

UNITED STATES AIR FORCE

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# OCCUPATIONAL SURVEY REPORT

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VISUAL INFORMATION PRODUCTION-DOCUMENTATION

AFSC 231X3

AFPT 90-232-829

MARCH 1989

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

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## PREFACE

This report presents the results of a detailed Air Force occupational survey of the Visual Information Production-Documentation (AFSC 231X3) specialty. The survey was requested by the Intelligence/Space Training Division (TTOI) of Headquarters Air Training Command (HQ ATC). Authority for conducting occupational surveys is contained in AFR 35-2. Computer products upon which this report is based are available for use by operations and training officials.

*Range of job analysis, plus two training in force personnel, personnel development, careers, career ladder. (SLW)*

The survey instrument used in this project was developed by Second Lieutenant Kara Worthington, Inventory Development Specialist. Computer programming support was provided by Mr Wayne Fruge, and administrative support was provided by Mr Richard G. Ramos. First Lieutenant Charles T. Jervey, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

A Visual Information Training Requirements Analysis (TRA) is being accomplished in conjunction with the Visual Information Production-Documentation OSR, and provides comprehensive data describing career ladder training requirements to include technical training recommendations for enlisted 3-, 5-, and 7-skill levels. The TRA will provide a comprehensive database to support anticipated training decisions for the career field. It consists of three sections: a) System Overview--an overall perspective of career ladder training; b) Task Analysis--detailed training decision data for career ladder technical tasks; and c) Training Requirements/Recommendations--what should be trained, when training should occur, and where training should be provided.

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.

This report has been reviewed and approved.

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Center

## SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered worldwide to 271 Visual Information Production-Documentation (AFSC 231X3) incumbents. The 195 respondents in the survey sample represent 72 percent of all assigned Visual Information Production-Documentation personnel.
2. Career Ladder Structure: Six jobs were identified in the career ladder structure analysis. The jobs were directly involved in supervisory functions, training, aerial photography, or technical functions related to visual information production and documentation.
3. Career Ladder Progression: The AFSC 231X3 career ladder shows a common career progression pattern for direct support specialties 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. At the technician level, supervisory tasks gained significantly in time spent performing, although technical tasks still accounted for a large percent of time spent.
4. AFR 39-1 Specialty Descriptions: A comparison of survey data to AFR 39-1 indicates the AFR 39-1 specialty descriptions provide an adequate overview of each of the specialty groups.
5. Training Analysis: Review of the matching of survey data to the AFSC 231X3 Specialty Training Standard (STS) indicates that most task performance sections are supported. Data did not support several paragraphs, however, and they should be looked at to determine if inclusion in future revisions of the STS is warranted. Data indicate that performance measured sections of the Plan of Instruction (POI) of the G3ABR23133 000, Apprentice Visual Information Production-Documentation Specialty Course, showed significant percentages of first-enlistment airmen performing tasks matched. Data did indicate a few paragraphs that lacked appropriate percentages of airmen performing, and these areas, as well as the tasks not referenced section of the POI, should be looked at to determine if inclusion in future revisions to the document are warranted. A Training Requirements Analysis (TRA) was requested in November 1986, after a Training Planning Team meeting at Lowry Technical Training Center. The Visual Information functional community requested a detailed TRA due to changes in the Visual Information career field. Subsequently, HQ ATC/TTOI requested a TRA for all 23XXX career ladders. Also included was a request to review other interservice training requirements, since Lowry TTC provides training for all services. The project is being done by Detachment 5, USAFOMC, Lowry AFB CO. Completion date is October 1989.
6. Job Satisfaction: Overall, respondents were satisfied with their jobs. Most TAFMS groups felt their talents and training were well utilized. Comparative analysis with direct support personnel surveyed in 1988 and AFSC 232X0 personnel surveyed in 1983, showed a much higher view of job satisfaction for the current sample. There was high job satisfaction among all the specialty jobs.

7. Additional Analyses: Analysis of MAJCOMs and CONUS and overseas personnel showed no differences in areas of visual information production and documentation, although there were some minor background differences.

9. Implications: The AFSC 231X3 career ladder is very homogeneous. With the exception of training and supervisory functions, the remaining career ladder jobs center around the various aspects of visual information production and documentation, such as videotape editing and motion picture production. The AFR 39-1 job descriptions were adequate for all skill levels, and job satisfaction was positive for the jobs identified. Most areas of the STS and POI were supported by survey data. Areas not supported and tasks not referenced to the POI should be reviewed by training personnel for possible inclusion in revisions to these documents.

OCCUPATIONAL SURVEY REPORT  
VISUAL INFORMATION PRODUCTION-DOCUMENTATION  
(AFSC 231X3)

INTRODUCTION

This is a report of an occupational survey of the Visual Information Production-Documentation specialty completed by the Occupational Analysis Division, USAF Occupational Measurement Center, in March 1989. The HQ ATC Intelligence/Space Training Division (TTOI) requested this project to obtain current occupational survey information for use in reviewing current training and training documents for the AFSC 231X3 career ladder.

Background

The Visual Information Production-Documentation (AFSC 231X3) specialty was created from the reorganization of the AFSC 232X0 (Audiovisual Production-Documentation) career ladder. The last survey for the career ladder was in December 1983.

