

AD-A102 137 AIRBORNE WARNING COMMAND AND CONTROL SYSTEMS AFSC 117X0 1/1
(U) AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH
AFB TX MAY 87

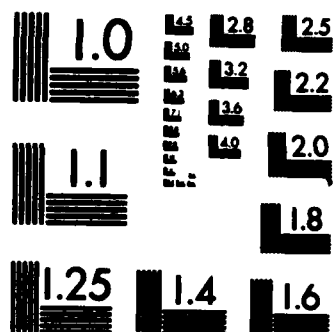
AD-A102 137 AIRBORNE WARNING COMMAND AND CONTROL SYSTEMS AFSC 117X0 1/1
(U) AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH
AFB TX MAY 87

AD-A102 137 AIRBORNE WARNING COMMAND AND CONTROL SYSTEMS AFSC 117X0 1/1
(U) AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH
AFB TX MAY 87

UNCLASSIFIED F/G 5/9 NL

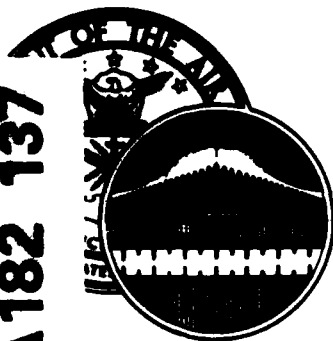
UNCLASSIFIED F/G 5/9 NL

UNCLASSIFIED F/G 5/9 NL



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

AD-A182 137



DTIC FILE COPY

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

DTIC
ELECTE
JUN 25 1987
S D E

AIRBORNE WARNING COMMAND AND CONTROL SYSTEMS

AFSC 117X0

AFPT 90-117-796

MAY 1987

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-5000

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

87 6 23 061

**DISTRIBUTION FOR
AFSC 117X0 OSR AND SUPPORTING DOCUMENTS**

	<u>OSR</u>	<u>ANL EXT</u>	<u>TNG EXT</u>	<u>JOB INV</u>
AFHRL/MODS	2	1m	1m	
AFHRL/ID	1	1m	1m/1h	
AFMPC/DPMRPQ1	2			
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	1			
HQ AFISC/DAP	2			
HQ ATC/TTQE	2		1	
HQ PACAF/TTGT	1		1	
HQ PACAF/DPAT	3		3	
HQ TAC/DOY (ATTN: CMS DAVID) (LANGLEY AFB VA)	5	5	5	
HQ TAC/DPATJ	3		3	
HQ TAC/TTGT	1		1	
HQ USAF/XOOTW	1		1	
HQ USAF/MPPT	1		1	
HQ USAFE/DPAT	3		3	
HQ USAFE/TTGT	1		1	
HQ USMC (CODE TPI)	1			
NODAC	1			
552 AWACW/DOEM (ATTN: CMS GAMBLE) (TINKER AFB OK)	10	6	5	
3300 TCHTW/TTGX (KEESLER AFB)	2	2	2	
3300 TCHTW/TTS (KEESLER AFB)	1		1	
DET 3, USAFOMC (KEESLER AFB)	1	1	1	1
USAFOMC/OMYXL	10	2m	5	10
3507 ACS/DPKI	1			

m = microfiche only
h = hard copy only

Accession For	
NTIS GRA&I	☒
DTIC TAB	☐
Unannounced	☐
Justification	
By _____	
Distribution/	
Availability Codes	
Dist	Avail and/or Special
A-1	



TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE.	iii
SUMMARY OF RESULTS	iv
INTRODUCTION	1
Background.	1
SURVEY METHODOLOGY	2
Inventory Development	2
Survey Administration	2
Survey Sample	3
Task Factor Administration.	3
ANALYSIS OF CAREER LADDER JOBS	6
SPECIALTY JOBS	6
Overview	6
Job Descriptions.	8
Summary	14
ANALYSIS OF DAFSC GROUPS	14
Skill Level Descriptions.	17
Summary	21
ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS.	21
JOB SATISFACTION	22
TRAINING ANALYSIS.	26
First-Enlistment Personnel.	26
Task Difficulty	31
Training Emphasis	31
Specialty Training Standard (STS)	31
Plans of Instruction (POI).	33
IMPLICATIONS	36
APPENDIX A	38
APPENDIX B	39

PREFACE

→ This report presents the results of a detailed Air Force occupational survey of the Airborne Warning Command and Control Systems (AFSC 117X0) specialty. The report was requested by HQ ATC Information Systems Training Division (TTQE). Priority was established by the Occupational Survey Report (OSR) Priorities Working Group (PWG) of the USAF Occupational Measurement Center. Authority for conducting specialty surveys is contained in AFR 35-2. Computer products upon which this report is based are available for use by operations and training officials. to p. 1v

The survey instrument used in this project was developed by Second Lieutenant Charles T. Jervey, Occupational Analyst, who also wrote the final report. Computer programming support was provided by Staff Sergeant Joseph Seitz and Mr. Wayne Fruge. Administrative support was provided by Ms Raquel A. Soliz. This report has been reviewed and approved by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies and computer products from which this report was produced may be obtained on request to the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

RONALD C. BAKER, Colonel, USAF
Commander
USAF Occupational Measurement
Center

JOSEPH S. TARTELL
Chief, Occupational Analysis Division
USAF Occupational Measurement
Center

SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered worldwide to Airborne Warning Command and Control Systems (AFSC 117X0) incumbents during the fall of 1986. The 234 respondents in the survey sample represent 66 percent of all assigned and 70 percent of all eligible Airborne Warning Command and Control Systems personnel.

2. Career Ladder Structure: Two clusters (including five jobs) and one independent job type were identified in the career ladder structure analysis. One cluster was directly involved in surveillance duties. The second cluster was involved in command and control duties, while the independent job type focused on managerial duties. These three groups, combined, present a clear picture of the Airborne Warning Command and Control Systems Specialty.

3. Career Ladder Progression: The AFSC 117X0 career ladder shows a very atypical career progression pattern as one advances from skill level to skill level. At the apprentice level, a basically technical job is performed, expanding to a broader job at the specialist level, where incumbents perform a wider range of technical tasks and begin to perform some supervisory tasks. A high percentage of time was still spent on technical tasks at the technician level, while supervisory tasks gained in percent time spent performing. At the superintendent level, members continued to perform a high percentage of technical tasks while showing a significant increase in percent time spent performing managerial tasks. While performing a significant percentage of management tasks, members at the manager level also performed a high percentage of technical tasks.

4. AFR 39-1 Specialty Descriptions: A comparison of survey data to the AFR 39-1 indicates the AFR 39-1 Specialty Descriptions provide a good overview of the respective specialty groups, although a few discrepancies were noted.

5. Job Satisfaction: Overall, respondents were satisfied with their jobs. Talents and training were adequately utilized and most respondents gained a sense of accomplishment from their jobs. Comparative analysis with Mission Equipment Operations personnel showed these career ladder personnel are generally more satisfied with their jobs. A comparative sample of this career ladder with a group identified as being similar in a 1979 study of AFSC 276X0/277X0 personnel showed a significantly more positive view of job satisfaction and utilization of talents and training.

6. Training Analysis: Review of the matchings of survey data to the tentative AFSC 117X0 Specialty Training Standard (STS) indicates that task performance sections are well supported. Tasks not matched to the STS indicate additional areas that may deserve inclusion in any revised STS. Performance measured sections of the Plan of Instruction (POI) of the E3AQR27630, Aerospace Warning and Control Systems Operator Course, and the POI of the Tactical Air Command (TAC) Air Surveillance Technician (AST) E3000BQOHX Course, generally were well supported.

7. Implications: Despite the separation of the Airborne Warning Command and Control specialty from the Aerospace Control and Warning Systems specialty, the pattern of jobs has remained fairly stable since the last survey (1979). Career ladder progression was atypical and training documents should be reviewed.

OCCUPATIONAL SURVEY REPORT
AIRBORNE WARNING COMMAND AND CONTROL SYSTEMS
(AFSC 117X0)

INTRODUCTION

This is a report of an occupational survey of the Airborne Warning Command and Control Systems specialty completed by the Occupational Analysis Division, USAF Occupational Measurement Center, in March 1987. HQ ATC/TTQE at Randolph AFB TX requested this project to obtain occupational survey information for use in reviewing the effectiveness of training since the separation of this specialty from the Aerospace Control and Warning Systems (AFSC 276X0) specialty in October 1981.

Background

Since its creation in 1981, the 117X0 specialty has had a fairly stable history. The functions AFSC 117X0 personnel perform were identified and removed from the AFSC 276X0 specialty when the separation took place in October 1981.

Members of this specialty are responsible for identifying and maintaining surveillance of air and sea surface objects; assisting in controlling tactical air assets and air operations; gathering, displaying, recording, and disseminating operational mission information; maintaining status of mission aircraft, targets, and fragmentary order information; maintaining status boards of air and ground activities; and operating airborne warning command and control systems radar sensors and electronic countermeasures (ECM) equipment. Members are also responsible for identifying threats and monitoring the status of mission aircraft, targets, and fragmentary order information through radio communication and operating airborne communication equipment. Further responsibilities include controlling all forward air controller (FAC), gunship, airlift, and other support aircraft missions in an assigned area of operations and providing critical liaison for FAC with fighter/bomber and attack aircraft.

Prior to attending formal technical training, all personnel entering the 117X0 career ladder attend Course 3AQR11710, Airborne Command and Control Enlisted Aircrew Qualification, 14 days in length, at Sheppard AFB TX. Upon completion of this course, all AFSC 117X0 personnel attend Technical Training Course E3AQR27630, Aerospace Warning and Control Systems Operator, 5.5 weeks in length, taught at Keesler Technical Training Center MS. Those personnel assigned to the E-3A attend the Tactical Air Command (TAC) Air Surveillance Technician (AST) AST3000BQOHX Course, 17 weeks in length, at Tinker AFB OK. This course is for air surveillance technicians and personnel are awarded their 3-skill level rating upon completion of the course. For personnel assigned to the EC-130E at Keesler AFB MS, TAC Course EC-130MQOHK, EC-130E

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

Airborne Aircraft Controllers, is mandatory. This course is 12 weeks in length, dealing with all aspects of the Airborne Battlestaff Command and Control Center (ARCCC).

Tactical Air Command (TAC) owns roughly 72 percent of the personnel in this specialty. The remainder of personnel are assigned to NATO, USAFE, PACAF, and other support positions.

The remainder of this report will focus upon (1) survey methodology, (2) job structure within the specialty, (3) analysis of skill level (DAFSC) and first-enlistment (TAFMS) groups, (4) comparisons of findings to AFR 39-1, (5) job satisfaction, and (6) an examination of training issues.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-117-796, dated July 1986. A tentative task list was formulated in visits with AFSC 117X0 personnel at the 552d Airborne Warning and Control Wing (AWACW) and 3d Airborne Command and Control Squadron (ACCS) at Tinker AFB OK, to include tasks suggested by the specialty training standard (STS) and other career ladder documents. The tentative task list was refined and validated by a subsequent visit to the 7 ACCS at Keesler AFB MS. From these visits, a final task list was developed containing 481 tasks organized in 10 duties. The background section in the job inventory included questions such as job satisfaction, work area assigned, primary and secondary job titles, and type function of present assignment.

Survey Administration

From July through November 1986, survey control officers at consolidated base personnel offices (CBPO) in operational units worldwide administered the inventory booklets to personnel holding Airborne Warning Command and Control Systems DAFSCs (117X0). The personnel were selected from a mailing list generated from Uniform Airman Record (UAR) data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual responding to the survey completed an information and background section, then checked each task performed in his or her job. After checking the tasks performed, the respondent then rated each task checked on a 9-point scale indicating relative time spent on that task. Ratings ranged from 1 (very small amount of time spent) through 5 (average amount of time spent) to 9 (very large amount of time spent). To determine relative time spent for each task checked by a respondent, all of the respondent's ratings were assumed to account for 100 percent of his or her time spent on the job. These ratings were then summed, divided by the number of total responses, and the quotient multiplied by 100. This

procedure provided a basis for comparing tasks not only in terms of percent members performing, but also in terms of average percent time spent on tasks and groups of tasks.

