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AEROSPACE GROUND EQUIPMENT REPAIRMAN CAREER LADDER, AFSCS 42335--ETC(U)
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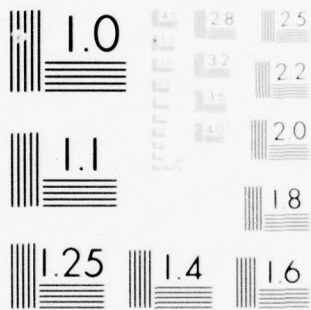
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OCCUPATIONAL SURVEY REPORT.



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AEROSPACE GROUND EQUIPMENT REPAIRMAN
CAREER LADDER,
AFSCs 42335, 42355, 42375, and 42396.

AFPT-90-421-208
29 July 1977

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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SUMMARY OF RESULTS

1. There were 2247 respondents to the AFS 423X5/96 survey representing 36 percent of the assigned manning.
2. Data on Job Satisfaction and Reenlistment Intentions for AFS 423X5 personnel were very similar to combined data from surveys conducted during 1976. Groups identified as dispatch, TACS support, trailer maintenance, and bench stock and supply indicated that their training was used little in their jobs.
3. Eighty-two percent of the sample was included in four major job clusters. There is a core of common tasks performed by large percentages of these incumbents.
4. The AFM 39-1 specialty descriptions for AFS 423X5 are written in broad terms which provide good general coverage for most of the tasks performed by survey respondents. Areas not presently covered which should be considered for inclusion in the next revision of AFM 39-1 are dispatching duties, maintenance of munitions loading equipment, and maintenance of chassis, drive assemblies, wheel, or tire assemblies.
5. Analysis of AFS 423X5 Active Federal Military Service (AFMS) groups indicates a typical progression from manual and technical tasks to supervisory and managerial tasks as the individual increases AFMS. First term incumbents spend a significant amount of time performing tasks with a high difficulty index. Tasks involving servicing AGE take a high proportion of time for members of all AFMS groups.
6. Generally, command comparisons reveal minimal differences in tasks performed by AGE Repairmen in different commands. Exceptions are: ATC personnel perform more training tasks and ADCOM personnel perform more tasks dealing with the calibration of generator sets and repairing pneumatic clutches; fewer ADCOM personnel work on turbine engines than job incumbents from other commands; and ATC AGE Repairmen install less equipment than personnel from other commands.
7. The STS generally covers the types of duties and tasks performed in the field, but does not specifically list many types of equipment used by large percentages of AFS 423X5 personnel surveyed.

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Aerospace Ground Equipment Repairman Career Ladder, AFSC's 42335, 42355, 42375 and 42396. The project was directed by USAF Program Technical Training, Volume 2, dated April 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 Mr. Reginald G. Nolte, Inventory Development Specialist. Captain Harold T. Welch analyzed the survey data and wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Maintenance Career Ladders Analysis Section, 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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OCCUPATIONAL SURVEY REPORT
AEROSPACE GROUND EQUIPMENT REPAIRMAN CAREER LADDER
AFSCs 42335, 42355, 42375, AND 42396

INTRODUCTION

✓ This is a report of an occupational survey of the Aerospace Ground Equipment Repairman Career Ladder, (AFSCs 42335, 42355, 42375, and 42396) conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from 13 October 1975 through May 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 90-421-208. The inventory booklets were 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 by personnel in their current jobs. The latter section consisted of 546 tasks grouped under 18 headings. Thorough research of publications and directives, personal interviews with 16 subject-matter specialists at three bases, and written reviews from 77 experienced Aerospace Ground Equipment Repairman personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to 2,893 job incumbents holding the DAFSCs identified above. Survey administration occurred from 13 July 1976 through 9 December 1976 based upon the June 1976 Uniform Airman Record. Table 1 gives the distribution of assigned personnel in the career ladder as of December 1976 and the percentage by major command of inventory booklets returned from the field. The sample of incumbents represents 36 percent of career ladder members.

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
COMMAND REPRESENTATION IN THE SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF PERSONNEL ASSIGNED COMMAND</u>	<u>PERCENT OF SURVEY SAMPLE BY COMMAND</u>
TAC	31	31
SAC	18	19
MAC	16	19
USAFE	13	9
ATC	6	7
PACAF	6	5
ADC	5	5
AAC	2	2
AFSC	2	2
AFLC	1	*
AFCS	*	0

* INDICATES LESS THAN ONE PERCENT

In the development of the job inventory, every effort was made to include all duties and tasks of importance to the accuracy and completeness of the survey. However, due to the possibility of inadvertent omissions, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this survey, write-in comments were received from approximately 500 survey respondents. Some write-ins were in the form of complaints. Most of these were a result of individuals being assigned to positions that did not use the training they received in school. Some complaints stemmed from a lack of obvious connection between job performance and WAPS test questions. Complaint write-ins were fairly small compared to other surveys, numbering less than 25. The bulk of the write-ins concerned equipment not mentioned in the background section of the job inventory. The intent in job inventory was to provide "representative" equipment, but the respondents felt the same equipment was not adequately covered. The numbers in parenthesis after the name of an equipment item is the number of write-ins received. The terms used to designate equipment are those provided by respondents and may not agree with official Air Force descriptions.

GENERATOR SETS

MD28 (2) OG4-2/TMA (5)
EMU12E/M (12) MB18 (3)
C26BM (2) PE75 (2)
MEP016A (15) EMU10 (10)
MEP026A (13) SF30MD (4)
LB3 (4) MEP21 (6)
MEP22 (6) MEP25 (6)
MEP116 (3)

BOMB LIFTS/TRAILERS

MHU477E (10) ADU318/E (3)
MHU123 (3) ADU317/E (2)
MHU124/E (3) ETU-77A/E (6)
MHU83A-E (21) ETU12M (8)
MHU7/M (4) ETU77E (12)
MHU-12/M (3)

HYDRAULIC TEST STANDS

MJ-1 (68)
AM27T-2 (96)
AM32T-2 (15)
AE32C-27 (12)
MK-3 (29)
TTU288E-1A (6)
AG33 (13)

AIR CONDITIONERS

AS32C-2 (3)
ACE400 (6)
2425F (2)
A/532C-2 (2)
MA-7 (7)
H-41 (3)
G-36 (2)

BLOWERS

MA-1 (40)
A-1 (80)
504 (15)
604 (15)
MILB7619 (3)
B1 (18)

AIR COMPRESSORS

MC-1A (87)
MA-1A (60)
MB-2A (38)
DR-600 (4)

HEATERS

BT400 (42)
MD-1 (27)
MC-1 (25)

OTHER

8SH-60 Shower Unit (3)
407L Fuel System (16)
MSU-16E Empennage Stand

SUMMARY OF BACKGROUND INFORMATION

Each USAF job inventory contains a section for background data in which survey respondents provide biographical information about themselves and report their feelings about and perceptions of their jobs. Table 2 summarizes background data collected relative to reenlistment intentions, job interest, perceived utilization of talents, and perceived utilization of training. Responses by AFS 423X5 first enlistment incumbents (1-48 months AFMS) were compared with responses of first enlistment incumbents from over 20 other specialties surveyed during 1976. In addition, comparisons were made between career incumbents (over 48 months AFMS) in AFS 423X5 and career incumbents from different specialties surveyed during 1976.

Generally, figures on background data for survey respondents in this specialty are similar to those of the combined figures of the 1976 samples. Specifically, reenlistment intentions are slightly higher for Aerospace Ground Equipment Repairman respondents than for personnel from the 1976 combined sample for both first enlistment and career incumbents. On the other hand, first enlistment AGE repairmen indicate lower interest in their jobs than the incumbents in combined sample for 1976. Career incumbents in AFS 423X5 report job interest on par with the 1976 comparison group. Utilization of talents and utilization of training figures are similar with the 423X5 incumbents expressing slightly less satisfaction in job utilization than incumbents from the 1976 combined sample. Overall, there are no major differences in the background data from the current survey and the figures from the 1976 combined samples.

TABLE 2

BACKGROUND INFORMATION COMPARING PLANS FOR REENLISTMENT, JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND PERCEIVED UTILIZATION OF TRAINING BETWEEN AFS 423X5 PERSONNEL AND COMBINED DATA ON PERSONNEL FROM OTHER SPECIALTIES SURVEYED DURING 1976

	AFS 423X5 FIRST ENLISTMENT	1976 SAMPLE FIRST ENLISTMENT	AFS 423X5 CAREER	1976 SAMPLE CAREER
I PLAN TO REENLIST:				
NO	27	34	15	18
UNCERTAIN, PROBABLY NO	23	23	9	9
UNCERTAIN, PROBABLY YES	33	26	23	19
YES	17	17	53	54
I FIND MY JOB:				
DULL	20	17	9	9
SO-SO	24	18	13	11
INTERESTING	56	65	78	80
MY JOB UTILIZES MY TALENTS:				
NOT AT ALL OR LITTLE	34	29	14	15
FAIRLY WELL TO VERY WELL	62	63	72	66
EXCELLENTLY OR PERFECTLY	4	8	14	19
MY JOB UTILIZES MY TRAINING:				
NOT AT ALL OR LITTLE	28	21	16	17
FAIRLY WELL TO VERY WELL	67	68	69	64
EXCELLENTLY OR PERFECTLY	5	11	15	19

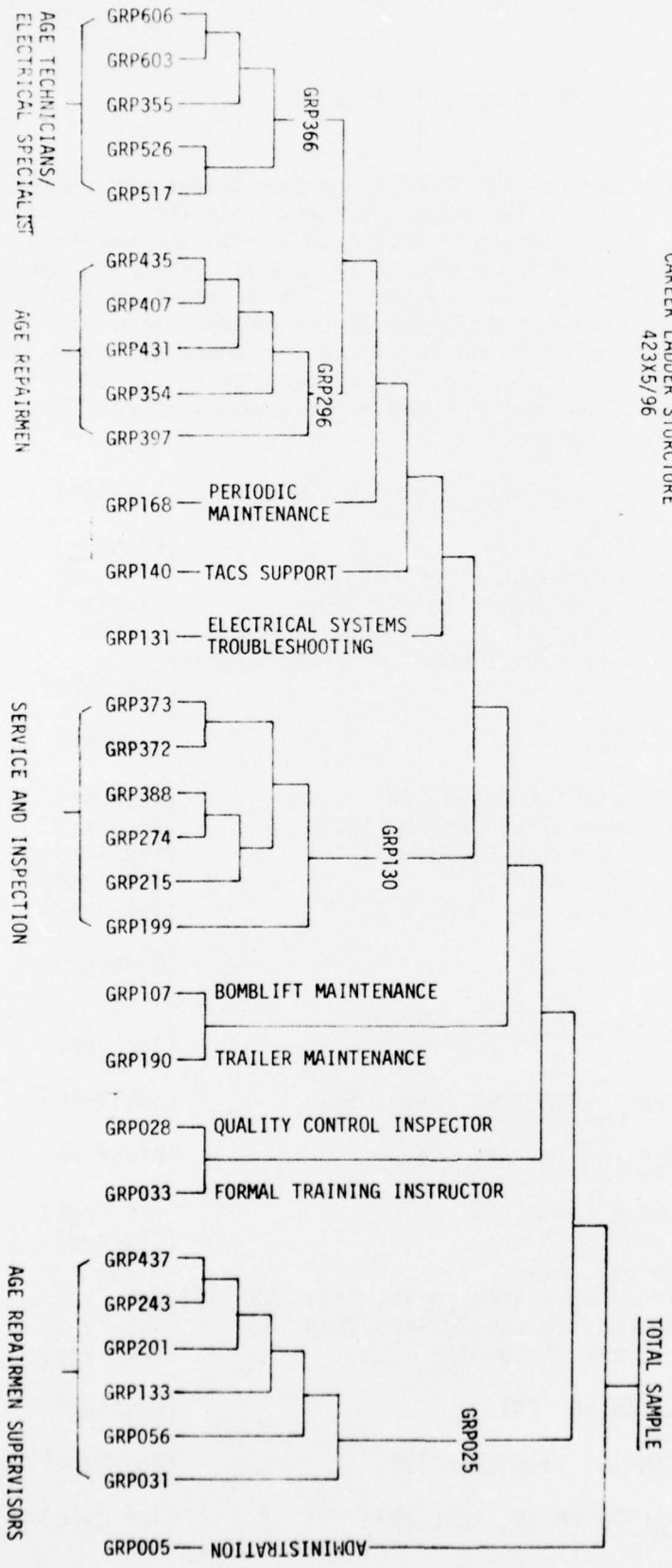


FIGURE 1
CAREER LADDER STRUCTURE
423X5/96

CAREER LADDER STRUCTURE

The job structure of the AFS 423X5/96 career ladder was determined on the basis of similarity in the tasks performed and the time spent on tasks by respondents to the survey. Individuals with the greatest similarity in task performance are placed in groups called job types; related job types combine to form clusters. The thirty-four job types and clusters which form the AFS 423X5/96 career ladder structure are depicted in a hierarchical grouping in Figure 1. These job types and clusters are listed below by the group functional title, number of members in the group and percent of sample the group accounts for, the kind of group, and group number.

