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GRAPHICS CAREER LADDER AFSCS 23131, 23151, 23171, 23131A, 23151--ETC(U)
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9 OCCUPATIONAL SURVEY REPORT



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6 GRAPHICS CAREER LADDER
 AFSCs 23131, 23151, 23171, 23131A,
 23151A, 23171A, AND 23192

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Graphics career ladder (AFSCs 23131, 23151, 23171, 23131A, 23151A, 23171A, and 23192). The project was directed by USAF Program Technical Training, Volume 2, dated July 1976. 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 David S. Street, Inventory Development Specialist. Captain John X. Olivo and 1Lt Michael J. Kelley 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.

JAMES A. TURNER, JR., Colonel, USAF
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SUMMARY OF RESULTS

1. Survey Coverage: Survey results are based on responses from 802 incumbents in the 231X1/231X1A/23192 career ladder. This represents 78 percent of all assigned personnel.

As a result of this survey,
2. Career Ladder Structure: Eight groupings were identified within the career ladder:

- I. Audiovisual Services Center Personnel (GRP071)
- II. Television Graphics Illustrators (GRP088)
- III. Silkscreen Production Personnel (GRP067)
- IV. Transparency Specialists (GRP062)
- V. Training Center Illustrators (GRP035)
- VI. Sign Illustrators (GRP027)
- VII. Audiovisual Services Center Managers (GRP014) *and*
- VIII. Engineering Draftsmen (GRP003)

3. Career Ladder Progression: In general, 3-, 5-, and 7-skill level personnel perform the same technical tasks, with the 7-skill level incumbents performing more supervisory tasks. The 9-skill level incumbents differ greatly from other graphics personnel in that they are primarily managers with a clear reduction in time spent performing technical tasks. Jobs performed by medical illustrators and draftsmen appear to be fairly distinct from that of other career ladder personnel. It is recommended that the "A" shred be deleted and Special Experience Identifiers be given to draftsmen, medical illustrators, and general graphics personnel.

4. AFM 39-1 Evaluation: Specialty descriptions for all skill levels in the graphics career ladder accurately depict major duties and tasks performed by survey respondents.

5. STS Review: Tasks covered in the 231X1/X1A/92 STS were supported by the survey data.

6. Job Satisfaction: Seventy-seven percent of all survey respondents indicated that their job was interesting. This is slightly lower than the 80 percent (average) for incumbents in 22 other career ladders surveyed in 1976. Also, as compared to other 23XXX personnel assigned to Audiovisual Services Centers, this is slightly above the 67 percent for Audiovisual Media (AFSC 231X0/A/B) personnel but below the 82 percent for Still Photographers (AFSC 231X2) as reported in two recent 1976 studies. Over 74 percent of all respondents felt their talents and training were being utilized fairly well or better. This is significantly lower than the 85 percent (average) for the 20 career ladders studied in 1976.

and were also analyzed.
7. Reenlistment Rates: Sixty percent of all respondents indicated they planned to reenlist. As compared to other audiovisual personnel (AFSC 23XXX) surveyed recently, this is below the combined average rate of 65 percent for

Audiovisual Media and Still Photographic personnel. Of the first- and second-term airmen surveyed, 43 and 68 percent, respectively, indicated plans to reenlist. The actual reenlistment rates for FY 76, FQ7T (July-September 1976), and the first half of FY 77 (October-March 1977) was 51 percent for first-term airmen and 66 percent for second-term airmen.

OCCUPATIONAL SURVEY REPORT
GRAPHICS CAREER LADDER
AFSCs 23131, 23151, 23171,
23131A, 23151A, 23171A 23192

INTRODUCTION

This is a report of an occupational survey of the Graphics career ladder (AFSCs 23131, 23151, 23171, 23131A, 23151A, 23171A, and 23192) conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from July 1976 through July 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 career field structure documents; and (4) recommended actions for further study.

In October 1974 Headquarters USAF established a program that would eventually consolidate all audiovisual services and personnel under a single manager. Audiovisual personnel would all be assigned to an Audiovisual Service Center. As a first step in accomplishing this objective, the Illustrator career ladder (AFSC 223X1) and the Draftsman career ladder (AFSC 223X0) were combined into the Graphics career ladder (AFSC 231X1) in 1974. By consolidating all graphic arts functions in one career ladder and in one duty section a ten percent manning reduction was forecasted. This is the first occupational survey of the Graphics career ladder AFSC 231X1/X1A/92 since the two career ladders were merged.

Personnel in the Graphics career ladder perform three basic functions: general graphics and reproduction, drafting, and medical illustrating. Entry into the career ladder is primarily made either by direct duty assignment (DDA) or by crosstraining from another Air Force specialty (43 percent). Incumbents do not attend a resident technical training course, but receive all training through OJT. Generally incumbents work in Audiovisual Services Centers or specialized graphics shops.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-231-256. Thorough research of publications and directives, personal interviews with 11 subject-matter specialists at four bases, and written reviews from 74 experienced graphics specialists led to final development of the survey instrument, which consists of 580 tasks grouped under 19 duty headings.

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During the period September 1976 through December 1976, consolidated base personnel offices in operational units worldwide administered the inventory booklets to job incumbents holding the DAFSCs identified above.

Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of July 1976. Also reflected is the distribution by major command of incumbents in the final survey sample. The 802 incumbents making up this final sample represents 78 percent of the total AFSC population of 1,022 members.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
SAC	21	22
TAC	16	15
MAC	11	12
ATC	10	11
AFSC	10	7
USAFE	8	3
AFCS	6	7
ADC	4	4
AAC	3	1
PACAF	3	4
HQ USAF	2	2
USAFSS	2	2
AFLC	1	1
AU	1	1
OTHER	2	8
	<u>100</u>	<u>100</u>

Total Assigned - 1,022
Total Sampled - 802
Percent of Assigned - 78%

CAREER LADDER STRUCTURE

The job structure of the Graphics 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. This structure analysis included 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 major groupings of the jobs performed in the 231X1/X1A/92 career ladder are illustrated in Figure 1.

Ninety-five percent of the incumbents in the sample were found to perform jobs roughly equivalent to those described in the eight major groupings shown in Figure 1. The remaining five percent of the sample included members whose jobs were not associated with any of these major groupings. These "isolates" were found to represent commands and AFSCs fairly equally and to share no single common characteristic. Medical Illustrators (AFSC 231X1A) did not form any unique groups in the career ladder structure. Task performance by 231X1A personnel is discussed in the ANALYSIS OF DAFSC GROUPS section of this report.

GROUP DESCRIPTIONS

Brief descriptions of the eight major groups which encompass the functions of the career ladder are given below. Complete summaries of representative tasks and background information for these groups can be found in Appendix A.

I. Audiovisual Services Center Personnel (GRP071)

The 570 incumbents in this group represent 71 percent of all survey respondents. Primarily assigned to base level organizations, these personnel spend 79 percent of their job time providing general and specialized graphics support for air base activities. Typical tasks performed by this group include adhering emblems, symbols, copy body, titles, or drawings to graphics; preparing diazo processed vu-graphs; preparing organizational charts; operating headliner machines; and planning layouts for signs. Members of this large group may be further subdivided into four subgroups. These subgroups are First Line Supervisors (GRP250), Map Development Personnel (GRP193), 35MM Slide Production Personnel (GRP176), and General Mechanical Draftsmen (GRP082). A brief description of these subgroups is found in Appendix A.

II. Television Graphics Illustrators (GRP088)

The primary job performed by these 13 incumbents is to provide graphics support in the production of video cassettes used for training. These incumbents, assigned to AAVS, provide production crews with caricatures, cartoons, and other visual displays. Typical tasks performed by this group include planning TV studio card illustration layouts, selecting TV graphic color schemes, coordinating with TV writers or directors on graphics requirements, and designing TV props or models. Group members also perform many of the same general graphics functions performed by other graphics personnel.

III. Silkscreen Production Personnel (GRP067)

Most of the eight incumbents in this group work at the Air Force Orientation Group where they spend 30 percent of their job time preparing silkscreen reproductions. Group members silkscreen signs, poster walls, panels, etc., to provide exhibit materials in support of Secretary of Air Force Office of Information (SAFOI) objectives. The percent time they spend performing silkscreening tasks is 30 times more than the time spent by all other survey respondents. Silkscreen production tasks include developing and washing photo stencil films, stretching screen materials on silkscreen frames, and selecting silkscreen material, mesh, or size for silkscreen projects. These group members continue to perform many of the same general graphics functions performed by most graphic personnel.

