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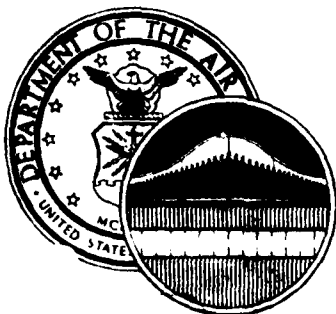
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UNITED STATES AIR FORCE

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OCCUPATIONAL SURVEY REPORT



TRANSPORTATION CAREER FIELD

AFS 60XXX

AFPT 90-60X-425

MAY 1981

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OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78148

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of six specialties within the enlisted Transportation career field (AFSCs 602X0, 602X1, 602X2, 605X0, 605X1, and 605X0/1A). The project was requested by HQ Air Force/LET and AFMPC/ROS1D for use in making career field decisions concerning classification and training. Authority for conducting occupational surveys is contained in AFR 35-2.

The survey instrument was developed by First Lieutenant Frank T. Vaccaro and Chief Master Sergeant Theodore R. Wilcox. Captains William E. Griffith and William E. Wimpee and First Lieutenant Gordon J. Curphy analyzed the survey data; Captains Griffith and Wimpee wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Management Applications Section, USAF Occupational Measurement Center, Randolph AFB, Texas, 78148.

The Occupational Survey Program within the Air Force has been in existence since 1956 when initial research was undertaken by the Air Force Human Resources Laboratory to develop the methodology for conducting occupational surveys. In 1967 an operational survey program was established within Air Training Command to conduct occupational surveys.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Manpower and Personnel Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Computer Programming Branch, Technical Services Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention to the Chief, Occupational Analysis Branch (OMY), Randolph AFB, Texas 78148.

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SUMMARY OF RESULTS

1. Survey Coverage: The enlisted transportation career field job inventory was administered worldwide during the spring and early summer of 1980. The survey results are based on the responses of 4,831 transporters in five specialties. For all but the Inflight Passenger Service shredout of AFS 605XX, the sample included 60 percent or more of the members of each career ladder.
2. Career Field Structure: Five functional areas were identified within the transportation career field. The five functional groups identified were: Freight and Cargo Processing, Transportation Management, Fleet and In-Flight Services, Passenger Services, and Household Goods, and Personal Property Shipments. In the Household Goods and Personnel Property Shipment function, the members were in the the same specialties. The other functions were comprised of personnel from different specialties.
3. DAFSC Groups: The degree of similiarity in tasks performed varied among career ladders. The Packaging specialty (AFS 602X2) was relatively homogeneous, for example, while the Passenger and Household Goods specialty (AFS 602X0) was very heterogeneous in terms of tasks performed. Additionally, within ladders, the nature of tasks performed was found to change as incumbent skill level increased. While 3- and 5-skill level personnel performed similar tasks, the jobs performed by 7-skill level NCOs varied from the lower skill levels. The 7-skill level respondents performed more firstline supervisory tasks, the 9- and CEM skill level members performed more staff management tasks.
4. MAJCOM Comparisons: Within some of the functional groups, tasks performed differed on the MAJCOM assignment of members. While most differences were minor, differences in tasks performed between AFLC and AFSC survey respondents and personnel in other MAJCOMs tended to be more pronounced.
5. CONUS/Overseas Comparisons: Five-skill level CONUS and Overseas respondents within the various 60XXX career ladders performed basically the same tasks. However, larger percentages of overseas respondents in the 602X0 and 602X2 specialties performed customs inspection tasks than did their CONUS counterparts.
6. Training Analysis: Task difficulty data were obtained for the 60XXX career field as a whole, and for each ladder individually. The tasks judged to be difficult or easy varied from one career ladder to another. In 1981, OMC will publish a training addendum to this report which will include training emphasis data, presently being collected from senior enlisted transporters.
7. Career Field Documents Comparison: The career field documents, AFR 39-1 and the Specialty Training Standards (STS), for each specialty were compared to the survey data. All were found to be consistent with the data; however, minor revisions, additions, and deletions are possible following review by appropriate subject matter specialists.

8. Discussion of Findings: The survey data indicate that there is potential for restructuring the career field based on the similarity of tasks performed. The Freight and Cargo Processing function was comprised of personnel from three specialties who performed a core of common tasks. A notable degree of similarity was found to exist between some Passenger and Household Goods personnel (AFS 602X0) and Air Passenger specialists (AFS 605X0). Career field specialists should examine the survey data to determine the classification implications.

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OCCUPATIONAL SURVEY REPORT
TRANSPORTATION CAREER FIELD
(AFS 60XXX)

INTRODUCTION

The Transportation career field is a collection of specialties and shredd-outs encompassing a wide range of functions: packaging and preservation, surface freight processing, household goods shipment, passenger services, air cargo processing, fleet services, inflight passenger services, vehicle operations and maintenance, and the loadmaster function. The functions performed by Transporters are essential in insuring that Air Force materiel, personnel, and personal property are moved promptly and efficiently. Considering the large number of personnel involved, the diversity of the functions, and the critical role of transportation in fulfilling the Air Force mission, logical classification and efficient, relevant training are critical to the career field.

Objectives

This occupational survey was requested by HAF/LET and AFMPC for the purpose of providing a data base to assist in making classification and training decisions about the career field. This survey did not address the entire transportation area, but, as directed, focused on the Freight, Cargo, and Passenger specialties in the 60XXX career field. The Loadmaster (AFS 114X0), Vehicle Maintenance (AFS 47XXX), and Vehicle Operations (AFS 603XX) specialties were not surveyed as personnel in these fields were assumed to have little task commonality with transporters packaging and moving freight, cargo, and personal property or processing passengers.

History and Background of the 60XXX Career Field

The history of the 60XXX specialties surveyed in this report began in May 1951, when three basic specialties were created: Air Transportation (AFS 601X0), Passenger Traffic (AFS 602X0), and Freight Traffic (AFS 602X1). The first change came in 1954, when the Air Freight specialty (AFS 601X2) was created. In 1962, the Air Transportation (renamed Air Passenger) and Air Freight specialties moved to the AFS 605XX career ladder where they assumed the present names and specialty designations, 605X0 and 605X1. In 1964, the Packaging specialty (AFS 601X4) was moved to Transportation from the Supply and Materiel Facilities specialty. In 1968, the last addition to the career field was made when the Inflight Passenger Services function (AFS 605XXA) was moved from the Loadmaster specialty to Transportation. Finally, during the analysis phase of this report, in October 1980, several numerical designations were changed in the career field. The 601X4 specialty was redesignated AFS 602X2; AFS 60291 became AFS 60299, and AFS 60591 became AFS 60599.

Most of the technical training for personnel entering the career field is conducted at the Sheppard Technical Training Center, TX. For personnel entering specialties 602X0, 602X1, 605X0, and 605X1, training is category A

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(mandatory); the training is provided through Air Force courses at Sheppard (J3ABR60230, J3ABR60231, J3ABR60530, and J3ABR60531). For personnel entering the Packaging specialty, AFS 602X2, training is Category B and is conducted at an interservice course (J5ABA60232) at the Aberdeen Proving Grounds, Maryland. Table 1 summarizes the technical training for entry level transportation personnel.

Each of the enlisted transportation specialties in this survey has been examined in previous occupational surveys. The Air Passenger (AFS 605X0), Inflight Passenger Services (AFS 605XXA), and Air Cargo (AFS 605X1) specialties were surveyed jointly in October 1975. The Packaging (AFS 602X2), Passenger and Household Goods (AFS 602X0), and Freight Traffic (AFS 602X1) specialties were examined in a joint occupational survey dated May 1978.

SURVEY METHODOLOGY

Development of the Survey Instrument

The survey instrument used to collect the task data for this study was USAF Job Inventory, AFPT 90-60X-425. The job inventory was divided into two sections. The first was a background section which gathered from respondents such information as name, grade, time in service, job interest, and functions worked in. The second section was composed of the task list. The task list contained 790 task statements related to all aspects of the enlisted Transportation career field. The job inventory was developed in February 1980 by a conference of 25 Transportation subject matter specialists. The list was refined by inventory development specialists at the USAF Occupational Measurement Center, and after a final review by key Transportation specialists, was administered to career field incumbents between May and August 1980.

Survey Administration and Sample Characteristics

Survey booklets were mailed to all incumbents in the AFS 601X4 (now 602X2), 602X0, 602X1, 605X0, and 605X0/1A career ladders. Because of the large size of the AFS 605X1 career field, only 80 percent (a random stratified sample) of the members were sampled. The target sample was composed of 6,420 personnel, of whom 4,831 were included in the final sample. Table 2 illustrates the composition of the sample based on the DAFSC of respondents. The table illustrates that only the Inflight Passenger Services shredout of AFS 605XX had a relatively low percentage of members in the final sample. While this percentage was low in comparison to the other specialties, it was still statistically reliable. All other specialties surveyed had over 63 percent of career ladder incumbents in the final sample.

The final sample was also examined to determine whether all major commands and special activities were represented in the same proportion as in the career field. Tables 3 through 8 show the MAJCOM and special activity representation by career ladder.

TABLE 1
SUMMARY OF TRANSPORTATION TECHNICAL TRAINING

<u>SPECIALTY</u>	<u>LOCATION</u>	<u>DURATION</u>
PASSENGER AND HOUSEHOLD GOODS (AFS 602X0)	SHEPPARD	8 WEEKS 3 DAYS
FREIGHT TRAFFIC (AFS 602X1)	SHEPPARD	8 WEEKS
PACKAGING (AFS 602X2)	ABERDEEN	3 WEEKS
AIR PASSENGER (AFS 605X0)	SHEPPARD	4 WEEKS
AIR CARGO (AFS 605X1)	SHEPPARD	5 WEEKS 3 DAYS

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TABLE 2
DAFSC DISTRIBUTION OF SAMPLE

<u>AFSC</u>	<u>TOTAL ASSIGNED</u>	<u>NUMBER IN SAMPLE</u>	<u>PERCENT OF CAREER LADDER IN SAMPLE</u>
602X0	997	711	72%
602X1	1,182	837	71%
602X2	601	382	64%
60299/60200	-	62	-
605X0	903	551	61%
605X0A	72	37	51%
*605X1	4,107	2,090	51%
**605X1	(3,270)	(2,090)	(64%)
605X1A	61	30	49%
60599/60500	-	86	-
***OTHER	-	46	-

* TOTAL 605X1 IN CAREER FIELD

** ONLY 80 PERCENT OF 605X1 SPECIALTY WAS SURVEYED

*** INCLUDED IN THIS CATEGORY ARE PERSONNEL WHO MISMARKED THEIR DAFSC (SUCH AS 60270 OR 60570) OR WHO REPORTED A 1-SKILL LEVEL AFSC.

TABLE 3
MAJCOM DISTRIBUTION OF AFS 602X2 (601X4) SAMPLE

<u>MAJCOM</u>	<u>NUMBER ASSIGNED</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF AFS 602X2 SAMPLE</u>
USAFE	126	21%	24%
SAC	104	17%	18%
TAC	81	14%	13%
AFLC	69	12%	11%
PACAF	64	11%	15%
MAC	56	9%	8%
ATC	19	3%	4%
ESC	13	2%	1%
AAC	10	2%	2%
AFSC	8	1%	3%
OTHER	51	8%	1%
TOTAL	601	100%	100%

TABLE 4
MAJCOM DISTRIBUTION OF AFS 602X0 SAMPLE

<u>MAJCOM</u>	<u>NUMBER ASSIGNED</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF AFS 602X0 SAMPLE</u>
SAC	173	17%	18%
USAFE	171	17%	13%
PACAF	158	15%	17%
TAC	153	15%	17%
MAC	146	14%	16%
ATC	89	9%	12%
AFSC	22	2%	1%
AAC	17	2%	2%
AFLC	9	1%	3%
OTHER	83	8%	1%
TOTAL	1,021	100%	100%

TABLE 5
MAJCOM DISTRIBUTION OF AFS 602X1 SAMPLE

<u>MAJCOM</u>	<u>NUMBER ASSIGNED</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF AFS 602X1 SAMPLE</u>
MAC	282	24%	23%
USAFE	227	19%	18%
SAC	164	14%	14%
PACAF	140	12%	14%
TAC	127	11%	14%
ATC	85	7%	8%
AFSC	27	2%	3%
AAC	26	2%	2%
AFLC	5	*	*
ESC	3	*	*
OTHER	96	8%	3%
TOTAL	1,182	100%	100%

*INDICATES LESS THAN .5 PERCENT

TABLE 6
MAJCOM DISTRIBUTION OF AFS 605X0 SAMPLE

<u>MAJCOM</u>	<u>NUMBER ASSIGNED</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF AFS 605X0 SAMPLE</u>
MAC	690	76%	77%
SAC	55	6%	7%
TAC	51	6%	6%
USAFE	19	2%	2%
AFLC	18	2%	2%
ATC	17	2%	2%
AFSC	13	1%	2%
PACAF	2	*	2%
OTHER	38	4%	*
TOTAL	903	100%	100%

*INDICATES LESS THAN .5 PERCENT

TABLE 7
MAJCOM DISTRIBUTION OF AFS 605X1 SAMPLE

<u>MAJCOM</u>	<u>NUMBER ASSIGNED</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF AFS 605X1 SAMPLE</u>
MAC	3,218	79%	80%
SAC	176	4%	6%
TAC	172	4%	5%
AFLC	161	4%	3%
USAFE	85	2%	3%
ATC	51	1%	1%
AFSC	35	1%	1%
PACAF	7	*	1
AAC	4	*	*
OTHER	198	5%	*
TOTAL	4,107	100%	100%

*INDICATES LESS THAN .5 PERCENT

TABLE 8
MAJCOM DISTRIBUTION OF INFLIGHT PASSENGER SERVICES SAMPLE

<u>MAJCOM</u>	<u>NUMBER ASSIGNED</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF 605X0/1A SAMPLE</u>
MAC	93	70%	81%
SAC	33	25%	13%
TAC	3	2%	1%
PACAF	3	2%	5%
AFSC	1	1%	0%
TOTAL	133	100%	100%

FORMAT OF THE REPORT

The occupational survey data in this report are presented in the following format:

CAREER FIELD STRUCTURE. This section discusses the job groups that were identified in the career field based on tasks performed and percent time spent performing those tasks.

DAFSC DISCUSSION. The skill levels in each specialty are examined to determine what tasks members performed and to determine how jobs differ as a function of skill level.

MAJCOM, CONUS/OVERSEAS COMPARISONS. In this section, the tasks performed are examined between personnel in the same function in different MAJCOMs, and personnel in the same DAFSC but different duty locations (CONUS/Overseas) to determine what differences exist.

TRAINING IMPLICATIONS. This section compares the survey data to career field documents to assist training personnel in assessing the adequacy of the documents. This section also displays the task difficulty data.

Additionally, in an addendum to this report, to be published in 1981, OMC will provide an analysis of recommended training emphasis of each of the tasks in the inventory.

ANALYSIS OF CAREER FIELD STRUCTURE

A key aspect of the USAF Occupational Survey Program is the examination of the actual job structure of career ladders--what people are doing in the field, rather than how career ladder documents describe what they are doing. This analysis is made possible through the Comprehensive Occupational Data Analysis Programs (CODAP). CODAP consists of almost 50 programs which generate computer products used in the analysis of career ladders. The primary product used to analyze career ladders is a hierarchical clustering of all survey respondents based on similarities in tasks performed and relative time spent on tasks. This permits identification of the major types of work being performed in the occupation (career field) and is analyzed in terms of the job descriptions and background data on incumbents in each type of job. This information is then used to examine the accuracy and completeness of career ladder documents (AFR 39-1 specialty descriptions and specialty training standards) and to formulate an understanding of current utilization patterns.

The basic identifying group used in the hierarchical job structure is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing these tasks. A Job Cluster is a group of job types that have a substantial degree of similarity. Unique groups of respondents who perform specialized jobs too dissimilar to be included in a cluster are Independent Job Types. Finally, in this study, large groupings of clusters, job types, and independent job types performing a core of similar tasks directed toward a common output or product are called Functions.

Based on task similarity and relative percent time spent, the best division of jobs performed by personnel in the Transportation career field is illustrated in Figures 1-4. These functions, clusters, job types, and independent job types are listed below. (The large N refers to the number of personnel in the group. The GRP number shown beside each title is a computer identification number which represents each specified group).

FREIGHT AND CARGO PROCESSING FUNCTION

I. PACKAGING PERSONNEL (N=304, GRP249)

- a. Packaging Specialists (N=137, GRP889)
- b. Packaging Supervisors (N=118, GRP648)
- c. Limited Performance Packaging Specialists (N=21, GRP515)
- d. Combat Logistics Packers (N=18, GRP479)

II. SURFACE FREIGHT PROCESSORS (N=215, GRP323)

- a. Surface Shipment Processors (N=125, GRP629)
- b. Surface Freight Supervisors (N=80, GRP724)

III. AIR CARGO PROCESSORS (N=869, GRP330)

- a. Airfreight Processors (N=523, GRP1099)
- b. Log Air Personnel (N=36, GRP1700)
- c. Warehousemen (N=79, GRP812)
- d. Mobility Instructors (N=18, GRP846)
- e. Freight Records Clerks (N=12, GRP654)
- f. Aircraft Loaders/Offloaders (N=135, GRP555)

IV. CARGO PROCESSORS (N=242, GRP193)

V. MATERIEL HANDLING EQUIPMENT SPECIALISTS (N=63, GRP177)

VI. AERIAL DELIVERY SYSTEMS SPECIALISTS (N=61, GRP247)

VII. DISREP/DISCON CLERKS (N=50, GRP171)

VIII. SHIPPING CLERKS (N=10, GRP683)

IX. AIR TERMINAL OPERATIONS CENTER (ATOC) PERSONNEL (N=161, GRP173)

X. LOAD PLANNERS (N=56, GRP211)

TRANSPORTATION MANAGEMENT FUNCTION

XI. UNIT AND SECTION MANAGERS (N=444, GRP230)

XII. AIRLIFT REQUIREMENTS AND CAPABILITIES NCOs (N=10, GRP599)

XIII. SPECIAL ACTIVITIES MANAGERS (N=89, GRP223)

- a. Staff Transportation Advisors (N=28, GRP684)
- b. Transportation Evaluators (N=22, GRP571)
- c. Safety NCOs (N=18, GRP269)

XIV. TRAINING PERSONNEL (N=73, GRP071)

- a. Academic Instructors (N=25, GRP1060)
- b. Training Monitors (N=19, GRP777)
- c. Mobility Training Managers (N=12, GRP789)

FLEET AND INFLIGHT SERVICES FUNCTION

XV. FLEET SERVICES PERSONNEL (N=166, GRP242)

- a. Aircraft Servicers (N=136, GRP1341)
- b. Fleet Services Supervisors (N=19, GRP1786)

XVI. INFLIGHT PASSENGER SERVICES PERSONNEL (N=82, GRP105)

INDEPENDENT JOB TYPE

XVII. DATA AUTOMATION CLERKS (N=121, GRP034)

PASSENGER SERVICES FUNCTION

XVIII. PASSENGER RESERVATION PERSONNEL (N=164, GRP067)

- a. Passenger Clerks (N=100, GRP446)
- b. Passenger Supervisors (N=26, GRP604)

XIX. AIR PASSENGER PERSONNEL (N=472, GRP073)

- a. Air Passenger Processors (N=340, GRP482)
- b. Space Available Travel Clerks (N=60, GRP527)

HOUSEHOLD GOODS AND PERSONAL PROPERTY SHIPMENT FUNCTION

XX. CUSTOMS PERSONNEL (N=68, GRP108)

- a. Customs Supervisors (N=27, GRP294)
- b. Customs Inspectors (N=36, GRP691)

XXI. QUALITY ASSURANCE INSPECTORS (N=106, GRP095)

XXII. HOUSEHOLD GOODS AND PERSONAL PROPERTY SHIPMENT PERSONNEL (N=359, GRP051)

- a. Outbound Personal Property Clerks (N=51, GRP424)
- b. Passenger and Personal Property Clerks (N=35, GRP433)
- c. Personal Property Counselors (N=73, GRP254)
- d. Excess Cost Adjudicators (N=10, GRP620)
- e. Billing Clerks (N=10, GRP791)
- f. Inbound Personal Property Clerks (N=57, GRP257)

INDEPENDENT JOB TYPE

XXIII. LIMITED UTILIZATION TRANSPORTATION PERSONNEL (N=96, GRP023)

The functional areas, clusters, job types and independent job types identified above account for over 97 percent of the Transportation personnel in the survey sample. The remaining three percent performed jobs so specialized or unique that they were not included in the job groups identified. The people in these unique jobs reported such diverse job titles as Contract Coordinator, Non-Resident Technical Writer, MAJCOM Transportation Superintendent, and Air Transportation Duty Controller.

FIGURE 1

TRANSPORTATION CAREER FIELD STRUCTURE

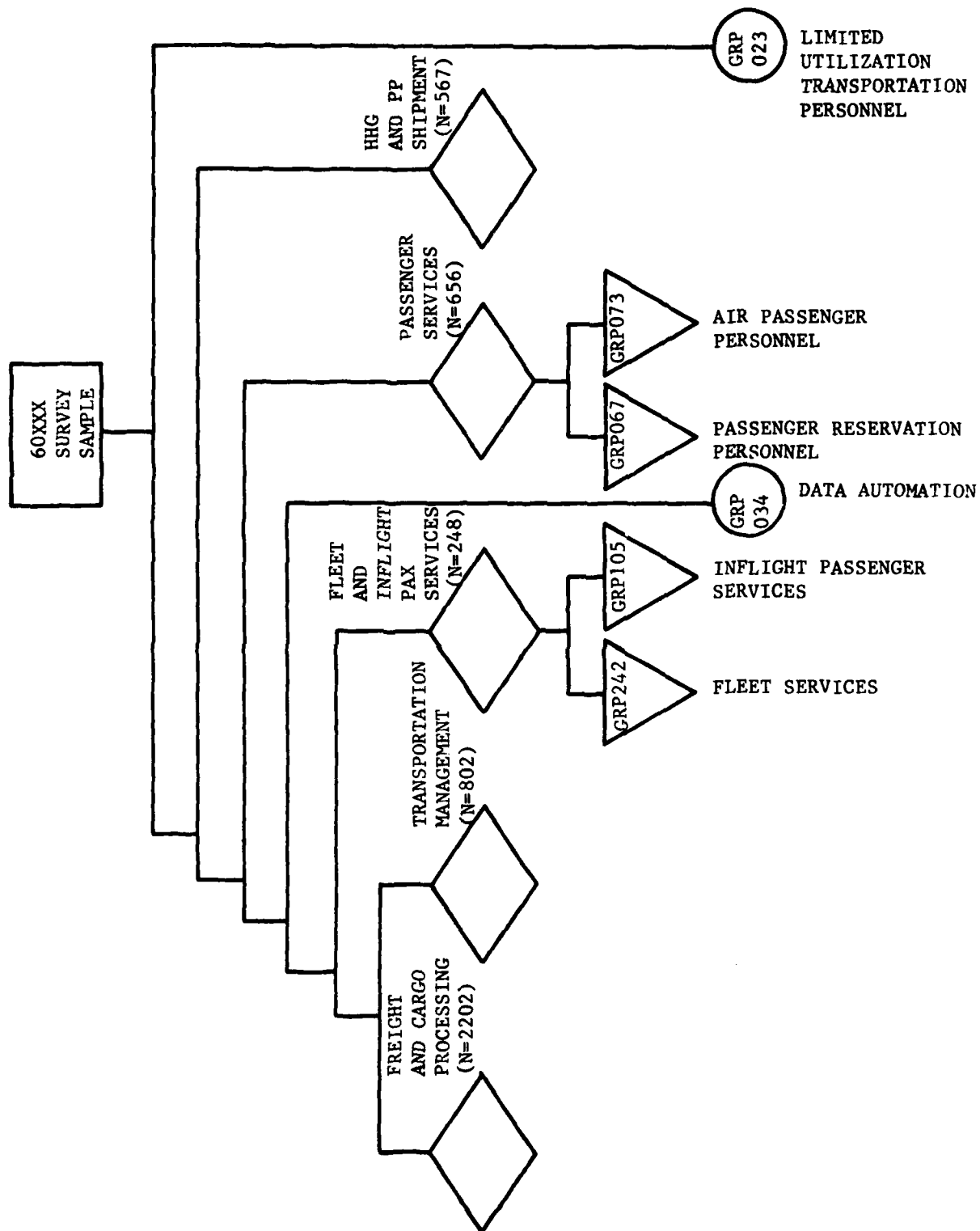


FIGURE 2
STRUCTURE OF FREIGHT AND CARGO PROCESSING FUNCTION

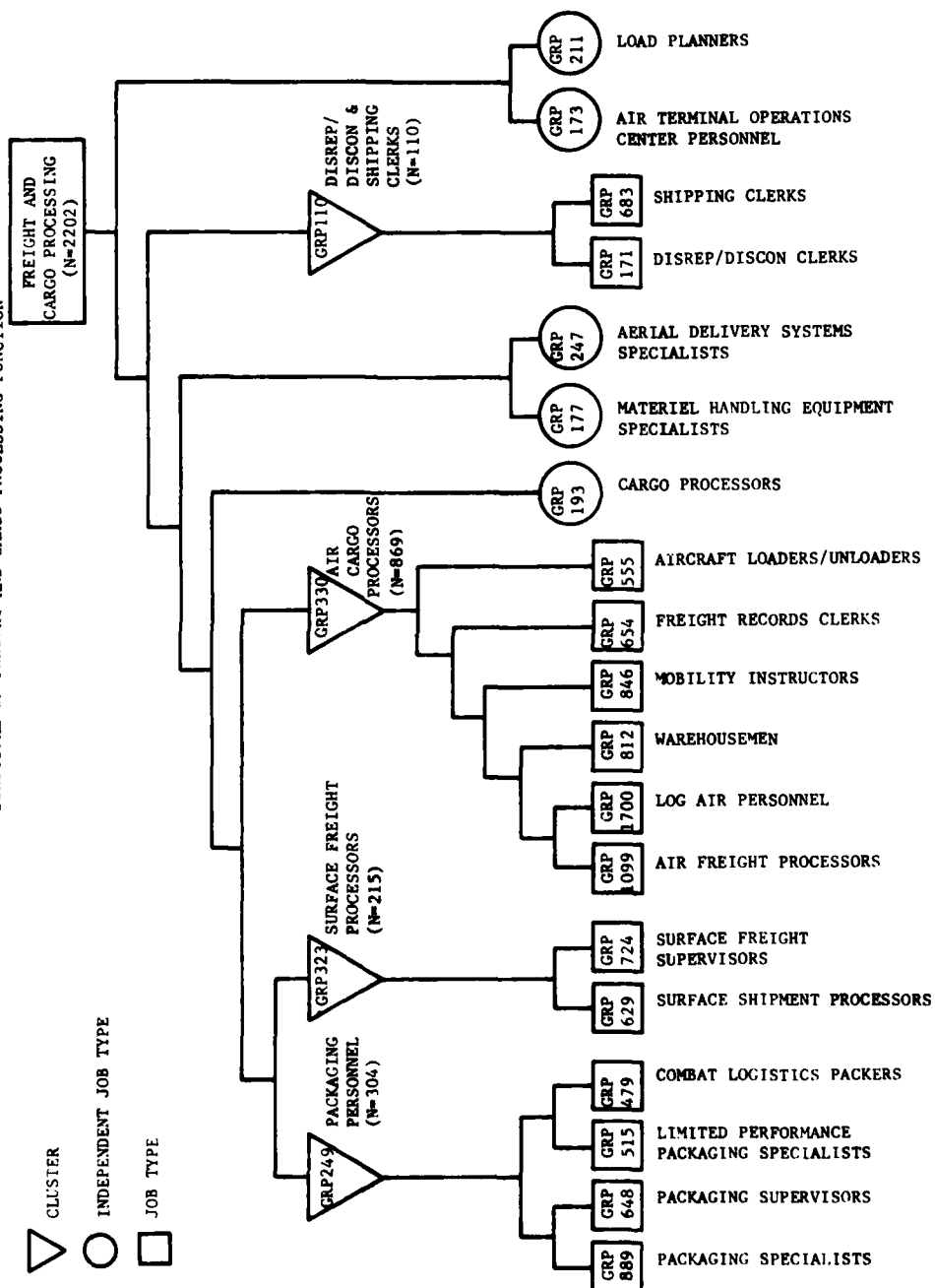
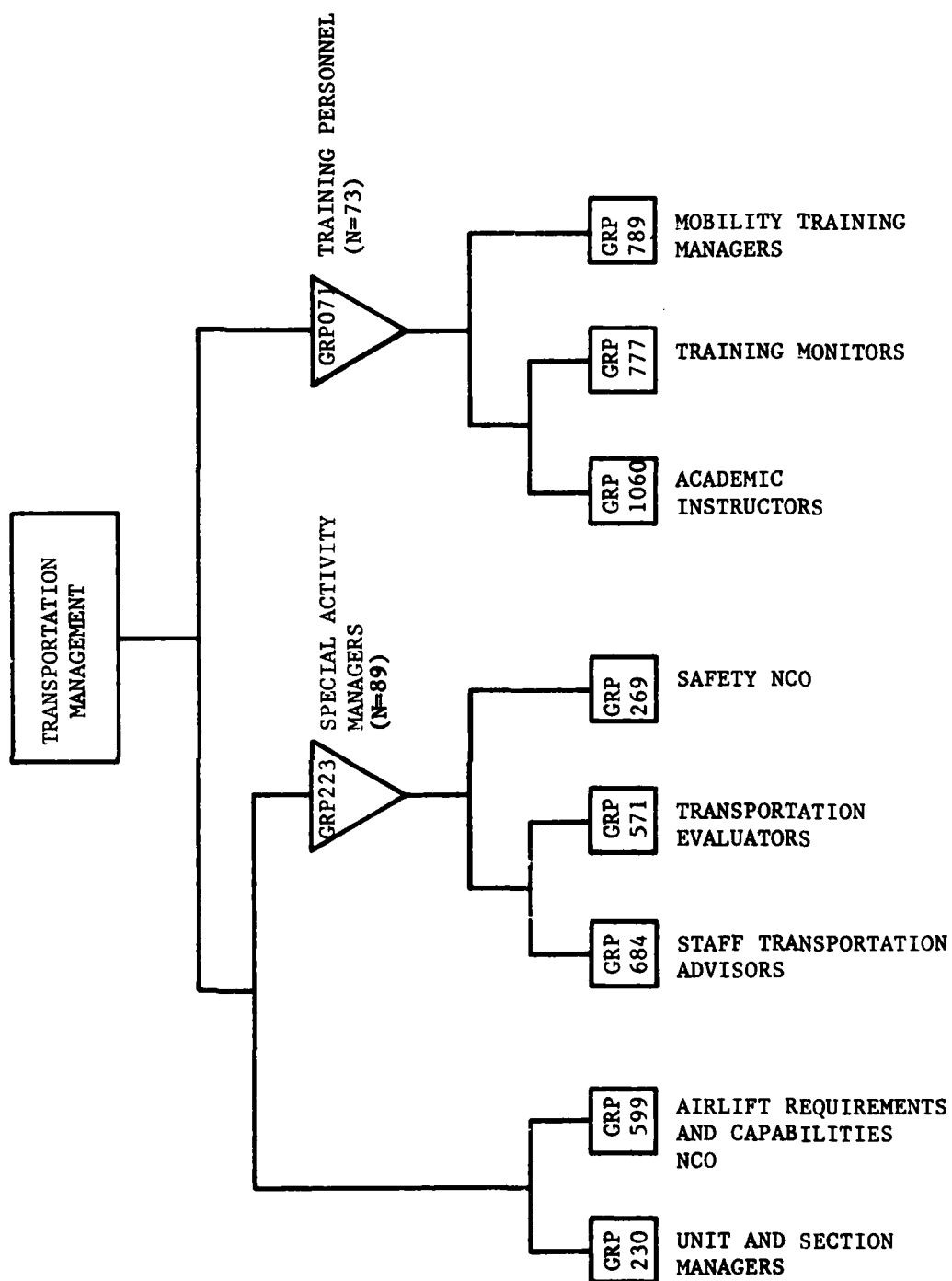
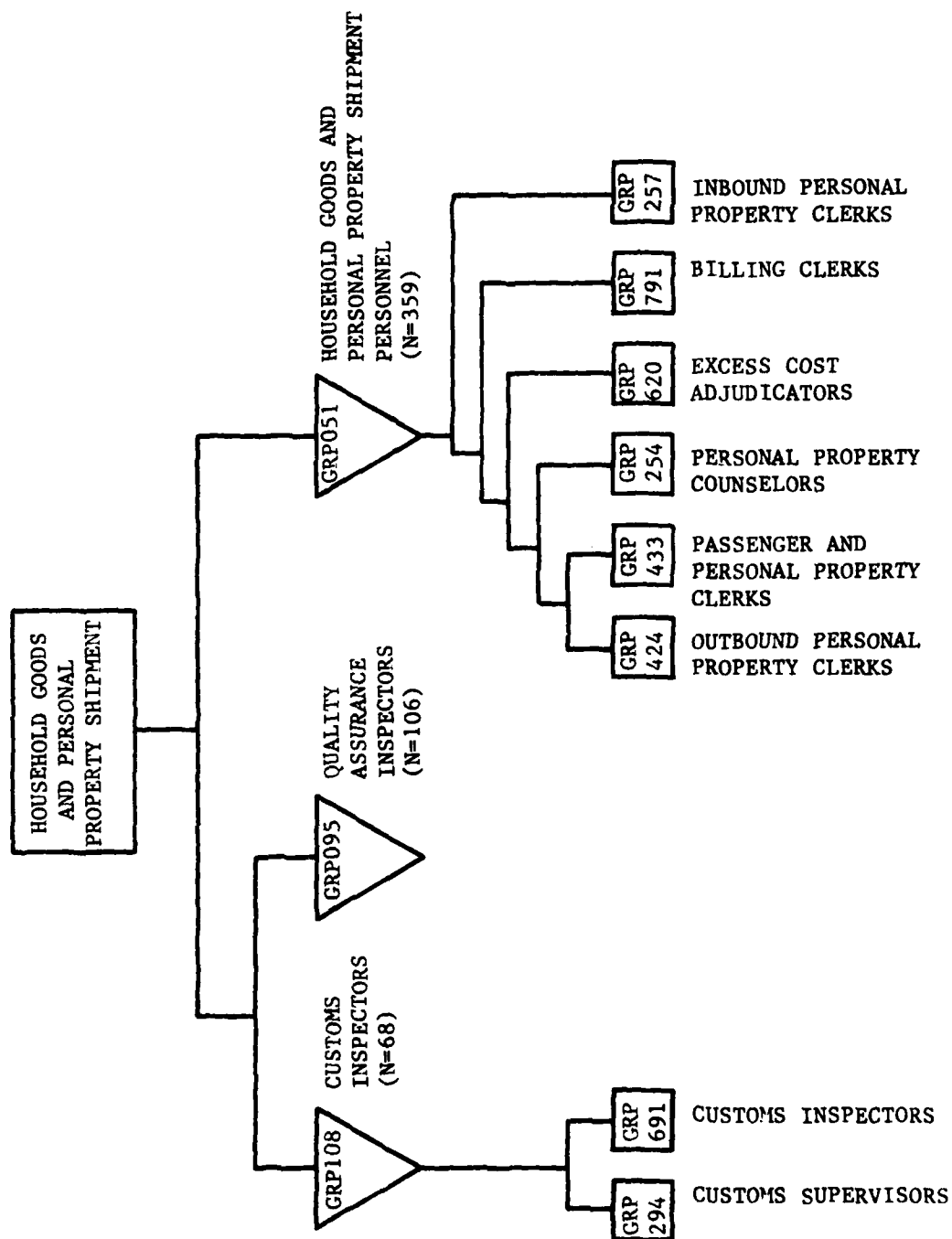


FIGURE 3
STRUCTURE OF TRANSPORTATION MANAGEMENT FUNCTION



14

14



Career Ladder Overview

Within the Transportation career field structure, five functional groups were identified; members of each performed a different role in the overall transportation process. The five functional groups identified were: Freight and Cargo Processing, Transportation Management, Fleet and Inflight Services, Passenger Services, and Household Goods and Personal Property Shipment. In some cases, the functions were comprised of transporters from only one career ladder. For example, the members of the Household Goods and Personal Property Shipment function were predominantly in the 602X0 specialty. On the other hand, some functions were comprised of several specialties. The Cargo Processing function, for example, was comprised of AFS 602X2, 602X1, and 605X1 transporters, and within the Transportation Management function, all AFSCs were represented. Table 9 lists the distribution of the various DAFSC specialties within each career ladder structure cluster.