<u>AGE TECHNICIAN/ELECTRICAL SPECIALIST</u> (N=745, 33%)	(Cluster)	*GRP366
Functional Check (N=538, 24%)	(Cluster)	GRP606
Electrical Systems Specialist (N=36, 2%)	(Cluster)	GRP603
Electrical/Pneumatic Specialist (N=39, 2%)	(Cluster)	GRP455
Section Supervisor (N=54, 3%)	(Cluster)	GRP526
NCOIC Service Shop, Aircraft Support Air/Conditioners (N=26, 1%)	(Job Type)	GRP517
<u>AGE REPAIRMAN</u> (N=481, 21%)	(Cluster)	*GRP296
Periodic Service Specialist (N=55, 2%)	(Cluster)	GRP435
Compressor Systems Specialist (N=335, 15%)	(Cluster)	GRP407
Pneumatic Systems Specialist (N=38, 1%)	(Cluster)	GRP431
Dispatchers (N=14, less than 1%)	(Job Type)	GRP354
Hydraulic Systems Specialist (N=31, 1%)	(Job Type)	GRP397
<u>PERIODIC MAINTENANCE</u> (N=62, 2%)	(Cluster)	GRP168
<u>TACTICAL AIR CONTROL SYSTEMS (TACS) SUPPORT</u> (N=27, 1%)	(Job Type)	GRP140
<u>ELECTRICAL SYSTEMS TROUBLESHOOTING</u> (N=20, 1%)	(Job Type)	GRP131
<u>AGE SERVICE AND INSPECTION</u> (N=307, 14%)	(Cluster)	*GRP130
NCOIC Service Section (N=34, 2%)	(Job Type)	GRP373
Quality Control (N=41, 2%)	(Cluster)	GRP372
Service Section (N=143, 6%)	(Cluster)	GRP388
Periodic Maintenance Apprentice (N=16, less than 1%)	(Job Type)	GRP274
Service Section Apprentice (N=12, less than 1%)	(Job Type)	GRP215
AGE Pickup and Delivery (N=25, 1%)	(Job Type)	GRP199
<u>BOMB LIFT MAINTENANCE</u> (N=38, 2%)	(Cluster)	GRP107
<u>TRAILER MAINTENANCE</u> (N=14, less than 1%)	(Job Type)	GRP190
<u>QUALITY CONTROL INSPECTOR</u> (N=16, less than 1%)	(Job Type)	GRP028

<u>FORMAL TRAINING INSTRUCTOR</u> (N=33, 2%)	(Cluster)	GRP033
<u>AGE REPAIRMAN SUPERVISORS</u> (N=317, 14%)	(Cluster)	*GRP025
Assistant NCGIC Service Section (N=25, 1%)	(Job Type)	GRP437
Branch Chief (N=54, 2%)	(Job Type)	GRP243
NCOIC Service Section, Electrical (N=12, less than 1%)	(Job Type)	GRP201
AGE Superintendent (N=96, 4%)	(Cluster)	GRP133
Section Supervisor/OJT Monitor (N=25, 1%)	(Job Type)	GRP056
Bench Stock Supply (N=76, 3%)	(Cluster)	GRP031
<u>ADMINISTRATION</u> (N=65, 3%)	(Job Type)	GRP005

The above listed job types and clusters should be viewed in their relationship to the diagram in Figure 1 and the detailed group descriptions in Appendix A for a better understanding of the career ladder structure. This discussion of the structure of the specialty will deal with the identified groups in the order listed which is from left to right in Figure 1. Major clusters are marked with an asterisk in the above list and are found in the middle tier on the figure; these four major groups account for 82 percent of the sample. An additional eight percent of the sample are in small job type groups. Groups or individuals too diverse to form clearly identifiable job types or clusters represent only 10 percent of the sample and are not reported.

The first major cluster is AGE Technicians/Electrical Specialists (GRP366). This cluster is made up of five groups. Members of these groups are similar due to the large amount of time they spend maintaining electrical systems. Also relatively large percentages of these personnel perform tasks which have a high difficulty index. Members of each group perform specialized tasks which identify the groups as being different from the others. For example, members of the Functional Check Group perform most of the tasks performed in the other groups but they spend more time on functional check tasks than respondents in any other group.

Likewise, each group of incumbents is identified by the tasks they perform more often or have more members performing than the other groups. Group titles reflect the tasks by which they are identified.

The second large cluster is AGE Repairmen (GRP296). This cluster is also made up of five groups whose members perform electrical systems maintenance as well as maintenance on the other systems of AGE. They spend more time working on a single type of system, such as compressor system, pneumatic system, or hydraulic system. Survey respondents in one group spend a high percent of time performing periodic servicing and members of another group perform primarily dispatcher tasks.

The next three groups are distinct from other groups. Incumbents in the first of these distinctive groups are identified by the high

percent of time spent on periodic maintenance. The next group contains personnel who perform Tactical Air Control Systems (TACS) Support, and respondents in the third group spend a substantial amount of time performing several tasks relating to troubleshooting electrical systems. The titles attached to these groups reflect the time spent on representative tasks.

The third large cluster is AGE Service and Inspection (GRP130) which is composed of six groups with tasks related primarily to servicing and inspecting AGE. Background data indicate that members of this group have less time in service and have a lower grade, performing fewer supervisory tasks than members of the first two large clusters. A quality control group is identified within this cluster due to the large number of inspection tasks members perform. Incumbents in one group, Service Section NCOICs, perform some supervisory or administrative tasks. Otherwise, the primary tasks performed by members of the large group deal with visually inspecting and/or servicing of AGE or AGE components.

The next two groups are distinctive in that they do not perform the same tasks which are common to the majority of the incumbents in this specialty. Members of the two groups are identified as trailer maintenance or bomb lift maintenance personnel by responses to background items and the amount of time spent on chassis maintenance and hydraulic maintenance.

The next group is identified as Quality Control Inspectors. The members of this group perform more administrative and supervisory tasks than the previous Quality Control group. Formal Training Instructors are distinctive by the high percentage of time spent and large percent of members performing training tasks.

The final large cluster is AGE Repairman Supervisors (GRP025). The six groups which make up this cluster are distinctive primarily by the type and/or amount of supervisory tasks performed. Background data was also used to identify the groups by amount of supervision, grade, and position title. One group of incumbents was identified as Bench Stock and Supply. Members of this group perform virtually no tasks associated with the common core of tasks for AGE Repairman and perform primarily tool and equipment inspection and control tasks.

The final job type in the career ladder structure is made up of members who are identified as administrative rather than maintenance personnel.

As an overview, members of the AFS 423X5/96 are represented by the four major cluster identified above. One cluster is made up of supervisors and the other clusters contain personnel who perform many of the same tasks with identification by tasks most frequently performed within each group. A few groups were distinctive and warrant reiteration: Bomb Lift Maintenance, Trailer Maintenance, Bench Stock and Supply, and Administration.

ANALYSIS OF SKILL LEVEL GROUPS

Trends Across Skill Levels

There is a typical progression in types of tasks performed by AGE personnel. In general terms 5-skill level incumbents are AGE mechanics/repairmen, 7-skill level personnel are technicians/supervisors, and 9-skill levels are managers.

Table 3 shows the average amount of time spent on tasks from job inventory duties by AGE personnel with the 5-, 7-, and 9-skill levels. The 5-skill level respondents spend almost half their time on Servicing AGE (Duty F) tasks, Maintaining AGE Electrical Systems (Duty J) tasks, and Maintaining AGE Engines, Motors, and Generators (Duty K) tasks. 7-skill level respondents spend one quarter of their time on tasks related to Servicing AGE (Duty F) and Maintaining AGE Electrical Systems (Duty J) and another quarter of their time is spent on Directing and Implementing (Duty B) tasks or Maintaining Forms and Records (Duty E) tasks. 9-skill level incumbents spend 80 percent of their time performing supervisory or managerial tasks related to Organizing and Planning (Duty A), Directing and Implementing (Duty B), Inspecting and Evaluating (Duty C), Training (Duty D), and Maintaining Forms and Records (Duty E).

Table 4 continues the analysis of skill level groups by comparing the ten tasks performed by the largest percentages of each skill level group. The 5-skill level incumbents have high percentages of members performing inspection and servicing tasks. 7-skill level incumbents primarily perform first line supervisor tasks. Technical tasks are also performed by some incumbents in this group but not with a high percent members performing. The final section of the table is for 9-skill level incumbents. The ten tasks performed by the highest percentages of incumbents of this group were all supervisory or managerial in nature. Technical tasks are only performed by extremely low percentage of 9-skill level respondents.

Tables 5 and 6 support the previous data. Table 5 lists tasks with the greatest difference between 5- and 7-skill level incumbents. More 5-skill level incumbents perform manual or technical tasks while a greater percentage of 7-skill level incumbents perform supervisory tasks. In Table 6 the difference between 7- and 9-skill level incumbents by percent members performing are displayed. In this case the 7-skill level incumbents perform relatively higher percentages of manual or technical tasks and the 9-skill level incumbents perform supervisory or higher managerial tasks.

TABLE 3

MOST TIME CONSUMING DUTIES FOR DAFSC 42355, 42375,
AND 42396 INCUMBENTS

DAFSC 42355 INCUMBENTS

DUTY	PERCENT MEMBERS PERFORMING*	AVERAGE PERCENT TIME SPENT
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	91	22
J MAINTAINING AGE ELECTRICAL SYSTEMS	89	13
K MAINTAINING AGE ENGINES, MOTORS, AND GENERATORS	85	11
G PERFORMING PERIODIC INSPECTIONS	77	7
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AGE	89	7
P MAINTAINING AGE ENCLOSURES, CHASSIS, AND DRIVES	85	7
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	89	6
Q DISPATCHING AGE	69	5

DAFSC 42375 INCUMBENTS

F SERVICING AGE	82	16
B DIRECTING AND IMPLEMENTING	96	13
E MAINTAINING FORMS AND RECORDS	95	12
J MAINTAINING AGE ELECTRICAL SYSTEMS	63	8
C INSPECTING AND EVALUATING	84	7
A ORGANIZING AND PLANNING	82	6
D TRAINING	83	6
K MAINTAINING AGE ENGINES, MOTORS, AND GENERATORS	58	5
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	69	5
R MAINTENANCE AND INSPECTION OF SPECIAL TOOLS, SHOP EQUIPMENT, AND SPECIAL PURPOSE VEHICLES AND SUPPLIES	76	5

DAFSC 42396 INCUMBENTS

B DIRECTING AND IMPLEMENTING	100	26
C INSPECTING AND EVALUATING	100	17
A ORGANIZING AND PLANNING	100	16
E MAINTAINING FORMS AND RECORDS	99	13
D TRAINING	97	8
F SERVICING AGE	76	7

* INCLUDES MEMBERS WHO PERFORMED ONE OR MORE TASKS IN EACH DUTY

TABLE 4

TASKS PERFORMED BY THE LARGEST PERCENTAGES OF
DAFSC 42355, 42375, AND 42396 INCUMBENTS

<u>DAFSC 42355 INCUMBENTS</u>		<u>PERCENT PERFORMING</u>
<u>TASK</u>		
I19	INSPECT, INSTALL, REPAIR, OR REPLACE COMMON HARDWARE ON AEROSPACE GROUND EQUIPMENT (AGE)	84
I22	SAFETYWIRE, SOLDER, OR TORQUE COMPONENTS ON AGE	83
F15	VISUALLY INSPECT GAUGES, PANEL LIGHTS, SWITCHES, OR CONTROL SENSING INSTRUMENTS	83
F13	VISUALLY INSPECT EQUIPMENT HOSES OR LINES	82
F28	VISUALLY INSPECT OR TIGHTEN LOOSE HARDWARE FITTINGS OR WIRING CONNECTIONS	82
J40	REMOVE OR INSTALL SPARK PLUGS, IGNITOR PLUGS, OR GLOW PLUGS	82
F11	VISUALLY INSPECT ENGINES	81
I18	PERFORM CARBON MONOXIDE CHECKS ON HEATING EQUIPMENT	81
F23	VISUALLY INSPECT OR SERVICE AGE OIL OR FUEL LEVELS	80
F35	VISUALLY INSPECT SPARK PLUGS OR IGNITOR PLUGS	79
<u>DAFSC 42375 INCUMBENTS</u>		
B4	COUNSEL PERSONNEL ON PERSONAL OR MILITARY PROBLEMS	75
F3	REVIEW TRAINER/AGE STATUS AND OPERATING RECORD FORMS (AFTO FORM 443 OR 444) FOR PROPER ENTRIES OR CONDITIONS	71
B23	SUPERVISE AGE REPAIRMEN (AFSC 42355)	71
D9	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	67
E1	DOCUMENT MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	67
B19	INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	65
E11	PREPARE CONDITION SERVICEABILITY TAGS	65
B5	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	64
E42	PREPARE OR MAINTAIN REPARABLE ITEM PROCESSING TAG FORMS (AFTO FORM 350)	64
F4	VISUALLY INSPECT AGE ENCLOSURES	63
<u>DAFSC 42396 INCUMBENTS</u>		
B18	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	97
B4	COUNSEL PERSONNEL ON PERSONAL OR MILITARY PROBLEMS	96
A2	ASSIGN PERSONNEL TO DUTY POSITIONS	94
B10	DRAFT CORRESPONDENCE	93
C7	EVALUATE INSPECTION REPORTS OR PROCEDURES	93
A4	DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	93
B5	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	91
A3	ASSIGN SPONSORS FOR NEQLY ASSIGNED PERSONNEL	91
C9	EVALUATE MAINTENANCE OR USE OF WORK SPACE, EQUIPMENT, OR SUPPLIES	90
B15	IMPLEMENT SAFETY PROGRAMS OR PROCEDURES	90

