

AD-A049 087

AIR FORCE OCCUPATIONAL MEASUREMENT CENTER LACKLAND A--ETC F/G 5/9
TITAN (LGM-25) MISSILE SYSTEM CAREER LADDERS AFSCS 316X0F, 316X--ETC(U)
NOV 77

UNCLASSIFIED

AFPT 90-316-262

NL

| 0 |

ADAD49 087



END
DATE
FILMED
3 -78
DDC

AD A 0 49087

OCCUPATIONAL SURVEY REPORT.

AD No. _____
ODG FILE COPY



TITAN (LGM-25) MISSILE SYSTEM CAREER LADDERS

AFSCs 316X0F, 316X1F, 316X2F, 31693.

AFPT 90-316-262

30 NOV 1977

OCCUPATIONAL SURVEY BRANCH

USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

DDC

JAN 27 1978

A

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

408 889

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE -----	3
SUMMARY OF RESULTS -----	4
INTRODUCTION -----	5
INVENTORY DEVELOPMENT AND ADMINISTRATION -----	5
CAREER LADDER STRUCTURE -----	8
ANALYSIS OF DAFSC GROUPS -----	13
AFR 39-1 SPECIALTY DESCRIPTIONS -----	17
SUMMARY OF BACKGROUND INFORMATION -----	18
ANALYSIS OF TASK DIFFICULTY -----	21
COMPARISONS OF PRESENT SURVEY TO PREVIOUS SURVEYS --	24
DISCUSSION OF FINDINGS -----	25
APPENDIX A -----	26

ACCESSION FOR	
HTIS	Write Section <input checked="" type="checkbox"/>
DIG	Buff Section <input type="checkbox"/>
UNANNOUNCED	<input type="checkbox"/>
JUSTIFICATION	
BY	
DISTRIBUTION/AVAILABILITY CODES	
LIST	AVAIL. and/or SPECIAL
A	

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the following three career ladders in the Titan (LGM-25) Missile System: Missile Systems Analysis (AFSC's 31630F, 31650F, and 31670F); Missile Systems Maintenance (AFSC's 31631F, 31651F, and 31671F); and Missile Electronic Equipment Maintenance (AFSC's 31632F, 31652F, and 31672F). This project was directed by USAF Program Technical Training, Volume 2, dated July 76. 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 Captain Hynson H. Marvel, Jr, Inventory Development Specialist. Major William A. Tamashunas analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas, 78236.

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

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

This report has been reviewed and is approved.

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

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

SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered to career field incumbents during the period November 1976 through June 1977. Survey results are based on responses from 228 respondents holding DAFSC 316X0F, or 63 percent of the total assigned population; 44 respondents holding DAFSC 316X1F, or 81 percent of the 54 assigned incumbents; and 86 respondents with DAFSC 316X2F, or 80 percent of the 108 assigned personnel. This sampling represents 69 percent of the total Titan Missile Electronic Maintenance career field (316XXF) population.
2. Career Ladder Structure: Four major job groupings were identified within the career field. In general, these groupings followed the present career ladder configuration.
3. DAFSC Differences: Missiles Systems Analysts (AFS 315X0F) perform essentially the same technical job with little progression from technical to supervisory task performance, regardless of skill level. Incumbents in AFS 316X1F and AFS 316X2F perform more supervisory tasks as skill levels increase.
4. AFR 39-1 Comparisons: Survey data generally supported the broad specialty descriptions for AFS's 316X0, 316X1, and 316X2.
5. Job Satisfaction: Job interest and utilization of talents and training responses by respondents in their second and subsequent enlistment (career airmen) were positive, though less positive than CY 1976 comparison data. Responses by all first enlistment incumbents were more negative than either career incumbents' or CY 1976 comparison groups' responses.
6. Reenlistment: Fewer incumbents in AFS's 316X0F, 316X1F, and 316X2F --compared to CY 1976 data--responded that they planned to reenlist. Percentages of first enlistment respondents reporting that they planned to reenlist were: 36 percent of AFS 316X0F personnel, 10 percent of AFS 316X1F personnel, and 35 percent of AFS 316X2F personnel. Actual FY 77 reenlistment rates for all three specialties were extremely low.
7. Comparisons of Current With Previous Surveys: No major differences between current and previous surveys were identified. The lack of progression from technical to supervisory task performance by AFS 316X0F respondents and the low percentages of first enlistment incumbents in all three specialties who planned to reenlist were identified in current and previous surveys.

OCCUPATIONAL SURVEY REPORT
TITAN (LGM-25) MISSILE SYSTEM CAREER LADDERS
(AFSCs 316X0F, 316X1F, 316X2F, 31693)

INTRODUCTION

This is a report of an occupational survey of the Missile Systems Analysis (AFSC 316X0F), Missile Systems Maintenance (AFSC 316X1F), and Missile Electronic Equipment Maintenance (AFSC 316X2F) career ladders. This report was completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in November 1977. Previous occupational surveys of these career ladders were published during October 1973 for AFS 316X0F, August 1973 for AFS 316X1F, and October 1974 for AFS 316X2F.

The 316X0F, 316X1F, and 316X2 AFSC's are complementary specialties within the Titan (LGM-25) Missile System. Incumbents in the 316X0F career ladder are operations personnel who perform site analysis of LGM-25 systems and systems' malfunctions. Incumbents in the 316X1F and 316X2F ladders perform field and organizational maintenance on LGM-25 systems and systems' components. Guidance and control system maintenance is handled by AFSC 316X1F personnel while AFSC 316X2F incumbents maintain missile and missile support electrical systems.

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

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory, AFPT 90-316-262. Thorough research of publications and directives, personal interviews with 26 subject-matter specialists at three bases, and written reviews from 64 experienced personnel in the Missile Electronic Maintenance career field led to final development of the survey instrument, which consists of 783 tasks grouped under 19 duty headings.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

During the period 12 November 1976 to 6 June 1977, consolidated base personnel offices in operational units worldwide administered the inventory booklets to job incumbents holding the DAFSCs identified above.

Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladders as of April 1977. Also reflected is the distribution, by major command, of incumbents in the survey sample. The 358 incumbents making up this sample represent 69 percent of the 522 members assigned to all three ladders. Within AFS 316X0F, the 228 survey respondents represented 63 percent of the 360 assigned personnel. The 44 AFS 316X1F respondents represented 81 percent of the 54 assigned incumbents, while the 86 respondents in AFS 316X2F represented 80 percent of the 108 assigned personnel.