Freight and Cargo Processing Function

This function was the largest identified (N=2,202) and was composed of three clusters and seven independent job types. The clusters were homogeneous in terms of AFSC composition: Packaging Personnel (AFS 602X2), Surface Freight Processors (AFS 602X1), and Air Cargo Processors (AFS 605X1).

There were few tasks common to all job groups in the Freight and Cargo Processing function, but there was a common purpose to the broad spectrum of tasks performed: loading and unloading, load planning or scheduling, documenting, and packaging freight and cargo.

I. PACKAGING PERSONNEL (N=304, GRP249). This was a very distinct group of AFS 602X2 personnel who performed many tasks not common to other job groups in the Freight and Cargo Processing Function. Tasks typically performed by members of this cluster included:

- Mark or label shipments other than classified, hazardous, or special shipments
- Crate for shipments
- Pack for shipments
- Mark or label classified, hazardous, or special shipments
- Weigh items, palletized or unpalletized shipments
- Accept and receipt for shipments
- Operate power saws
- Fabricate shipping containers, skids, or pallets

Within the Packaging cluster, four job types were identified.

Ia. Packaging Specialists (N=137, GRP889). The tasks performed by the members of this technically oriented job group included the full range of packaging, container fabrication, shipment marking, labeling, segregation and consolidation tasks. Table I-1 in Appendix A lists the tasks common to these packaging specialists.

Group members primarily held the 5-skill level, were in paygrades E-3 and E-4 (72 percent), and averaged four years in the service. Reported job satisfaction was relatively low compared to other transportation personnel. Only 38 percent found their jobs interesting, while 58 percent felt their talents were well utilized, and 72 percent felt their training was well utilized.

Ib. Packaging Supervisors (N=118, GRP648). The tasks performed by members in this relatively senior group of packaging personnel were a combination of technical packaging tasks and tasks common to firstline supervisors. The supervisory and management tasks included:

- Determine work priorities
- Direct packing and crating functions
- Plan work assignments
- Conduct OJT
- Counsel personnel on personal or work related problems

Additionally, group members performed some technical tasks not performed by other packaging personnel. These differentiating tasks included:

- Verify the completeness of DD Forms 1387-2
- Conduct reusable container inventory inspections
- Verify dimensions or center of balance markings on shipments
- Compute centers of balance of vehicles or shipments

Among AFS 602X2 personnel, Packaging Supervisors were relatively senior. A majority (63 percent) were in paygrades E-5 or E-6. Members averaged 9½ years in the service, 7½ years in the career field, and reported supervising an average of four subordinates. Expressed job satisfaction was somewhat higher than that reported by Packaging Specialists (GRP889), but was still lower than in other Freight and Cargo Processing groups. While 81 percent felt their training was well utilized and 73 percent felt their talents were utilized fairly well or better, only 59 percent found their jobs interesting.

Ic. Limited Performance Packaging Specialists (N=21, GRP515). The members of this group did not perform all the packaging tasks performed by other packaging job group members. Incumbents performed an average of only 19 tasks, far fewer than the Packaging Specialists who averaged 45 tasks. Members did not perform several tasks that were commonly performed by Packaging Specialists including:

- Accept and receipt for shipments
- Fabricate skids or pallets
- Fabricate shipping containers
- Fabricate braces, props, or spacers
- Operate power saws
- Crate for storage
- Design skids or shipping containers
- Interpret transportation packaging orders
- Analyze transportation packaging orders

Group members were very junior, with 52 percent in paygrades E-2 and E-3 and 76 percent in their first enlistment. Job satisfaction was extremely low. Only 29 percent found their jobs interesting and their talents well utilized, and 43 percent felt their training was well utilized in their present jobs.

Id. Combat Logistics Packers (N=18, GRP479). The members of this job group were relatively senior, yet performed a very limited job. While 50 percent were in paygrades E-5 and E-6 and had been in the career field an average of 6½ years, members performed an average of only 15 tasks. The tasks representative of this group included:

- Crate for shipment or storage
- Pack for shipment
- Fabricate shipping containers, skids, or pallets
- Mark and label shipments (other than classified hazardous or special shipments)

Virtually no members reported performing tasks associated with shipping-related forms and paperwork; accepting or receipting for shipments; weighing, consolidating, or segregating shipments; or operating forklifts, scales, or equipment. While senior in grade and in length of time in the career field, members reported performing almost no supervision, management, or training tasks.

A majority (61 percent) of the members were assigned to Air Force Logistics Command and 72 percent were assigned to CONUS installations. While job interest was higher than in any other Packaging job group (61 percent found their job interesting), perceived utilization of talents and training was very low. Only 44 percent felt their talents well utilized and 39 percent felt their training was used well.

II. SURFACE FREIGHT PROCESSORS (N=215, GRP323). Survey respondents in this job cluster performed tasks dealing with the movement of shipments by surface conveyances.

The tasks representative of this job cluster included the following:

- Determine modes for transportation shipments
- Operate 4,000 pound forklifts
- Operate 10K forklifts
- Operate warehouse tugs
- Load or unload general cargo or mail into surface vehicles
- Load or unload hazardous or special handling cargo into surface vehicles
- Verify shipments with manifests
- Verify size, weight, or destination of shipments
- Accept and receipt for shipments
- Complete intransit data cards

The cluster was comprised almost exclusively of transporters in AFS 602X1 (96 percent). Within the cluster, two job types were identified, a group of workers and a group of worker-supervisors.

IIa. Surface Shipment Processors (N=125, GRP629). Of the two job groups identified within the cluster, this group was more a worker group with incumbents being more junior, performing fewer tasks, and performing a narrow range of tasks. Group members spent more time performing cargo loading and unloading tasks and operating Materiel Handling Equipment (MHE) than did the supervisory group. In addition to cargo loading and unloading and equipment related tasks, members also performed many shipment processing and administrative tasks.

Members were relatively junior. Two-thirds were in paygrades E-3 or E-4 and 76 percent were in their first enlistment. Incumbents averaged just 3 years in the career field.

IIb. Surface Freight Supervisors (N=80, GRP724). The members of this relatively senior job group performed one of the most difficult jobs identified in the career field. Group members performed an average of 134 tasks, far more than members of other Freight and Cargo processing groups performed. Additionally, Surface Freight Supervisors performed not only loading, unloading, equipment operation tasks, and shipment processing tasks, but also performed a wide range of supervision and management tasks. Tasks which helped to differentiate group members included:

- Order carrier equipment
- Determine shipment security requirements
- Determine load distribution for surface vehicles
- Coordinate special handling shipments with carriers, consignees, consignors, or controlling authorities
- Compile reports data

Members were more senior and experienced than the Surface Shipment Processors. Sixty-two percent were in paygrades E-5 or E-6, and members averaged 8½ years in the career field.

III. AIR CARGO PROCESSORS (N=869, GRP330). The tasks performed by the members of this large cluster were similar to those performed by transporters in the Surface Freight cluster (GRP323). However, in this group of primarily AFS 605X1 personnel, incumbents spent more time performing tasks dealing with the physical handling of cargo and less time processing shipments and completing associated forms and reports than the Surface Freight personnel.

Tasks representative of Air Cargo Processors included the following:

- Operate 10K forklifts
- Tiedown or secure cargo in aircraft
- Tiedown or secure cargo to pallets
- Load or unload general cargo or mail into aircraft
- Load or unload hazardous cargo into aircraft
- Assemble cargo for loading
- Palletize cargo or mail for shipment or storage
- Load or unload special handling cargo into aircraft

Within the Air Cargo cluster, six job types were identified.

IIIa. Airfreight Processors (N=523, GRP1099). This was the largest job type in the cluster and the one in which members performed the highest average number of tasks (average = 103). Incumbents spent much of their time loading and unloading cargo into aircraft and surface vehicles. In addition to the loading and unloading tasks, group members performed a wide range of cargo processing, palletizing, and MHE operation tasks.

Members averaged E-4 in grade, 6 years in the career field, and were assigned primarily to MAC (68 percent) and SAC (13 percent).

IIIb. Log Air Personnel (N=36, GRP1700). The members of this job group were the most junior identified in the Air Cargo Processing cluster. The average grade was low, with 86 percent of the group in paygrades E-2 and E-3, and 94 percent were in their first enlistment. Unlike other Air Cargo job groups, most personnel (75 percent) were not assigned to MAC, but were instead assigned to SAC and TAC. A majority of members reported working in the Logistics Airlift function. All but one member were assigned to CONUS installations.

The tasks performed dealt primarily with loading and unloading aircraft, palletizing and securing cargo, and operating materiel handling equipment. Members performed almost no tasks dealing with administrative documentation of shipment movement or with the loading or unloading of surface vehicles.

IIIc. Warehousemen (N=79, GRP812). The tasks performed by the members of this job group differed from most air cargo specialists in that very few members reported loading or unloading aircraft. Instead, incumbents performed tasks associated with warehouse operations. These tasks included:

- Tiedown or secure cargo to pallets
- Weigh items, palletized shipments, or unpalletized shipments
- Palletize cargo or mail for shipment or storage
- Verify size, weight, or destination of shipments
- Place protective coverings over shipments
- Witness weighing or reweighing of shipments
- Prepare Pallet Identifier forms (AF Form 2279)
- Accept or receipt for shipments
- Assemble cargo for loading

IIId. Mobility Instructors (N=18, GRP846). The personnel in this job group performed two functions which differentiated them sharply from other Air Cargo Processor personnel. First, members devoted much of their time to mobility training related tasks. These tasks included:

- Conduct mobility training
- Conduct local classroom training
- Conduct specialized or recurring training
- Maintain training aids or devices
- Plan training
- Administer or score tests
- Direct or implement training programs other than OJT

Second, members performed many tasks dealing with pallets and tiedown equipment and load planning. These tasks included:

- Inspect 463L pallets, nets, or tiedown equipment
- Tiedown or secure cargo to pallets/aircraft
- Verify dimensions or center of balance marking on shipments
- Prepare pallet and net reports
- Confer with crew members or troop commanders on loading operations
- Compute aircraft load centers of balance and sequence
- Calculate restraint and tiedown requirements
- Compute net weight of palletized or containerized shipments

Unlike most transporters (68 percent) in the Freight and Cargo Processing function, who were assigned to MAC, the majority of members (83 percent) of this group were assigned to TAC.

IIIe. Freight Records Clerks (N=12, GRP654). The members of this small group differed greatly from other air cargo processors. Administrative tasks accounted for a large percentage of time spent by members of this group. Incumbents devoted much time to performing tasks not common to other air cargo processors job groups. These tasks included:

- Review manifests
- Verify shipments with manifests
- Maintain originating manifest reference logs
- Compile reports data
- Audit manifest or TCMDs
- Maintain terminating manifest reference logs
- Operate teletype machines
- Prepare pallet ID number logs
- Maintain tracer action files
- Prepare manual manifests

This group was unusual in that 25 percent of the members were female. Females accounted for only three percent of the Air Cargo Processing cluster as a whole, four percent of AFS 605X1, and 10 percent of the survey sample.

IIIIf. Aircraft Loaders/Offloaders (N=135, GRP555). The members of this relatively junior job group performed a limited job, averaging just 37 tasks, fewer than any other air cargo group. The tasks common to members were limited to loading and unloading cargo, operating MHE, and securing cargo. Cargo documentation and cargo preparation tasks common to other groups in the cluster were not performed by most group members.

The average paygrade of incumbents was E-3 and 82 percent were in their first enlistment. Over 86 percent were assigned to MAC.

IV. CARGO PROCESSORS (N=242, GRP193). This independent job type was comprised primarily of transporters from two specialties: AFS 605X1 (52 percent) and AFS 602X1 (46 percent). While over half of the incumbents were in the Air Cargo Specialty (AFS 605X1) no one reported loading or unloading cargo into aircraft. The only cargo loading and unloading tasks

performed dealt with surface vehicles. Additionally, members performed an average of only 28 tasks, fewer than most other job groups in the Freight and Cargo Processing function. The tasks common to group members included:

- Operate 4,000 pound forklifts, electric or gas
- Operate 10K forklifts
- Accept and receipt for shipments
- Load or unload general cargo or mail into surface vehicles with equipment
- Load or unload general cargo or mail into surface vehicles by hand
- Operate warehouse tugs
- Load or unload hazardous cargo into surface vehicles with equipment
- Frustrate improper shipments

Members were very junior in terms of experience and grade. The average time in the career field was less than three years, 77 percent of group members were in their first enlistment, and 62 percent were in paygrades E-2 or E-3.

V. MATERIEL HANDLING EQUIPMENT SPECIALISTS (N=63, GRP177). The personnel in this independent job type spent much of their time performing vehicle operation, inspection, and minor maintenance tasks. While some tasks were common to many job groups, others were performed by very few other transporters. The tasks common to other groups included:

- Operate 10K forklifts
- Operate warehouse tugs
- Operate 4,000 pound forklifts, electric or gas

The tasks not common to other job groups included:

- Perform pre- or postoperational inspections on vehicles or equipment
- Review AFTO operator inspection forms
- Prepare AFTO operator inspection forms
- Operate gasoline powered 25K aircraft loaders
- Operate diesel powered 40K aircraft loaders
- Operate mobile baggage conveyors
- Perform operator maintenance on vehicles or equipment other than general office equipment
- Operate 5-ton tractors with trailers

Most incumbents were in AFS 605X1 (86 percent) while small percentages were in AFS 605X0 or 602X1. Members were primarily assigned to MAC (89 percent) and averaged five years in the career field.

VI. AERIAL DELIVERY SYSTEMS SPECIALISTS (N=61, GRP247). The members of this independent job type performed tasks not performed by any other survey respondents. These unique tasks involved the aerial delivery of cargo and subsequent recovery or offloading of cargo:

- Rig cargo for airdrops
- Operate 10K adverse terrain forklifts
- Clean or restore equipment, cargo recovered from airdrops
- Recover equipment or loads used in airdrops
- Palletize cargo for airdrops
- Pack parachutes
- Secure airdrop cargo in aircraft
- Perform engine running on- or off-loading

All group members were in DAFSC 605X1, and 92 percent were assigned to MAC. Members reported their functional assignment as Aerial Delivery (74 percent) and Combat Mobility (41 percent). (The figures do not add to 100 percent because respondents could indicate more than one functional assignment.) Members were relatively junior, with 62 percent in paygrade E-3 or E-4 and 70 percent in their first enlistment.

VII. DISREP/DISCON CLERKS (N=50, GRP171). The tasks that were performed by most incumbents and which accounted for the largest percentages of their time dealt with processing reports on freight and cargo. These cargo documentation tasks included:

- Prepare reports on damaged, over, or short shipments
- Prepare reports on lost, stolen, or pilfered shipments
- Prepare discrepancy in shipment (DISREP) forms
- Prepare discrepancy in shipment confirmation report (DISCON) forms (Standard Form 363)
- Trace shipments
- Review notices of over or short shipments
- Complete intransit data cards

Members performed an average of only 22 tasks, and performed very few nonadministrative cargo handling tasks, such as loading or unloading cargo or operating MHE.

All specialties except Packaging were represented to some degree in this independent job type. The majority were in AFS 602X1 (62 percent), with the remainder in AFS 605X1 (28 percent) and AFS 602X0 or AFS 605X0 (10 percent). There was a relatively high percentage of females in the group (12 percent) compared to four and one-half percent in the Freight and Cargo Processing function as a whole.

VIII. SHIPPING CLERKS (N=10, GRP683). Group members performed tasks dealing with the administrative processing of shipments. These tasks included:

- Prepare bills of lading
- Determine transit time allowed
- Compute shipment transportation costs
- Determine modes for transporting shipments
- Trace shipments
- Maintain tonnage rosters
- Convert commercial bills of lading to government bills of lading (GBL)

Most members were in AFS 602X1 (80 percent) and 70 percent were assigned to ATC. All incumbents were in their first enlistment.

IX. AIR TERMINAL OPERATIONS CENTER (ATOC) PERSONNEL (N=161, GRP173). The focus of members' jobs was the monitoring of inbound and outbound aircraft. In monitoring aircraft movement, these incumbents performed tasks dealing with report and message preparation, coordination with other agencies, and briefing aircraft status to appropriate agencies. The common tasks included:

- Prepare airlift load messages
- Prepare MAC traffic reports
- Prepare arrival or departure messages
- Prepare aircraft ground handling messages
- Coordinate seat releases with Passenger Services, TRS, job control, or command post
- Coordinate loadmaster arrival or availability times
- Coordinate waivers for C5A weight limitations
- Brief aircrews on special handling shipping requirements
- Brief aircraft delays to appropriate agencies

The transporters in this job group were more senior than most Freight and Cargo Processors. The average grade was E-5 and members averaged 9½ years in the service. Expressed job satisfaction was also very high compared to survey respondents in the other freight and cargo processing groups. Over 85 percent of the group members found their job interesting, while 90 percent perceived their talents well utilized and 89 percent felt their training was utilized fairly well or better.

X. LOAD PLANNERS (N=56, GRP211). These relatively senior MAC transporters performed tasks dealing with the proper loading of aircraft. The tasks common to group members included:

- Load plan shipments
- Compute aircraft load centers of balance and sequence
- Select shipments to be palletized or loaded
- Compute allowable cabin loads (ACL)
- Screen planned loads for passenger prohibiting cargo
- Determine shipment compatibility
- Prepare Weight and Balance Clearance Form F forms (DD Form 365F)
- Prepare mechanized manifests
- Extract information from flight schedules

Ninety-five percent of the group members were in AFS 605X1 and the same percentage was assigned to MAC. Over 70 percent were in paygrades E-5 or E-6, and members averaged eight years in the career field.

Transportation Management Function

The management of the enlisted Transportation career field was the focus of this large functional group. Within this function of over 800 senior transportation NCOs, were identified the job clusters responsible for managing, supervising, evaluating, and training the career field. The tasks most commonly performed by incumbents were less oriented toward the physical handling of freight, cargo, personal property, and passengers, and more oriented toward directing others in these endeavors.

As a group, personnel in this function were the most senior identified in terms of grade, experience, and supervision. The average grade was E-6, with 78 percent in paygrades E-5 through E-7. Members averaged 12½ years in the transportation career field, and over 14½ years in the service. Incumbents supervised an average of five subordinates. In this group, all transportation specialties (within AFS 60XXX) were represented except for the Inflight Passenger Service personnel in AFS 605XX.

XI. UNIT AND SECTION MANAGERS (N=444, GRP230) This job group was a relatively large one in which members performed tasks representative of the unit management and personnel supervision functions. The broad categories of tasks performed were organizing and planning, directing and implementing, inspecting and evaluating, and training, accounting for over two-thirds of members' time. The remainder of their time was spent performing primarily administrative, records management, documentation, or general tasks. Performance of the technical, less supervisory and managerial-oriented tasks was minimal. Tasks common to the Unit Supervisors included:

- Counsel personnel on personal or military-related problems
- Determine work priorities
- Prepare and indorse Airman Performance Reports
- Schedule leaves and passes
- Assign personnel to duty positions
- Develop work methods or procedures
- Plan work assignments
- Establish performance standards for subordinates
- Conduct OJT

Five job types were identified within the Unit and Section Managers Cluster: Personal Property and Household Goods NCOICs, Senior Managers, Air Passenger NCOICs, Surface Freight NCOICs, and Senior Household Goods Managers. There was a core of supervision, management, and unit training tasks common to the members of all these groups. The tasks that differentiated among the various groups were tasks peculiar to the particular duty section that the NCOs managed. For example, Property and Household Goods NCOICs traced shipments and counseled personnel on personal property shipments while Surface Freight NCOICs accepted and receipted for shipments, operated 4,000 pound forklifts, and loaded and unloaded cargo into surface vehicles.

XII. AIRLIFT REQUIREMENTS AND CAPABILITIES NCO's (N=10), GRP599 The members of this very specialized group performed the tasks common to all supervisors and managers, but also performed tasks that were performed by virtually no other transporters. These unique tasks dealt with changes in missions, aircraft, and passengers and included:

- Request mission rescheduling, expansions, or cancellations
- Adjust passenger movements to schedules or airlift capability
- Coordinate special airlift requirements with users or controlling agencies
- Adjust capability to manage seat utilization
- Coordinate movement of special category passengers
- Review airlift capability change messages

The members were relatively senior, with 50 percent in paygrades E-6 or E-7, and an average of 13 years in the career field.

XIII. SPECIAL ACTIVITIES MANAGERS (N=89, GRP223) The tasks which best differentiated this group's members dealt with drafting or writing correspondence, staff studies, surveys or special reports, and evaluating reports, procedures, programs, and compliance with standards. Many of the incumbents worked at either a Numbered Air Force, Major Air Command headquarters or at Headquarters Air Force. Three job groups were identified within the cluster.

XIIIa. Staff Transportation Advisors (N=28, GRP684) The personnel in this job type were the most senior identified in the sample, with an average grade of E-8. Sixty-eight percent held AFSCs 60571, 60591, or 60500 while 32 percent held AFSCs 60271, 60291, or 60200. The tasks to which members devoted the most time included:

- Draft or write correspondence
- Review staff studies, surveys, or special reports
- Write staff studies, surveys, or special reports
- Interpret policies, directives, or procedures for subordinates
- Develop management objectives
- Evaluate inspection reports or procedures

Expressed job satisfaction for this group was the highest identified in the career field. Over 96 percent found their job interesting and their training utilized fairly well or better, and 93 percent felt their talents well utilized.

XIIIb. Transportation Evaluators (N=22, GRP571) The members comprised a group of very senior transportation evaluators. The average grade of members was E-7 and the average time in the career field was over 15 years. Incumbents performed an average of 46 tasks, dealing primarily with inspections and evaluations. These common tasks included:

- Evaluate compliance with performance standards
- Evaluate safety procedures
- Evaluate inspection reports or procedures
- Interpret policies, directives, or procedures for subordinates
- Direct quality control functions
- Evaluate security programs
- Administer tests
- Write test questions
- Develop tests
- Evaluate maintenance or use of workspace, equipment, or supplies

These evaluators reported three primary job titles: NCOIC of Quality Control, MAJCOM or NAF Inspection General Team Member, and Technical Advisor to the Air Force Reserves.

XIIIC. Safety NCOs (N=18, GRP269). This specialized group was comprised primarily of AFS 605X1 (89 percent) transporters who averaged E-6 in paygrade. Incumbents performed relatively few tasks, averaging just 27. Tasks representative of Safety NCO's included:

- Implement safety programs
- Plan safety programs
- Evaluate safety programs
- Investigate mishaps or incidents
- Evaluate inspection reports or procedures
- Review AFTO operator inspection forms

XIV. TRAINING PERSONNEL (N=73, GRP071) Personnel in this cluster performed the formal training within the Transportation career field. Within the cluster, three job groups were identified that represented three aspects of the training function: resident formal training, on-the-job (OJT) training, and specialized training.

XIVa. Academic Instructors (N=25, GRP1060). The focus of members' jobs in this training group was classroom instruction. All but three members had the T-prefix and were assigned to either Sheppard AFB, TX or Altus AFB, OK, and correspondingly, 72 percent were assigned to ATC and 24 percent to MAC.

The tasks performed by incumbents were representative of classroom instruction and included:

- Conduct resident course classroom training
- Score tests
- Administer tests
- Conduct local classroom training
- Develop tests
- Maintain training aids or devices
- Demonstrate how to locate technical information
- Write test questions
- Plan training
- Counsel trainees on training progress
- Evaluate progress of resident course students

Over 88 percent of the instructors were in paygrades E-5 or E-6, and members averaged 10½ years in the career field.

XIVb. Training Monitors (N=19, GRP777). The members of this group of AFS 605XX personnel did not carry the T-prefix and were assigned to MAC. They performed many tasks performed by the Academic Instructors except for the resident course planning and instruction tasks. Tasks performed by members which differentiated them from the Academic Instructors included:

- Evaluate training methods or techniques
- Direct or implement training programs other than OJT
- Conduct specialized or recurring training
- Conduct OJT
- Determine training requirements other than OJT or resident courses
- Conduct training conferences or briefings

Over 68 percent were in paygrades E-5 or E-6, and members averaged 9½ years in the Transportation career field.

XIVc. Mobility Training Managers (N=12, GRP789). Although this group was comprised of training-related transporters, they differed from the members of the other two training job groups. Compared to other Training Personnel, these individuals were relatively junior and dissatisfied. The average grade was less than E-4, with 67 percent in paygrades E-3 and E-4. (Comparatively, the majority of Academic Instructors and Training Monitors were in paygrades E-5 and E-6). Additionally, expressed job satisfaction for Mobility Training Managers was low. Only 42 percent found their job interesting while in excess of 80 percent of the other two training groups did. While 60 percent felt their job utilized their talents fairly well or better, only 25 percent felt their training was well utilized. These figures were far below those of other Training Personnel.

The tasks representative of group members included:

- Conduct local classroom training
- Conduct mobility training
- Maintain training records, charts, or graphs
- Administer tests
- Maintain training aids or devices
- Plan training
- Procure training aids, space, or equipment
- Conduct specialized or recurring training
- Plan mobility program requirements

Two-thirds of group members were assigned to TAC and all members were in AFS's 605X0 or 605X1.

Fleet and Inflight Services Functions

This function was both small, accounting for just five percent of the sample, and unique in terms of tasks performed. (The tasks to which members developed the most time were performed by no other transporters surveyed.) Within this function, a Fleet Service cluster and Inflight Passenger Services independent job type were identified.

XV. FLEET SERVICES PERSONNEL (N=166, GRP242). Fleet Services personnel were responsible for preparing aircraft interiors for passenger use and restoring the aircraft to preflight condition following flights. The tasks most performed by these AFS 605X1 personnel included:

- Pick up or deliver inflight meals
- Load or install fleet services supplies or equipment on aircraft
- Inventory fleet service equipment aboard aircraft
- Flush or fill lavatories aboard aircraft
- Fill fresh water tanks or containers
- Issue expendable supplies
- Clean aircraft interiors
- Operate latrine service trucks (LST)
- Operate portable water trucks
- Clean comfort pallets
- Inventory expendable supplies
- Inventory nonexpendable supplies

Two job types were identified within the Fleet Service cluster.

XVa. Aircraft Servicers (N=136, GRP1341). The tasks performed by these junior personnel mirrored those listed for the cluster as a whole. Seventy percent of the members were in paygrades E-1, E-2 or E-3, and 81 percent were in their first enlistment. While members performed an average of 33 tasks, not a low figure in this survey, the tasks performed were those rated low in task difficulty by senior transporters. As a result, the difficulty of the job performed by Aircraft Services was very low. Job satisfaction of members was also low. Only 36 percent found their jobs interesting and their talents well utilized. Only 43 percent felt their training was well utilized.

XVb. Fleet Services Supervisors (N=19, GRP1786). This more senior job group was characterized by their performing both aircraft servicing tasks, as well as supervision, training, and management tasks. The average grade of group members was higher (84 percent in pay grades E-5 or E-6), than the Aircraft Servicers, and members performed many first level supervision tasks.

First level supervision tasks and fleet servicing tasks which served to differentiate the Fleet Services Supervisors included:

- Direct fleet services functions
- Prepare aircraft interior cleaning checklists
- Determine work priorities
- Conduct OJT
- Dispatch vehicles
- Analyze workload requirements
- Perform pre- or postoperational inspections on vehicles or equipment

Job satisfaction for the supervisors was higher than for the Aircraft Services. Fifty-three percent found their job interesting and their training well utilized and 63 percent felt their talents were utilized fairly well or better.

XVI. INFLIGHT PASSENGER SERVICES PERSONNEL (N=82, GRP105). The most time consuming tasks performed by these AFS 605XXA personnel were performed by no other transporters. Not only did Inflight Passenger Services personnel perform tasks unique to their job group, but the tasks performed were also only peripherally related to transportation. In an effort to better identify the real nature of the work involved, the tasks performed by the members of this group were compared to those performed by Food Services personnel (AFS 622X0), Open Mess Management personnel (AFS 742X0), and Aircraft Loadmasters (AFS 114X0). The comparison indicated that, in terms of similarity of tasks performed, the Inflight Passenger Services personnel more closely resemble members of AFSs 622X0 or 742X0 than they do other members of the transportation career field.