TABLE 5
 TASKS WHICH BEST DISTINGUISH BETWEEN DAFSC 42355
 AND DAFSC 42375 PERSONNEL
 (PERCENT MEMBERS PERFORMING)

TASK	DAFSC 42355	DAFSC 42375	DIFFERENCE
G1 CHANGE OIL IN AGE	67	22	45
I18 CLEAN OR REGAP SPARK PLUGS OR IGNITOR PLUGS	81	41	40
P16 REMOVE OR INSTALL TIRE, TUBE, AND WHEEL ASSEMBLIES	74	34	40
P9 REMOVE OR INSTALL FUEL TANKS OR COMPONENTS	60	26	34
P7 REMOVE OR INSTALL BRAKE ASSEMBLIES	61	28	33
P20 REPLACE HINGES, STAYS, OR FASTENERS	65	32	33
J28 REMOVE OR INSTALL ELECTRICAL GAUGES OR METERS	71	39	32
K13 REMOVE OR INSTALL CARBURETORS	66	35	31
C13 EVALUATE WORK SCHEDULES	6	39	-33
C1 ANALYZE WORK LOAD REQUIREMENTS	9	44	-35
C5 EVALUATE COMPLIANCE WITH WORK STANDARDS	9	47	-38
C7 EVALUATE INSPECTION REPORTS OR PROCEDURES	7	48	-41
A5 DETERMINE WORK PRIORITIES	17	61	-44
D9 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	23	67	-44
B23 SUPERVISE AEROSPACE GROUND EQUIPMENT REPAIRMEN (AFSC 42355)	23	71	-48
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	13	61	-48
B18 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	13	61	-48
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY PROBLEMS	18	75	-57

TABLE 6

TASKS WHICH BEST DISTINGUISH BETWEEN DAFSC 42375
AND DAFSC 42396 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 42375	DAFSC 42396	DIFFERENCE
I19 INSPECT, INSTALL, REPAIR, OR REPLACE COMMON HARDWARE ON AGE	54	16	38
J40 REMOVE OR INSTALL SPARK PLUGS, IGNITOR PLUGS, OR GLOW PLUGS	42	4	38
J59 TROUBLESHOOT DC ELECTRICAL CONTROL CIRCUITS	52	16	36
F15 VISUALLY INSPECT GAUGES, PANEL LIGHTS, SWITCHES, OR CONTROL SENSING INSTRUMENTS	62	27	35
P1 PAINT, STENCIL, OR MARK AGE	38	4	34
J19 MEASURE VOLTAGES OF AGE ELECTRICAL SYSTEMS	46	13	33
K24 REMOVE OR INSTALL ENGINE FUEL PUMPS	36	3	33
J30 REMOVE OR INSTALL IGNITION COILS	35	3	32
A21 SERVE ON AIRMAN CLASSIFICATION BOARDS	6	40	-34
D18 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	18	53	-35
E6 MAINTAIN MOBILITY PERSONNEL LISTINGS	13	49	-36
B21 PREPARE REQUISITIONS FOR SUPPORT FROM BASE SERVICE AGENCIES	24	60	-36
B20 MAINTAIN CONTINGENCY PLANS	11	53	-42
B14 IMPLEMENT OR DIRECT IN-SHOP QUALITY CONTROL PROGRAMS	42	84	-42
A13 PLAN OR PREPARE BRIEFINGS	26	74	-48
C15 INVESTIGATE ACCIDENTS OR INCIDENTS	34	87	-53
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	40	94	-54
A8 ESTABLISH ORGANIZATION POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	26	84	-58
C4 EVALUATE BUDGETING OR FINANCIAL REQUIREMENTS	10	69	-59
A12 PLAN LAYOUT OF FACILITIES	5	74	-59

COMPARISON OF AFM 39-1 JOB DESCRIPTIONS
AND OCCUPATIONAL SURVEY DATA

In analyzing DAFSC groups comparisons were made between the job descriptions compiled by the computer from survey data and the descriptions in AFM 39-1 for DAFSCs 42355 (semiskilled AFSC 42335) and 42375. The AFM 39-1 specialties descriptions are written in broad terms which provide good general coverage for most duties and tasks, performed by incumbents in the field; however, there were some tasks performed by large percentages of 3- and 5-skill level survey respondents which should be considered for inclusion in the next revision of the specialty descriptions for DAFSCs 42335 and 42355:

1. Tasks related to maintenance of chassis, drive assemblies, wheel or tire assemblies are not reflected in AFM 39-1 but are performed by significant percentages of three and five skill level incumbents.

TASK	PERCENT 3-SKILL LEVEL PERFORMING	PERCENT 5-SKILL LEVEL PERFORMING
F25 VISUALLY INSPECT OR SERVICE CHASSIS, DRIVE ASSEMBLIES, WHEEL, OR TIRE ASSEMBLIES	80	76
I21 REPAIR OR REPLACE TUBES OR TIRES	73	76
P16 REMOVE OR INSTALL TIRE, TUBE, AND WHEEL ASSEMBLIES	71	74
I3 ADJUST CHASSIS, DRIVE ASSEMBLIES, OR BRAKE ASSEMBLIES	62	68
P24 STRAIGHTEN OR REPAIR PANELS, DOORS, OR COVERS	66	67
G2 INSPECT, CLEAN, LUBRICATE, OR CHANGE WHEEL ASSEMBLIES OR BEARINGS	74	66
G3 INSPECT, CLEAN, OR LUBRICATE CHASSIS OR DRIVE ASSEMBLIES	70	65
P7 REMOVE OR INSTALL BRAKE ASSEMBLIES	61	61
P17 REPAIR BRAKE ASSEMBLIES BY REPLACEMENT OF PARTS	58	59
F6 VISUALLY INSPECT CLUTCH ASSEMBLIES OR COUPLINGS	52	56
H5 PERFORM FUNCTIONAL CHECKS ON DRIVE ASSEMBLIES	51	56

2. Dispatching duties are performed by 42335 and 42355 incumbents but not mentioned in AFM 39-1.

<u>TASK</u>	<u>PERCENT 3-SKILL LEVEL PERFORMING</u>	<u>PERCENT 5-SKILL LEVEL PERFORMING</u>
Q4 DRIVE VEHICLES	31	58
Q12 PICK UP OR DELIVER AGE	22	44
Q13 POSITION AGE IN PROXIMITY OF AIRCRAFT	13	35
Q7 MAINTAIN LOCATIONS FOR PARKING POWERED AGE	15	28
Q3 DISPATCH DRIVERS TO PICK UP OR DELIVER AGE OR PARTS	12	22

3. Tasks performed on munitions loading equipment by a significant number of DAFSC 42335 and DAFSC 42355 incumbents but not mentioned in AFM 39-1.

<u>TASK</u>	<u>PERCENT 3-SKILL LEVEL PERFORMING</u>	<u>PERCENT 5-SKILL LEVEL PERFORMING</u>
H14 PERFORM FUNCTIONAL CHECKS ON MUNITIONS LOADING EQUIPMENT SUCH AS MJ-1 OR MJ-4	38	40
G14 INSPECT, CLEAN, OR LUBRICATE MUNITIONS HANDLING EQUIPMENT SUCH AS MJ-1 OR MJ-4 BOMB LIFTS	39	34

ANALYSIS OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

In this section task performance comparisons are made among groups of 423X5/96 personnel with varying amounts of Active Federal Military Service (AFMS). These comparisons show results similar to comparisons based on skill levels. Table 7 lists the percent time spent on tasks from each duty for groups of job incumbents with AFMS amounts ranging from 1-48 months (first enlistment) to 193+ months (fifth and later enlistments).

The survey data indicate that tasks related to Servicing AGE (Duty F) remain relatively high in percent time spent across the AFMS groups. It should be noted, however, that many of the tasks in Duty F are to "visually inspect" equipment which may be a much more complex task for the more senior individual.

Of particular interest is the time spent by first term incumbents on the tasks in the technical duties, (Duty J through Duty P). When compared to the other AFMS groups the first term respondents indicate they spend as much, or more, time on tasks from these technical duties as more senior personnel. As is typically found in most specialties as the individual progresses within AFS 423X5 he will do fewer technical tasks and more administrative, supervisory, and managerial tasks.

Table 8 lists the most difficult tasks performed by DAFS 423X5 personnel in their first enlistment. The method used for obtaining the difficulty index is explained in the section on task difficulty. On a scale of one to nine, tasks with a difficulty index of 5.0 are of average difficulty. This table lists tasks in descending order of difficulty. The data show that a large percentage of first term incumbents are performing tasks well above average difficulty; this is unusual in comparison to other Air Force specialties. The most frequent finding is that first term airman in a specialty perform few, if any, of the above average difficulty tasks.

TABLE 7

PERCENT TIME SPENT ON EACH DUTY BY AFMS GROUPS

DUTY	MONTHS ACTIVE MILITARY SERVICE					
	1-48	49-96	97-144	145-192	193+	
A ORGANIZING AND PLANNING	1	3	4	7	10	
B DIRECTING AND IMPLEMENTING	1	5	11	16	17	
C INSPECTING AND EVALUATING	0	2	4	9	11	
D TRAINING	1	3	7	6	7	
E MAINTAINING FORMS AND RECORDS	3	5	11	12	13	
F SERVICING AGE	23	20	16	14	14	
G PERFORMING PERIODIC INSPECTIONS	8	6	4	3	3	
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	6	5	5	5	4	
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AGE	8	6	4	3	2	
J MAINTAINING AGE ELECTRICAL SYSTEMS	13	13	10	7	6	
K MAINTAINING AGE ENGINES, MOTORS, AND GENERATORS	12	10	7	4	3	
L MAINTAINING AGE HEATING SYSTEMS	2	2	1	1	1	
M MAINTAINING AGE REFRIGERATION SYSTEMS	1	1	1	1	0	
N MAINTAINING AGE HYDRAULIC SYSTEMS	3	3	2	2	1	
O MAINTAINING AGE PNEUMATIC SYSTEMS	3	3	2	2	1	
P MAINTAINING AGE ENCLOSURES, CHASSIS, AND DRIVES	7	5	3	1	1	
Q DISPATCHING AGE	5	4	3	2	2	
R MAINTENANCE AND INSPECTION OF SPECIAL TOOLS, SHOP EQUIPMENT AND SPECIAL PURPOSE VEHICLES AND SUPPLIES	3	4	5	5	4	

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY FIRST TERM INCUMBENTS (1-48 MONTHS AFMS)

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
J53 TROUBLESHOOT AC ELECTRICAL CONTROL CIRCUITS	55	6.8
J54 TROUBLESHOOT AC ELECTRICAL OUTPUT CIRCUITS	53	6.7
I8 ADJUST COMPONENTS ON TURBINE ENGINES	55	6.6
J59 TROUBLESHOOT DC ELECTRICAL CONTROL CIRCUITS	53	6.6
J60 TROUBLESHOOT DC ELECTRICAL OUTPUT CIRCUITS	50	6.6
K7 ISOLATE ENGINE, MOTOR, OR GENERATOR MECHANICAL MALFUNCTIONS	55	6.3
K31 REMOVE OR INSTALL ENGINES, MOTORS, OR GENERATORS	54	5.9
K70 REPAIR, CLEAN, OR ADJUST CARBURETORS	68	5.8
I12 ADJUST RECIPROCATING ENGINES OR COMPONENTS	60	5.6
H17 PERFORM FUNCTIONAL CHECKS ON TURBINE ENGINE COMPRESSORS	54	5.5
H7 PERFORM FUNCTIONAL CHECKS ON EQUIPMENT COOLERS OR AIR CONDITIONERS	59	5.4
J33 REMOVE OR INSTALL MAGNETOS	58	5.4
I1 ADJUST AIR COMPRESSORS OR COMPONENTS	65	5.3
H6 PERFORM FUNCTIONAL CHECKS ON ENGINE GENERATOR SETS	75	5.2
I5 ADJUST COMPONENTS OF ELECTRICAL OR GASOLINE HEATERS	61	5.1
F21 VISUALLY INSPECT MOTORS OR GENERATORS	74	5.0
K21 REMOVE OR INSTALL ENGINE EXHAUST MANIFOLDS	62	5.0
J45 REPAIR ELECTRICAL SYSTEMS BY SPLICING, SOLDERING, OR INSTALLING WIRING	73	4.8
F11 VISUALLY INSPECT ENGINES	83	4.7
H1 PERFORM FUNCTIONAL CHECKS ON AIR COMPRESSORS	77	4.6
H8 PERFORM FUNCTIONAL CHECKS ON HEATERS	72	4.5
I22 SAFETYWIRE, SOLDER, OR TORQUE COMPONENTS ON AGE	86	4.5
F41 VISUALLY INSPECT VOLTAGE REGULATORS	71	4.4
F10 VISUALLY INSPECT ELECTRICAL WIRES OR CONNECTIONS	83	4.3
F13 VISUALLY INSPECT EQUIPMENT HOSES OR LINES	85	4.1

COMMAND COMPARISONS

Analysis of the data indicates there are some minor differences in task performance between commands. The most important differences are within two commands, Air Training Command (ATC) and Aerospace Defense Command (ADCOM). For tasks in 10 of the 18 duties in the 423X5 job inventory ATC incumbents had the lowest percent members performing when compared with the seven other using commands. ADCOM incumbents, on the other hand, responded with the highest percent members performing tasks in eleven of the 18 duties.