Survey Sample

Eligible personnel were administered survey booklets. Personnel who had been in their present job at least 6 weeks and not in PCS status, retirement, or hospital status were considered eligible for the survey. Table 1 shows the percentage distribution by MAJCOM groups of assigned personnel in the career ladder as of December 1986, while Table 2 shows the percentage distribution by paygrade groups. The tables show that representation by MAJCOM and paygrade was fairly good. The 234 respondents in the final survey sample represent 70 percent of the eligible AFSC 117X0 personnel.

Task Factor Administration

In addition to completing the job inventory, selected senior AFSC 117X0 personnel were also asked to complete a second booklet for either task difficulty or training emphasis ratings. Task difficulty and training emphasis information are used in a number of different analyses discussed in more detail within this report.

Task Difficulty (TD): Each senior NCO completing a TD booklet was asked to rate each task in the inventory on a 9-point scale from extremely low to extremely high difficulty relative to the other tasks. Difficulty was defined as the length of time required for an average member to learn to perform that task. As a measure of confidence in the TD ratings, a statistic called the interrater reliability was calculated for the 38 DAFSC 117X0 raters. The resulting reliability coefficient of .93 was considered satisfactory by normal reliability criteria. Next, the ratings were processed to produce an ordered listing of all tasks in terms of their relative difficulty. Finally, the ratings were adjusted to give an average difficulty rating of 5.00 with a standard deviation of 1.00. Thus, tasks with ratings of 6.00 or higher could be considered above average in difficulty.

Training Emphasis (TE): Individuals selected to complete TE booklets were asked to rate all of the tasks on a 10-point scale from 0 (indicating that no training is required) to 9 (indicating that extremely concentrated training was recommended). TE is a rating of tasks indicating which areas should receive emphasis in structured training for first-enlistment personnel. Structured training was defined as training provided through resident technical schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), formal OJT, or any other organized training method. The interrater reliability for the 41 DAFSC 117X0 raters of .96 was good. The average TE rating was 2.24, and the standard deviation was 1.98. Tasks receiving ratings of 4.22 or higher may be considered to have relatively high TE.

TABLE 1

**AFSC 117X0 MAJCOM DISTRIBUTION OF SURVEY SAMPLE
(ASSIGNED MANNING AS OF DECEMBER 1986)**

<u>ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>	<u>PERCENT OF MAJCOM</u>
TACTICAL AIR COMMAND (TAC)	81	76
AF ELM EUROPE	15	21
AF SPACE COMMAND (SPC)	*	*
OTHER	3	3

* Denotes less than .5 percent

Total 117X0 Personnel Assigned: 354
 Total 117X0 Personnel Eligible for Survey: 334
 Total 117X0 Personnel in Survey Sample: 234
 Percent of Assigned in Sample: 66%
 Percent of Eligible in Sample: 70%

NOTE: Personnel projected for PCS, retirement, or discharge; those in hospital status; and those with less than 6 weeks in their present job are not eligible for survey.

TABLE 2

AFSC 117X0 PAYGRADE DISTRIBUTION OF SURVEY SAMPLE
(ASSIGNED MANNING AS OF DECEMBER 1986)

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	10	9
E-4	12	11
E-5	29	27
E-6	25	28
E-7	18	17
E-8	4	5
E-9	2	3

When used in conjunction with other factors, such as percent members performing, TD and TE ratings can provide insight into the training requirements of a specialty. This may help validate decisions of training personnel to lengthen or shorten specific units of instruction to refine various training programs.

ANALYSIS OF CAREER LADDER JOBS

SPECIALTY JOBS (Career Ladder Structure)

The structure of jobs within the Airborne Warning Command and Control Systems career ladder was examined on the basis of similarity of tasks performed and the percent time spent ratings provided by job incumbents, independent of background or specialty factors.

For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. Each individual job description in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the job inventory. The automated system is designed to locate the two jobs with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups or new groups are formed based on the similarity of tasks and percent of time ratings in each individual job description. This procedure is continued until all individuals and groups are combined to form a single composite representing the total survey sample.

The basic identifying group used in the job structuring process 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 them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as Clusters. In many career ladders, there are specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

Overview

An analysis of the tasks performed and time spent on those tasks by the 234 respondents resulted in identifying two clusters of jobs and one independent job type within the Airborne Warning Command and Control Systems specialty. Figure 1 is a graphic representation of the way these three groups were organized. The first cluster performed surveillance functions, while the

AFSC 117X0
SPECIALTY JOBS
(N=234)

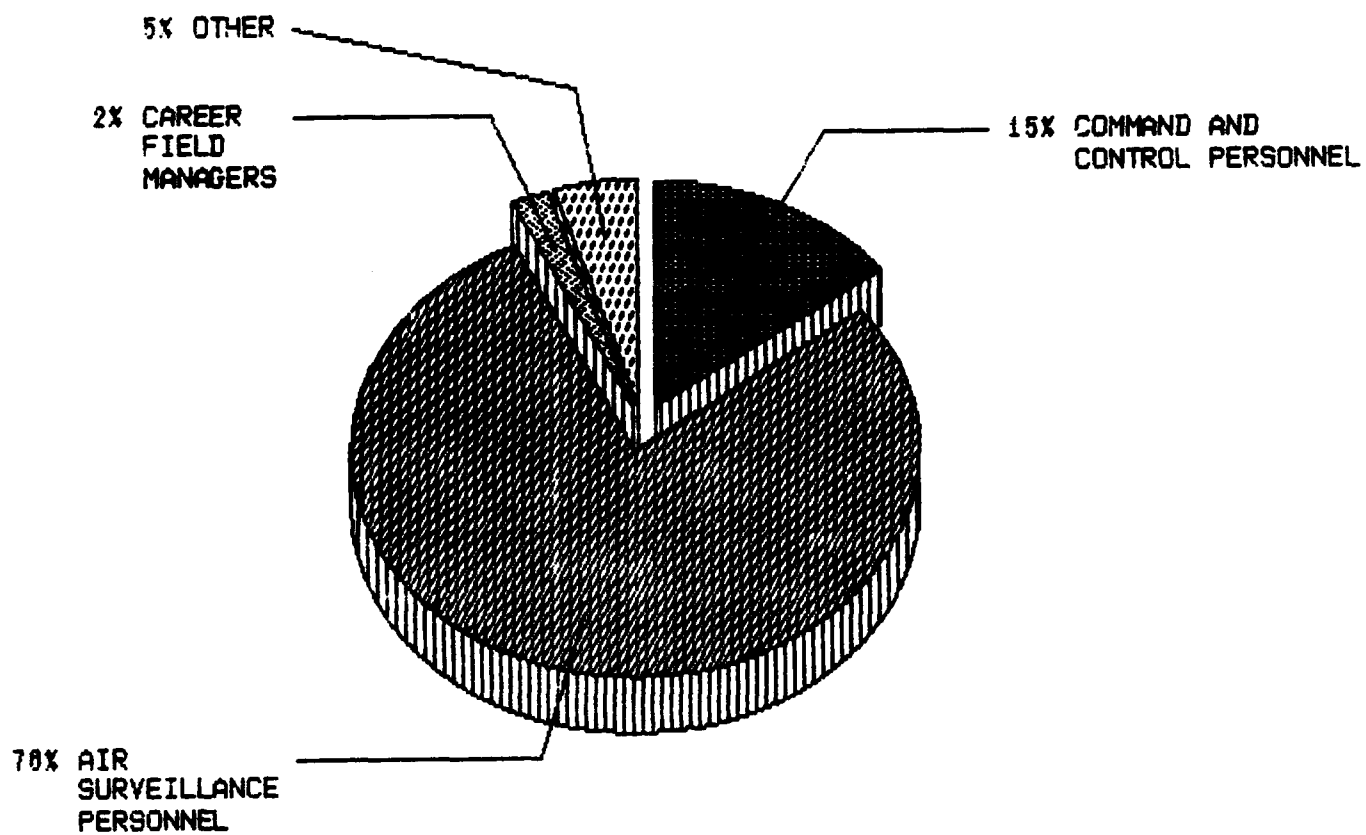


Fig. 1

second cluster performed command and control functions. The independent job type identified provided managerial and job control services while performing technical tasks. The jobs in the following list are discussed in detail in the following pages.

- I. AIR SURVEILLANCE PERSONNEL (GRP013, N=182)
 - A. Air Surveillance Technicians (GRP052, N=124)
 - B. Advanced Air Surveillance Technicians (GRP036, N=28)
- II. COMMAND AND CONTROL PERSONNEL (GRP015, N=34)
 - A. Senior Battlestaff Technicians (GRP025, N=13)
 - B. Airborne Aircraft Controllers (GRP045, N=11)
 - C. NORAD Mission Technicians (GRP031, N=9)
- III. CAREER FIELD MANAGERS (GRP011, N=5)

The above jobs account for 221 respondents (95 percent of the sample). The remaining 5 percent did not group with any cluster or independent job group because of either the unique job they performed or the manner in which they perceived their jobs.

Table 3 provides data on the relative time spent on each of the 10 duties by personnel in each of the major jobs. Table 4 provides selected background information, such as DAFSC distribution, average time in career field (TICF), and average number of tasks performed. Also included in this report is an appendix concerning the Airborne Warning Command and Control Systems specialty jobs. Appendix A provides various background information for all the jobs identified in the career ladder structure analysis, including the jobs within the two clusters. This appendix also lists tasks commonly performed by each of the jobs identified.

Job Descriptions

I. AIR SURVEILLANCE PERSONNEL CLUSTER (GRP013, N=182). The 182 members of this group comprise 78 percent of the survey sample. Air Surveillance Personnel identify and maintain surveillance, control air assets, and conduct radar operations. Eighteen percent of their job time is spent in surveillance functions (see Table 3). Tasks most commonly performed include:

- detect targets and initiate on present position of data
- operate multipurpose consoles
- interpret console displays
- conduct console checkouts
- maintain continuity of tracks
- perform active tracking activities
- monitor voice communications

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	CMD AND CTRL PERSONNEL CLUSTER (GRP015)	JOB TYPES		
		SR BTTLSTF TECHNICIANS (GRP025)	ABRN ACRFT CONTROLLERS (GRP045)	NORAD MSSN TECHNICIANS (GRP031)
A ORGANIZING AND PLANNING	4	6	3	4
B DIRECTING AND IMPLEMENTING	5	7	4	3
C INSPECTING AND EVALUATING	4	6	3	*
D TRAINING	4	5	4	3
E PERFORMING ADMINISTRATIVE TASKS	8	10	5	10
F PERFORMING COMMON AIRCREW TASKS	17	14	19	20
G PERFORMING GENERAL OPERATING AND SIMULATOR FUNCTIONS	25	24	22	29
H PERFORMING SURVEILLANCE FUNCTIONS	3	2	3	3
I PERFORMING ELECTRONIC COUNTERMEASURES (ECM), ELECTRONIC COUNTER COUNTERMEASURES (ECCM), AND ELECTRONIC WARFARE DUTIES	2	1	3	1
J PERFORMING COMMUNICATION AND COMMAND AND CONTROL (CC) FUNCTIONS	30	24	34	26

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	AIR SURV PERSONNEL CLUSTER (GRP013)	JOB TYPES		CAREER FIELD MANAGERS IJT** (GRP011)
		AIR SURV TECHNICIANS (GRP052)	ADV AIR SURV TECHNICIANS (GRP036)	
A ORGANIZING AND PLANNING	2	2	5	16
B DIRECTING AND IMPLEMENTING	3	2	5	18
C INSPECTING AND EVALUATING	2	1	5	20
D TRAINING	3	2	8	9
E PERFORMING ADMINISTRATIVE TASKS	3	2	7	18
F PERFORMING COMMON AIRCREW TASKS	20	22	14	9
G PERFORMING GENERAL OPERATING AND SIMULATOR FUNCTIONS	(33)	34	28	8
H PERFORMING SURVEILLANCE FUNCTIONS	18	19	12	0
I PERFORMING ELECTRONIC COUNTERMEASURES (ECM), ELECTRONIC COUNTER-COUNTERMEASURES (ECCM), AND ELECTRONIC WARFARE DUTIES	5	5	4	1
J PERFORMING COMMUNICATION AND COMMAND AND CONTROL (CC) FUNCTIONS	10	10	11	*