TABLE 1

COMMAND REPRESENTATION OF SURVEY SAMPLE

COMMAND	AFS 316X0F		AFS 316X1F		AFS 316X2F	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
SAC	95	93	83	82	92	92
ATC	5	6	17	16	6	8
OTHER	-	1	-	2	2	-
TOTAL	100	100	100	100	100	100
NUMBER ASSIGNED -	360		54		108	
NUMBER SAMPLED -	228		44		86	
PERCENT SAMPLED -	63%		81%		80%	

CAREER LADDER STRUCTURE

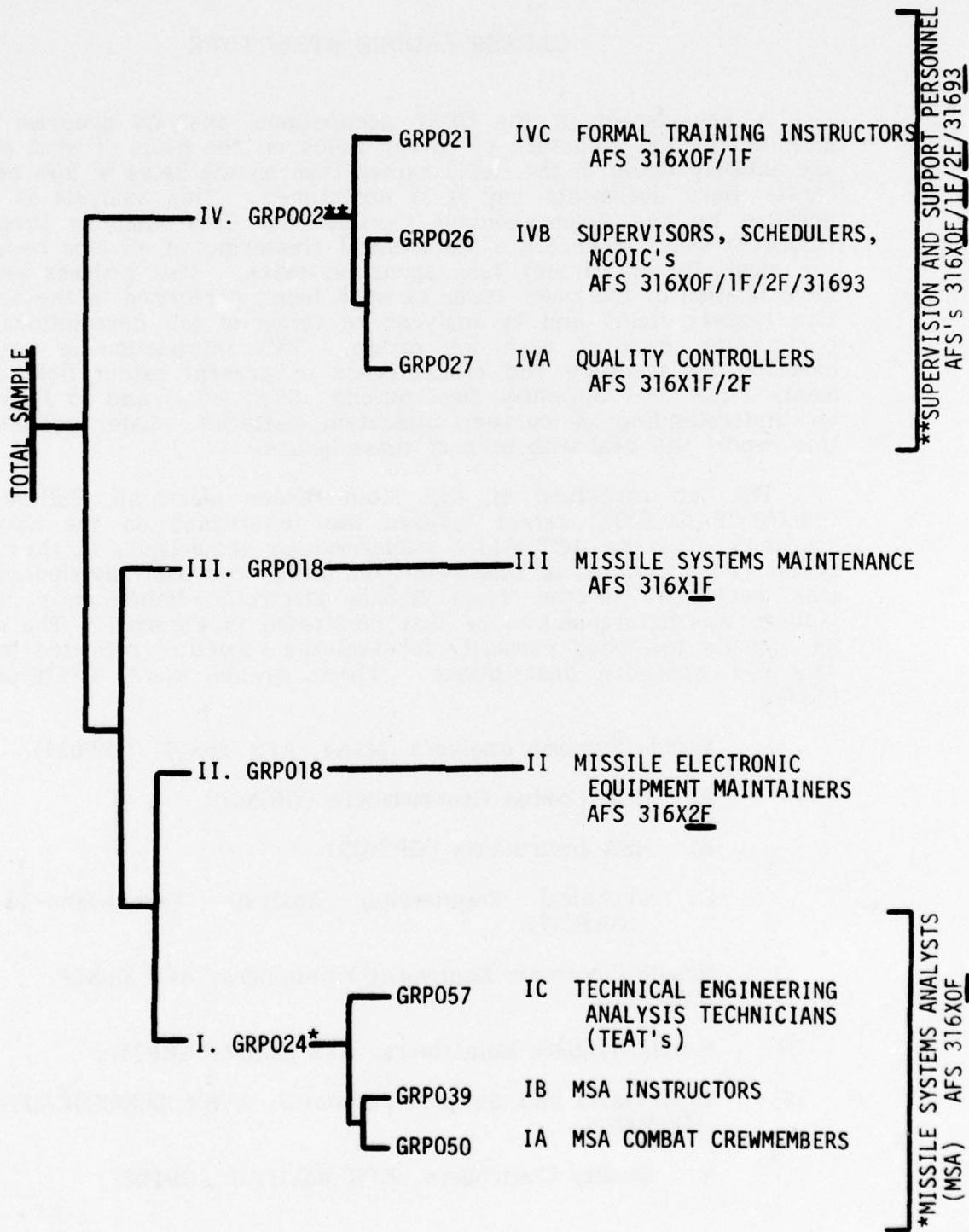
A key aspect of the USAF occupational analysis program is to examine the job structure of career fields on the basis of what people are actually doing in the field, rather than on the basis of how official career field documents say it is structured. This analysis is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP) which generate a hierarchical clustering of all jobs based on the similarity of percent time spent on tasks. This process permits identification of the major types of work being performed in the occupation (career field) and is analyzed in terms of job descriptions and background data of each job group. This information is used to examine the accuracy and completeness of present career field documents (AFR 39-1 Specialty Descriptions, STS, etc.) and to formulate an understanding of current utilization patterns. Later sections of this report will deal with each of these issues.

The job structure of the Titan Missile Electronic Maintenance (316X0F/1F/2F/31693) career ladders was determined on the basis of similarity of tasks ACTUALLY performed by incumbents in the field. Based on percentage of time spent on tasks, the best division of the jobs performed in the Titan Missile Electronic Maintenance career ladders was determined to be that illustrated in Figure 1. The major job groups identified primarily followed the structure reflected in the AFR 39-1 specialty descriptions. These groups were identified as follows:

- I. Missile Systems Analysts (MSA), AFS 316X0F (GRP024)
 - A. MSA Combat Crewmembers (GRP050)
 - B. MSA Instructors (GRP039)
 - C. Technical Engineering Analysis Technicians-TEAT's (GRP057)
- II. Missile Electronic Equipment Maintainers, AFS 316X2F (GRP018)
- III. Missile Systems Maintainers, AFS 316X1F (GRP047)
- IV. Supervision and Support Personnel, AFS's 316X0F/1F/2F/31693 (GRP002)
 - A. Quality Controllers, AFS 316X1F/2F (GRP027)

FIGURE 1

SIMPLIFIED FUNCTIONAL CAREER LADDER STRUCTURE



B. Supervisors, Schedulers, and NCOIC's,
AFS 316X0F/1F/2F/31693 (GRP026)

C. Formal Training Instructors, AFS 316X0F/1F (GRP021)

Ninety-nine percent of the incumbents in the sample were found to perform jobs roughly equivalent to those described in the four major groupings shown in Figure 1.

Brief descriptions of the four major and six subordinate groups which encompass the primary functions of the Titan Missile Electronic Maintenance career ladders are given below. Complete summaries of representative tasks and background information for all ten groups can be found in Appendix A. The GRP numbers used in conjunction with each group in the narrative and in Appendix A are references to computer printout identifiers which are forwarded to some users for additional analysis in support of classification or training decisions.

