANCIES	94	91	94
G51	START AND MONITOR AIRCRAFT APU OR ATM	28	29	40
I9	MAKE ENTRIES IN AFTO 781 SERIES FORMS	78	95	97
K8	COMPUTE BASIC WEIGHT, MOMENTS, INDEX, AND ARM FOR ENTRY INTO BASIC WEIGHT AND BALANCE RECORDS (DD FORM 365C)	31	32	33
K26	REMOVE OR INSTALL STATIC GROUND WIRES	25	39	40
K27	REMOVE OR INSTALL WHEEL CHOCKS	50	66	65

COMPARISON OF AFM 39-1 SPECIALTY DESCRIPTIONS WITH SURVEY DATA

The AFM 39-1 specialty descriptions for the different AFSC 114X0 skill levels were compared against survey data. The AFSC 11450/11430 description accurately portrays the job currently being performed by personnel in the field with two exceptions. The job description does not mention that 3-skill and 5-skill level loadmasters complete aircraft border clearance forms and assist immigration officials in clearing the aircraft, cargo, and crew through customs. These loadmasters also inspect platforms, containers, vehicles, and other cargo prior to loading. This acceptance inspection is mentioned only in the AFSC 11470 specialty description.

The AFM 39-1 specialty descriptions for the AFSC 11470 loadmaster technician and AFSC 11490 loadmaster superintendent, however, are somewhat misleading. While they adequately cover the supervisory and management tasks performed by personnel at the 7- and 9-skill levels, they omit the primary aircrew tasks performed by most loadmasters regardless of skill level. For instance, high percentages of loadmasters at the 7- and 9-skill levels continue to compute load distribution, plan the placement and sequence of cargo, arrange for transporting cargo to and from warehouses, load and offload cargo, reconfigure aircraft for special missions, oversee the servicing of the aircraft cabin, and provide for passenger comfort needs during flight. Since survey data indicates that 7- and 9-skill level personnel continue to perform the technical tasks associated with the loadmaster's job, consideration should be given to incorporating into the AFSC 11470 and AFSC 11490 specialty descriptions all primary aircrew tasks specified in the AFSC 11430/11450 specialty description.

COMPARISON TO PREVIOUS SURVEY

This survey's results have been compared to those of the previous survey of the Aircraft Loadmaster career ladder conducted during the autumn of 1971. Those results were reported in Occupational Survey Report AFPT 90-607-054, Aircraft Loadmaster Career Ladder, AFSCs 60730, 60750, 60770, and 60790. The 607X0 AFSC was directly converted to a 114X0 AFSC in January, 1976.

The results of this current report are similar to those of the earlier report with two exceptions. The current career ladder structure differs from that of the previous survey. In the previous report, the computer grouping reflected two major clusters: loadmasters who performed supervisory tasks and those who did not. In this report, the computer grouping also identified two major clusters, but these were loadmasters who performed airdrop tasks versus those who did not. This career ladder structural difference may, in part, be due to the use of different survey inventories to collect survey data. For example, there were 166 tasks in the previous inventory, and 309 tasks in the current inventory. Also, in the previous inventory, 62 percent of the tasks were supervisory in content, while only seven percent pertained to airdrop. In the current inventory, these two trends differ, with 35 percent of the tasks being supervisory items, and 14 percent being airdrop items.

Perception of task difficulty also changed between the two surveys. Whereas, respondents to the previous survey rated tasks pertaining to aircraft configuration, airdrop, and load computation as most difficult, respondents to the current survey rated supervisory tasks as most difficult.

SUMMARY OF BACKGROUND INFORMATION

Each USAF Job inventory contains a background section in which survey respondents are asked to furnish specific information about themselves, their jobs, and their perceptions of their jobs. The following paragraphs summarize the information provided by the aircraft loadmaster respondents.

Method of Assignment

Forty-two percent of the respondents entered the Aircraft Loadmaster career ladder through completion of the resident technical training course while 43 percent entered by retraining from another specialty. The remaining 15 percent entered through various directed duty assignments.

Job Interest and Utilization of Talents and Training

Survey respondents' job interest ratings and perceptions of talent and training utilization on the job are presented in Table 10. Overall, job satisfaction among the survey respondents appeared extremely high. Job interest among the aircraft loadmasters much exceeded that of the normative group, with at least 89 percent of the members of each enlistment group finding their job interesting. The same trend held for perception of utilization of talents and training with at least 90 percent of the members of each enlistment group responding that their talents and training were utilized fairly well or better.

Reenlistment Intentions Compared to Actual Reenlistment Rates

Reenlistment intentions from the survey respondents and actual reenlistment rates for aircraft loadmaster personnel are reflected in Tables 11 and 12 respectively. Sixty-one percent of the first-term respondents, 77 percent of the second-term respondents, and 79 percent of the third through sixth term respondents either probably or definitely intend to reenlist. The actual reenlistment rates for eligible aircraft loadmaster personnel during fiscal year 1976 were 89 percent for the first-term airmen, 71 percent for the second-term airmen, and 96 percent for the career airmen.

TABLE 10

JOB INTEREST AND UTILIZATION OF TALENTS AND TRAINING BY AFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	ENLISTMENT GROUPS								NORMATIVE GROUPS	
	1ST JOB 8-32 MOS	1ST 1-48 MOS	2ND 49-96 MOS	3RD 97-144 MOS	4TH 145-192 MOS	5TH 193-240 MOS	6TH 241+ MOS	2ND-6TH ENLIST COMBINED	1ST ENLIST COMBINED CAREER LADDERS SURVEYED IN 1976	2ND-6TH ENLIST COMBINED CAREER LADDERS SURVEYED IN 1976
JOB INTEREST										
I FIND MY JOB:										
DULL	2	2	3	2	4	3	4	3	17	9
SO-SO	2	4	7	9	6	8	5	7	18	11
INTERESTING	96	94	90	89	90	89	91	90	65	80
PERCEIVED UTILIZATION OF TALENTS										
MY JOB UTILIZES MY TALENTS:										
VERY LITTLE OR NOT AT ALL	7	8	10	7	9	8	7	8	29	15
FAIRLY WELL OR BETTER	93	92	90	93	91	92	93	92	71	85
PERCEIVED UTILIZATION OF TRAINING										
MY JOB UTILIZES MY TRAINING:										
VERY LITTLE OR NOT AT ALL	4	4	5	6	7	9	7	7	21	17
FAIRLY WELL OR BETTER	96	96	95	94	93	91	93	93	79	83

TABLE 11

REENLISTMENT INTENTIONS OF SURVEY SAMPLE
(PERCENT RESPONDING)

	FIRST-TERM	SECOND-TERM	CAREER
NO OR PROBABLY NO	38	23	20
YES OR PROBABLY YES	61	77	79
NO REPLY	1	-	1

TABLE 12

ACTUAL REENLISTMENTS FOR 114X0 PERSONNEL

JULY 1975 - JUNE 1976

	FIRST-TERM	SECOND-TERM	CAREER
ELIGIBLE TO REENLIST	72	226	322
ACTUALLY REENLISTED	64	161	309
REENLISTMENT RATE	89%	71%	96%