The Inflight Passenger Services personnel performed an average of 144 tasks. The tasks included:

- Serve meals, snacks, or beverages
- Brew coffee, tea, or hot chocolate
- Prepare beverages for serving
- Clean or secure galleys
- Secure aircraft cabins
- Inspect emergency equipment
- Perform aircraft preflight inspections
- Clean aircraft interiors
- Prepare sandwiches, canned foods, desserts, salad

These personnel were primarily in MAC (82 percent) and SAC (11 percent) and stationed principally at Andrews AFB, Offutt AFB, Hickam AFB, and Ramstein AFB. Job satisfaction indices were very high with job interest, utilization perceptions, and reenlistment intentions much higher than in other job groups identified in the career field.

Data Automation

XVII. DATA AUTOMATION CLERKS (N=121, GRP034). The members of this specialized group performed tasks associated with data automation applications of transportation related reports and forms. Many incumbents were assigned to MAC aerial port squadrons. A small percentage (four percent) held the W-prefix (data automation) to their basic AFSC. All specialties were represented in the group: AFS 605X1 (60 percent), AFS 605X0 (24 percent), AFS 602X1 (12 percent), AFS 602X0 (three percent), and AFS 602X2 (one percent).

The tasks performed dealt with entering data, reviewing computerized products, and preparing forms and reports associated with computerized products. The tasks representative of these specialized personnel included:

- Operate keypunch machines
- Prepare manifest header cards
- Review computer products for accuracy or completeness
- Review manifests
- Maintain manifest control registers
- Schedule computer inputs
- Prepare mechanized manifests
- Prepare manual manifests

Passenger Services Functions

Two clusters were identified within this function responsible for processing passengers within the transportation system. Both clusters processed passengers, but differed in the nature of the passenger processing tasks performed. For example, the Air Passenger Personnel processed passengers primarily after they had entered the transportation system, while the Passenger Reservation Personnel processed them prior to their entry into the system.

XVIII. PASSENGER RESERVATION PERSONNEL (N=164, GRP067). The tasks performed by job incumbents indicated members were highly involved with processing forms and reports preparatory to moving passengers. These forms included transportation requests, MAC transportation authorization (MTA) forms, meal and airline tickets, flight and surface reservation forms, and pay adjustment authorization forms. Passenger Reservation Personnel also reported reviewing airline schedules, rate tables, and travel orders.

Virtually all the members of this cluster held AFSC 602X0 and many reported working in Traffic Management Office (TMO) Passenger Travel sections. A relatively high percentage (26 percent) of incumbents were female, a figure higher than in any other cluster.

Two job groups were identified in the cluster. The most senior in terms of paygrade and experience in the career field were the Passenger Supervisors (N=26, GRP604). The group members performed both the passenger processing tasks common to the cluster, and also firstline supervision, management and training tasks. The second group was the Passenger Clerk (N=100, GRP446) job type. Members performed only the technical passenger services tasks and none of the supervision or management tasks.

XIX. AIR PASSENGER PERSONNEL (N=472, GRP073). Unlike the members of the other passenger cluster who held a DAFSC of 602X0, the members of this group were primarily AFS 605X0. The tasks common to group members were those involved with processing passengers preparatory to aircraft departure. The tasks included handling passenger baggage, in-checking passengers, verifying eligibility, and conducting anti-hijacking inspections. As with personnel in the other passenger cluster, a high percentage of the members of this cluster were female. Within the cluster, two job groups were identified.

XIXa. Air Passenger Processors (N=340, GRP482). The personnel in this large group performed the passenger processing tasks prior to aircraft departure or arrival. The tasks representative of Air Passenger Processors included:

- Weigh and tag passenger baggage
- Conduct anti-hijacking inspections
- Prepare and issue passenger boarding passes
- Determine passenger travel eligibility and restrictions
- Announce flights or other information on public address systems
- Close out flights for passenger movement
- Prepare manifests
- Coordinate meal requirements
- Select passengers for movement

XIXb. Space Available Travel Clerks (N=60, GRP527). The members of this group performed few of the passenger processing tasks associated with the Air Passenger Processing such as baggage, boarding pass, and manifest processing. Instead, members performed tasks dealing with preparing, editing, maintaining, and reviewing space available and stand-by listings. These differentiating tasks included:

- Prepare space available listings
- Edit space available listings
- Maintain space available backlog files
- Maintain duty passenger stand-by listings or registers
- Review space available listings for completeness or accuracy
- Maintain space required backlog files
- Prepare space available movement transaction forms
- Determine passenger eligibility for movement
- Select passengers for movement
- Close out flights for passenger movement

Household Goods and Personal Property Shipment Function

The members of this functional area performed tasks dealing with the preparation, documentation, shipment, and inspection of household goods and personal property shipments. The functional area was divided into three major clusters; Customs Inspectors, Quality Assurance Inspectors, and Household Goods and Personal Property Shipment Personnel. The members of this functional area held the DAFSCs of 60230, 60250, or 60271.

XX. CUSTOMS PERSONNEL (N=68 GRP108). The members of this job cluster performed tasks dealing with customs and border clearance procedures. Some of the tasks most representative of group members included:

- Prepare military customs inspection labels and tags
- Perform customs inspections
- Prepare US customs declarations for personal property
- Inspect personal property shipments
- Control customs stamps

Over 95 percent of the personnel in this cluster were located at overseas installations, primarily in PACAF. Personnel were slightly senior in terms of grade, with 85 percent in grades E-4 or E-5 and with few first-term airmen. The cluster was composed of two job types: Customs Supervisors (GRP294, N=27) and Customs Inspectors (GRP691, N=36). Supervisors reported more planning and evaluation of customs programs and reported supervising an average of three subordinates, while the Inspector job type members did not plan or evaluate customs programs nor supervise others.

XXI. QUALITY ASSURANCE INSPECTORS (N=106, GRP 095). The members of this job cluster performed tasks that dealt with inspecting and evaluating the shipment of household goods and personal property. The tasks representative of this group included:

- Inspect personal property shipments
- Prepare notice of loss or damage forms
- Issue letters of warning or suspension against commercial carriers
- Prepare customer satisfaction report forms
- Prepare forms, such as DD Forms 1780, 1841, 1781, 1812

XXII. HOUSEHOLD GOODS AND PERSONAL PROPERTY SHIPMENT PERSONNEL (N=359, GRP051). The members of this large job cluster were found in six diverse job types that encompassed the shipment aspects of household goods and personal property movement. Because of the diverse nature of the job types, very few tasks were performed by a majority of the 359 members of the cluster.

XXIIa. Outbound Personal Property Clerks (N=51, GRP424). The tasks performed by the members of this group were a combination of the tasks performed by the other groups in the cluster. These tasks were directed toward moving outbound shipments and included:

- Prepare and review bills of lading
- Determine transit time and modes for transporting shipments
- Trace shipments
- Prepare shipping labels and tags
- Compute shipment transportation costs and chargeable net weight of personal property shipments
- Counsel personnel on personal property shipments

Most members were very junior, with an average grade of between E-3 and E-4. Over 77 percent were in their first enlistment.

XXIIb. Passenger and Personal Property Clerks (N=35, GRP433). The members of this job group performed tasks dealing with both passenger services functions and personal property shipment. This was the only job group in the cluster that devoted large percentages of time to performing tasks of both the passenger and personal property functions of AFS 602X0. The tasks representative of group members were:

- Control accountable forms, tickets, or meal tickets
- Prepare transportation request forms
- Prepare application for shipment/storage of personal property forms
- Counsel personnel on personal property shipments
- Prepare bills of lading
- Confirm passenger reservations

The diversity of members' jobs is illustrated by the average number of tasks performed. Members averaged 63 tasks which was greater than any other job group in the cluster.

XXIIc. Personal Property Counselors (N=73, GRP254). Tasks commonly performed by group members dealt with aiding people in preparing household and personal property shipments for movement. The tasks representative of this function dealt with counseling personnel and preparing associated paperwork. These tasks included:

- Counsel personnel on personal property shipments
- Prepare and review applications for shipment/storage
- Prepare shipment of professional books, papers, and equipment
- Prepare documentation for do-it-yourself moves
- Review special forms for shipments, such as power of attorney

The members of this group averaged E-4 in paygrade and averaged four years in the service and in the career field.

XXIIId. Excess Cost Adjudicators (N=10, GRP620). The job of this group was relatively limited in scope and rather unique in orientation, with members performing an average of only 10 tasks. The tasks representative of group members were performed by few other transportation personnel and included:

- Compute shipment transportation costs
- Compute excess transportation costs
- Compute chargeable net weight of personal property shipments
- Compile excess cost rebuttal data

Members were relatively senior when compared to others in the Household Goods and Personal Property cluster, with an average grade of E-5. Only 30 percent were in their first enlistment and the average time in the Transportation career field was 6½ years. Three members were assigned to the Joint Personal Property Shipment Office in San Antonio while the others performed cost computations at various units.

XXIIe. Billing Clerks (N=10, GRP791). The tasks performed by the members of this small group were limited and dealt with not only inbound personal property shipments but also with preparation and review of bills of lading. Tasks performed by group members included:

- Prepare bills of lading
- Review bills of lading
- Route shipments
- Operate general office equipment and key punch machines
- Prepare shipping labels or tags
- Trace shipments
- Maintain tonnage rosters

Members were very junior. The average grade was E-3 while members averaged just 1½ years in the career field and less than two years in the service.

XXIIIf. Inbound Personal Property Clerks (N=57, GRP257). The tasks performed by the members of this relatively large group dealt with monitoring the status of inbound personal property shipments. The tasks representative of this group included:

- Trace shipments and maintain tracer action files
- Prepare reweigh, temporary commercial storage and notice of loss or damage forms
- Accept and receipt for shipments
- Review bills of lading

The members of this job group were relatively junior, with 72 percent in their first enlistment, almost half the members in paygrades E-2 or E-3. The vast majority of group members were located at CONUS installations.

Independent Job Type

XXIII. LIMITED UTILIZATION TRANSPORTATION PERSONNEL (N=96, GRP023). *This group was interesting in that members performed almost no technical transportation-related tasks nor any supervision, management, administrative, or training tasks. Instead, members performed an average of just 10 tasks which consisted primarily of cleaning, painting, and general tasks. The tasks common to this group were virtually limited to:*

- Clean facilities or work areas
- Clean pallets
- Clean tools or equipment
- Remove or dispose of trash or waste materials
- Mow grass or maintain work area grounds
- Paint facilities
- Accept and receipt for shipments

Sixty-one percent of the respondents were in paygrades E-3 or E-4; however, 18 percent were in paygrades E-5 or E-6. All transportation specialties were represented. Two-thirds of the members were in their first enlistment.

DISCUSSION OF FINDINGS

The primary objective of this occupational survey was to identify the actual career field structure that existed based on tasks performed. This was accomplished by grouping transporters based on the similarity of tasks performed and relative time spent performing them. The resulting groupings have been discussed in great detail in the career field structure section of the report.

Within the career field structure section exists the data relative to potential restructuring of the career field. The existence of the functional areas identified in the career field structure suggests the possibility of restructuring the field. The potential is the strongest in the Freight and Cargo Processing function and in the Passenger Services function.

The Freight and Cargo Processing function encompassed three specialties: Packaging (AFS 602X2), Freight Traffic (AFS 602X1), and Air Cargo (AFS 605X1). The two freight and cargo specialties exhibited the greatest degree of similarity while the Packaging specialty was less similar to the other two. This situation is illustrated in Tables 10 through 13. Table 10 lists a core of 35 tasks which were common to both the Surface Freight (GRP323) and Air Cargo (GRP330) job clusters. Table 11 lists tasks which differentiated the two clusters. Table 12 lists the tasks which were common to the Packaging Personnel (GRP249) and the two cargo groups, while Table 13 lists the differentiating tasks.

These tables indicate that two relationships exist. First, there is a large degree of task similarity between the Surface Freight and Air Cargo clusters as indicated by the core of common tasks. Additionally, there was a 56 percent time spent overlap between the two groups, indicating that members spent similar amounts of time performing similar tasks. Second, when the Packaging personnel were compared and contrasted to the Surface Freight and Air Cargo personnel, the similarities were fewer and the differences greater. This indicates that while there is task similarity between the Packaging personnel and the other two groups, the relationship is more tenuous.

The similarity between the Air Cargo (AFS 605X1) and Freight Traffic (AFS 602X1) personnel is further reinforced when the composition of several job groups in the Freight and Cargo Processing function is examined. Both the Cargo Processors job group (GRP193, N=242) and DISREP/DISCON Clerks job type (GRP171, N=50) were comprised of personnel from both career ladders (see Table 9). This indicates that almost 300 personnel from both ladders performed jobs that were basically identical.

The Passenger Services function was comprised of two groups: virtually all of the Air Passenger Services specialty (AFS 605X0) and part of the Passenger and Household Goods specialty (AFS 602X0). While the degree of similarity was not as great as that seen in the previously discussed function, there was still a notable degree of similarity. Table 14 lists tasks common to both groups, while Table 15 lists group differentiating tasks. The time-spent overlap between the two groups was 34 percent.

A third area having classification implications is the Inflight Passenger Services shredout (AF 605XXA) of the Air Passenger Specialty. The most time-consuming tasks performed by AFS 605XXA personnel were performed by no other transporters. Further, the tasks performed by the Inflight Passenger Services personnel link them more closely to the Food Services (AFS 622X0) and Open Mess Management (AFS 742X0) specialties than to the transportation specialty of which they are a part. These comparisons are available to classification personnel upon request.

The information detailed in the career field structure section points out two areas of similarity which raises the question: Could career field restructuring be accomplished on the basis of the functional groups identified in the career field? The area of dissimilarities raises the question: Does the Inflight Passenger Services shredout logically belong in the Transportation career field? While the USAF Occupational Measurement Center can assist by providing the data, knowledgeable people in the transportation and personnel career fields must determine the significance and applicability of the data in making final classification and training decisions.

TABLE 9

DAFSC SPECIALTY DISTRIBUTION BY CLUSTER
(PERCENT MEMBERS PERFORMING)

CLUSTERS BY FUNCTION	DAFSC 602X2 (N=382)	DAFSC 602X0 (N=711)	DAFSC 602X1 (N=837)	DAFSC 605X0 (N=551)	DAFSC 605X1 (N=2090)	DAFSC 605XXA (N=67)	OTHER
<u>FREIGHT AND CARGO PROCESSING FUNCTIONS</u>							
PACKAGING PERSONNEL (GRP249)	98	-	-	-	1	1	1
SURFACE FREIGHT PROCESSORS (GRP323)	1	2	97	-	-	-	-
AIR CARGO PROCESSORS (GRP330)	-	-	1	1	98	-	-
CARGO PROCESSORS (GRP193)	-	-	43	1	52	-	4
MATERIAL HANDLING EQUIPMENT SPECIALISTS (GRP177)	-	-	5	10	85	-	-
AERIAL DELIVERY SYSTEM SPECIALISTS (GRP247)	1	-	-	2	97	-	-
DISREP/DISCON CLERKS (GRP171)	-	6	62	2	28	-	2
SHIPPING CLERKS (GRP683)	1	6	78	1	14	-	-
AIR TERMINALS OPERATION CENTER (ATOC) PERSONNEL (GRP173)	-	-	-	8	92	-	-
LOAD PLANNERS (GRP211)	-	-	-	4	96	-	-
<u>TRANSPORTATION MANAGEMENT FUNCTIONS</u>							
UNIT AND SECTION MANAGERS (GRP230)	2	8	42	3	45	-	-
AIRLIFT REQUIREMENTS AND CAPABILITIES NCOs (GRP599)	-	-	30	10	60	-	-
SPECIAL ACTIVITIES MANAGERS (GRP223)	-	-	28	3	69	-	-
TRAINING PERSONNEL (GRP071)	-	4	11	21	64	-	-
<u>FLEET AND INFLIGHT SERVICES FUNCTIONS</u>							
FLEET SERVICES PERSONNEL (GRP242)	-	-	-	2	98	-	-
INFLIGHT PASSENGER SERVICES (GRP105)	1	-	1	2	2	94	-
<u>PASSENGER SERVICES FUNCTIONS</u>							
PASSENGER RESERVATION PERSONNEL (GRP067)	-	79	15	4	2	-	-
AIR PASSENGER PERSONNEL (GRP073)	-	1	-	80	18	-	1
<u>HOUSEHOLD GOODS AND PERSONAL PROPERTY SHIPMENT FUNCTIONS</u>							
CUSTOMS PERSONNEL (GRP108)	-	82	13	2	3	-	-
QUALITY ASSURANCE INSPECTORS (GRP095)	3	76	18	1	2	-	-
HOUSEHOLD GOODS AND PERSONAL PROPERTY SHIPMENT PERSONNEL (GRP051)	-	86	11	1	2	-	-
<u>INDEPENDENT JOB TYPES</u>							
DATA AUTOMATION (GRP034)	1	3	12	24	60	-	-
LIMITED UTILIZATION TRANSPORTATION PERSONNEL (GRP023)	17	19	20	9	34	-	-

- INDICATES LESS THAN ONE PERCENT

TABLE 10

TASKS COMMON TO BOTH SURFACE FREIGHT AND AIR CARGO JOB GROUPS

TASK	PERCENT MEMBERS PERFORMING	
	SURFACE FREIGHT (N=215)	AIR CARGO (N=869)
WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	33	66
ASSEMBLE CARGO FOR LOADING	38	67
INSPECT CARGO FOR PROPER RESTRAINT OR STABILITY	31	60
REMOVE TIEDOWN DEVICES, BLOCKS, BRACES, PROPS, OR SPACERS	47	76
OPERATE 10K FORKLIFTS	68	93
LOAD OR UNLOAD HAZARDOUS CARGO ONTO LOADING EQUIPMENT WITH EQUIPMENT	45	70
LOAD OR UNLOAD GENERAL CARGO OR MAIL ONTO LOADING EQUIPMENT WITH EQUIPMENT	47	71
LOAD OR UNLOAD SPECIAL HANDLING CARGO ONTO LOADING EQUIPMENT WITH EQUIPMENT	35	59
PLACE PLACARDS ON OR NEAR EQUIPMENT CONTAINING DANGEROUS OR HAZARDOUS CARGO	38	55
PERFORM PRE- OR POST-OPERATIONAL INSPECTIONS ON VEHICLES OR EQUIPMENT	36	50
REVIEW AFTO OPERATOR INSPECTION FORMS	30	44
OPERATE WAREHOUSE TUGS	52	65
LOAD OR UNLOAD SPECIAL HANDLING CARGO ONTO LOADING EQUIPMENT BY HAND	48	59
OPERATE SCALES OTHER THAN BAGGAGE SCALES	31	39
LOAD OR UNLOAD HAZARDOUS CARGO ONTO LOADING EQUIPMENT BY HAND	60	66
PREPARE AFTO OPERATOR INSPECTION FORMS	42	48
TIEDOWN OR SECURE CARGO TO SURFACE VEHICLES	48	52
REVIEW MANIFESTS	39	43
VERIFY COMPLETENESS OF SPECIAL HANDLING DATA CERTIFICATION FORMS (DD FORM 1387-2)	36	37
IDENTIFY SHIPMENTS FOR UNLOADING	57	49
VERIFY SIZE, WEIGHT, OR DESTINATION OF SHIPMENTS	67	58
IDENTIFY SHIPMENTS FOR LOADING	67	56
OPERATE 6K FORKLIFTS	56	45
PREPARE REPORTS ON DAMAGED, OVER, OR SHORT SHIPMENTS	45	31
VERIFY SHIPMENTS WITH MANIFESTS	69	54
LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	66	49
OPERATE 4 THOUSAND POUND LOW MAST FORKLIFTS	53	36
LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES WITH EQUIPMENT	76	58
ANNOTATE TRANSPORTATION CONTROL AND MOVEMENT DOCUMENTS (TCMD) OR MANIFESTS FOR SHORT, DAMAGED OR OVER SHIPMENTS	59	37
OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	86	63
LOAD OR UNLOAD HAZARDOUS CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	78	55
LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO SURFACE VEHICLES BY HAND	72	49

TABLE 11

TASKS WHICH BEST DIFFERENTIATE BETWEEN SURFACE FREIGHT
AND AIR CARGO JOB GROUPS

TASK	PERCENT MEMBERS PERFORMING	
	SURFACE FREIGHT (N=215)	AIR CARGO (N=869)
TIEDOWN OR SECURE CARGO IN AIRCRAFT	7	85
LOAD OR UNLOAD GENERAL CARGO INTO AIRCRAFT	7	82
LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT	9	78
TIEDOWN OR SECURE CARGO TO PALLETS	19	87
LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO AIRCRAFT	5	73
OPERATE 25K AIRCRAFT LOADERS	2	59
INSPECT 463L PALLETS, NETS, OR TIEDOWN EQUIPMENT	12	68
PALLETIZE CARGO OR MAIL FOR SHIPMENT OR STORAGE	18	69
DEPALLETIZE CARGO OR MAIL	14	61
DETERMINE MODES FOR TRANSPORTING SHIPMENTS	82	9
DETERMINE FREIGHT CLASSIFICATION/NOMENCLATURES	61	6
ROUTE SHIPMENTS	59	4
DETERMINE TRANSIT TIME ALLOWED	59	6
COMPLETE INTRANSIT DATA CARDS	67	15
TRACE SHIPMENTS	73	21
PREPARE BILLS OF LADING	51	1

TABLE 12

TASKS COMMON TO PACKAGING, SURFACE FREIGHT, AND AIR CARGO JOB GROUPS

TASK	PERCENT MEMBERS PERFORMING		
	PACKAGING (N=304)	SURFACE FREIGHT (N=215)	AIR CARGO (N=869)
ACCEPT AND RECEIPT FOR SHIPMENTS	69	80	51
CLEAN PALLETS	53	31	44
LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	33	60	49
MAKE ENTRIES ON TRAFFIC TRANSFER RECEIPT FORMS (AF FORM 127)	38	76	44
VERIFY COMPLETENESS OF SPECIAL HANDLING DATA CERTIFICATION FORMS (DD FORM 1387-2)	51	36	37
TIEDOWN OR SECURE CARGO TO SURFACE VEHICLES	33	48	52
VERIFY SIZE, WEIGHT, OR DESTINATION OF SHIPMENTS	63	67	58
WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	77	33	66
PERFORM AS SPOTTER	41	79	93
OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	58	79	88
OPERATE SCALES OTHER THAN BAGGAGE SCALES	49	31	39
OPERATE 10K FORKLIFTS	46	68	93
OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	60	86	63
OPERATE 4 THOUSAND POUND LOW MAST FORKLIFTS	32	53	36
OPERATE 6K FORKLIFTS	43	56	45

TABLE 13

TASKS WHICH BEST DIFFERENTIATE PACKAGING PERSONNEL
FROM AIR CARGO AND SURFACE FREIGHT PERSONNEL

TASK	PERCENT MEMBERS PERFORMING	
	PACKAGING (N=304)	FREIGHT (N=1474)
PACK FOR SHIPMENTS	88	3
CRATE FOR SHIPMENT/PACK FOR SHIPMENTS	88	3
FABRICATE SKIDS OR PALLETS	76	3
MARK OR LABEL SHIPMENTS	89	16
FABRICATE SHIPPING CONTAINERS	74	1
CRATE FOR STORAGE	73	*
OPERATE POWER SAWS	74	7
INTERPRET TPOs	67	1
CONSOLIDATE LINE ITEMS	64	4
TIEDOWN OR SECURE CARGO IN AIRCRAFT	9	56
LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT	5	51
LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO AIRCRAFT	4	44
TIEDOWN OR SECURE CARGO TO PALLETS	29	65
LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES	17	54

*LESS THAN .5 PERCENT

TABLE 14

TASKS PERFORMED IN COMMON BY AIR PASSENGER (GRP073) AND
PASSENGER RESERVATION (GRP067) JOB GROUPS

TASK	PERCENT MEMBERS	PERFORMING
	AIR PASSENGER (N=472)	PASSENGER RESERVATION (N=164)
ANNOTATE MAC TRANSPORTATION AUTHORIZATION (MTA) FORMS (DD FORM 1482)	49	65
PROVIDE PASSENGER SCHEDULE AND RATE INFORMATION	40	55
CONFIRM PASSENGER RESERVATIONS	59	61
REVIEW OFFICIAL TRAVEL ORDERS FOR ACCURACY AND COMPLETENESS	44	43
DIRECT PASSENGER FUNCTIONS	44	37
LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	45	29
EXTRACT INFORMATION FROM FLIGHT SCHEDULES	50	30
DETERMINE PASSENGER ELIGIBILITY FOR MOVEMENT	71	48
INFORM PASSENGERS OF TRAVEL RESTRICTIONS	82	36

TABLE 15

TASKS WHICH BEST DIFFERENTIATE BETWEEN AIR PASSENGER (GRP073)
AND PASSENGER RESERVATION (067) JOB GROUPS

TASK	PERCENT MEMBERS PERFORMING	
	AIR PASSENGER (N=472)	PASSENGER RESERVATION (N=164)
ESCORT PASSENGERS OR COURIERS TO OR FROM AIRCRAFT	78	1
PREPARE BAGGAGE TAG FORMS	76	1
WEIGH AND TAG PASSENGER BAGGAGE	77	2
CONDUCT ANTI-HIJACKING INSPECTIONS OF PASSENGERS OR BAGGAGE	74	4
CLOSE OUT FLIGHTS FOR PASSENGER MOVEMENT	71	4
MEET ARRIVING OR DEPARTING AIRCRAFT	73	8
ANNOUNCE FLIGHT OR OTHER INFORMATION ON PUBLIC ADDRESS SYSTEM	66	1
PREPARE OR ISSUE BOARDING PASSES	73	10
OPERATE HAND HELD METAL DETECTORS	59	0
RECONCILE BOARDING PASSES AGAINST PASSENGER MANIFESTS	60	1
INFORM PASSENGERS OF BORDER CLEARANCE REQUIREMENTS	71	13
OPERATE 29 PASSENGER BUSES	56	1
COORDINATE MEAL REQUIREMENTS WITH FLEET SERVICE OR INFLIGHT KITCHEN PERSONNEL	56	1
PREPARE RECEIPT FOR UNUSED TRANSPORTATION REQUEST AND/OR TICKETS INCLUDING UNUSED MEAL TICKETS (DD FORM 730)	2	75
COMPLETE REQUEST FOR FLIGHT/SURFACE RESERVATIONS FORMS (AF FORM 1546)	1	58
PREPARE TRANSPORTATION REQUEST FORMS	4	61
PREPARE PAY ADJUSTMENT AUTHORIZATION FORMS (DD FORM 139)	0	54
CONTROL ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	19	70
PREPARE TRAVEL ITINERARIES	6	50
DISPOSE OF ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	6	50
COMPUTE PASSENGER TRAVEL COSTS OR CASH COLLECTION CHARGES	23	63
MAINTAIN TRANSPORTATION REQUEST FORMS FILES	3	43
INITIATE REQUEST FOR FLIGHT/SURFACE RESERVATIONS FORMS (AF FORM 1546)	0	35
ANNOTATE TRANSPORTATION REQUEST FORMS	5	38
DOCUMENT LOST OR MUTILATED ACCOUNTABLE OR CONTROLLED FORMS	0	33
PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	26	57

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups is included as a part of each occupational survey. The DAFSC group analyses help identify similarities and differences in tasks performed among personnel across skill level groups in the five specialties. This data also aids in the analysis of career ladder documents, such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

The DAFSC analyses of the AFS 60XXX utilization field will discuss the tasks which best differentiate the 3-, 5-, 7-, 9- and Chief Enlisted Manager (CEM) skill level members within each specialty, as well as the tasks which best differentiate the DAFSC groups. Also, Table 9 illustrates the distribution of the various DAFSC specialties within each career ladder structure cluster.

Packaging Specialty (AFS 602X2)

Job incumbents in this specialty concentrated most of their time on packaging activities. Table 16 illustrates that members spent 31 percent of their time preparing shipments for movement. Representative tasks performed by individuals in all skill levels included:

- Direct packing and crating functions
- Pack for shipments
- Crate for shipment
- Mark or label classified, hazardous, or special shipments
- Crate for storage
- Fabricate shipping containers
- Mark or label shipments other than classified, hazardous, or special shipments
- Fabricate skids or pallets
- Operate power saws
- Analyze transportation packaging orders (TPOs)

The 3- and 5-skill level members performed the technical packaging activities. Table 16 shows that the 3-skill level personnel spent 39 percent, and the 5-skill level members spent 33 percent of their time preparing shipments for movement. Table 17 lists the representative tasks performed by 3- and 5-skill level packaging specialists. Conversely, 7-skill level personnel spent only 18 percent of their time performing packaging tasks. Table 16 shows that they spent much of their time, 44 percent, performing management, supervision, training, and evaluation tasks. Table 18 lists representative tasks performed by the 7-skill level members.

Overall, packaging specialists performed an average of 58 tasks. They reported the lowest levels of expressed job satisfaction of the specialties. This fact is discussed in greater depth in the job satisfaction section in this report.

Passenger and Household Goods Specialty (AFS 602X0)

Survey respondents in this group spent most of their time working with passenger and household goods. Table 16 illustrates that they spent 53 percent of their time performing administration, documentation, records management, and general tasks. Because of the many diverse jobs performed in AFS 602X0, few individual tasks were performed by a large percentage of members. Representative tasks performed by 30 percent or more of both 3- and 5-skill level members included the following four tasks:

- Trace shipments
- Clean facilities or work areas
- Prepare cash collection voucher forms (DD Form 1131)
- Review application for shipment and/or storage of personnel property forms (DD Form 1299)

As can be seen by Table 16, 3- and 5-skill level respondents spent most of their time performing administration, documentation, records management and general tasks. Table 19 lists representative tasks performed by the 3- and 5-skill level members. Table 19 shows that the 3- and 5-skill level respondents performed similar tasks, and that these two groups were very heterogeneous in terms of tasks performed. This heterogeneity is indicated by the fact that only four and nine tasks were performed by over 30 percent of 3- and 5-skill level personnel respectively.

Overall, members in the 602X0 specialty had specialized jobs, performing an average of only 31 tasks. Respondents felt that their jobs were satisfying, and felt their talents and training were well utilized.

Freight Traffic Specialty (AFS 602X1)

Freight Traffic Specialists spent most of their time processing and handling surface freight. As illustrated in Table 16, members spent 48 percent of their time performing administrative, documentation, records management, general, and shipping movement tasks. Members in this group also spent more time, 27 percent, performing supervisory, management, training and evaluation tasks than any other 60XXX specialty.

Referencing Table 16, it can be seen that 3- and 5-skill level members divided their time among general, administrative, and technical tasks related to movement of surface freight. Tasks performed by these incumbents included the following:

- Accept and receipt for shipments
- Operate 4 thousand pound forklifts, electric or gas
- Operate keypunch machines
- Load or unload general cargo or mail into surface vehicles by hand
- Trace shipments

Table 20 lists representative tasks performed by 3- and 5-skill level respondents. This table indicates that 3- and 5-skill level freight traffic specialists had similar jobs.

Unlike the 3- and 5-skill level incumbents, the 7- and 9-skill level members spent a small percentage of their time performing technical tasks. Table 16 shows that 7- and 9-skill level members spent 53 and 71 percent of their time, respectively, performing supervision, management, training, and evaluation tasks. Table 21 lists representative tasks performed by 7- and 9-skill level members. Common tasks performed by these two groups included:

- Prepare APRs
- Determine work priorities
- Counsel personnel on personal or military related matters
- Schedule leaves or passes
- Develop work methods or procedures

Even though the 7- and 9-skill level members performed similar tasks, as shown by Table 21, they reported some differences. A larger percentage of 7- skill level member reported performing training tasks, for example:

- Conduct OJT
- Maintain training records, charts, or graphs
- Counsel trainees on training progress
- Assign on-the-job training (OJT) trainers

Conversely, larger percentages of 9-skill level respondents performed certain supervisory, staff, and evaluation related activities. Related tasks included:

- Write staff studies, surveys, or special reports
- Evaluate suggestions
- Direct traffic management functions
- Select individuals for specialized training

Air Passenger Specialty (AFS 605X0)

Individuals in this specialty spent most of their time performing tasks dealing with preflight passenger services. Table 16 shows that they spent 35 percent of their time performing passenger service tasks, and 19 percent of their time performing general service tasks. Tasks performed by 3- and 5-skill level members included the following:

- Inform passengers of travel restrictions
- Meet arriving or departing aircraft
- Escort passengers or couriers to or from aircraft
- Weigh and tag passenger baggage
- Conduct anti-hijacking inspections of passengers or baggage

Analyses of the 3- and 5-skill level respondents showed that individuals in these two group performed similar tasks. This can be seen in Table 22, which lists representative tasks performed by the 3- and 5-skill level members. The main difference in these two groups is that 5-skill level members had a broader job, performing an average of 55 tasks, while 3-skill level respondents performed an average of only 43 tasks.