I. Missile Systems Analysts (MSA), AFS 316X0F (GRP024).

These 233 respondents were AFS 316X0F incumbents who reported their job titles as "Missile Systems Analysts" and who performed duty as combat crewmembers. These incumbents performed an average of 253 tasks. Based on task responses, Missile Systems Analysts perform a technical job which includes few supervisory or administrative tasks. Brief narratives of the following three subordinate job groups-identified within their job cluster-will best illustrate the task performance characteristics of the cluster.

IA. MSA Combat Crewmembers (GRP050)

IB. MSA Instructors (GRP039)

IC. Technical Engineering Analysis Technician-TEAT's (GRP057)

The 220 respondents within the MSA combat crewmember subgroup (GRP050) represent 94 percent of all Missile Systems Analysts (GRP024). These respondents reported performing tasks associated with operating and inspecting facility systems; isolating malfunctions to electronic and electrical equipment and components; performing daily shift verifications; inspecting, operating, and using missile safety equipment; performing hazard and emergency procedures; and operating launch control, checkout, and monitor systems. Tasks performed in these areas accounted for 79 percent of these incumbents' job time. Additionally, tasks related to operating and inspecting facility systems; performing hazard and emergency procedures; and monitoring, operating, and maintaining communications systems helped distinguish these incumbents' task performance from that of AFS 316X1F

and AFS 316X2F respondents. Within this job group 62 percent of these respondents reported being in their first enlistment (1-48 months AFMS). However, only 36 percent of these first enlistment members responded that they planned to reenlist.

The seven MSA Instructors (GRP039) were ATC technical training instructors and SAC field training detachment instructors. Their task responses included both field tasks, as performed by GRP050, and training tasks, as performed by GRP021. Tasks associated with isolating malfunctions to electronic and electrical equipment and components; operating launch control, checkout, and monitor systems; training; and performing daily shift verifications accounted for more than 60 percent of their job time.

The five Technical Engineering Analysis Technicians-TEAT's (GRP057) spend more than 42 percent of their time on tasks related to isolating malfunctions to electronic and electrical equipment and components. All these incumbents reported that they analyze missile maintenance problems and direct missile maintenance outside of missile maintenance procedures. Based on communications with personnel who are knowledgeable about the Titan Missile System, these TEAT personnel coordinate with industrial technical representatives on missile systems' refinement requirements.

II. Missile Electronic Equipment Maintainers, AFS 316X2F (GRP018).

These 73 respondents, all holding AFS 316X2F, perform many tasks relating to removing and installing; performing inspections and operational checks of; and isolating malfunctions to electronic and electrical equipment and components. Tasks relating to operating test equipment and maintaining fixed vapor detection systems characterized these incumbents' task performance. Tasks performed by these incumbents, in all the above areas, accounted for 56 percent of their total job time. Of the 66 percent of these respondents who reported being in their first enlistment, 35 percent responded that they planned to reenlist.

III. Missile Systems Maintainers, AFS 316X1F (GRP047).

More than 54 percent of these 34 incumbents' job time is spent on tasks relating to removing and installing; performing inspections and operational checks of; and isolating malfunctions to electronic and electrical equipment and components. These incumbents' task responses reiterate AFR 39-1 specialty descriptions in that these respondents perform numerous tasks associated with missile guidance and control (G&C) systems and G&C components. Characteristic tasks include performing azimuth alignment set and azimuth laying set checks;

removing and installing missile guidance systems components; and performing inertial guidance system end-to-end phasings. Of the 56 percent of these respondents who reported being in their first enlistment, 10 percent reported that they planned to reenlist.

IV. Supervision and Support personnel, AFS's 316X0F/1F/2F/31693 (GRP002).

These 53 incumbents spent more than 70 percent of their time performing supervisory and administrative tasks in areas such as inspecting and evaluating, organizing and planning, training, and performing administrative functions. All AFS's were represented in this job cluster. Most members referred to themselves as Quality Control Inspectors (GRP027); Supervisors, Schedulers and NCOIC's (GRP026); and Formal Training Instructors (GRP021). Summaries of background information and task performance data are included in Appendix A.

ANALYSIS OF DAFSC GROUPS

Table 2 reflects the relative percent time spent on tasks within the duties of the job inventory across the 5-, 7-, and 9-skill level groups in each of the three ladders surveyed. From this table, the three Air Force Specialties (AFS's) can be compared in terms of the time spent in duties. The uniqueness of each ladder and the duty commonalities across all three ladders can also be compared.

In general, AFS 316X0F personnel were found to be involved more with operating and inspecting facility systems; operating launch control, check-out, and monitor systems; performing daily shift verifications; and performing hazard and emergency procedures. Very little time is spent on these duties by members of the other ladders. In a sense, these members perform a more homogeneous job than the incumbents of the other ladders. Tasks performed by both 5- and 7-skill level members are technical, with very few supervisory tasks being performed by the 7-skill level. (A more complete discussion of this trend is given below in the skill level discussions section.)

The AFS 316X1F respondents inspect, operationally check, remove, install, and perform malfunction analysis of electronic and electrical equipment. Five-skill level personnel perform many technical tasks and few supervisory tasks. Seven-skill level respondents reported performing technical and supervisory tasks, with more time spent performing training tasks than any other skill level group presented in Table 2. (A more complete discussion of these trends can be found in the skill level discussions below.)

Respondents in AFS 316X2F were characterized by their performing tasks associated with maintaining MSA fixed vapor detection systems (Duty K). Incumbents at the 5-skill level perform few supervisory tasks. Seven-skill level incumbents reported spending 50 percent of their job time on supervisory and administrative tasks. (An expanded discussion of AFS 316X2F responses follow in skill level discussions below.)

The DAFSC 31693 respondents reported spending 58 percent of their time performing supervisory and administrative tasks. Atypically, these incumbents reported that they spent approximately 41 percent of their time on technically related tasks. Technical tasks performed were most associated with operating and inspecting facility systems; isolating malfunctions; performing daily shift verifications; performing hazard and emergency procedures; and inspecting, operating, and using missile safety equipment.

Skill Level Discussions

AFS 316X0F Respondents

DAFSC 31650F. Most of these incumbents perform tasks involved with operating launch control, checkout, and monitor systems (Duty M). Examples of tasks in this duty involve performing readiness monitoring on control monitor groups, PDC, and LCCFC as well as performing launch and missile verifications. In addition, they perform daily shift verifications (DSV) which involve such tasks as performing lamp tests, and IGS alarm tests; returning IGS to ready mode; performing flight simulation tests in memory mode and dynamic response tests in memory mode; and verifying light indications and circuit breaker positions.