IV. Transparency Specialists (GRP062)

The 26 members of this group spend nearly one-third of their time preparing vu-graph transparencies as compared to the average of 10 percent time spent by all survey respondents. These transparencies are produced to support various training and informational requirements where quick production and ease of manipulation are required. Typical tasks performed by these incumbents are mounting diazochrome film transparencies on vu-graph frames, preparing vu-graph overlays, and preparing vu-graph tracing paper masters. As with the previous groups discussed, a large percent of job time is spent performing general graphics tasks grouped under Duty E, Performing General Graphics and Graphics Reproduction Functions.

V. Training Center Illustrators (GRP035)

Most of the 16 incumbents in this group provide graphics support at ATC Technical Training Centers. Group members spend most of their available duty time performing general graphics and graphics reproduction functions; preparing charts, graphs, certificates, awards, and publication masters; and preparing illustrations. Typical tasks include cutting illustration boards, applying headliner or compugraph film or paper to graphics products, preparing technical illustrations, selecting type size or style for brochures or publication cover masters, and planning cartoon compositions or captions.

VI. Sign Illustrators (GRP027)

This small group of six individuals spends approximately one-third of its available duty time preparing posters, signs, placecards, and nameplates as compared to the average of 10 percent time spent by all survey respondents. Typical tasks include planning layouts for signs, selecting lettering style or technique for nameplates or placecards, selecting materials for signs or posters, and selecting color scheme for posters. In addition, incumbents spend 34 percent of their job time performing graphics functions in support of their primary duty as sign illustrators. These tasks include lettering graphics products such as charts, posters, or certificates using freehand pen techniques, cutting illustration boards, cleaning lettering pen webbs or templates, and adhering emblems, symbols, copy body, titles or drawings to graphics or masters.

VII. Audiovisual Services Center Managers (GRP014)

The 65 members of this group spend 81 percent of their job time supervising personnel in Audiovisual Service Centers. Typical tasks are drafting budget estimates; defining requirements for equipment, tools, or supplies; planning work priorities; evaluating compliance with work standards; and supervising civilian personnel. Group members spend very little time performing technical tasks.

This group may be further divided into two subgroups based on level of supervision. The Superintendents, Audiovisual Services Center (GRP099) subgroup is composed primarily of 9-skill level incumbents who manage and supervise graphics, photographic, and film library personnel grouped together under the control of the Audiovisual Services Center. It should be noted that superintendents of Audiovisual Services Centers can be appointed from any of the three 23XXX career ladders consolidated into the center and may not have a graphics background.

Members of the NCOICs Graphics Section (GRP110) subgroup are 7-skill level incumbents who supervise graphics personnel working in the graphics section of the Audiovisual Services Center. Generally, except for the percent time spent performing supervisory tasks, task performance is the same between these two subgroups.

VIII. Engineering Draftsmen (GRP003)

Most of the 59 members of this group work in base level electronics engineering squadrons where they spend 72 percent of their duty time performing electronic, electrical, mechanical, architectural, and civil engineering drafting functions. Typical drafting tasks include annotating existing drafting drawings for installed conditions, preparing general or engineering notes for mechanical drafting drawings, preparing title blocks

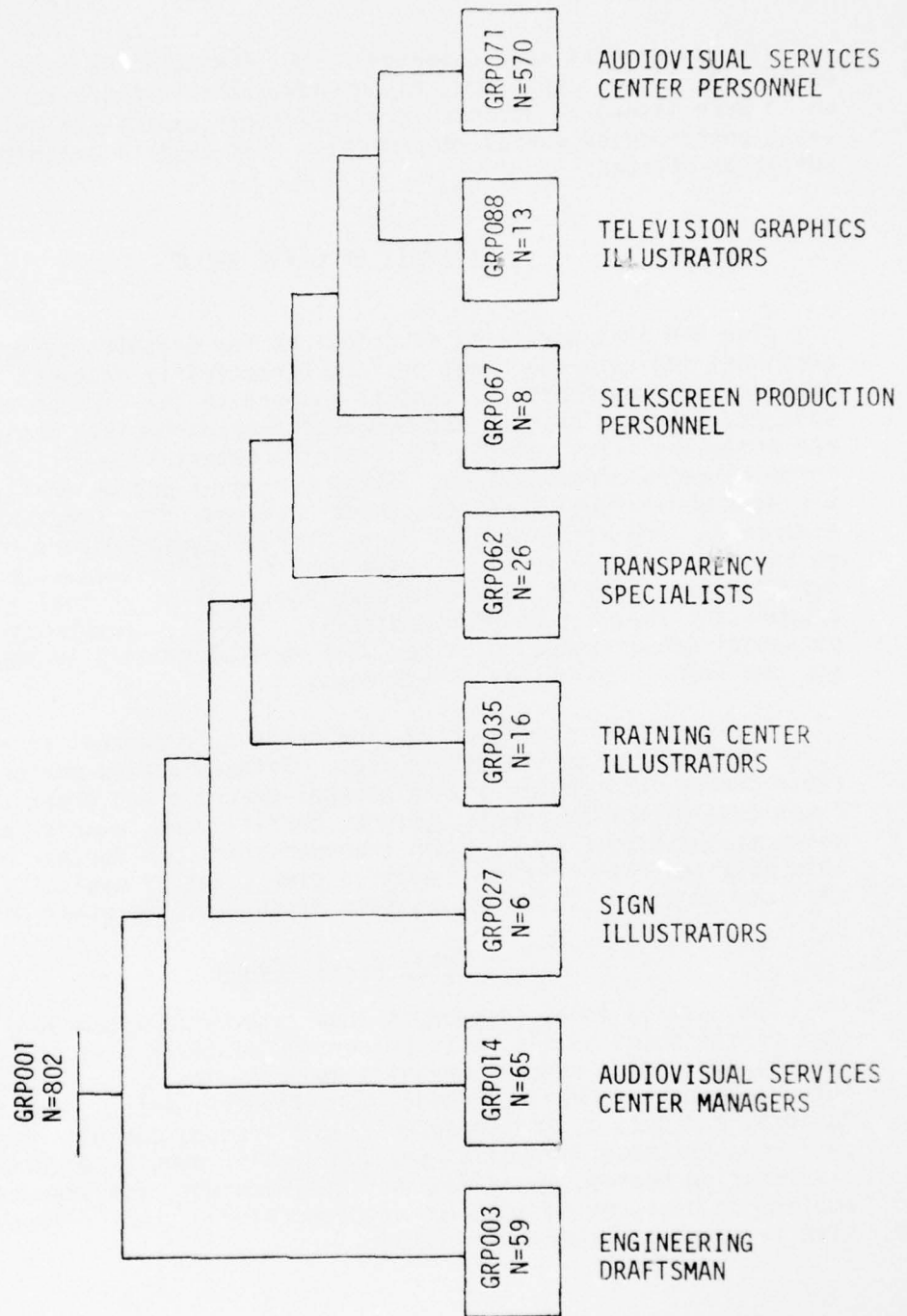
for drafting drawing, and preparing electrical drafting diagrams. While all survey respondents spend 35 percent of their job time performing general graphics and graphics reproduction functions, these draftsmen spend only 15 percent of their job time performing these functions. Generally, tasks which are performed by these incumbents are those that support drafting tasks, for example, erasing layout lines and smudges and cleaning leroy pen webbs and templates.

Within this group, there are two subgroups: Electrical/Mechanical Draftsmen (GRP215) and Architectural Draftsmen (GRP213). The Electrical/Mechanical Draftsmen spend 59 percent of their job time performing electronic, electrical, and mechanical drafting tasks with only three percent of their time spent performing architectural and civil engineering drafting tasks. However, the Architectural Draftsmen spend 26 percent of their time performing architectural and civil engineering drafting tasks. Also, they spend ten percent of their job time preparing flow diagrams and map drawings, as compared to virtually no time spent by Electrical/Mechanical Draftsmen.

The Engineering Draftsmen are quite different from all other job groups identified by the survey. These draftsmen spend 72 percent of their job time performing drafting tasks, while all other survey respondents spend only two percent of their job time on these same tasks. Based on this data, these draftsmen should be assigned a Special Experience Identifier (SEI). Their small number (N=59) makes the use of a shredout or another AFSC economically unfeasible.