The primary mission of the AFSC 231X3 specialty is to photograph aerial and ground productions and documentations, and provide visual information support of contingency or combat operations. A production is a controlled procedure which usually has a script, director, crew, and often tells a story, such as Air Force Now films and training programs. In a documentation, the camera operator records what is actually happening--there is no script. This is often a solo event.

All personnel entering this specialty must attend an interservice Visual Information Production-Documentation specialty course, G3ABR23133 000. This is a CAT A course, 17 weeks in length, at Lowry AFB CO. The course teaches the basics of motion picture and videotape photography for both productions and documentations.

Roughly 74 percent of the personnel in this specialty are assigned to Military Airlift Command (MAC), with the remaining 26 percent primarily assigned to Air Training Command (ATC), Strategic Air Command (SAC), and Air Force Systems Command (AFSC).

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## SURVEY METHODOLOGY

### Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory, AFPT 90-232-829, dated April 1988. A tentative task list was formulated in visits with AFSC 231X3 personnel at Lowry AFB CO to include tasks suggested by the specialty training standard (STS) and other career ladder documents. The tentative task list was then refined and validated by subsequent visits to the five operational CONUS sites listed below:

Charleston AFB SC (MAC)

-- Combat Documentation Functions

Hill AFB UT (AFLC)

-- Interactive Video Functions

Vandenberg AFB CA (SAC)

-- Instrumentation Functions

Norton AFB CA (MAC)

-- Motion Picture and Combat Documentation Functions

Lackland AFB TX (ATC)

-- TV Studio Functions

From these visits, a final task list was developed containing 454 tasks organized under 15 duties. The Background section in the job inventory included questions about job satisfaction, primary job title, and equipment used in performance of an incumbent's job.

### Survey Administration

From April 1988 through November 1988, survey control officers at Consolidated Base Personnel Offices worldwide administered the inventory booklets to personnel holding Visual Information Production-Documentation DAFSCs of 23133, 23153, and 23173. Personnel were selected from a mailing list generated from Uniform Airman Record (UAR) data tapes maintained by the Human Resources Laboratory (HRL). 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 and summed. Each task rating is then divided by the total task ratings

and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

### Survey Sample

All eligible personnel were administered survey booklets. Personnel who had been in their present job at least 6 weeks and not in permanent change of station (PCS) status, retirement, or hospital status were considered eligible for the survey. Table 1 shows the percentage distribution, by Major Command (MAJCOM), of assigned personnel in the career ladder as of April 1988, while Table 2 shows the percentage distribution by paygrade groups. Representation by MAJCOM and paygrade was good. The 195 respondents in the final sample represent 72 percent of assigned AFSC 231X3 personnel.

### Task Factor Administration

In addition to completing the job inventory, selected senior Visual Information Production-Documentation personnel were also asked to complete a second booklet for either task difficulty (TD) or training emphasis (TE) ratings. TD and TE 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. There was good agreement among the 31 AFSC 231X3 raters as to the relative difficulty of the tasks. TD ratings were adjusted so tasks of average difficulty would have ratings of 5.00 and a standard deviation of 1.00. The resulting data are essentially a rank ordering of tasks indicating the degree of difficulty for each task in the inventory.

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 high TE 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 on-the-job training (OJT), or any other organized training method. The agreement among the 41 AFSC 231X3 raters was good. The average TE rating was 2.86, and the standard deviation was 1.76. Tasks receiving ratings of 4.62 or higher are considered to have relatively high TE.

The computer uses the TD and TE ratings for each task in the inventory, percent of first-enlistment respondents performing, and the Training Decision Logic Table found in ATCR 52-22 to compute an Automated Training Indicator (ATI) value for each task. This ATI, the TD and TE values, as well as percent of various groups of respondents performing can provide insight into the

TABLE 1

AFSC 231X3 MAJCOM DISTRIBUTION  
(ASSIGNED MANNING AS OF APRIL 1988)

<u>MAJCOM</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
MILITARY AIRLIFT COMMAND (MAC)	74	80
AF SYSTEMS COMMAND (AFSC)	9	7
STRATEGIC AIR COMMAND (SAC)	4	4
AIR TRAINING COMMAND (ATC)	4	4
OTHER*	9	5

\* Includes Air University (AU), USAF Europe (USAFE), Pacific Air Command (PACAF), Tactical Air Command (TAC), Air Force Communications Command (AFCC), AF Elements Other (AFELM), AF Service Information News Center (AFSINC), and HQ AF District of Washington (AFW).

Total 231X3 Personnel Assigned: 271  
 Total 231X3 Personnel Eligible for Survey: 250  
 Total 231X3 Personnel in Survey Sample: 195  
 Percent of Assigned in Sample: 72%  
 Percent of Eligible in Sample: 78%

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 231X3 PAYGRADE DISTRIBUTION  
(ASSIGNED MANNING AS OF APRIL 1988)

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	31	31
E-4	24	23
E-5	20	19
E-6	11	13
E-7	12	13
E-8	2	1

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.

### SPECIALTY JOBS (Career Ladder Structure)

The structure of jobs within the Visual Information Production-Documentation 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. A job 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 jobs, they are grouped together and labeled as clusters. In many career ladders, there are specialized jobs too dissimilar to be grouped into any cluster. These unique groups are labeled independent jobs.