As a group, AFS 605X0 personnel reported that their talents and training were well utilized, and that they were very satisfied with their jobs. However, 46 percent of the 3-skill level members felt that their talents were not well utilized.

Inflight Passenger Service Specialty (AFS 605XXA)

The DAFSC 605XXA members formed the smallest group, with only 37 members, and were the most homogeneous group of all the 60XXX specialties. Table 16 illustrates that personnel in this group spent 64 percent of their time performing inflight passenger service tasks. Members of this group, relative to all other AFSC groups, spent less time on supervision and management tasks (eight percent of time).

The 3-, 5-, and 7-skill level respondents performed basically the same tasks, dealing with technical inflight passenger service tasks. Common tasks performed by these three groups include the following:

- Serve meals, snacks, or beverages
- Prepare beverages for serving
- Inspect emergency equipment
- Clean food preparation, serving, or eating utensils
- Clean or secure galleys
- Clean aircraft interiors
- Wrap food items
- Perform aircraft preflight inspections
- Brew coffee, tea, or hot chocolate
- Garnish foods

Due to the small numbers at the different skill levels, Table 23 lists representative tasks performed by all AFS 605XXA survey respondents, rather than listing the skill levels separately.

Overall, DAFSC 605X0A respondents reported a broad job, performing an average of 109 tasks. The members of this group reported the highest levels of expressed job satisfaction of any specialty group in the survey.

Air Cargo Specialty (AFS 605X1)

Air Cargo specialists spent more time operating vehicles and moving shipments than members in the other AFS 60XXX specialties. Table 16 illustrates that they spent 32 percent of their time operating, maintaining, or controlling vehicles and moving shipments. In addition, they spent 15 percent of their time performing general tasks related to cargo movement.

Survey respondents in the 3- and 5-skill levels performed basically the same tasks. Table 16 shows that the 3-skill level personnel spent 43 percent, and the 5-skill level personnel spent 39 percent of their time performing technical tasks related to operating vehicles and moving shipments. Table 24 lists representative tasks performed by these two groups. Tasks performed by 3- and 5-skill level members included the following:

- Operate 10K forklifts
- Tiedown or secure cargo in aircraft
- Inspect 463L pallets, nets, or tiedown equipment
- Load or unload general cargo or mail into aircraft by hand
- Meet arriving or departing aircraft

Like the 7- and 9-skill level respondents in the DAFSC 602X1 specialty, 7- and, 9-skill level members, and Chief Enlisted Managers (CEM) in the DAFSC 605X1 spent most of their time performing management, supervision, training and evaluation tasks. Table 16 illustrates this relationship. The 7-, 9-, and CEM Code skill level respondents performed basically the same tasks. Common tasks included:

- Determine work priorities
- Prepare APRs
- Counsel personnel on personal or military related matters
- Schedule leaves or passes
- Develop work methods or procedures

Table 25 and 26 list representative tasks performed by personnel in these three skill levels. These tables show that 7-skill level members performed more training tasks than did the 9- and CEM Code skill levels. Conversely, the 9- and CEM Code members performed more staff supervision and evaluation tasks which included:

- Evaluate compliance with performance standards
- Plan briefings
- Serve on boards other than airmen classification boards
- Write staff studies, suveys, or special reports

As a group, AFS 605X1 respondents performed an average of 59 tasks. Additionally, they were satisfied with their jobs, and felt their talents and training well utilized.

Summary

Respondents in the 605XXA specialty had the broadest job, and AFS 602X0 members had the narrowest job. Within all specialties, the tasks performed by 3- and 5-skill level personnel were very similar and technical in nature. The 7-skill level members performed more firstline supervisory, management, and training tasks. Finally, the 9- and CEM skill level respondents performed similar tasks involved with staff management and evaluation activities.

TABLE 16
PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTY	DAFSC 602X2 (N=382)	DAFSC 60232 (N=53)	DAFSC 60252 (N=250)	DAFSC 60272 (N=79)	DAFSC 602X0 (N=711)	DAFSC 60230 (N=136)	DAFSC 60250 (N=575)	DAFSC 602X1 (N=551)	DAFSC 60231 (N=82)	DAFSC 60251 (N=398)	DAFSC 60271 (N=313)	DAFSC 60299 (N=48)
ORGANIZING AND PLANNING	6	3	4	11	4	2	5	8	2	4	15	23
DIRECTING AND IMPLEMENTING	7	5	5	15	6	4	6	9	3	6	15	20
INSPECTING AND EVALUATING	4	1	2	10	2	1	3	5	-	2	14	22
TRAINING	3	1	3	8	2	1	3	5	1	3	9	6
PERFORMING GENERAL FUNCTIONS	12	13	13	9	20	22	19	15	16	16	11	9
PERFORMING ADMINISTRATION, DOCUMENTATION, OR RECORDS												
MANAGING FUNCTIONS	9	8	9	9	33	40	32	19	23	19	16	11
PROCESSING SHIPMENTS: PLANNING FOR MOVEMENT	9	10	9	6	7	7	8	7	7	9	5	3
PROCESSING SHIPMENTS: PREPARING FOR MOVEMENT	31	39	33	18	4	4	4	5	7	6	2	1
PROCESSING SHIPMENTS: MOVEMENT	6	9	7	3	4	6	4	14	23	17	5	1
PERFORMING PASSENGER FUNCTIONS	-	-	-	-	8	10	8	2	-	1	3	3
OPERATING, MAINTAINING, OR CONTROLLING VEHICLES OR EQUIPMENT	10	9	12	7	4	4	4	11	16	15	4	1
PERFORMING FLEET SERVICE FUNCTIONS	-	-	-	-	-	4	-	-	-	-	-	-
PERFORMING AERIAL DELIVERY FUNCTIONS	-	-	-	-	-	-	-	-	-	-	-	-
PERFORMING BORDER CLEARANCE, CUSTOMS, OR RELATED FUNCTIONS	1	1	2	1	4	1	5	1	-	1	2	1
PERFORMING INFLIGHT PASSENGER SERVICE FUNCTIONS	-	-	-	-	-	-	-	-	-	-	-	-

- INDICATES LESS THAN ONE PERCENT

TABLE 16 (CONTINUED)
PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTY	DAFSC 605X0 (N=551)	DAFSC 60530 (N=82)	DAFSC 60550 (N=469)	DAFSC 605X0A (N=37)	DAFSC 60530A (N=6)	DAFSC 60550A (N=30)	DAFSC 60571A (N=31)	DAFSC 605X1 (N=2090)	DAFSC 60551 (N=1123)	DAFSC 60571 (N=715)	DAFSC 60599 (N=63)	DAFSC 60500 (N=23)
ORGANIZING AND PLANNING	3	2	3	4	3	4	3	5	3	11	20	31
DIRECTING AND IMPLEMENTING	5	2	5	4	1	5	4	6	4	11	19	15
INSPECTING AND EVALUATING	2	1	2	-	-	1	2	4	1	9	20	20
TRAINING	3	1	4	1	-	1	3	4	2	9	7	7
PERFORMING GENERAL FUNCTIONS	19	21	19	7	6	7	4	15	16	13	9	8
PERFORMING ADMINISTRATION, DOCUMENTATION, OR RECORDS MANAGEMENT FUNCTIONS	10	10	10	1	1	1	1	9	9	9	9	9
PROCESSING SHIPMENTS: PLANNING FOR MOVEMENT	4	3	4	1	1	1	-	6	6	7	4	2
PROCESSING SHIPMENTS: PREPARING FOR MOVEMENT	1	1	1	1	3	-	-	9	11	5	2	-
PROCESSING SHIPMENTS: MOVEMENT	2	3	2	1	2	-	1	16	20	7	1	-
PERFORMING PASSENGER FUNCTIONS	35	40	35	5	5	5	4	3	1	6	2	3
OPERATING, MAINTAINING, OR CONTROLLING VEHICLES OR EQUIPMENT	12	12	12	2	2	1	-	16	19	9	2	2
PERFORMING FLEET SERVICE FUNCTIONS	-	1	-	7	7	6	7	4	5	1	-	-
PERFORMING AERIAL DELIVERY FUNCTIONS	-	-	-	-	-	-	-	1	1	-	-	-
PERFORMING BORDER CLEARANCE, CUSTOMS, OR RELATED FUNCTIONS	-	-	-	2	1	2	2	-	-	-	-	-
PERFORMING INFILIGHT PASSENGER SERVICE FUNCTIONS	2	2	1	64	66	65	68	1	1	1	4	1

-INDICATES LESS THAN ONE PERCENT

TABLE 17

REPRESENTATIVE TASKS PERFORMED BY DAFSC 60232 AND 60252 SURVEY RESPONDENTS

TASK	60232 PERCENT MEMBERS PERFORMING (N=53)	60252 PERCENT MEMBERS PERFORMING (N=250)
PACK FOR SHIPMENTS	76	80
MARK OR LABEL CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	77	78
MARK OR LABEL SHIPMENTS OTHER THAN CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	85	76
CRATE FOR SHIPMENT	76	76
WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	77	66
FABRICATE SKIDS OR PALLETS	60	65
OPERATE POWER SAWS	55	64
CLEAN FACILITIES OR WORK AREAS	66	63
CRATE FOR STORAGE	59	62
ACCEPT AND RECEIPT FOR SHIPMENTS	64	61
FABRICATE SHIPPING CONTAINERS	60	61
INTERPRET TRANSPORTATION PACKAGING ORDERS (TPOs)	53	56
CONSOLIDATE LINE ITEMS OR SHIPMENTS INTO SPECIFIED UNITS	59	56
SELECT ITEMS FOR CONSOLIDATION	60	55
RECEIPT, INSPECT, AND SEGREGATE ITEMS FOR PACKING	47	53
VERIFY SIZE, WEIGHT, OR DESTINATION OF SHIPMENTS	64	52
PREPARE SHIPPING LABELS OR TAGS	55	48
ANALYZE TRANSPORTATION PACKAGING ORDERS (TPOs)	55	48
RESTORE REUSABLE CONTAINERS	64	48
DIRECT PACKING AND CRATING FUNCTIONS	43	47

TABLE 18

TASKS REPRESENTATIVE OF DAFSC 60272 SURVEY RESPONDENTS

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING (N=79)</u>
PREPARE APRs	73
DIRECT PACKING AND CRATING FUNCTIONS	72
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	72
DETERMINE WORK PRIORITIES	72
ASSIGN PERSONNEL TO DUTY POSITIONS	71
SUPERVISE PACKAGING SPECIALISTS (AFSC 60154)	67
PACK FOR SHIPMENTS	67
CRATE FOR SHIPMENT	67
INTERPRET TRANSPORTATION PACKAGING ORDERS (TPOs)	66
MARK OR LABEL CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	66
CRATE FOR STORAGE	65
FABRICATE SHIPPING CONTAINERS	63
MARK OR LABEL SHIPMENTS OTHER THAN CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	63
CONDUCT OJT	63
ANNOTATE SPECIAL HANDLING DATA/CERTIFICATION FORMS (DD FORM 1387-2)	63
FABRICATE SKIDS OR PALLETS	61
OPERATE POWER SAWS	61
PLAN WORK ASSIGNMENTS	61
ANALYZE TRANSPORTATION PACKAGING ORDERS (TPOs)	59
INITIATE SPECIAL HANDLING DATA/CERTIFICATION FORMS (DD FORM 1387-2)	59

TABLE 19
REPRESENTATIVE TASKS PERFORMED BY 60230 AND 60250 SURVEY RESPONDENTS

TASK	60230 PERCENT MEMBERS PERFORMING (N=136)	60250 PERCENT MEMBERS PERFORMING (N=575)
TRACE SHIPMENTS	42	39
PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	38	36
REVIEW APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	36	36
COUNSEL PERSONNEL ON PERSONAL PROPERTY SHIPMENTS	26	34
LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	28	34
PREPARE PAY ADJUSTMENT AUTHORIZATION FORMS (DD FORM 139)	27	34
CLEAN FACILITIES OR WORK AREAS	38	33
COMPUTE EXCESS TRANSPORTATION COSTS	23	33
DETERMINE TRANSIT TIME ALLOWED	22	30

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY DAFSC 60231 AND 60251 SURVEY RESPONDENTS

TASK	60231 PERCENT MEMBERS PERFORMING (N=126)	60251 PERCENT MEMBERS PERFORMING (N=398)
ACCEPT AND RECEIPT FOR SHIPMENTS	56	62
OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	59	61
CLEAN FACILITIES OR WORK AREAS	60	58
OPERATE 10K FORKLIFTS	38	53
OPERATE KEYPUNCH MACHINES	48	48
LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES WITH EQUIPMENT	54	47
MAKE ENTRIES ON TRAFFIC TRANSFER RECEIPT FORMS (AF FORM 127)	41	47
TRACE SHIPMENTS	37	46
LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES BY HAND	54	46
OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	39	46
DETERMINE MODES FOR TRANSPORTING SHIPMENTS	41	44
PERFORM AS SPOTTER	53	43
VERIFY SHIPMENTS WITH MANIFESTS	50	43
LOAD OR UNLOAD HAZARDOUS CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	47	41
COMPLETE INTRANSIT DATA CARDS (IDC)	41	41
LOAD OR UNLOAD HAZARDOUS CARGO INTO SURFACE VEHICLES BY HAND	48	39
LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO SURFACE VEHICLES BY HAND	37	38
LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	39	37
VERIFY SIZE, WEIGHT, OR DESTINATION OF SHIPMENTS	35	36
OPERATE 4 THOUSAND POUND LOW MAST FORKLIFTS	33	32

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY DAFSC 60271 AND 60299 SURVEY RESPONDENTS

TASK	60271 PERCENT MEMBERS PERFORMING (N=313)	60291 PERCENT MEMBERS PERFORMING (N=48)
PREPARE APRs	72	79
DETERMINE WORK PRIORITIES	70	77
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	68	81
SCHEDULE LEAVES OR PASSES	63	71
DEVELOP WORK METHODS OR PROCEDURES	60	69
DRAFT OR WRITE CORRESPONDENCE	60	85
ASSIGN PERSONNEL TO DUTY POSITIONS	58	79
PLAN WORK ASSIGNMENTS	56	60
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	54	73
LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	51	52
ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	51	67
ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	51	77
CONDUCT OJT	50	
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	49	81
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT OR SUPPLIES	49	79
ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	45	
ANALYZE WORKLOAD REQUIREMENTS	44	65
DEVELOP MANAGEMENT OBJECTIVES	43	75
TRACE SHIPMENTS	41	
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	41	
COUNSEL TRAINEES ON TRAINING PROGRESS	40	
INDORSE AIRMAN PERFORMANCE REPORTS (APRs)	40	71
DETERMINE OJT TRAINING REQUIREMENTS	37	
EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	37	60
PLAN BRIEFINGS	37	63

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY DAFSC 60530 AND 60550 SURVEY RESPONDENTS

TASK	60530 PERCENT MEMBERS PERFORMING (N=82)	60550 PERCENT MEMBERS PERFORMING (N=469)
INFORM PASSENGERS OF TRAVEL RESTRICTIONS	63	60
MEET ARRIVING OR DEPARTING AIRCRAFT	63	60
ESCORT PASSENGERS OR COURIERS TO OR FROM AIRCRAFT	62	59
WEIGH AND TAG PASSENGER BAGGAGE	63	57
CONDUCT ANTI-HIJACKING INSPECTIONS OF PASSENGERS OR BAGGAGE	59	54
PREPARE BAGGAGE TAG FORMS	63	54
PREPARE OR ISSUE BOARDING PASSES	60	54
CLOSE OUT FLIGHTS FOR PASSENGER MOVEMENT	49	54
PREPARE AND ISSUE PASSENGER BOARDING PASSES	55	52
INFORM PASSENGERS OF BORDER CLEARANCE REQUIREMENTS	50	52
DETERMINE PASSENGER ELIGIBILITY FOR MOVEMENT	59	51
ANNOUNCE FLIGHT OR OTHER INFORMATION ON PUBLIC ADDRESS SYSTEM	44	51
REVIEW MANIFESTS	48	50
VERIFY PASSENGER ELIGIBILITY FOR MOVEMENT	61	48
CONFIRM PASSENGER RESERVATIONS	44	47
OPERATE 29 PASSENGER BUSES	38	45
PREPARE MANUAL MANIFESTS	48	44
OPERATE HAND HELD METAL DETECTORS	48	43
MAKE CASH COLLECTIONS		
LOAD OR UNLOAD PASSENGER BAGGAGE	49	41

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY 605X0A SURVEY RESPONDENTS

TASK	605XXA PERCENT MEMBERS PERFORMING (N=37)
CLEAN OR SECURE GALLEYS	89
INSPECT EMERGENCY EQUIPMENT	89
PREPARE BEVERAGES FOR SERVING	89
SERVE MEALS, SNACKS, OR BEVERAGES	86
PERFORM AIRCRAFT PREFLIGHT INSPECTIONS	86
BREW COFFEE, TEA, OR HOT CHOCOLATE	84
PREPARE SANDWICHES	84
CLEAN FOOD PREPARATION, SERVING, OR EATING UTENSILS	81
SECURE INFLIGHT FOOD PREPARATION, SERVING, OR EATING UTENSILS OR EQUIPMENT	81
SECURE AIRCRAFT CABINS	81
WRAP FOOD ITEMS	81
GARNISH FOODS	81
ADD GRAVIES OR SAUCES TO FOODS	81
INSPECT CREW GALLEYS	78
INSPECT CREW LAVATORIES	78
CLEAN AIRCRAFT INTERIORS	78
PREPARE CANNED FOODS FOR COOKING OR SERVING	78
PREPARE FRUIT DESSERTS	78
PREPARE EGGS FOR COOKING	78
PREPARE VEGETABLE SALADS	78
BRIEF PASSENGERS ON EMERGENCY PROCEDURES	78
AID AIRSICK PASSENGERS	78
DISTRIBUTE PASSENGER COMFORT ITEMS	76
INSPECT EMERGENCY ESCAPE HATCHES	76
STEW MEATS, SEAFOODS, OR POULTRY	76

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY DAFSC 60531 AND 60551 SURVEY RESPONDENTS

TASK	60531 PERCENT MEMBERS PERFORMING (N=252)	60551 PERCENT MEMBERS PERFORMING (N=1123)
OPERATE 10K FORKLIFTS	66	72
OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	68	69
PERFORM AS SPOTTER	69	67
TIEDOWN OR SECURE CARGO TO PALLETS	57	56
TIEDOWN OR SECURE CARGO IN AIRCRAFT	49	50
OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	41	47
LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT WITH EQUIPMENT	32	46
OPERATE WAREHOUSE TUGS	40	45
REMOVE TIEDOWN DEVICES, BLOCKS, BRACES, PROPS, OR SPACERS	53	45
INSPECT 463L PALLETS, NETS, OR TIEDOWN EQUIPMENT	41	45
LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT BY HAND	42	44
PALLETIZE CARGO OR MAIL FOR SHIPMENT OR STORAGE	39	42
MEET ARRIVING OR DEPARTING AIRCRAFT	38	41
LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT WITH EQUIPMENT	32	41
LOAD OR UNLOAD GENERAL CARGO OR MAIL ONTO LOADING EQUIPMENT WITH EQUIPMENT	35	40
ASSEMBLE CARGO FOR LOADING	33	39
LOAD OR UNLOAD GENERAL CARGO OR MAIL ONTO LOADING EQUIPMENT WITH EQUIPMENT	35	39
LOAD OR UNLOAD GENERAL CARGO OR MAIL ONTO LOADING EQUIPMENT BY HAND	38	38
LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT BY HAND	33	38
VERIFY SIZE, WEIGHT, OR DESTINATION OF SHIPMENTS	30	38
STORE OR MAINTAIN 463L PALLETS, NETS, OR TIEDOWN EQUIPMENT	38	38
LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO AIRCRAFT BY HAND	31	38
LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO AIRCRAFT WITH EQUIPMENT	35	38
OPERATE GASOLINE POWERED 25K AIRCRAFT LOADERS	26	38
LOAD OR UNLOAD GENERAL CARGO OR MAIL ONTO LOADING EQUIPMENT BY HAND	38	38

TABLE 25

REPRESENTATIVE TASKS PERFORMED BY DAFSC 60571 SURVEY RESPONDENTS

TASK	PERCENT MEMBERS PERFORMING (N=715)
DETERMINE WORK PRIORITIES	67
PREPARE APRs	65
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	57
LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	54
ANALYZE WORKLOAD REQUIREMENTS	48
PLAN WORK ASSIGNMENTS	48
DEVELOP WORK METHODS OR PROCEDURES	48
SCHEDULE LEAVES OR PASSES	47
ASSIGN PERSONNEL TO DUTY POSITIONS	47
SUPERVISE AIR CARGO SPECIALISTS (AFSC 60551)	45
CONDUCT OJT	45
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	43
ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	41
REVIEW MANIFESTS	39
PERFORM AS SPOTTER	39
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT OR SUPPLIES	38
COUNSEL TRAINEES ON TRAINING PROGRESS	38
OPERATE 10K FORKLIFTS	38
ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	37
DRAFT OR WRITE CORRESPONDENCE	36
MEET ARRIVING OR DEPARTING AIRCRAFT	36
MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	35
INDORSE AIRMAN PERFORMANCE REPORTS (APR)	35

TABLE 26

REPRESENTATIVE TASKS PERFORMED BY DAFSC 60599 AND 60500 SURVEY RESPONDENTS

TASK	60591 PERCENT MEMBERS PERFORMING (N=63)	60500 PERCENT MEMBERS PERFORMING (N=23)
ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	71	70
DRAFT OR WRITE CORRESPONDENCE	67	78
DETERMINE WORK PRIORITIES	67	78
REVIEW STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	67	70
DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT OR SUPPLIES	65	78
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	63	70
DEVELOP MANAGEMENT OBJECTIVES	63	83
SCHEDULE LEAVES OR PASSES	63	65
DEVELOP WORK METHODS OR PROCEDURES	62	70
COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	62	83
ASSIGN PERSONNEL TO DUTY POSITIONS	60	83
ANALYZE WORKLOAD REQUIREMENTS	57	48
PREPARE APRs	57	70
SERVE ON BOARDS OTHER THAN AIRMEN CLASSIFICATION BOARDS	57	78
PLAN BRIEFINGS	54	61
INDORSE AIRMAN PERFORMANCE REPORTS (APR)	54	57
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	52	52
EVALUATE INSPECTION REPORTS OR PROCEDURES	51	48
EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	49	39
PLAN WORK ASSIGNMENTS	49	52
EVALUATE SAFETY PROGRAMS	48	35
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	46	70

ANALYSIS OF MAJCOM DIFFERENCES WITHIN FUNCTIONAL GROUPS

Analyses of tasks performed by members of the eight largest MAJCOMs within the Cargo Processing, Transportation Management, Passenger Services, and Household Goods and Personal Property functions indicated a great deal of similarity. The comparisons were made to determine whether tasks performed varied as a function of MAJCOM assignment. Functional groups were compared rather than DAFSC groups because within specialties there was much variance in tasks performed. (In comparing functional groups however, there was a greater degree of commonality so that any MAJCOM-related differences would be more apparent.)

Cargo Processing Functions

The only reportable difference found in this functional area was identified in the Packaging cluster (GRP249). Personnel assigned to AFLC performed a more limited job; performing fewer tasks and tasks rated lower in task difficulty. In Logistics Command, members tended to perform only tasks which included:

- apply or remove preservations
- crate for storage
- fabricate shipping containers
- crate for shipment

In the other major air commands, personnel performed broader jobs, performing tasks not seen in AFLC. The differentiating tasks included:

- accept and receipt for shipments
- mark or label classified, hazardous, or special shipments
- weigh items, palletized shipments, or unpalletized shipments
- maintain transportation packaging orders (TPOs)
- file analyze transportation packaging orders (TPOs) receipt
- inspect and segregate items for shipping

Transportation Management Function

Personnel in this function performed very similar jobs dealing with the management and direction of the various transportation functions. Only training tasks differentiated the members in the various MAJCOMs. Personnel in TAC spent an average of 17 percent of their time performing training tasks while those in AFSC spent only 4 percent. The personnel in the other major air commands averaged between 8 and 10 percent time spent on training tasks.

Passenger Services Function

There were no reportable differences between personnel in this function based on members' MAJCOM assignment.

Household Goods and Personal Property Shipment Function

In this functional area, differences in tasks performed were very minor, with individuals in all MAJCOMs performing very specialized jobs comprised of relatively few tasks. Two variations in tasks performed were noted. Only respondents in PACAF performed customs inspections or prepared customs related forms. Only in AFLC did over 30 percent of the personnel prepare or review reports on damaged, over, or short shipments.

ANALYSIS OF CONUS VERSUS OVERSEAS GROUPS

A comparison was made of the tasks performed by 5-skill level members assigned to CONUS and overseas locations within the different AFS 60XXX career ladders. Generally, 5-skill level CONUS and overseas respondents, within the same ladder, performed basically the same tasks. However, analyses showed that slightly larger percentages of overseas AFS 60252 and AFS 60250 respondents performed customs related tasks than their CONUS counterparts. Finally, it was found that slightly larger percentages of CONUS AFS 60251 respondents performed documentation tasks involving Government Bills of Lading and Signature and Tally Record Forms (DD Forms 1907) than their overseas counterparts.

ANALYSIS OF TASK DIFFICULTY

Task difficulty ratings were collected on all tasks in the inventory and analyzed to determine how members of the various career ladders perceived the difficulty of the tasks. Difficulty was defined as the time required to learn to do a task satisfactorily, relative to other tasks in the inventory. In collecting the data, 202 senior NCOs, grade E-6 and above, in the AFS 60XXX career ladders rated the inventory tasks on a 1-9 relative difficulty scale. On the scale, a rating of 1 represented a task of extremely low difficulty, 5 represented average difficulty, and a rating of 9 represented extremely high difficulty. After collecting the raw data, they were statistically adjusted so that the average difficulty of the rated tasks was 5.00 (with a standard deviation of 1.00).

The focus of the analysis involved identifying the tasks rated most and least difficult in each of the career ladders. Additionally, task difficulty for the 60XXX career field as a whole was examined.

The most and least difficult tasks for the entire career field are listed in Tables 27 and 28. The most difficult tasks dealt primarily with traffic management, budgeting, and mobility planning. The least difficult tasks involved general clean-up and maintenance tasks and inflight passenger services tasks.

Each of the career ladders reported different perceptions as to which tasks were most and least difficult. Tables 29 through 34 list the tasks rated most and least difficult for the AFS 602X2, 602XX, and 605XX career ladders and the percent of first term airmen who performed the tasks.

TABLE 27

TASKS RATED MOST DIFFICULT IN CAREER FIELD

TASK	TASK DIFFICULTY RATINGS		
	AFS 602X2* RATERS (N=22)	AFS 602XX ⁺ RATERS (N=84)	AFS 605XX RATERS (N=78)
DIRECT TRAFFIC MANAGEMENT OFFICE (TMO) FUNCTIONS	7.52	8.17	6.98
PLAN MOBILITY PROGRAM REQUIREMENTS	7.33	7.47	7.33
PREPARE MOBILITY PLANS	7.28	7.72	7.16
PREPARE UNIT EMERGENCY PLANS	7.18	6.93	7.02
DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.16	7.81	7.65
PLAN COMMERCIAL CONTRACT REQUIREMENTS	7.09	7.62	7.22
WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	7.01	7.17	7.20
DIRECT TERMINAL SERVICES FUNCTIONS	6.89	6.79	6.93
DIRECT QUALITY CONTROL FUNCTIONS	6.88	7.41	6.99
DEVELOP MANAGEMENT OBJECTIVES	6.76	6.97	7.05

* FORMERLY AFS 601X4

⁺ DOES NOT INCLUDE 602X2

TABLE 28
TASKS RATED LEAST DIFFICULT IN CAREER FIELD

TASK	TASK DIFFICULTY RATINGS		
	AFS 602X2* RATERS (N=22)	AFS 602XX RATERS (N=84)	AFS 605XX RATERS (N=78)
REMOVE OR REPLACE LIGHT BULBS OR FLUORESCENT TUBES	2.60	1.97	1.25
REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	2.61	2.43	2.25
FREEZE FOIL PACK MEALS	2.98	2.69	2.63
CLEAN DISPOSAL RECEPTICLES	3.02	2.97	2.60
CLEAN DISH STORAGE ARAS	3.02	2.63	2.63
CLEAN DINING TABLES	3.02	2.62	2.57
CLEAN TOASTERS	3.23	2.85	2.61
GREASE FOOD PREPARATION UTENSILS	3.26	2.54	2.78
PREPARE DAIRY PRODUCTS FOR COOKING OR SERVING	3.26	2.86	2.73

* FORMERLY AFS 601X4

TABLE 29

TASKS RATED MOST DIFFICULT BY AFS 602X2 SENIOR NCOs⁺

TASK	TASK DIFFICULTY RATING	1-48 MOS TAFMS PERCENT MEMBERS PERFORMING (N=165)
PREPARE MOBILITY PLANS	7.28	3
WRITE PACKAGING INSTRUCTIONS	7.19	7
DIRECT PACKING AND CRATING FUNCTIONS	7.07	36
PACK PARACHUTES	7.05	4
RIG CARGO FOR AIRDROPS	6.90	1
COMPUTE ALLOWABLE CABIN LOADS (ACL)	6.83	*
INITIATE SPECIAL HANDLING DATA/CERTIFICATION FORMS	6.81	26
ANALYZE TRANSPORTATION PACKAGING ORDERS (TPOs)	6.71	53
ARRANGE FOR SHIPMENT OF HUMAN REMAINS	6.69	5
RECOVER EQUIPMENT OR LOADS USED IN AIRDROPS	6.64	1
COORDINATE SPECIAL PACKAGING REQUIREMENTS WITH CIVILIAN OR GOVERNMENT AGENCIES	6.63	6
INTERPRET TRANSPORTATION PACKAGING ORDERS (TPOs)	6.61	53
PALLETIZE CARGO FOR AIRDROPS	6.49	1
OPERATE LOCOMOTIVE ENGINES	6.44	*
DESIGN SKIDS OR SHIPPING CONTAINERS	6.41	47
SCREEN PLANNED LOADS FOR PASSENGER PROHIBITING CARGO	6.40	1
PREPARE DISCREPANCY IN SHIPMENT REPORT (DISREP) FORMS (STANDARD FORM 361)	6.38	*
CRATE FOR SHIPMENT	6.32	76
DIRECT WAREHOUSING FUNCTIONS	6.29	10
OPERATE 5 TON TRACTORS WITH TRAILERS	6.26	2
LOAD OR UNLOAD NUCLEAR CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	6.27	1
CRATE FOR STORAGE	6.19	59
SUPERVISE PACKAGING SPECIALISTS (AFSC 60154)	6.15	12
FABRICATE SHIPPING CONTAINERS	6.15	59
DISASSEMBLE OR REASSEMBLE MATERIEL HANDLING EQUIPMENT (MHE)	6.08	7

⁺ FORMERLY AFS 601X4

* LESS THAN ONE PERCENT

TABLE 30

TASKS RATED LEAST DIFFICULT BY AFS 602X2 SENIOR NCOs⁺

TASK	TASK DIFFICULTY RATING	1-48 MOS TAFMS PERCENT MEMBERS PERFORMING (N=165)
REMOVE OR REPLACE LIGHT BULBS OR FLOURESCENT TUBES	2.60	36
PREPARE TALLY IN-OUT FORMS (AF FORM 129)	2.98	1
REMOVE PROTECTIVE COVERINGS FROM SHIPMENTS	3.04	14
MOW GRASS OR MAINTAIN WORK AREA GROUNDS	3.07	39
OPERATE HYDRAULIC PALLET DOLLIES	3.38	32
WITNESS WEIGHING OR REWEIGHING OF SHIPMENTS	3.48	33
PERFORM ONE-FOR-ONE EXCHANGE OF TIEDOWN EQUIPMENT	3.49	2
CLEAN FACILITIES OR WORK AREAS	3.51	67
REMOVE TIEDOWN DEVICES, BLOCKS, BRACES, PROPS, OR SPACERS	3.57	23
PERFORM AS SPOTTER	3.58	40
RECORD SEAL NUMBERS ON DOCUMENTATION	3.59	4
PLACE PLACARDS ON OR NEAR EQUIPMENT CONTAINING DANGEROUS OR HAZARDOUS CARGO	3.67	27
VERIFY SCALE CALIBRATIONS	3.69	4
OPERATE SCALES OTHER THAN BAGGAGE SCALES	3.73	45
CLEAN PALLETS	3.73	9
CLEAN TOOLS OR EQUIPMENT	3.73	45
EXTRACT PRE-MANIFEST CARDS OR LISTS	3.83	1
ANNOTATE AIRCRAFT GROUND HANDLING RECORDS	3.83	*
PERFORM PRE- OR POST-OPERATIONAL INSPECTIONS ON VEHICLES OR EQUIPMENT	3.87	16
REVIEW AFTO OPERATOR INSPECTION FORMS	3.90	5
UNPACK CONTAINERS	3.91	39
DISPATCH VEHICLES	3.93	1
PLACE PROTECTIVE COVERINGS OVER SHIPMENTS	3.97	44
PREPARE SHIPPING LABELS OR TAGS	3.98	48