Further analysis of the task performance data by command revealed the differences illustrated in Tables 9 and 10. Table 9 shows the differences for selected tasks in percent members performing by AFS 423X5 incumbents in ADCOM against those in all the other using commands combined. Table 10 does the same for ATC incumbents with other using commands combined.

The data show more ADCOM personnel with AFS 423X5 perform calibration of generator sets than do personnel with AFS 423X5 in any other using command. This is also true for the tasks dealing with removing, installing, or repairing pneumatic system clutches or components. The reverse appears true for tasks related to turbine engines. Namely, fewer ADCOM personnel with AFS 423X5 work on AGE turbine engines than personnel in any of the other commands.

It is not surprising, nor particularly significant to find the differences in training tasks performed between ATC and the other commands. Of possible importance is the number of tasks which fewer ATC incumbents with AFS 423X5 perform than do incumbents with AFS 423X5 of any other using commands. These tasks, as shown in Table 10, are primarily the installation of various types of equipment. Though the group of ATC incumbents has formal training instructors within it the majority of the incumbents work on AGE designated for support of the ATC flying training mission.

TABLE 9

COMPARISONS OF TASK PERFORMANCE DIFFERENCES FOR AFS 423X5 INCUMBENTS
IN THE AEROSPACE DEFENSE COMMAND VS OTHER COMMANDS

TASK	ADCOM	PERCENT MEMBERS PERFORMING		DIFFERENCE
		AVERAGE OF OTHER COMMANDS	COMBINED	
J8 CALIBRATE GAUGES	45	21	24	24
O12 REMOVE OR INSTALL PNEUMATIC SYSTEM CLUTCHES OR COMPONENTS	44	22	22	22
J9 CALIBRATE MOTOR DRIVEN GENERATOR SETS	31	14	17	17
J7 CALIBRATE GASOLINE RECIPROCATING ENGINE GENERATOR SETS	34	18	16	16
O21 REPAIR PNEUMATIC SYSTEM CLUTCHES OR COMPONENTS BY REPLACEMENT OF PARTS	36	20	16	16
F38 VISUALLY INSPECT TURBINE AIR FILTERS	17	39	-22	-22
K51 REMOVE OR INSTALL TURBINE ENGINE COMBUSTER CANS	17	40	-23	-23
H13 PERFORM FUNCTIONAL CHECKS ON LOAD BANK TURBINE ENGINE GENERATOR SETS	13	37	-24	-24
I8 ADJUST COMPONENTS ON TURBINE ENGINES	25	49	-24	-24
F39 VISUALLY INSPECT TURBINE ENGINE EQUIPMENT AUTOMATIC HEATING OR COOLING SYSTEMS OR CONTROLLING COMPONENTS	19	44	-25	-25

TABLE 10

COMPARISONS OF TASK PERFORMANCE DIFFERENCES FOR AFS 423X5 INCUMBENTS
IN THE AIR TRAINING COMMAND VS OTHER COMMANDS

TASK	PERCENT MEMBERS PERFORMING		DIFFERENCE
	ATC	AVERAGE OF OTHER COMMANDS COMBINED	
D23	30	3	27
F1	41	21	20
D8	41	22	19
D20	34	20	14
P23	28	46	-18
J38	29	48	-19
K31	27	46	-19
P22	22	41	-19
J26	27	47	-20
J27	20	40	-20
G7	21	42	-21
J41	20	41	-21
K49	29	50	-21
K19	16	39	-23
P9	29	52	-23
J33	27	52	-25
K21	28	53	-25
K41	27	53	-26
K22	24	51	-27
H14	5	41	-36

WRITE TEST QUESTIONS
 MAINTAIN TECHNICAL ORDERS, CHARTS, OR DIAGRAMS
 COUNSEL TRAINEES ON TRAINING PROGRESS
 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS
 REPLACE TOW BAR SPRINGS
 REMOVE OR INSTALL RELAYS
 REMOVE OR INSTALL ENGINES, MOTORS, OR GENERATORS
 REPLACE STEERING SYSTEM TIE ROD ENDS
 REMOVE OR INSTALL CONTACTORS
 REMOVE OR INSTALL DISTRIBUTORS
 INSPECT, CLEAN, OR LUBRICATE EQUIPMENT COOLERS OR AIR CONDITIONERS
 REMOVE OR INSTALL TERMINAL BOARDS
 REMOVE OR INSTALL STARTER BENDIX DRIVES
 REMOVE OR INSTALL ENGINE CYLINDER HEAD ASSEMBLIES
 REMOVE OR INSTALL FUEL TANKS OR COMPONENTS
 REMOVE OR INSTALL MAGNETOS
 REMOVE OR INSTALL ENGINE EXHAUST MANIFOLDS
 REMOVE OR INSTALL GASOLINE ENGINE FUEL PUMPS
 REMOVE OR INSTALL ENGINE FAN BELTS
 PERFORM FUNCTIONAL CHECKS ON MUNITIONS LOADING EQUIPMENT SUCH AS MJ-1 OR MJ-4

TASK DIFFICULTY

From a listing of the assigned airmen identified for the survey, 7-skill and 9-skill level incumbents from various locations were selected for rating task difficulty. Tasks were rated on a nine point scale from very-much-below average difficulty to very-much-above average difficulty, with difficulty defined as the length of time required for an average incumbent to learn to do the task. Interrater agreement among the 72 raters was .97. Ratings were adjusted so that tasks of average difficulty have a value of 5.00.

Table 11 lists the 20 most difficult tasks performed by 30 percent or more of DAFSC 42355 respondents. The 20 most difficult tasks performed by 30 percent or more of first term incumbents were very similar, with only small differences in percent members performing. A list of the 20 most difficult tasks done by 30 percent or more of all DAFSC 423X5 respondents would be similar to Table 11 with variations in percent members performing, therefore, a separate table was not constructed.

Table 12 lists the 20 most difficult tasks performed by 30 percent or more of the DAFSC 42375 respondents. Interestingly, seven of the first eight tasks performed by 5- and 7-skill level incumbents are the same but a higher percentage of the 5-skill level incumbents perform the more difficult tasks.

Table 13 lists the 20 most difficult tasks performed by 30 percent or more DAFSC 42396 respondents. The tasks listed are all supervisory, managerial or training tasks with high task difficulty ratings and very large percent members performing. Seven tasks are performed by both 7- and 9-skill level incumbents; the 9-skill level incumbents have much larger percent members performing each of these tasks, except B26, Supervise AGE Repairmen (AFSC 42335).

Maintaining AGE Electrical Systems (Duty J) tasks are rated as the most difficult. In considering the most difficult tasks, without regard to percent members performing, Duty J tasks account for 13 of the top 25. Maintaining AGE Refrigeration System, (Duty M) tasks and Maintaining AGE Engines, Motors, and Generators, (Duty K) tasks have high proportions of tasks among the 100 most difficult tasks.

Tasks from Duty Q, (Dispatching AGE), Duty E, (Maintaining Forms and Records), and Duty F, (Servicing AGE) have more tasks in the 100 least difficult tasks than any of the other duties. Most of the 100 least difficult tasks have over 30 percent members performing.

TABLE 11

TWENTY MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL
PERCENTAGES OF DAFSC 42355 RESPONDENTS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
I11 ADJUST OR CALIBRATE COMPONENTS OF TURBINE ENGINE COMPRESSOR UNITS	32	6.8
J53 TROUBLESHOOT AC ELECTRICAL CONTROL CIRCUITS	55	6.8
J55 TROUBLESHOOT AC ELECTRICAL SAFETY CIRCUITS	44	6.7
J54 TROUBLESHOOT AC ELECTRICAL OUTPUT CIRCUITS	53	6.7
I8 ADJUST COMPONENTS ON TURBINE ENGINES	55	6.6
J59 TROUBLESHOOT DC ELECTRICAL CONTROL CIRCUITS	53	6.6
J60 TROUBLESHOOT DC ELECTRICAL OUTPUT CIRCUITS	50	6.6
J61 TROUBLESHOOT DC ELECTRICAL SAFETY CIRCUITS	42	6.6
I9 ADJUST HYDRAULIC SUPPORT EQUIPMENT	42	6.4
O4 DISASSEMBLE, REPLACE PARTS, OR REASSEMBLE COMPRESSORS OR BLOWERS	31	6.4
K7 ISOLATE ENGINE, MOTOR, OR GENERATOR MECHANICAL MALFUNCTIONS	55	6.3
K31 REMOVE OR INSTALL ENGINES, MOTORS, OR GENERATORS	54	5.9
K42 REMOVE OR INSTALL MOTOR OR GENERATOR ARMATURES	33	5.8
K70 REPAIR, CLEAN, OR ADJUST CARBURETORS	68	5.8
H13 PERFORM FUNCTIONAL CHECKS ON LOAD BANK TURBINE ENGINE GENERATOR SETS	38	5.8
I4 ADJUST COMPONENTS OF EQUIPMENT COOLERS OR AIR CONDITIONER UNITS	47	5.8
P11 REMOVE OR INSTALL PROPULSION SYSTEM CLUTCHES OR COMPONENTS	35	5.8
J50 REPAIR VOLTAGE REGULATORS BY REPLACEMENT OF COMPONENTS	32	5.7
H14 PERFORM FUNCTIONAL CHECKS ON MUNITIONS LOADING EQUIPMENT SUCH AS MJ-1 OR MJ-4	39	5.7
K19 REMOVE OR INSTALL ENGINE CYLINDER HEAD ASSEMBLIES	43	5.7

TABLE 12

TWENTY MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF DAFSC 42375 RESPONDENTS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
J53 TROUBLESHOOT AC ELECTRICAL CONTROL CIRCUITS	51	6.8
J55 TROUBLESHOOT AC ELECTRICAL SAFETY CIRCUITS	48	6.8
J54 TROUBLESHOOT AC ELECTRICAL OUTPUT CIRCUITS	50	6.8
I8 ADJUST COMPONENTS ON TURBINE ENGINES	37	6.6
J59 TROUBLESHOOT DC ELECTRICAL CONTROL CIRCUITS	52	6.6
J60 TROUBLESHOOT DC ELECTRICAL OUTPUT CIRCUITS	50	6.6
J61 TROUBLESHOOT DC ELECTRICAL SAFETY CIRCUITS	48	6.6
A9 ESTABLISH PERFORMANCE STANDARDS	32	6.4
C6 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	31	6.4
I9 ADJUST HYDRAULIC SUPPORT EQUIPMENT	34	6.4
K7 ISOLATE ENGINE, MOTOR, OR GENERATOR MECHANICAL MALFUNCTIONS	38	6.3
A4 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	36	6.3
C15 INVESTIGATE ACCIDENTS OR INCIDENTS	34	6.2
B26 SUPERVISE APPRENTICE AEROSPACE GROUND EQUIPMENT REPAIRMEN (AFSC 42335)	51	6.1
B24 SUPERVISE AEROSPACE GROUND EQUIPMENT TECHNICIANS (AFSC 42375)	39	6.1
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY PROBLEMS	75	6.1
C9 EVALUATE MAINTENANCE OR USE OF WORK SPACE, EQUIPMENT, OR SUPPLIES	49	5.9
C5 EVALUATE COMPLIANCE WITH WORK STANDARDS	47	5.9
B14 IMPLEMENT OR DIRECT IN-SHOP QUALITY CONTROL PROGRAMS	42	5.9
K70 REPAIR, CLEAN, OR ADJUST CARBURETORS	37	5.8

TABLE 13

TWENTY MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL
 PERCENTAGES OF DAFSC 42396 RESPONDENTS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
C17 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	66	7.6
A7 DRAFT BUDGET AND FINANCIAL REQUIREMENTS	63	7.4
A11 PLAN AEROSPACE GROUND EQUIPMENT (AGE) SUPPORT OF SPECIAL MISSIONS, WAR PLANS, OR TRAINING EXERCISES	70	7.1
C4 EVALUATE BUDGETING OR FINANCIAL REQUIREMENTS	69	6.9
A9 ESTABLISH PERFORMANCE STANDARDS	70	6.4
C6 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	84	6.4
A8 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	84	6.4
A4 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	93	6.3
A12 PLAN LAYOUT OF FACILITIES	74	6.2
C15 INVESTIGATE ACCIDENTS OR INCIDENTS	87	6.2
D18 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	53	6.1
B26 SUPERVISE APPRENTICE AEROSPACE GROUND EQUIPMENT REPAIRMEN (AFSC 42335)	30	6.1
B24 SUPERVISE AEROSPACE GROUND EQUIPMENT TECHNICIANS (AFSC 42375)	89	6.1
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY PROBLEMS	96	6.1
D19 IMPLEMENT OR DIRECT TRAINING PROGRAMS	43	6.0
A1 ACT AS TRAINING ADVISOR AT STAFF LEVEL	30	6.0
D11 DETERMINE RESIDENT COURSE TRAINING REQUIREMENTS	33	6.0
B25 SUPERVISE AIRMEN WITH AFS'S OTHER THAN AFS 423X5	44	6.0
B11 DRAFT OR REVISE JOB DESCRIPTIONS	56	6.0
D6 CONDUCT TRAINING CONFERENCES OR BRIEFINGS	39	6.0

COMPARISON OF SPECIALTY TRAINING STANDARD (STS) WITH
OCCUPATIONAL SURVEY DATA

The STS for the AFS 423X5, dated August 1976, provides good general coverage of tasks performed in the field. However, while the equipment used in this career ladder is stated or implied in some paragraphs for certain tasks, no specific list of equipment appears in the STS. Since many types of equipment are in the field, Table 14 was compiled to show the equipment used by AFS 423X5 job incumbents. DAFSC 42375 job incumbents generally use the same equipment as the DAFSC 42355 personnel, but the percentage of DAFSC 42375 respondents using each type is typically lower. Exceptions are Generator Sets MD-4 and MD-1, Air Compressors MC-1 and MB-8, Air Conditioner MA-3 and Heater HDU-13M. When the STS 423X5 is next revised, consideration should be given to specifically listing the equipment used by high percentages of AFS 423X5 personnel.