#### Overview

An analysis of the tasks performed and time spent on those tasks by the 195 respondents resulted in identifying six jobs within the Visual Information Production-Documentation specialty. Figure 1 is a graphic representation of the way these six jobs were organized. The jobs centered around aerial photography, supervisory functions, training, videotape editing, videotape production, and motion picture production. The jobs in the following list are discussed in detail in the following pages.

- I. VIDEOTAPE PRODUCTION PERSONNEL (STG025, N=142)
- II. VIDEOTAPE EDITING PERSONNEL (STG035, N=6)
- III. MOTION PICTURE PRODUCTION PERSONNEL (STG033, N=6)

# AFSC 231X3 SPECIALTY JOBS (N=195)

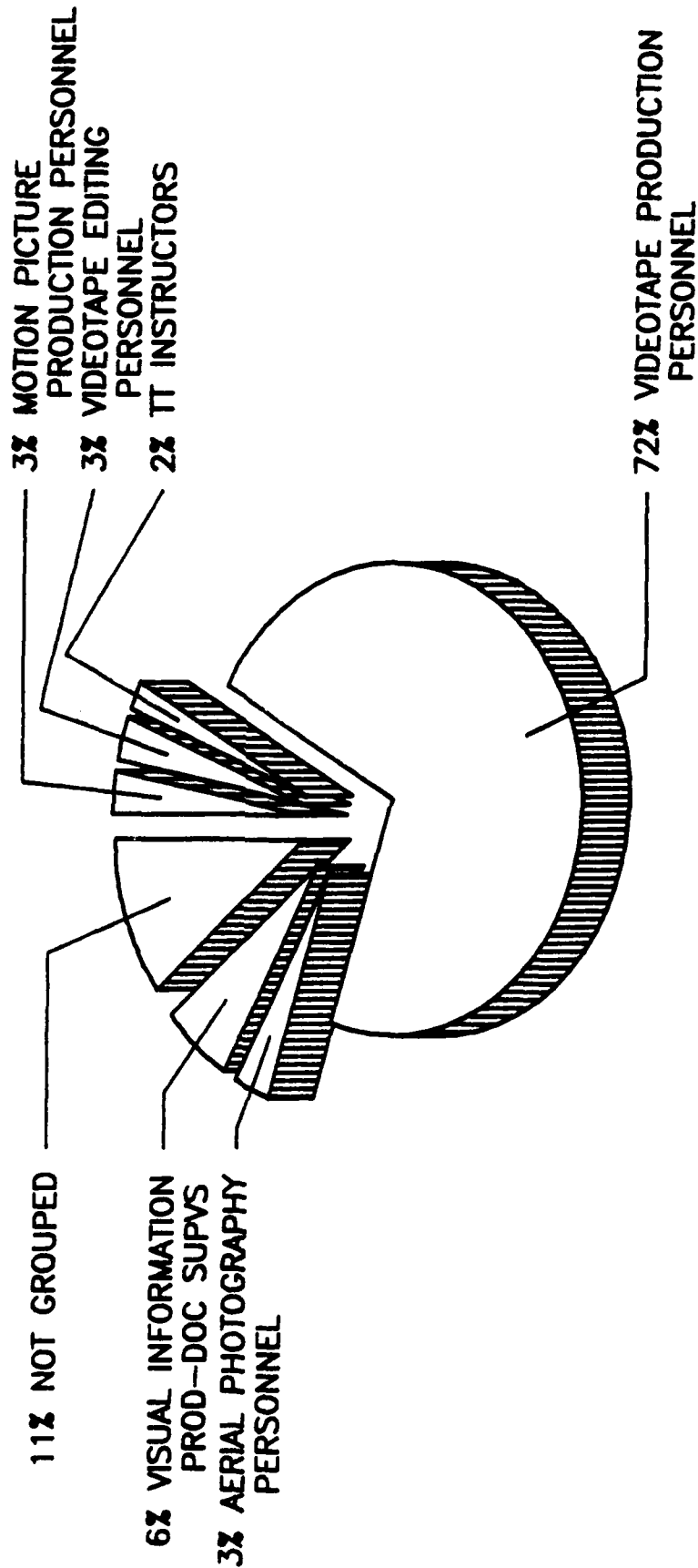


Figure 1

- IV. VISUAL INFORMATION PRODUCTION-DOCUMENTATION SUPERVISORS  
(STG022, N=11)
- V. TECHNICAL TRAINING INSTRUCTORS (STG011, N=3)
- VI. AERIAL PHOTOGRAPHY PERSONNEL (STG020, N=5)

The above jobs account for 173 respondents (89 percent of the sample). The remaining 11 percent did not group with any of the jobs because of either the unique job they performed or the manner in which they perceived their jobs.

Table 3 provides selected background information, such as DAFSC distribution, average time in career field (TICF), and average number of tasks performed for the various jobs. Table 4 provides data on the relative time spent on each of the 15 duties by personnel in each of the specialty jobs. Appendix A provides background information for members of all the jobs identified in the career ladder structure analysis, as well as examples of tasks commonly performed by each of the jobs identified.