⁺ FORMERLY AFS 601X4

* LESS THAN ONE PERCENT

TABLE 31

TASKS RATED MOST DIFFICULT BY 602X0 AND 602X1 SENIOR NCOs

TASK	TASK DIFFICULTY RATING	PERCENT PERFORMING 1-48 MOS TAFMS	
		AFS 602X0 (N=409)	AFS 602X1 (N=329)
DIRECT TRAFFIC MANAGEMENT OFFICE (TMO) FUNCTIONS	8.17	9	4
DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.81	1	5
PREPARE MOBILITY PLANS	7.72	2	3
DIRECT PERSONAL PROPERTY FUNCTIONS	7.70	15	1
PLAN COMMERCIAL CONTRACT REQUIREMENTS	7.62	2	3
DIRECT QUALITY CONTROL FUNCTIONS	7.41	10	2
COMPILE EXCESS COST REBUTIAL DATA	7.01		*
DIRECT SURFACE FREIGHT FUNCTIONS	6.99	1	20
PLAN CUSTOMS PROGRAMS	6.83	1	3
INITIATE SPECIAL HANDLING DATA/CERTIFICATION FORMS (DD FORM 1387-2)	6.71	1	7
COUNSEL PERSONNEL ON PERSONAL PROPERTY SHIPMENTS	6.64	31	1
COMPUTE EXCESS TRANSPORTATION COSTS	6.46	31	5
SUPERVISE PASSENGER AND HOUSEHOLD GOODS SPECIALISTS (AFSC 60250)	6.46	5	1
PREPARE REPORTS ON DAMAGED, OVER, OR SHORT SHIPMENTS	6.42	14	29
COMPUTE SHIPMENT TRANSPORTATION COSTS	6.42	25	25
PREPARE INPUTS FOR THE CARRIER EVALUATION REPORTING SYSTEM (CERS)	6.33	11	1
PREPARE REPORTS ON LOST, STOLEN, OR PILFERED SHIPMENTS	6.28	15	21
PREPARE DISCREPANCY IN SHIPMENT REPORT (DISREP) FORMS	6.25	3	23
PREPARE DOCUMENTATION FOR DO-IT-YOURSELF (DITY) MOVES	6.24	13	2
PREPARE DISCREPANCY IN SHIPMENT CONFIRMATION REPORT (DISCON) FORMS (STANDARD FORM 363)			
COMPUTE PASSENGER TRAVEL COSTS OR CASH COLLECTION CHARGES	6.19	2	23
CONDUCT OJT	6.18	25	1
DESIGN BRACES, PROPS, OR LOADING SPACERS	6.15	8	8
PREPARE PREAWARD SURVEY OF CONTRACTOR'S/CARRIER'S FACILITIES AND EQUIPMENT FORMS (DD FORM 1811)	6.08	*	2
LOAD OR UNLOAD NUCLEAR CARGO ONTO LOADING EQUIPMENT WITH EQUIPMENT	6.06	3	1
	6.02	*	1

* LESS THAN ONE PERCENT

TABLE 32

TASKS RATED LEAST DIFFICULT BY 602X0 AND 602X1 SENIOR NCOs

TASK	TASK DIFFICULTY RATING	PERCENT PERFORMING 1-48 MOS TAFMS	
		AFS 602X0 (N=409)	AFS 602X1 (N=329)
REMOVE OR REPLACE LIGHT BULBS OR FLOURESCENT TUBES	1.97	21	25
REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	2.43	34	62
PAINT FACILITIES	3.25	17	39
CLEAN TOOLS OR EQUIPMENT	3.29	5	19
CLEAN PALLETS	3.35	2	6
OPERATE MOBILE RADIOS	3.35	2	
PERFORM ONE-FOR-ONE EXCHANGE OF TIEDOWN EQUIPMENT	3.43	1	2
ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	3.46	2	3
BRIEF PASSENGERS ON FLYING TIME, DELAYS, OR WEATHER	3.63	3	1
OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	3.65	24	44
REMOVE TIEDOWN DEVICES, BLOCKS, BRACES, PROPS, OR SPACERS	3.68	1	27
PLACE PLACARDS ON OR NEAR EQUIPMENT CONTAINING DANGEROUS OR HAZARDOUS CARGO	3.77	*	15
PREPARE AFTO OPERATOR INSPECTION FORMS	3.83	1	17
OPERATE HYDRAULIC PALLET DOLLIES	3.84	1	28
PERFORM AS SPOTTER	3.96	5	52

* LESS THAN ONE PERCENT

TABLE 33

TASKS RATED MOST DIFFICULT BY 605X0 AND 605X1 SENIOR NCOs

TASK	TASK DIFFICULTY RATING	PERCENT PERFORMING 1-48 MOS TAFMS	
		AFS 605X0 (N=271)	AFS 605X1 (N=967)
DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.65	1	1
DIRECT AIR TERMINAL OPERATIONS CENTERS (ATOC)	7.61	2	3
DIRECT SPECIAL HANDLING FUNCTIONS	7.51	1	6
PREPARE MOBILITY PLANS	7.16	4	2
DIRECT LOAD PLANNING FUNCTIONS	7.08	4	7
DIRECT AIR FREIGHT FUNCTIONS	7.02	2	10
DIRECT AERIAL DELIVERY FUNCTIONS	6.90	1	3
PREPARE WEIGHT AND BALANCE CLEARANCE FORM F FORMS (DD FORM 365F)	6.87	*	3
COMPUTE AIRCRAFT LOAD CENTERS OF BALANCE AND SEQUENCE	6.75	2	12
LOAD OR UNLOAD NUCLEAR CARGO ONTO LOADING EQUIPMENT WITH EQUIPMENT	6.73	*	5
RIG CARGO FOR AIRDROPS	6.72	*	6
PACK PARACHUTES	6.71	*	7
LOAD OR UNLOAD NUCLEAR CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	6.70	*	6
INITIATE SPECIAL HANDLING DATA/CERTIFICATION FORMS (DD FORM 1387-2)	6.62	1	7
LOAD OR UNLOAD NUCLEAR CARGO INTO AIRCRAFT WITH EQUIPMENT	6.54	*	8
COMPUTE ALLOWABLE CABIN LOADS (ACL)	6.48	8	9
LOAD OR UNLOAD NUCLEAR CARGO INTO AIRCRAFT BY HAND	6.44	*	4
PALLETIZE CARGO FOR AIRDROPS	6.38	*	7
DISASSEMBLE OR REASSEMBLE MATERIEL HANDLING EQUIPMENT (MHE)	6.33	*	10
PREPARE DISCREPANCY IN SHIPMENT REPORT (DISREP) FORMS (STANDARD FORM 361)	6.22	1	3
PREPARE DISCREPANCY IN SHIPMENT CONFIRMATION REPORT (DISCON) FORMS (STANDARD FORM 363)	6.20	1	2
CALCULATE RESTRAINT AND TIEDOWN REQUIREMENTS	6.14	2	28
COMPUTE CENTERS OF BALANCE OF VEHICLES OR SHIPMENTS	6.11	1	20

* LESS THAN ONE PERCENT

TABLE 34

TASKS RATED LEAST DIFFICULT BY 605X0 AND 605X1 SENIOR NCOs

TASK	TASK DIFFICULTY RATING	PERCENT PERFORMING 1-48 MOS TAFMS	
		AFS 605X0 (N=271)	AFS 605X1 (N=967)
REMOVE OR REPLACE LIGHT BULBS OR FLOURESCENT TUBES	1.25	17	25
REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	2.25	37	56
MOW GRASS OR MAINTAIN WORK AREA GROUNDS	2.38	27	36
PAINT FACILITIES	2.66	26	40
CLEAN PALLETS	2.67	4	30
PLACE PROTECTIVE COVERINGS OVER SHIPMENTS	2.84	3	34
REMOVE TIEDOWN DEVICES, BLOCKS, BRACES, PROPS, OR SPACERS	2.96	7	50
PREPARE BAGGAGE TAG FORMS	3.06	61	3
PERFORM ONE-FOR-ONE EXCHANGE OF TIEDOWN EQUIPMENT	3.11	2	30
WEIGH AND TAG PASSENGER BAGGAGE	3.30	63	3
DELIVER OR PICK-UP PASSENGER DOCUMENTATION	3.30	33	4
OPERATE MOBILE RADIOS	3.32	27	27
OPERATE HAND HELD METAL DETECTORS	3.39	46	3
OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	3.45	34	27
LOAD OR UNLOAD PASSENGER BAGGAGE	3.46	48	36
WITNESS WEIGHING OR REWEIGHING OF SHIPMENTS	3.48	1	22
ESCORT PASSENGERS OR COURIERS TO OR FROM AIRCRAFT	3.48	64	8
PLACE PLACARDS ON OR NEAR EQUIPMENT CONTAINING DANGEROUS OR HAZARDOUS CARGO	3.50	2	29
PREPARE AFTO OPERATOR INSPECTION FORMS	3.59	8	30
PREPARE OR ISSUE BOARDING PASSES	3.72	56	1
OPERATE MOTORIZED SWEEPERS	3.76	*	10
PREPARE AND ISSUE PASSENGER BOARDING PASSES	3.76	56	1
ASSIGN SEATING	3.76	34	*
OPERATE INSTALLED BAGGAGE CONVEYORS OR CAROUSELS	3.77	15	8
LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES BY HAND	3.83	6	35

* LESS THAN ONE PERCENT

COMPARISON TO CAREER FIELD DOCUMENTS

An important aspect of occupational analysis is the comparison of survey data to the career field documents; the specialty descriptions in AFR 39-1 and the Specialty Training Standards (STS) for each of the career ladders. These comparisons help validate the comprehensiveness and accuracy of the documents in describing what career field incumbents do and can also illuminate areas in which refinements, additions, or deletions are warranted.

In examining the Specialty Training Standards, the USAF Occupational Measurement Center relied heavily on inputs from the career field. Transportation specialists at Sheppard AFB, TX matched tasks in the job inventory with specific references in the STS. By knowing how many transporters performed tasks linked to STS references, the adequacy of the STS in describing the general training requirements of the specialty can be assessed.

Packaging Specialty - AFS 602X2 (Formerly 601X4)

SPECIALTY DESCRIPTION (AFR 39-1) - The major duties and responsibilities listed appeared to accurately and comprehensively represent the jobs performed by members of this specialty. Cargo palletization is a function not addressed in AFR 39-1, but which a sizable percentage of AFS 602X2 personnel dealt with. Table 35 lists these palletization tasks and the percentage of Packaging specialists who performed them.

SPECIALTY TRAINING STANDARD - STS 601X4 (Now 602X2) was reviewed for 3-, 5-, and 7-skill level Packaging personnel. The STS appeared very complete in providing general training requirements. The STS paragraphs were supported by survey data. Additionally, as illustrated in Table 36, several tasks were identified that were performed by substantial percentages of packaging personnel that had not been linked to specific STS references.

Passenger and Household Goods Specialty - AFS 602X0

SPECIALTY DESCRIPTION (AFR 39-1) - In examining the Passenger and Household Goods specialty as a whole, the AFR 39-1 specialty description adequately portrays the major functions, duties, and responsibilities of the career ladder members. However, it should be remembered from the discussion in the Career Field Structure section of this report, that the Passenger and Household Goods specialty was a very heterogeneous one. That is, there were many different job groups within the AFS 602X0 ladder and consequently members perform many different tasks. Therefore, while the AFR 39-1 description may be accurate in describing the career ladder as an aggregate, it cannot possibly describe the many individual job groups that exist in the specialty.

SPECIALTY TRAINING STANDARD - Because of the very diverse nature of the 602X0 specialty, very few tasks linked to STS references were performed by large percentages of career ladder incumbents. Table 37 lists those few tasks that were performed by a sizable percentage of 602X0 personnel.

Freight Traffic Specialty - AFS 602X1

SPECIALTY DESCRIPTION (AFR 39-1) - The comparison between task data and AFR 39-1 indicated that the Freight Traffic specialty description appeared very complete, and described fully and accurately the major duties and responsibilities. The only tasks not mentioned in the description but identified as being performed by a sizable percentage of personnel included verifying shipments with manifests and verifying size, weight, or destination of shipments.

SPECIALTY TRAINING STANDARD - STS 602X1 appeared to provide complete general training requirements at all skill levels. There were some tasks that were linked to STS references that were performed by very small percentages of incumbents. Transportation specialists should examine these tasks which are listed in Table 38 to determine whether the references to which they have been linked warrant inclusion in future standards.

Air Passenger Specialty - AFS 605X0

SPECIALTY DESCRIPTION (AFR 39-1) - There was a high degree of concordance between the specialty descriptions in AFR 39-1 and the tasks performed by Air Passenger specialists. The only function not mentioned in the description in which many members performed tasks dealt with space available and standby passenger processing. These tasks related primarily to preparing and reviewing standby passenger forms and registers and are listed in Table 39.

SPECIALTY TRAINING STANDARD - STS 605X0 appeared very complete in identifying general training requirements. Several STS references were linked to tasks performed by small percentages of Air Passenger Specialists and are listed in Table 40. Additionally, the space available have tasks listed in Table 39 indicate that perhaps this function requires mention in the specialty training standard.

Air Cargo Specialty - AFS 605X1

SPECIALTY DESCRIPTION (AFR 39-1) - The tasks commonly performed by 605X1 personnel corresponded very closely to the specialty description in AFR 39-1.

SPECIALTY TRAINING STANDARD - STS 605X1 appeared adequate in identifying general training requirements. For the majority of STS references, the tasks that were linked to the items were performed by significant

percentages of AFS 605X1 incumbents. There were several references linked to tasks performed by only very small percentages of members. However, the small percentages of personnel corresponded to very specialized job groups identified in the specialty, such as DISREP-DISCON clerks, Fleet Services personnel, Load Planners, ATOC personnel, and Data Automation clerks.

TABLE 35

PALLETIZATION TASKS PERFORMED BY AFS 60252 (60154) PERSONNEL

TASK	PERCENT MEMBERS PERFORMING (N=250)
WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	66
OPERATE HYDRAULIC PALLET DOLLIES	37
PALLETIZE CARGO OR MAIL FOR SHIPMENT OR STORAGE	33
SELECT SHIPMENTS TO BE PALLETIZED OR LOADED	32
COMPUTE NET WEIGHT OF PALLETIZED OR CONTAINERIZED SHIPMENTS	27

TABLE 36

TASKS NOT REFERENCED IN STS 601X4**

TASK	PERCENT MEMBERS PERFORMING			TASK DIFFICULTY RATINGS*
	AFS 60232 (N=53)	AFS 60252 (N=250)	AFS 60272 (N=79)	
INITIATE SPECIAL HANDLING DATA/CERTIFICATION FORMS (DD FORM 1387-2)	23	38	60	6.81
VERIFY COMPLETENESS OF SPECIAL HANDLING DATA CERTIFICATION FORMS (DD FORM 1387-2)	28	42	61	6.36
ANNOTATE SPECIAL HANDLING DATA/CERTIFICATION FORMS (DD FORM 1387-2)	23	45	63	6.12
SELECT SHIPMENTS TO BE PALLETIZED OR LOADED	32	32	29	5.11
PALLETIZE CARGO OR MAIL FOR SHIPMENT OR STORAGE	32	33	37	5.06
VERIFY DIMENSIONS OR CENTER OF BALANCE MARKING ON SHIPMENTS	25	43	49	4.72

* TASK DIFFICULTY SPECIFIC TO 601XX CAREER LADDER. THE AVERAGE RATING IN 5.00, STANDARD DEVIATION IS 1.00

** WHILE THE STS REFERENCE WAS 601X4, THE GROUPS IN THE COLUMNS ARE LISTED AS 602X2, THE NEW DESIGNATION OF 601X4

TABLE 37

STS LINKED TASKS PERFORMED BY SIZABLE PERCENTAGES OF AFS 602X0 PERSONNEL

STS REF	TASK	PERCENT MEMBERS PERFORMING		TASK DIFFICULTY RATINGS*
		3-LEVEL (N=136)	5-LEVEL (N=575)	
4C	LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	28	34	6.07
7C	COUNSEL PERSONNEL ON PERSONAL PROPERTY SHIPMENTS	26	34	6.64
8D	TRACE SHIPMENTS	42	39	5.53
9A	REVIEW APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	36	36	5.83
9E	PREPARE PAY ADJUSTMENT AUTHORIZATION FORMS (DD FORM 139)	27	34	5.66
9F	COMPUTE EXCESS TRANSPORTATION COSTS	23	33	6.46

* TASK DIFFICULTY SPECIFIC TO 602XX CAREER LADDER (EXCEPT 602X2)
AVERAGE RATING IS 5.00, STANDARD DEVIATION OF 1.00

TABLE 38

TASKS LINKED TO STS 602X1 PERFORMED BY SMALL PERCENTAGES
OF AFS 602X1 INCUMBENTS

STS REF	TASK	PERCENT MEMBERS PERFORMING			TASK DIFFICULTY RATINGS*
		3-LEVEL (N=126)	5-LEVEL (N=398)	7-LEVEL (N=313)	
7B	RESEARCH DOCUMENTS TO FIND BREAK-BULK POINTS	4	4	3	5.75
8A(1)	PREPARE REQUESTS FOR WAIVERS OR DEVIATIONS	1	1	2	5.79
	ISSUE DIVERSION OR RECONSIGNMENT INSTRUCTIONS	3	4	13	5.56
8A(4)	DETERMINE AVAILABILITY OR CAPABILITIES OF TRANSPORT FACILITIES	6	5	7	5.69
8A(8)	RESEARCH DOCUMENTS TO FIND EMBARGO LIMITATIONS	2	1	2	5.61
9A	MAINTAIN RAILROAD CAR RECORD FORMS (DD FORM 1092)	9	8	7	5.13
9B	COMPUTE DEMURRAGE OR DETENTION CHARGES	5	7	9	6.04
	CERTIFY DEMURRAGE OR DETENTION CHARGES	5	7	14	5.73
11C	PREPARE PACKAGING IMPROVEMENT REPORT FORMS (DD FORM 6)	3	4	3	5.63

* TASK DIFFICULTY RATINGS SPECIFIC TO 602XX CAREER LADDER (EXCEPT 602X2)
AVERAGE RATING IS 5.00, STANDARD DEVIATION OF 1.00

TABLE 39

SPACE AVAILABLE TRAVEL TASKS PERFORMED BY AFS 605X0 PERSONNEL

TASK	PERCENT MEMBERS PERFORMING		TASK DIFFICULTY RATINGS*
	3-LEVEL (N=82)	5-LEVEL (N=469)	
PREPARE SPACE AVAILABLE LISTINGS	39	38	4.63
MAINTAIN SPACE AVAILABLE BACKLOG FILES	30	36	4.89
MAKE ENTRIES ON OR VERIFY ACCURACY OF PASSENGER ENTRIES ON SPACE AVAILABLE BOOKING CARDS	33	36	4.49
REVIEW SPACE AVAILABLE LISTINGS FOR COMPLETENESS OR ACCURACY	26	36	4.76
MAINTAIN DUTY PASSENGER STAND-BY LISTINGS OR REGISTERS	30	35	4.68
MAINTAIN SPACE REQUIRED BACKLOG FILES	28	31	4.90

* TASK DIFFICULTY SPECIFIC TO AFS 605XX CAREER LADDER
AVERAGE IS 5.00, STANDARD DEVIATION OF 1.00

TABLE 40

TASKS LINKED TO STS 605X0 PERFORMED BY SMALL PERCENTAGES
OF 605X0 INCUMBENTS

STS REF	TASK	PERCENT MEMBERS PERFORMING		TASK DIFFICULTY RATINGS*
		3-LEVEL (N=82)	5-LEVEL (N=469)	
5A(2)b	EDIT AIRLIFT CAPABILITY COMPUTER PRODUCTS	5	3	5.73
5A(3)a	PREPARE PRC MANUAL RESERVATION CONFIRMATION FORMS	6	6	4.70
5B(3)a	SELECT COURIER PERSONNEL	6	11	4.50
7B(1)	PREPARE STATION TRAFFIC HANDLING REPORTS	5	5	6.02
	PREPARE MAC TRAFFIC REPORT, TR-1	5	6	5.79
8B(2)	PREPARE TRAFFIC IRREGULARITY REPORTS	4	8	5.64
8C(1)	OPERATE DIESEL POWERED 25K AIRCRAFT LOADERS	0	2	5.65
	OPERATE GASOLINE POWERED 25K AIRCRAFT LOADERS	0	2	5.54
8C(5)	OPERATE 10K FORKLIFTS	6	12	5.14
	OPERATE 6K FORKLIFTS	1	3	4.59
8C(6)	OPERATE MOBILE BAGGAGE CONVEYORS	5	9	4.46
8C(7)	OPERATE AIRCRAFT AIR-CONDITIONERS	1	3	4.89

* TASK DIFFICULTY SPECIFIC TO AFS 605XX CAREER LADDER
AVERAGE IS 5.00, STANDARD DEVIATION OF 1.00

JOB SATISFACTION COMPARISON

Two types of comparisons were made to assess job satisfaction within the AFS 60XXX career field. Job satisfaction was examined for airmen in their first enlistment (1-48 months TAFMS), second enlistment (49-96 months) and all subsequent enlistments combined (97+ months) in the various specialties. Survey respondents in each specialty were compared to all airmen in Direct Support specialties who were surveyed in 1980. The direct support specialties surveyed included AFSs 251X0, 391XX, 75XXX, and 811XX. The results of these comparisons are shown in Tables 41, 42, and 43. These tables illustrate that expressed job satisfaction was generally higher for transporters than for the comparison group in all specialties except Packaging (AFS 602X2). For first and second enlistment and career packaging personnel, job interest and perceived utilization of talents were well below that of the comparison group and other transportation specialties. On the other extreme, Inflight Passenger Services personnel (AFS 605XXA) reported levels of job satisfaction far above that the comparison group or other enlisted transportation specialties.

In addition to assessing expressed job satisfaction of the specialties, the major job groups identified in the career field structure were compared. These comparisons are shown on Tables 44, 45, and 46. As illustrated by the relatively low percentages circled on the tables, several job groups were notable by their low job satisfaction indices. The group with the lowest overall figures were the Aircraft Servicers (N=136) of the Fleet Services Function. Also reporting lower than average satisfaction were the Packaging Personnel (N=314), the Cargo Processors (N=242), MHE Operators (N=63), Fleet Services Supervisors (N=19), and Customs Personnel N=68).

The groups with the highest job satisfaction were the personnel in the Air Terminal Operations Center (N=161) and Inflight Passenger Services (N=82).

Summary

Expressed job satisfaction for the Transportation career field was generally above average, in comparison to other direct support personnel surveyed in 1980. The only exception, on the specialty level, was the 602X2 ladder, where in all enlistments, job satisfaction indices were below average.

TABLE 41
CAREER FIELD JOB SATISFACTION COMPARISON⁺
(1-48 MOS TAFMS)

	COMPARISON GROUP* (N=3,398)				602X0 (N=409)	602X1 (N=329)	602X2 (N=165)	605X0 (N=271)	605X1 (N=967)
<u>EXPRESSED JOB INTEREST:</u>									
INTERESTING	42	64	56	36	59	55			
<u>PERCEIVED UTILIZATION OF TALENTS:</u>									
FAIRLY WELL OR BETTER	48	67	62	44	61	64			
<u>PERCEIVED UTILIZATION OF TRAINING:</u>									
FAIRLY WELL OR BETTER	68	80	73	67	65	70			
<u>REENLISTMENT INTENTIONS:</u>									
YES, OR PROBABLY YES	32	49	48	41	45	39			

* THE COMPARISON GROUP INCLUDED PERSONNEL IN THE DIRECT SUPPORT FUNCTION (OF WHICH 60XXX IS A PART) SURVEYED IN 1980. THESE PERSONNEL SURVEYED WERE IN AF SPECIALTIES 251X0, 391X0A, 391X0B, 751X3, 753X0, 753X1, 811X0, 811X0A, 811X2, AND 811X2A.

⁺ 605XXA NOT LISTED IN THIS COMPARISON BECAUSE THERE WERE NO FIRST ENLISTMENT INFLIGHT PASSENGER SERVICE SPECIALISTS IN THE SURVEY SAMPLE.

TABLE 42
CAREER FIELD JOB SATISFACTION COMPARISON
(49-96 MOS TAFMS)

	COMPARISON GROUP (N=1,654)	602X0 (N=179)	602X1 (N=142)	602X2 (N=74)	605X0 (N=142)	605X1 (N=327)	605XXA (N=12)
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	53	60	67	47	69	64	92
<u>PERCEIVED UTILIZATION OF TALENTS:</u>							
FAIRLY WELL OR BETTER	61	69	73	69	65	71	100
<u>PERCEIVED UTILIZATION OF TRAINING:</u>							
FAIRLY WELL OR BETTER	67	78	78	72	69	73	100
<u>REENLISTMENT INTENTIONS:</u>							
YES, OR PROBABLY YES	51	59	76	69	60	67	75

* THE COMPARISON GROUP INCLUDED PERSONNEL IN THE DIRECT SUPPORT FUNCTION (OF WHICH 60XXX IS A PART) SURVEYED IN 1980. THESE PERSONNEL SURVEYED WERE IN AF SPECIALTIES 251X0, 391X0A, 391X0B, 751X3, 753X0, 753X1, 811X0, 811X0A, 811X2, AND 811X2A.

TABLE 43
CAREER FIELD JOB SATISFACTION COMPARISON
(97+ MONTHS TAFMS)

	COMPARISON GROUP (N=2,089)	602X0 (N=117)	602X1 (N=356)	602X2 (N=141)	605X0 (N=136)	605X1 (N=784)	605XXA (N=51)
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	69	72	75	57	68	78	82
<u>PERCEIVED UTILIZATION OF TALENTS:</u>							
FAIRLY WELL OR BETTER	78	72	78	68	71	83	90
<u>PERCEIVED UTILIZATION OF TRAINING:</u>							
FAIRLY WELL OR BETTER	74	72	78	71	77	82	90
<u>REENLISTMENT INTENTIONS:</u>							
YES, OR PROBABLY YES	66	76	70	72	85	74	71

* THE COMPARISON GROUP INCLUDED PERSONNEL IN THE DIRECT SUPPORT FUNCTION (OF WHICH 60XXX IS A PART) SURVEYED IN 1980. THESE PERSONNEL SURVEYED WERE IN AF SPECIALTIES 251X0, 391X0A, 391X0B, 751X3, 753X0, 753X1, 811X0, 811X0A, 811X2, AND 811X2A.

TABLE 44

JOB SATISFACTION INDICES FOR FREIGHT AND CARGO PROCESSING JOB GROUPS
(PERCENTAGE EXPRESSING POSITIVE JOB SATISFACTION)

	PACKAGING (N=314)	SURFACE FREIGHT (N=215)	AIR CARGO (N=869)	CARGO PROCESSORS (N=242)	MHE (N=63)	AERIAL DELIVERY (N=61)	DISREP/ DISCON (N=50)	SHIPPING CLERKS (N=10)	ATOC (N=161)	LOAD PLANNERS (N=56)
<u>EXPRESSED JOB INTEREST:</u>										
INTERESTING	47	68	66	48	56	72	64	50	82	75
<u>PERCEIVED UTILIZATION OF TALENTS:</u>										
FAIRLY WELL OR BETTER	60	76	75	56	56	77	70	50	87	90
<u>PERCEIVED UTILIZATION OF TRAINING:</u>										
FAIRLY WELL OR BETTER	71	82	80	65	61	72	80	70	90	80
<u>REENLISTMENT INTENTIONS:</u>										
YES, OR PROBABLY YES	59	64	54	49	49	48	58	40	76	61

TABLE 45

JOB SATISFACTION INDICES FOR FLEET AND INFLIGHT PASSENGER SERVICES
DATA AUTOMATION CLERKS, AND PASSENGER SERVICES PERSONNEL

	AIRCRAFT SERVICERS (N=136)	FLEET SERVICES SUPERVISORS (N=19)	INFLIGHT PASSENGER SERVICES (N=82)	DATA AUTOMATION CLERKS (N=121)	PASSENGER RESERVATION PERSONNEL (602X0) (N=164)	AIR PASSENGER PERSONNEL (605X0) (N=472)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	36	53	85	63	76	68
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL OR BETTER	36	63	92	72	82	69
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL OR BETTER	43	53	92	66	81	75
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	43	63	67	54	59	63

TABLE 46

JOB SATISFACTION INDICES FOR HOUSEHOLD GOODS AND
PERSONAL PROPERTY SHIPMENT JOB GROUPS
(PERCENT EXPRESSING POSITIVE JOB SATISFACTION)

	CUSTOMS PERSONNEL (N=68)	QUALITY ASSURANCE PERSONNEL (N=106)	HOUSEHOLD GOODS AND PERSONNEL PROPERTY SHIPMENT PERSONNEL (N=359)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	54	69	62
<u>PERCEIVED UTILIZATION OF TALENTS:</u>			
FAIRLY WELL OR BETTER	54	66	68
<u>PERCEIVED UTILIZATION OF TRAINING:</u>			
FAIRLY WELL OR BETTER	52	79	80
<u>REENLISTMENT INTENTIONS:</u>			
YES, OR PROBABLY YES	69	58	52

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP249 - PACKAGING PERSONNEL

NUMBER IN GROUP: 304

MAJCOM DISTRIBUTION: USAFE (26%), SAC (20%), PACAF (17%), TAC (14%), MAC (9%),
OTHER (14%)

LOCATION: CONUS (48%), OVERSEAS (51%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 602X2 (98%), OTHER (2%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 15.0

AVERAGE TIME IN CAREER FIELD: 61 MONTHS

AVERAGE TIME IN SERVICE: 75 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 47%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (30%), SO-SO (22%), INTERESTING (47%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 60%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 71%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 64

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H427 MARK OR LABEL SHIPMENTS OTHER THAN CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	89
H412 CRATE FOR SHIPMENT	89
H430 PACK FOR SHIPMENTS	88
H426 MARK OR LABEL CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	87
H448 WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	77
H419 FABRICATE SKIDS OR PALLETS	76
K595 OPERATE POWER SAWS	74
H418 FABRICATE SHIPPING CONTAINERS	74
H413 CRATE FOR STORAGE	73
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	69
H425 INTERPRET TRANSPORTATION PACKAGING ORDERS (TPO)	67
G396 SELECT ITEMS FOR CONSOLIDATION	66
E156 CLEAN FACILITIES OR WORK AREAS	65
H411 CONSOLIDATE LINE ITEMS OR SHIPMENTS INTO SPECIFIED UNITS	64
H447 VERIFY SIZE, WEIGHT, OR DESTINATION OF SHIPMENTS	63

GROUP ID NUMBER AND TITLE: GRP889 - PACKAGING SPECIALISTS

NUMBER IN GROUP: 137

MAJCOM DISTRIBUTION: USAF (28%), PACAF (16%), TAC (16%), SAC (15%), MAC (10%)
OTHER (15%)

LOCATION: CONUS (47%), OVERSEAS (50%), NOT REPORTED (3%)

DAFSC DISTRIBUTION: 602X2 (99%), OTHER (1%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 12.0

AVERAGE TIME IN CAREER FIELD: 40 MONTHS

AVERAGE TIME IN SERVICE: 46 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 79%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (35%), SO-SO (26%), INTERESTING (38%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 58%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 26%
FAIRLY WELL OR BETTER 72%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 45