WRITE-IN COMMENTS

In the development of the survey instrument, every effort was made to include all duties and tasks important to the accuracy and completeness of the survey. However, due to the possibility of omitting one or more important duties or tasks, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this survey, 105 such write-ins were received. Representative ideas based on these written comments are given below:

a. Six of these write-ins came from persons working in the training and administrative area who felt that tasks related to the operation of the MACARMS Computer System should have been included.

b. An additional eight write-ins were received from Aerospace Rescue and Recovery (ARRS) Service respondents who felt the following four tasks should have been added: (1) Rig MA-1 kits and parabundles; (2) Activate aircraft flare launcher systems; (3) Perform scanner techniques during visual search operations; and (4) Perform in-flight tanker observer duties during in-flight helicopter air refueling operations.

c. Five survey respondents wrote in that Duty J, Performing Emergency Procedures, would have been more accurate if it had read "Train on Emergency Procedures". All AFSC 114X0 personnel train for emergencies, but the procedures are used only in the event of an actual emergency.

These tasks and comments will be included in future surveys.

CONCLUSIONS AND RECOMMENDATIONS

1. During the next revision of the AFM 39-1 specialty descriptions, the following duties should be considered for inclusion in the AFSC 11450/11430 description: completing aircraft border clearance forms; assisting immigration officials to clear the aircraft, cargo, and crew through customs; and inspecting platforms, containers, vehicles, and other cargo prior to loading. The primary aircrew duties listed in the current AFSC 11430/11450 description should be considered for the AFSC 11470 and AFSC 11490 descriptions.

2. The current 114X0 Specialty Training Standard should be reviewed in the next scheduled review cycle in light of the survey data to determine if an additional paragraph on general preflight procedures should be added.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP070 - Airdrop/Airlift Personnel (Cluster)

PERCENT OF SAMPLE: 41%

PERCENT OF FIRST ENLISTMENT GROUP: 45%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (70%), C-141 (25%), Other (4%)

MAJOR COMMAND DISTRIBUTION: MAC (94%), TAC (2%), USAFE (2%)

LOCATION: CONUS (84%), Overseas (16%)

DAFSC DISTRIBUTION: 11430 (1%), 11450 (44%), 11470 (41%), 11490 (14%)

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 94 months

AMOUNT OF SUPERVISION: 24% supervised an average of five subordinates

EXPRESSED JOB INTEREST: Dull 3%, So-So 7%, Interesting 90%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 8%
At Least Fairly Well 92%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 6%
At Least Fairly Well 94%

AVERAGE NUMBER OF TASKS PERFORMED: 152

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	19
H LOADING AND OFFLOADING AIRCRAFT	19
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	17
I PERFORMING IN-FLIGHT DUTIES	11
K PERFORMING GROUND SUPPORT DUTIES	10
F PERFORMING PRELIMINARY LOAD PLANNING	6

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
I16 PERFORM CARGO AIRDROP PROCEDURES	98
I18 PERFORM PERSONNEL AIRDROP PROCEDURES	98
F6 PLAN PLACEMENT AND SEQUENCE OF AIRDROP LOADS IN AIRCRAFT	91
L8 INSTALL EXTRACTION SYSTEMS	91
L7 INSTALL AIRDROP RELEASE SYSTEMS	82

GROUP ID NUMBER AND TITLE: GRP175 - C-141 Airdrop/Airlift In-Flight Training Instructors

PERCENT OF SAMPLE: 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (92%)

MAJOR COMMAND DISTRIBUTION: MAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 11470 (92%), 11490 (8%)

AVERAGE GRADE: 6.2

AVERAGE TIME IN CAREER FIELD: 120 months

AMOUNT OF SUPERVISION: 69% supervised an average of seven subordinates

EXPRESSED JOB INTEREST: So-So 8%, Interesting 92%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 15%
At Least Fairly Well 85%

PERCEIVED UTILIZATION OF TRAINING: At Least Fairly Well 92%
No Response 8%

AVERAGE NUMBER OF TASKS PERFORMED: 143

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	21
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	18
H LOADING AND OFFLOADING AIRCRAFT	16
K PERFORMING GROUND SUPPORT DUTIES	11
I PERFORMING IN-FLIGHT DUTIES	11
F PERFORMING PRELIMINARY LOAD PLANNING	5
B DIRECTING AND IMPLEMENTING	5
C INSPECTING AND EVALUATING	5
D TRAINING	5

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
K28 RIG AIRDROP PLATFORMS	85
C5 EVALUATE AIRCRAFT LOADMASTERS FOR JOB PROFICIENCY	69
D6 CONDUCT RESIDENT TECHNICAL TRAINING COURSES	62
D16 MAINTAIN TRAINING RECORDS, FORMS, OR REPORTS	62
D23 RATE TRAINING PROGRESS OF INDIVIDUALS	62

GRP175

The 13 members of this group are all assigned to the 443rd Technical Training Squadron (TTS) at Altus AFB, Oklahoma. As C-141 in-flight training instructors, they spend most of their time demonstrating the primary aircrew and airdrop tasks for students. Part of their workday is also spent planning instructions, maintaining training records, and counseling students.

GROUP ID NUMBER AND TITLE: GRP344 - C-141 Airdrop/Airlift Loadmasters

PERCENT OF SAMPLE: 4%

PERCENT OF FIRST ENLISTMENT GROUP: 4%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (97%), C-130 (2%)

MAJOR COMMAND DISTRIBUTION: MAC (99%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 11450 (37%), 11470 (54%), 11490 (9%)

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 93 months

AMOUNT OF SUPERVISION: 11% supervised an average of four subordinates

EXPRESSED JOB INTEREST: Dull 2%, So-So 2%, Interesting 96%

PERCEIVED UTILIZATION OF TALENTS:

Little Or Not At All	15%
At Least Fairly Well	84%
No Response	1%

PERCEIVED UTILIZATION OF TRAINING:

Little Or Not At All	7%
At Least Fairly Well	93%

AVERAGE NUMBER OF TASKS PERFORMED: 138

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	22
H LOADING AND OFFLOADING AIRCRAFT	22
I PERFORMING IN-FLIGHT DUTIES	15
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	14
K PERFORMING GROUND SUPPORT DUTIES	10
F PERFORMING PRELIMINARY LOAD PLANNING	7

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
G43 PERFORM COMFORT PALLET INSPECTIONS	99
I21 PREPARE OR SERVE IN-FLIGHT MEALS	99
K21 PERFORM FLEET SERVICE EQUIPMENT INVENTORIES	97
I15 OPERATE TROOP COMPARTMENT GALLEYS	82
L27 REMOVE OR INSTALL PARATROOP RETRIEVER BARS	78

GRP344

This 68-member group consists of all of the C-141 Airdrop/Airlift line loadmaster respondents. Although they transport and airdrop cargo, their primary mission involves the airlift of personnel and the airdrop of paratroops.