DAFSC 31670F. As with the other two ladders, the 7-skill level incumbents in the 316X0F ladder pick up some supervisory and administrative tasks. But the time spent on these duties is far less than found in the other ladders, with only 27 percent being spent by this group on supervisory and administrative duties. This compares to 53 percent for 31671F and 50 percent for 31672F incumbents. The AFS 31670F incumbents spend most of their time on technical tasks, especially in performing daily shift verifications (DSV) and operating launch control, checkout, and monitoring systems. In fact, tasks in these areas are the same as are being performed by the 5-skill level group. Most supervisory tasks are performed by less than 40 percent of the total group, while more than 60 percent of the incumbents perform technical tasks.

AFS 316X1F Respondents

DAFSC 31651F. These personnel perform inspections and operational checks of electronic and electrical equipment, isolate malfunctions to this equipment and components, and remove or install electronic equipment components. Much of their work is technical; they perform very few supervisory or administrative tasks. Incumbents remove or install such components as IMU at system test complex (STC) and launch sites; missile alignment system indicator components; missile guidance system fault locator chassis components; DC and AC voltage comparator components; and power supply components. Incumbents also perform IGS turn on or shutdown procedures, IMU return to readiness procedures; MGACG composite checkouts; IGS run-up procedures; IMU interface qualifications checks; and IGS type loading procedures.

The few supervisory or administrative tasks that are performed involve inspecting work areas and tools or equipment; issuing or accounting for tools or equipment; initiating or making entries in maintenance data collection forms; and completing supply or equipment inventories.

DAFSC 31671F. Supervisory and administrative tasks are the most time consuming tasks for this group, accounting for 53 percent of their duty time. Personnel with DAFSC 31671F supervise 5-skill level specialists; counsel subordinates; develop or improve work methods or procedures; prepare APR's; assign space; assign personnel to duty positions; and initiate requests for supplies, maintenance equipment, or spare parts. Technical tasks performed deal with inspecting safety equipment, and performing inspection and operational checks of electronic and electrical equipment.

Of note also is the high percent time spent by these 7-level personnel on training tasks. Many respondents in this group are involved with reviewing training progress of individuals; operating audiovisual aids; preparing and administering oral, written, or performance tests; and maintaining training records.

AFS 316X2F Respondents

DAFSC 31652F. These respondents are involved with maintaining MSA Fixed Vapor Detection Systems. They inspect fuel detection cabinets and oxidizer detection cabinets; calibrate fuel and oxidizer cabinet recorders, billionaires, live explosive analyzers, and vapor detection annunciator panels; and isolate malfunctions to fixed vapor detection vacuum systems, and to cabinet recorders and billionaires. These incumbents reported spending 15 percent of their time performing supervisory or administrative tasks.

DAFSC 31672F. Incumbents with DAFSC 31672F perform many supervisory as well as administrative tasks. They spend 50 percent of their time performing tasks in these duties. They supervise 5-level specialists; inspect work areas; initiate requests for supplies, maintenance equipment, or spare parts; counsel subordinates; analyze missile maintenance problems; prepare airman performance reports (APRs); and initiate or make entries on maintenance data collection forms. What few technical tasks are performed involve evaluating oscillograph traces of flight control, component response tests, and evaluating combined system test tapes; reading or interpreting wiring, schematic, or logic diagrams; inspecting safety equipment; and isolating malfunctions.

TABLE 2

PERCENT TIME SPENT ON DUTIES BY 316XXF DAFSC GROUPS

DUTY	DAFSC GROUPS						
	31650F	31670F	31651F	31671F	31652F	31672F	31693
A ORGANIZING AND PLANNING	1	6	2	7	3	8	18
B DIRECTING AND IMPLEMENTING	1	4	2	7	2	10	6
C INSPECTING AND EVALUATING	2	5	6	12	4	15	18
D TRAINING	3	6	6	16	1	4	7
E PERFORMING ADMINISTRATIVE FUNCTIONS	2	6	7	11	5	13	9
F PERFORMING INSPECTIONS AND OPERATIONAL CHECKS OF ELECTRONIC AND ELECTRICAL EQUIPMENT	5	4	16	10	13	8	2
G ISOLATING MALFUNCTIONS TO ELECTRONIC AND ELECTRICAL EQUIPMENT AND COMPONENTS	15	16	16	11	12	9	6
H REMOVING AND INSTALLING ELECTRONIC EQUIPMENT COMPONENTS	1	-	15	9	9	7	*
I BENCH CHECKING ELECTRONIC EQUIPMENT	-	-	7	4	4	2	0
J CALIBRATING ELECTRONIC EQUIPMENT	-	-	1	-	4	2	0
K MAINTAINING MSA FIXED VAPOR DETECTION SYSTEMS	1	-	-	-	13	5	*
L OPERATING AND INSPECTING FACILITY SYSTEMS	18	13	2	1	5	2	7
M OPERATING LAUNCH CONTROL, CHECKOUT, AND MONITOR SYSTEMS	9	7	1	-	2	2	5
N MONITORING, OPERATING, AND MAINTAINING COMMUNICATIONS SYSTEMS	4	3	-	-	-	-	2
O PERFORMING DAILY SHIFT VERIFICATIONS (DSV)	12	9	3	1	1	1	6
P PERFORMING HAZARD AND EMERGENCY PROCEDURES	10	8	1	-	1	1	6
Q INSPECTING, OPERATING, AND USING MISSILE SAFETY EQUIPMENT	12	9	3	5	4	5	6
R OPERATING TEST EQUIPMENT	1	1	1	1	5	2	*
S PERFORMING GENERAL MISSILE MAINTENANCE	3	3	10	4	9	4	1

* LESS THAN ONE PERCENT

AFR 39-1 SPECIALTY DESCRIPTIONS

AFSC 31630 and 31650, and 31670 Specialty Descriptions

Occupational survey data from AFS 316X0F respondents generally supported these broad specialty descriptions. However, the area relating to tactical missile launch crews should be reviewed further. Survey responses indicated that AFS 316X0F incumbents did accept and interpret instructions and codes from authorized sources. However, data did not indicate that survey respondents performed duty as members of tactical missile launch crews. From survey responses, as skill levels increased, performance of supervisory tasks minimally increased.

AFSC 31631 and 31651, and 31671 Specialty Descriptions

Survey data from AFS 316X1F respondents generally supported these specialty descriptions. However, survey data reflected that AFS 316X1F respondents neither accepted and interpreted instructions and codes from authorized sources nor performed duty as members of tactical missile launch crews. Data indicated that as skill levels increased, performance of supervisory tasks also increased.

AFS 31632 and 31652, and 31672 Specialty Descriptions

Survey responses from AFS 316X2F incumbents generally coincided with these specialty descriptions. Respondents indicated that they performed field maintenance tasks, test equipment tasks, records maintenance tasks, and supervisory tasks which were commensurate with their awarded skill levels.