#### Job Descriptions

I. VIDEOTAPE PRODUCTION PERSONNEL (STG025, N=142). The 142 members of this specialty job comprise 73 percent of the survey sample. Videotape Production Personnel work primarily with television and video production, although several members work with motion pictures. Members of this job are also involved in documentary assignments as well as productions. Fifty-two percent of their job time is spent performing general technical and support, audio, and videotape functions (see Table 4). Twenty-three percent of this group are located overseas. Tasks most commonly performed include:

- record cutaways
- perform pans or tilts
- record establishing shots
- record reestablishing shots
- perform medium shot (MS) recordings
- perform long shot (LS) recordings
- record cut-ins
- perform reverse shot progression (CU-MS-LS)  
recordings

Videotape Production Personnel average 81 months total active federal military service (TAFMS), 62 months TICF, and perform an average of 116 tasks.

II. VIDEOTAPE EDITING PERSONNEL (STG035, N=6). Accounting for 3 percent of the total sample, this group spends 20 percent of job time in editing functions and another 39 percent in general technical and support, audio, and

TABLE 3

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	VIDEOTAPE PRODUCTION PERSONNEL (SIG025)	VIDEOTAPE EDITING PERSONNEL (SIG035)	MOTION PICTURE PRODUCTION PERSONNEL (SIG033)
NUMBER IN GROUP	142	6	6
PERCENT OF SAMPLE	73%	3%	3%
PERCENT CONUS	77%	100%	100%
DAFSC DISTRIBUTION (PERCENT):			
23133	19%	33%	0%
23153	61%	67%	83%
23173	20%	0%	17%
PREDOMINATE PAYGRADES (DESCENDING)			
	E-4/3/5	E-3/4/5	E-5/4/6
AVERAGE MONTHS IN PRESENT JOB	28	33	39
AVERAGE T1CF (MOS)	62	57	60
AVERAGE TAFMS (MOS)	81	67	88
PERCENT IN FIRST ENLISTMENT	50%	67%	17%
PERCENT SUPERVISING	35%	33%	67%
AVERAGE NUMBER OF TASKS PERFORMED	116	83	84

TABLE 3 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	VISUAL INFORMATION PROD/DOCUMENTATION SUPERVISORS (SIG022)	TECHNICAL TRAINING INSTRUCTORS (SIG011)	AERIAL PHOTOGRAPHY PERSONNEL (SIG020)
NUMBER IN GROUP	11	3	5
PERCENT OF SAMPLE	6%	2%	3%
PERCENT CONUS	73%	100%	100%
DAFSC DISTRIBUTION (PERCENT):			
23133	0%	0%	0%
23153	9%	100%	60%
23173	91%	0%	40%
PREDOMINANT PAYGRADES (DESCENDING)			
	E-7/8/4	E-6/5	E-5/6/7
AVERAGE MONTHS IN PRESENT JOB	16	33	29
AVERAGE TICF (MOS)	196	111	107
AVERAGE TAFMS (MOS)	221	133	176
PERCENT IN FIRST ENLISTMENT	0%	0%	0%
PERCENT SUPERVISING	91%	0%	40%
AVERAGE NUMBER OF TASKS PERFORMED	132	62	43

TABLE 4

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	VIDEOTAPE PRODUCTION PERSONNEL (STG025)	VIDEOTAPE EDITING PERSONNEL (STG035)	MOTION PICTURE PRODUCTION PERSONNEL (STG033)
A ORGANIZING AND PLANNING	3	1	3
B DIRECTING AND IMPLEMENTING	2	2	2
C INSPECTING AND EVALUATING	2	2	3
D TRAINING	3	4	8
E PERFORMING ADMINISTRATIVE FUNCTIONS	14	24	11
F PERFORMING GENERAL TECHNICAL AND SUPPORT TASKS	33	17	33
G PERFORMING AUDIO TASKS	10	12	1
H PERFORMING VIDEOTAPE TASKS	9	10	2
I PERFORMING MOTION PICTURE TASKS	1	*	9
J PERFORMING INSTRUMENTATION TASKS	*	*	3
K PERFORMING PRODUCING, DIRECTING, AND WRITING TASKS	6	2	4
L PERFORMING EDITING TASKS	7	20	2
M PERFORMING LIGHTING TASKS	6	3	13
N PREPARING, CONSTRUCTING, AND STRIKING SETS	2	2	0
O PERFORMING MAINTENANCE ON VISUAL INFORMATION EQUIPMENT	3	2	7

\* Denotes less than .5 percent

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

TABLE 4 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	VISUAL INFORMATION PROD/DOCUMENTATION SUPERVISORS (STG022)	TECHNICAL TRAINING INSTRUCTORS (STG011)	AERIAL PHOTOGRAPHY PERSONNEL (STG020)
A ORGANIZING AND PLANNING	13	7	4
B DIRECTING AND IMPLEMENTING	8	5	1
C INSPECTING AND EVALUATING	11	8	2
D TRAINING	8	43	0
E PERFORMING ADMINISTRATIVE FUNCTIONS	19	8	15
F PERFORMING GENERAL TECHNICAL AND SUPPORT TASKS	16	7	36
G PERFORMING AUDIO TASKS	2	9	0
H PERFORMING VIDEOTAPE TASKS	4	1	4
I PERFORMING MOTION PICTURE TASKS	2	2	16
J PERFORMING INSTRUMENTATION TASKS	1	0	5
K PERFORMING PRODUCING, DIRECTING, AND WRITING TASKS	8	*	0
L PERFORMING EDITING TASKS	3	8	2
M PERFORMING LIGHTING TASKS	3	0	0
N PREPARING, CONSTRUCTING, AND STRIKING SETS	1	0	0
O PERFORMING MAINTENANCE ON VISUAL INFORMATION EQUIPMENT	1	2	15