FIGURE 1

GRAPHICS CAREER FIELD STRUCTURE, AFSC 231X1/X1A/92



AFM 39-1 COMPARISON TO SURVEY DATA

Survey results were compared to the AFM 39-1 job descriptions for each skill level. This comparison showed that the previous job descriptions which were issued in October 1974 accurately depict the major duties and tasks performed by survey respondents. Survey data suggests that the "A" suffix be deleted.

ANALYSIS OF DAFSC GROUPS

The AFM 39-1 specialty descriptions for Graphics career ladder personnel indicate that they perform three fairly distinct jobs. First, graphics personnel provide general support in the form of producing posters, briefing charts, and overhead transparencies; designing brochures; and producing illustrations for training materials or for use in other forms of media presentations. These personnel are generally assigned to the base audiovisual services center. Second, they draft mechanical, electrical, and architectural plans. These personnel are either assigned to base audiovisual services centers or to the base civil engineering directorate. Finally, graphics personnel provide medical illustration support for the various USAF medical facilities. Generally, these personnel are assigned to either USAF medical centers or regional hospitals and are identified by the "A" shredout.

Table 2 shows the relative time spent by personnel at each skill level performing tasks within duties. Primary duties performed by each of these groups include performing general graphics and graphics reproduction functions; preparing charts, graphs, certificates, awards, and publications masters; and preparing vu-graph transparencies. A further examination of this data indicate that the relative time spent by medical illustrators in the duty areas is virtually the same as that of the other DAFSC groups.

Skill Level Groups

The 3-skill level incumbents show task performance very similar to that of the total sample, with 68 percent of their time being spent on Duty E, Performing General Graphics and Graphics Reproduction Functions; Duty H, Preparing Charts, Graphs, Certificates, Awards, and Publications Masters; and Duty J, Preparing Vu-graphs Transparencies. Typical tasks performed by these incumbents include drawing pencil guidelines, cutting illustration boards, operating headline machines, and drawing symbols, emblems or pictures on graphics in production masters. Virtually no time is spent on supervisory tasks.

The 5-skill level incumbents also show task performance very similar to that of the total sample and the 3-skill level group. As expected, there is a slight increase in time spent performing supervisory duties. Table 3 lists those tasks which best differentiate between the 3- and 5-skill level incumbents. As shown in this table, the differences between these two group of incumbents are not very significant. The differences are that 5-skill level incumbents perform a wider array of tasks as well as a few more administrative tasks.

Time spent on the various technical duties by the 7-skill level incumbents appears to be very similar to that of the total sample and the 3- and 5-skill level personnel. The 7-skill level incumbents spend 54 percent of their time performing technical tasks listed in duties E, H, and J. There is a increase in the amount of time spent in supervision. Table 4 lists those tasks which best differentiate between the 5- and 7-skill level incumbents. As might be expected, differentiating tasks are supervisory in nature. A comparison between the tasks performance of 5-skill level medical illustrators and that of seven level medical illustrators was not made due to the small number of incumbents in each group.

The 9-skill level incumbents spend 68 percent of their time on duties A through C (see Table 2) and little time is spent performing technical duties. Table 5 lists those tasks which best differentiate between the 7- and 9-skill level groups. As shown, technical tasks relating to the accomplishment of general graphics functions are performed by a larger number of 7-skill level incumbents, while 9-skill level members primarily perform managerial tasks.

The data showed that there are three fairly distinct graphics jobs, i.e., general graphics specialist, draftsmen, and medical illustrator. It is possible that the use of Special Experience Identifiers (SEI) could distinguish the training and specialization required throughout the Graphics career ladder and ultimately eliminate the need for a shredout as presently structured.

TABLE 2

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS*

	TOTAL SAMPLE (N=802)	23131 (N=34)	23151 (N=481)	23171 (N=218)	23151A (N=3)	23171A (N=8)	23192 (N=44)
A PLANNING AND ORGANIZING	5	2	3	7	-	4	17
B DIRECTING AND IMPLEMENTING	6	3	3	9	1	5	33
C INSPECTING AND EVALUATING	3	1	2	4	1	2	18
D TRAINING	2	-	1	3	+	1	7
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	35	41	37	32	39	31	11
F PREPARING ILLUSTRATIONS	3	3	3	3	4	8	1
G PREPARING POSTERS, SIGNS, PLACECARDS, AND NAMEPLATES	9	13	10	9	7	8	3
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	13	14	14	13	21	11	5
I PREPARING SILKSCREEN REPRODUCTIONS	1	-	1	1	+	-	-
J PREPARING VU-GRAPHS TRANSPARENCIES	10	13	11	9	14	5	3
K PREPARING 35MM SLIDE TRANSPARENCIES	2	1	2	2	2	7	1
L PREPARING TV GRAPHICS	1	1	1	1	+	1	-
M PERFORMING MECHANICAL DRAFTING FUNCTIONS	2	1	3	1	+	-	-
N PERFORMING ARCHITECTURAL AND CIVIL ENGINEERING DRAFTING FUNCTIONS	2	2	2	1	+	-	-
O PREPARING FLOW DIAGRAMS OR MAP DRAWINGS	1	2	2	1	2	1	-
P PERFORMING ELECTRICAL OR ELECTRONIC DRAFTING FUNCTIONS	2	1	2	2	2	-	-
Q PERFORMING GENERAL DRAFTING FUNCTIONS	2	1	2	1	-	+	-
R PREPARING ANATOMICAL OR PATHOLOGICAL DRAWINGS	-	-	-	-	7	10	-
S PREPARING MOULAGES, EXHIBITS, OR DISPLAYS	-	-	-	-	+	6	-

* Items with a dash are performed less than 1% of the time.
Items with a plus are not performed by that DAFSC group.

TABLE 3

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 23131 AND DAFSC 23151 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	23131 (N=34)	23151 (N=481)	DIFFERENCE
E81 PREPARE SEPIA INTERMEDIATE MASTERS	6	41	-35
H3 PLAN BROCHURE OR PUBLICATION COVER MASTER LAYOUTS	26	58	-32
E90 RESEARCH OR SELECT DRAWINGS OR EMBLEMS FROM ILLUSTRATION MORGUES	38	67	-29
H2 MOUNT FLIPCHARTS ON ILLUSTRATION BOARDS	29	58	-29
H6 PREPARE BAR GRAPHS	32	61	-29
H10 PREPARE FLOW CHARTS	24	51	-27
E75 PREPARE KMAX INTERMEDIATE MASTERS	41	67	-26
H9 PREPARE FLIPCHARTS	41	67	-26
H22 PREPARE PAPER OR PARCHMENT CERTIFICATES OR AWARDS	29	55	-26
A17 PLAN WORK PRIORITIES	9	33	-24
H34 SELECT LETTERING STYLES FOR BROCHURES OR PUBLICATION COVERS	44	68	-24
E23 CUT OR TRIM FILMS SUCH AS TECHNIFAX, SCOTCH-CAL OR CROLUX	20	44	-24
E86 REMOVE OR REPLACE AMONIA TANKS OR DIAZO REPRODUCTION MACHINES	32	56	-24
H40 SELECT TYPE SIZE OR STYLE FOR BROCHURE OR PUBLICATION COVER MASTERS	32	56	-24
B24 PREPARE WORK REQUESTS	26	49	-23

TABLE 4

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 23151 AND DAFSC 23171 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	23151 (N=481)	23171 (N=218)	DIFFERENCE
B10 DRAFT CORRESPONDENCE	15	49	-34
A18 SCHEDULE LEAVES OR PASSES	14	46	-32
B7 CONDUCT SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL	12	44	-32
A12 PLAN OR SCHEDULE WORK ASSIGNMENTS	29	60	-31
B31 SUPERVISE GRAPHICS SPECIALISTS (AFSC 23151)	17	48	-31
B8 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	19	49	-30
B22 PREPARE OR JUSTIFY REQUISITIONS FOR LOCALLY PURCHASED SUPPLIES	22	50	-28
A13 PLAN PROCEDURES FOR MAINTAINING SUPPLIES OR STOCK LEVELS	28	56	-28
C10 EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	19	46	-27
A4 ESTABLISH PERFORMANCE STANDARDS	21	47	-26

TABLE 5

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 23171 AND DAFSC 23192 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	23171 (N=218)	23192 (N=44)	DIFFERENCE
G2 PLAN LAYOUTS FOR SIGNS	79	23	+56
E26 DRAW PENCIL GUIDELINES	81	25	+55
E21 CUT ILLUSTRATION BOARDS	83	30	+53
E2 APPLY HEADLINER OR COMPIUGRAPH FILM OR PAPER TO GRAPHICS PRODUCTS	81	28	+53
E1 ADHERE EMBLEMS, SYMBOLS, COPY BODY, TITLES OR DRAWINGS TO GRAPHICS OR MASTERS	85	32	+53
C5 EVALUATE BUDGET REQUIREMENTS	23	84	-61
C12 EVALUATE SAFETY PROGRAMS	15	75	-60
B4 COMPLETE FORMATION FOR REPORTS OR STAFF STUDIES	26	84	-58
B15 IMPLEMENT SECURITY PROGRAMS OR PROCEDURES	22	80	-58
B12 DRAFT RECOMMENDATIONS FOR CHANGES TO GOVERNING DIRECTIVES, STANDARDS, OR LOCAL OPERATING PROCEDURES	25	82	-57

ANALYSIS OF AFMS GROUPS

Table 6 shows the percent time spent by each enlistment group on duties listed in the survey inventory. Time spent on the various duties is fairly consistent across each enlistment category. In general, incumbents in the first enlistment group (1-48 months AFMS) perform the same technical tasks performed by other enlistment groups. The noted exception is the 240+ months AFMS group which spend a large amount of time on supervisory tasks. These findings closely parallel those reported in the ANALYSIS OF DAFSC GROUPS section of this report.