TABLE 14

EQUIPMENT USED BY SUBSTANTIAL PERCENTAGES
OF AFS 423X5 JOB INCUMBENTS

<u>EQUIPMENT</u>	<u>DAFSC 42355 PERSONNEL</u>	<u>DAFSC 42375 PERSONNEL</u>
AIR COMPRESSOR (MC-2A)	81	73
HEATER (H1)	74	69
GENERATOR SET (NF-2)	73	69
GENERATOR SET (MD-3)	72	61
C-E-M TEST EQUIPMENT (MULTIMETER)	60	46
GENERATOR SET (MD-3M)	59	55
BOMB LIFT (MJ-1)	51	42
GENERATOR SET (MC-1A)	50	34
GENERATOR SET (AF/M32A-60)	47	39
C-E-M TEST EQUIPMENT (LOAD BANK 30KW)	44	29
GENERATOR SET (MD-4)	42	53
GENERATOR SET (AF/M32A-60A)	38	34
AIR COMPRESSOR (MC-1)	38	40
HYDRAULIC TEST STAND (MJ-2A)	37	30
GENERATOR SET (MD-3A)	36	32
AIR CONDITIONER (MA-3)	33	35
BOMB LIFT (MJ-4)	33	17
HEATER (HDU-13/M)	33	41
AIR CONDITIONER (AM/32C-10)	32	29
AIR CONDITIONER (MA-1A)	32	18
HYDRAULIC TEST STAND (TTU-228/E)	32	29
GENERATOR SET (MD-1)	20	34
AIR COMPRESSOR (MB-8)	15	30

COMPARISON TO EARLIER STUDIES

The results of this study were compared to Occupational Survey Report (OSR) 90-421-049, dated 1 April 1971. Many of the findings in the two studies are very similar. For example, both studies found that: (1) the ladder is very uniform with a large number of tasks performed by high percentages of airmen during their first enlistment; (2) airmen stationed inside CONUS do not differ significantly from airmen stationed overseas in the percentage of airmen performing the various tasks; (3) the present structure of the career ladder appears realistic.

On the other hand, differences were found between the two studies in job satisfaction and reenlistment intentions. For 1-48 months AFMS job incumbents the 1971 OSR indicated 42 percent with average or above job interest. Among first enlistment respondents to the present survey 80 percent indicate finding their job so-so or interesting. There is a direct relationship between "average" of the first study and "so-so" of the present study. Reenlistment intentions for the first term airmen in the 1971 study was 18 percent compared to 50 percent in this report.

Another difference is that the current study goes to much more detail in defining the career ladder structure than the 1971 OSR. The major groups reported are similar with differences between the reports due primarily to new techniques of occupational analysis and a more detailed job inventory task list.

CONCLUSION

1. This career ladder is quite uniform with a large common core of tasks performed by over 80 percent of the survey respondents. Jobs performed that do not fall within this common core are bomb lift maintenance, trailer maintenance, bench stock and supply, administration and dispatching.
2. AFM 39-1 descriptions need some minor changes to accurately reflect all the tasks performed by DAFSC 42335/55 personnel.
3. A comprehensive list of equipment most commonly used by DAFSC 42355 incumbents is not currently a part of the STS. For the next revision of that document data is available for inclusion.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP366, AGE TECHNICIANS/ELECTRICAL SPECIALISTS

PERCENT OF SAMPLE: 33%

MAJOR COMMAND DISTRIBUTION: TAC (30%), MAC (22%), SAC (15%), USAFE (12%),
ADC (6%), PACAF (5%), ATC (5%), OTHER (5%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 42335, (6%), 42355 (69%), 42375 (17%), 42396 (1%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISED AN AVERAGE OF FIVE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 59%

EXPRESSED JOB INTEREST: DULL (12%)
SO-SO (20%)
INTERESTING (68%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (22%)
WELL (70%)
PERFECTLY (8%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (16%)
WELL (74%)
PERFECTLY (10%)

AVERAGE NUMBER OF TASKS PERFORMED: 250

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	16
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	16
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	16
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	7
G PERFORMING PERIODIC INSPECTIONS	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H6 PERFORM FUNCTIONAL CHECKS ON ENGINE GENERATOR SETS	96
J45 REPAIR ELECTRICAL SYSTEMS BY SPLICING, SOLDERING, OR INSTALLING WIRING	95
F10 VISUALLY INSPECT ELECTRICAL WIRES OR CONNECTIONS	93
J43 REMOVE OR INSTALL VOLTAGE REGULATORS	93
J53 TROUBLESHOOT AC ELECTRICAL CONTROL CIRCUITS	92

GROUP ID NUMBER AND TITLE: GRP606, AGE REPAIRMAN/FUNCTIONAL CHECK

PERCENT OF SAMPLE: 24%

MAJOR COMMAND DISTRIBUTION: TAC (29%), MAC (23%), SAC (14%), USAFE (12%),
ADC (6%), PACAF (5%), ATC (5%), OTHER (6%)

LOCATION: CONUS (74%), OVERSEAS (26%)

DAFSC DISTRIBUTION: 42335 (6%), 42355 (73%), 42375 (12%)

AVERAGE GRADE: 3.8

AMOUNT OF SUPERVISION: 22 PERCENT SUPERVISED AN AVERAGE OF FIVE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 66%

EXPRESSED JOB INTEREST: DULL (13%)
SO-SO (20%)
INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (21%)
WELL (70%)
PERFECTLY (9%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (15%)
WELL (76%)
PERFECTLY (9%)

AVERAGE NUMBER OF TASKS PERFORMED: 271

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	16
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	16
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	15
G PERFORMING PERIODIC INSPECTIONS	8
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H1 PERFORM FUNCTIONAL CHECKS ON AIR COMPRESSORS	98
H6 PERFORM FUNCTIONAL CHECKS ON ENGINE GENERATOR SETS	97
F25 VISUALLY INSPECT OR SERVICE CHASSIS, DRIVE ASSEMBLIES, WHEEL, OR TIRE ASSEMBLIES	97
F27 VISUALLY INSPECT OR SERVICE HYDRAULIC SYSTEMS OR RESERVOIRS	96
H8 PERFORM FUNCTIONAL CHECKS ON HEATERS	96

GROUP ID NUMBER AND TITLE: GRP603, ELECTRICAL SYSTEMS SPECIALISTS

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (58%), USAFE (19%), MAC (8%), AFSC (6%), PACAF (6%), SAC (3%)

LOCATION: CONUS (72%), OVERSEAS (28%)

DAFSC DISTRIBUTION: 42355 (86%), 42375 (8%)

AVERAGE GRADE: 3.8

AMOUNT OF SUPERVISION: 19 PERCENT SUPERVISED AN AVERAGE OF THREE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 64%

EXPRESSED JOB INTEREST: DULL (9%)
50-50 (19%)
INTERESTING (72%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (28%)
WELL (64%)
PERFECTLY (8%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (28%)
WELL (64%)
PERFECTLY (8%)

AVERAGE NUMBER OF TASKS PERFORMED: 202

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	26
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	19
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	18
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	7
G PERFORMING PERIODIC INSPECTIONS	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H6 PERFORM FUNCTIONAL CHECKS ON ENGINE GENERATOR SETS	97
J48 REPAIR PRINTED CIRCUIT BOARD TRACKS	97
J18 MEASURE RESISTANCE OF AGE ELECTRICAL SYSTEMS	97
J41 REMOVE OR INSTALL TERMINAL BOARDS	97
K7 ISOLATE ENGINE, MOTOR, OR GENERATOR MECHANICAL MALFUNCTIONS	92

GROUP ID NUMBER AND TITLE: GRP455, ELECTRICAL/PNEUMATIC SYSTEMS SPECIALIST

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: TAC (41%), SAC (23%), MAC (15%), ADC (10%), ATC (8%), AAC (3%)

LOCATION: CONUS (95%), OVERSEAS (5%)

DAFSC DISTRIBUTION: 42335 (10%), 42355 (69%), 42375 (13%)

AVERAGE GRADE: 3.7

AMOUNT OF SUPERVISION: 21 PERCENT SUPERVISED AN AVERAGE OF FIVE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 67%

EXPRESSED JOB INTEREST: DULL (15%)
SO-SO (13%)
INTERESTING (72%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (15%)
WELL (80%)
PERFECTLY (5%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (15%)
WELL (70%)
PERFECTLY (15%)

AVERAGE NUMBER OF TASKS PERFORMED: 194

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	20
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	20
O MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) PNEUMATIC SYSTEMS	10
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	9
N MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) HYDRAULIC SYSTEMS	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
K7 ISOLATE ENGINE, MOTOR, OR GENERATOR MECHANICAL MALFUNCTIONS	100
J53 TROUBLESHOOT AC ELECTRICAL CONTROL CIRCUITS	97
O14 REMOVE OR INSTALL PNEUMATIC SYSTEM LINES OR FITTINGS	92
O10 REMOVE OR INSTALL PNEUMATIC HIGH OR LOW PRESSURE SYSTEM COMPONENTS	87
O24 RESEARCH TECHNICAL ORDERS, CHARTS, OR DIAGRAMS FOR AGE PNEUMATIC SYSTEMS MAINTENANCE INSTRUCTIONS	82

GROUP ID NUMBER AND TITLE: GRP526, SECTION SUPERVISOR

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: TAC (28%), SAC (22%), USAF (17%), MAC (15%),
ADC (11%), OTHER (3%)

LOCATION: CONUS (78%), OVERSEAS (22%)

DAFSC DISTRIBUTION: 42335 (2%), 42355 (41%), 42375 (56%)

AVERAGE GRADE: 5.1

AMOUNT OF SUPERVISION: 83 PERCENT SUPERVISED AN AVERAGE OF FIVE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 13%

EXPRESSED JOB INTEREST: DULL (11%)
SO-SO (17%)
INTERESTING (72%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (17%)
WELL (74%)
PERFECTLY (9%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (13%)
WELL (76%)
PERFECTLY (11%)

AVERAGE NUMBER OF TASKS PERFORMED: 205

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	20
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	15
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	10
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	7
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	6

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H1 PERFORM FUNCTIONAL CHECKS ON AIR COMPRESSORS	100
J54 TROUBLESHOOT AC ELECTRICAL OUTPUT CIRCUITS	98
H8 PERFORM FUNCTIONAL CHECKS ON HEATERS	98
F3 REVIEW TRAINER/AGE STATUS AND OPERATING RECORD FORMS (AFTO FROM 443 OR 444) FOR PROPER ENTRIES OR CONDITIONS	91
B23 SUPERVISE AEROSPACE GROUND EQUIPMENT REPAIRMEN (AFSC 42375)	85

GROUP ID NUMBER AND TITLE: GRP517, NCOIC SERVICE SHOP (AIRCRAFT SUPPORT AIR CONDITIONERS)

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (35%), MAC (23%), SAC (15%), USAFE (12%), ADC (8%), OTHER (7%)

LOCATION: CONUS (65%), OVERSEAS (35%)

DAFSC DISTRIBUTION: 42335 (4%), 42355 (31%), 42375 (54%), 42396 (4%)

AVERAGE GRADE: 5.2

AMOUNT OF SUPERVISION: 89 PERCENT SUPERVISED AN AVERAGE OF SEVEN SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 8%

EXPRESSED JOB INTEREST: DULL (19%)
SO-SO (23%)
INTERESTING (58%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (27%)
WELL (69%)
PERFECTLY (4%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (27%)
WELL (61%)
PERFECTLY (12%)

AVERAGE NUMBER OF TASKS PERFORMED: 164

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	26
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	11
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	8
B DIRECTING AND IMPLEMENTING	8
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B23 SUPERVISE AEROSPACE GROUND EQUIPMENT REPAIRMEN (AFSC 42355)	100
H1 PERFORM FUNCTIONAL CHECKS ON AIR COMPRESSORS	100
H6 PERFORM FUNCTIONAL CHECKS ON ENGINE GENERATOR SETS	100
F28 VISUALLY INSPECT OR TIGHTEN LOOSE HARDWARE FITTINGS OR WIRING CONNECTIONS	100
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	92