SUMMARY OF BACKGROUND INFORMATION

Questions pertaining to job interest, perceived utilizations of talents and training, and reenlistment intentions are integral parts of every USAF Job Inventory booklet. Tables 3 and 4 summarize responses to those questions by incumbents in Air Force Specialties (AFS's) 316X0F, 316X1F, and 316X2F. Normative data is also found in Tables 3 and 4 which include data collected from USAF personnel in 20 different career ladders surveyed in CY 1976. The data is displayed as percentages of those members responding to the background questions. Percentages are presented by Active Federal Military Service (AFMS) groups with 1-48 months AFMS (first enlistment group) and with 49 or more months AFMS (career airmen group).

In general, Table 3 reflects that career respondents reported their jobs as interesting and that their talents and training were being utilized. Responses by career AFS 316XXF airmen, however, were less positive than those responses by career airmen in the CY 1976 groups. The largest response differences were found within the first enlistment groups. Four general trends concerning first enlistment responses were noted. Responses by incumbents in AFS's 316X0F, 316X1F, and 316X2F were consistently less positive than CY 1976 normative data. Only 43 percent of the incumbents in AFS 316X1F responded that their job was interesting. Compared to 62 percent of AFS 316X2F personnel who reported that their talents were being utilized fairly well to perfectly, 54 percent of AFS 316X0F personnel and 52 percent of 316X1F incumbents responded that their talents were being utilized either very little or not at all. Responses to job interest and utilization of talents questions, by first enlistment incumbents in all three specialties, indicate potential job satisfaction problems.

Reenlistment intention responses in Table 4 were generally more negative for respondents in AFS's 316X0F, 316X1F, and 316X2F when compared to CY 1976 responses. Career respondents in AFS 316X1F responded more positively than any other group presented in Table 4 that they intended to reenlist. In contrast, only 10 percent of first enlistment respondents in AFS 316X1F reported that they planned to reenlist. Reenlistment responses by all first enlistment incumbents were generally negative. Reenlistment rates in Table 4 are fiscal year (FY) 1977 rates furnished by AFMPC. When comparing reenlistment intention responses and FY 1977 reenlistment rates, across all first enlistment groups in Table 4, reenlistment of first-term AFS 316X1F incumbents has been alarmingly low.

TABLE 4

REENLISTMENT INTENTIONS AND FY 1977 REENLISTMENT RATES* FOR AFS 316XXF AFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	FIRST ENLISTMENT (1-48 MOS AFMS)			CAREER (49+ MOS AFMS)				
	316X0F	316X1F	316X2F	CY 1976	316X0F	316X1F	316X2F	CY 1976
REENLISTMENT PLANS								
NO, OR PROBABLY NO	59	76	63	57	36	17	32	27
YES, OR PROBABLY YES	36	10	35	43	62	83	66	73
NO RESPONSE	5	14	2	-	2	-	2	-
REENLISTMENT RATES (FY 1977)								
ELIGIBLE TO REENLIST	52	15	21	-	29	10	8	-
ACTUALLY REENLISTED	5	0	3	-	23	7	7	-
PERCENT	9.6	0	14.3	-	79.3	70.0	87.5	-

*NOTE: FY 1977 Reenlistment Rates are based upon telecon with USAF/MPC. Overall rate for reenlistments after first tour - 39%

ANALYSIS OF TASK DIFFICULTY

From the airmen sample identified for the Titan Missile Electronic Maintenance (AFS's 316X0F/1F/2F/31693) Occupational Survey, respondents in the 7- and 9-skill levels from various locations and specialties rated task difficulty. Difficulty is defined as the length of time required by an average incumbent to learn to do the task. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty. Interrater agreement among the 72 raters was .96. Ratings were adjusted so that tasks of average difficulty have a rating of 5.00.

Table 5 lists the 15 most difficult technical tasks performed by respondents in AFS's 316X0F, 316X1F, and 316X2F. In general, those tasks rated above average in difficulty were related to supervision; training; performing inspections and operational checks of electronic and electrical equipment; isolating malfunctions; and bench checking electronic equipment. All tasks related to calibrating electronic equipment (Duty J) and maintaining MSA fixed vapor detection systems (Duty K) were rated as above average in difficulty.

Table 6 lists the 15 least difficult technical tasks performed by respondents in AFS's 316X0F, 316X1F, and 316X2F. All tasks related to performing daily shift verifications (Duty O) were rated as being below average in difficulty. Additionally, tasks rated as below average in difficulty primarily were associated with: performing administrative functions; operating and inspecting facility systems; inspecting, operating, and using missile safety equipment; and performing general missile maintenance. In many cases, fairly large percentages of AFS 316X0F, 316X1F, and 316X2F personnel reported performing low difficulty tasks.

TABLE 5

FIFTEEN MOST DIFFICULT TECHNICAL TASKS PERFORMED BY AFS 316XXF RESPONDENTS
(PERCENT MEMBERS PERFORMING BY AFS)

TASK	DIFFICULTY RATING	PERCENT MEMBERS PERFORMING BY AFS		
		316X0F	316X1F	316X2F
S29 READ OR INTERPRET WIRING, SCHEMATIC, OR LOGIC DIAGRAMS	7.03	55	43	62
F16 PERFORM AZIMUTH LAYING SET (ALS) AZIMUTH REFERENCE CHECKS	6.70	2	55	0
F2 EVALUATE COMBINED SYSTEM TEST TAPES	6.69	6	11	71
N1 COPY AND DECODE FAST REACTION MESSAGES	6.63	83	0	0
F3 EVALUATE OSCILLOGRAPH TRACES OF FLIGHT CONTROL COMPONENT RESPONSE TESTS	6.60	4	5	80
G38 ISOLATE MALFUNCTIONS TO CODED SWITCH SYSTEM COMPONENTS	6.59	31	0	38
J16 CALIBRATE MASS SPECTROMETERS	6.59	2	0	56
K3 CALIBRATE LIRA EXPLOSIVE ANALYZERS	6.53	2	0	61
J11 CALIBRATE COMBINED SYSTEM TEST SETS	6.42	1	5	44
K1 CALIBRATE FUEL CABINET BILLIONAIRES	6.41	2	0	61
F27 PERFORM COMBINED SYSTEM TESTS	6.41	18	5	71
M11 PERFORM COMBINED SYSTEMS TESTS	6.38	32	2	67
F17 PERFORM AZIMUTH STABILITY CHECKS	6.36	4	52	0
G89 ISOLATE MALFUNCTIONS TO MISSILE WIRING	6.36	28	16	51
G39 ISOLATE MALFUNCTIONS TO COMBINED SYSTEM TEST SET COMPONENTS	6.33	14	7	59

TABLE 6

FIFTEEN LEAST DIFFICULT TECHNICAL TASKS PERFORMED BY AFS 316XXF RESPONDENTS
(PERCENT MEMBERS PERFORMING BY AFS)