TABLE 6

PERCENT TIME SPENT ON DUTIES BY 231X1 PERSONNEL GROUPED BY AFMS *

	1-48 MOS (N=243)	49-96 MOS (N=115)	97-144 MOS (N=101)	145-192 MOS (N=92)	192-240 MOS (N=112)	241+ MOS (N=79)
A PLANNING AND ORGANIZING	2	3	5	6	7	12
B DIRECTING AND IMPLEMENTING	2	3	5	8	11	19
C INSPECTING AND EVALUATING	1	2	3	4	6	9
D TRAINING	1	1	2	3	3	5
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	40	37	34	33	31	20
F PREPARING ILLUSTRATIONS	3	3	3	3	2	3
G PREPARING POSTERS, SIGNS, PLACECARDS, AND NAMEPLATES	11	10	9	9	8	6
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	14	15	14	14	13	9
I PREPARING SILKSCREEN REPRODUCTIONS	-**	1	1	1	1	1
J PREPARING VU-GRAPHS TRANSPARENCIES	11	11	9	11	8	6
K PREPARING 35MM SLIDE TRANSPARENCIES	2	2	2	2	3	2
L PREPARING TV GRAPHICS	1	-	-	1	1	1
M PERFORMING MECHANICAL DRAFTING FUNCTIONS	3	3	3	1	1	1
N PERFORMING ARCHITECTURAL AND CIVIL ENGINEERING DRAFTING FUNCTIONS	2	2	3	1	1	1
O PREPARING FLOW DIAGRAMS OR MAP DRAWINGS	2	2	1	1	1	1
P PERFORMING ELECTRICAL OR ELECTRONIC DRAFTING FUNCTIONS	2	2	3	-	1	1
Q PERFORMING GENERAL DRAFTING FUNCTIONS	2	2	2	1	1	2
R PREPARING ANATOMICAL OR PATHOLOGICAL DRAWINGS	-	-	-	-	-	-
S PREPARING MOULAGES, EXHIBITS, OR DISPLAYS	-	-	-	-	-	-

* Medical Illustrator Personnel (AFSC 231X1A) are not reported in this table.

** Items with a dash are performed less than 1% of the time.

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the AFSC 231X1/X1A/92 job survey, 125 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 72 raters who returned booklets was .97. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Of the 244 tasks rated above average in difficulty, only nine were performed by 50 percent or more of the survey respondents. These tasks are listed in Table 7. It should be noted that these nine tasks are rated only slightly above average in difficulty, with the most difficult task receiving a difficulty rating of 5.87. A representative sample of the most difficult tasks is listed in Table 8. While these tasks show low percent members performing across the career ladder, it should be noted that these tasks are concentrated in two highly specialized jobs, that of the draftsman and the medical illustrator. It is also interesting that graphics personnel rated supervisory tasks from Duties A, B, and C as only about average in difficulty.

Two hundred thirty-five tasks were rated less than average in difficulty; of these, 76 are performed by 50 percent or more of survey respondents. Representative tasks are listed in Table 9. Generally, tasks rated as least difficult are the general graphics tasks listed in Duty E. These tasks include cleaning speed ball pens, developing technifax film, and operating headliner machines.

TABLE 7

TASKS RATED ABOVE AVERAGE IN DIFFICULTY WHICH ARE PERFORMED
BY 50 PERCENT OR MORE OF 231X1/X1A/92 RESPONDENTS

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
E34 LETTER GRAPHICS PRODUCTS SUCH AS CHARTS, POSTERS, OR CERTIFICATES USING FREEHAND PEN TECHNIQUES	5.87	66
H4 PLAN CERTIFICATE OR AWARD MASTER LAYOUTS	5.49	56
H22 PREPARE PAPER OR PARCHMENT CERTIFICATES OR AWARDS	5.42	53
F12 SELECT MEDIA, MATERIALS, OR TOOLS FOR ILLUSTRATIONS	5.41	62
G1 PLAN LAYOUTS FOR POSTERS	5.16	72
G10 SELECT COLOR SCHEME FOR POSTERS	5.12	66
H3 PLAN BROCHURE OR PUBLICATION COVER MASTER LAYOUTS	5.11	58
G11 SELECT COLOR SCHEME FOR SIGNS	5.06	66
E29 DRAW SYMBOLS, EMBLEMS OR PICTURES ON GRAPHICS OR MASTERS	5.05	73

TABLE 8

REPRESENTATIVE TASKS RATED ABOVE AVERAGE IN DIFFICULTY

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
R9 PREPARE SEQUENTIAL OPERATING PROCEDURE SKETCHES	7.11	2
F7 PREPARE HUMAN OR ANIMAL RENDERINGS	6.93	29
N29 PREPARE PERSPECTIVE DRAWINGS FOR ARCHITECTURAL DRAFTING DRAWINGS	6.91	6
M11 PREPARE PERSPECTIVE DRAWINGS FOR MECHANICAL DRAFTING DRAWINGS	6.74	11
S13 PREPARE PLASTIC MOLDS FOR MOULAGE MODELS	6.55	1
N25 PREPARE OBLIQUE PROJECTIONS FOR ARCHITECTURAL DRAFTING DRAWINGS	6.46	4
M9 PREPARE MULTIVIEW MECHANICAL DRAFTING DRAWINGS	6.29	11
A3 DRAFT BUDGET ESTIMATES	6.27	23
F3 PLAN COMPOSITIONS FOR LANDSCAPE RENDERINGS	6.17	25
C5 EVALUATE BUDGET REQUIREMENTS	6.03	16
Q2 EVALUATE DRAFTING ASSIGNMENT QUALITY LEVEL REQUIREMENTS	5.89	6
I17 PREPARE TOUCH METHOD SILKSCREENS	5.75	3
D3 CONDUCT ON-THE-JOB TRAINING (OJT)	5.62	27
B8 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	5.52	31
K7 PLAN 35MM SLIDE ILLUSTRATION LAYOUTS	5.34	33
B29 SUPERVISE AUDIOVISUAL MEDIA SPECIALISTS (AFS 231X0A or 231X0B)	5.30	4
E62 OPERATE SICKLES 35MM COPY CAMERAS	5.20	6
H3 PLAN BROCHURE OR PUBLICATION COVER MASTER LAYOUTS	5.11	58

TABLE 9

REPRESENTATIVE TASKS RATED BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED
BY 50 PERCENT OR MORE OF 231X1/X1A/92 RESPONDENTS