GROUP ID NUMBER AND TITLE: GRP338 - C-130 Airdrop/Airlift Loadmasters I

PERCENT OF SAMPLE: 15%

PERCENT OF FIRST ENLISTMENT GROUP: 31%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (93%), C-141 (5%)

MAJOR COMMAND DISTRIBUTION: MAC (98%)

LOCATION: CONUS (79%), Overseas (21%)

DAFSC DISTRIBUTION: 11430 (2%), 11450 (65%), 11470 (31%), 11490 (2%)

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 65 months

AMOUNT OF SUPERVISION: 14% supervised an average of three subordinates

EXPRESSED JOB INTEREST: Dull 2%, So-So 8%, Interesting 90%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 7%
At Least Fairly Well 93%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 4%
At Least Fairly Well 96%

AVERAGE NUMBER OF TASKS PERFORMED: 144

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
H LOADING AND OFFLOADING AIRCRAFT	20
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	20
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	19
K PERFORMING GROUND SUPPORT DUTIES	12
I PERFORMING IN-FLIGHT DUTIES	11
F PERFORMING PRELIMINARY LOAD PLANNING	7
J PERFORMING EMERGENCY PROCEDURES	4

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
L10 INSTALL RELEASE GATES FOR CONTAINER DELIVERY SYSTEM (CDS) AIRDROPS	97
L23 REMOVE OR INSTALL JUMP PLATFORMS	96
F6 PLAN PLACEMENT AND SEQUENCE OF AIRDROP LOADS IN AIRCRAFT	93
K27 REMOVE OR INSTALL WHEEL CHOCKS	93
K11 DIRECT CONFIGURATION OF AIRCRAFT FOR CARGO MISSIONS	81

GRP344

This 68-member group consists of all of the C-141 Airdrop/Airlift line loadmaster respondents. Although they transport and airdrop cargo, their primary mission involves the airlift of personnel and the airdrop of paratroops.

GRP338

The majority of the C-130 line loadmaster respondents formed this 231-member group. They perform cargo/personnel airdrop and airlift missions, including aeromedical evacuation missions.

GROUP ID NUMBER AND TITLE: GRP221 - C-130 Airdrop/Airlift Loadmasters II

PERCENT OF SAMPLE: 3%

PERCENT OF FIRST ENLISTMENT GROUP: 7%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (96%)

MAJOR COMMAND DISTRIBUTION: MAC (100%)

LOCATION: CONUS (92%), Overseas (8%)

DAFSC DISTRIBUTION: 11430 (2%), 11450 (75%), 11470 (23%)

AVERAGE GRADE: 4.5

AVERAGE TIME IN CAREER FIELD: 62 months

AMOUNT OF SUPERVISION: 13% supervised an average of two subordinates

EXPRESSED JOB INTEREST: Dull 4%, So-So 9%, Interesting 87%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 11%
At Least Fairly Well 89%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 4%
At Least Fairly Well 96%

AVERAGE NUMBER OF TASKS PERFORMED: 115

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	24
H LOADING AND OFFLOADING AIRCRAFT	23
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	21
K PERFORMING GROUND SUPPORT DUTIES	11
I PERFORMING IN-FLIGHT DUTIES	10
F PERFORMING PRELIMINARY LOAD PLANNING	5
J PERFORMING EMERGENCY PROCEDURES	3

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
L10 INSTALL RELEASE GATES FOR CDS AIRDROPS	100
K27 REMOVE OR INSTALL WHEEL CHOCKS	96
L28 REMOVE OR INSTALL TROOP SEATS FOR AIRDROPS	94
F8 PLAN PLACEMENT AND SEQUENCE OF GENERAL CARGOES IN AIRCRAFT	83
K4 CONFIGURE AIRCRAFT FOR AEROMEDICAL EVACUATIONS	77

GRP221

Forty-seven of the C-130 line loadmasters formed this group. They differ from the previous loadmaster group (GRP338) in that they perform fewer tasks, and the percent time they spend on Duty G, Performing Aircraft Preflight Procedures, Duty H, Loading and Offloading Aircraft, and Duty L, Preparing Aircraft for Airdrop Operations, is slightly higher. However, they perform essentially the same job as the C-130 Airdrop/Airlift Loadmasters I (GRP338).

GROUP ID NUMBER AND TITLE: GRP229 - C-130 Special Operations Personnel I

PERCENT OF SAMPLE: 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (91%), Other (9%)

MAJOR COMMAND DISTRIBUTION: TAC (55%), USAFE (45%)

LOCATION: CONUS (55%), Overseas (45%)

DAFSC DISTRIBUTION: 11450 (55%), 11470 (45%)

AVERAGE GRADE: 5.5

AVERAGE TIME IN CAREER FIELD: 96 months

AMOUNT OF SUPERVISION: 36% supervised an average of two subordinates

EXPRESSED JOB INTEREST: So-So 9%, Interesting 91%

PERCEIVED UTILIZATION OF TALENTS: At Least Fairly Well 100%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 9%
At Least Fairly Well 91%

AVERAGE NUMBER OF TASKS PERFORMED: 125

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	22
H LOADING AND OFFLOADING AIRCRAFT	20
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	13
I PERFORMING IN-FLIGHT DUTIES	12
K PERFORMING GROUND SUPPORT DUTIES	11
F PERFORMING PRELIMINARY LOAD PLANNING	7
A ORGANIZING AND PLANNING	4

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
K6 CONFIGURE AIRCRAFT FOR PASSENGER MISSIONS	100
L24 REMOVE OR INSTALL HIGH ALTITUDE LOW OPENING (HALO) SYSTEM COMPONENTS	100
F10 PLAN PLACEMENT AND SEQUENCE OF SPECIAL HANDLING CARGOES IN AIRCRAFT	91
I22 RECOVER EQUIPMENT USING SURFACE-TO-AIR RECOVERY SUBSYSTEMS	82
A5 ESTABLISH MAINTENANCE OF EQUIPMENT OR SUPPLIES REQUIREMENTS	73

GRP229

The 11 members of this group are assigned either to the 7th or 8th Special Operations Squadron. Unlike any of the other groups, none of these incumbents are assigned to MAC; instead, 55 percent are assigned to TAC and 45 percent to USAFE. These incumbents appear to operate rather autonomously in self-sustaining units performing airdrop/airlift of both passengers and cargo. They are unique in that they use a surface-to-air recovery subsystem and perform high-altitude, low-opening (HALO) airdrop missions.