TASK	DIFFICULTY RATING	PERCENT MEMBERS PERFORMING BY AFS		
		316X0F	316X1F	316X2F
S41 SWEEP, MOP, OR BUFF FLOORS	1.45	83	66	70
L44 REMOVE AND INSTALL LIGHT BULBS	1.61	90	43	57
O17 REMOVE OIL, WATER, OR HYDRAULIC FLUID SPILLS	1.73	86	18	6
S39 REMOVE SNOW, ICE, OR DIRT FROM WORK SITES	1.75	41	21	20
S40 STENCIL INSTRUCTIONS OR IDENTIFIERS ON MISSILE SUPPORT EQUIPMENT OR CONTAINERS	1.99	24	36	30
S21 MAINTAIN LAWNS, GROUNDS, OR WALKS	2.03	34	48	43
O19 VERIFY CIRCUIT BREAKER POSITIONS	2.26	89	32	28
O12 PERFORM LAMP TESTS	2.41	89	43	37
S42 UNPACK OR PACK MISSILE SUPPORT EQUIPMENT	2.48	4	46	37
Q12 INSPECT HOT STICKS	2.52	86	9	17
Q10 INSPECT HARD HATS	2.53	83	59	50
O2 INSPECT FUSE INDICATIONS	2.54	85	14	11
O20 VERIFY GAUGE INDICATIONS	2.54	82	14	21
Q8 INSPECT FIRE EXTINGUISHERS	2.56	86	16	20
L51 VERIFY STATUS OF EMERGENCY ESCAPE HATCHES	2.56	73	0	0

COMPARISONS OF CURRENT SURVEY TO PREVIOUS SURVEYS

Missile Systems Analyst Career Ladder, AFS's 316X0F, H316X0F, 31790 (OSR, AFPT 90-316-063, PTT date: October 1973)

1. Both surveys resulted in similar career ladder analyses. Job type groups in both surveys were the same with one exception. The five Missile Systems Inspectors identified in the previous survey, who transported or serviced missiles, no longer perform that function. Almost all Missile Systems Analysts perform essentially the same technical job.
2. There is no apparent progression from technical to supervisory task performance - regardless of skill level progression - in either survey.
3. Data in both surveys continues to indicate low reenlistment intentions for those respondents in their first enlistment.
4. Responses to questions concerning job interest and utilization of respondents' talents and training continue to be more negative than comparative data collected from previously surveyed career ladders.

Missile Systems Maintenance Career Ladder, AFS's 316X1F/L/Q/31790 (OSR, AFPT 90-316-102, dated 1 August 1973)

The sampling and reporting methodology used in the previous survey precluded extensive survey comparisons. The present survey more clearly defines this specialty. However, both surveys indicated that AFS 316X1F incumbents perform essentially the same job. Task performance is primarily involved with maintenance of missile guidance and control systems and system components. Both surveys indicate low reenlistment intentions for first enlistment incumbents.

Missile Electronic Equipment Specialist, AFS's 316X2F/G/H/Q/T/31790 (OSR, AFPT 90-316-126, dated 15 October 1974)

The sampling and reporting methodology used in the previous survey precluded extensive survey comparisons. The present survey more clearly defines this specialty. However, both surveys indicate that AFS 316X2F respondents perform many electrical maintenance tasks on Titan electronic equipment and electrical components. The present survey highlighted the maintenance of MSA fixed vapor detection systems by AFS 316X2F personnel. Both surveys reiterate low reenlistment intentions for first enlistment incumbents.

DISCUSSION OF FINDINGS

1. The AFS 316X0F, 316X1F, and 316X2F career ladder structure, as identified through task analysis, generally supports the broad AFR 39-1 specialty descriptions.
2. Incumbents in Air Force Specialty (AFS) 316X0F reported performing a broad, technical job. Survey data indicated little difference in technical task performance at the various skill levels. In the previous and present survey, responses to questions concerning job interest, utilization of talents and training, and reenlistment intentions (especially by first enlistment respondents) indicate potential job satisfaction problems.
3. Reenlistment intentions and rates for AFS 316X0F, 316X2F, and especially-316X1F first enlistment incumbents are low. Since all three specialties are highly structured and well defined, job enrichment efforts in all these career ladders might positively influence the reenlistment intentions of first enlistment incumbents.
4. Survey data indicated that many tasks, performed by incumbents in AFS's 316X0F, 316X1F, and 316X2F, were unique to each specialty. However, incumbents in all three specialties also reported performing tasks which were common to all specialties. Those tasks commonly performed by incumbents in all specialties were distributed throughout most duties listed in the job inventory.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP024 - Missile Systems Analysts, AFSC 316X0F

NUMBER IN GROUP: 233

PERCENT OF SAMPLE: 59%

MAJOR COMMAND DISTRIBUTION: SAC (97%), ATC (3%)

DAFSC DISTRIBUTION: 31630F (8%), 31650F (68%), 31670F (19%), 31693 (4%),
Other (1%)

AVERAGE GRADE: 4.2

AVERAGE TIME IN CAREER FIELD: 49 months

AVERAGE TIME IN SERVICE: 58 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 59%

AMOUNT OF SUPERVISION: Less than one percent supervise

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

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 44%
FAIRLY WELL OR BETTER 55%
OTHER 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 30%
FAIRLY WELL OR BETTER 69%
OTHER 1%

AVERAGE NUMBER OF TASKS PERFORMED: 253

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
L OPERATING AND INSPECTING FACILITY SYSTEMS	18
G ISOLATING MALFUNCTIONS TO ELECTRONIC AND ELECTRICAL EQUIPMENT AND COMPONENTS	16
O PERFORMING DAILY SHIFT VERIFICATIONS (DSV)	12
Q INSPECTING, OPERATING, AND USING MISSILE SAFETY EQUIPMENT	12

GROUP DIFFERENTIATING TASKS:

TASKS

M18 PERFORM LAUNCH VERIFICATIONS	97
O19 VERIFY CIRCUIT BREAKER POSITIONS	97
M21 PERFORM POST-LAUNCH PROCEDURES FOR ACTUAL OR SIMULATED LAUNCHES	94
O13 PERFORM PERIODIC MONITOR CONTINUITY CHECKS	93
L23 OPERATE COMPLEX BLAST VALVES	89

GROUP ID NUMBER AND TITLE: GRP050 - MSA Combat Crewmembers

NUMBER IN GROUP: 220

PERCENT OF SAMPLE: 56%

MAJOR COMMAND DISTRIBUTION: SAC (98%), ATC (1%), Other (1%)

DAFSC DISTRIBUTION: 31630F (9%), 31650F (70%), 31670F (16%), 31693 (4%),
Other (1%)

AVERAGE GRADE: 4.1

AVERAGE TIME IN CAREER FIELD: 46 months

AVERAGE TIME IN SERVICE: 55 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 62%