* Denotes less than .5 percent

** Independent Job Type (IJT)

NOTE: Columns may not add to 100 percent due to rounding

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	CMND AND CTRL PERSONNEL CLUSTER (GRP015)	JOB TYPES		
		SR BTTLSTF TECHNICIANS (GRP025)	ABRN ACFT CONTROLLERS (GRP045)	NORAD MSSN TECHNICIANS (GRP031)
NUMBER IN GROUP	34	13	11	9
PERCENT OF SAMPLE	15%	6%	5%	4%
PERCENT IN CONUS	62%	54%	91%	44%
DAFSC DISTRIBUTION (PERCENT):				
11730	0%	0%	0%	0%
11750	0%	0%	0%	0%
11770	79%	69%	91%	78%
11790	15%	15%	9%	22%
11700	6%	15%	0%	0%
PREDOMINATE PAYGRADES (DESCENDING)				
AVERAGE MONTHS IN PRESENT JOB	E-6/7/5	E-6/7/8/9	E-6/7/5	E-7/6/8
AVERAGE T1CF (MOS)	31	25	37	34
AVERAGE TAFMS (MOS)	120	99	118	145
PERCENT IN FIRST ENLISTMENT	184	186	167	200
	0%	0%	0%	0%
PERCENT SUPERVISING				
AVERAGE NUMBER OF TASKS PERFORMED	23%	23%	36%	21%
	129	174	123	71

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	AIR SURV PERSONNEL CLUSTER (GRP013)	JOB TYPES		CAREER FIELD MANAGERS 1JT ^{ee} (GRP011)
		AIR SURV TECHNICIANS (GRP052)	ADV AIR SURV TECHNICIANS (GRP036)	
NUMBER IN GROUP	182	124	28	5
PERCENT OF SAMPLE	78%	53%	12%	2%
PERCENT COMUS	60%	64%	46%	80%
AFSC DISTRIBUTION (PERCENT):				
11730	4%	3%	0%	0%
11750	41%	51%	21%	0%
11770	50%	43%	68%	60%
11799	3%	1%	4%	20%
11700	2%	2%	7%	20%
PREDOMINANT PAYGRADES (DESCENDING)				
AVERAGE MONTHS IN PRESENT JOB	E-5/6/7	E-5/6/4	E-6/7/5	E-7/8/9
AVERAGE TICF (MOS)	32	33	33	43
AVERAGE TAFMS (MOS)	91	82	117	186
PERCENT IN FIRST ENLISTMENT	140	128	167	260
	14%	19%	4%	0%
PERCENT SUPERVISING	27%	23%	22%	20%
AVERAGE NUMBER OF TASKS PERFORMED	151	140	243	63

Air Surveillance Personnel average 91 months TICF and perform an average of 151 tasks.

Two jobs were identified within this cluster. The 124 Air Surveillance Technicians (AST) (GRP052) tend to be junior personnel, operating radar and using electronic countermeasures (ECM) and electronic counter-countermeasures (ECCH) techniques. The second job, Advanced Air Surveillance Technicians (AAS) (GRP036), with 28 members, is senior personnel. AASTs are the enlisted crew coordinators, serving as assistants to the Air Surveillance Officer and performing more than twice the tasks that ASTs perform.

II. COMMAND AND CONTROL PERSONNEL CLUSTER (GRP015, N=34). Unlike the Air Surveillance Personnel Cluster, this group was composed of three distinct jobs, each characterized either by type of function performed or by their levels of experience. The one characteristic common to all three jobs, however, was the substantial proportion of time spent performing command and control functions (see Table 3). Some of the tasks most representative of the 34 members of this cluster included:

- perform radio/telephone (RT) procedures
- monitor assigned communication nets
- monitor radio communication transmissions
- participate in general or specialized mission briefings
- maintain air-to-ground (AG) communications
- operate ultrahigh frequency (UHF) radios
- perform authentication procedures
- perform communication checks

Personnel in this cluster perform an average of 129 tasks, average 120 months TICF, and are predominately 7-skill level personnel.

Three jobs were identified within this cluster. The largest group, Senior Battlestaff Technicians (GRP025), includes senior personnel (E-6 thru E-9), typically at headquarters, division, or wing level, who perform airborne functions and serve as quality control inspectors onboard the aircraft. The second group, Airborne Aircraft Controllers (GRP045), more than the other two jobs within this cluster, spends a substantially higher percentage of job time performing command and control functions (34 percent). This group, unlike other 117X0 personnel, operates from the Airborne Battlestaff Command and Control Center (ABCCC) onboard the EC-130E aircraft, monitoring tactical employment of forces and serving as a liaison between air and ground forces. The final job within this cluster, NORAD Mission Technicians (GRP031), includes personnel performing radio communications, identifying threats, and monitoring radios for target and mission information.

III. CAREER FIELD MANAGERS (GRP011, N=5). This independent job type consists of five members whose jobs focus primarily on management functions. These personnel are senior in grade (E-7/8), with average TICF of 186 months, and typically no longer on operational flying status. Tasks most commonly performed by this group include:

- draft messages
- review correspondence
- review reports
- draft directives
- maintain historical operations trend analysis
- research operational procedures
- identify information as classified
- evaluate training programs
- research publications

Personnel in this group perform an average of 63 tasks.

Summary

Two clusters (including five jobs) and one independent job type were identified in the career ladder structure analysis. One cluster was directly involved in surveillance duties of the career ladder. The second cluster was involved in command and control duties, while the independent job type focused on managerial duties. These three groups, combined, present a clear picture of the Airborne Warning Command and Control Systems Specialty.

ANALYSIS OF DAFSC GROUPS

DAFSC analysis identifies similarities and differences in task and duty performance at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the STS, reflect what career ladder personnel are actually doing in the field.

Comparison of the duty and task performance between DAFSCs 11730 and 11750 indicated that, while there are some minor differences, the jobs they perform are essentially the same. Therefore, they will be discussed as a combined group in this report. Survey data, if desired, will also be available for each separate skill level.

The distribution of skill-level groups across major specialty jobs is shown in Table 5, while Table 6 shows the relative time spent on each duty across the 4 skill-level groups being discussed.

TABLE 5

DISTRIBUTION OF 117X0 DAFSC GROUP MEMBERS ACROSS MAJOR SPECIALTY JOBS
(PERCENT RESPONDING)

MAJOR SPECIALTY JOBS	DAFSC 11730/50 (N=92)		DAFSC 11770 (N=123)		DAFSC 11790 (N=12)		DAFSC 11700 (N=7)	
	Nmbr	Pct	Nmbr	Pct	Nmbr	Pct	Nmbr	Pct
I. COMMAND AND CONTROL PERSONNEL (N=34)	0	0%	27	22%	5	42%	2	29%
A. SENIOR BATTLESTAFF TECHNICIANS (N=13)	0	0%	9	7%	2	17%	2	29%
B. AIRBORNE AIRCRAFT CONTROLLERS (N=11)	0	0%	10	8%	1	8%	0	0%
C. NORAD MISSION TECHNICIANS (N=9)	0	0%	7	6%	2	17%	0	0%
II. AIR SURVEILLANCE PERSONNEL (N=182)	83	90%	90	73%	5	42%	4	57%
A. AIR SURVEILLANCE TECHNICIANS (N=124)	68	74%	53	43%	1	8%	2	29%
B. ADVANCED AIR SURVEILLANCE TECHNICIANS (N=28)	6	7%	19	15%	1	8%	2	29%
III. CAREER FIELD MANAGERS (N=5)	0	0%	3	2%	1	8%	1	14%
PERCENT NOT GROUPED (N=13)	9	10%	4	3%	0	0%	0	0%

TABLE 6
RELATIVE PERCENT TIME SPENT ON DUTIES BY 117X0 DAFSC GROUPS

DUTIES	DAFSC 11730/50 (N=92)	DAFSC 11770 (N=123)	DAFSC 11790 (N=12)	DAFSC 11700 (N=7)
A ORGANIZING AND PLANNING	2	4	8	9
B DIRECTING AND IMPLEMENTING	2	4	9	11
C INSPECTING AND EVALUATING	1	4	10	12
D TRAINING	3	4	7	4
E PERFORMING ADMINISTRATIVE TASKS	2	5	10	5
F PERFORMING COMMON AIRCREW TASKS	24	19	16	14
G PERFORMING GENERAL OPERATING AND SIMULATOR FUNCTIONS	32	30	20	21
H PERFORMING SURVEILLANCE FUNCTIONS	20	13	6	11
I PERFORMING ELECTRONIC COUNTERMEASURES (ECM), ELECTRONIC COUNTER- COUNTERMEASURES (ECCM), AND ELECTRONIC WARFARE DUTIES	4	4	2	3
J PERFORMING COMMUNICATION AND COMMAND AND CONTROL (CC) FUNCTIONS	11	14	13	11

NOTE: Columns may not add to 100 percent due to rounding

The AFSC 117X0 career ladder shows a very atypical career progression pattern as one advances from the 3-skill level through the CEM Code skill level. As shown in Table 6, personnel in all skill levels are spending the majority of their job time on technical tasks. Even at the CEM Code skill level, only 36 percent of their time is spent on the supervisory duties A-D. Table 7 presents representative tasks of and differences across skill level groups. Appendix B presents job descriptions for each of the skill level groups discussed in this report.

Skill Level Descriptions

DAFSC 11730/50: The 92 airmen in the 3- and 5-skill level group (representing 39 percent of the survey sample) perform an average of 124 tasks, with 55 of the 481 total survey tasks accounting for 50 percent of their job time. Seventy-four percent of this group work as air surveillance technicians (see Table 5). Examples of tasks likely to be performed by these personnel include:

- post changes to personal aircrew publications
- conduct console checkouts
- order aircrew flight lunches
- interpret console displays
- detect targets and initiate on present position of data

DAFSC 11770: Seven-skill level personnel (53 percent of the survey sample) perform an average of 148 tasks and perform primarily as Air Surveillance Technicians (43 percent). Although there is a small increase in the number of supervisory and management tasks performed, this group maintains a high percentage of time spent performing technical tasks. Examples of tasks performed by this group include:

- monitor radio communication transmissions
- participate in general or specialized mission briefings
- monitor voice communications
- monitor assigned communication nets
- perform personal equipment inspections

DAFSC 11790: The members of this group comprise 4 percent of the survey sample. The majority of this group work as Senior Battlestaff Technicians or NORAD Mission Technicians. This group shows a slight increase in management task areas, but continues to perform a high percentage of technical tasks. Examples of tasks likely to be performed by this group include:

TABLE 7A

EXAMPLES OF REPRESENTATIVE AND COMMON TASKS FOR
117X0 DAFSC GROUPS WITH DIFFERENCES BETWEEN THE GROUPS
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 11730/ 11750 (N=92)	DAFSC 11770 (N=123)	DIFF
H404 PERFORM PASSIVE TRACKING ACTIVITIES	89	67	+22
I410 DETERMINE POSITION, TYPE, AND INTENSITY OF ECM	77	59	+18
G299 COORDINATE IDENTIFICATION OF TRACKS WITH GROUND ELEMENTS	85	70	+15
J479 REPORT UNKNOWN AIRCRAFT	75	63	+12
G351 PERFORM HEIGHT ACCURACY CHECKS	75	63	+12

G293 CONDUCT SIMULATED EXERCISES	55	53	+2
J449 MAINTAIN INNER CREW COORDINATION	67	65	+2
I418 STUDY REPORTS ON ECCM CAPABILITIES OF SENSORS	48	46	+2
G363 REPORT SYSTEMS DEGRADATIONS	59	60	-1
H388 IDENTIFY AND REPORT MEACONING, INTRUSION, JAMMING, INTERFERENCE (MIJI)	65	67	-2

F242 OPERATE HIGH FREQUENCY (HF) RADIOS	64	75	-11
J464 PERFORM RADIO/TELEPHONE (RT) PROCEDURES	67	80	-13
H387 DISSEMINATE INTELLIGENCE INFORMATION	33	50	-17
F220 DEMONSTRATE TO PASSENGERS USE OF LIFE PRESERVERS, PARACHUTES, OR OXYGEN MASKS	50	69	-19
G358 PREPARE AREA OF RESPONSIBILITY (AOR) MAPS OR CHARTS	46	65	-19