GROUP ID NUMBER AND TITLE: GRP168 - Airdrop/Airlift Firstline Managers

PERCENT OF SAMPLE: 11%

PERCENT OF FIRST ENLISTMENT GROUP: 3%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (62%), C-141 (33%), C-5 (1%), Other (1%)

MAJOR COMMAND DISTRIBUTION: MAC (96%), TAC (2%)

LOCATION: CONUS (86%), Overseas (14%)

DAFSC DISTRIBUTION: 11430 (1%), 11450 (16%), 11470 (43%), 11490 (40%)

AVERAGE GRADE: 6.4

AVERAGE TIME IN CAREER FIELD: 132 months

AMOUNT OF SUPERVISION: 40% supervised an average of six subordinates

EXPRESSED JOB INTEREST: Dull 1%, So-So 5%, Interesting 94%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 2%
At Least Fairly Well 98%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 2%
At Least Fairly Well 98%

AVERAGE NUMBER OF TASKS PERFORMED: 195

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	17
H LOADING AND OFFLOADING AIRCRAFT	15
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	14
K PERFORMING GROUND SUPPORT DUTIES	10
I PERFORMING IN-FLIGHT DUTIES	9
C INSPECTING AND EVALUATING	7
B DIRECTING AND IMPLEMENTING	6
F PERFORMING PRELIMINARY LOAD PLANNING	6
D TRAINING	5
A ORGANIZING AND PLANNING	5

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
B6 DEVELOP OR IMPROVE WORK METHODS, PROCEDURES, OR MATERIEL	80
L22 REMOVE OR INSTALL AIRDROP LOADING KITS	79
A23 SCHEDULE OR MAINTAIN AIRDROP CURRENCY REQUIREMENTS	78
B20 SUPERVISE AIRCRAFT LOADMASTER TECHNICIANS (AFSC 11470)	73
C27 INSPECT AIRCRAFT LOADMASTER ACTIVITIES FOR COMPLIANCE WITH DIRECTIVES	73
C5 EVALUATE AIRCRAFT LOADMASTERS FOR JOB PROFICIENCY	71

GRP168

This group is composed of 168 C-130 and C-141 Airdrop/Airlift firstline managers. They spend an average of 23 percent of their duty time performing a broad spectrum of management tasks. Within the group, there are four distinct subgroups: NCOICs, standardization evaluation flight examiners, schedulers, and OJT trainers. Because their job encompasses both airdrop and airlift primary aircrew duties as well as supervisory duties, these incumbents perform an average of 195 tasks. This is the largest number of tasks performed by any of the groups in the career ladder.

GROUP ID NUMBER AND TITLE: GRP143 - C-141 Airdrop/Airlift OJT Trainers

PERCENT OF SAMPLE: Less than 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (100%), Other (14%)

MAJOR COMMAND DISTRIBUTION: MAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 11470 (71%), 11490 (29%)

AVERAGE GRADE: 6.9

AVERAGE TIME IN CAREER FIELD: 144 months

AMOUNT OF SUPERVISION: 29% supervised an average of five subordinates

EXPRESSED JOB INTEREST: Interesting 100%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 14%
At Least Fairly Well 86%

PERCEIVED UTILIZATION OF TRAINING: At Least Fairly Well 100%

AVERAGE NUMBER OF TASKS PERFORMED: 143

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
H LOADING AND OFFLOADING AIRCRAFT	22
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	18
I PERFORMING IN-FLIGHT DUTIES	13
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	11
B DIRECTING AND IMPLEMENTING	7
F PERFORMING PRELIMINARY LOAD PLANNING	7
K PERFORMING GROUND SUPPORT DUTIES	7
D TRAINING	4
C INSPECTING AND EVALUATING	4
A ORGANIZING AND PLANNING	3

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
B18 SUPERVISE AIRCRAFT LOADMASTERS (AFSC 11450)	100
I4 CLEAN AND SECURE GALLEYS IN TROOP COMPARTMENTS	100
A23 SCHEDULE OR MAINTAIN AIRDROP CURRENCY REQUIREMENTS	71
D5 CONDUCT ON-THE-JOB TRAINING (OJT)	71
D2 ADMINISTER OR SCORE TESTS	57
D21 PREPARE TRAINING RECORDS, FORMS, OR REPORTS	57

GRP143

These seven highly experienced C-141 loadmasters spend a large amount of time conducting OJT. As OJT trainers, they administer and score tests, update training records, and prepare training reports.

GROUP ID NUMBER AND TITLE: GRP092 - C-130 Special Operations Personnel II

PERCENT OF SAMPLE: 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (93%), C-141 (7%)

MAJOR COMMAND DISTRIBUTION: MAC (64%), TAC (14%), USAFE (14%), AFSC (7%)

LOCATION: CONUS (86%), Overseas (14%)

DAFSC DISTRIBUTION: 11450 (50%), 11470 (50%)

AVERAGE GRADE: 5.4

AVERAGE TIME IN CAREER FIELD: 98 months

AMOUNT OF SUPERVISION: 11% supervised an average of one subordinate

EXPRESSED JOB INTEREST: Dull 7%, Interesting 93%

PERCEIVED UTILIZATION OF TALENTS: At Least Fairly Well 100%

PERCEIVED UTILIZATION OF TRAINING: At Least Fairly Well 100%

AVERAGE NUMBER OF TASKS PERFORMED: 107

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	24
H LOADING AND OFFLOADING AIRCRAFT	22
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	18
I PERFORMING IN-FLIGHT DUTIES	10
K PERFORMING GROUND SUPPORT DUTIES	6
J PERFORMING EMERGENCY PROCEDURES	4
B DIRECTING AND IMPLEMENTING	4
A ORGANIZING AND PLANNING	3

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
G22 INSPECT DUAL RAIL SYSTEMS	86
L29 RESTRAIN CDS CONTAINERS IN CARGO COMPARTMENT	86
L19 PREPARE CARGO FLOORS FOR CDS AIRDROPS	71
A23 SCHEDULE OR MAINTAIN AIRDROP CURRENCY REQUIREMENTS	64
K29 RIG AND ARM 5,000 LB PARACHUTE RELEASE ASSEMBLY	64

GRP092

Unlike the members of the previous special operations group (GRP229), the majority of this 14-member group are assigned to MAC and are stationed within the CONUS. While these incumbents airdrop/airlift both passengers and cargo, they are primarily involved in the airdrop of container delivery systems (CDSs). Approximately 40 percent of the members conduct HALO airdrops and 30 percent execute low-altitude parachute-extraction system (LAPES) airdrops. These members are also unique in that they do little aircraft configuration and almost no preliminary load planning (Duty F).