\* Denotes less than .5 percent

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

video functions (see Table 4). Members of this group differ from the Videotape Production Personnel in that their job is primarily that of editing scripts and videotapes. Personnel in this group average 83 tasks and are predominately 5-skill level. Typical tasks performed by the six members of this specialty job include:

- edit tapes using time codes
- perform insert video editing
- edit tapes using fades and dissolves
- edit tapes using control track techniques
- edit tapes using edit decision lists
- complete AAVS Forms 31 (1/2 Videocassette Label)
- perform assemble video editing
- erase videotapes or audiotapes

Personnel in this job average 67 months TAFMS, 57 months TICF, and have an average paygrade of E-3.

III. MOTION PICTURE PRODUCTION PERSONNEL (STG033, N=6). Members of this specialty job perform functions related to motion picture documentation. None of their work involves video recording. Technical responsibilities involve determining lighting and film requirements, setting up cameras and lighting, performing motion picture recording, and planning and directing documentations. Examples of tasks performed by members of this group include:

- determine aperture stop for desired exposures
- determine lighting levels for motion picture productions or documentations
- determine lighting equipment requirements for productions or documentations
- determine filters for color productions or documentations
- determine amperage capacity of circuits
- determine lens focal lengths
- determine lighting color balances for motion picture productions or documentations
- perform LS recordings

The job is dominated by 5- and 7-skill level personnel with an average paygrade of E-5. Members average 88 months TAFMS, 60 months TICF, and perform an average of 83 tasks.

IV. VISUAL INFORMATION PRODUCTION-DOCUMENTATION SUPERVISORS (STG022, N=11). This job, representing approximately 6 percent of the sample, is comprised of individuals who perform a large number of supervisory and planning

functions. Although 59 percent of their job time is spent in supervisory and administrative functions, members of this group are still performing highly technical tasks. Some of the most representative tasks of this group are:

- counsel personnel
- schedule leaves or temporary duty (TDY) assignments
- write correspondence
- evaluate compliance with work standards
- review or indorse airman performance reports (APR)
- analyze workload requirements
- write APR
- coordinate mission requirements with customers

Supervisors average 221 months TAFMS, 196 months TICF, and 132 tasks performed.

V. TECHNICAL TRAINING INSTRUCTORS (STG011, N=3). Accounting for only 2 percent of the total sample, members of this specialty job spend a large percentage of their job time (43 percent) in training functions. Technical Training Instructors are responsible for the instruction and technical training, to include counseling, evaluation, and classroom and laboratory training, provided to entry-level personnel. Some of the most representative tasks performed by the three members of this specialty job include:

- evaluate progress of resident course students
- conduct resident classroom training
- write tests
- write correspondence
- determine requirements for space, personnel, equipment,  
or supplies
- administer tests
- counsel trainees on training progress
- maintain training records, charts, or graphs

Technical Training Instructors average 62 tasks, 133 months TAFMS, and 111 months TICF.

VI. AERIAL PHOTOGRAPHY PERSONNEL (STG020, N=5). This group spends the largest percentage of their job time in general technical and support functions (36 percent), with another 16 percent spent in motion picture functions. Unlike the other jobs identified, members of this group are aircrew qualified and spend 15 percent of their job time in maintenance of visual information equipment (see Table 4). Members of this job perform aerial motion picture recording, including aerial instrumentation photography. Typical tasks performed by members of this group include:

- perform daily or preuse inspections of equipment
- operate cameras while wearing G-suits
- operate cameras while wearing oxygen masks
- store film in cold storage areas
- perform preventive maintenance on still cameras
- perform aerial motion picture recordings, other than instrumentation, using high speed cameras
- load film in cameras
- perform aircrew qualification requirements

This group of predominately senior personnel averages 176 months TAFMS, 107 months TICF, and 43 tasks performed.

#### Summary

Six jobs were identified in the career ladder structure analysis. The jobs involve videotape and motion picture production, editing, technical training, supervision, and aerial photography. These six jobs, combined, present a clear picture of the Visual Information Production-Documentation 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 23133 and 23153 indicated that, while there are some minor differences, the jobs they perform are essentially the same, as evidenced by the fact there is a 76 percent similarity in the tasks they perform. 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 two skill-level groups being discussed.