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
H427 MARK OR LABEL SHIPMENTS OTHER THAN CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	96
H412 CRATE FOR SHIPMENT	93
H430 PACK FOR SHIPMENTS	92
H426 MARK OR LABEL CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	88
H419 FABRICATE SKIDS OR PALLETS	83
H448 WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	81
H418 FABRICATE SHIPPING CONTAINERS	80
H413 CRATE FOR STORAGE	76
K595 OPERATE POWER SAWS	75
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	75
E156 CLEAN FACILITIES OR WORK AREAS	72
H411 CONSOLIDATE LINE ITEMS OR SHIPMENTS INTO SPECIFIED UNITS	66
H425 INTERPRET TRANSPORTATION PACKAGING ORDERS (TPOs)	65
H417 FABRICATE BRACES, PROPS, OR SPACERS	64
G396 SELECT ITEMS FOR CONSOLIDATION	63

GROUP ID NUMBER AND TITLE; GRP648 - PACKAGING SUPERVISORS

NUMBER IN GROUP: 118

MAJCOM DISTRIBUTION: USAFE (27%), SAC (26%), PACAF (17%), TAC (12%), MAC (9%),
OTHER (9%)

LOCATION: CONUS (44%), OVERSEAS (55%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 602X2 (97%), OTHER (3%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 20.0

AVERAGE TIME IN CAREER FIELD: 91 MONTHS

AVERAGE TIME IN SERVICE: 114 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 17%

AVERAGE NUMBER OF PERSONS SUPERVISED: 4

EXPRESSED JOB INTEREST: DULL (19%), SO-SO (22%), INTERESTING (59%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 80%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 105

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
H426 MARK OR LABEL CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	98
A4 DETERMINE WORK PRIORITIES	91
H412 CRATE FOR SHIPMENT	90
H427 MARK OR LABEL SHIPMENTS OTHER THAN CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	88
H430 PACK FOR SHIPMENTS	86
B43 DIRECT PACKING AND CRATING FUNCTIONS	84
H425 INTERPRET TRANSPORTATION PACKAGING ORDERS (TPOs)	84
H448 WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	82
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	81
G398 VERIFY COMPLETENESS OF SPECIAL HANDLING DATA CERTIFICATION FORMS (DD FORM 1387-2)	81
K595 OPERATE POWER SAWS	81
H419 FABRICATE SKIDS OR PALLETS	81
H413 CRATE FOR STORAGE	80
H418 FABRICATE SHIPPING CONTRATINERS	79
F231 ANNOTATE SPECIAL HANDLING DATA/CERTIFICATION FORMS (DD FORM 1387-2)	78

GROUP ID NUMBER AND TITLE: GRP515 - LIMITED PERFORMANCE PACKAGING SPECIALISTS

NUMBER IN GROUP: 21

MAJCOM DISTRIBUTION: PACAF (29%), SAC (24%), USAF (24%), TAC (14%), OTHER (9%)

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

DAFSC DISTRIBUTION: 602X2 (95%), OTHER (5%)

AVERAGE GRADE: E-3

JOB DIFFICULTY INDEX: 8.0

AVERAGE TIME IN CAREER FIELD: 36 MONTHS

AVERAGE TIME IN SERVICE: 45 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 76%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (62%), SO-SO (9%), INTERESTING (29%)

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

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	52%
	FAIRLY WELL OR BETTER	43%
	NOT REPORTED	5%

AVERAGE NUMBER OF TASKS PERFORMED: 19

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H430 PACK FOR SHIPMENTS	91
H427 MARK OR LABEL SHIPMENTS OTHER THAN CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	86
H448 WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	81
G396 SELECT ITEMS FOR CONSOLIDATION	76
H426 MARK OR LABEL CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	71
H412 CRATE FOR SHIPMENT	62
H411 CONSOLIDATE LINE ITEMS OR SHIPMENTS INTO SPECIFIED UNITS	52
E156 CLEAN FACILITIES OR WORK AREAS	52
H439 RECEIPT, INSPECT, AND SEGREGATE ITEMS FOR PACKING	48
F323 PREPARE SHIPPING LABELS OR TAGS	48
H447 VERIFY SIZE, WEIGHT, OR DESTINATION OF SHIPMENTS	43
K595 OPERATE POWER SAWS	43
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	33
G397 SELECT SHIPMENTS TO BE PALLETIZED OR LOADED	33
H413 CRATE FOR STORAGE	33

GROUP ID NUMBER AND TITLE: GRP479 - COMBAT LOGISTICS PACKERS

NUMBER IN GROUP: 18

MAJCOM DISTRIBUTION: AFLC (61%), USAFE (17%), TAC (11%), OTHER (11%)

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

DAFSC DISTRIBUTION: 602X2 (100%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 9.0

AVERAGE TIME IN CAREER FIELD: 78 MONTHS

AVERAGE TIME IN SERVICE: 87 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (28%), SO-SO (11%), INTERESTING (61%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 56%
FAIRLY WELL OR BETTER 44%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 61%
FAIRLY WELL OR BETTER 39%

AVERAGE NUMBER OF TASKS PERFORMED: 15

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
H413 CRATE FOR STORAGE	78
K595 OPERATE POWER SAWS	78
H412 CRATE FOR SHIPMENT	78
H418 FABRICATE SHIPPING CONTAINERS	67
H419 FABRICATE SKIDS OR PALLETS	67
H430 PACK FOR SHIPMENTS	61
H427 MARK OR LABEL SHIPMENTS OTHER THAN CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	50
H417 FABRICATE BRACES, PROPS, OR SPACERS	44
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	44
K614 OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	44
H426 MARK OR LABEL CLASSIFIED, HAZARDOUS, OR SPECIAL SHIPMENTS	39
E156 CLEAN FACILITIES OR WORK AREAS	33
H425 INTERPRET TRANSPORTATION PACKAGING ORDERS (TPOs)	33
H404 APPLY OR REMOVE PRESERVATIVES	33
K607 OPERATE 10K FORKLIFTS	33

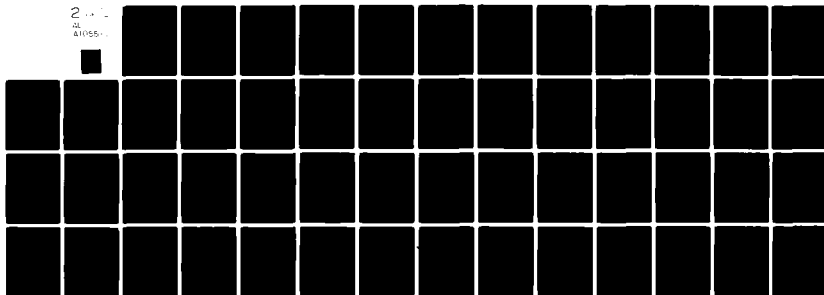
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GROUP ID NUMBER AND TITLE: GRP323 - SURFACE FREIGHT PROCESSORS

NUMBER IN GROUP: 215

MAJCOM DISTRIBUTION: SAC (22%), USAF (20%), TAC (18%), MAC (16%), PACAF (12%)
OTHER (12%)

LOCATION: CONUS (58%), OVERSEAS (42%)

DAFSC DISTRIBUTION: 602X1 (96%), OTHER (4%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 17.0

AVERAGE TIME IN CAREER FIELD: 65 MONTHS

AVERAGE TIME IN SERVICE: 68 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 54%

AVERAGE NUMBER OF PERSONS SUPERVISED: 2

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (18%), INTERESTING (68%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 76%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 82%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 88

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
K614 OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	86
I464 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES BY HAND	83
G373 DETERMINE MODES FOR TRANSPORTING SHIPMENTS	82
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	80
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	79
I487 PERFORM AS SPOTTER	79
I470 LOAD OR UNLOAD HAZARDOUS CARGO INTO SURFACE VEHICLES BY HAND	78
I471 LOAD OR UNLOAD HAZARDOUS CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	78
K581 OPERATE KEYPUNCH MACHINES	77
I465 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES WITH EQUIPMENT	76
F279 MAKE ENTRIES ON TRAFFIC TRANSFER RECEIPT FORMS (AF FORM 127)	76
I492 TRACE SHIPMENTS	73
I482 LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO SURFACE VEHICLES BY HAND	73
E156 CLEAN FACILITIES OR WORK AREAS	72
K575 OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	70

GROUP ID NUMBER AND TITLE: GRP629 - SURFACE SHIPMENT PROCESSORS

NUMBER IN GROUP: 125

MAJCOM DISTRIBUTION: USAFE (26%), SAC (22%), MAC (18%), TAC (16%), PACAF (10%)
OTHER (8%)

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

DAFSC DISTRIBUTION: 602X1 (96%), OTHER (4%)

AVERAGE GRADE: E-3

JOB DIFFICULTY INDEX: 14.0

AVERAGE TIME IN CAREER FIELD: 37 MONTHS

AVERAGE TIME IN SERVICE: 40 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 76%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (17%), SO-SO (23%), INTERESTING (59%),
NOT REPORTED (1%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 79%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 61

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
I464 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES BY HAND	90
K614 OPERATE 4 THOUSAND POUND FORKLISTS, ELECTRIC OR GAS	84
I487 PERFORM AS SPOTTER	82
G373 DETERMINE MODES FOR TRANSPORTING SHIPMENTS	81
I465 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES WITH EQUIPMENT	79
I470 LOAD OR UNLOAD HAZARDOUS CARGO INTO SURFACE VEHICLES BY HAND	78
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	78
E212 REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	76
I471 LOAD OR UNLOAD HAZARDOUS CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	75
K581 OPERATE KEYPUNCH MACHINES	74
I482 LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO SURFACE VEHICLES BY HAND	72
F279 MAKE ENTRIES ON TRAFFIC TRANSFER RECEIPT FORMS (AF FORM 127)	71
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	70
I495 VERIFY SHIPMENTS WITH MANIFESTS	66
K575 OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	66

GROUP ID NUMBER AND TITLE: GRP724 - SURFACE FREIGHT SUPERVISORS

NUMBER IN GROUP: 80

MAJCOM DISTRIBUTION: TAC (23%), SAC (21%), PACAF (15%), USAF (14%), MAC (11%)
ATC (8%), OTHER (8%)

LOCATION: CONUS (60%), OVERSEAS (40%)

DAFSC DISTRIBUTION: 602X1 (96%), OTHER (4%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 22.4

AVERAGE TIME IN CAREER FIELD: 101 MONTHS

AVERAGE TIME IN SERVICE: 111 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 22%

AVERAGE NUMBER OF PERSONS SUPERVISED: 3

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (10%), INTERESTING (81%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 88%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 134

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	95
G373 DETERMINE MODES FOR TRANSPORTING SHIPMENTS	89
K614 OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	89
I492 TRACE SHIPMENTS	89
E186 INVENTORY ORGANIZATIONAL EQUIPMENT, TOOLS, OR SUPPLIES	86
F279 MAKE ENTRIES ON TRAFFIC TRANSFER RECEIPT FORMS (AF FORM 127)	86
G371 DETERMINE FREIGHT CLASSIFICATIONS OR NOMENCLATURE USING FREIGHT CLASSIFICATION GUIDES	84
B51 DIRECT SURFACE FREIGHT FUNCTIONS	83
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	83
K581 OPERATE KEYPUNCH MACHINES	83
A4 DETERMINE WORK PRIORITIES	81
I456 IDENTIFY SHIPMENTS FOR LOADING	81
I471 LOAD OR UNLOAD HARARDOUS CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	81
G395 ROUTE SHIPMENTS	80
E156 CLEAN FACILITIES OR WORK AREAS	80

GROUP ID NUMBER AND TITLE: GRP330 - AIR CARGO PROCESSORS

NUMBER IN GROUP: 869

MAJCOM DISTRIBUTION: MAC (68%), SAC (12%), TAC (9%), OTHER (11%)

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

DAFSC DISTRIBUTION: 605X1 (97%), OTHER (3%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 16.1

AVERAGE TIME IN CAREER FIELD: 58 MONTHS

AVERAGE TIME IN SERVICE: 66 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 57%

AVERAGE NUMBER OF PERSONS SUPERVISED: 2

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

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

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

AVERAGE NUMBER OF TASKS PERFORMED: 86

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
K607 OPERATE 10K FORKLIFTS	93
I487 PERFORM AS SPOTTER	93
H445 TIEDOWN OR SECURE CARGO TO PALLETS	87
H444 TIEDOWN OR SECURE CARGO IN AIRCRAFT	85
I463 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT WITH EQUIPMENT	82
I469 LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT WITH EQUIPMENT	78
I462 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT BY HAND	78
I491 REMOVE TIEDOWN DEVICES, BLOCKS, BRACES, PROPS, OR SPACERS	76
I481 LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO AIRCRAFT WITH EQUIPMENT	73
I468 LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT BY HAND	72
I467 LOAD OR UNLOAD GENERAL CARGO OR MAIL ONTO LOADING EQUIPMENT WITH EQUIPMENT	72
H431 PALLETIZE CARGO OR MAIL FOR SHIPMENT OR STORAGE	70
I473 LOAD OR UNLOAD HAZARDOUS CARGO ONTO LOADING EQUIPMENT WITH EQUIPMENT	70
I480 LOAD OR UNLOAD SPECIAL HANDLING CARGO AIRCRAFT BY HAND	69
I466 LOAD OR UNLOAD GENERAL CARGO OR MAIL ONTO LOADING EQUIPMENT BY HAND	68

GROUP ID NUMBER AND TITLE: GRP555 - AIRCRAFT LOADERS/OFF LOADERS

NUMBER IN GROUP: 135

MAJCOM DISTRIBUTION: MAC (86%), OTHER (14%)

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

DAFSC DISTRIBUTION: 605X1 (95%), OTHER (5%)

AVERAGE GRADE: E-3

JOB DIFFICULTY INDEX: 10.1

AVERAGE TIME IN CAREER FIELD: 30 MONTHS

AVERAGE TIME IN SERVICE: 36 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 82%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (29%), INTERESTING (56%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 35%
FAIRLY WELL OR BETTER 65%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 22%
FAIRLY WELL OR BETTER 78%

AVERAGE NUMBER OF TASKS PERFORMED: 37

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
K607 OPERATE 10K FORKLIFTS	90
I487 PERFORM AS SPOTTER	87
H444 TIEDOWN OR SECURE CARGO IN AIRCRAFT	87
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	87
I463 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT WITH EQUIPMENT	84
I491 REMOVE TIEDOWN DEVICES, BLOCKS, BRACES, PROPS, OR SPACERS	72
I462 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT BY HAND	71
H445 TIEDOWN OR SECURE CARGO TO PALLETS	70
I469 LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT WITH EQUIPMENT	64
K606 OPERATE 10K ADVERSE TERRAIN FORKLIFTS (AT)	54
H446 TIEDOWN OR SECURE CARGO TO SURFACE VEHICLES	53
I481 LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO AIRCRAFT WITH EQUIPMENT	53
K601 OPERATE WAREHOUSE TUGS	52
I466 LOAD OR UNLOAD GENERAL CARGO OR MAIL ONTO LOADING EQUIPMENT BY HAND	51
K571 OPERATE DIESEL POWERED 40K AIRCRAFT LOADERS	50

GROUP ID NUMBER AND TITLE: GRP654 - FREIGHT RECORDS CLERKS

NUMBER IN GROUP: 12

MAJCOM DISTRIBUTION: MAC (42%), AFLC (17%), USAF (17%), OTHER (24%)

LOCATION: CONUS (67%), OVERSEAS (33%)

DAFSC DISTRIBUTION: 605X1 (92%), OTHER (8%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 17.0

AVERAGE TIME IN CAREER FIELD: 68 MONTHS

AVERAGE TIME IN SERVICE: 71 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 67%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (25%), SO-SO (17%), INTERESTING (58%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 83

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I495 VERIFY SHIPMENTS WITH MANIFESTS	100
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	100
K487 PERFORM AS SPOTTER	100
E218 REVIEW MANIFESTS	92
K581 OPERATE KEYPUNCH MACHINES	92
F299 PREPARE MANUAL MANIFESTS	92
K607 OPERATE 10K FORKLIFTS	92
H444 TIEDOWN OR SECURE CARGO IN AIRCRAFT	92
I449 ANNOTATE TRANSPORTATION CONTROL AND MOVEMENT DOCUMENTS (TCMD) OR MANIFESTS FOR SHORT, DAMAGED OR OVER SHIPMENTS	83
K575 OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	83
H445 TIEDOWN OR SECURE CARGO TO PALLETS	83
F342 REVIEW NOTICES OF OVER OR SHORT SHIPMENTS	75
F275 MAINTAIN TRACER ACTION FILES	75
E156 CLEAN FACILITIES OR WORK AREAS	75
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	75

GROUP ID NUMBER AND TITLE: GRP846 - MOBILITY INSTRUCTORS

NUMBER IN GROUP: 18

MAJCOM DISTRIBUTION: TAC (83%), MAC (11%), OTHER (6%)

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

DAFSC DISTRIBUTION: 605X1 (83%), 605X0 (11%), OTHER (6%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 18.0

AVERAGE TIME IN CAREER FIELD: 96 MONTHS

AVERAGE TIME IN SERVICE: 109 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 22%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (44%), SO-SO (6%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 50%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 56%
FAIRLY WELL OR BETTER 44%

AVERAGE NUMBER OF TASKS PERFORMED: 83

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D116 CONDUCT MOBILITY TRAINING	100
D115 CONDUCT LOCAL CLASSROOM TRAINING	94
K607 OPERATE 10K FORKLIFTS	94
H444 TIEDOWN OR SECURE CARGO IN AIRCRAFT	94
I487 PERFORM AS SPOTTER	94
H445 TIEDOWN OR SECURE CARGO TO PALLETS	89
I469 LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT WITH EQUIPMENT	89
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	89
I481 LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO AIRCRAFT WITH EQUIPMENT	89
D136 MAINTAIN TRAINING AIDS OR DEVICES	83
H448 WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	83
D119 CONDUCT SPECIALIZED OR RECURRING TRAINING	78
E181 INSPECT 463L PALLETS, NETS, OR TIEDOWN EQUIPMENT	78
G399 VERIFY DIMENSIONS OR CENTER OF BALANCE MARKINGS ON SHIPMENTS	78
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	78

GROUP ID NUMBER AND TITLE: GRP812 - WAREHOUSEMEN

NUMBER IN GROUP: 79

MAJCOM DISTRIBUTION: MAC (87%), OTHER (13%)

LOCATION: CONUS (44%), OVERSEAS (56%)

DAFSC DISTRIBUTION: 605X1 (96%), OTHER (4%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 15.0

AVERAGE TIME IN CAREER FIELD: 60 MONTHS

AVERAGE TIME IN SERVICE: 68 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 49%

AVERAGE NUMBER OF PERSONS SUPERVISED: 3

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (23%), INTERESTING (61%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 22%
FAIRLY WELL OR BETTER 77%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 81%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 69

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
K607 OPERATE 10K FORKLIFTS	94
K614 OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	91
H445 TIEDOWN OR SECURE CARGO TO PALLETS	87
H448 WEIGH ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	87
I487 PERFORM AS SPOTTER	87
H447 VERIFY SIZE, WEIGHT, OR DESTINATION OF SHIPMENTS	84
H431 PALLETIZE CARGO OR MAIL FOR SHIPMENT OR STORAGE	82
K601 OPERATE WAREHOUSE TUGS	82
H432 PLACE PROTECTIVE COVERINGS OVER SHIPMENTS	76
I454 FRUSTRATE IMPROPER SHIPMENTS	76
E181 INSPECT 463L PALLETS, NETS, OR TIEDOWN EQUIPMENT	73
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	71
E156 CLEAN FACILITIES OR WORK AREAS	70
I496 WITNESS WEIGHING OR REWEIGHING OF SHIPMENTS	68
I452 DEPALLETIZE CARGO OR MAIL	68

GROUP ID NUMBER AND TITLE: GRP1700 - LOG AIR PERSONNEL

NUMBER IN GROUP: 36

MAJCOM DISTRIBUTION: SAC (44%), TAC (31%), MAC (19%), OTHER (6%)

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

DAFSC DISTRIBUTION: 605X1 (97%), OTHER (3%)

AVERAGE GRADE: E-3

JOB DIFFICULTY INDEX: 13.0

AVERAGE TIME IN CAREER FIELD: 21 MONTHS

AVERAGE TIME IN SERVICE: 25 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 94%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (25%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 77%
NOT REPORTED 6%

AVERAGE NUMBER OF TASKS PERFORMED: 57

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H445 TIEDOWN OR SECURE CARGO TO PALLETS	97
K607 OPERATE 10K FORKLIFTS	97
I487 PERFORM AS SPOTTER	97
E223 STORE OR MAINTAIN 463L PALLETS, NETS, OR TIEDOWN EQUIPMENT	94
H444 TIEDOWN OR SECURE CARGO IN AIRCRAFT	89
I469 LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT WITH EQUIPMENT	89
I463 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT WITH EQUIPMENT	86
E156 CLEAN FACILITIES OR WORK AREAS	86
K621 OPERATE 9 TON HIGH LIFT TRUCKS	83
I468 LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT BY HAND	83
K581 OPERATE KEYPUNCH MACHINES	81
I462 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT BY HAND	81
E181 INSPECT 463L PALLETS, NETS, OR TIEDOWN EQUIPMENT	81
H431 PALLETIZE CARGO OR MAIL FOR SHIPMENT OR STORAGE	78
I452 DEPALLETIZE CARGO OR MAIL	78

GROUP ID NUMBER AND TITLE: GRP1099 - AIR FREIGHT PROCESSORS

NUMBER IN GROUP: 523

MAJCOM DISTRIBUTION: MAC (68%), SAC (13%), TAC (8%), OTHER (11%)

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

DAFSC DISTRIBUTION: 605X1 (99%), OTHER (1%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 18.0

AVERAGE TIME IN CAREER FIELD: 63 MONTHS

AVERAGE TIME IN SERVICE: 72 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 51%

AVERAGE NUMBER OF PERSONS SUPERVISED: 2

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (19%), INTERESTING (70%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 79%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 84%

AVERAGE NUMBER OF TASKS PERFORMED: 103

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
I487 PERFORM AS SPOTTER	96
K607 OPERATE 10K FORKLIFTS	95
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	93
H445 TIEDOWN OR SECURE CARGO TO PALLETS	93
H444 TIEDOWN OR SECURE CARGO IN AIRCRAFT	92
I469 LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT WITH EQUIPMENT	92
I468 LOAD OR UNLOAD HAZARDOUS CARGO INTO AIRCRAFT BY HAND	92
I462 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT BY HAND	90
I463 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO AIRCRAFT WITH EQUIPMENT	90
I480 LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO AIRCRAFT BY HAND	89
I481 LOAD OR UNLOAD SPECIAL HANDLING CARGO INTO AIRCRAFT WITH EQUIPMENT	88
I473 LOAD OR UNLOAD HAZARDOUS CARGO ONTO LOADING EQUIPMENT WITH EQUIPMENT	86
I491 REMOVE TIEDOWN DEVICES, BLOCKS, BRACES, PROPS, OR SPACERS	83
I472 LOAD OR UNLOAD HAZARDOUS CARGO ONTO LOADING EQUIPMENT BY HAND	83
I467 LOAD OR UNLOAD GENERAL CARGO OR MAIL ONTO LOADING EQUIPMENT WITH EQUIPMENT	82

GROUP ID NUMBER AND TITLE: GRP193 - CARGO PROCESSORS

NUMBER IN GROUP: 242

MAJCOM DISTRIBUTION: MAC (69%), USAF (9%), TAC (7%), OTHER (15%)

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

DAFSC DISTRIBUTION: 605X1 (52%), 602X1 (46%), OTHER (29%)

AVERAGE GRADE: E-3

JOB DIFFICULTY INDEX: 8.4

AVERAGE TIME IN CAREER FIELD: 33 MONTHS

AVERAGE TIME IN SERVICE: 37 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 77%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (27%), SO-SO (24%), INTERESTING (48%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 43%
FAIRLY WELL OR BETTER 55%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 34%
FAIRLY WELL OR BETTER 65%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 28

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
K614 OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	77
K607 OPERATE 10K FORKLIFTS	77
E156 CLEAN FACILITIES OR WORK AREAS	68
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	57
I465 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES WITH EQUIPMENT	49
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	47
I464 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES BY HAND	44
K601 OPERATE WAREHOUSE TUGS	43
I454 EXPEDITE MOVEMENT OR DELIVERY OF SPECIAL CATEGORY SHIPMENTS	43
H445 TIEDOWN OR SECURE CARGO TO PALLETS	40
H471 LOAD OR UNLOAD HAZARDOUS CARGO INTO SURFACE VEHICLES WITH EQUIPMENT	39
H431 PALLETIZE CARGO OR MAIL FOR SHIPMENT OR STORAGE	38
K620 OPERATE 6K FORKLIFTS	38
H448 WEIGHT ITEMS, PALLETIZED SHIPMENTS, OR UNPALLETIZED SHIPMENTS	37
K615 OPERATE 4 THOUSAND POUND LOW MAST FORKLIFTS	37

GROUP ID NUMBER AND TITLE: GRP177 - MATERIEL HANDLING EQUIPMENT SPECIALISTS

NUMBER IN GROUP: 63

MAJCOM DISTRIBUTION: MAC (90%), OTHER (10%)

LOCATION: CONUS (51%), OVERSEAS (49%)

DAFSC DISTRIBUTION: 605X1 (81%), 605X0 (10%), OTHER (9%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 10.3

AVERAGE TIME IN CAREER FIELD: 61 MONTHS

AVERAGE TIME IN SERVICE: 77 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 46%

AVERAGE NUMBER OF PERSONS SUPERVISED: 2

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (36%), INTERESTING (56%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 45%
FAIRLY WELL OR BETTER 55%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 49%
FAIRLY WELL OR BETTER 51%

AVERAGE NUMBER OF TASKS PERFORMED: 38

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
K607 OPERATE 10K FORKLIFTS	94
K601 OPERATE WAREHOUSE TUGS	81
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	78
K626 PREPARE AFTO OPERATOR INSPECTION FORMS	60
K572 OPERATE GASOLINE POWERED 25K AIRCRAFT LOADERS	59
K614 OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	57
K627 REVIEW AFTO OPERATOR INSPECTION FORMS	56
K624 PERFORM OPERATOR MAINTENANCE ON VEHICLES OR EQUIPMENT OTHER THAN GENERAL OFFICE EQUIPMENT	55
K571 OPERATE DIESEL POWERED 40K AIRCRAFT LOADERS	54
K622 PERFORM MINOR MAINTENANCE OF VEHICLES OR EQUIPMENT, SUCH AS CHANGING LIGHTS, HOSES, OR WIPER BLANDES	51
K606 OPERATE 10K ADVERSE TERRAIN FORKLIFTS (AT)	51
K587 OPERATE MOBILE BAGGAGE CONVEYORS	48
K617 OPERATE 5 TON TRACTORS WITH TRAILERS	48
I624 PERFORM OPERATOR MAINTENANCE ON VEHICLES OR EQUIPMENT OTHER THAN GENERAL OFFICE EQUIPMENT	46
I487 PERFORM AS SPOTTER	46

GROUP ID NUMBER AND TITLE: GRP247 - AERIAL DELIVERY SYSTEMS SPECIALISTS

NUMBER IN GROUP: 61

MAJCOM DISTRIBUTION: MAC (92%), OTHER (8%)

LOCATION: CONUS (89%), OVERSEAS (10%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 605X1 (100%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 11.0

AVERAGE TIME IN CAREER FIELD: 41 MONTHS

AVERAGE TIME IN SERVICE: 54 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 70%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (18%), INTERESTING (72%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 78%
NOT REPORTED 3%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 28%
FAIRLY WELL OR BETTER 72%

AVERAGE NUMBER OF TASKS PERFORMED: 20

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
K606 OPERATE 10K ADVERSE TERRAIN FORKLIFTS (AT)	85
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	85
K607 OPERATE 10K FORKLIFTS	84
M655 RIG CARGO FOR AIRDROPS	79
M649 CLEAN OR RESTORE EQUIPMENT OR CARGO RECOVERED FROM AIRDROPS	77
I487 PERFORM AS SPOTTER	77
M652 PALLETIZE CARGO FOR AIRDROPS	77
M654 RECOVER EQUIPMENT OR LOADS USED IN AIRDROPS	69
M651 PACK PARACHUTES	66
K572 OPERATE GASOLINE POWERED 25K AIRCRAFT LOADERS	66
H445 TIEDOWN OR SECURE CARGO TO PALLETS	62
M656 SECURE AIRDROP CARGO IN AIRCRAFT	62
K570 OPERATE DIESEL POWERED 25K TACTICAL LOADERS	61
I488 PERFORM ENGINE RUNNING ON OR OFF-LOADING	57
H444 TIEDOWN OR SECURE CARGO IN AIRCRAFT	53

GROUP ID NUMBER AND TITLE: GRP171 - DISREP/DISCON CLERKS

NUMBER IN GROUP: 50

MAJCOM DISTRIBUTION: MAC (44%), SAC (12%), ATC (10%), TAC (10%), OTHER (24%)

LOCATION: CONUS (60%), OVERSEAS (38%), NOT REPORTED (2%)

DAFSC DISTRIBUTION: 602X1 (62%), 605X1 (28%), OTHER (10%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 10.0

AVERAGE TIME IN CAREER FIELD: 44 MONTHS

AVERAGE TIME IN SERVICE: 47 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 70%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (26%), INTERESTING (64%),

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 22

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
E207 PREPARE REPORTS ON DAMAGED, OVER, OR SHORT SHIPMENTS	88
F294 PREPARE DISCREPANCY IN SHIPMENT REPORT (DISREP) FORMS	82
E208 PREPARE REPORTS ON LOST, STOLEN, OR PILFERED SHIPMENTS	76
F293 PREPARE DISCREPANCY IN SHIPMENT CONFIRMATION REPORT (DISCON) FORMS (STANDARD FORM 363)	66
E156 CLEAN FACILITIES OR WORK AREAS	52
I492 TRACE SHIPMENTS	50
F342 REVIEW NOTICES OF OVER OR SHORT SHIPMENTS	50
F235 COMPLETE INTRANSIT DATA CARDS (IDC)	44
K581 OPERATE KEYPUNCH MACHINES	36
K575 OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	36
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	36
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	34
F275 MAINTAIN TRACER ACTION FILES	34
I495 VERIFY SHIPMENTS WITH MANIFESTS	34
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	32

GROUP ID NUMBER AND TITLE: GRP683 - SHIPPING CLERKS

NUMBER IN GROUP: 10

MAJCOM DISTRIBUTION: ATC (70%), MAC (20%), SAC (10%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 602X1 (80%), 602X0 (20%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 10.0

AVERAGE TIME IN CAREER FIELD: 30 MONTHS

AVERAGE TIME IN SERVICE: 33 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 100%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (30%), INTERESTING (50%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 50%

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

AVERAGE NUMBER OF TASKS PERFORMED: 33

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F287 PREPARE BILLS OF LADING	100
G377 DETERMINE TRANSIT TIME ALLOWED	90
K581 OPERATE KEYPUNCH MACHINES	90
E164 COMPUTE SHIPMENT TRANSPORTATION COSTS	70
E156 CLEAN FACILITIES OR WORK AREAS	70
G373 DETERMINE MODES FOR TRANSPORTING SHIPMENTS	70
I492 TRACE SHIPMENTS	70
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	60
I496 WITNESS WEIGHING OR REWEIGHING OF SHIPMENTS	60
F235 COMPLETE INTRANSIT DATA CARDS (IDC)	60
K614 OPERATE 4 THOUSAND POUND FORKLIFTS, ELECTRIC OR GAS	50
E207 PREPARE REPORTS ON DAMAGED, OVER, OR SHORT SHIPMENTS	50
G371 DETERMINE FREIGHT CLASSIFICATIONS OR NOMENCLATURE USING FREIGHT CLASSIFICATION GUIDES	50
I465 LOAD OR UNLOAD GENERAL CARGO OR MAIL INTO SURFACE VEHICLES WITH EQUIPMENT	40
F323 PREPARE SHIPPING LABELS OR TAGS	40

GROUP ID NUMBER AND TITLE: GRP173 - AIR TERMINAL OPERATIONS CENTER PERSONNEL

NUMBER IN GROUP: 161

MAJCOM DISTRIBUTION: MAC (93%), OTHER (7%)

LOCATION: CONUS (39%), OVERSEAS (61%)

DAFSC DISTRIBUTION: 605X1 (92%), OTHER (8%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 14.0