GROUP ID NUMBER AND TITLE: GRP080 - Aerospace Rescue and Recovery Service (ARRS) Personnel I

PERCENT OF SAMPLE: 2%

PERCENT OF FIRST ENLISTMENT GROUP: Less than 1%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (48%), Other (48%), C-141 (3%), C-5 (3%)

MAJOR COMMAND DISTRIBUTION: MAC (76%), PACAF (17%), USAFE (3%), AFSC (3%)

LOCATION: CONUS (48%), Overseas (52%)

DAFSC DISTRIBUTION: 11450 (31%), 11470 (69%)

AVERAGE GRADE: 6.1

AVERAGE TIME IN CAREER FIELD: 114 months

AMOUNT OF SUPERVISION: 21% supervised an average of five subordinates

EXPRESSED JOB INTEREST: Dull 10%, So-So 17%, Interesting 73%

PERCEIVED UTILIZATION OF TALENTS:

Little Or Not At All	24%
At Least Fairly Well	72%
No Response	3%

PERCEIVED UTILIZATION OF TRAINING:

Little Or Not At All	31%
At Least Fairly Well	66%
No Response	3%

AVERAGE NUMBER OF TASKS PERFORMED: 120

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	22
H LOADING AND OFFLOADING AIRCRAFT	18
I PERFORMING IN-FLIGHT DUTIES	14
K PERFORMING GROUND SUPPORT DUTIES	10
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	8
J PERFORMING EMERGENCY PROCEDURES	8
F PERFORMING PRELIMINARY LOAD PLANNING	4

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
J15 PERFORM RAPID DECOMPRESSION PROCEDURES	93
J8 PERFORM FUSELAGE FIRE PROCEDURES	90
I8 DISTRIBUTE PASSENGER COMFORT ITEMS	86
J11 PERFORM LANDING WITH GEAR RETRACTED PROCEDURE	76
J12 PERFORM LOSS OF FLUIDS PROCEDURE	72
L27 REMOVE OR INSTALL PARATROOP RETRIEVER BARS	69

GRP080

There are 29 members in this group, half of whom are stationed overseas. While approximately half of the group members indicated being currently qualified on the C-130, the other half of the incumbents indicated being qualified on "other" aircraft. These "other" aircraft include the HC-130H/P/ and N fixed-wing aircraft and the HH-3E, HH-53, and UH-1 helicopters, which are all used by ARRS. The distinguishing feature of this group is the large amount of time they spend performing emergency procedure tasks. Interesting to note, only seventy-three percent of these incumbents feel their job is interesting. While this is well below the average for this career ladder, it is equivalent to the average job interest of the 24 career ladders surveyed in 1976. However, this group's perceived utilization of talents and training was slightly below the average of the personnel surveyed in 1976.

GROUP ID NUMBER AND TITLE: GRP081 - Airlift Personnel (Cluster)

PERCENT OF SAMPLE: 51%

PERCENT OF FIRST ENLISTMENT GROUP: 43%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (48%), C-5 (43%), C-130 (5%), Other (1%)

MAJOR COMMAND DISTRIBUTION: MAC (99%)

LOCATION: CONUS (96%), Overseas (4%)

DAFSC DISTRIBUTION: 11430 (2%), 11450 (34%), 11470 (53%), 11490 (11%)

AVERAGE GRADE: 5.6

AVERAGE TIME IN CAREER FIELD: 98 months

AMOUNT OF SUPERVISION: 14% supervised an average of seven subordinates

EXPRESSED JOB INTEREST: Dull 2%, So-So 6%, Interesting 92%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 7%
At Least Fairly Well 93%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 5%
At Least Fairly Well 95%

AVERAGE NUMBER OF TASKS PERFORMED: 128

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	29
H LOADING AND OFFLOADING AIRCRAFT	24
I PERFORMING IN-FLIGHT DUTIES	12
K PERFORMING GROUND SUPPORT DUTIES	9
F PERFORMING PRELIMINARY LOAD PLANNING	8

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
G48 POSITION FLIGHT DECK LADDERS FOR ENTRY OR EXIT	58
G39 INSPECT PERSONNEL ACCOMODATIONS ON FLIGHT DECKS	58
G4 INSPECT AIRCREW AUXILIARY POWER UNITS (APU)	53
G27 INSPECT FORWARD RAMP GROUND SUPPORT PADS	51
H12 KNEEL OR UNKNEEL AIRCRAFT FOR LOADING OR OFFLOADING	47

GROUP ID NUMBER AND TITLE: GRP174 - C-5 Loadmasters

PERCENT OF SAMPLE: 20%

PERCENT OF FIRST ENLISTMENT GROUP: 11%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-5 (97%), C-130 (1%)

MAJOR COMMAND DISTRIBUTION: MAC (100%)

LOCATION: CONUS (99%), Overseas (1%)

DAFSC DISTRIBUTION: 11430 (1%), 11450 (28%), 11470 (64%), 11490 (6%)

AVERAGE GRADE: 5.7

AVERAGE TIME IN CAREER FIELD: 105 months

AMOUNT OF SUPERVISION: 12% supervised an average of six subordinates

EXPRESSED JOB INTEREST: Dull 1%, So-So 4%, Interesting 95%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 7%
At Least Fairly Well 93%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 4%
At Least Fairly Well 96%

AVERAGE NUMBER OF TASKS PERFORMED: 133

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	35
H LOADING AND OFFLOADING AIRCRAFT	22
I PERFORMING IN-FLIGHT DUTIES	11
K PERFORMING GROUND SUPPORT DUTIES	9
F PERFORMING PRELIMINARY LOAD PLANNING	7
J PERFORMING EMERGENCY PROCEDURES	4
B DIRECTING AND IMPLEMENTING	4

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
H12 KNEEL AND UNKNEEL AIRCRAFT FOR LOADING OR OFFLOADING	100
G26 INSPECT FORWARD RAMP EXTENSION SUPPORT JACKS	99
G28 INSPECT FLOOR HEAT INTAKE GRILLS	99
G51 START AND MONITOR AIRCRAFT APU OR ATM	99
G16 INSPECT AND SET LIGHTING ON FLIGHT DECKS	96

GRP174

With the exception of a small number of supervisors and superintendents, this group of 303 incumbents includes all of the C-5 survey respondents. Approximately 90 percent of these incumbents are C-5 line loadmasters. The remaining members are either firstline managers, standardization evaluation flight examiners, or in-flight trainers from the 443rd TTS at Altus AFB, Oklahoma. Distinguishing tasks performed by this group include kneeling the aircraft for front-end loading and other tasks related to the unique structural design of the C-5 aircraft.