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
H31 SELECT COLOR SCHEMES OR PATTERNS FOR GRAPHIC PRODUCTS SUCH AS GRAPHS, CHARTS, OR CERTIFICATES	4.95	64
G2 PLAN LAYOUTS FOR SIGNS	4.90	75
G13 SELECT LETTERING STYLES OR TECHNIQUES FOR POSTERS	4.84	69
H40 SELECT TYPE SIZE OR STYLE FOR BROCHURE OR PUBLICATION COVER MASTERS	4.79	55
J12 PREPARE VU-GRAPH TRACING PAPER MASTERS	4.69	74
J11 PREPARE VU-GRAPH OVERLAYS	4.59	76
G19 SELECT REPRODUCTION METHODS FOR POSTERS	4.44	52
J8 PREPARE DIAZO PROCESSED VU-GRAPHS	4.30	72
E75 PREPARE KMAX INTERMEDIATE MASTERS	4.09	64
E90 RESEARCH OR SELECT DRAWINGS OR EMBLEMS FROM ILLUSTRATION MORQUES	3.92	65
E86 REMOVE OR REPLACE AMONIA TANKS ON DIAZO REPRODUCTION MACHINES	3.81	53
E33 INK OR TAPE LINES OR GRAPHICS	3.67	81
E41 MIX CHEMICALS FOR COMPUGRAPHIC OR HEADLINER FILM DEVELOPMENT	3.39	64
E1 ADHERE EMBLEMS, SYMBOLS, COPY BODY, TITLES OR DRAWINGS TO GRAPHICS OR MASTERS	3.31	82
H2 MOUNT FLIPCHARTS ON ILLUSTRATION BOARDS	2.97	55
E20 COVER CHARTS WITH ACETATE	2.82	79
E93 TAPE PROTECTIVE COVERS ON FINISHED GRAPHICS	2.57	57
E32 HANG DEVELOPED FILMS SUCH AS HEADLINER OR SCOTCH-CAL FOR DRYING	2.13	57

COMPARISON OF SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS

A comprehensive review of STS 231X1, dated 1 October 1974, was made by comparing STS items to the survey data. Paragraphs one through three were not evaluated since they contain general information which is applicable across most career ladders. In general, the STS adequately covers the various tasks performed by AFSC 231X1/X1A personnel. One minor item noted which could be included in the STS within Paragraph 10, "Visual Communications", is related to the actual production of slides and transparencies. Currently there is no mention of tasks related to this functions in the STS. Yet the data showed that over 30 percent of the members perform these tasks.

SUMMARY OF BACKGROUND INFORMATION

Table 10 shows expressions of job interest, perceived utilization of talents and training, and reenlistment intent scales for survey respondents by enlistment groups.

Seventy-seven percent of all survey respondents indicated that they found their job interesting. This is slightly lower than the 80 percent for incumbents in 22 career ladders surveyed in 1976. Job interest varied from a low of 69 percent for the first enlistment group (1-48 mos AFMS) to a high of 88 percent for the fourth enlistment group (145-192 mos AFMS). This is slightly higher than the 67 percent for Audiovisual Media (AFSC 231X0) personnel but below the 82 percent for Still Photographers (AFSC 231X2) as reported in two studies conducted in 1976 and 1977.

Seventy-six percent of all survey respondents indicated that their talents were being used fairly well to perfectly. This is somewhat below the average 85 percent for 20 career ladder studies conducted in 1976. The first enlistment group expressed the lowest average, with 67 percent of the incumbents indicating their talents were being utilized fairly well or better. The 76 percent perceived utilization of talents by Graphics personnel is higher than the 66 percent for Audiovisual Media personnel, but lower than the 82 percent for the Still Photographers. Of survey respondents, 74 percent felt their training was being used fairly well or better. This is somewhat lower than the 85 percent average for 20 career ladder studies conducted in 1976. This 76 percent for 231X1/X1A personnel compares favorably to the 73 percent of Audiovisual Media personnel (AFSC 231X0) who felt their training was being utilized fairly well or better, and is slightly below the 82 percent indicated by Still Photographers (AFSC 231X2).

The reenlistment intent scale indicated that 60 percent of all respondents planned to reenlist. This is slightly below the 66 percent combined averages for both the Audiovisual Media and Still Photographic personnel. The actual FY 76, FQ 7T (July-September 1976), and the first half of FY 77 (October 1976-March 1977) combined reenlistment rate for Graphics personnel was 72 percent. Forty-three percent of first-term airmen and 68 percent of second-term airmen indicated they planned to reenlist. Actual reenlistment rate for first-term airmen during this period was 51 percent and 66 percent for second-termers.

Survey respondents also indicated how they entered the career field. Table 11 shows by enlistment group, how personnel entered the Graphics career ladder. On the average, 43 percent retrained from another specialty and 39 percent entered by direct duty assignment from basic training, either with or without a bypass test.

TABLE 10

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING AND CAREER INTENT
 BY TOTAL SAMPLE AND AFMS GROUPS
 (PERCENT MEMBERS RESPONDING)

	TOTAL SAMPLE N=802	MONTHS ACTIVE FEDERAL MILITARY SERVICE				241+ N=77
		T-43 N=246	49-96 N=166	97-144 N=102	145-192 N=96	
I FIND MY JOB:						
DULL	14	19	18	14	2	12
SO-SO	9	12	8	9	10	6
INTERESTING	77	69	74	77	88	82
MY JOB UTILIZES MY TALENTS:						
NOT AT ALL OR VERY LITTLE	24	33	25	21	12	18
FAIRLY WELL TO VERY WELL	59	58	60	64	62	56
EXCELLENTLY OR PERFECTLY	17	9	15	15	26	26
MY JOB UTILIZES MY TRAINING:						
NOT AT ALL OR VERY LITTLE	26	30	31	26	18	18
FAIRLY WELL TO VERY WELL	59	59	57	67	63	62
EXCELLENTLY OR PERFECTLY	15	11	12	7	19	20
DO YOU PLAN TO REENLIST?						
NO, OR PROBABLY NO	38	57	32	14	1	47
YES, OR PROBABLY YES	60	43	68	84	98	51
NOT REPORTED	2	0	0	2	1	2

TABLE 11

METHOD OF ASSIGNMENT TO DAFSC 231X1 CAREER LADDER
(PERCENT MEMBERS RESPONDING)

	TOTAL SAMPLE	MONTHS ACTIVE FEDERAL MILITARY SERVICE					
		1-48	49-96	97-144	145-192	193-240	241+
COMPLETING RESIDENT TECHNICAL TRAINING	6	1	3	5	9	6	25
RECLASSIFIED WITHOUT COMPLETING TECHNICAL TRAINING OR OJT	7	10	5	5	5	4	6
DIRECT DUTY ASSIGNMENT (DDA) FROM BASIC TRAINING TO OJT WITHOUT BYPASS TEST	16	34	6	4	19	10	7
DDA FROM BASIC TRAINING BY BYPASS TEST	23	28	34	24	6	16	9
CONVERTING FROM ANOTHER AIR FORCE SPECIALTY WITHOUT TRAINING BY CLASSIFICATION BOARD ACTION	13	9	10	14	13	18	24
BEING RETRAINED FROM ANOTHER AIR FORCE SPECIALTY	30	15	37	40	41	37	21
REENLISTING AFTER PRIOR SERVICE IN USAF, OR FROM ANOTHER BRANCH OF SERVICE	3	1	2	6	3	6	5
OTHER	2	2	3	2	4	3	3

WRITE-IN COMMENTS

Incumbents were encouraged, when filling out the job inventory booklet, to write-in any duty or task not listed. Approximately 20 percent of those responding had additional comments relative to the career ladder, their background, or their job. Most of these comments were specific to a unique work situation or a listing of personal background data which normally had little to do with the overall career field.

The only comments that appeared repeatedly were those concerning the collapsing of the draftsman and illustrators jobs into one career ladder. The ten respondents who commented directly on this situation felt that the merger of these two jobs into one career ladder was in error. Draftsmen and illustrators alike felt that their jobs were sufficiently different to require either different AFSCs or Special Experience Identifiers (SEIs). Typical comments were: "After 18 years as a military illustrator, I am presently assigned duties in a drafting branch, of which I've had no previous experience nor training. . . . I strongly recommend an identification code to preclude malassignment of personnel of either AFSC (draftsman or illustrator)." and "In talking with other 231X1 personnel, we feel the combining of AFSC 231X1 and 223X0 career field (draftsman-illustrator) is in error for the two professions and job requirements are dissonant."

CONCLUSIONS AND RECOMMENDATIONS

1. The Graphics career ladder has three distinct jobs: general graphics, drafting, and medical illustrating. It is possible that the use of Special Experience Identifiers (SEI) could distinguish the training and specialization required throughout the Graphics career ladder and ultimately eliminate the need for a shredout as presently structured.

2. While the Specialty Training Standard (STS) was supported by survey data, it is recommended that the paragraph on Visual Communication be expanded to include the actual production of slides and transparencies.