AVERAGE TIME IN CAREER FIELD: 100 MONTHS

AVERAGE TIME IN SERVICE: 109 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AVERAGE NUMBER OF PERSONS SUPERVISED: 2

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (14%), INTERESTING (82%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 89%

AVERAGE NUMBER OF TASKS PERFORMED: 56

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
F285 PREPARE AIRLIFT LOAD MESSAGES (AM-9)	81
G359 COORDINATE SEAT RELEASES WITH PASSENGER SERVICE, TRS, JOB CONTROL, OR COMMAND POST	81
E193 MEET ARRIVING OR DEPARTING AIRCRAFT	79
G350 BRIEF AIRCREWS ON SPECIAL HANDLING SHIPMENT REQUIREMENTS	79
E218 REVIEW MANIFESTS	73
E199 PREPARE ARRIVAL OR DEPARTURE MESSAGES	70
G354 COMPUTE ALLOWABLE CABIN LOADS (ACL)	65
G378 EXTRACT INFORMATION FROM FLIGHT SCHEDULES	61
G356 COORDINATE LOADMASTER ARRIVAL OR AVAILABILITY TIMES	60
G351 BRIEF APPROPRIATE AGENCIES ON AIRCRAFT DELAYS	59
F228 ANNOTATE AIRCRAFT GROUND HANDLING RECORDS	58
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	57

GROUP ID NUMBER AND TITLE: GRP211 - LOAD PLANNERS

NUMBER IN GROUP: 56

MAJCOM DISTRIBUTION: MAC (95%), TAC (5%)

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

DAFSC DISTRIBUTION: 605X1 (95%), OTHER (5%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 13.4

AVERAGE TIME IN CAREER FIELD: 91 MONTHS

AVERAGE TIME IN SERVICE: 100 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (14%), INTERESTING (75%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	29%
	FAIRLY WELL OR BETTER	69%
	NOT REPORTED	2%

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

AVERAGE NUMBER OF TASKS PERFORMED: 41

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
G381 LOAD PLAN SHIPMENTS	95
G353 COMPUTE AIRCRAFT LOAD CENTERS OF BALANCE AND SEQUENCE	92
G354 COMPUTE ALLOWABLE CABIN LOADS (ACL)	79
G397 SELECT SHIPMENTS TO BE PALLETIZED OR LOADED	75
E218 REVIEW MANIFESTS	68
G374 DETERMINE SHIPMENT COMPATABILITY	66
G378 EXTRACT INFORMATION FROM FLIGHT SCHEDULES	66
G399 VERIFY DIMENSIONS OR CENTER OF BALANCE MARKINGS ON SHIPMENTS	64
B39 DIRECT LOAD PLANNING FUNCTIONS	63
F298 PREPARE MANIFEST HEADER CARDS	61
G398 VERIFY COMPLETENESS OF SPECIAL HANDLING DATA CERTIFICATION FORMS (DD FORM 1387-2)	61
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	61
F345 SCREEN PLANNED LOADS FOR PASSENGER PROHIBITING CARGO	57
F300 PREPARE MECHANIZED MANIFESTS	55
H407 COMPUTE CENTERS OF BALANCE OF VEHICLES OR SHIPMENTS	55

GROUP ID NUMBER AND TITLE: GRP230 - UNIT AND SECTION MANAGERS

NUMBER IN GROUP: 444

MAJCOM DISTRIBUTION: MAC (49%), USAFE (12%), PACAF (9%), SAC (8%), TAC (8%),
OTHER (14%)

LOCATION: CONUS (55%), OVERSEAS (44%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 605X1 (44%), 602X1 (41%), 602X0 (8%), OTHER (7%)

AVERAGE GRADE: E-6

JOB DIFFICULTY INDEX: 17.4

AVERAGE TIME IN CAREER FIELD: 160 MONTHS

AVERAGE TIME IN SERVICE: 187 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 3%

AVERAGE NUMBER OF PERSONS SUPERVISED: 7

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (13%), INTERESTING (80%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 85%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 87%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 64

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	91
A4 DETERMINE WORK PRIORITIES	89
C105 PREPARE APRs	87
A24 SCHEDULE LEAVES OR PASSES	84
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	83
A8 DEVELOP WORK METHODS OR PROCEDURES	80
A20 PLAN WORK ASSIGNMENTS	77
A10 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	74
A11 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	74
A3 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	73
B64 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	71
A2 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	70
A5 DEVELOP MANAGEMENT OBJECTIVES	66
C86 ANALYZE WORKLOAD REQUIREMENTS	66
F243 DRAFT OR WRITE CORRESPONDENCE	66

A23

GROUP ID NUMBER AND TITLE: GRP599 - AIRLIFT REQUIREMENTS AND CAPABILITIES NCOs

NUMBER IN GROUP: 10

MAJCOM DISTRIBUTION: ATC (30%), MAC (30%), AFLC (10%), TAC (10%), USAFE (10%),
OTHER (10%)

LOCATION: CONUS (60%), OVERSEAS (40%)

DAFSC DISTRIBUTION: 605X1 (50%), 602X1 (30%), OTHER (20%)

AVERAGE GRADE: E-7

JOB DIFFICULTY INDEX: 16.0

AVERAGE TIME IN CAREER FIELD: 154 MONTHS

AVERAGE TIME IN SERVICE: 178 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER OF PERSONS SUPERVISED: 3

EXPRESSED JOB INTEREST: DULL (10%), INTERESTING (90%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 52

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
F243 DRAFT OR WRITE CORRESPONDENCE	100
A4 DETERMINE WORK PRIORITIES	90
C86 ANALYZE WORKLOAD REQUIREMENTS	90
A8 DEVELOP WORK METHODS OR PROCEDURES	90
J549 REQUEST MISSION RESCHEDULING, EXPANSIONS, OR CANCELLATIONS	80
J498 ADJUST PASSENGER MOVEMENT TO SCHEDULES OR AIRLIFT CAPABILITY	80
C89 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	80
B64 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	80
J497 ADJUST CAPABILITY TO MANAGE SEAT UTILIZATION	70
G378 EXTRACT INFORMATION FROM FLIGHT SCHEDULES	70
J551 REVIEW CAPABILITY TO MANAGE SEAT UTILIZATION	70
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	70
J508 CONFIRM PASSENGER RESERVATIONS	70
J510 COORDINATE TRAVEL MOVEMENTS WITH RESERVATIONS AGENCIES	70
A11 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	70

GROUP ID NUMBER AND TITLE: GRP223 - SPECIAL ACTIVITIES MANAGERS

NUMBER IN GROUP: 89

MAJCOM DISTRIBUTION: MAC (66%), OTHER (34%)

LOCATION: CONUS (70%), OVERSEAS (29%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 605X1 (69%), 602X1 (28%), OTHER (3%)

AVERAGE GRADE: E-7

JOB DIFFICULTY INDEX: 14.4

AVERAGE TIME IN CAREER FIELD: 179 MONTHS

AVERAGE TIME IN SERVICE: 209 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 1%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (8%), INTERESTING (87%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 92%

AVERAGE NUMBER OF TASKS PERFORMED: 34

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
F243 DRAFT OR WRITE CORRESPONDENCE	83
C106 REVIEW STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	75
C111 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	74
C92 EVALUATE INSPECTION REPORTS OR PROCEDURES	67
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	63
A13 PLAN BRIEFINGS	61
C89 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	57
B64 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	56
C97 EVALUATE SAFETY PROGRAMS	54
A8 DEVELOP WORK METHODS OR PROCEDURES	54
A4 DETERMINE WORK PRIORITIES	54
A5 DEVELOP MANAGEMENT OBJECTIVES	54
C99 EVALUATE SUGGESTIONS	52
A10 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	48
F244 DRAFT REQUESTS FOR PUBLICATION CHANGES	42

GROUP ID NUMBER AND TITLE: GRP684 - STAFF TRANSPORTATION ADVISORS

NUMBER IN GROUP: 28

MAJCOM DISTRIBUTION: MAC (54%), TAC (14%), PACAF (7%), USAF (7%), OTHER (18%)

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

DAFSC DISTRIBUTION: 605X1 (64%), 602X1 (36%)

AVERAGE GRADE: E-8

JOB DIFFICULTY INDEX: 15.0

AVERAGE TIME IN CAREER FIELD: 189 MONTHS

AVERAGE TIME IN SERVICE: 226 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: SO-SO (4%), INTERESTING (96%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 7%
FAIRLY WELL OR BETTER 93%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 4%
FAIRLY WELL OR BETTER 96%

AVERAGE NUMBER OF TASKS PERFORMED: 32

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
F243 DRAFT OR WRITE CORRESPONDENCE	96
C106 REVIEW STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	96
C111 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	89
F244 DRAFT REQUESTS FOR PUBLICATION CHANGES	79
A8 DEVELOP WORK METHODS OR PROCEDURES	75
C186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	71
C99 EVALUATE SUGGESTIONS	71
A5 DEVELOP MANAGEMENT OBJECTIVES	68
A13 PLAN BRIEFINGS	68
B64 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	64
C92 EVALUATE INSPECTION REPORTS OR PROCEDURES	64
A4 DETERMINE WORK PRIORITIES	64
D135 EVALUATE TRAINING METHODS OR TECHNIQUES	46
C89 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	43
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	43

GROUP ID NUMBER AND TITLE: GRP571 - TRANSPORTATION EVALUATORS

NUMBER IN GROUP: 22

MAJCOM DISTRIBUTION: MAC (86%), OTHER (14%)

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

DAFSC DISTRIBUTION: 605X1 (91%), OTHER (9%)

AVERAGE GRADE: E-7

JOB DIFFICULTY INDEX: 15.4

AVERAGE TIME IN CAREER FIELD: 182 MONTHS

AVERAGE TIME IN SERVICE: 201 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

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

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 5%
FAIRLY WELL OR BETTER 95%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 5%
FAIRLY WELL OR BETTER 95%

AVERAGE NUMBER OF TASKS PERFORMED: 47

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
C89 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	95
C97 EVALUATE SAFETY PROGRAMS	95
F243 DRAFT OR WRITE CORRESPONDENCE	95
C92 EVALUATE INSPECTION REPORTS OR PROCEDURES	86
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	82
C106 REVIEW STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	82
C111 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	77
B64 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	73
A5 DEVELOP MANAGEMENT OBJECTIVES	73
C98 EVALUATE SECURITY PROGRAMS	64
D112 ADMINISTER TESTS	64
D142 WRITE TEST QUESTIONS	64
E218 REVIEW MANIFESTS	64
A4 DETERMINE WORK PRIORITIES	68
A13 PLAN BRIEFINGS	68

GROUP ID NUMBER AND TITLE: GRP269 - SAFETY NCOs

NUMBER IN GROUP: 18

MAJCOM DISTRIBUTION: MAC (83%), OTHER (17%)

LOCATION: CONUS (44%), OVERSEAS (50%), NOT REPORTED (6%)

DAFSC DISTRIBUTION: 605X1 (80%), 602X1 (11%), 605X0 (9%)

AVERAGE GRADE: E-6

JOB DIFFICULTY INDEX: 12.4

AVERAGE TIME IN CAREER FIELD: 133 MONTHS

AVERAGE TIME IN SERVICE: 157 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 6%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (17%), INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 27

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
B60 IMPLEMENT SAFETY PROGRAMS	94
C97 EVALUATE SAFETY PROGRAMS	89
A18 PLAN SAFETY PROGRAMS	83
C104 INVESTIGATE MISHAPS OR INCIDENTS	78
C92 EVALUATE INSPECTION REPORTS OR PROCEDURES	61
A10 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	61
F243 DRAFT OR WRITE CORRESPONDENCE	56
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	56
K627 REVIEW AFTO OPERATOR INSPECTION FORMS	50
B64 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	50
A13 PLAN BRIEFINGS	44
C106 REVIEW STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	44
C89 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	39
F265 MAINTAIN REGULATIONS, MANUALS, OR OFFICE INSTRUCTIONS	39
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	39

GROUP ID NUMBER AND TITLE: GRP071 - TRAINING PERSONNEL

NUMBER IN GROUP: 73

MAJCOM DISTRIBUTION: MAC (44%), ATC (29%), TAC (21%), OTHER (6%)

LOCATION: CONUS (78%), OVERSEAS (21%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 605X1 (65%), 605X0, (21%), 602X1 (11%), OTHER (3%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 12.2

AVERAGE TIME IN CAREER FIELD: 101 MONTHS

AVERAGE TIME IN SERVICE: 120 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 21%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (6%), INTERESTING (75%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 72%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 32%
FAIRLY WELL OR BETTER 67%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 28

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D112 ADMINISTER TESTS	74
D115 CONDUCT LOCAL CLASSROOM TRAINING	70
D136 MAINTAIN TRAINING AIDS OR DEVICES	70
D138 PLAN TRAINING	67
D141 SCORE TESTS	67
D142 WRITE TEST QUESTIONS	63
D127 DEVELOP TESTS	62
D137 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	56
D139 PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	55
D116 CONDUCT MOBILITY TRAINING	45
D119 CONDUCT SPECIALIZED OR RECURRING TRAINING	45
D121 COUNSEL TRAINEES ON TRAINING PROGRESS	43
E156 CLEAN FACILITIES OR WORK AREAS	41
D122 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	40
D135 EVALUATE TRAINING METHODS OR TECHNIQUES	36

GROUP ID NUMBER AND TITLE: GRP1060 - ACADEMIC INSTRUCTORS

NUMBER IN GROUP: 25

MAJCOM DISTRIBUTION: ATC (72%), MAC (24%), OTHER (4%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 605X1 (52%), 602X1 (28%), 605X0 (12%), OTHER (8%)

AVERAGE GRADE: E-6

JOB DIFFICULTY INDEX: 12.0

AVERAGE TIME IN CAREER FIELD: 126 MONTHS

AVERAGE TIME IN SERVICE: 138 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 4%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (4%), INTERESTING (84%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 76%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 84%

AVERAGE NUMBER OF TASKS PERFORMED: 22

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D141 SCORE TESTS	92
D112 ADMINISTER TESTS	92
D127 DEVELOP TESTS	88
D136 MAINTAIN TRAINING AIDS OR DEVICES	88
D142 WRITE TEST QUESTIONS	88
D118 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	84
D115 CONDUCT LOCAL CLASSROOM TRAINING	80
D122 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	72
D121 COUNSEL TRAINEES ON TRAINING PROGRESS	64
D138 PLAN TRAINING	60
D131 EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS	60
D137 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	52
D139 PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	52
D119 CONDUCT SPECIALIZED OR RECURRING TRAINING	48
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	48

GROUP ID NUMBER AND TITLE: GRP777 - TRAINING MONITORS

NUMBER IN GROUP: 19

MAJCOM DISTRIBUTION: MAC (79%), TAC (16%), OTHER (5%)

LOCATION: CONUS (58%), OVERSEAS (37%), NOT REPORTED (5%)

DAFSC DISTRIBUTION: 605X1 (79%), 605X0 (21%)

AVERAGE GRADE: E-6

JOB DIFFICULTY INDEX: 14.1

AVERAGE TIME IN CAREER FIELD: 113 MONTHS

AVERAGE TIME IN SERVICE: 156 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 5%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (5%), INTERESTING (90%), NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	5%
	FAIRLY WELL OR BETTER	90%
	NOT REPORTED	5%

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	16%
	FAIRLY WELL OR BETTER	79%
	NOT REPORTED	5%

AVERAGE NUMBER OF TASKS PERFORMED: 36

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D138 PLAN TRAINING	95
D136 MAINTAIN TRAINING AIDS OR DEVICES	84
D137 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	79
D139 PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	79
D115 CONDUCT LOCAL CLASSROOM TRAINING	74
D135 EVALUATE TRAINING METHODS OR TECHNIQUES	74
D121 COUNSEL TRAINEES ON TRAINING PROGRESS	74
D112 ADMINISTER TESTS	74
D129 DIRECT OR IMPLEMENT TRAINING PROGRAMS OTHER THAN OJT	68
D119 CONDUCT SPECIALIZED OR RECURRING TRAINING	68
A8 DEVELOP WORK METHODS OR PROCEDURES	63
D117 CONDUCT OJT	58
D127 DEVELOP TESTS	58
D141 SCORE TESTS	58
D143 WRITE TRAINING REPORTS	58

GROUP ID NUMBER AND TITLE: GRP789 - MOBILITY TRAINING MANAGERS

NUMBER IN GROUP: 12

MAJCOM DISTRIBUTION: TAC (67%), MAC (17%), OTHER (16%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 605X1 (58%), 605X0 (42%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 12.0

AVERAGE TIME IN CAREER FIELD: 55 MONTHS

AVERAGE TIME IN SERVICE: 56 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 50%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (33%), SO-SO (25%), INTERESTING (42%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 75%
FAIRLY WELL OR BETTER 25%

AVERAGE NUMBER OF TASKS PERFORMED: 31

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D115 CONDUCT LOCAL CLASSROOM TRAINING	100
D116 CONDUCT MOBILITY TRAINING	92
D137 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	92
D136 MAINTAIN TRAINING AIDS OR DEVICES	83
E156 CLEAN FACILITIES OR WORK AREAS	75
D112 ADMINISTER TESTS	75
D138 PLAN TRAINING	75
D141 SCORE TESTS	75
D142 WRITE TEST QUESTIONS	75
D139 PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	67
E195 ORDER SUPPLIES OR MATERIALS	58
D127 DEVELOP TESTS	58
K575 OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	50
F265 MAINTAIN REGULATIONS, MANUALS, OR OFFICE INSTRUCTIONS	50
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	50

GROUP ID NUMBER AND TITLE: GRP242 - FLEET SERVICES PERSONNEL

NUMBER IN GROUP: 166

MAJCOM DISTRIBUTION: MAC (98%), OTHER (2%)

LOCATION: CONUS (59%), OVERSEAS (40%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 605X1 (97%), OTHER (3%)

AVERAGE GRADE: E-3

JOB DIFFICULTY INDEX: 8.0

AVERAGE TIME IN CAREER FIELD: 43 MONTHS

AVERAGE TIME IN SERVICE: 48 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 72%

AVERAGE NUMBER OF PERSONS SUPERVISED: 2

EXPRESSED JOB INTEREST: DULL (31%), SO-SO (30%), INTERESTING (38%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 61%
FAIRLY WELL OR BETTER 38%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 56%
FAIRLY WELL OR BETTER 43%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 37

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
L645 PICK UP OR DELIVER IN-FLIGHT MEALS	96
L639 INVENTORY FLEET SERVICE EQUIPMENT ABOARD AIRCRAFT	96
L643 LOAD OR INSTALL FLEET SERVICE SUPPLIES OR EQUIPMENT ON AIRCRAFT	95
L637 FLUSH OR FILL LAVATORIES ABOARD AIRCRAFT	91
L636 FILL FRESH WATER TANKS OR CONTAINERS	91
L635 DISPOSE OF FOOD LEAVINGS OR VEGETABLES	89
L630 CLEAN AIRCRAFT INTERIORS	89
L641 ISSUE EXPENDABLE SUPPLIES	89
L631 CLEAN AIRCRAFT OVENS	87
L642 ISSUE NONEXPENDABLE SUPPLIES	81
K582 OPERATE LATRINE SERVICE TRUCKS (LST)	79
L646 PREPARE AIRCRAFT INTERIOR CLEANING CHECKLISTS	78
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	76
L632 CLEAN COMFORT PALLETS	76
L640 INVENTORY NONEXPENDABLE SUPPLIES	75

GROUP ID NUMBER AND TITLE: GRP1341 - AIRCRAFT SERVICERS

NUMBER IN GROUP: 136

MAJCOM DISTRIBUTION: MAC (98%), OTHER (2%)

LOCATION: CONUS (61%), OVERSEAS (38%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 605X1 (98%) OTHER (2%)

AVERAGE GRADE: E-3

JOB DIFFICULTY INDEX: 7.0

AVERAGE TIME IN CAREER FIELD: 33 MONTHS

AVERAGE TIME IN SERVICE: 37 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 81%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (33%), SO-SO (30%), INTERESTING (36%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 64%
FAIRLY WELL OR BETTER 35%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 57%
FAIRLY WELL OR BETTER 41%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 33

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
L639 INVENTORY FLEET SERVICE EQUIPMENT ABOARD AIRCRAFT	99
L645 PICK UP OR DELIVER IN-FLIGHT MEALS	98
L643 LOAD OR INSTALL FLEET SERVICE SUPPLIES OR EQUIPMENT ON AIRCRAFT	96
L637 FILL OR FILL LAVATORIES ABOARD AIRCRAFT	95
L636 FILL FRESH WATER TANKS OR CONTAINERS	93
L631 CLEAN AIRCRAFT OVENS	92
L630 CLEAN AIRCRAFT INTERIORS	90
L641 ISSUE EXPENDABLE SUPPLIES	90
L642 ISSUE NONEXPENDABLE SUPPLIES	82
K582 OPERATE LATRINE SERVICE TRUCKS (LST)	82
L632 CLEAN COMFORT PALLETS	80
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	77
K594 OPERATE POTABLE WATER TRUCKS	77
L640 INVENTORY NONEXPENDABLE SUPPLIES	76
L646 PREPARE AIRCRAFT INTERIOR CLEANING CHECKLISTS	76

GROUP ID NUMBER AND TITLE: GRP1786 - FLEET SERVICES SUPERVISORS

NUMBER IN GROUP: 19

MAJCOM DISTRIBUTION: MAC (100%)

LOCATION: CONUS (42%), OVERSEAS (58%)

DAFSC DISTRIBUTION: 605X1 (95%), OTHER (5%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 14.0

AVERAGE TIME IN CAREER FIELD: 104 MONTHS

AVERAGE TIME IN SERVICE: 116 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 10%

AVERAGE NUMBER OF PERSONS SUPERVISED: 6

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (32%), INTERESTING (52%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 37%
FAIRLY WELL OR BETTER 63%

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

AVERAGE NUMBER OF TASKS PERFORMED: 65

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
L646 PREPARE AIRCRAFT INTERIOR CLEANING CHECKLISTS	100
L639 INVENTORY FLEET SERVICE EQUIPMENT ABOARD AIRCRAFT	100
L643 LOAD OR INSTALL FLEET SERVICE SUPPLIES OR EQUIPMENT ON AIRCRAFT	100
L641 ISSUE EXPENDABLE SUPPLIES	100
L642 ISSUE NONEXPENDABLE SUPPLIES	100
L645 PICK UP OR DELIVER IN-FLIGHT MEALS	100
C105 PREPARE APRs	95
L630 CLEAN AIRCRAFT INTERIORS	95
B36 DIRECT FLEET SERVICES FUNCTIONS	90
E193 MEET ARRIVING OR DEPARTING AIRCRAFT	90
L640 INVENTORY NONEXPENDABLE SUPPLIES	90
L636 FILL FRESH WATER TANKS OR CONTAINERS	90
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	90
L631 CLEAN AIRCRAFT OVENS	90
L637 FLUSH OR FILL LAVATORIES ABOARD AIRCRAFT	90

GROUP ID NUMBER AND TITLE: GRP105 - IN-FLIGHT PASSENGER SERVICES

NUMBER IN GROUP: 82

MAJCOM DISTRIBUTION: MAC (82%), SAC (11%), OTHER (7%)

LOCATION: CONUS (79%), OVERSEAS (20%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 605X1 (50%), 605X0 (44%), OTHER (6%)

AVERAGE GRADE: E-6

JOB DIFFICULTY INDEX: 18.0

AVERAGE TIME IN CAREER FIELD: 105 MONTHS

AVERAGE TIME IN SERVICE: 163 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 3%

AVERAGE NUMBER OF PERSONS SUPERVISED: 3

EXPRESSED JOB INTEREST: DULL (2%), SO-SO (9%), INTERESTING (85%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 6%
FAIRLY WELL OR BETTER 92%
NOT REPORTED 2%

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

AVERAGE NUMBER OF TASKS PERFORMED: 144

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
0780 SERVE MEALS, SNACKS, OR BEVERAGES	96
0748 PREPARE BEVERAGES FOR SERVING	95
0695 CLEAN OR SECURE GALLEYS	94
0715 INSPECT EMERGENCY EQUIPMENT	94
0779 SECURE INFLIGHT FOOD PREPARATION, SERVING, OR EATING UTENSILS OR EQUIPMENT	93
0778 SECURE AIRCRAFT CABINS	93
0765 PREPARE SANDWICHES	93
0682 BREW COFFEE, TEA, OR HOT CHOCOLATE	92
0734 PERFORM AIRCRAFT PREFLIGHT INSPECTIONS	92
0790 WRAP FOOD ITEMS	92
0710 GARNISH FOODS	92
0694 CLEAN FOOD PREPARATION, SERVING, OR EATING UTENSILS	90
0753 PREPARE EGGS FOR COOKING	90
0754 PREPARE FRUIT DESSERTS	90
0769 PREPARE VEGETABLE SALADS	90

GROUP ID NUMBER AND TITLE: GRP34 - DATA AUTOMATION CLERKS

NUMBER IN GROUP: 121

MAJCOM DISTRIBUTION: MAC (81%), OTHER 19%

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

DAFSC DISTRIBUTION: 605X1 (61%), 605X0 (24%), OTHER (15%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 10.2

AVERAGE TIME IN CAREER FIELD: 65 MONTHS

AVERAGE TIME IN SERVICE: 73 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 45%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (23%), INTERESTING (63%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	28%
	FAIRLY WELL OR BETTER	72%

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	31%
	FAIRLY WELL OR BETTER	66%
	NOT REPORTED	3%

AVERAGE NUMBER OF TASKS PERFORMED: 26

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
K581 OPERATE KEYPUNCH MACHINES	60
E218 REVIEW MANIFESTS	59
F216 REVIEW COMPUTER PRODUCTS FOR ACCURACY OR COMPLETENESS	50
F298 PREPARE MANIFEST HEADER CARDS	45
F300 PREPARE MECHANIZED MANIFESTS	44
F233 AUDIT MANIFESTS OR TRANSPORTATION CONTROL AND MOVEMENT DOCUMENTS (TCMD)	41
A4 DETERMINE WORK PRIORITIES	40
F234 COMPILE REPORTS DATA	39
E156 CLEAN FACILITIES OR WORK AREAS	35
B34 DIRECT DATA, RECORDS, AND REPORTS FUNCTIONS	31
K575 OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	31
E189 MAINTAIN ORIGINATING MANIFEST REFERENCE LOGS	31
F299 PREPARE MANUAL MANIFESTS	30
F259 MAINTAIN MANIFEST CONTROL REGISTERS	30

GROUP ID NUMBER AND TITLE: GRP067 PASSENGER RESERVATION PERSONNEL

NUMBER IN GROUP: 164

MAJCOM DISTRIBUTION: MAC (21%), SAC (20%), USAFE (15%), TAC (15%), PACAF (13%),
OTHER (16%)

LOCATION: CONUS (62%), OVERSEAS (38%)

DAFSC DISTRIBUTION: 602X0 (79%), 602X1 (15%), OTHER (6%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 11.0

AVERAGE TIME IN CAREER FIELD: 56 MONTHS

AVERAGE TIME IN SERVICE: 65 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 51%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (15%), INTERESTING (76%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 82%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 82%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 28

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
F311 PREPARE RECEIPT FOR UNUSED TRANSPORTATION REQUEST AND/OR TICKETS INCLUDING UNUSED MEAL TICKETS (DD FORM 730)	75
F237 CONTROL ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	70
J499 ANNOTATE MAC TRANSPORTATION AUTHORIZATION (MTA) FORMS (DD FORM 1482)	65
E163 COMPUTE PASSENGER TRAVEL COSTS OR CASH COLLECTION CHARGES	63
F327 PREPARE TRANSPORTATION REQUEST FORMS	61
F290 PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	61
F236 COMPLETE REQUEST FOR FLIGHT/SURFACE RESERVATIONS FORMS (AF FORM 1546)	59
F290 PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	57
J545 PROVIDE PASSENGER SCHEDULE AND RATE INFORMATION	56
F306 PREPARE PAY ADJUSTMENT AUTHORIZATION FORMS (DD FORM 139)	54
J544 PREPARE TRAVEL ITINERARIES	50
F238 DISPOSE OF ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	50
J512 DETERMINE PASSENGER ELIGIBILITY FOR MOVEMENT	48
F278 MAINTAIN TRANSPORTATION REQUEST FORMS FILES	43
J552 REVIEW OFFICIAL TRAVEL ORDERS FOR ACCURACY AND COMPLETENESS	43

A38

GROUP ID NUMBER AND TITLE: GRP446 - PASSENGER CLERKS

NUMBER IN GROUP: 100

MAJCOM DISTRIBUTION: SAC (24%), MAC (20%), TAC (15%), USAFE (15%), PACAF (10%),
OTHER (16%)

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

DAFSC DISTRIBUTION: 602X0 (86%), 602X1 (11%), OTHER (3%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 10.0

AVERAGE TIME IN CAREER FIELD: 46 MONTHS

AVERAGE TIME IN SERVICE: 53 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 62%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (12%), INTERESTING (78%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 83%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 79%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 26

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F311 PREPARE RECEIPT FOR UNUSED TRANSPORTATION REQUEST AND/OR TICKETS INCLUDING UNUSED MEAL TICKETS (DD FORM 730)	84
J499 ANNOTATE MAC TRANSPORTATION AUTHORIZATION (MTA) FORMS (DD FORM 1482)	78
F237 CONTROL ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	75
F327 PREPARE TRANSPORTATION REQUEST FORMS	68
J545 PROVIDE PASSENGER SCHEDULE AND RATE INFORMATION	68
J508 CONFIRM PASSENGER RESERVATIONS	67
F236 COMPLETE REQUEST FOR FLIGHT/SURFACE RESERVATIONS FORMS (AF FORM 1546)	67
E163 COMPUTE PASSENGER TRAVEL COSTS OR CASH COLLECTION CHARGES	67
J544 PREPARE TRAVEL ITINERARIES	60
F290 PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	60
F306 PREPARE PAY ADJUSTMENT AUTHORIZATION FORMS (DD FORM 139)	60
F278 MAINTAIN TRANSPORTATION REQUEST FORMS FILES	56
F238 DISPOSE OF ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	54
J552 REVIEW OFFICAL TRAVEL ORDERS FOR ACCURACY AND COMPLETENESS	53
J512 DETERMINE PASSENGER ELIGIBILITY FOR MOVEMENT	52

GROUP ID NUMBER AND TITLE: GRP604 - PASSENGER SUPERVISORS

NUMBER IN GROUP: 26

MAJCOM DISTRIBUTION: MAC (19%), PACAF (19%), SAC (19%), USAFE (12%), OTHER (31%)

LOCATION: CONUS (46%), OVERSEAS (54%)

DAFSC DISTRIBUTION: 602X0 (50%), 602X1 (42%), OTHER (8%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 15.3

AVERAGE TIME IN CAREER FIELD: 97 MONTHS

AVERAGE TIME IN SERVICE: 119 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 4%

AVERAGE NUMBER OF PERSONS SUPERVISED: 3

EXPRESSED JOB INTEREST: SO-SO (8%), INTERESTING (92%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	12%
	FAIRLY WELL OR BETTER	88%

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

AVERAGE NUMBER OF TASKS PERFORMED: 56

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
F237 CONTROL ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	92
E163 COMPUTE PASSENGER TRAVEL COSTS OR CASH COLLECTION CHARGES	92
B44 DIRECT PASSENGER FUNCTIONS	81
J508 CONFIRM PASSENGER RESERVATIONS	81
J512 DETERMINE PASSENGER ELIGIBILITY FOR MOVEMENT	81
F243 DRAFT OR WRITE CORRESPONDENCE	81
B28 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	81
A4 DETERMINE WORK PRIORITIES	81
C105 PREPARE APRs	81
D117 CONDUCT OJT	81
A20 PLAN WORK ASSIGNMENTS	77
F238 DISPOSE OF ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	77
B82 SUPERVISE PASSENGER AND HOUSEHOLD GOODS SPECIALISTS (AFSC 60250)	73
F311 PREPARE RECEIPT FOR UNUSED TRANSPORTATION REQUEST AND/OR TICKETS INCLUDING UNUSED MEAL TICKETS (DD FORM 730)	73
J499 ANNOTATE MAC TRANSPORTATION AUTHORIZATION (MTA) FORMS (DD FORM 1482)	69

GROUP ID NUMBER AND TITLE: GRP073 - AIR PASSENGER PERSONNEL

NUMBER IN GROUP: 472

MAJCOM DISTRIBUTION: MAC (79%), OTHER (21%)