GROUP ID NUMBER AND TITLE: GRP201 - C-141 Airlift Instructors and Flight Examiners

PERCENT OF SAMPLE: 4%

PERCENT OF FIRST ENLISTMENT GROUP: 6%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (89%), C-130 (8%), Other (8%)

MAJOR COMMAND DISTRIBUTION: MAC (98%), AFSC (2%)

LOCATION: CONUS (96%), Overseas (4%)

DAFSC DISTRIBUTION: 11430 (2%), 11450 (15%), 11470 (64%), 11490 (19%)

AVERAGE GRADE: 6.1

AVERAGE TIME IN CAREER FIELD: 120 months

AMOUNT OF SUPERVISION: 21% supervised an average of five subordinates

EXPRESSED JOB INTEREST: Dull 2%, So-So 11%, Interesting 86%, No Response 1%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 13%
At Least Fairly Well 87%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 11%
At Least Fairly Well 89%

AVERAGE NUMBER OF TASKS PERFORMED: 149

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	22
H LOADING AND OFFLOADING AIRCRAFT	20
I PERFORMING IN-FLIGHT DUTIES	11
K PERFORMING GROUND SUPPORT DUTIES	10
F PERFORMING PRELIMINARY LOAD PLANNING	8
B DIRECTING AND IMPLEMENTING	7
D TRAINING	7
C INSPECTING AND EVALUATING	6

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
B15 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	66
D21 PREPARE TRAINING RECORDS, FORMS, OR REPORTS	60
D23 RATE TRAINING PROGRESS OF INDIVIDUALS	58
C27 INSPECT LOADMASTER ACTIVITIES FOR COMPLIANCE WITH DIRECTIVES	57
D5 CONDUCT OJT	47

GRP201

This group is composed of 62 members who train or evaluate C-141 airlift loadmasters. Within this group are the in-flight training instructors from the 443rd TTS, OJT instructors, training superintendents, and flight examiners.

GROUP ID NUMBER AND TITLE: GRP304 - C-141 Airlift Loadmasters

PERCENT OF SAMPLE: 18%

PERCENT OF FIRST ENLISTMENT GROUP: 26%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (87%), C-130 (4%), Other (1%)

MAJOR COMMAND DISTRIBUTION: MAC (100%)

LOCATION: CONUS (97%), Overseas (3%)

DAFSC DISTRIBUTION: 11430 (5%), 11450 (56%), 11470 (37%), 11490 (2%)

AVERAGE GRADE: 4.9

AVERAGE TIME IN CAREER FIELD: 63 months

AMOUNT OF SUPERVISION: 5% supervised an average of five subordinates

EXPRESSED JOB INTEREST: Dull 2%, So-So 8%, Interesting 90%

PERCEIVED UTILIZATION OF TALENTS:

Little Or Not At All	6%
At Least Fairly Well	94%

PERCEIVED UTILIZATION OF TRAINING:

Little Or Not At All	3%
At Least Fairly Well	96%
No Response	1%

AVERAGE NUMBER OF TASKS PERFORMED: 105

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
H LOADING AND OFFLOADING AIRCRAFT	28
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	26
I PERFORMING IN-FLIGHT DUTIES	16
K PERFORMING GROUND SUPPORT DUTIES	11
F PERFORMING PRELIMINARY LOAD PLANNING	9
J PERFORMING EMERGENCY PROCEDURES	4
B DIRECTING AND IMPLEMENTING	3

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
H27 SECURE CARGO IN AIRCRAFT USING TIEDOWN DEVICES OR RESTRAINT RAILS	99
G43 PERFORM COMFORT PALLET INSPECTIONS	96
K21 PERFORM FLEET SERVICE EQUIPMENT INVENTORIES	94
I15 OPERATE TROOP COMPARTMENT GALLEYS	81
K6 CONFIGURE AIRCRAFT FOR PASSENGER MISSIONS	77

GRP304

This 274-member group consists of C-141 line loadmasters who perform airlift only. They perform the smallest average number of tasks of any of the line loadmaster groups. Because these loadmasters airlift troops as well as cargo, they perform such tasks as operating troop compartment galleys and inspecting comfort pallets.

GROUP ID NUMBER AND TITLE: GRP309 - C-141 Airlift Schedulers/Managers

PERCENT OF SAMPLE: 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (100%)

MAJOR COMMAND DISTRIBUTION: MAC (94%), Other (6%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 11450 (12%), 11470 (65%), 11490 (23%)

AVERAGE GRADE: 6.5

AVERAGE TIME IN CAREER FIELD: 143 months

AMOUNT OF SUPERVISION: 23% supervised an average of 12 subordinates

EXPRESSED JOB INTEREST: Dull 6%, So-So 6%, Interesting 88%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 12%
At Least Fairly Well 88%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 18%
At Least Fairly Well 82%

AVERAGE NUMBER OF TASKS PERFORMED: 127

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
H LOADING AND OFFLOADING AIRCRAFT	24
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	20
I PERFORMING IN-FLIGHT DUTIES	13
F PERFORMING PRELIMINARY LOAD PLANNING	10
K PERFORMING GROUND SUPPORT DUTIES	9
B DIRECTING AND IMPLEMENTING	7
A ORGANIZING AND PLANNING	5
D TRAINING	5

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A20 SCHEDULE LEAVES OR PASSES	94
A22 SCHEDULE LOADMASTERS FOR FLIGHTS	88
A24 SCHEDULE OR MAINTAIN AIRLIFT CURRENCY REQUIREMENTS	88
A12 PLAN AIRCREW ADVANCED SCHEDULES	82
A21 SCHEDULE LOADMASTERS FOR DUTY NOT INVOLVING FLIGHT (DNIF) SUCH AS LOADRIGGING OR PARACHUTE PACKING	76

GRP309

These 17 experienced, senior loadmasters manage loadmaster aircrew workload requirements. They plan aircrew schedules, arrange leave schedules, assign flying and non-flying duties, and insure that all loadmaster personnel are scheduled to complete currency training.

GROUP ID NUMBER AND TITLE: GRP268 - C-141 Airlift Command Elements (ALCE) Loadmasters

PERCENT OF SAMPLE: Less than 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (86%), C-130 (14%)

MAJOR COMMAND DISTRIBUTION: MAC (100%)

LOCATION: CONUS (86%), Overseas (14%)

DAFSC DISTRIBUTION: 11450 (14%), 11470 (57%), 11490 (29%)

AVERAGE GRADE: 6.4

AVERAGE TIME IN CAREER FIELD: 166 months

AMOUNT OF SUPERVISION: 29% supervised an average of five to six subordinates

EXPRESSED JOB INTEREST: Interesting 100%

PERCEIVED UTILIZATION OF TALENTS: At Least Fairly Well 100%

PERCEIVED UTILIZATION OF TRAINING: At Least Fairly Well 100%

AVERAGE NUMBER OF TASKS PERFORMED: 124

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
H LOADING AND OFFLOADING AIRCRAFT	29
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	19
F PERFORMING PRELIMINARY LOAD PLANNING	11
K PERFORMING GROUND SUPPORT DUTIES	9
I PERFORMING IN-FLIGHT DUTIES	9
B DIRECTING AND IMPLEMENTING	6
A ORGANIZING AND PLANNING	4
D TRAINING	4

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D4 CONDUCT LOAD PLANNING TRAINING FOR PERSONNEL OTHER THAN AFS 114X0	100
E9 UPDATE LOAD PLANS FOR AFFILIATED UNITS	100
F3 COORDINATE AIRLIFT REQUESTS WITH OTHER MILITARY SERVICES SUCH AS U.S. ARMY OR ALLIED SERVICES	100
K14 OPERATE M-SERIES VEHICLES SUCH AS 1/4 TON OR 2 1/2 TONS	100
B10 DIRECT TRAFFIC ACTIVITIES DURING UNIT MOVES	86
A9 ESTABLISH TRAFFIC MANNING AND EQUIPMENT REQUIREMENTS FOR UNIT MOVES	71

GRP268

This group of seven highly experienced loadmasters set up Forward Operating Bases (FOBs) in support of various types of airlift and exercise missions. They support U.S. military and allied forces by helping to establish FOBs in advance of scheduled airlift missions and by setting up load plans and preparing airlift loads.