TABLE 7B

EXAMPLES OF REPRESENTATIVE AND COMMON TASKS FOR
117X0 DAFSC GROUPS WITH DIFFERENCES BETWEEN THE GROUPS
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 11770 (N=123)	DAFSC 11790/ 11700 (N=19)	DIFF
I407 ANALYZE AND WORK THROUGH COMMUNICATIONS ECM	67	37	+30
G284 CHANGE CONSOLE CONFIGURATIONS	72	42	+30
H402 PERFORM ACTIVE TRACKING ACTIVITIES	73	47	+26
J479 REPORT UNKNOWN AIRCRAFT	63	42	+21
G351 PERFORM HEIGHT ACCURACY CHECKS	63	47	+16

G341 PERFORM AIR-TO-GROUND COMMUNICATIONS NETWORK CONFIGURATION AND MONITORING PROCEDURES	59	58	+1
J432 CONDUCT RADIO CHECKS ON AIRBORNE EARLY WARNING CONTROLS AIRCRAFT	38	37	+1
I420 STUDY REPORTS ON ELECTRONIC WARFARE CAPABILITIES OF OTHER COUNTRIES	41	42	-1
G317 IDENTIFY COMPUTER MALFUNCTIONS	41	42	-1
J445 ESTABLISH COMMUNICATIONS LINKS	45	47	-2

J444 ENCODE CLEAR TEXT MESSAGE INTO AUTHENTICATION FORMAT	36	47	-11
G305 COORDINATE WITH EXTERNAL AGENCIES ON STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	35	47	-12
B57 IDENTIFY INFORMATION AS CLASSIFIED	33	47	-14
G278 BREAK FRAGMENTARY ORDERS	42	58	-16
F249 PARTICIPATE IN POSTFLIGHT INTELLIGENCE BRIEFINGS	52	74	-22

TABLE 7C

EXAMPLES OF REPRESENTATIVE AND COMMON TASKS FOR
117X0 DAFSC GROUPS WITH DIFFERENCES BETWEEN THE GROUPS
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 11790 (N=12)	DAFSC 11700 (N=7)	DIFF
E215 UPDATE OPERATIONS SCHEDULES	50	0	+50
C108 PERFORM SELF-INSPECTIONS	50	14	+36
G278 BREAK FRAGMENTARY ORDERS	67	43	+24
J449 MAINTAIN INNER CREW COORDINATION	58	43	+15
F242 OPERATE HIGH FREQUENCY (HF) RADIOS	83	71	+14

J461 PERFORM COMMUNICATIONS CHECKS	75	71	+4
A12 ESTABLISH ORGANIZATIONAL POLICIES	58	57	+1
J450 MAINTAIN TACTICAL SITUATION AWARENESS	58	57	+1
G352 PERFORM KL-42/43 PROCEDURES	42	43	-1
J422 ANALYZE VARYING TACTICAL SITUATIONS	42	43	-1

J465 PERFORM VOICE CHECKS	50	86	-36
G331 MONITOR RADAR COVERAGE	50	86	-36
B67 RESEARCH OPERATIONAL PROCEDURES	42	86	-44
H398 MAINTAIN MISSION LOGS	33	86	-53
I417 REPORT POSITION, TYPE, AND INTENSITY OF ECM	33	86	-53

- review correspondence
- review reports
- draft messages
- participate in general or specialized mission briefings
- operate ultrahigh frequency (UHF) radios
- monitor assigned communication nets

DAFSC 11700: This group accounts for 3 percent of the survey sample. An increase in percentage of supervisory and management functions is noted, although the level of technical tasks performed is maintained. Over 50 percent of this group perform as Air Surveillance Technicians and Advanced Air Surveillance Technicians, while less than 30 percent perform as Senior Battlestaff Technicians. Examples of tasks performed include:

- draft messages
- research operational procedures
- monitor voice communications
- perform voice checks
- verify mission capability status of personnel

Summary

Career ladder progression in this specialty is not as well defined as in most career ladders. As one progresses from skill level to skill level, technical tasks continue to account for a large proportion of job time. Supervisory and management tasks account for only a small portion of job time at any of the skill levels. Representation of skill levels across specialty jobs shows the majority performing as Air Surveillance Technicians, Advanced Air Surveillance Technicians, or as Senior Battlestaff Technicians.

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

The results of the skill level and job structure analyses were compared with AFR 39-1 Specialty Descriptions, dated 31 October 1984, for the Airborne Warning Command and Control Systems specialty. The descriptions in AFR 39-1 describe in broad terms the tasks and duties performed by members of the various skill-level groups of a career ladder. There are three descriptions applicable to this study. One describes the jobs of AFSCs 11710, 11730, and 11750; the second describes the jobs of AFSC 11770; and the third describes AFSC 11790 and CEM Code 11700.

The three descriptions are fairly well supported by the findings of this survey. The descriptions depict the technical aspect of the job with increasing supervisory responsibility previously described in the DAFSC analysis. The descriptions also capture the primary responsibilities of members of most

of the eight major job groups identified by the job structure analysis process, with only two minor exceptions. First, the descriptions do not comment upon the unique technical responsibilities that are a vital part of the Airborne Aircraft Controllers job group within the Command and Control cluster.

Paragraphs of the 11770 description indicate AFSC 117X0 personnel "Performs technical airborne command and control systems surveillance and mission functions, operates airborne warning and control systems surveillance and mission equipment, and supervises and monitors status board displays of air and ground tactical air activity." While these paragraphs succinctly describe technical surveillance functions, they fail to include the duties and tasks unique to those AFSC 117X0 personnel working in the Airborne Battlestaff Command and Control Center (ABCCC) (see Appendix A).

The second exception is found at the 9-/CEM Code levels. The description talks of staff/management functions, but fails to address the high percentage of technical tasks being performed by these skill levels.

Classification personnel should look at addressing the inclusion of these duties in any revisions of AFR 39-1.

JOB SATISFACTION

An important part of analysis within any OSR involves the job satisfaction of members and how their responses compare with the responses of members of similar Air Force specialties. Reported job interest, perceived utilization of training and talents, satisfaction with sense of accomplishment gained from jobs, and expressed reenlistment intentions for the AFSC 117X0 specialty jobs are presented in Table 8. Along with these data, Table 9 contains responses from a comparative sample of Mission Equipment Operations personnel who were surveyed by the USAF Occupational Measurement Center during 1986. These career fields included AFSCs 271X2, 276X0, and 277X0.

The responses of members in most job groups were fairly positive. The Senior Battlestaff Technicians and Advanced Air Surveillance Technicians generally appeared the most satisfied with their jobs. Eighty-five percent of each group indicated they intend to reenlist. Their responses to the other 3 job attitude questions indicated these members feel their jobs were quite interesting, and the jobs utilized their talents and training very well. Sixty percent of Career Field Managers find their jobs satisfying and utilizing their talents and training. Eighty percent of this group gained a sense of accomplishment from their jobs.

The one group which appears dissatisfied with their job is the NORAD Mission Technicians. Only 44 percent plan to reenlist. This could be partly due to narrowness of jobs (averaging only 71 tasks performed per member); however, other factors might account for intention not to reenlist. Sixty-seven percent indicated their job was interesting, and 100 percent indicated their training was well utilized, but only 44 percent indicated their talents

TABLE 8

**JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)**

	CMND AND CTRL PERSONNEL CLUSTER (N=34)	JOB TYPES		
		SR BTTLTSTF TECHNICIANS (N=13)	ABRN ACFT CONTROLLERS (N=11)	NORAD MSSN TECHNICIANS (N=9)
<u>EXPRESSED JOB INTEREST:</u>				
INTERESTING	82	100	73	67
SO-SO	12	0	9	33
DULL	6	0	18	0
<u>PERCEIVED USE OF TALENTS:</u>				
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	71 29	92 8	64 36	44 56
<u>PERCEIVED USE OF TRAINING:</u>				
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	85 15	92 8	64 36	100 0
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>				
SATISFIED	68	85	64	44
NEUTRAL	15	8	27	11
DISSATISFIED	18	8	9	44
<u>REENLISTMENT INTENTIONS:</u>				
WILL/PROBABLY WILL REENLIST	70	85	73	44
WILL NOT/PROBABLY WILL NOT REENLIST	9	8	0	22
WILL RETIRE	18	0	27	33

* Columns may not add to 100 percent due to nonresponse and rounding

TABLE 8 (CONTINUED)

JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	AIR SURV PERSONNEL CLUSTER (N=182)	JOB TYPES		CAREER FIELD MANAGERS IJT** (N=5)
		AIR SURV TECHNICIANS (N=124)	ADV AIR SURV TECHNICIANS (N=28)	
<u>EXPRESSED JOB INTEREST:</u>				
INTERESTING	90	88	89	60
SO-SO	5	6	4	20
DULL	5	6	7	20
<u>PERCEIVED USE OF TALENTS:</u>				
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	84 16	81 19	96 4	60 40
<u>PERCEIVED USE OF TRAINING:</u>				
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	88 11	86 14	93 7	60 40
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>				
SATISFIED	75	74	86	80
NEUTRAL	7	6	4	20
DISSATISFIED	19	20	11	0
<u>REENLISTMENT INTENTIONS:</u>				
WILL/PROBABLY WILL REENLIST	85	85	79	40
WILL NOT/PROBABLY WILL NOT REENLIST	10	11	7	0
WILL RETIRE	5	3	14	60

* Columns may not add to 100 percent due to nonresponse and rounding

TABLE 9

COMPARISON OF TAFMS GROUP JOB SATISFACTION INDICATORS
(PERCENT MEMBERS RESPONDING)

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	1986 COMP SAMPLE (N=1,021)		1986 COMP SAMPLE (N=724)		1986 COMP SAMPLE (N=1,880)	
	117X0 (N=29)		117X0 (N=36)		117X0 (N=169)	
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	93	48	83	57	87	64
SO-SO	7	23	6	20	8	17
DULL	0	27	11	22	5	18
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	90 10	55 45	81 19	60 39	80 20	68 32
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	93 3	70 29	89 11	62 36	86 14	65 35
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
SATISFIED	83	53	58	55	74	58
NEUTRAL	7	16	8	14	8	10
DISSATISFIED	7	30	33	31	18	31
<u>REENLISTMENT INTENTIONS:</u>						
WILL/PROBABLY WILL REENLIST WILL NOT/PROBABLY WILL NOT REENLIST	76 24 0	58 40 0	83 17 0	65 33 *	82 5 12	70 10 18

* Denotes less than .5 percent

** Comparative sample is composed of all career ladders surveyed in 1986 (includes AFSC 271X2, 276X0, 277X0)

were being utilized. Forty-four percent of this group stated they gained a sense of accomplishment from their jobs.

In a comparative study of experience groups of AFSC 117X0 career ladder and Mission Equipment Operations personnel surveyed by OMC in 1986, data show that, across all job satisfaction indicators, without exception, AFSC 117X0 personnel are more satisfied with their jobs (see Table 9). The biggest differences are seen for the 1-24 months TAFMS groups, where AFSC 117X0 personnel show nearly twice the job satisfaction that other Mission Equipment Operations personnel do.

This study is the first occupational survey conducted by the USAF Occupational Measurement Center of the Airborne Warning Command and Control Systems Specialty. In a June 1979 survey of AFSCs 276X0/277X0 career ladders, a job resembling the Airborne Warning Command and Control Systems career ladder was identified and is used for comparative purposes here (see Table 10). The biggest differences were noted in figures for reenlistment intentions and perceived use of talents and training. The percent planning to reenlist was substantially higher for the 1986 sample (82 percent) than for the 1979 sample (40 percent). Members in the 1986 sample perceiving excellent use of talents (82 percent) and of training (88 percent) far exceeded those figures from the 1979 survey (46 and 54 percent, respectively).

TRAINING ANALYSIS

Occupational survey data provide one of several sources of information which can be used to make training programs more relevant and meaningful to students. The three most commonly used types of occupational survey information are the percent of first-enlistment personnel performing tasks covered in the job inventory, ratings of relative difficulty of tasks, and the ratings of relative emphasis which should be placed on tasks for first-enlistment training. These data can be used in evaluating training documents such as the Specialty Training Standard (STS) and the Plan of Instruction (POI).

The primary issue for conducting this study was to provide occupational survey information for use in reviewing training for AFSC 117X0 since its separation from AFSC 276X0 in October 1981.