The AFSC 231X3 career ladder shows a typical career progression pattern seen in most direct support specialties as one advances from the 3-skill level through the 7-skill level. As shown in Table 6, DAFSC 23133/53 personnel are spending the majority of their job time on technical tasks, while 30 percent of the DAFSC 23173 job incumbent's time is spent on the supervisory duties A-D

TABLE 5  
 DISTRIBUTION OF 231X3 DAFSC GROUP MEMBERS  
 ACROSS MAJOR SPECIALTY JOBS  
 (PERCENT RESPONDING)

<u>MAJOR SPECIALTY JOBS</u>	<u>DAFSC 23133/53 (N=145)</u>		<u>DAFSC 23173 (N=50)</u>	
	<u>NMBR</u>	<u>PCT</u>	<u>NMBR</u>	<u>PCT</u>
I. VIDEOTAPE PRODUCTION PERSONNEL (N=142)	114	79%	28	56%
II. VIDEOTAPE EDITING PERSONNEL (N=6)	6	4%	0	0%
III. MOTION PICTURE PRODUCTION PERSONNEL (N=6)	5	3%	1	2%
IV. VISUAL INFORMATION PRODUCTION- DOCUMENTATION SUPERVISORS (N=11)	1	1%	10	20%
V. TECHNICAL TRAINING INSTRUCTORS (N=3)	3	2%	0	0%
VI. AERIAL PHOTOGRAPHY PERSONNEL (N=5)	3	2%	2	4%
VII. PERCENT NOT GROUPED (N=22)	13	9%	9	18%

\* Denotes less than .5 percent

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

TABLE 6  
RELATIVE PERCENT TIME SPENT ON DUTIES BY 231X3 DAFSC GROUPS

<u>DUTIES</u>	<u>DAFSC 23133/53 (N=145)</u>	<u>DAFSC 23173 (N=50)</u>
A ORGANIZING AND PLANNING	2	9
B DIRECTING AND IMPLEMENTING	1	7
C INSPECTING AND EVALUATING	1	7
D TRAINING	3	7
E PERFORMING ADMINISTRATIVE FUNCTIONS	14	17
F PERFORMING GENERAL TECHNICAL AND SUPPORT TASKS	34	21
G PERFORMING AUDIO TASKS	10	6
H PERFORMING VIDEOTAPE TASKS	8	5
I PERFORMING MOTION PICTURE TASKS	2	1
J PERFORMING INSTRUMENTATION TASKS	1	*
K PERFORMING PRODUCING, DIRECTING, AND WRITING TASKS	5	7
L PERFORMING EDITING TASKS	7	4
M PERFORMING LIGHTING TASKS	5	4
N PREPARING, CONSTRUCTING, AND STRIKING SETS	1	1
O PERFORMING MAINTENANCE ON VISUAL INFORMATION EQUIPMENT	4	2

\* Denotes less than .5 percent

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

(see Table 6). Table 7 presents representative tasks of and differences across skill-level groups, while Tables 8 and 9, respectively, present job descriptions for the DAFSC 23133/53 and 23173 skill levels.

### Skill-Level Descriptions

DAFSC 23133/53. As in most career ladders, the job performed by 3- and 5-skill level respondents is largely technical in nature. The 145 airmen in the 3- and 5-skill level group (representing 74 percent of the survey sample) perform an average of 95 tasks, with 161 of the total 454 survey tasks accounting for 60 percent of their job time. Thirty-four percent of their job time is spent in general technical and support tasks, with another 14 percent of job time spent in administrative duties (see Table 6). The average TICF is 46 months, with an average TAFMS of 61 months. Seventy-nine percent of this group work as Videotape Production Personnel (see Table 5).

DAFSC 23173. Seven-skill level personnel comprise 26 percent of the survey sample. This group averages 158 months TICF, 209 months TAFMS, and performs an average of 130 tasks. Most 7-skill level personnel work as Videotape Production Personnel (56 percent) or as Supervisors (20 percent, see Table 5). Like many other career ladders, supervisory tasks account for a large percentage of job time at the 7-skill level (30 percent, see Table 6). This trend is supported by Table 3, where many of the tasks performed by 7-skill level personnel are primarily supervisory in nature.

### Summary

Career ladder progression in this specialty is typical of most direct support career ladders through all skill levels. As one progresses from the 3- to the 5-skill level, technical tasks account for a large proportion of job time. At the 7-skill level, percent time spent in managerial areas increases significantly, although technical tasks still account for a large percentage of job time. Representation of skill levels across specialty jobs shows the majority performing as Videotape Production Personnel.

## ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

The results of the skill level and job structure analyses were compared with the AFR 39-1 Specialty Descriptions, dated 1 February 1988, for the Visual Information Production-Documentation 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 two descriptions applicable to this study. One describes the jobs of DAFSCs 23113, 23133, and 23153; the second describes the jobs of DAFSC 23173.

TABLE 7

REPRESENTATIVE TASKS FOR 231X3 DAFSC GROUPS  
WITH DIFFERENCES BETWEEN THE GROUPS  
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 23133/ 23153 (N=145)	DAFSC 23173 (N=50)	DIFFERENCE
F237 PERFORM SHOT PROGRESSION (LS-MS-CU) RECORDINGS	83	56	+27
L403 PERFORM ASSEMBLE VIDEO EDITING	72	48	+24
F233 PERFORM LONG SHOT (LS) RECORDINGS	90	68	+22
F234 PERFORM MEDIUM SHOT (MS) RECORDINGS	90	68	+22
L397 EDIT TAPES USING FADES AND DISSOLVES	61	40	+21
F235 PERFORM PANS OR TILTS	91	70	+21
F245 RECORD CUTAWAYS	87	66	+21
* * * * *			
K382 SELECT PHOTOS OR SLIDES FOR PRODUCTIONS OR DOCUMENTATIONS	10	30	-20
B38 IMPLEMENT SECURITY PROGRAMS	3	24	-21
C69 INVESTIGATE ACCIDENTS OR INCIDENTS	3	24	-21
B33 DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	1	22	-21
F223 PARTICIPATE IN POSTDOCUMENTATION CONFERENCES	39	60	-21
B34 DRAFT DIRECTIVES OR SUPPLEMENTS TO DIRECTIVES	5	26	-21
B40 INITIATE PERSONNEL ACTION REQUESTS	3	24	-21