GROUP ID NUMBER AND TITLE: GRP083 - Airlift Supervisors

PERCENT OF SAMPLE: 5%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (44%), C-5 (40%), C-130 (15%), Other (1%)

MAJOR COMMAND DISTRIBUTION: MAC (95%), AFSC (4%), USAFE (1%)

LOCATION: CONUS (88%), Overseas (12%)

DAFSC DISTRIBUTION: 11450 (1%), 11470 (49%), 11490 (50%)

AVERAGE GRADE: 7.3

AVERAGE TIME IN CAREER FIELD: 167 months

AMOUNT OF SUPERVISION: 52% supervised an average of eight subordinates

EXPRESSED JOB INTEREST: Dull 8%, So-So 1%, Interesting 91%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 7%
At Least Fairly Well 93%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 9%
At Least Fairly Well 91%

AVERAGE NUMBER OF TASKS PERFORMED: 186

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	20
H LOADING AND OFFLOADING AIRCRAFT	17
B DIRECTING AND IMPLEMENTING	10
I PERFORMING IN-FLIGHT DUTIES	8
C INSPECTING AND EVALUATING	8
K PERFORMING GROUND SUPPORT DUTIES	8
A ORGANIZING AND PLANNING	8
D TRAINING	7
F PERFORMING PRELIMINARY LOAD PLANNING	7
J PERFORMING EMERGENCY PROCEDURES	4

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
B20 SUPERVISE AIRCRAFT LOADMASTER TECHNICIANS (AFSC 11470)	92
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	89
D24 SELECT OR ASSIGN PERSONNEL TO CONDUCT TRAINING	80
A10 ESTABLISH WORK PRIORITIES	79
C32 PREPARE APRs	76
B7 DEVELOP OR MAINTAIN STATUS BOARDS OR CHARTS	73

GRP083

The 75 members of this group spend 33 percent of their time performing supervisory duties. Approximately half of these incumbents are C-5 aircraft supervisors, while the remainder are C-141 airlift supervisors, C-141 ALCE supervisors, and C-141 training superintendents.

GROUP ID NUMBER AND TITLE: GRP047 - C-130 Airdrop/Airlift Supervisors

PERCENT OF SAMPLE: Less than 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (78%), Other (22%)

MAJOR COMMAND DISTRIBUTION: MAC (67%), TAC (22%), USAFE (11%)

LOCATION: CONUS (89%), Overseas (11%)

DAFSC DISTRIBUTION: 11470 (33%), 11490 (56%), Not reported (11%)

AVERAGE GRADE: 7.0

AVERAGE TIME IN CAREER FIELD: 162 months

AMOUNT OF SUPERVISION: 67% supervised an average of 10 subordinates

EXPRESSED JOB INTEREST: Dull 11%, Interesting 89%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 11%
At Least Fairly Well 89%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 11%
At Least Fairly Well 89%

AVERAGE NUMBER OF TASKS PERFORMED: 139

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
H LOADING AND OFFLOADING AIRCRAFT	18
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	16
B DIRECTING AND IMPLEMENTING	11
A ORGANIZING AND PLANNING	11
D TRAINING	10
C INSPECTING AND EVALUATING	9
I PERFORMING IN-FLIGHT DUTIES	6
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	6
F PERFORMING PRELIMINARY LOAD PLANNING	5
K PERFORMING GROUND SUPPORT DUTIES	4

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A6 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	100
B20 SUPERVISE AIRCRAFT LOADMASTER TECHNICIANS (AFSC 11470)	100
C27 INSPECT LOADMASTER ACTIVITIES FOR COMPLIANCE WITH DIRECTIVES	100
D24 SELECT OR ASSIGN PERSONNEL TO CONDUCT TRAINING	89
A12 PLAN AIRCREW ADVANCED SCHEDULE	78
L23 REMOVE OR INSTALL JUMP PLATFORMS	78

GROUP ID NUMBER AND TITLE: GRP060 - Aircraft Riggers and Parachute Packers

PERCENT OF SAMPLE: Less than 1%

PERCENT OF FIRST ENLISTMENT GROUP: 1%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-141 (67%), C-130 (33%)

MAJOR COMMAND DISTRIBUTION: MAC (100%)

LOCATION: CONUS (83%), Overseas (17%)

DAFSC DISTRIBUTION: 11450 (67%), 11470 (33%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 62 months

AMOUNT OF SUPERVISION: None

EXPRESSED JOB INTEREST: Dull 17%, So-So 17%, Interesting 66%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 33%
At Least Fairly Well 67%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 33%
At Least Fairly Well 67%

AVERAGE NUMBER OF TASKS PERFORMED: 112

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	24
H LOADING AND OFFLOADING AIRCRAFT	21
K PERFORMING GROUND SUPPORT DUTIES	20
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	13
I PERFORMING IN-FLIGHT DUTIES	10
J PERFORMING EMERGENCY PROCEDURES	5
F PERFORMING PRELIMINARY LOAD PLANNING	4

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
K17 PACK AIRDROP CONTAINERS	100
K25 RECOVER EQUIPMENT AND PARACHUTES FROM AIRDROP ZONES	100
K29 RIG AND ARM 5,000 LB. PARACHUTE RELEASE ASSEMBLIES	100
K14 OPERATE M-SERIES VEHICLES SUCH AS 1/4 TON OR 2 1/2 TONS	83
K19 PACK EXTRACTION PARACHUTES	83
K30 RIG VEHICLES OR WEAPONS FOR AIR DROPS	83

GROUP ID NUMBER AND TITLE: GRP071 - Aerospace Rescue and Recovery Service (ARRS) Personnel II

PERCENT OF SAMPLE: Less than 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: Other (55%), C-130 (45%)

MAJOR COMMAND DISTRIBUTION: MAC (91%), Not reported (9%)

LOCATION: CONUS (64%), Overseas (36%)

DAFSC DISTRIBUTION: 11450 (27%), 11470 (73%)

AVERAGE GRADE: 5.7

AVERAGE TIME IN CAREER FIELD: 100 months

AMOUNT OF SUPERVISION: None

EXPRESSED JOB INTEREST: Dull 18%, So-So 9%, Interesting 73%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 27%
At Least Fairly Well 73%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 55%
At Least Fairly Well 45%

AVERAGE NUMBER OF TASKS PERFORMED: 74

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	35
I PERFORMING IN-FLIGHT DUTIES	16
H LOADING AND OFFLOADING AIRCRAFT	14
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	8
J PERFORMING EMERGENCY PROCEDURES	7
K PERFORMING GROUND SUPPORT DUTIES	7