GROUP ID NUMBER AND TITLE: GRP296, AGE REPAIRMEN

PERCENT OF SAMPLE: 21%

MAJOR COMMAND DISTRIBUTION: TAC (28%), SAC (24%), MAC (20%), USAFE (9%),
ADC (6%), ATC (5%), PACAF (4%), OTHER (4%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 42335 (12%), 42355 (76%), 42375 (4%), NO RESPONSE (8%)

AVERAGE GRADE: 3.5

AMOUNT OF SUPERVISION: 12 PERCENT SUPERVISED AN AVERAGE OF THREE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 79%

EXPRESSED JOB INTEREST: DULL (19%)
SO-SO (24%)
INTERESTING (57%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (33%)
WELL (64%)
PERFECTLY (3%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (20%)
WELL (75%)
PERFECTLY (5%)

AVERAGE NUMBER OF TASKS PERFORMED: 135

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	27
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	14
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	11
G PERFORMING PERIODIC INSPECTIONS	9
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F34 VISUALLY INSPECT, SERVICE, OR REPLACE LEAD ACID BATTERIES OR BATTERY CABLES	95
F25 VISUALLY INSPECT OR SERVICE CHASSIS, DRIVE ASSEMBLIES, WHEEL, OR TIRE ASSEMBLIES	95
J28 REMOVE OR INSTALL ELECTRICAL GAUGES OR METERS	84
H1 PERFORM FUNCTIONAL CHECKS ON AIR COMPRESSORS	83
P24 STRAIGHTEN OR REPAIR PANELS, DOORS, OR COVERS	75

GROUP ID NUMBER AND TITLE: GRP435, PERIODIC SERVICING

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (35%), SAC (27%), USAFE (11%), MAC (7%),
ADC (7%), PACAF (6%), ATC (4%), OTHER (3%)

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

DAFSC DISTRIBUTION: 42335 (20%), 42355 (73%), NO RESPONSE (7%)

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: ONE HALF PERCENT SUPERVISED AN AVERAGE OF TWO SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 87%

EXPRESSED JOB INTEREST: DULL (13%)
SO-SO (27%)
INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (24%)
WELL (72%)
PERFECTLY (4%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (16%)
WELL (80%)
PERFECTLY (4%)

AVERAGE NUMBER OF TASKS PERFORMED: 116

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	26
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	21
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	16
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	10
G PERFORMING PERIODIC INSPECTIONS	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G2 INSPECT, CLEAN, LUBRICATE, OR CHANGE WHEEL ASSEMBLIES OR BEARINGS	100
I19 INSPECT, INSTALL, REPAIR, OR REPLACE COMMON HARDWARE ON AGE	98
G1 CHANGE OIL IN AGE	98
G21 REMOVE, INSPECT, CLEAN, OR INSTALL AGE OIL OR OIL FILTERS	98
G3 INSPECT, CLEAN, OR LUBRICATE CHASSIS OR DRIVE ASSEMBLIES	98

GROUP ID NUMBER AND TITLE: GRP407, COMPRESSOR SYSTEMS SPECIALISTS

PERCENT OF SAMPLE: 15%

MAJOR COMMAND DISTRIBUTION: SAC (27%), MAC (23%), TAC (23%), USAFE (8%),
ATC (6%), ADC (5%), OTHER (8%)

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

DAFSC DISTRIBUTION: 42335 (11%), 42355 (77%), 42375 (4%), NO RESPONSE (8%)

AVERAGE GRADE: 3.5

AMOUNT OF SUPERVISION: 11 PERCENT SUPERVISED AN AVERAGE OF THREE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 79%

EXPRESSED JOB INTEREST: DULL (20%)
SO-SO (22%)
INTERESTING (58%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (33%)
WELL (64%)
PERFECTLY (3%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (20%)
WELL (75%)
PERFECTLY (5%)

AVERAGE NUMBER OF TASKS PERFORMED: 138

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	29
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	14
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	10
G PERFORMING PERIODIC INSPECTIONS	10
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F24 VISUALLY INSPECT OR SERVICE BLOWERS OR COMPRESSORS	96
H1 PERFORM FUNCTIONAL CHECKS ON AIR COMPRESSORS	96
I17 CHANGE COMPRESSOR DEHYDRATOR CARTRIDGES OR O RINGS	87
I1 ADJUST AIR COMPRESSORS OR COMPONENTS	82
G5 INSPECT, CLEAN, OR LUBRICATE COMPRESSORS OR BLOWERS	77

GROUP ID NUMBER AND TITLE: GRP431, PNEUMATIC SYSTEMS SPECIALIST

PERCENT OF SAMPLE: 10

MAJOR COMMAND DISTRIBUTION: TAC (27%), SAC (27%), USAFE (12%), AUC (12%),
MAC (9%), PACAF (3%)

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

DAFSC DISTRIBUTION: 42335 (15%), 42355 (73%), NO RESPONSE (12%)

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: 6 PERCENT SUPERVISED AN AVERAGE OF ONE SUBORDINATE

PERCENT OF GROUP IN FIRST ENLISTMENT: 88%

EXPRESSED JOB INTEREST: DULL (18%)
SO-SO (33%)
INTERESTING (49%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (23%)
WELL (77%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (18%)
WELL (79%)
PERFECTLY (3%)

AVERAGE NUMBER OF TASKS PERFORMED: 148

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	18
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	15
O MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) PNEUMATIC SYSTEMS	15
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	13
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
014 REMOVE OR INSTALL PNEUMATIC SYSTEM LINES OR FITTINGS	100
015 REMOVE OR INSTALL PNEUMATIC SYSTEM PRESSURE GAUGES	100
010 REMOVE OR INSTALL PNEUMATIC HIGH OR LOW PRESSURE SYSTEM COMPONENTS	97
022 REPAIR PNEUMATIC SYSTEM LINES OR FITTINGS BY REPLACEMENT OF PARTS	97
04 DISASSEMBLE, REPLACE PARTS, OR REASSEMBLE COMPRESSORS OR BLOWERS	88

GROUP ID NUMBER AND TITLE: GRP354, DISPATCHERS

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: MAC (29%), ADC (21%), TAC (14%), AAC (7%), PACAF (7%)
SAC (7%), USAFE (7%), OTHER (8%)

LOCATION: CONUS (71%), OVERSEAS (29%)

DAFSC DISTRIBUTION: 42355 (64%), 42375 (21%), NO RESPONSE (15%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 36 PERCENT SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 43%

EXPRESSED JOB INTEREST: DULL (29%)
SO-SO (28%)
INTERESTING (43%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (43%)
WELL (50%)
PERFECTLY (7%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (29%)
WELL (64%)
PERFECTLY (7%)

AVERAGE NUMBER OF TASKS PERFORMED: 116

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	33
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	10
Q DISPATCHING AEROSPACE GROUND EQUIPMENT	9
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	9
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
Q12 PICK UP OR DELIVER AGE	86
Q7 MAINTAIN LOCATIONS FOR PARKING POWERED AGE	79
Q4 DRIVE VEHICLES	79
Q13 POSITION AGE IN PROXIMITY OF AIRCRAFT	79
Q3 DISPATCH DRIVERS TO PICK UP ON DELIVER AGE OR PARTS	71

GROUP ID NUMBER AND TITLE: GRP397, HYDRAULIC SYSTEMS SPECIALIST

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (71%), USAF (10%), PACAF (7%), ADC (3%),
ATC (3%), MAC (3%), NO RESPONSE (3%)

LOCATION: CONUS (81%), OVERSEAS (19%)

DAFSC DISTRIBUTION: 42335 (10%), 42355 (81%), 42375 (3%), NO RESPONSE (6%)

AVERAGE GRADE: 3.5

AMOUNT OF SUPERVISION: 23 PERCENT SUPERVISED AN AVERAGE OF THREE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 74%

EXPRESSED JOB INTEREST: DULL (13%)
SO-SO (26%)
INTERESTING (61%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (36%)
WELL (57%)
PERFECTLY (7%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (23%)
WELL (70%)
PERFECTLY (7%)

AVERAGE NUMBER OF TASKS PERFORMED: 141

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	22
N MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) HYDRAULIC SYSTEMS	14
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	11
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	11
G PERFORMING PERIODIC INSPECTIONS	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G9 INSPECT, CLEAN, OR LUBRICATE HYDRAULIC EQUIPMENT OR COMPONENTS	97
F27 VISUALLY INSPECT OR SERVICE HYDRAULIC SYSTEMS OR RESERVOIRS	94
N27 REPLACE SEALS OF O RINGS IN HYDRAULIC SYSTEM COMPONENTS	90
N6 DRAIN, FLUSH, AND REFILL HYDRAULIC RESERVOIRS	87
N19 REPAIR HYDRAULIC FILTERING SYSTEM COMPONENTS BY REPLACEMENT OF COMPONENTS	81

GROUP ID NUMBER AND TITLE: GRP168, PERIODIC MAINTENANCE SHOP

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: TAC (32%), SAC (23%), MAC (16%), USAFE (13%), PACAF (7%), AAC (3%), ADC (3%), ATC (3%)

LOCATION: CONUS (74%), OVERSEAS (26%)

DAFSC DISTRIBUTION: 42335 (15%), 42355 (71%), 42375 (5%), NO RESPONSE (9%)

AVERAGE GRADE: 3.3

AMOUNT OF SUPERVISION: 10 PERCENT SUPERVISED AN AVERAGE OF THREE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 86%

EXPRESSED JOB INTEREST: DULL (18%)
SO-SO (27%)
INTERESTING (55%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (26%)
WELL (74%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (19%)
WELL (78%)
PERFECTLY (3%)

AVERAGE NUMBER OF TASKS PERFORMED: 125

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	17
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	17
G PERFORMING PERIODIC INSPECTIONS	12
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	11
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I18 CLEAN OR REGAP SPARK PLUGS OR IGNITOR PLUGS	97
P1 PAINT, STENCIL, OR MARK AGE	97
P7 REMOVE OR INSTALL BRAKE ASSEMBLIES	92
J15 CLEAN AND ADJUST MAGNETO OR DISTRIBUTOR POINTS	89
I3 ADJUST CHASSIS, DRIVE ASSEMBLIES, OR BRAKE ASSEMBLIES	86

GROUP ID NUMBER AND TITLE: GRP140, TACTICAL AIR CONTROL SYSTEM (TACS) SUPPORT

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (85%), PACAF (7%), MAC (4%), SAC (4%)

LOCATION: CONUS (93%), OVERSEAS (7%)

DAFSC DISTRIBUTION: 42335 (7%), 42355 (74%), 42375 (11%), NO RESPONSE (8%)

AVERAGE GRADE: 4.0

AMOUNT OF SUPERVISION: 33 PERCENT SUPERVISED AN AVERAGE OF TWO SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 48%

EXPRESSED JOB INTEREST: DULL (11%)
SO-SO (22%)
INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (19%)
WELL (70%)
PERFECTLY (11%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (52%)
WELL (41%)
PERFECTLY (7%)

AVERAGE NUMBER OF TASKS PERFORMED: 113

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	26
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	25
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	11
G PERFORMING PERIODIC INSPECTIONS	8
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	6

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F11 VISUALLY INSPECT ENGINES	96
F10 VISUALLY INSPECT ELECTRICAL WIRES OR CONNECTIONS	96
J35 REMOVE OR INSTALL PRINTED CIRCUIT BOARDS	89
J19 MEASURE VOLTAGES OF AGE ELECTRICAL SYSTEMS	85
G24 VISUALLY INSPECT PRINTED CIRCUIT BOARD CIRCUITS FOR CRACKS, CORROSION, OR OVERHEATING	82

GROUP ID NUMBER AND TITLE: GRP131, ELECTRICAL SYSTEM TROUBLESHOOTING

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (55%), SAC (15%), PACAF (10%), USAF (10%),
MAC (5%), NO RESPONSE (5%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 42335 (5%), 42355 (55%), 42375 (30%), NO RESPONSE (10%)

AVERAGE GRADE: 4.3

AMOUNT OF SUPERVISION: 45 PERCENT SUPERVISED AN AVERAGE OF SIX SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 55%

EXPRESSED JOB INTEREST: DULL (10%)
SO-SO (15%)
INTERESTING (75%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (15%)
WELL (70%)
PERFECTLY (15%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (5%)
WELL (85%)
PERFECTLY (10%)

AVERAGE NUMBER OF TASKS PERFORMED: 112

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	26
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	18
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	13
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	9
G PERFORMING PERIODIC INSPECTIONS	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
J18 MEASURE RESISTANCE OF AGE ELECTRICAL SYSTEMS	95
J53 TROUBLESHOOT AC ELECTRICAL CONTROL CIRCUITS	90
J54 TROUBLESHOOT AC ELECTRICAL OUTPUT CIRCUITS	90
J59 TROUBLESHOOT DC ELECTRICAL CONTROL CIRCUITS	90
J60 TROUBLESHOOT DC ELECTRICAL OUTPUT CIRCUITS	80

GROUP ID NUMBER AND TITLE: GRP130, SERVICE AND INSPECTIONS

PERCENT OF SAMPLE: 14%

MAJOR COMMAND DISTRIBUTION: TAC (34%), MAC (21%), SAC (19%), USAFE (6%), ADC (5%),
ATC (5%), AAC (4%), PACAF (4%), OTHER (2%)