First-Enlistment Personnel

Analysis of tasks performed by first-enlistment respondents is generally useful to training personnel. Table 11 presents the relative percent time spent on duties by first-enlistment Airborne Warning Command and Control Systems personnel, while Table 12 contains examples of tasks performed by these personnel. Most of the tasks involved common aircrew and air surveillance functions. This is consistent with previous findings that these two duties account for a substantial percent of job time for 3- and 5-skill level personnel. Figure 2 reflects the distribution of group members across career

TABLE 10
CURRENT AND PREVIOUS JOB SATISFACTION INDICATORS
(PERCENT MEMBERS RESPONDING)

	<u>1986</u> <u>(N=234)</u>	<u>1979</u> <u>(N=43)</u>
<u>EXPRESSED JOB INTEREST:</u>		
INTERESTING	87	79
SO-SO	7	7
DULL	6	11
<u>PERCEIVED USE OF TALENTS:</u>		
FAIRLY WELL TO PERFECTLY	(82)	46
LITTLE OR NOT AT ALL	18	54
<u>PERCEIVED USE OF TRAINING:</u>		
FAIRLY WELL TO PERFECTLY	(88)	54
LITTLE OR NOT AT ALL	12	46
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>		
SATISFIED	73	**
NEUTRAL	8	**
DISSATISFIED	18	**
<u>REENLISTMENT INTENTIONS:</u>		
WILL/PROBABLY WILL REENLIST	(82)	40
WILL NOT/PROBABLY WILL NOT		
REENLIST	9	58
WILL RETIRE	9	**

* Columns may not add to 100 percent due to nonresponse and rounding

** Data not reported for these job satisfaction questions

TABLE 11

PERCENT TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL
(1-48 MONTHS TAFMS)

<u>DUTIES</u>	<u>PERCENT TIME SPENT</u>
A ORGANIZING AND PLANNING	1
B DIRECTING AND IMPLEMENTING	1
C INSPECTING AND EVALUATING	1
D TRAINING	2
E PERFORMING ADMINISTRATIVE TASKS	3
F PERFORMING COMMON AIRCREW TASKS	27
G PERFORMING GENERAL OPERATOR AND SIMULATOR FUNCTIONS	34
H PERFORMING SURVEILLANCE FUNCTIONS	20
I PERFORMING ELECTRONIC COUNTERMEASURES (ECM), ELECTRONIC COUNTER-COUNTERMEASURES (ECCM), AND ELECTRONIC WARFARE DUTIES	5
J PERFORMING COMMUNICATION AND COMMAND AND CONTROL (CC) FUNCTIONS	11

NOTE: Column may not add to 100 percent due to rounding

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY AFSC 117X0 FIRST-ENLISTMENT PERSONNEL
(1-48 MONTHS TAFMS)

TASKS	PERCENT MEMBERS PERFORMING (N=29)
F263 POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	100
G289 CONDUCT CONSOLE CHECKOUTS	100
H376 COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	97
F248 PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	97
F244 ORDER AIRCREW FLIGHT LUNCHES	93
F262 PICK UP COFFEE JUGS, WATER JUGS, OR OVENS	93
F270 TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	93
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	93
F222 DON CHEMICAL WARFARE EQUIPMENT	93
G322 INTERPRET CONSOLE DISPLAYS	90
G351 PERFORM HEIGHT ACCURACY CHECKS	90
H402 PERFORM ACTIVE TRACKING ACTIVITIES	90
F261 PICK UP AND INSPECT FLIGHT LUNCHES	90
F252 PERFORM CHECKLIST TEST OF AIRCREW LIFE SUPPORT EQUIPMENT	90
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	90
F250 PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	90
F221 DON AIRCREW PROTECTIVE CLOTHING	90
G286 CLEAN AIRCRAFT INTERIOR	90
H405 PERFORM TELLING AND RECORDING FUNCTIONS	90
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	90
H403 PERFORM COORDINATE CONVERSIONS	86
H377 COMPLETE MANUAL TELLS	86
G353 PERFORM MISSION PLANNING DUTIES	86
H391 INITIATE TRACKS ON REPORTED POSITIONS	86
H390 IDENTIFY EMERGENCY SYMBOLS OR CODES	86
F253 PERFORM CHEMICAL WARFARE PROCEDURES	86
H392 INPUT FLIGHT PLAN DATA	86
I410 DETERMINE POSITION, TYPE, AND INTENSITY OF ECM	86
H401 MONITOR IN PASSIVE TRACKING ACTIVITIES	86
F256 PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	86

DISTRIBUTION OF FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N=29)

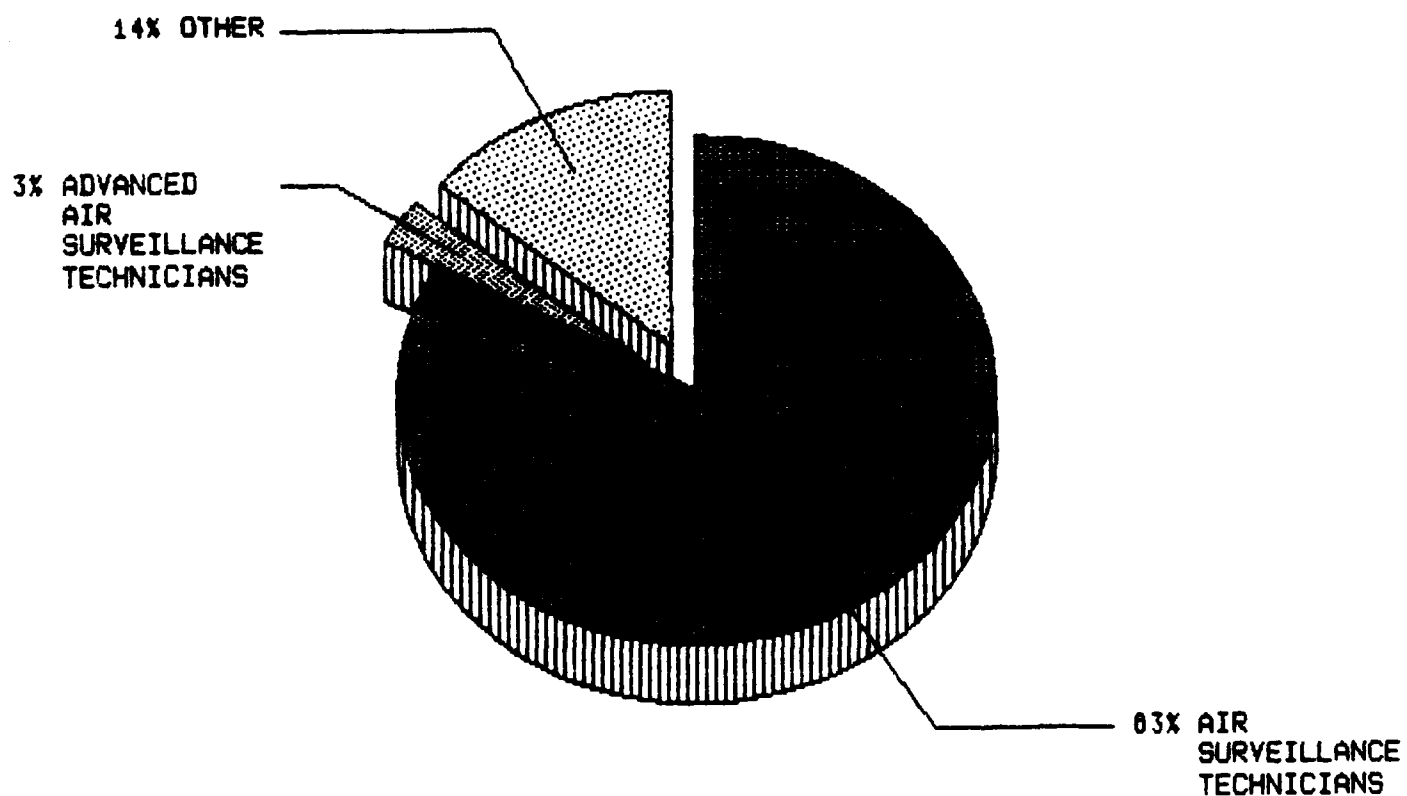


Fig. 2

ladder jobs. Over 80 percent of the 1-48 months TAFMS respondents grouped with the Air Surveillance Technician job group. None of the jobs specializing in other functions, such as command and control, accounted for large enough proportions of first-enlistment personnel to obtain high percent performing on tasks central to their jobs. This finding should not be interpreted as an indication that tasks characteristic of the smaller groups should not be trained. It does indicate, though, that air surveillance activities should receive a substantial degree of emphasis during first-enlistment training.

Task Difficulty

The relative difficulty of each task in the inventory was assessed through ratings by 38 experienced Airborne Warning Command and Control Systems NCOs. Their ratings were processed to produce an ordered listing of all tasks in terms of their relative difficulty and were standardized to have an average difficulty of 5.00, with a standard deviation of 1.00. For a more complete description of these ratings, see the Task Factor Administration section in SURVEY METHODOLOGY.

In looking at tasks with the highest difficulty ratings, data indicate that most of the tasks deal with performing electronic countermeasures and communication and command and control functions. Tasks with average difficulty ratings involved general operating and simulator and surveillance functions, while tasks receiving the lowest difficulty ratings primarily involved common aircrew tasks.

Training Emphasis

Forty-one senior NCOs in the Airborne Warning Command and Control Systems specialty reviewed the job inventory, rating the degree of emphasis that should be placed on each task in first-enlistment training. Their ratings were processed to provide a rank order listing of tasks from high degree of training emphasis to no training required. The average rating was 2.24, and the standard deviation was 1.98, so tasks receiving ratings of 4.22 or higher were considered to have high training emphasis. For a more complete description of these ratings, see the Task Factor Administration section in SURVEY METHODOLOGY.

Of those tasks with highest TE ratings, most were performed by high percentages of first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) personnel (see Table 13). Most of these tasks involved surveillance functions.

Specialty Training Standard (STS)

A comprehensive review of a tentative STS for AFSC 117X0 compared STS items to survey data. The matching was accomplished with the help of operational personnel from the 552d AWACW at Tinker AFB OK. STS paragraphs containing general knowledge information or subject-matter-knowledge requirements

TABLE 13

TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)

TASKS	PERCENT MEMBERS PERFORMING		TRAINING EMPHASIS*	TASK DIFFICULTY**
	FIRST JOB (N=17)	FIRST ENLISTMENT (N=29)		
H381 DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	82	83	7.39	4.28
G340 OPERATE MULTIPURPOSE CONSOLES	71	76	7.24	5.35
H396 MAINTAIN CONTINUITY OF TRACKS	71	69	7.15	4.65
H391 INITIATE TRACKS ON REPORTED POSITIONS	88	86	7.00	3.89
H402 PERFORM ACTIVE TRACKING ACTIVITIES	82	90	6.90	4.41
G342 PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	77	76	6.88	4.39
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	94	90	6.83	3.89
G322 INTERPRET CONSOLE DISPLAYS	94	90	6.81	4.84
F235 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	77	83	6.68	4.38
H389 IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	82	83	6.61	4.70
H390 IDENTIFY EMERGENCY SYMBOLS OR CODES	82	86	6.54	4.43
H377 COMPLETE MANUAL TELLS	82	86	6.51	4.27
H376 COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	94	97	6.39	4.11
H382 DETERMINE TRACK CLASSIFICATION AND IDENTIFICATION	71	79	6.37	5.10
H393 INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTIFYING AIR AND SURFACE TRACKS	77	83	6.37	4.27
G289 CONDUCT CONSOLE CHECKOUTS	100	100	6.32	3.56
H404 PERFORM PASSIVE TRACKING ACTIVITIES	82	86	6.32	5.51
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	94	93	6.27	3.55
G353 PERFORM MISSION PLANNING DUTIES	82	86	6.12	4.48

* Training emphasis has an average of 2.24 and a standard deviation of 1.98 (high TE=4.22)

** Task difficulty has an average of 5.00 and a standard deviation of 1.00

were not evaluated. Overall, the STS provides comprehensive coverage of the work performed by personnel in the field, with survey data supporting the significant paragraphs or subparagraphs. Generally, technical tasks matched to elements of the STS showed sufficient percentages of first-job, first-enlistment, and 5- and 7-skill level personnel performing those tasks. The 7-skill level personnel tended to have a consistently higher percentage of members performing those tasks, followed by 5-skill level and first-enlistment personnel. Some tasks didn't have high percentages of personnel performing them, but because the tasks were part of an identifiable job being performed in the career ladder, retention of STS elements involving these tasks is warranted.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. The only trend noted was that communication and command and control tasks had the greatest percentage of unmatched tasks. Many of the unreferenced tasks are managerial or supervisory in nature and are difficult to match because that area of this STS and most STSs tend to be somewhat restricted in the scope of coverage. Examples of technical tasks performed by 20 percent or more respondents of the STS target groups, but which are not referenced to any STS element, are displayed in Table 14. Training personnel and subject-matter experts should review these and other eligible unreferenced tasks to determine if inclusion in the STS is warranted.