AMOUNT OF SUPERVISION: Less than one percent supervise

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

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 46%
FAIRLY WELL OR BETTER 54%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 68%
OTHER 1%

AVERAGE NUMBER OF TASKS PERFORMED: 257

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
L OPERATING AND INSPECTING FACILITY SYSTEMS	18
G ISOLATING MALFUNCTIONS TO ELECTRONIC AND ELECTRICAL EQUIPMENT AND COMPONENTS	15
O PERFORMING DAILY SHIFT VERIFICATIONS (DSV)	12
Q INSPECTING, OPERATING, AND USING MISSILE SAFETY EQUIPMENT	12

GROUP DIFFERENTIATING TASKS:

TASKS

M19 PERFORM MISSILE VERIFICATIONS	100
O3 INSPECT MISSILE GUIDANCE AND CONTROL GROUPS (MGACG) FILTER SCREENS	100
O19 VERIFY CIRCUIT BREAKER POSITIONS	100
M22 PERFORM READINESS MONITORING ON CONTROL MONITOR GROUPS	99
L32 OPERATE SILO SUMP PUMPS	88

GROUP ID NUMBER AND TITLE: GRP039 - MSA Instructors

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC (57%), ATC (43%)

DAFSC DISTRIBUTION: 31650F (71%), 31670F (29%)

AVERAGE GRADE: 5.1

AVERAGE TIME IN CAREER FIELD: 88 months

AVERAGE TIME IN SERVICE: 107 months

PERCENT MEMBERS IN FIRST ENLISTMENT: None in first enlistment

AMOUNT OF SUPERVISION: None supervise

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (14%), INTERESTING (72%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

AVERAGE NUMBER OF TASKS PERFORMED: 98

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G ISOLATING MALFUNCTIONS TO ELECTRONIC AND ELECTRICAL EQUIPMENT AND COMPONENTS	19
M OPERATING LAUNCH CONTROL, CHECKOUT, AND MONITOR SYSTEMS	15
D TRAINING	15
O PERFORMING DAILY SHIFT VERIFICATIONS (DSV)	12

GROUP DIFFERENTIATING TASKS:

TASKS

D1 ADMINISTER ORAL, WRITTEN, OR PERFORMANCE TESTS	100
F44 PERFORM INERTIAL GUIDANCE SYSTEM (IGS) RUN-UP PROCEDURES	100
M24 PERFORM READINESS MONITORING ON POWER DISTRIBUTION CONTROL (PDC)	100
M25 PERFORM TARGET SELECTIONS	100
D20 PREPARE ORAL, WRITTEN, OR PERFORMANCE TESTS	86

GROUP ID NUMBER AND TITLE: GRP057 - Technical Engineering Analysis Technicians (TEATs)

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (100%)

DAFSC DISTRIBUTION: 31670F (100%)

AVERAGE GRADE: 6.8

AVERAGE TIME IN CAREER FIELD: 157 months

AVERAGE TIME IN SERVICE: 255 months

PERCENT MEMBERS IN FIRST ENLISTMENT: None first enlistment

AMOUNT OF SUPERVISION: 40% supervise one or more

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (20%), INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 60%

AVERAGE NUMBER OF TASKS PERFORMED: 229

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G ISOLATING MALFUNCTIONS TO ELECTRONIC AND ELECTRICAL EQUIPMENT AND COMPONENTS	43
L OPERATING AND INSPECTING FACILITY SYSTEMS	11
F PERFORMING INSPECTIONS AND OPERATIONAL CHECKS OF ELECTRONIC AND ELECTRICAL EQUIPMENT	9

GROUP DIFFERENTIATING TASKS:

TASKS

E8 LOCATE INFORMATION IN TECHNICAL, ENGINEERING, OR SUPPLY PUBLICATIONS	100
G59 ISOLATE MALFUNCTIONS TO FACILITATE ELECTRICAL SYSTEMS	100
B7 DIRECT MISSILE MAINTENANCE OUTSIDE OF TECHNICAL ORDERS PROCEDURES	100
F2 EVALUATE COMBINED SYSTEM TEST TAPES	100
G57 ISOLATE MALFUNCTIONS TO FACILITY HYDRAULIC SYSTEMS	100

GROUP ID NUMBER AND TITLE: GRP018 - Missile Electronic Equipment Maintainers,
AFSC 316X2F

NUMBER IN GROUP: 73

PERCENT OF SAMPLE: 19%

MAJOR COMMAND DISTRIBUTION: SAC (89%), ATC (11%)

DAFSC DISTRIBUTION: 31632F (11%), 31652F (69%), 31672F (16%), Other (4%)

AVERAGE GRADE: 4.2

AVERAGE TIME IN CAREER FIELD: 34 months

AVERAGE TIME IN SERVICE: 55 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 66%

AMOUNT OF SUPERVISION: 29% supervise one or more

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (29%), INTERESTING (55%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 36%
FAIRLY WELL OR BETTER 63%
OTHER 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

AVERAGE NUMBER OF TASKS PERFORMED: 233

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
K MAINTAINING MSA FIXED VAPOR DETECTION SYSTEMS	14
G ISOLATING MALFUNCTIONS TO ELECTRONIC AND ELECTRICAL EQUIPMENT AND COMPONENTS	13
F PERFORMING INSPECTIONS AND OPERATIONAL CHECKS OF ELECTRONIC AND ELECTRICAL EQUIPMENT	13
H REMOVING AND INSTALLING ELECTRONIC EQUIPMENT COMPONENTS	10

GROUP DIFFERENTIATING TASKS:

TASKS

R6 OPERATE FACILITIES MONITOR SIMULATORS	96
H21 REMOVE OR INSTALL BPS-1 OR BPS-2 BATTERY POWER SUPPLY COMPONENTS	93
K15 PERFORM MSA FUEL EXPLOSIVE VAPOR DETECTION SYSTEM INSPECTIONS	90
F3 EVALUATE OSCILLOGRAPH TRACES OF FLIGHT CONTROL COMPONENTS RESPONSE TESTS	90
K14 PERFORM FUEL CABINET INSPECTIONS	86

GROUP ID NUMBER AND TITLE: GRP047 - Missile Systems Maintainers, AFSC 316X1F

NUMBER IN GROUP: 34

PERCENT OF SAMPLE: 9%

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

DAFSC DISTRIBUTION: 31631F (9%), 31651F (65%), 31671F (24%), Other (2%)

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 42 months

AVERAGE TIME IN SERVICE: 86 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 56%

AMOUNT OF SUPERVISION: 35% supervise one or more

EXPRESSED JOB INTEREST: DULL (24%), SO-SO (21%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 53%
FAIRLY WELL OR BETTER 47%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 35%
FAIRLY WELL OR BETTER 62%
OTHER 3%