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APPENDIX A

GROUP ID NUMBER AND TITLE: GRP071 - Audiovisual Services Center Personnel

PERCENT OF SAMPLE: 71%

MAJOR COMMAND DISTRIBUTION: SAC (24%), TAC (17%), MAC (13%), ATC (11%)

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

DAFSC DISTRIBUTION: 23131 (4%), 23151 (65%), 23171 (28%), 23192 (2%),
No Reply (1%)

AVERAGE GRADE: 4.7

AVERAGE TAFMS: 107 months

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

EXPRESSED JOB INTEREST: Dull (13%), So-So (9%), Interesting (78%)

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 21%
Fairly Well Or Better 79%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 22%
Fairly Well Or Better 78%

AVERAGE NUMBER OF TASKS PERFORMED: 127

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	38
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	17
J PREPARING VU-GRAPHS TRANSPARENCIES	12
G PREPARING POSTERS, SIGNS, PLACECARDS, AND NAMEPLATES	11

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E1 ADHERE EMBLEMS, SYMBOLS, COPY BODY, TITLES OR DRAWINGS TO GRAPHICS OR MASTERS	98
E20 COVER CHARTS WITH ACETATE	96
J11 PREPARE VU-GRAPH OVERLAYS	96
E4 APPLY PRESTYPE LETTERING TO GRAPHICS PRODUCTS SUCH AS CERTIFICATES, CHARTS, OR VU-GRAPH MASTERS	91
J8 PREPARE DIAZO PROCESSED VU-GRAPHS	90
H20 PREPARE ORGANIZATIONAL CHARTS	90

GROUP ID NUMBER AND TITLE: GRP250 - First Line Supervisors

PERCENT OF SAMPLE: 14%

MAJOR COMMAND DISTRIBUTION: TAC (17%), SAC (17%), MAC (15%), ATC (14%),
USAFE (6%), ADC (5%)

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

DAFSC DISTRIBUTION: 23131 (1%), 23151 (40%), 23171 (49%), 23192 (8%),
No Reply (2%)

AVERAGE GRADE: 5.4

AVERAGE TAFMS: 148 months

AMOUNT OF SUPERVISION: 59% supervised an average of three subordinates

EXPRESSED JOB INTEREST: Dull (5%), So-So (9%), Interesting (86%)

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 6%
Fairly Well Or Better 94%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 6%
Fairly Well Or Better 93%
No Reply 1%

AVERAGE NUMBER OF TASKS PERFORMED: 192

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	31
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	16
G PREPARING POSTERS, SIGNS, PLACECARDS, AND NAMEPLATES	9
B DIRECTING AND IMPLEMENTING	8
J PREPARING VU-GRAPHS TRANSPARENCIES	8

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
J11 PREPARE VU-GRAPH OVERLAYS	99
H5 PLAN CHART OR GRAPH LAYOUTS	98
E84 PROOFREAD FINISHED GRAPHICS OR MASTERS	96
G2 PLAN LAYOUT FOR SIGNS	95
A12 PLAN OR SCHEDULE WORK ASSIGNMENTS	83
B22 PREPARE OR JUSTIFY REQUISITIONS FOR LOCALLY PURCHASED SUPPLIES	72

GRP250 - First Line Supervisors

The 109 members of this group provide first line supervision for graphics personnel. As first line supervisors, these incumbents insure that newly assigned personnel use correct equipment, follow established operating procedures and meet acceptable standards for work performance. Being the lowest level of supervision, these incumbents still are required to perform a large number of technical tasks in addition to the supervisory tasks they now perform.

GROUP ID NUMBER AND TITLE: GRP193 - Map Development Personnel

PERCENT OF SAMPLE: Less than 1%

MAJOR COMMAND DISTRIBUTION: AAC (20%), SAC (20%), MAC (20%),
Hq COMD SPEC ACTY (40%)

LOCATION: (40%), Overseas (60%)

DAFSC DISTRIBUTION: 23151 (80%), 23171 (20%)

AVERAGE GRADE: 5

AVERAGE TAFMS: 104 months

AMOUNT OF SUPERVISION: One member supervised two subordinates

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

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 20%
Fairly Well Or Better 60%
No Reply 20%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little -
Fairly Well Or Better 80%
No Reply 20%

AVERAGE NUMBER OF TASKS PERFORMED: 133

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	41
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	13
J PREPARING VU-GRAPHS TRANSPARENCIES	13
O PREPARING FLOW DIAGRAMS OR MAP DRAWINGS	11

REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

010 PREPARE MAP DRAWINGS	100
E50 OPERATE HEADLINER MACHINES	100
E75 PREPARE KMAX INTERMEDIATE MASTERS	100
H9 PREPARE FLIPCHARTS	100
J5 MOUNT DIAZOCHROME FILM TRANSPARENCIES ON VU-GRAPH FRAMES	100
03 COMPILE MAP INFORMATION FROM SURVEY MAPS, PHOTOGRAPHS, OR PARTIAL MAPS	80

GRP193 - Map Development Personnel

The five members in this group spend a significantly higher than average part of their job time performing map drawing tasks. Group members appear to perform these tasks in support of special operations units, or other high level planning organizations. While the performance of these map drawing tasks is significant, the performance of commonly performed general graphics function continue to occupy the largest part of their job time.

GROUP ID NUMBER AND TITLE: GRP176 - 35MM Slide Production Personnel

PERCENT OF SAMPLE: Less than 1%

MAJOR COMMAND DISTRIBUTION: SAC (32%), TAC (17%), ATC (17%), AFSC (17%),
ADC (17%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23151 (50%), 23171 (50%)

AVERAGE GRADE: 5.7

AVERAGE TAFMS: 134 months

AMOUNT OF SUPERVISION: None

EXPRESSED JOB INTEREST: Dull (17%), Interesting (83%)

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

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 50%
Fairly Well Or Better 50%

AVERAGE NUMBER OF TASKS PERFORMED: 113

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	35
K PREPARING 35MM SLIDE TRANSPARENCIES	20
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	17
J PREPARING VU-GRAPHS TRANSPARENCIES	16

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
K14 SELECT OR PREPARE PROPS SUCH AS CHARTS, EMBLEMS, DRAWINGS OR OVERLAYS FOR 35MM SLIDES	100
K15 SELECT 35MM SLIDE BACKGROUND BOARDS	100
J3 DEVELOP VU-GRAPH REVERSAL FILMS	100
H24 PREPARE PIE GRAPHS	100
E75 PREPARE KMAX INTERMEDIATE MASTERS	100
E96 WASH DEVELOPED HEADLINER FILMS	100

GRP176 - 35MM Slide Production Personnel

The unique feature of this group is that the six members spend 20 percent of their time preparing 35MM slide transparencies. These slides are produced to provide a more permanent and durable means of presenting information for briefings and in support of training.

GROUP ID NUMBER AND TITLE: GRP082 - General Mechanical Draftsmen

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFSC (50%), ADC (17%), MAC (8%), SAC (8%),
AFCS (8%), USAFE (8%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23151 (58%), 23171 (42%)

AVERAGE GRADE: 5.3

AVERAGE TAFMS: 155 months

AMOUNT OF SUPERVISION: 25% supervised an average of four subordinates

EXPRESSED JOB INTEREST: Dull (8%), Interesting (92%)

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 16%
Fairly Well Or Better 84%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 17%
Fairly Well Or Better 83%

AVERAGE NUMBER OF TASKS PERFORMED: 168

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	23
M PERFORMING MECHANICAL DRAFTING FUNCTIONS	13
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATION MASTERS	12
P PERFORMING ELECTRICAL OR ELECTRONIC DRAFTING FUNCTIONS	9
Q PERFORMING GENERAL DRAFTING FUNCTIONS	8

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E35 LETTER GRAPHICS PRODUCTS SUCH AS CHARTS, POSTERS, OR CERTIFICATES USING LEROY MECHANICAL LETTERING INSTRUMENTS	100
E20 COVER CHARTS WITH ACETATE	100
H11 PREPARE FUNCTIONAL CHARTS	92
M19 PREPARE TOLERANCE SPECIFICATIONS FOR MECHANICAL DRAFTING DRAWINGS	92
M1 ANNOTATE EXISTING MECHANICAL DRAFTING DRAWING FOR AS INSTALLED CONDITIONS	83
P8 PLAN LAYOUT FOR ELECTRONIC DRAFTING DIAGRAMS	75

GRP082 - General Mechanical Draftsmen

The 12 incumbents in this subgroup spend 36 percent of their job time performing generalized and specialized drafting functions. This is significantly higher than the two percent time spent by members of the larger group (GRP081) and the seven percent time spent by all survey respondents. However, group members continue to spend 48 percent of their time performing general graphics tasks in Duties E, H, J, and G.