Plans of Instruction (POI)

The POI for Course 3AQR27630, dated 2 September 1986, was reviewed using tasks matched by training personnel to the criterion objectives (CO) and task difficulty, training emphasis, and percent first-job and first-enlistment personnel performing information. The occupational survey data generally supported COs requiring task performance of students. This is a generalized course, teaching basic console set up and interpretation. Some simulator work is also conducted for teaching symbology. At a recent Utilization and Training Workshop (U&TW) for the AFSC 276X0/277X0 career ladders, AFSC 117X0 MAJCOM personnel expressed to training managers and other training personnel their satisfaction with the current AFSC 276X0 course as the entry-level training program for AFSC 117X0 personnel.

There were 95 tasks not matched with COs of the POI that were performed by 30 percent or more first-enlistment personnel. All but one of these tasks received above average TE ratings (4.22 or higher, see Table 15).

The POI for TAC Course AST3000BQ0HX was evaluated using tasks matched by operational and training personnel from the 552d AWACW at Tinker AFB OK to the COs and TD, TE, and percent first-job and first-enlistment personnel performing information. The occupational survey supported COs requiring task performance of students. Much of the course is devoted to simulator work on the Mission Simulator (MS) which parallels the console onboard the E-3A aircraft. After classroom and simulator training, AFSC 117X0 personnel complete the remainder of the course in hands-on training onboard the E-3A aircraft.

TABLE 14

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE GROUP MEMBERS
AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING				TRAINING EMPHASIS*	TASK DIFFICULTY**
	1ST JOB (N=17)	1ST ENL (N=29)	DAFSC 11750 (N=78)	DAFSC 11770 (N=123)		
J465 PERFORM VOICE CHECKS	88	83	82	75	5.22	3.70
H385 DISPLAY MISSION DATA	24	38	65	51	5.12	3.84
J450 MAINTAIN TACTICAL SITUATION AWARENESS	35	45	58	63	5.12	5.46
H386 DISPLAY THREAT AND WARNING INFORMATION	29	38	54	48	4.73	4.09
J449 MAINTAIN INNER CREW COORDINATION	35	52	73	66	4.73	4.79
J434 CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	65	72	85	79	4.58	4.16
G341 PERFORM AIR-TO-GROUND COMMUNICATIONS NETWORK CONFIGURATION AND MONITORING PROCEDURES	53	48	47	59	4.37	4.89
J433 CONDUCT RADIO CHECKS ON AIRBORNE WARNING AND CONTROL SYSTEMS AIRCRAFT	71	62	63	61	4.07	4.09
G357 PERFORMANCE CHECK EQUIPMENT	18	28	41	47	3.98	4.41
H384 DISPLAY GROUND OPERATIONS DATA	24	28	35	38	3.90	3.93
J432 CONDUCT RADIO CHECKS ON AIRBORNE EARLY WARNING CONTROLS AIRCRAFT	41	45	45	38	3.51	4.16
J463 PERFORM RADIO RELAY OPERATIONS	24	24	31	39	3.34	4.53
G336 OBTAIN ECM RESULTS	47	45	41	42	3.10	4.72
J445 ESTABLISH COMMUNICATIONS LINKS	18	24	23	45	2.59	5.12
J457 PASS IMMEDIATE AIR REQUEST DATA	18	24	18	22	1.98	5.14
G347 PERFORM COMPUTER START-OVER PROCEDURES	0	14	22	18	1.90	4.70
G364 REVIEW ATO	6	7	18	32	1.73	4.43
G346 PERFORM COMPUTER INITIALIZATION OR REINITIAL- IZATION PROCEDURES	12	24	24	16	1.66	5.10

* Mean TE rating is 2.24 and the standard deviation is 1.98 (high TE=4.22)

** Average TD rating is 5.00 and the standard deviation is 1.00

TABLE 15

EXAMPLES OF TASKS NOT REFERENCED TO 3AQR27630 POI BLOCKS
(30 PERCENT OR MORE RESPONDING)

TASKS	PERCENT MEMBERS PERFORMING			TRAINING EMPHASIS*	TASK DIFFICULTY**
	1ST JOB (N=17)	1ST ENL (N=29)			
H376 COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	94	97		6.39	4.11
G353 PERFORM MISSION PLANNING DUTIES	82	86		6.12	4.48
G334 MONITOR VOICE COMMUNICATIONS	82	83		5.88	4.31
G328 MONITOR DATA LINK DISPLAYS	77	79		5.27	4.75
G340 OPERATE MULTIPURPOSE CONSOLES	71	76		7.24	5.35
G342 PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	77	76		6.88	4.39
J434 CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	65	72		4.58	4.16
G325 INTERPRET SENSOR RETURNS	65	69		5.88	5.53
J451 MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	65	66		5.05	4.40
J481 USE "BEADWINDOW" COMMUNICATION PROCEDURES	53	66		4.10	4.77
J452 MONITOR ASSIGNED COMMUNICATION NETS	53	62		5.29	4.20
G321 INSERT OPERATIONAL INFORMATION INTO COMPUTERS	41	52		4.98	4.90
J449 MAINTAIN INNER CREW COORDINATION	35	52		4.73	4.79
G341 PERFORM AIR-TO-GROUND COMMUNICATIONS NETWORK CONFIGURATION AND MONITORING PROCEDURES	53	48		4.37	4.89
J450 MAINTAIN TACTICAL SITUATION AWARENESS	35	45		5.12	5.46
I412 MAKE ORAL REPORTS ON ECM OR UNIDENTIFIED INTERFERENCE	35	45		4.49	5.17
G319 IMPLEMENT PROCEDURES ON HIJACKS	53	45		4.27	5.00
H386 DISPLAY THREAT AND WARNING INFORMATION	29	38		4.73	4.09

* Mean TE rating is 2.24 and the standard deviation is 1.98 (high TE=4.22)

** Average TD rating is 5.00 and the standard deviation is 1.00

Although there is a plan to shift the current Air Surveillance Technician training course to the gaining squadrons and initiate an Air Surveillance Operator course in its place for formal classroom training, survey data indicate the current technician level training is supported and addresses the job being performed by personnel in their first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) assignments.

There were 79 tasks not matched with COs of the TAC POI that were performed by 30 percent or more first-enlistment personnel. All but one of these received above average TE ratings (4.22 or higher, see Table 16).

Training personnel are encouraged to review the computer printouts of the POIs matched with survey data as they undertake future revisions of the POIs. Particular emphasis should be placed on reviewing the tasks not referenced to COs to determine if new areas should be added to the basic courses.

IMPLICATIONS

This survey was conducted primarily to provide training personnel with current information on the Airborne Warning Command and Control Systems Specialty for use in reviewing current training programs. This is the first study for this specialty since its separation from the Aerospace and Warning Systems Specialty (AFSC 276X0) in 1981.

The impact of these findings for training are minimal. Analysis of career ladder documents indicates the tentative STS and the POIs are well supported by survey data, although subject-matter experts should review these training documents, paying particular attention to those tasks not referenced to these training documents.

The findings of this survey suggest the Airborne Warning Command and Control Systems specialty is a stable, highly technical career field. Over half of the survey respondents are homogeneously organized around performance of air surveillance tasks. The remainder of the respondents are in command and control or career field management. The present classification structure, as described by the AFR 39-1 Specialty Descriptions, accurately portrays the jobs in this study with only two minor exceptions. Subject-matter experts are encouraged to review the suggested additions of emphasizing the unique technical functions of the Airborne Aircraft Controller job group and the technical nature of the Career Field Managers job group.

No serious job satisfaction problems appear to exist within this specialty. Positive responses to job satisfaction questions were low for the NORAD Mission Technician job, but this group accounts for about 4 percent of the career field, and members are now being trained in air surveillance functions. Overall, the job satisfaction responses compared very favorably to the comparative sample of Air Force personnel in 1986 and far exceeded those responses of the comparative sample of a similar job group in a 1979 study.

TABLE 16

EXAMPLES OF TASKS NOT REFERENCED TO AST3000BQ0HX POI BLOCKS
(30 PERCENT OR MORE RESPONDING)

TASKS	PERCENT MEMBERS PERFORMING		TRAINING EMPHASIS*	TASK DIFFICULTY**
	1ST JOB (N=17)	1ST ENL (N=29)		
H376 COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	94	97		4.11
G353 PERFORM MISSION PLANNING DUTIES	82	86	6.39	4.48
H389 IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	82	83	6.61	4.70
G292 CONDUCT SENSOR CORRELATION CHECKS	82	83	5.32	4.51
G342 PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	77	76	6.88	4.39
G320 IMPLEMENT PROCEDURES ON UNKNOWN	59	69	5.46	5.06
G287 COMPILE HARD COPY DATA	59	66	4.22	3.08
J481 USE "BEADWINDOW" COMMUNICATION PROCEDURES	53	66	4.10	4.77
J433 CONDUCT RADIO CHECKS ON AIRBORNE WARNING AND CONTROL SYSTEMS AIRCRAFT	71	62	4.07	4.09
J471 RELAY INFORMATION TO OTHER E-3 AIRCRAFT, FRIENDLY AIRCRAFT, OR GROUND STATIONS BY ELECTRONIC DATA LINK	59	59	4.78	4.77
H388 IDENTIFY AND REPORT MEACONING, INTRUSION, JAMMING, INTERFERENCE (MIJI)	41	52	5.73	5.59
J449 MAINTAIN INNER CREW COORDINATION	35	52	4.73	4.79
I407 ANALYZE AND WORK THROUGH COMMUNICATIONS ECM	18	48	5.19	6.06
G341 PERFORM AIR-TO-GROUND COMMUNICATIONS NETWORK CONFIGURATION AND MONITORING PROCEDURES	53	48	4.37	4.89
I418 STUDY REPORTS ON ECCM CAPABILITIES OF SENSORS	47	48	4.00	6.01
J450 MAINTAIN TACTICAL SITUATION AWARENESS	35	45	5.12	5.46

* Mean TE rating is 2.24 and the standard deviation is 1.98 (high TE=4.22)

** Average TD rating is 5.00 and the standard deviation is 1.00

APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED BY
CAREER LADDER SPECIALTY JOB GROUPS**

TABLE I

GROUP ID NUMBER AND TITLE: GRP013, AIR SURVEILLANCE PERSONNEL CLUSTER
 GROUP SIZE: 182 AVERAGE TIME IN JOB: 32 MONTHS
 PREDOMINATE PAYGRADES: E-5/6/7 AVERAGE TAFMS: 140 MONTHS
 PERCENT OF SAMPLE: 78% AVERAGE TICF: 91 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G289 CONDUCT CONSOLE CHECKOUTS	99
H381 DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	98
H377 COMPLETE MANUAL TELLS	98
H402 PERFORM ACTIVE TRACKING ACTIVITIES	97
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	97
F263 POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	97
H391 INITIATE TRACKS ON REPORTED POSITIONS	96
F270 TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	96
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	96
H376 COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	95
F261 PICK UP AND INSPECT FLIGHT LUNCHES	95
F262 PICK UP COFFEE JUGS, WATER JUGS, OR OVENS	95
G286 CLEAN AIRCRAFT INTERIOR	95
H405 PERFORM TELLING AND RECORDING FUNCTIONS	95
F241 OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	95
H390 IDENTIFY EMERGENCY SYMBOLS OR CODES	95
H393 INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTI- FYING AIR AND SURFACE TRACKS	94
H404 PERFORM PASSIVE TRACKING ACTIVITIES	94
F244 ORDER AIRCREW FLIGHT LUNCHES	93
G353 PERFORM MISSION PLANNING DUTIES	93
H379 COORDINATE IDENTIFICATION OF AIR AND SURFACE TRACKS WITH GROUND ELEMENTS	93
G299 COORDINATE IDENTIFICATION TRACKS WITH GROUND ELEMENTS	93
H403 PERFORM COORDINATE CONVERSIONS	93
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	93
H396 MAINTAIN CONTINUITY OF TRACKS	92
G334 MONITOR VOICE COMMUNICATIONS	92
G342 PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	92
H394 INTERROGATE TRACKS FOR IDENTIFICATION, FRIEND OR FOE (IFF)/SELECTIVE IDENTIFICATION FEATURE (SIF) RESPONSES	92
G322 INTERPRET CONSOLE DISPLAYS	92
H389 IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	92