LOCATION: CONUS (57%), OVERSEAS (43%)

DAFSC DISTRIBUTION: 605X0 (80%), 605X1 (20%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 13.0

AVERAGE TIME IN CAREER FIELD: 60 MONTHS

AVERAGE TIME IN SERVICE: 69 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 45%

AVERAGE NUMBER OF PERSONS SUPERVISED: 2

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (20%), INTERESTING (68%),
NOT REPORTED (1%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 75%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 61

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
J518 INFORM PASSENGERS OF TRAVEL RESTRICTIONS	82
J514 ESCORT PASSENGERS OR COURIERS TO OR FROM AIRCRAFT	78
J561 WEIGH AND TAG PASSENGER BAGGAGE	77
J530 PREPARE BAGGAGE TAG FORMS	76
J507 CONDUCT ANTI-HIJACKING INSPECTIONS OF PASSENGERS OR BAGGAGE	74
J535 PREPARE OR ISSUE BOARDING PASSES	73
E193 MEET ARRIVING OR DEPARTING AIRCRAFT	73
J517 INFORM PASSENGERS OF BORDER CLEARANCE REQUIREMENTS	71
J504 CLOSE OUT FLIGHTS FOR PASSENGER MOVEMENT	71
J512 DETERMINE PASSENGER ELIGIBILITY FOR MOVEMENT	71
J527 PREPARE AND ISSUE PASSENGER BOARDING PASSES	70
J559 VERIFY PASSENGER ELIGIBILITY FOR MOVEMENT	67
J500 ANNOUNCE FLIGHT OR OTHER INFORMATION ON PUBLIC ADDRESS SYSTEM	66
J502 ASSIST SPECIAL CATEGORY PASSENGERS	63
J508 CONFIRM PASSENGER RESERVATIONS	60

GROUP ID NUMBER AND TITLE: GRP482 - AIR PASSENGER PROCESSORS

NUMBER IN GROUP: 340

MAJCOM DISTRIBUTION: MAC (80%), SAC (8%), OTHER (12%)

LOCATION: CONUS (60%), OVERSEAS (40%)

DAFSC DISTRIBUTION: 605X0 (82%), 605X1 (16%), OTHER (2%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 14.0

AVERAGE TIME IN CAREER FIELD: 58 MONTHS

AVERAGE TIME IN SERVICE: 67 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 47%

AVERAGE NUMBER OF PERSONS SUPERVISED: 2

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

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

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	23%
	FAIRLY WELL OR BETTER	76%
	NOT REPORTED	1%

AVERAGE NUMBER OF TASKS PERFORMED: 71

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
J514 ESCORT PASSENGERS OR COURIERS TO OR FROM AIRCRAFT	95
J561 WEIGH AND TAG PASSENGER BAGGAGE	94
J530 PREPARE BAGGAGE TAG FROMS	91
J507 CONDUCT ANTI-HIJACKING INSPECTIONS OF PASSENGERS OR BAGGAGE	90
J518 INFORM PASSENGERS OF TRAVEL RESTRICTIONS	89
J535 PREPARE OR ISSUE BOARDING PASSES	87
J527 PREPARE AND ISSUE PASSENGER BOARDING PASSES	87
E193 MEET ARRIVING OR DEPARTING AIRCRAFT	87
J512 DETERMINE PASSENGER ELIGIBILITY FOR MOVEMENT	79
J504 CLOSE OUT FLIGHTS FOR PASSENGER MOVEMENT	78
J517 INFORM PASSENGERS OF BORDER CLEARANCE REQUIREMENTS	77
J546 RECONCILE BOARDING PASSES AGAINST PASSENGER MANIFESTS	75
J559 VERIFY PASSENGER ELIGIBILITY FOR MOVEMENT	74
J500 ANNOUNCE FLIGHT OR OTHER INFORMATION ON PUBLIC ADDRESS SYSTEM	73
J502 ASSIST SPECIAL CATEGORY PASSENGERS	73

GROUP ID NUMBER AND TITLE: GRP527 - SPACE AVAILABLE TRAVEL CLERKS

NUMBER IN GROUP: 60

MAJCOM DISTRIBUTION: MAC (93%), OTHER (7%)

LOCATION: CONUS (37%), OVERSEAS (62%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 605X0 (83%), 605X1 (15%), OTHER (2%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 12.0

AVERAGE TIME IN CAREER FIELD: 67 MONTHS

AVERAGE TIME IN SERVICE: 78 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (15%), INTERESTING (77%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 82%
NOT REPORTED 3%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 86%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 45

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
J541 PREPARE SPACE AVAILABLE LISTINGS	95
J512 DETERMINE PASSENGER ELIGIBILITY FOR MOVEMENT	92
J558 SELECT PASSENGERS FOR MOVEMENT	92
J518 INFORM PASSENGERS OF TRAVEL RESTRICTIONS	92
J513 EDIT SPACE AVAILABLE LISTINGS	88
F267 MAINTAIN SPACE ABAILABLE BACKLOG FILES	87
J523 MAINTAIN DUTY PASSENGER STAND-BY LISTINGS OR REGISTERS	87
J559 VERIFY PASSENGER ELIGIBILITY FOR MOVEMENT	83
J517 INFORM PASSENGERS OF BORDER CLEARANCE REQUIREMENTS	83
J504 CLOSE OUT FLIGHTS FOR PASSENGER MOVEMENT	83
J554 REVIEW SPACE AVAILABLE LISTINGS FOR COMPLETENESS OR ACCURACY	83
J508 CONFIRM PASSENGER RESERVATIONS	83
F268 MAINTAIN SPACE REQUIRED BACKLOG FILES	82
J500 ANNOUNCE FLIGHT OR OTHER INFORMATION ON PUBLIC ADDRESS SYSTEM	78
J543 PREPARE TERMINAL RESERVATION ACTION CARDS	70

GROUP ID NUMBER AND TITLE: GRP108 - CUSTOMS PERSONNEL

NUMBER IN GROUP: 68

MAJCOM DISTRIBUTION: PACAF (62%), USAF (16%), TAC (10%), OTHER (12%)

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

DAFSC DISTRIBUTION: 602X0 (82%), 602X1 (13%), OTHER (5%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 10.3

AVERAGE TIME IN CAREER FIELD: 82 MONTHS

AVERAGE TIME IN SERVICE: 95 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 15%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (27%) SO-SO (19%), INTERESTING (54%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 46%
FAIRLY WELL OR BETTER 51%
NOT REPORTED 3%

AVERAGE NUMBER OF TASKS PERFORMED: 28

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
N663 PREPARE MILITARY CUSTOMS INSPECTION LABELS AND TAG FORMS (DD FORMS 1253 AND 1253-1)	96
N659 PERFORM CUSTOMS INSPECTIONS	85
N664 PREPARE US CUSTOMS DECLARATION FOR PERSONAL PROPERTY SHIPMENTS FORMS (DD FORMS 1252 AND 1252-1)	84
E179 INSPECT PERSONAL PROPERTY SHIPMENTS AT ORIGIN	75
N669 VERIFY ACCURACY AND COMPLETENESS OF DD FORMS 1252 OR 1252-1	69
N668 VERIFY ACCURACY AND COMPLETENESS OF DD FORMS 1253 OR 1253-1	66
N657 CONTROL CUSTOMS STAMPS	63
N665 PREPARE MISCELLANEOUS CUSTOMS FORMS OTHER THAN CLEARANCE DOCUMENTS OR DD FORMS 1252, 1252-1, 1253, 1253-1	56
N667 REVIEW DOCUMENTS REQUIRED FOR IMPORTATION OF FIREARMS	53
F314 PREPARE REPORT OF CARRIER SERVICE, PERSONAL PROPERTY SHIPMENT FORMS (DD FORM 1780)	41
E178 INSPECT PERSONAL PROPERTY SHIPMENTS AT DESTINATION	41
I496 WITNESS WEIGHING OR REWEIGHING OF SHIPMENTS	38
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	35
N658 COORDINATE BORDER CLEARANCE, CUSTOMS PROGRAMS, OR RELATED ACTIVITIES WITH APPROPRIATE AGENCIES	35
H421 INSPECT CARRIERS EQUIPMENT PRIOR TO LOADING	34

GROUP ID NUMBER AND TITLE: GRP294 - CUSTOMS SUPERVISORS

NUMBER IN GROUP: 27

MAJCOM DISTRIBUTION: PACAF (37%), USAF (33%), TAC (19%), OTHER (11%)

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

DAFSC DISTRIBUTION: 602X0 (74%), 602X1 (22%), OTHER (4%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 14.0

AVERAGE TIME IN CAREER FIELD: 87 MONTHS

AVERAGE TIME IN SERVICE: 98 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 22%

AVERAGE NUMBER OF PERSONS SUPERVISED: 3

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (15%), INTERESTING (70%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 30%
FAIRLY WELL OR BETTER 66%
NOT REPORTED 4%

AVERAGE NUMBER OF TASKS PERFORMED: 49

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
N663 PREPARE MILITARY CUSTOMS INSPECTION LABELS AND TAG FORMS (DD FORMS 1253 AND 1253-1)	100
N659 PERFORM CUSTOMS INSPECTIONS	93
N664 PREPARE US CUSTOMS DECLARATION FOR PERSONAL PROPERTY SHIPMENTS FORMS (DD FORMS 1252 AND 1252-1)	89
N669 VERIFY ACCURACY AND COMPLETENESS OF DD FORMS 1252 OR 1252-1	85
N668 VERIFY ACCURACY AND COMPLETENESS OF DD FORMS 1253 OR 1253-1	82
N665 PREPARE MISCELLANEOUS CUSTOMS FORMS OTHER THAN CLEARANCE DOCUMENTS OR DD FORMS 1252, 1252-1 1253, 1253-1	78
N658 COORDINATE BORDER CLEARANCE, CUSTOMS PROGRAMS, OR RELATED ACTIVITIES WITH APPROPRIATE AGENCIES	78
E179 INSPECT PERSONAL PROPERTY SHIPMENTS AT ORIGIN	74
N667 REVIEW DOCUMENTS REQUIRED FOR IMPORTATION OF FIREARMS	63
E178 INSPECT PERSONAL PROPERTY SHIPMENTS AT DESTINATION	59
A15 PLAN CUSTOMS PROGRAMS	56
C90 EVALUATE CUSTOMS PROGRAMS	52
A8 DEVELOP WORK METHODS OR PROCEDURES	48
G366 COUNSEL PERSONNEL ON PERSONAL PROPERTY SHIPMENTS	48
A20 PLAN WORK ASSIGNMENTS	44

GROUP ID NUMBER AND TITLE: GRP691 - CUSTOMS INSPECTORS

NUMBER IN GROUP: 36

MAJCOM DISTRIBUTION: PACAF (81%), OTHER (19%)

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

DAFSC DISTRIBUTION: 602X0 (86%), OTHER (14%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 8.1

AVERAGE TIME IN CAREER FIELD: 79 MONTHS

AVERAGE TIME IN SERVICE: 94 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 11%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (36%), SO-SO (20%), INTERESTING (44%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 56%
FAIRLY WELL OR BETTER 44%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 61%
FAIRLY WELL OR BETTER 36%
NOT REPORTED 3%

AVERAGE NUMBER OF TASKS PERFORMED: 14

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
N663 PREPARE MILITARY CUSTOMS INSPECTION LABELS AND TAG FORMS (DD FORMS 1253 AND 1253-1)	94
N659 PERFORM CUSTOMS INSPECTIONS	81
N664 PREPARE US CUSTOMS DECLARATION FOR PERSONAL PROPERTY SHIPMENTS FORMS (DD FORM 1252 AND 1252-1)	78
E179 INSPECT PERSONAL PROPERTY SHIPMENTS AT ORIGIN	78
N669 VERIFY ACCURACY AND COMPLETENESS OF DD FORMS 1252 OR 1252-1	67
N668 VERIFY ACCURACY AND COMPLETENESS OF DD FORMS 1253 OR 1253-1	61
N657 CONTROL CUSTOMS STAMPS	50
N667 REVIEW DOCUMENTS REQUIRED FOR IMPORTATION OF FIREARMS	50
N665 PREPARE MISCELLANEOUS CUSTOMS FORMS OTHER THAN CLEARANCE	44
F314 PREPARE REPORT OF CARRIER SERVICE, PERSONAL PROPERTY SHIPMENT FORMS (DD FORM 1780)	44
I496 WITNESS WEIGHING OR REWEIGHING OF SHIPMENTS	39
N421 INSPECT CARRIERS EQUIPMENT PRIOR TO LOADING	36
K576 OPERATE GENERAL PURPOSE VEHICLES, SUCH AS PICK-UPS OR 1½ TON TRUCKS	33
H422 INSPECT COMMERCIAL PACKERS FOR COMPLIANCE WITH CONTRACTUAL OR PURCHASE ORDER SPECIFICATIONS	31

GROUP ID NUMBER AND TITLE: GRP095 - QUALITY ASSURANCE INSPECTORS

NUMBER IN GROUP: 106

MAJCOM DISTRIBUTION: TAC (22%), SAC (17%), PACAF (15%), ATC (10%), MAC (10%),
USAFE (9%), OTHER (17%)

LOCATION: CONUS (65%), OVERSEAS (34%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 602X0 (76%), 602X1 (18%), OTHER (6%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 12.0

AVERAGE TIME IN CAREER FIELD: 70 MONTHS

AVERAGE TIME IN SERVICE: 79 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 38%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (20%), INTERESTING (69%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 43%
FAIRLY WELL OR BETTER 66%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 79%

AVERAGE NUMBER OF TASKS PERFORMED: 33

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
E179 INSPECT PERSONAL PROPERTY SHIPMENTS AT ORIGIN	86
E178 INSPECT PERSONAL PROPERTY SHIPMENTS AT DESTINATION	83
F301 PREPARE NOTICE OF LOSS OR DAMAGE FORMS (DD FORM 1840)	68
E184 ISSUE LETTERS OF WARNING OR SUSPENSION AGAINST COMMERCIAL CARRIERS	62
F314 PREPARE REPORT OF CARRIER SERVICE, PERSONAL PROPERTY SHIPMENT FORMS (DD FORM 1780)	60
F296 PREPARE GOVERNMENT INSPECTION REPORT FORMS (DD FORM 1841)	56
E217 REVIEW CUSTOMER SATISFACTION REPORT FORMS	55
B47 DIRECT QUALITY CONTROL FUNCTIONS	51
H422 INSPECT COMMERCIAL PACKERS FOR COMPLIANCE WITH CONTRACTUAL OR PURCHASE ORDER SPECIFICATIONS	49
I496 WITNESS WEIGHING OR REWEIGHING OF SHIPMENTS	47
E177 INSPECT CARRIERS EQUIPMENT AFTER UNLOADING	46
F291 PREPARE CUSTOMER SATISFACTION REPORT FORMS (DD FORM 1781)	45
F253 MAINTAIN CARRIER PERFORMANCE RECORDS	45
F333 PREPARE WAREHOUSE INSPECTION REPORT FORMS (DD FORM 1812)	45
H421 INSPECT CARRIERS EQUIPMENT PRIOR TO LOADING	44

GROUP ID NUMBER AND TITLE: GRP051 - HOUSEHOLD GOODS AND PERSONAL PROPERTY SHIPMENT

NUMBER IN GROUP: 359

MAJCOM DISTRIBUTION: SAC (21%), TAC (17%), MAC (17%), ATC (14%), USAFE (12%),
PACAF (9%), OTHER (10%)

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

DAFSC DISTRIBUTION: 602X0 (86%), 602X1 (11%), OTHER (3%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 10.4

AVERAGE TIME IN CAREER FIELD: 43 MONTHS

AVERAGE TIME IN SERVICE: 48 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 68%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (22%), INTERESTING (62%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 32%
FAIRLY WELL OR BETTER 68%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 80%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 26

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
I492 TRACE SHIPMENTS	59
F338 REVIEW APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	54
G366 COUNSEL PERSONNEL ON PERSONAL PROPERTY SHIPMENTS	46
F287 PREPARE BILLS OF LADING	42
G377 DETERMINE TRANSIT TIME ALLOWED	41
H433 PREPARE APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	41
E160 COMPUTE CHARGEABLE NET WEIGHT OF PERSONAL PROPERTY SHIPMENTS	40
E162 COMPUTE EXCESS TRANSPORTATION COSTS	40
F339 REVIEW BILLS OF LADING	40
F290 PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	39
E164 COMPUTE SHIPMENT TRANSPORTATION COSTS	38
E156 CLEAN FACILITIES OR WORK AREAS	38
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	36
F306 PREPARE PAY ADJUSTMENT AUTHORIZATION FORMS (DD FORM 139)	33
F322 PREPARE SHIPMENT OF PROFESSIONAL BOOKS, PAPERS, AND EQUIPMENT FORMS (AF FORM 2280)	31

GROUP ID NUMBER AND TITLE: GRP257 - INBOUND PERSONAL PROPERTY CLERKS

NUMBER IN GROUP: 57

MAJCOM DISTRIBUTION: SAC (28%), TAC (19%), USAF (19%), ATC (14%), OTHER (20%)

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

DAFSC DISTRIBUTION: 602X0 (91%), OTHER (9%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 10.4

AVERAGE TIME IN CAREER FIELD: 42 MONTHS

AVERAGE TIME IN SERVICE: 48 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 72%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (30%), INTERESTING (61%),

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 29

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I492 TRACE SHIPMENTS	93
F320 PREPARE REWEIGH OF PERSONAL PROPERTY FORMS (DD FORM 1671)	70
F275 MAINTAIN TRACER ACTION FILES	68
F301 PREPARE NOTICE OF LOSS OR DAMAGE FORMS (DD FORM 1840)	61
F338 REVIEW APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	58
F291 PREPARE CUSTOMER SATISFACTION REPORT FORMS (DD FORM 1781)	53
E160 COMPUTE CHARGEABLE NET WEIGHT OF PERSONAL PROPERTY SHIPMENTS	53
F339 REVIEW BILLS OF LADING	51
F306 PREPARE PAY ADJUSTMENT AUTHORIZATION FORMS (DD FORM 139)	51
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	49
E156 CLEAN FACILITIES OR WORK AREAS	46
J519 INITIATE TRACER ACTIONS ON MISHANDLED BAGGAGE	46
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	46
F326 PREPARE TEMPORARY COMMERCIAL STORAGE AT GOVERNMENT EXPENSE FORMS (DD FORM 1857)	44
F290 PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	44

GROUP ID NUMBER AND TITLE: GRP791 - BILLING CLERKS

NUMBER IN GROUP: 10

MAJCOM DISTRIBUTION: MAC (30%), SAC (30%), ATC (20%), OTHER (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 602X0 (80%), 602X1 (20%)

AVERAGE GRADE: E-3

JOB DIFFICULTY INDEX: 9.0

AVERAGE TIME IN CAREER FIELD: 16 MONTHS

AVERAGE TIME IN SERVICE: 20 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 100%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (30%), SO-SO (20%), INTERESTING (50%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 18

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F287 PREPARE BILLS OF LADING	100
G395 ROUTE SHIPMENTS	90
K575 OPERATE GENERAL OFFICE EQUIPMENT, SUCH AS COPIERS	80
K581 OPERATE KEYPUNCH MACHINES	80
F339 REVIEW BILLS OF LADING	70
F323 PREPARE SHIPPING LABELS OR TAGS	70
I492 TRACE SHIPMENTS	70
F338 REVIEW APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	50
E186 LOCATE INFORMATION IN MANUALS, REGULATIONS, OR TECHNICAL ORDERS	50
F274 MAINTAIN TONNAGE ROSTERS	50
I496 WITNESS WEIGHING OR REWEIGHING OF SHIPMENTS	50
E212 REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	50
G396 SELECT ITEMS FOR CONSOLIDATION	40
F238 DISPOSE OF ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	40
F237 CONTROL ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	40

GROUP ID NUMBER AND TITLE: GRP620 - EXCESS COST ADJUDICATORS

NUMBER IN GROUP: 10

MAJCOM DISTRIBUTION: HQ USAF (20%), PACAF (20%), TAC (20%), AFSC (10%),
MAC (10%), USAFE (10%), OTHER (10%)

LOCATION: CONUS (70%), OVERSEAS (30%)

DAFSC DISTRIBUTION: 602X0 (70%), 602X1 (30%)

AVERAGE GRADE: E-5

JOB DIFFICULTY INDEX: 11.0

AVERAGE TIME IN CAREER FIELD: 78 MONTHS

AVERAGE TIME IN SERVICE: 79 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 30%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

EXPRESSED JOB INTEREST: DULL (30%), SO-SO (20%), INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 50%

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

AVERAGE NUMBER OF TASKS PERFORMED: 10

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
E164 COMPUTE SHIPMENT TRANSPORTATION COSTS	90
E162 COMPUTE EXCESS TRANSPORTATION COSTS	90
E160 COMPUTE CHARGEABLE NET WEIGHT OF PERSONAL PROPERTY SHIPMENTS	90
E159 COMPILE EXCESS COST REBUTTAL DATA	50
E186 LOCATE INFORMATION IN MANUALS, REGUALTIONS, OR TECHNICAL ORDERS	50
E192 MAKE CASH COLLECTIONS	40
F306 PREPARE PAY ADJUSTMENT AUTHORIZATION FORMS (DD FORM 139)	40
F290 PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	30

GROUP ID NUMBER AND TITLE: GRP254 - PERSONAL PROPERTY COUNSELORS

NUMBER IN GROUP: 73

MAJCOM DISTRIBUTION: SAC (21%), PACAF (19%), MAC (14%), USAF (14%), ATC (12%),
TAC (12%), OTHER (8%)

LOCATION: CONUS (57%), OVERSEAS (43%)

DAFSC DISTRIBUTION: 602X0 (90%), 602X1 (10%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 10.3

AVERAGE TIME IN CAREER FIELD: 49 MONTHS

AVERAGE TIME IN SERVICE: 52 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 60%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (21%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 79%

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

AVERAGE NUMBER OF TASKS PERFORMED: 21

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
H433 PREPARE APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	89
G366 COUNSEL PERSONNEL ON PERSONAL PROPERTY SHIPMENTS	82
F338 REVIEW APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	74
F322 PREPARE SHIPMENT OF PROFESSIONAL BOOKS, PAPERS, AND EQUIPMENT FORMS (AF FORM 2280)	64
G377 DETERMINE TRANSIT TIME ALLOWED	60
G394 REVIEW SPECIAL FORMS FOR SHIPMENTS, SUCH AS POWER OF ATTORNEY	51
E162 COMPUTE EXCESS TRANSPORTATION COSTS	47
E156 CLEAN FACILITIES OR WORK AREAS	45
H434 PREPARE DOCUMENTATION FOR DO-IT-YOURSELF (DITY) MOVES	41
E160 COMPUTE CHARGEABLE NET WEIGHT OF PERSONAL PROPERTY SHIPMENTS	41
E164 COMPUTE SHIPMENT TRANSPORTATION COSTS	41
F290 PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	41
E186 LOCATE INFORMATION IN MANUALS, REGUALTIONS, OR TECHNICAL ORDERS	40
I492 TRACE SHIPMENTS	37
F265 MAINTAIN REGUALTIONS, MANUALS, OR OFFICE INSTRUCTIONS	33

GROUP ID NUMBER AND TITLE: GRP433 - PASSENGER AND PERSONAL PROPERTY CLERKS

NUMBER IN GROUP: 35

MAJCOM DISTRIBUTION: USAF (26%), SAC (23%), TAC (17%), MAC (9%), OTHER (25%)

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

DAFSC DISTRIBUTION: 602X0 (89%), 602X1 (11%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 16.0

AVERAGE TIME IN CAREER FIELD: 56 MONTHS

AVERAGE TIME IN SERVICE: 61 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 49%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (26%), INTERESTING (68%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 77%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 6%
FAIRLY WELL OR BETTER 91%
NOT REPORTED 3%

AVERAGE NUMBER OF TASKS PERFORMED: 63

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
F311 PREPARE RECEIPT FOR UNUSED TRANSPORTATION REQUEST AND/OR TICKETS INCLUDING UNUSED MEAL TICKETS (DD FORM 730)	89
F237 CONTROL ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	83
F327 PREPARE TRANSPORTATION REQUEST FORMS	80
E163 COMPUTE PASSENGER TRAVEL COSTS OR CASH COLLECTION CHARGES	80
E162 COMPUTE EXCESS TRANSPORTATION COSTS	77
I492 TRACE SHIPMENTS	74
F338 REVIEW APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	74
F290 PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	74
H433 PREPARE APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	71
J499 ANNOTATE MAC TRANSPORTATION AUTHORIZATION (MTA) FORMS (DD FORM 1482)	71
F287 PREPARE BILLS OF LADING	69
F238 DISPOSE OF ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	69
G366 COUNSEL PERSONNEL ON PERSONAL PROPERTY SHIPMENTS	66
J508 CONFIRM PASSENGER RESERVATIONS	66
F306 PREPARE PAY ADJUSTMENT AUTHORIZATION FORMS (DD FORM 139)	66

GROUP ID NUMBER AND TITLE: GRP424 - OUTBOUND PERSONAL PROPERTY CLERKS

NUMBER IN GROUP: 51

MAJCOM DISTRIBUTION: SAC (28%), ATC (26%), MAC (20%), TAC (16%), OTHER (10%)

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

DAFSC DISTRIBUTION: 602X0 (96%), OTHER (4%)

AVERAGE GRADE: E-4

JOB DIFFICULTY INDEX: 13.0

AVERAGE TIME IN CAREER FIELD: 41 MONTHS

AVERAGE TIME IN SERVICE: 43 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 77%

AVERAGE NUMBER OF PERSONS SUPERVISED: 1

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

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	28%
	FAIRLY WELL OR BETTER	72%

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	14%
	FAIRLY WELL OR BETTER	82%
	NOT REPORTED	4%

AVERAGE NUMBER OF TASKS PERFORMED: 39

GROUP REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
F287 PREPARE BILLS OF LADING	88
G377 DETERMINE TRANSIT TIME ALLOWED	82
F339 REVIEW BILLS OF LADING	77
F338 REVIEW APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	75
G373 DETERMINE MODES FOR TRANSPORTING SHIPMENTS	73
I492 TRACE SHIPMENTS	71
E164 COMPUTE SHIPMENT TRANSPORTATION COSTS	67
F274 MAINTAIN TONNAGE ROSTERS	65
G366 COUNSEL PERSONNEL ON PERSONAL PROPERTY SHIPMENTS	65
F290 PREPARE CASH COLLECTION VOUCHER FORMS (DD FORM 1131)	63
F323 PREPARE SHIPPING LABELS OR TAGS	61
F237 CONTROL ACCOUNTABLE FORMS, TICKETS, OR MEAL TICKETS	59
F310 PREPARE PUNCH CARD TRANSCRIPT FORMS (AF FORM 1530)	57
H433 PREPARE APPLICATION FOR SHIPMENT AND/OR STORAGE OF PERSONAL PROPERTY FORMS (DD FORM 1299)	57
G212 REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	55

GROUP ID NUMBER AND TITLE: GRP23 - LIMITED UTILIZATION TRANSPORTATION PERSONNEL

NUMBER IN GROUP: 96

MAJCOM DISTRIBUTION: MAC (46%), PACAF (15%), TAC (9%), USAF (9%), SAC (8%),
OTHER (13%)

LOCATION: CONUS (62%), OVERSEAS (37%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 605X1 (35%), 602X1 (20%), 602X2 (17%), 602X0 (19%), 605X0 (9%)

AVERAGE GRADE: E-3

JOB DIFFICULTY INDEX: 5.0

AVERAGE TIME IN CAREER FIELD: 47 MONTHS

AVERAGE TIME IN SERVICE: 53 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 67%

AVERAGE NUMBER OF PERSONS SUPERVISED: 0

EXPRESSED JOB INTEREST: DULL (38%), SO-SO (28%), INTERESTING (34%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 59%
FAIRLY WELL OR BETTER 41%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 50%
FAIRLY WELL OR BETTER 50%

AVERAGE NUMBER OF TASKS PERFORMED: 10

GROUP REPRESENTATIVE TASKS:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E156 CLEAN FACILITIES OR WORK AREAS	66
E212 REMOVE OR DISPOSE OF TRASH OR WASTE MATERIALS	44
E194 MOW GRASS OR MAINTAIN WORK AREA GROUNDS	38
E144 ACCEPT AND RECEIPT FOR SHIPMENTS	37
E158 CLEAN TOOLS OR EQUIPMENT	34
E196 PAINT FACILITIES	33

APPENDIX B

This appendix is designed to aid personnel at the Air Force Human Resources Laboratory (AFHRL) in Specific Position Oriented Training (SPOT) research. In this appendix are listed job groups that, for the most part, were not mentioned in the career field structure section of the survey report. Most were subgroups of job types that were identified in the career field structure section. Most were not given specific mention in the career field structure narrative because, while somewhat different from other groups, the differentiation was generally not sufficient to warrant specific emphasis.

This appendix lists the clusters and job types within which the subgroups were identified, the group identification number, size of the group, and a brief descriptor or possible name of the subgroup.

I. PACKAGING CLUSTER

NONE

II. SURFACE FREIGHT PROCESSORS

- A. GRP1006, N=82, Inbound Freight
- A. GRP1209, N=12, SAC, Outbound Freight
- A. GRP933, N=18, Surface Freight

III. AIR CARGO PROCESSORS

- A. GRP957, N=39, Tactical Cargo/Terminal Services
- A. GRP924, N=66, General Cargo/Ramp Services
- A. GRP696, N=28, Warehouse
- A. GRP968, N=58, Warehouse/Pallet Buildup
- D. GRP1301, N=13, Warehouse Supervisors
- F. GRP1332, N=79, Explosives, Special Handling
- F. GRP1201, N=298, Aerial post loaders/offloaders
- F. GRP1723, N=212, Airfreight services loaders/offloaders

IV. CARGO PROCESSORS

- GRP241, N=91, Pallet Buildup
- GRP202, N=151, Loading/Offloading Surface Vehicles

V. MHE SPECIALISTS

- GRP233, N=18, Supervisors
- GRP324, N=20, Baggage/Passenger Handling Equipment
- GRP306, N=25, Vehicle Minor Maintenance, Inspection

VI. AERIAL DELIVERY SYSTEMS

NONE

VII. DISREP/DISCON AND SHIPPING CLERKS

NONE

VIII. AIR TERMINAL OPERATIONS CENTER

- GRP1119, N=10, Capabilities Forecasters
- GRP1259, N=33, Dispatchers
- GRP1489, N=18, Supervisors

XIX. LOAD PLANNING

- GRP1069, N=11, Supervisors
- GRP1179, N=13, Load Planners
- GRP1344, N=24, Shipment Reviewers

X. UNIT SUPERVISORS

GRP779, N=31, NCOICs, Passenger Services
GRP1275, N=12, NCOICs Surface Freight
GRP817, N=69, TMO, Household Goods Supervisors
GRP1626, N=85, 602X1, 605X1 Supervisors
GRP1759, N=14, 602X1, 605X1, Some Training Tasks
GRP1192, N=39, 602X0, 605X0, Supervisors
GRP422, N=65, Superintendents, CEM Codes

XI. AIRLIFT CAPABILITIES AND REQUIREMENTS

NONE

XII. SPECIAL ACTIVITIES PERSONNEL

NONE

XIII. TRAINING PERSONNEL

NONE

XIV. FLEET SERVICES

NONE

XV. INFLIGHT PASSENGER SERVICES

NONE

XVI. DATA AUTOMATION PERSONNEL

GRP616, N=11, 605X0, 605X1, low level supervision
GRP1218, N=12, 605X1 only

XVII. PASSENGER RESERVATION PERSONNEL

GRP949, N=56, Passenger, Some Personal Property
GRP1807, N=12, Overseas in USAFE
GRP604, N=26, Supervisors

XVIII. AIR PASSENGER PERSONNEL

A. GRP931, N=32
A. GRP1507, N=208
A. GRP1262, N=93
GRP335, N=24,

XIX. CUSTOMS/INSPECTORS

GRP294, N=27, Supervisors
GRP691, N=36, Inspection-Oriented

XX. QUALITY ASSURANCE PERSONNEL

GRP1118 N=10, Supervisory Tasks
GRP1696, N=14, Quality Assurance Evaluation
GRP1281, N=12, few tasks

XXI. HOUSEHOLD GOODS AND PERSONAL PROPERTY SHIPMENT PERSONNEL

NONE

XXII. LIMITED UTILIZATION TRANSPORTATION PERSONNEL

NONE