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

DAFSC DISTRIBUTION: 42335 (9%), 42355 (60%), 42375 (25%), NO RESPONSE (6%)

AVERAGE GRADE: 4.1

AMOUNT OF SUPERVISION: 26 PERCENT SUPERVISED AN AVERAGE OF FIVE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 58%

EXPRESSED JOB INTEREST: DULL (23%)
SO-SO (19%)
INTERESTING (58%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (34%)
WELL (59%)
PERFECTLY (7%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (30%)
WELL (62%)
PERFECTLY (8%)

AVERAGE NUMBER OF TASKS PERFORMED: 80

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	43
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	9
Q DISPATCHING AEROSPACE GROUND EQUIPMENT	9
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	6
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	6

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F13 VISUALLY INSPECT EQUIPMENT HOSES OR LINES	97
F23 VISUALLY INSPECT OR SERVICE AGE OIL OR FUEL LEVELS	94
F11 VISUALLY INSPECT ENGINES	94
F10 VISUALLY INSPECT ELECTRICAL WIRES OR CONNECTIONS	93
F2 PERFORM SERVICING INSPECTIONS ON POWERED AGE PRIOR TO DISPATCH	72

GROUP ID NUMBER AND TITLE: GRP373, NCOIC SERVICE SECTION

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (35%), SAC (32%), MAC (12%), USAFE (12%)

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

DAFSC DISTRIBUTION: 42355 (21%), 42375 (71%), 42396 (6%), NO RESPONSE (2%)

AVERAGE GRADE: 5.9

AMOUNT OF SUPERVISION: 94 PERCENT SUPERVISED AN AVERAGE OF SEVEN SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 3%

EXPRESSED JOB INTEREST: DULL (15%)
SO-SO (6%)
INTERESTING (79%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (12%)
WELL (59%)
PERFECTLY (29%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (9%)
WELL (65%)
PERFECTLY (26%)

AVERAGE NUMBER OF TASKS PERFORMED: 110

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	32
B DIRECTING AND IMPLEMENTING	12
E MAINTAINING FORMS AND RECORDS	11
A ORGANIZING AND PLANNING	7
G PERFORMING PERIODIC INSPECTIONS	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F11 VISUALLY INSPECT ENGINES	97
D9 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	97
E39 PREPARE OR MAINTAIN ON-THE-JOB TRAINING RECORD (AND CONTINUATION SHEET) FORMS (AF FORM 623 AND AF FORM 623A)	94
F4 VISUALLY INSPECT AGE ENCLOSURES	91
A5 DETERMINE WORK PRIORITIES	81

GROUP ID NUMBER AND TITLE: GRP372, QUALITY CONTROL

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (32%), MAC (19%), SAC (17%), USAFE (10%),
AAC (5%), AFSC (5%), PACAF (5%), USAFA (5%), ATC (2%)

LOCATION: CONUS (76%), OVERSEAS (24%)

DAFSC DISTRIBUTION: 42335 (5%), 42355 (12%), 42375 (83%)

AVERAGE GRADE: 5.5

AMOUNT OF SUPERVISION: 29 PERCENT SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 12%

EXPRESSED JOB INTEREST: SO-SO (5%)
INTERESTING (95%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (5%)
WELL (75%)
PERFECTLY (20%)

PERCEIVED UTILIZATION OF TRAINING: WELL (78%)
PERFECTLY (22%)

AVERAGE NUMBER OF TASKS PERFORMED: 83

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	47
G PERFORMING PERIODIC INSPECTIONS	14
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	13
C INSPECTING AND EVALUATING	7
B DIRECTING AND IMPLEMENTING	4

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F11 VISUALLY INSPECT ENGINES	100
F16 VISUALLY INSPECT GENERATOR SET CABLES OR CABLE HEADS	100
F15 VISUALLY INSPECT GAUGES, PANEL LIGHTS, SWITCHES, OR CONTROL SENSING INSTRUMENTS	100
F13 VISUALLY INSPECT EQUIPMENT HOSES OR LINES	100
F27 VISUALLY INSPECT OR SERVICE HYDRAULIC SYSTEMS OR RESERVOIRS	100

GROUP ID NUMBER AND TITLE: GRP388, SERVICE SECTION

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: TAC (33%), MAC (26%), SAC (13%), ATC (8%), ADC (6%),
USAFE (6%), PACAF (5%), AAC (3%)

LOCATION: CONUS (81%), OVERSEAS (19%)

DAFSC DISTRIBUTION: 42335 (8%), 42355 (80%), 42375 (6%), NO RESPONSE (6%)

AVERAGE GRADE: 3.6

AMOUNT OF SUPERVISION: 13 PERCENT SUPERVISED AN AVERAGE OF THREE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 73%

EXPRESSED JOB INTEREST: DULL (25%)
SO-SO (25%)
INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (43%)
WELL (55%)
PERFECTLY (2%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (36%)
WELL (60%)
PERFECTLY (44%)

AVERAGE NUMBER OF TASKS PERFORMED: 75

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	48
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	10
Q DISPATCHING AEROSPACE GROUND EQUIPMENT	10
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	9
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F23 VISUALLY INSPECT OR SERVICE AGE OIL OR FUEL LEVELS	97
F24 VISUALLY INSPECT OR SERVICE BLOWERS OR COMPRESSORS	92
F2 PERFORM SERVICING INSPECTIONS ON POWERED AGE PRIOR TO DISPATCH	91
F27 VISUALLY INSPECT OR SERVICE HYDRAULIC SYSTEMS OR RESERVOIRS	90
F25 VISUALLY INSPECT OR SERVICE CHASSIS, DRIVE ASSEMBLIES, WHEEL, OR TIRE ASSEMBLIES	85

GROUP ID NUMBER AND TITLE: GRP274, PERIODIC MAINTENANCE APPRENTICE

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: SAC (43%), MAC (19%), AAC (13%), TAC (13%),
PACAF (6%), USAFE (6%)

LOCATION: CONUS (69%), OVERSEAS (31%)

DAFSC DISTRIBUTION: 42335 (44%), 42355 (56%)

AVERAGE GRADE: 2.8

AMOUNT OF SUPERVISION: NONE

PERCENT OF GROUP IN FIRST ENLISTMENT: 100%

EXPRESSED JOB INTEREST: DULL (13%)
SO-SO (12%)
INTERESTING (75%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (31%)
WELL (69%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (19%)
WELL (75%)
PERFECTLY (6%)

AVERAGE NUMBER OF TASKS PERFORMED: 69

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	37
G PERFORMING PERIODIC INSPECTIONS	15
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	12
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	8
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G2 INSPECT, CLEAN, LUBRICATE, OR CHANGE WHEEL ASSEMBLIES OR BEARINGS	100
G1 CHANGE OIL IN AGE	94
F34 VISUALLY INSPECT, SERVICE, OR REPLACE LEAD ACID BATTERIES OR BATTERY CABLES	94
P4 PREPARE AGE FOR PAINT	88
G3 INSPECT, CLEAN, OR LUBRICATE CHASSIS OR DRIVE ASSEMBLIES	81

GROUP ID NUMBER AND TITLE: GRP215, SERVICE SECTION APPRENTICE

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: TAC (42%), SAC (17%), USAFE (17%), ATC (8%),
MAC (8%), PACAF (8%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 42335 (42%), 42355 (42%), NO RESPONSE (16%)

AVERAGE GRADE: 2.6

AMOUNT OF SUPERVISION: NONE

PERCENT OF GROUP IN FIRST ENLISTMENT: 100%

EXPRESSED JOB INTEREST: DULL (58%)
SO-SO (9%)
INTERESTING (33%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (67%)
WELL (33%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (33%)
WELL (67%)

AVERAGE NUMBER OF TASKS PERFORMED: 51

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	57
I PERFORMING MINOR MAINTENANCE AND ADJUSTMENTS ON AEROSPACE GROUND EQUIPMENT (AGE)	9
G PERFORMING PERIODIC INSPECTIONS	7
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	6
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F15 VISUALLY INSPECT GAUGES, PANEL LIGHTS, SWITCHES, OR CONTROL SENSING INSTRUMENTS	100
F23 VISUALLY INSPECT OR SERVICE AGE OIL OR FUEL LEVELS	100
F35 VISUALLY INSPECT SPARK PLUGS OR IGNITOR PLUGS	100
F13 VISUALLY INSPECT EQUIPMENT HOSES OR LINES	92
F11 VISUALLY INSPECT ENGINES	92

GROUP ID NUMBER AND TITLE: GRP199, AGE PICKUP AND DELIVERY

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (64%), AAC (12%), ADC (8%), PACAF (8%),
AFSC (4%), MAC (4%)

LOCATION: CONUS (72%), OVERSEAS (28%)

DAFSC DISTRIBUTION: 42335, (4%), 42355 (80%), 42375 (4%), NO RESPONSE (12%)

AVERAGE GRADE: 3.2

AMOUNT OF SUPERVISION: 8 PERCENT SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 92%

EXPRESSED JOB INTEREST: DULL (52%)
SO-SO (20%)
INTERESTING (28%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (56%)
WELL (44%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (72%)
WELL (28%)

AVERAGE NUMBER OF TASKS PERFORMED: 49

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	41
Q DISPATCHING AEROSPACE GROUND EQUIPMENT	33
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	7
G PERFORMING PERIODIC INSPECTIONS	4
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	4

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
Q12 PICK UP OR DELIVER AGE	100
Q13 POSITION AGE IN PROXIMITY OF AIRCRAFT	100
Q4 DRIVE VEHICLES	96
Q1 CLEAN TOWING VEHICLES OR TAXIS	88
F23 VISUALLY INSPECT OR SERVICE AGE OIL OR FUEL LEVELS	84

GROUP ID NUMBER AND TITLE: GRP107, BOMB LIFT MAINTENANCE

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (52%), PACAF (18%), SAC (8%), USAF (8%),
MAC (5%), ADC (3%), AFRES (3%), AFSC (3%)

LOCATION: CONUS (66%), OVERSEAS (34%)

DAFSC DISTRIBUTION: 42335 (29%), 42355 (53%), NO RESPONSE (18%)

AVERAGE GRADE: 3.2

AMOUNT OF SUPERVISION: 8 PERCENT SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 90%

EXPRESSED JOB INTEREST: DULL (21%)
SO-SO (26%)
INTERESTING (53%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (32%)
WELL (65%)
PERFECTLY (3%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (34%)
WELL (61%)
NO RESPONSE (5%)

AVERAGE NUMBER OF TASKS PERFORMED: 77

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	16
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	16
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	14
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	14
G PERFORMING PERIODIC INSPECTIONS	14

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G1 CHANGE OIL IN AGE	95
I19 INSPECT, INSTALL, REPAIR, OR REPLACE COMMON HARDWARE ON AGE	95
J40 REMOVE OR INSTALL SPARK PLUGS, IGNITOR PLUGS, OR GLOW PLUGS	90
G14 INSPECT, CLEAN, OR LUBRICATE MUNITIONS HANDLING EQUIPMENT SUCH AS MJ-1 OR MJ-4 BOMB LIFTS	61
H14 PERFORM FUNCTIONAL CHECKS ON MUNITIONS LOADING EQUIPMENT SUCH AS MJ-1 OR MJ-4	61

GROUP ID NUMBER AND TITLE: GRP190, TRAILER MAINTENANCE

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: SAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 42335, (21%), 42355 (79%)

AVERAGE GRADE: 3.4

AMOUNT OF SUPERVISION: 21 PERCENT SUPERVISED AN AVERAGE OF FOUR SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 71%

EXPRESSED JOB INTEREST: DULL (7%)
SO-SO (43%)
INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (50%)
WELL (50%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (71%)
WELL (29%)

AVERAGE NUMBER OF TASKS PERFORMED: 57

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
P MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ENCLOSURES, CHASSIS, AND DRIVES	24
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	15
N MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) HYDRAULIC SYSTEMS	14
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	14
G PERFORMING PERIODIC INSPECTIONS	7

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
P1 PAINT, STENCIL, OR MARK AGE	100
N6 DRAIN, FLUSH, AND REFILL HYDRAULIC RESERVOIRS	100
P20 REPLACE HINGES, STAYS, OR FASTENERS	100
G2 INSPECT, CLEAN, LUBRICATE, OR CHANGE WHEEL ASSEMBLIES OR BEARINGS	86
E1 DOCUMENT MAINTENANCE DATA COLLECTION RECORD FORMS (AFTO FORM 349)	86

GROUP ID NUMBER AND TITLE: GRP028, QUALITY CONTROL INSPECTORS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (44%), ATC (19%), SAC (13%), AAC (6%), MAC (6%), PACAF (6%), USAF (6%)

LOCATION: CONUS (81%), OVERSEAS (19%)

DAFSC DISTRIBUTION: 42335 (13%), 42355 (38%), 42375 (44%)

AVERAGE GRADE: 4.6

AMOUNT OF SUPERVISION: 6 PERCENT SUPERVISED AN AVERAGE OF ONE SUBORDINATE

PERCENT OF GROUP IN FIRST ENLISTMENT: 38%

EXPRESSED JOB INTEREST: DULL (6%)
SO-SO (31%)
INTERESTING (63%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (44%)
WELL (50%)
PERFECTLY (6%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (25%)
WELL (69%)
PERFECTLY (6%)