TABLE I-A

GROUP ID NUMBER AND TITLE: GRP052, AIR SURVEILLANCE TECHNICIANS
 GROUP SIZE: 124 AVERAGE TIME IN JOB: 33 MONTHS
 PREDOMINATE PAYGRADES: E-5/6/4 AVERAGE TAFMS: 128 MONTHS
 PERCENT OF SAMPLE: 53% AVERAGE TICF: 82 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	99
H391 INITIATE TRACKS ON REPORTED POSITIONS	99
H377 COMPLETE MANUAL TELLS	99
H381 DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	98
G289 CONDUCT CONSOLE CHECKOUTS	98
H402 PERFORM ACTIVE TRACKING ACTIVITIES	98
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	98
H390 IDENTIFY EMERGENCY SYMBOLS OR CODES	98
H404 PERFORM PASSIVE TRACKING ACTIVITIES	98
F244 ORDER AIRCREW FLIGHT LUNCHES	97
F241 OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	97
F263 POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	97
H393 INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTIFYING AIR AND SURFACE TRACKS	97
H376 COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	97
F261 PICK UP AND INSPECT FLIGHT LUNCHES	96
G299 COORDINATE IDENTIFICATION TRACKS WITH GROUND ELEMENTS	96
H379 COORDINATE IDENTIFICATION OF AIR AND SURFACE TRACKS WITH GROUND ELEMENTS	96
H405 PERFORM TELLING AND RECORDING FUNCTIONS	96
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	96
F262 PICK UP COFFEE JUGS, WATER JUGS, OR OVENS	95
F270 TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	95
G286 CLEAN AIRCRAFT INTERIOR	95
H394 INTERROGATE TRACKS FOR IDENTIFICATION, FRIEND OR FOE (IFF)/SELECTIVE IDENTIFICATION FEATURE (SIF) RESPONSES	95
H389 IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	95
G334 MONITOR VOICE COMMUNICATIONS	94
G353 PERFORM MISSION PLANNING DUTIES	94
F250 PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	94
G322 INTERPRET CONSOLE DISPLAYS	94
H396 MAINTAIN CONTINUITY OF TRACKS	94
H403 PERFORM COORDINATE CONVERSIONS	94

TABLE I-B

GROUP ID NUMBER AND TITLE: GRP036, ADVANCED AIR SURVEILLANCE TECHNICIANS
 GROUP SIZE: 28 AVERAGE TIME IN JOB: 33 MONTHS
 PREDOMINATE PAYGRADES: E-6/7/5 AVERAGE TAFMS: 167 MONTHS
 PERCENT OF SAMPLE: 12% AVERAGE TICF: 117 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G322 INTERPRET CONSOLE DISPLAYS	100
H396 MAINTAIN CONTINUITY OF TRACKS	100
J452 MONITOR ASSIGNED COMMUNICATION NETS	100
G325 INTERPRET SENSOR RETURNS	100
H381 DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	100
H393 INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTIFYING AIR AND SURFACE TRACKS	100
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
J434 CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	100
H402 PERFORM ACTIVE TRACKING ACTIVITIES	100
H391 INITIATE TRACKS ON REPORTED POSITIONS	100
G328 MONITOR DATA LINK DISPLAYS	100
H379 COORDINATE IDENTIFICATION OF AIR AND SURFACE TRACKS WITH GROUND ELEMENTS	100
H374 ASSIGN NUMBERS AND AMPLIFY DATA TO TRACKS	100
G299 COORDINATE IDENTIFICATION TRACKS WITH GROUND ELEMENTS	100
G289 CONDUCT CONSOLE CHECKOUTS	100
H377 COMPLETE MANUAL TELLS	100
G284 CHANGE CONSOLE CONFIGURATION	100
H390 IDENTIFY EMERGENCY SYMBOLS OR CODES	100
F241 OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	100
J465 PERFORM VOICE CHECKS	96
F236 MONITOR RADIO COMMUNICATION TRANSMISSIONS	96
G353 PERFORM MISSION PLANNING DUTIES	96
F235 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	96
J461 PERFORM COMMUNICATIONS CHECKS	96
G321 INSERT OPERATIONAL INFORMATION INTO COMPUTERS	96
G372 TAKE ACTION IN RESPONSE TO COMPUTER ALARMS AND ALERTS	96
G342 PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	96
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	96
G288 COMPLETE PRE-MISSION ACTIVITIES	96
H380 COORDINATE MANUAL TELLS	96

TABLE II

GROUP ID NUMBER AND TITLE: GRP015, COMMAND AND CONTROL PERSONNEL CLUSTER
 GROUP SIZE: 34 AVERAGE TIME IN JOB: 31 MONTHS
 PREDOMINATE PAYGRADES: E-6/7/5 AVERAGE TAFMS: 184 MONTHS
 PERCENT OF SAMPLE: 15% AVERAGE TICF: 120 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
J464 PERFORM RADIO/TELEPHONE (RT) PROCEDURES	100
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	97
J452 MONITOR ASSIGNED COMMUNICATION NETS	94
F243 OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	91
J461 PERFORM COMMUNICATIONS CHECKS	91
F242 OPERATE HIGH FREQUENCY (HF) RADIOS	91
F236 MONITOR RADIO COMMUNICATION TRANSMISSIONS	88
J451 MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	88
J460 PERFORM AUTHENTICATION PROCEDURES	88
G359 PREPARE MISSION KITS	85
J434 CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	85
G278 BREAK FRAGMENTARY ORDERS	85
G288 COMPLETE PRE-MISSION ACTIVITIES	85
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	85
F221 DON AIRCREW PROTECTIVE CLOTHING	85
F241 OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	85
G358 PREPARE AREA OF RESPONSIBILITY (AOR) MAPS OR CHARTS	82
G353 PERFORM MISSION PLANNING DUTIES	82
J465 PERFORM VOICE CHECKS	82
F250 PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	82
F248 PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	82
F266 SECURE EQUIPMENT FOR LANDING	82
J444 ENCODE CLEAR TEXT MESSAGE INTO AUTHENTICATION FORMAT	79
J463 PERFORM RADIO RELAY OPERATIONS	79
J445 ESTABLISH COMMUNICATIONS LINKS	76
F252 PERFORM CHECKLIST TEST OF AIRCREW LIFE SUPPORT EQUIPMENT	76
G305 COORDINATE WITH EXTERNAL AGENCIES ON STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	74
G283 BRIEF RELIEVING CREWMEMBER ON CURRENT STATUS	74
F256 PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	74

TABLE II-A

GROUP ID NUMBER AND TITLE: GRP025, SENIOR BATTLESTAFF TECHNICIANS
 GROUP SIZE: 13 AVERAGE TIME IN JOB: 25 MONTHS
 PREDOMINATE PAYGRADES: E-6/7/8/9 AVERAGE TAFMS: 186 MONTHS
 PERCENT OF SAMPLE: 6% AVERAGE TICF: 99 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
J464 PERFORM RADIO/TELEPHONE (RT) PROCEDURES	100
F243 OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	100
J434 CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	100
G301 COORDINATE OPERATIONS WITH EXTERNAL AGENCIES	100
F242 OPERATE HIGH FREQUENCY (HF) RADIOS	100
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	100
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	100
G334 MONITOR VOICE COMMUNICATIONS	92
G305 COORDINATE WITH EXTERNAL AGENCIES ON STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	92
G356 PERFORM PROCEDURES IN RESPONSE TO STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	92
J445 ESTABLISH COMMUNICATIONS LINKS	92
J453 MONITOR EMPLOYMENT OF ASSIGNED TACTICAL AIR ASSETS AND AIR OPERATIONS	92
J465 PERFORM VOICE CHECKS	92
C110 REVIEW CORRESPONDENCE	92
J433 CONDUCT RADIO CHECKS ON AIRBORNE WARNING AND CONTROL SYSTEMS AIRCRAFT	92
C111 REVIEW REPORTS	92
G296 COORDINATE AIR-TO-GROUND COMMUNICATIONS NETWORK CONFIGURA- TION AND MONITORING PROCEDURES	92
J477 REPORT CC INFO USING UNIVERSAL TRANSVERSE MERCATORS (UTM), GEOGRAPHICAL REFS (GEOREF), OR LAT/LONG POSITION REF SYS	92
G353 PERFORM MISSION PLANNING DUTIES	92
G359 PREPARE MISSION KITS	92
J473 RELAY WEATHER STATUS	92
F250 PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	92
F241 OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	92
F256 PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	92
J461 PERFORM COMMUNICATIONS CHECKS	85
J452 MONITOR ASSIGNED COMMUNICATION NETS	85
F236 MONITOR RADIO COMMUNICATION TRANSMISSIONS	85

TABLE II-B

GROUP ID NUMBER AND TITLE: GRP045, AIRBORNE AIRCRAFT CONTROLLERS
 GROUP SIZE: 11 AVERAGE TIME IN JOB: 37 MONTHS
 PREDOMINATE PAYGRADES: E-6/7/5 AVERAGE TAFMS: 167 MONTHS
 PERCENT OF SAMPLE: 5% AVERAGE TICF: 118 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
J450 MAINTAIN TACTICAL SITUATION AWARENESS	100
J453 MONITOR EMPLOYMENT OF ASSIGNED TACTICAL AIR ASSETS AND AIR OPERATIONS	100
J451 MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	100
J464 PERFORM RADIO/TELEPHONE (RT) PROCEDURES	100
J460 PERFORM AUTHENTICATION PROCEDURES	100
J452 MONITOR ASSIGNED COMMUNICATION NETS	100
J449 MAINTAIN INNER CREW COORDINATION	100
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
J457 PASS IMMEDIATE AIR REQUEST DATA	100
J468 RECEIVE IMMEDIATE AIR REQUEST DATA	100
J461 PERFORM COMMUNICATIONS CHECKS	100
J462 PERFORM COMMUNICATIONS CONSOLE OPERATIONS	100
J465 PERFORM VOICE CHECKS	100
J435 CONFIRM MISSION RESULTS	100
G278 BREAK FRAGMENTARY ORDERS	100
J463 PERFORM RADIO RELAY OPERATIONS	100
G283 BRIEF RELIEVING CREWMEMBER ON CURRENT STATUS	100
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	100
F255 PERFORM CREW INFORMATION FILE CHECKS	100
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	100
F221 DON AIRCREW PROTECTIVE CLOTHING	100
J426 COMPILE OPERATIONAL DATA FOR MISSION REPORTS (MISREP)	100
F248 PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	100
J423 ASSIST BATTLE STAFF OPERATIONS OFFICER (BS00) WITH FREQUENCY MANAGEMENT	100
F222 DON CHEMICAL WARFARE EQUIPMENT	100
F253 PERFORM CHEMICAL WARFARE PROCEDURES	100
J437 COORDINATE AND CONTROL ACTIVITIES OR SUPPORT AIRCRAFT (FORWARD AIR CONTROL AND TACTICAL AIRLIFT)	91
F236 MONITOR RADIO COMMUNICATION TRANSMISSIONS	91
J448 MAINTAIN AIR SITUATION DISPLAY (ASD) BOARDS	91
F243 OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	91