TABLE 8  
 REPRESENTATIVE TASKS PERFORMED BY AFSC 23133/23153  
 SKILL LEVEL PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
F235 PERFORM PANS OR TILTS	91
F234 PERFORM MEDIUM SHOT (MS) RECORDINGS	90
F233 PERFORM LONG SHOT (LS) RECORDINGS	90
F245 RECORD CUTAWAYS	87
F246 RECORD ESTABLISHING SHOTS	86
F248 RECORD REESTABLISHING SHOTS	86
H286 LOAD VIDEOTAPE IN RECORDERS	85
F254 SET UP CAMERA TRIPODS, SPIDERS, PEDESTALS, OR DOLLIES	85
F244 RECORD CUT-INS	85
F236 PERFORM REVERSE SHOT PROGRESSION (CU-MS-LS) RECORDINGS	84
F237 PERFORM SHOT PROGRESSION (LS-MS-CU) RECORDINGS	83
F247 RECORD OVERLAPPING ACTIONS	83
G257 CONTROL LEVELS ON AUDIO EQUIPMENT	81
G269 POSITION MICROPHONES	79
F249 RECORD TRANSITIONS	78
H300 PERFORM UNCLASSIFIED DOCUMENTATION VIDEOTAPE RECORDINGS	77
M417 DETERMINE LIGHTING EQUIPMENT REQUIREMENTS FOR PRODUCTIONS OR DOCUMENTATIONS	76
L404 PERFORM INSERT VIDEO EDITING	74
F196 DETERMINE EQUIPMENT OR ACCESSORIES REQUIRED FOR MISSIONS	73
L403 PERFORM ASSEMBLE VIDEO EDITING	72
F195 DETERMINE CAMERA LOCATIONS FOR PRODUCTIONS OR DOCUMENTATIONS	71
H283 DUPLICATE VIDEOTAPES	70
E131 COMPLETE DD FORMS 1351 (TRAVEL VOUCHER)	70
M419 DETERMINE LIGHTING LEVELS FOR VIDEOTAPE PRODUCTIONS OR DOCUMENTATIONS	69
M423 OPERATE FIELD DOCUMENTATION LIGHTING	68
L395 EDIT TAPES USING CONTROL TRACK TECHNIQUES	67
F200 DETERMINE POINTS OF VIEW	66

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY AFSC 23173  
SKILL LEVEL PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
C74 WRITE APR	84
F196 DETERMINE EQUIPMENT OR ACCESSORIES REQUIRED FOR MISSIONS	84
B32 COUNSEL PERSONNEL	84
E140 COORDINATE MISSION REQUIREMENTS WITH CUSTOMERS	80
C72 REVIEW OR INDORSE AIRMAN PERFORMANCE REPORTS (APR)	76
D80 CONDUCT OJT	70
H286 LOAD VIDEOTAPE IN RECORDERS	74
B47 WRITE CORRESPONDENCE	74
F195 DETERMINE CAMERA LOCATIONS FOR PRODUCTIONS OR DOCUMENTATIONS	74
E131 COMPLETE DD FORMS 1351 (TRAVEL VOUCHER)	74
A21 PLAN OR SCHEDULE WORK ASSIGNMENTS	72
G257 CONTROL LEVELS ON AUDIO EQUIPMENT	72
B45 SUPERVISE VISUAL INFORMATION PRODUCTION-DOCUMENTATION SPECIALISTS (AFSC 23153)	70
D100 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	70
F200 DETERMINE POINTS OF VIEW	70
F235 PERFORM PANS OR TILTS	70
A23 PLAN VIDEOTAPE DOCUMENTATIONS	68
F234 PERFORM MEDIUM SHOT (MS) RECORDINGS	68
F233 PERFORM LONG SHOT (LS) RECORDINGS	68
M417 DETERMINE LIGHTING EQUIPMENT REQUIREMENTS FOR PRODUCTIONS OR DOCUMENTATIONS	68
M419 DETERMINE LIGHTING LEVELS FOR VIDEOTAPE PRODUCTIONS OR DOCUMENTATIONS	68
F254 SET UP CAMERA TRIPODS, SPIDERS, PEDESTALS, OR DOLLIES	68
F246 RECORD ESTABLISHING SHOTS	68
F248 RECORD REESTABLISHING SHOTS	68
F236 PERFORM REVERSE SHOT PROGRESSION (CU-MS-LS) RECORDINGS	68
H300 PERFORM UNCLASSIFIED DOCUMENTATION VIDEOTAPE RECORDINGS	66

The descriptions for the 3-, 5-, and 7-skill levels were well supported by the findings of this survey. The descriptions depict the highly technical aspect of the job, as well as the increase in supervisory responsibilities previously described in the DAFSC analysis. The descriptions also capture the primary responsibilities of members in the six jobs identified by the job structure analysis process.

## TRAINING ANALYSIS

Occupational survey data provide 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).