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	59
H CONDUCTING EQUIPMENT FUNCTIONAL CHECKS	13
C INSPECTING AND EVALUATING	6
B DIRECTING AND IMPLEMENTING	5
E MAINTAINING FORMS AND RECORDS	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F4 VISUALLY INSPECT AGE ENCLOSURES	88
F15 VISUALLY INSPECT GAUGES, PANEL LIGHTS, SWITCHES, OR CONTROL SENSING INSTRUMENTS	75
F10 VISUALLY INSPECT ELECTRICAL WIRES OR CONNECTIONS	75
F16 VISUALLY INSPECT GENERATOR SET CABLES OR CABLE HEADS	69
F11 VISUALLY INSPECT ENGINES	63

GROUP ID NUMBER AND TITLE: GRP033, FORMAL TRAINING INSTRUCTORS

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ATC (94%), SAC (3%), TAC (3%)

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 42335 (3%), 42355 (58%), 42375 (36%)

AVERAGE GRADE: 4.9

AMOUNT OF SUPERVISION: 21 PERCENT SUPERVISED AN AVERAGE OF 11 SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 24%

EXPRESSED JOB INTEREST: DULL (15%)
SO-SO (12%)
INTERESTING (73%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (24%)
WELL (58%)
PERFECTLY (18%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (18%)
WELL (58%)
PERFECTLY (24%)

AVERAGE NUMBER OF TASKS PERFORMED: 45

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
D TRAINING	36
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	22
B DIRECTING AND IMPLEMENTING	14
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	8
A ORGANIZING AND PLANNING	4

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D1 ADMINISTER OR SCORE TESTS	85
D23 WRITE TEST QUESTIONS	85
D9 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	82
D17 EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS	79
D5 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	76

GROUP ID NUMBER AND TITLE: GRP025, SUPERVISORS

PERCENT OF SAMPLE: 14%

MAJOR COMMAND DISTRIBUTION: TAC (27%), SAC (20%), MAC (19%), ATC (10%),
USAFE (10%), PACAF (5%), ADC (4%), AFSC (2%),
OTHER (3%)

LOCATION: CONUS (78%), OVERSEAS (22%)

DAFSC DISTRIBUTION: 42335 (1%), 42355 (22%), 42375 (54%), 42396 (20%),
NO RESPONSE (3%)

AVERAGE GRADE: 6.0

AMOUNT OF SUPERVISION: 75 PERCENT SUPERVISED AN AVERAGE OF SIX SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 9%

EXPRESSED JOB INTEREST: DULL (6%)
SO-SO (12%)
INTERESTING (82%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (9%)
WELL (72%)
PERFECTLY (19%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (18%)
WELL (64%)
PERFECTLY (18%)

AVERAGE NUMBER OF TASKS PERFORMED: 97

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	20
E MAINTAINING FORMS AND RECORDS	19
A ORGANIZING AND PLANNING	11
R MAINTENANCE AND INSPECTION OF SPECIAL TOOLS, SHOP EQUIPMENT, AND SPECIAL PURPOSE VEHICLES AND SUPPLIES	11
C INSPECTING AND EVALUATING	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B19 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	81
B4 COUNSEL PERSONNEL ON PERSONAL OR MILITARY PROBLEMS	79
A5 DETERMINE WORK PRIORITIES	76
B18 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	74
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	72

GROUP ID NUMBER AND TITLE: GRP437, ASSISTANT NCOIC SERVICE SECTION

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: TAC (40%), SAC (20%), MAC (12%), ADC (8%), ATC (8%),
AAC (4%), AFCS (4%), PACAF (4%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 42355 (28%), 42375 (68%), 42396 (4%)

AVERAGE GRADE: 5.8

AMOUNT OF SUPERVISION: 92 PERCENT SUPERVISED AN AVERAGE OF SEVEN SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 8%

EXPRESSED JOB INTEREST: DULL (8%)
SO-SO (20%)
INTERESTING (72%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (12%)
WELL (72%)
PERFECTLY (16%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (24%)
WELL (64%)
PERFECTLY (12%)

AVERAGE NUMBER OF TASKS PERFORMED: 307

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	16
K MAINTAINING AEROSPACE GROUND EQUIPMENT ENGINES, MOTORS, AND GENERATORS	11
E MAINTAINING FORMS AND RECORDS	10
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	10
B DIRECTING AND IMPLEMENTING	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
R14 VISUALLY INSPECT SHOP EQUIPMENT	100
B19 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	100
J19 MEASURE VOLTAGES OF AGE ELECTRICAL SYSTEMS	100
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	96
C13 EVALUATE WORK SCHEDULES	88

GROUP ID NUMBER AND TITLE: GRP243, BRANCH CHIEF

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC (22%), TAC (22%), USAFE (19%), ATC (11%),
MAC (11%), PACAF (6%), ADC (2%), AFCS (2%),
OTHER (3%)

LOCATION: CONUS (71%), OVERSEAS (29%)

DAFSC DISTRIBUTION: 42335 (2%), 42355 (7%), 42375 (54%), 42396 (35%),
NO RESPONSE (2%)

AVERAGE GRADE: 6.5

AMOUNT OF SUPERVISION: 83 PERCENT SUPERVISED AN AVERAGE OF SEVEN SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 6%

EXPRESSED JOB INTEREST: DULL (4%)
SO-SO (7%)
INTERESTING (89%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (2%)
WELL (66%)
PERFECTLY (32%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (9%)
WELL (58%)
PERFECTLY (33%)

AVERAGE NUMBER OF TASKS PERFORMED: 157

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	17
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	16
E MAINTAINING FORMS AND RECORDS	12
C INSPECTING AND EVALUATING	11
A ORGANIZING AND PLANNING	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B18 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
C7 EVALUATE INSPECTION REPORTS OR PROCEDURES	98
B14 IMPLEMENT OR DIRECT IN-SHOP QUALITY CONTROL PROGRAMS	94
B19 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	93
A20 SCHEDULE LEAVES OR PASSES	93

GROUP ID NUMBER AND TITLE: GRP201, NCOIC SERVICE SECTION (ELECTRICAL SPECIALIST)

PERCENT OF SAMPLE: LESS THAN 1%

MAJOR COMMAND DISTRIBUTION: SAC (42%), MAC (26%), ADC (8%), ATC (8%), TAC (8%), USAFE (8%)

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

DAFSC DISTRIBUTION: 42355 (8%), 42375 (84%), 42396 (8%)

AVERAGE GRADE: 6.2

AMOUNT OF SUPERVISION: 83 PERCENT SUPERVISED AN AVERAGE OF SIX SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: NONE

EXPRESSED JOB INTEREST: SO-SO (17%)
INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: WELL (67%)
PERFECTLY (33%)

PERCEIVED UTILIZATION OF TRAINING: WELL (58%)
PERFECTLY (42%)

AVERAGE NUMBER OF TASKS PERFORMED: 106

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	17
J MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	14
E MAINTAINING FORMS AND RECORDS	12
A ORGANIZING AND PLANNING	9
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	9

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B23 SUPERVISE AEROSPACE GROUND EQUIPMENT REPAIRMAN (AFSC 42355)	100
B5 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	100
H6 PERFORM FUNCTIONAL CHECKS ON ENGINE GENERATOR SETS	100
J60 TROUBLESHOOT DC ELECTRICAL OUTPUT CIRCUITS	92
J55 TROUBLESHOOT AC ELECTRICAL SAFETY CIRCUITS	83

GROUP ID NUMBER AND TITLE: GRP133, AGE SUPERINTENDENT

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: TAC (26%), MAC (22%), SAC (20%), ATC (14%),
USAFE (5%), PACAF (8%), ADC (2%), AFSC (2%)

LOCATION: CONUS (78%), OVERSEAS (22%)

DAFSC DISTRIBUTION: 42355 (3%), 42375 (49%), 42396 (44%), NO RESPONSE (4%)

AVERAGE GRADE: 7.0

AMOUNT OF SUPERVISION: 84 PERCENT SUPERVISED AN AVERAGE OF SIX SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: NONE

EXPRESSED JOB INTEREST: DULL (2%)
SO-SO (2%)
INTERESTING (96%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (4%)
WELL (70%)
PERFECTLY (26%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (10%)
WELL (65%)
PERFECTLY (25%)

AVERAGE NUMBER OF TASKS PERFORMED: 75

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	28
C INSPECTING AND EVALUATING	18
A ORGANIZING AND PLANNING	17
E MAINTAINING FORMS AND RECORDS	16
D TRAINING	10

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B18 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	96
B5 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	91
C1 ANALYZE WORK LOAD REQUIREMENTS	90
A5 DETERMINE WORK PRIORITIES	90
C9 EVALUATE MAINTENANCE OR USE OF WORK SPACE, EQUIPMENT, OR SUPPLIES	89

GROUP ID NUMBER AND TITLE: GRP056, SECTION SUPERVISOR/OJT MONITORS

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (28%), SAC (24%), TAC (20%), ADC (8%),
USAFE (8%), AAC (4%), PACAF (4%), OTHER (4%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 42355 (28%), 42375 (68%), NO RESPONSE (4%)

AVERAGE GRADE: 5.6

AMOUNT OF SUPERVISION: 92 PERCENT SUPERVISED AN AVERAGE OF SIX SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: NONE

EXPRESSED JOB INTEREST: DULL (4%)
SO-SO (16%)
INTERESTING (80%)

PERCEIVED UTILIZATION OF TALENTS: WELL (88%)
PERFECTLY (12%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (16%)
WELL (72%)
PERFECTLY (12%)

AVERAGE NUMBER OF TASKS PERFORMED: 41

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	23
E MAINTAINING FORMS AND RECORDS	19
D TRAINING	15
A ORGANIZING AND PLANNING	11
F SERVICING AEROSPACE GROUND EQUIPMENT (AGE)	6

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B23 SUPERVISE AEROSPACE GROUND EQUIPMENT REPAIRMEN (AFSC 42355)	88
E39 PREPARE OR MAINTAIN ON-THE-JOB TRAINING RECORD (AND CONTINUATION SHEET) FORMS (AF FORM 623 AND AF FORM 623A)	80
A5 DETERMINE WORK PRIORITIES	76
D4 CONDUCT OJT	76
D16 EVALUATE OJT TRAINEES	72

GROUP ID NUMBER AND TITLE: GRP031, BENCH STOCK AND SUPPLY

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: TAC (24%), MAC (22%), SAC (17%), USAFE (10%),
ATC (9%), ADC (7%), PACAF (7%), AFSC (4%)

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

DAFSC DISTRIBUTION: 42335 (1%), 42355 (54%), 42375 (40%), NO RESPONSE (5%)

AVERAGE GRADE: 4.7

AMOUNT OF SUPERVISION: 46 PERCENT SUPERVISED AN AVERAGE OF TWO SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 33%

EXPRESSED JOB INTEREST: DULL (13%)
SO-SO (21%)
INTERESTING (66%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (24%)
WELL (71%)
PERFECTLY (5%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (37%)
WELL (59%)
PERFECTLY (4%)

AVERAGE NUMBER OF TASKS PERFORMED: 16

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E MAINTAINING FORMS AND RECORDS	34
R MAINTENANCE AND INSPECTION OF SPECIAL TOOLS, SHOP EQUIPMENT, AND SPECIAL PURPOSE VEHICLES AND SUPPLIES	31
B DIRECTING AND IMPLEMENTING	15
A ORGANIZING AND PLANNING	6
C INSPECTING AND EVALUATING	5

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B19 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	83
E15 PREPARE ISSUE/TURN IN REQUEST FORMS (AF FORM 2005)	82
R9 MAINTAIN BENCH STOCKS	80
E3 FILE OR MAINTAIN SUPPLY CONTROL LOG FORMS (AF FORM 2413)	75
R10 MAINTAIN HOLD BIN PARTS	75

GROUP ID NUMBER AND TITLE: GRP005, ADMINISTRATION

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: TAC (29%), MAC (18%), SAC (17%), ATC (12%),
USAFE (12%), ADC (5%), PACAF (5%), AAC (2%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 42335 (5%), 42355 (37%), 42375 (52%), 42395 (3%),
NO RESPONSE (3%)

AVERAGE GRADE: 5.3

AMOUNT OF SUPERVISION: 17 PERCENT SUPERVISED AN AVERAGE OF THREE SUBORDINATES

PERCENT OF GROUP IN FIRST ENLISTMENT: 21%

EXPRESSED JOB INTEREST: DULL (11%)
SO-SO (7%)
INTERESTING (82%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE (17%)
WELL (72%)
PERFECTLY (11%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE (39%)
WELL (46%)
PERFECTLY (15%)

AVERAGE NUMBER OF TASKS PERFORMED: 16

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E MAINTAINING FORMS AND RECORDS	27
B DIRECTING AND IMPLEMENTING	24
C INSPECTING AND EVALUATING	19
D TRAINING	10
A ORGANIZING AND PLANNING	8

FIVE REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B10 DRAFT CORRESPONDENCE	54
B12 ESTABLISH OR MAINTAIN PUBLICATION LIBRARIES	42
C2 EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	40
E44 PREPARE OR MAINTAIN TECHNICAL ORDER DISTRIBUTION RECORD FORMS (AFTO FORM 110)	32
F1 MAINTAIN TECHNICAL ORDERS, CHARTS, OR DIAGRAMS	31