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
J4 PERFORM ANTIHIJACKING PROCEDURES	100
I7 DEMONSTRATE THE FITTINGS OF LIFE VESTS, PARACHUTES, OR OXYGEN MASKS	91
L14 PERFORM JUMP PLATFORM CHECKS	91
J8 PERFORM FUSELAGE FIRE PROCEDURES	82
L27 REMOVE OR INSTALL PARATROOP RETRIEVER BARS	82

GROUP ID NUMBER AND TITLE: GRP030 - C-130 Flight Examiners

PERCENT OF SAMPLE: Less than 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (89%), C-141 (11%)

MAJOR COMMAND DISTRIBUTION: MAC (89%), USAFE (11%)

LOCATION: CONUS (89%), Overseas (11%)

DAFSC DISTRIBUTION: 11450 (11%), 11470 (33%), 11490 (56%)

AVERAGE GRADE: 6.8

AVERAGE TIME IN CAREER FIELD: 142 months

AMOUNT OF SUPERVISION: 33% supervised an average of six subordinates

EXPRESSED JOB INTEREST: Interesting 100%

PERCEIVED UTILIZATION OF TALENTS: At Least Fairly Well 100%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 11%
At Least Fairly Well 89%

AVERAGE NUMBER OF TASKS PERFORMED: 150

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C INSPECTING AND EVALUATING	19
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	12
H LOADING AND OFFLOADING AIRCRAFT	12
B DIRECTING AND IMPLEMENTING	12
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	11
D TRAINING	8
I PERFORMING IN-FLIGHT DUTIES	7
A ORGANIZING AND PLANNING	6
K PERFORMING GROUND SUPPORT DUTIES	5

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
C27 INSPECT AIRCRAFT LOADMASTER ACTIVITIES FOR COMPLIANCE WITH DIRECTIVES	100
L8 INSTALL EXTRACTION SYSTEMS	100
C5 EVALUATE AIRCRAFT LOADMASTERS FOR JOB PROFICIENCY	89
C14 SELECT OR EVALUATE PERSONNEL FOR INSTRUCTOR OR FLIGHT EXAMINER DUTY	89
C16 EVALUATE RESULTS OF AIRCREW TESTING	89
D14 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	67

GROUP ID NUMBER AND TITLE: GRP033 - ATC Technical School Instructors I

PERCENT OF SAMPLE: Less than 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: None

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 11450 (40%), 11470 (60%)

AVERAGE GRADE: 6.6

AVERAGE TIME IN CAREER FIELD: 131 months

AMOUNT OF SUPERVISION: 60% supervised an average of seven subordinates

EXPRESSED JOB INTEREST: Dull 20, Interesting 80%

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 20%
At Least Fairly Well 80%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 20%
At Least Fairly Well 80%

AVERAGE NUMBER OF TASKS PERFORMED: 90

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
D TRAINING	23
H LOADING AND OFFLOADING AIRCRAFT	17
B DIRECTING AND IMPLEMENTING	12
C INSPECTING AND EVALUATING	11
F PERFORMING PRELIMINARY LOAD PLANNING	9
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	7
A ORGANIZING AND PLANNING	7
K PERFORMING GROUND SUPPORT DUTIES	6
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	5

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D6 CONDUCT RESIDENT TECHNICAL TRAINING COURSES	100
D9 CONSTRUCT WRITTEN TEST OR EXAMINATION ITEMS	100
D11 DEVELOP COURSE CURRICULUM, PLANS OF INSTRUCTION (POI), OR SPECIALTY TRAINING STANDARDS (STS)	100
D14 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	100
H15 LOAD OR OFFLOAD PALLETIZED CARGO	100
K29 RIG AND ARM 5,000 LB. PARACHUTE RELEASE SYSTEM	80

GROUP ID NUMBER AND TITLE: GRP019 - Loadmaster Superintendents

PERCENT OF SAMPLE: Less than 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: C-130 (40%), C-5 (20%), C-141 (20%), Other (20%)

MAJOR COMMAND DISTRIBUTION: MAC (60%), ATC (20%), Not reported (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 11450 (20%), 11470 (40%), 11490 (40%)

AVERAGE GRADE: 7.0

AVERAGE TIME IN CAREER FIELD: 155 months

AMOUNT OF SUPERVISION: 40% supervised an average of two subordinates

EXPRESSED JOB INTEREST: Interesting 100%

PERCEIVED UTILIZATION OF TALENTS: At Least Fairly Well 100%

PERCEIVED UTILIZATION OF TRAINING: At Least Fairly Well 100%

AVERAGE NUMBER OF TASKS PERFORMED: 111

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A ORGANIZING AND PLANNING	21
B DIRECTING AND IMPLEMENTING	18
C INSPECTING AND EVALUATING	17
D TRAINING	16
G PERFORMING AIRCRAFT PREFLIGHT PROCEDURES	7
E PERFORMING ADMINISTRATIVE FUNCTIONS	6

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A8 ESTABLISH PERSONNEL REQUIREMENTS	100
B3 CONDUCT SELF-PREPARED BRIEFINGS	100
D13 ESTABLISH TRAINING REQUIREMENTS	100
C2 CONDUCT STAFF ASSISTANCE VISITS	80
C7 EVALUATE BUDGET REQUIREMENTS	80
D1 ACT AS TRAINING ADVISOR AT STAFF LEVEL	80

GROUP ID NUMBER AND TITLE: GRP031 - ATC Technical School Instructors II

PERCENT OF SAMPLE: Less than 1%

PERCENT OF FIRST ENLISTMENT GROUP: 0%

TYPE AIRCRAFT CURRENTLY QUALIFIED ON: Other (20%)

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 11450 (80%), 11470 (20%)

AVERAGE GRADE: 5.6

AVERAGE TIME IN CAREER FIELD: 138 months

AMOUNT OF SUPERVISION: None

EXPRESSED JOB INTEREST: Dull 40%, Interesting (60%)

PERCEIVED UTILIZATION OF TALENTS: Little Or Not At All 40%
At Least Fairly Well 60%

PERCEIVED UTILIZATION OF TRAINING: Little Or Not At All 20%
At Least Fairly Well 80%

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
D TRAINING	58
H LOADING AND OFFLOADING AIRCRAFT	16
B DIRECTING AND IMPLEMENTING	13

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D6 CONDUCT RESIDENT TECHNICAL TRAINING COURSES	100
D9 CONSTRUCT WRITTEN TEST OR EXAMINATION ITEMS	100
D11 DEVELOP COURSE CURRICULA, PLANS OF INSTRUCTION (POI), OR SPECIALTY TRAINING STANDARDS (STS)	100
D21 PREPARE TRAINING RECORDS, FORMS, OR REPORTS	80
D22 PROCURE TRAINING AIDS, SPACE OR EQUIPMENT	80