AVERAGE NUMBER OF TASKS PERFORMED: 197

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G ISOLATING MALFUNCTIONS TO ELECTRONIC AND ELECTRICAL EQUIPMENT AND COMPONENTS	19
F PERFORMING INSPECTIONS AND OPERATIONAL CHECKS OF ELECTRONIC AND ELECTRICAL EQUIPMENT	18
H REMOVING AND INSTALLING ELECTRONIC EQUIPMENT COMPONENTS	18

GROUP DIFFERENTIATING TASKS:

TASKS

H45 REMOVE OR INSTALL INERTIAL MEASUREMENT UNIT (IMU) AT SYSTEMS TEST COMPLEX (STC)	97
H44 REMOVE OR INSTALL IMU AT LAUNCH SITES	94
G86 ISOLATE MALFUNCTIONS TO MISSILE GUIDANCE SYSTEM FAULT LOCATOR CHASSIS COMPONENTS	94
F18 PERFORM AAS CONTROL RETURN TO READINESS CHECKOUTS	91
F58 PERFORM MISSILE GUIDANCE AND CONTROL GROUP (MGACG) COMPOSITE CHECKOUTS	85

GROUP ID NUMBER AND TITLE: GRP002 - Supervision and Support, AFSCs 316X0F/1F/2F/93

NUMBER IN GROUP: 53

PERCENT OF SAMPLE: 13%

MAJOR COMMAND DISTRIBUTION: SAC (62%), ATC (30%), Other (8%)

DAFSC DISTRIBUTION: 316X0F (28%), 316X1F (19%), 316X2F (34%), 31693 (19%)

AVERAGE GRADE: 5.7

AVERAGE TIME IN CAREER FIELD: 95 months

AVERAGE TIME IN SERVICE: 152 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 15%

AMOUNT OF SUPERVISION: 25% supervise one or more

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (7%), INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 85%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 62%

AVERAGE NUMBER OF TASKS PERFORMED: 36

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	20
A ORGANIZING AND PLANNING	18
D TRAINING	17
E PERFORMING ADMINISTRATIVE FUNCTIONS	15

GROUP DIFFERENTIATING TASKS:

TASKS

A6 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	60
B1 COMPILE INFORMATION FOR REPORTS OR STAFF STUDIES	58
E26 REVIEW CORRESPONDENCE	49
C6 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	47
D23 REVIEW TRAINING PROGRESS OF INDIVIDUALS	42

GROUP ID NUMBER AND TITLE: GRP027 - Quality Controllers, AFSCs 316X1F/2F

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: SAC (100%)

DAFSC DISTRIBUTION: 316X1F (40%), 316X2F (60%)

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 79 months

AVERAGE TIME IN SERVICE: 106 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AMOUNT OF SUPERVISION: 40% supervise one or more

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (20%), INTERESTING (70%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 10%
FAIRLY WELL OR BETTER 90%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 30%
FAIRLY WELL OR BETTER 70%

AVERAGE NUMBER OF TASKS PERFORMED: 58

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	41
Q INSPECTING, OPERATING, AND USING MISSILE SAFETY EQUIPMENT	18
E PERFORMING ADMINISTRATIVE FUNCTION	7
F PERFORMING INSPECTIONS AND OPERATIONAL CHECKS OF ELECTRONIC AND ELECTRICAL EQUIPMENT	6

GROUP DIFFERENTIATING TASKS:

TASKS

C5 EVALUATE COMPLIANCE WITH MAINTENANCE POLICIES OR PROCEDURES	100
C6 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	100
C25 PERFORM PERSONNEL PROFICIENCY EVALUATIONS	90
C7 EVALUATE COMPLIANCE WITH SAFETY PRACTICES OR PROCEDURES	90
C9 EVALUATE CONDITION OR USE OF PROTECTIVE EQUIPMENT	90

GROUP ID NUMBER AND TITLE: GRP026 - Supervisors, Schedulers, NCOICs,
AFSCs 316X0F/1F/2F/31693

NUMBER IN GROUP: 14

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: SAC (43%), ATC (43%), Other (14%)

DAFSC DISTRIBUTION: 315X0F (29%), 316X1F (14%), 316X2F (14%), 31693 (43%)

AVERAGE GRADE: 6.7

AVERAGE TIME IN CAREER FIELD: 142 months

AVERAGE TIME IN SERVICE: 199 months

PERCENT MEMBERS IN FIRST ENLISTMENT: None

AMOUNT OF SUPERVISION: 50% supervise one or more

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (-), INTERESTING (86%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 43%
FAIRLY WELL OR BETTER 57%

AVERAGE NUMBER OF TASKS PERFORMED: 57

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

E PERFORMING ADMINISTRATIVE FUNCTIONS	24
A ORGANIZING AND PLANNING	23
C INSPECTING AND EVALUATING	19

GROUP DIFFERENTIATING TASKS:

TASKS

A6 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	100
E26 REVIEW CORRESPONDENCE	93
B1 COMPILE INFORMATION FOR REPORTS OR STAFF STUDIES	93
A5 DEVELOP OFFICE INSTRUCTIONS (OI)	93
C4 EVALUATE ADMINISTRATIVE FORMS OR PROCEDURES	71

GROUP ID NUMBER AND TITLE: GRP021 - Formal Training Instructors,
AFSCs 316X0F, 316X1F

NUMBER IN GROUP: 17

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: ATC (64%), SAC (36%)

DAFSC DISTRIBUTION: 31650F (55%), 316X1F (36%), 31693 (9%)

AVERAGE GRADE: 5.3

AVERAGE TIME IN CAREER FIELD: 95 months

AVERAGE TIME IN SERVICE: 141 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 9%

AMOUNT OF SUPERVISION: None supervise

EXPRESSED JOB INTEREST: DULL (0), SO-SO (18%), INTERESTING (82%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 9%
FAIRLY WELL OR BETTER 91%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 9%
FAIRLY WELL OR BETTER 91%

AVERAGE NUMBER OF TASKS PERFORMED: 23

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

D TRAINING	55
B DIRECTING AND IMPLEMENTING	10
C INSPECTING AND EVALUATING	9

GROUP DIFFERENTIATING TASKS:

TASKS

D17 OPERATE AUDIOVISUAL AIDS SUCH AS OVERHEAD PROJECTION OR MOVIE PROJECTORS	100
D1 ADMINISTER ORAL, WRITTEN, OR PERFORMANCE TESTS	100
D23 REVIEW TRAINING PROGRESS OF INDIVIDUALS	82
D18 OPERATE TRAINING EQUIPMENT MOCK-UPS	73
D20 PREPARE ORAL, WRITTEN, OR PERFORMANCE TESTS	73