GROUP ID NUMBER AND TITLE: GRP088 - Television Graphics Illustrators

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: MAC (53%), ATC (23%), AU (8%), PACAF (8%), TAC (8%)

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

DAFSC DISTRIBUTION: 23131 (15%), 23151 (54%), 23171 (23%), No Reply (8%)

AVERAGE GRADE: 4.5

AVERAGE TAFMS: 118 months

AMOUNT OF SUPERVISION: 15% supervised an average of two subordinates

EXPRESSED JOB INTEREST: Interesting 100%

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

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 23%
Fairly Well Or Better 77%

AVERAGE NUMBER OF TASKS PERFORMED: 127

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	32
L PREPARING TV GRAPHICS	20
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	13
G PREPARING POSTERS, SIGNS, PLACECARDS, AND NAMEPLATES	10
F PREPARING ILLUSTRATIONS	9

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E4 APPLY PRESTYPE LETTERING TO GRAPHICS PRODUCTS SUCH AS CERTIFICATES, CHARTS, OR VU-GRAPH MASTERS	92
E21 CUT ILLUSTRATION BOARDS	92
H31 SELECT COLOR SCHEMES OR PATTERNS FOR GRAPHIC PRODUCTS SUCH AS GRAPHS, CHARTS, OR CERTIFICATES	92
L4 PAINT TV SET GRAPHIC COLOR RENDERING	92
G15 SELECT MATERIALS FOR SIGNS OR POSTERS	92
L2 DESIGN TV FROPS OR MODELS	85

GROUP ID NUMBER AND TITLE: GRP067 - Silkscreen Production Personnel

PERCENT OF SAMPLE: Less than 1%

MAJOR COMMAND DISTRIBUTION: AFLC (75%), ATC (13%), SAC (12%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23151 (38%), 23171 (62%)

AVERAGE GRADE: 5.4

AVERAGE TAFMS: 130 months

AMOUNT OF SUPERVISION: One individual supervised two subordinates

EXPRESSED JOB INTEREST: Interesting (100%)

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

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little -
Fairly Well Or Better 100%

AVERAGE NUMBER OF TASKS PERFORMED: 98

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	44
I PREPARING SILKSCREEN REPRODUCTION	30
G PREPARING POSTERS, SIGNS, PLACECARDS, AND NAMEPLATES	9
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	6

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E33 INK OR TAPE LINES ON GRAPHICS	100
I2 DEVELOP OR WASH PHOTO STENCIL FILMS	100
I14 PREPARE PHOTOSTENCIL SILKSCREEN FRAMES	100
E92 SPRAY FINISHED ART WORK WITH FIXITIVES	88
G10 SELECT COLOR SCHEME FOR POSTERS	75
H25 PREPARE PLAQUES	75

GROUP ID NUMBER AND TITLE: GRP062 - Transparency Specialists

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: TAC (31%), SAC (15%), MAC (12%), AFSC (12%)

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

DAFSC DISTRIBUTION: 23131 (8%), 23151 (77%), 23171 (15%)

AVERAGE GRADE: 4.6

AVERAGE TAFMS: 88 months

AMOUNT OF SUPERVISION: None

EXPRESSED JOB INTEREST: Dull (23%), So-So (15%), Interesting (62%)

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 35%
Fairly Well Or Better 65%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 34%
Fairly Well Or Better 58%
No Reply 8%

AVERAGE NUMBER OF TASKS PERFORMED: 44

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	54
J PREPARING VU-GRAPHS TRANSPARENCIES	28
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	9

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
J5 MOUNT DIAZOCHROME FILM TRANSPARENCIES ON VU-GRAPH FRAMES	96
J11 PREPARE VU-GRAPH OVERLAYS	92
E33 INK OR TAPE LINES ON GRAPHICS	81
J8 PREPARE DIAZO PROCESSED VU-GRAPHS	81
E44 OPERATE ART-O-GRAPH MACHINES	71
E10 CLEAN DIAZO REPRODUCTION MACHINE GLASS CYLINDERS	69

GROUP ID NUMBER AND TITLE: GRP035 - Training Center Illustrators

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ATC (70%), MAC (6%), PACAF (6%), SAC (6%),
TAC (6%), USAF SO (6%)

LOCATION: CONUS (94%), Overseas (6%)

DAFSC DISTRIBUTION: 23151 (63%), 23171 (31%), No Reply (6%)

AVERAGE GRADE: 4.5

AVERAGE TAFMS: 98 months

AMOUNT OF SUPERVISION: 13 percent supervised an average of one subordinate

EXPRESSED JOB INTEREST: Dull (19%), So-So (13%), Interesting (68%)

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 50%
Fairly Well Or Better 50%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 50%
Fairly Well Or Better 50%

AVERAGE NUMBER OF TASKS PERFORMED: 48

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	53
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	14
F PREPARING ILLUSTRATIONS	10
Q PERFORMING GENERAL DRAFTING FUNCTIONS	5

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E2 APPLY HEADLINER OR COMPUGRAPH FILM PAPER TO GRAPHICS PRODUCTS	81
E6 APPLY SHADING SHEETS TO ILLUSTRATIONS OR LETTERING	75
F11 PREPARE TECHNICAL ILLUSTRATIONS OTHER THAN MEDICAL ILLUSTRATIONS	63
E68 OPERATE WAX MACHINES	63
H20 PREPARE ORGANIZATIONAL CHARTS	44
H40 SELECT TYPE SIZE OR STYLE FOR BROCHURE OR PUBLICATION COVER MASTERS	44

GROUP ID NUMBER AND TITLE: GRP027 - Sign Illustrators

PERCENT OF SAMPLE: Less than 1%

MAJOR COMMAND DISTRIBUTION: ADC (17%), AFCS (17%), AFSC (17%), AU (17%),
SAC (17%), USAFE (17%)

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

DAFSC DISTRIBUTION: 23131 (33%), 23151 (50%), 23171 (17%)

AVERAGE GRADE: 3.6

AVERAGE TAFMS: 41 months

AMOUNT OF SUPERVISION: One member supervised one subordinate

EXPRESSED JOB INTEREST: Dull (33%), So-So (17%), Interesting (50%)

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 50%
Fairly Well Or Better 50%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 83%
Fairly Well Or Better 17%

AVERAGE NUMBER OF TASKS PERFORMED: 37

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E	PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	34
G	PREPARING POSTERS, SIGNS, PLACECARDS, AND NAMEPLATES	29
H	PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	11
A	PLANNING AND ORGANIZING	7

REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

E35	LETTER GRAPHICS PRODUCTS SUCH AS CHARTS, POSTERS, OR CERTIFICATES USING LEROY MECHANICAL LETTERING INSTRUMENTS	100
G15	SELECT MATERIALS FOR SIGNS OR POSTERS	83
E15	CLEAN RAPIDOGRAPH PENS IN CLEANING SOLUTIONS	67
G3	PLAN NAMEPLATE OR PLACECARD MASTER LAYOUTS	67
A1	DEFINE REQUIREMENTS FOR EQUIPMENT, TOOLS, OR SUPPLIES	50
H21	PREPARE ORGANIZATIONAL-FUNCTIONAL CHARTS	50

GROUP ID NUMBER AND TITLE: GRP014 - Audiovisual Services Center Managers

PERCENT OF SAMPLE: 8%

MAJOR COMMAND DISTRIBUTION: SAC (26%), AFCS (12%), TAC (12%), AFSC (11%),
ATC (8%), ADC (6%)

LOCATION: CONUS (77%), Overseas (23%)

DAFSC DISTRIBUTION: 23131 (2%), 23151 (8%), 23171 (40%), 23192 (49%),
No Reply (2%)

AVERAGE GRADE: 6.9

AVERAGE TAFMS: 221 months

AMOUNT OF SUPERVISION: 85% supervised an average of five subordinates

EXPRESSED JOB INTEREST: Dull (3%), So-So (5%), Interesting (92%)

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

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 12%
Fairly Well Or Better 88%

AVERAGE NUMBER OF TASKS PERFORMED: 70

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	35
A PLANNING AND ORGANIZING	19
C INSPECTING AND EVALUATING	17
D TRAINING	9
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	6

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B8 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	91
A7 ESTABLISH STANDARD OPERATING PROCEDURES (SOP)	86
B19 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR PERSONNEL	85
C6 EVALUATE COMPLIANCE WITH WORK STANDARDS	80
A3 DRAFT BUDGET ESTIMATES	74
D12 EVALUATE TRAINING PROGRESS OF INDIVIDUALS	69