TABLE II-C

GROUP ID NUMBER AND TITLE: GRP031, NORAD MISSION TECHNICIANS
 GROUP SIZE: 9 AVERAGE TIME IN JOB: 34 MONTHS
 PREDOMINATE PAYGRADES: E-7/6/8 AVERAGE TAFMS: 200 MONTHS
 PERCENT OF SAMPLE: 4% AVERAGE TICF: 145 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G305 COORDINATE WITH EXTERNAL AGENCIES ON STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	100
J444 ENCODE CLEAR TEXT MESSAGE INTO AUTHENTICATION FORMAT	100
J464 PERFORM RADIO/TELEPHONE (RT) PROCEDURES	100
G358 PREPARE AREA OF RESPONSIBILITY (AOR) MAPS OR CHARTS	100
J452 MONITOR ASSIGNED COMMUNICATION NETS	100
G359 PREPARE MISSION KITS	100
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
J460 PERFORM AUTHENTICATION PROCEDURES	100
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	100
G352 PERFORM K-42/43 PROCEDURES	89
J438 COORDINATE EMERGENCY ACTIONS WITH NORAD, E-3 NORAD AIRBORNE BATTLE STAFF, SENIOR DIRECTOR, AND BATTLE COMMANDER	89
F236 MONITOR RADIO COMMUNICATION TRANSMISSIONS	89
E177 DECODE MESSAGES	89
E181 ENCODE MESSAGES	89
G356 PERFORM PROCEDURES IN RESPONSE TO STATUS OF ALERTS OR WARNINGS, SUCH AS DEFCON STATUS OR WEATHER ALERTS	89
E178 DESTROY CLASSIFIED MATERIALS	89
J451 MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	89
J461 PERFORM COMMUNICATIONS CHECKS	89
G360 PREPARE OPREP-3 REPORTS	89
G353 PERFORM MISSION PLANNING DUTIES	78
J445 ESTABLISH COMMUNICATIONS LINKS	78
F242 OPERATE HIGH FREQUENCY (HF) RADIOS	78
F243 OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	78
F248 PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	78
G373 UPDATE BATTLE STAFF DISPLAYS	78
G278 BREAK FRAGMENTARY ORDERS	78
G288 COMPLETE PRE-MISSION ACTIVITIES	78
F250 PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	78
F221 DON AIRCREW PROTECTIVE CLOTHING	78
F266 SECURE EQUIPMENT FOR LANDING	78

TABLE III

GROUP ID NUMBER AND TITLE: GRP011, CAREER FIELD MANAGERS
 GROUP SIZE: 5 AVERAGE TIME IN JOB: 43 MONTHS
 PREDOMINATE PAYGRADES: E-7/8/9 AVERAGE TAFMS: 260 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 186 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E180 DRAFT MESSAGES	100
B55 DRAFT DIRECTIVES	100
A27 PREPARE BRIEFING AIDS	100
A30 PREPARE RECOMMENDATIONS FOR CHANGES IN PUBLICATIONS	100
C110 REVIEW CORRESPONDENCE	80
C111 REVIEW REPORTS	80
E192 MAINTAIN HISTORICAL OPERATIONS TREND ANALYSIS	80
B57 IDENTIFY INFORMATION AS CLASSIFIED	80
E211 RESEARCH PUBLICATIONS	80
E190 MAINTAIN CORRESPONDENCE FILES	80
C91 EVALUATE OPERATIONAL REPORTS	80
A28 PREPARE BRIEFINGS	80
B43 CONDUCT MEETINGS	80
A21 PLAN RECORD KEEPING PROCEDURES	80
A38 SCHEDULE TEMPORARY DUTY	80
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	80
A34 REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	80
A29 PREPARE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	80
B67 RESEARCH OPERATIONAL PROCEDURES	60
D143 EVALUATE TRAINING PROGRAMS	60
B58 IDENTIFY INFORMATION AS HAVING POSSIBLE INTELLIGENCE VALUE	60
B59 IDENTIFY INFORMATION AS UNCLASSIFIED	60
C77 ANALYZE WORKLOAD REQUIREMENTS	60
E175 CLASSIFY INFORMATION	60
E188 MAINTAIN CLASSIFIED FILES	60
C116 WRITE STAFF STUDIES	60
B42 CONDUCT CONFERENCES	60
E176 COMPILE INFORMATION FOR OPERATIONAL REPORTS	60
B75 SUPERVISE MILITARY PERSONNEL WITH AFSC OTHER THAN 117X0	60
A11 ESTABLISH OPERATING INSTRUCTIONS (OI)	60

APPENDIX B
SELECTED REPRESENTATIVE TASKS PERFORMED BY
SKILL LEVEL GROUPS

TABLE B-I

GROUP TITLE: 11730/11750 AIRMEN
 GROUP SIZE: 92
 PREDOMINATE PAYGRADES: E-5/4/3
 PERCENT OF SAMPLE: 39%

AVERAGE TIME IN JOB: 26 MONTHS
 AVERAGE TAFMS: 83 MONTHS
 AVERAGE TICF: 51 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G289 CONDUCT CONSOLE CHECKOUTS	96
F263 POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	93
F244 ORDER AIRCREW FLIGHT LUNCHES	92
F270 TURN IN COFFEE JUGS, WATER JUGS, OR OVENS	92
H391 INITIATE TRACKS ON REPORTED POSITIONS	92
H381 DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	91
F262 PICK UP COFFEE JUGS, WATER JUGS, OR OVENS	91
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	90
H377 COMPLETE MANUAL TELLS	89
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	89
H404 PERFORM PASSIVE TRACKING ACTIVITIES	89
F261 PICK UP AND INSPECT FLIGHT LUNCHES	88
H402 PERFORM ACTIVE TRACKING ACTIVITIES	88
H376 COMPLETE CORRELATION CHECKS WITH AIR TRACKS COMMON TO E-3 AND OTHER AGENCIES	88
H390 IDENTIFY EMERGENCY SYMBOLS OR CODES	88
G286 CLEAN AIRCRAFT INTERIOR	88
F241 OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	88
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	87
H403 PERFORM COORDINATE CONVERSIONS	87
H405 PERFORM TELLING AND RECORDING FUNCTIONS	87
H393 INTERPRET IFF/SIF COMPUTER-GENERATED RETURNS FOR IDENTIFYING AIR AND SURFACE TRACKS	86
H389 IDENTIFY AND RESPOND TO EMERGENCY AIRCRAFT DISPLAYS	86
H394 INTERROGATE TRACKS FOR IDENTIFICATION, FRIEND OR FOE (IFF)/SELECTIVE IDENTIFICATION FEATURE (SIF) RESPONSES	86
G299 COORDINATE IDENTIFICATION TRACKS WITH GROUND ELEMENTS	85
F250 PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	85
G322 INTERPRET CONSOLE DISPLAYS	84
G353 PERFORM MISSION PLANNING DUTIES	84
F248 PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	84
F236 MONITOR RADIO COMMUNICATION TRANSMISSIONS	83
H379 COORDINATE IDENTIFICATION OF AIR AND SURFACE TRACKS WITH GROUND ELEMENTS	83

TABLE B-II

GROUP TITLE: 11770 AIRMEN
 GROUP SIZE: 123
 PREDOMINATE PAYGRADES: E-6/7/5
 PERCENT OF SAMPLE: 53%

AVERAGE TIME IN JOB: 36 MONTHS
 AVERAGE TAFMS: 178 MONTHS
 AVERAGE TICF: 109 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	94
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	93
F236 MONITOR RADIO COMMUNICATION TRANSMISSIONS	89
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	89
G353 PERFORM MISSION PLANNING DUTIES	89
G289 CONDUCT CONSOLE CHECKOUTS	89
G288 COMPLETE PRE-MISSION ACTIVITIES	89
F241 OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	89
F263 POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	87
F221 DON AIRCREW PROTECTIVE CLOTHING	87
F250 PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	85
G334 MONITOR VOICE COMMUNICATIONS	84
J461 PERFORM COMMUNICATIONS CHECKS	83
F248 PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	82
J452 MONITOR ASSIGNED COMMUNICATION NETS	81
G283 BRIEF RELIEVING CREWMEMBER ON CURRENT STATUS	81
J464 PERFORM RADIO/TELEPHONE (RT) PROCEDURES	80
G286 CLEAN AIRCRAFT INTERIOR	80
J434 CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	79
F256 PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	78
G322 INTERPRET CONSOLE DISPLAYS	76
F235 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	76
F243 OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	75
F242 OPERATE HIGH FREQUENCY (HF) RADIOS	75
J465 PERFORM VOICE CHECKS	75
H377 COMPLETE MANUAL TELLS	75
F266 SECURE EQUIPMENT FOR LANDING	75
J451 MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	74
G342 PERFORM AIRBORNE WARNING AND CONTROL SYSTEM (AWACS) MONITOR ACTIVITIES	73
H402 PERFORM ACTIVE TRACKING ACTIVITIES	73

TABLE B-III

GROUP TITLE: 11790 AIRMEN
 GROUP SIZE: 12
 PREDOMINATE PAYGRADES: E-8/7
 PERCENT OF SAMPLE: 5%

AVERAGE TIME IN JOB: 37 MONTHS
 AVERAGE TAFMS: 230 MONTHS
 AVERAGE TICF: 165 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	92
C110 REVIEW CORRESPONDENCE	83
E180 DRAFT MESSAGES	83
F243 OPERATE ULTRAHIGH FREQUENCY (UHF) RADIOS	83
J452 MONITOR ASSIGNED COMMUNICATION NETS	83
F242 OPERATE HIGH FREQUENCY (HF) RADIOS	83
B47 COUNSEL PERSONNEL	83
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	83
D147 PARTICIPATE IN CONTINUATION TRAINING CLASSES	83
F263 POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	83
F250 PARTICIPATE IN PRE-MISSION INTELLIGENCE BRIEFINGS	83
F255 PERFORM CREW INFORMATION FILE CHECKS	83
F248 PARTICIPATE IN LIFE SUPPORT TRAINING SEMINARS	83
A29 PREPARE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	83
C111 REVIEW REPORTS	75
G353 PERFORM MISSION PLANNING DUTIES	75
J451 MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	75
J461 PERFORM COMMUNICATIONS CHECKS	75
G334 MONITOR VOICE COMMUNICATIONS	75
F236 MONITOR RADIO COMMUNICATION TRANSMISSIONS	75
F251 PARTICIPATE IN PRE-MISSION WEATHER BRIEFINGS	75
F235 MAINTAIN CURRENT STATUS OF FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	75
A11 ESTABLISH OPERATING INSTRUCTIONS (OI)	75
A34 REVIEW RECOMMENDATIONS FOR AWARDS AND DECORATIONS	75
F256 PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	75
A28 PREPARE BRIEFINGS	75
A24 PLAN SELF-INSPECTIONS	75
J464 PERFORM RADIO/TELEPHONE (RT) PROCEDURES	67
G288 COMPLETE PRE-MISSION ACTIVITIES	67

TABLE B-IV

GROUP TITLE: 11700 AIRMEN
 GROUP SIZE: 7
 PREDOMINATE PAYGRADES: E-9/8
 PERCENT OF SAMPLE: 3%

AVERAGE TIME IN JOB: 41 MONTHS
 AVERAGE TAFMS: 299 MONTHS
 AVERAGE TICF: 259 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E180 DRAFT MESSAGES	100
F247 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	100
F241 OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEEMAKERS	100
B67 RESEARCH OPERATIONAL PROCEDURES	86
C111 REVIEW REPORTS	86
C110 REVIEW CORRESPONDENCE	86
C113 VERIFY MISSION CAPABILITY STATUS OF PERSONNEL	86
C114 VERIFY MISSION READY STATUS OF PERSONNEL	86
B75 SUPERVISE MILITARY PERSONNEL WITH AFSC OTHER THAN 117X0	86
B43 CONDUCT MEETINGS	86
A34 REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	86
B62 INDOCTRINATE NEWLY ASSIGNED PERSONNEL	86
F258 PERFORM PERSONAL EQUIPMENT INSPECTIONS	86
G334 MONITOR VOICE COMMUNICATIONS	86
F221 DON AIRCREW PROTECTIVE CLOTHING	86
C86 EVALUATE INDIVIDUALS FOR RECOGNITION	86
G353 PERFORM MISSION PLANNING DUTIES	86
C115 WRITE APR	86
F257 PERFORM OR PRACTICE EMERGENCY AIRCRAFT EGRESS PROCEDURES	86
J465 PERFORM VOICE CHECKS	86
F263 POST CHANGES TO PERSONAL AIRCREW PUBLICATIONS	86
J434 CONDUCT RADIO CHECKS WITH GROUND AND AIRBORNE WORKING AGENCIES	86
A28 PREPARE BRIEFINGS	86
B68 REVISE JOB DESCRIPTIONS	86
C88 EVALUATE JOB DESCRIPTIONS	86
B47 COUNSEL PERSONNEL	86
A9 DEVELOP WORK METHODS	86
A40 WRITE JOB DESCRIPTIONS	86
G331 MONITOR RADAR COVERAGE	86
F256 PERFORM HIGH ALTITUDE PROCEDURES IN ALTITUDE CHAMBERS	86

END

7-87

DTIC