GROUP ID NUMBER AND TITLE: GRP099 - Superintendents, Audiovisual Services Center

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: SAC (38%), ATC (12%), ADC (9%), AFCS (9%), TAC (9%), MAC (6%), PACAF (6%)

LOCATION: CONUS (82%), Overseas (18%)

DAFSC DISTRIBUTION: 23131 (3%), 23171 (18%), 23191 (79%)

AVERAGE GRADE: 7.3

AVERAGE TAFMS: 229 months

AMOUNT OF SUPERVISION: 88% supervised an average of five subordinates

EXPRESSED JOB INTEREST: So-So (6%), Interesting (94%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 60

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

B DIRECTING AND IMPLEMENTING	43
C INSPECTING AND EVALUATING	23
A PLANNING AND ORGANIZING	20
D TRAINING	9

REPRESENTATIVE TASKS:

TASKS

PERCENT MEMBERS
PERFORMING

B10 DRAFT CORRESPONDENCE	94
B12 DRAFT RECOMMENDATIONS FOR CHANGES TO GOVERNING DIRECTIVES, STANDARDS, OR LOCAL OPERATING PROCEDURES	91
B18 INITIATE PERSONNEL ACTIONS	88
C5 EVALUATE BUDGET REQUIREMENTS	85
C7 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	85
A3 DRAFT BUDGET ESTIMATES	79

GROUP ID NUMBER AND TITLE: GRP110 - NCOICs Graphics Section

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: PACAF (18%), TAC (18%), AFSC (12%), MAC (12%), SAC (12%)

LOCATION: CONUS (59%), Overseas (41%)

DAFSC DISTRIBUTION: 23151 (6%), 23171 (76%), 23192 (18%)

AVERAGE GRADE: 6.6

AVERAGE TAFMS: 213 months

AMOUNT OF SUPERVISION: 88% supervised an average of five subordinates

EXPRESSED JOB INTEREST: Interesting (100%)

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 6%
Fairly Well Or Better 94%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little -
Fairly Well Or Better 100%

AVERAGE NUMBER OF TASKS PERFORMED: 104

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	24
A PLANNING AND ORGANIZING	18
C INSPECTING AND EVALUATING	13
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	12
D TRAINING	9
H PREPARING CHARTS, GRAPHS, CERTIFICATES, AWARDS, AND PUBLICATIONS MASTERS	8

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A5 ESTABLISH REQUIREMENTS FOR MAINTENANCE OF EQUIPMENT OR FACILITIES	100
A12 PLAN OR SCHEDULE WORK ASSIGNMENTS	100
B22 PREPARE OR JUSTIFY REQUISITIONS FOR LOCALLY PURCHASED SUPPLIES	94
C6 EVALUATE COMPLIANCE WITH WORK STANDARDS	94
E84 PROOFREAD FINISHED GRAPHICS OR MASTERS	76
B31 SUPERVISE GRAPHICS SPECIALISTS (AFSC 23151)	65

GROUP ID NUMBER AND TITLE: GRP003 - Engineering Draftsmen

PERCENT OF SAMPLE: 7%

MAJOR COMMAND DISTRIBUTION: AFCS (61%), AFSC (22%), USAFSS (9%)

LOCATION: CONUS (80%), Overseas (19%), No Reply (1%)

DAFSC DISTRIBUTION: 23131 (5%), 23151 (81%), 23171 (14%)

AVERAGE GRADE: 4.2

AVERAGE TAFMS: 80 months

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

EXPRESSED JOB INTEREST: Dull (32%), So-So (5%), Interesting (63%)

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 41%
Fairly Well Or Better 59%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 51%
Fairly Well Or Better 48%
No Reply 17%

AVERAGE NUMBER OF TASKS PERFORMED: 51

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
M PERFORMING MECHANICAL DRAFTING FUNCTIONS	22
N PERFORMING ARCHITECTURAL AND CIVIL ENGINEERING DRAFTING FUNCTIONS	19
P PERFORMING ELECTRICAL OR ELECTRONIC DRAFTING FUNCTIONS	18
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	14
Q PERFORMING GENERAL DRAFTING FUNCTIONS	13

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M17 PREPARE REVISION BLOCK FOR MECHANICAL DRAFTING DRAWINGS	64
Q12 SUBMIT FINAL DRAFTING DRAWINGS OR DIAGRAMS TO ENGINEERS OR AGENCIES FOR APPROVAL	61
P1 ANNOTATE EXISTING ELECTRICAL DRAFTING DIAGRAMS TO REFLECT AS INSTALLED CONDITIONS	59
M13 PREPARE GENERAL OR ENGINEERING NOTES FOR MECHANICAL DRAFTING DRAWINGS	58
P11 PREPARE ELECTRICAL DRAFTING DIAGRAMS	58
N2 ANNOTATE EXISTING CIVIL ENGINEERING DRAFTING DRAWINGS TO REFLECT AS INSTALLED CONDITIONS	42

GROUP ID NUMBER AND TITLE: GRP215 - Electrical/Mechanical Draftsmen

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: USAFSS (40%), AFSC (40%), AFCS (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 23151 (70%), 23171 (30%)

AVERAGE GRADE: 4.6

AVERAGE TAFMS: 117 months

AMOUNT OF SUPERVISION: 20% supervised an average of two subordinates

EXPRESSED JOB INTEREST: Dull (10%), Interesting (90%)

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

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 40%
Fairly Well Or Better 60%

AVERAGE NUMBER OF TASKS PERFORMED: 72

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
P PERFORMING ELECTRICAL OR ELECTRONIC DRAFTING FUNCTIONS	33
M PERFORMING MECHANICAL DRAFTING FUNCTIONS	26
E PERFORMING GENERAL GRAPHICS AND GRAPHICS REPRODUCTION FUNCTIONS	16
Q PERFORMING GENERAL DRAFTING FUNCTIONS	13

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
P12 PREPARE ELECTRONIC DRAFTING DIAGRAMS	100
E26 DRAW PENCIL GUIDELINES	90
M7 PREPARE ASSOCIATE DRAWINGS LISTS FOR MECHANICAL DRAFTING DRAWINGS	90
M12 PREPARE FINAL SINGLE VIEW MECHANICAL DRAFTING DRAWINGS	90
P9 PREPARE ASSOCIATED DRAWINGS LIST FOR ELECTRICAL DRAFTING DIAGRAMS	90
Q8 RESEARCH MECHANICAL OR ENGINEERING INFORMATION IN TO OR MILITARY STANDARDS	80

GROUP ID NUMBER AND TITLE: GRP213 - Architectural Draftsmen

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS (64%), AFSC (36%)

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

DAFSC DISTRIBUTION: 23151 (91%), 23171 (9%)

AVERAGE GRADE: 4.3

AVERAGE TAFMS: 79 months

AMOUNT OF SUPERVISION: 18% supervised an average of four subordinates

EXPRESSED JOB INTEREST: Dull (36%), So-So (9%), Interesting (55%)

PERCEIVED UTILIZATION OF TALENTS: Not At All Or Very Little 55%
Fairly Well Or Better 45%

PERCEIVED UTILIZATION OF TRAINING: Not At All Or Very Little 64%
Fairly Well Or Better 36%

AVERAGE NUMBER OF TASKS PERFORMED: 97

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
N PERFORMING ARCHITECTURAL AND CIVIL ENGINEERING DRAFTING FUNCTIONS	26
P PERFORMING ELECTRICAL OR ELECTRONIC DRAFTING FUNCTIONS	20
M PERFORMING MECHANICAL DRAFTING FUNCTIONS	20
O PREPARING FLOW DIAGRAMS OR MAP DRAWINGS	10
Q PERFORMING GENERAL DRAFTING FUNCTIONS	9

REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M9 PREPARE MULTIVIEW MECHANICAL DRAFTING DRAWINGS	100
N1 ANNOTATE EXISTING ARCHITECTURAL DRAFTING DRAWINGS TO REFLECT AS INSTALLED CONDITIONS	100
N33 PREPARE SINGLE VIEW ARCHITECTURAL DRAFTING DRAWINGS	100
P15 PREPARE LEGEND FOR ELECTRICAL DRAFTING DIAGRAMS	100
O4 MECHANICALLY SCALE REDUCTIONS OR ENLARGEMENTS OF MAP DRAWINGS	81
Q13 UPDATE OR ANNOTATE ENGINEERING MILITARY STANDARDS FILES	81