### First-Enlistment Personnel

First-enlistment personnel account for 43 percent of the survey sample. This group averages 22 months TICF, 24 months TAFMS, and performs an average of 83 tasks.

Analysis of tasks performed by first-enlistment respondents generally is useful to training personnel, since it is this group which represents the target group for basic resident technical training. Table 10 presents the relative percent time spent on duties by first-enlistment Visual Information Production-Documentation personnel, while Table 11 contains examples of tasks performed by these personnel. Most of the tasks involved general technical and support tasks. This is consistent with previous findings that this duty accounts for a substantial percent of job time for 3- and 5-skill level personnel (34 percent). Figure 2 reflects the distribution of first-enlistment respondents across career ladder jobs. Over 86 percent of the 1-48 months TAFMS respondents grouped with the Videotape Production Personnel job, indicating that most first-term airmen are assigned to this particular area. Therefore, performance of general technical and support tasks for videotape production should receive a substantial degree of emphasis during first-enlistment training. Eight percent of first-enlistment personnel did not group with any of the identified jobs because of the way in which they answered the survey or perceived their jobs.

One area of analysis that is useful to training personnel is the type of equipment maintained or operated by various first-enlistment personnel. This analysis can be useful in determining what types of equipment to train students on in technical school or as part of OJT. Table 12 presents the various types of equipment used by AFSC 231X3 first-enlistment personnel and the

TABLE 10  
 RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 231X3  
 FIRST-ENLISTMENT PERSONNEL

<u>DUTIES</u>	<u>PERCENT TIME SPENT</u>
A ORGANIZING AND PLANNING	1
B DIRECTING AND IMPLEMENTING	*
C INSPECTING AND EVALUATING	*
D TRAINING	1
E PERFORMING ADMINISTRATIVE FUNCTIONS	12
F PERFORMING GENERAL TECHNICAL AND SUPPORT TASKS	38
G PERFORMING AUDIO TASKS	11
H PERFORMING VIDEOTAPE TASKS	10
I PERFORMING MOTION PICTURE TASKS	1
J PERFORMING INSTRUMENTATION TASKS	1
K PERFORMING PRODUCING, DIRECTING, AND WRITING TASKS	4
L PERFORMING EDITING TASKS	8
M PERFORMING LIGHTING TASKS	6
N PREPARING, CONSTRUCTING, AND STRIKING SETS	2
O PERFORMING MAINTENANCE ON VISUAL INFORMATION EQUIPMENT	4

\* Denotes less than .5 percent

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

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY AFSC 231X3  
 FIRST-ENLISTMENT PERSONNEL  
 (1-48 MONTHS TAFMS)

TASKS	PERCENT MEMBERS PERFORMING (N=83)
F235 PERFORM PANS OR TILTS	95
F234 PERFORM MEDIUM SHOT (MS) RECORDINGS	94
F233 PERFORM LONG SHOT (LS) RECORDINGS	94
F254 SET UP CAMERA TRIPODS, SPIDERS, PEDESTALS, OR DOLLIES	92
F245 RECORD CUTAWAYS	92
F246 RECORD ESTABLISHING SHOTS	90
F248 RECORD REESTABLISHING SHOTS	90
H286 LOAD VIDEOTAPE IN RECORDERS	89
F236 PERFORM REVERSE SHOT PROGRESSION (CU-MS-LS) RECORDINGS	89
F244 RECORD CUT-INS	88
F237 PERFORM SHOT PROGRESSION (LS-MS-CU) RECORDINGS	88
F247 RECORD OVERLAPPING ACTIONS	87
H300 PERFORM UNCLASSIFIED DOCUMENTATION VIDEOTAPE RECORDINGS	84
G257 CONTROL LEVELS ON AUDIO EQUIPMENT	84
G269 POSITION MICROPHONES	81
F249 RECORD TRANSITIONS	78
L404 PERFORM INSERT VIDEO EDITING	76
M417 DETERMINE LIGHTING EQUIPMENT REQUIREMENTS FOR PRODUCTIONS OR DOCUMENTATIONS	75
L403 PERFORM ASSEMBLE VIDEO EDITING	75
F195 DETERMINE CAMERA LOCATIONS FOR PRODUCTIONS OR DOCUMENTATIONS	73
F196 DETERMINE EQUIPMENT OR ACCESSORIES REQUIRED FOR MISSIONS	73
H283 DUPLICATE VIDEOTAPES	71
E131 COMPLETE DD FORMS 1351 (TRAVEL VOUCHER)	71
M423 OPERATE FIELD DOCUMENTATION LIGHTING	71
E123 COMPLETE AAVS FORMS 16 (VIDEO CAPTION SHEET)	70
M419 DETERMINE LIGHTING LEVELS FOR VIDEOTAPE PRODUCTIONS OR DOCUMENTATIONS	70
L395 EDIT TAPES USING CONTROL TRACK TECHNIQUES	69
F199 DETERMINE LENS FOCAL LENGTHS	66
G273 RECORD ORIGINAL AUDIO SOURCES	65
G261 DETERMINE AUDIO REQUIREMENTS FOR SHOOTING LOCATIONS	65
F202 ERASE VIDEOTAPES OR AUDIOTAPES	65

DISTRIBUTION OF FIRST-ENLISTMENT PERSONNEL  
ACROSS SPECIALTY JOBS  
(N=83)

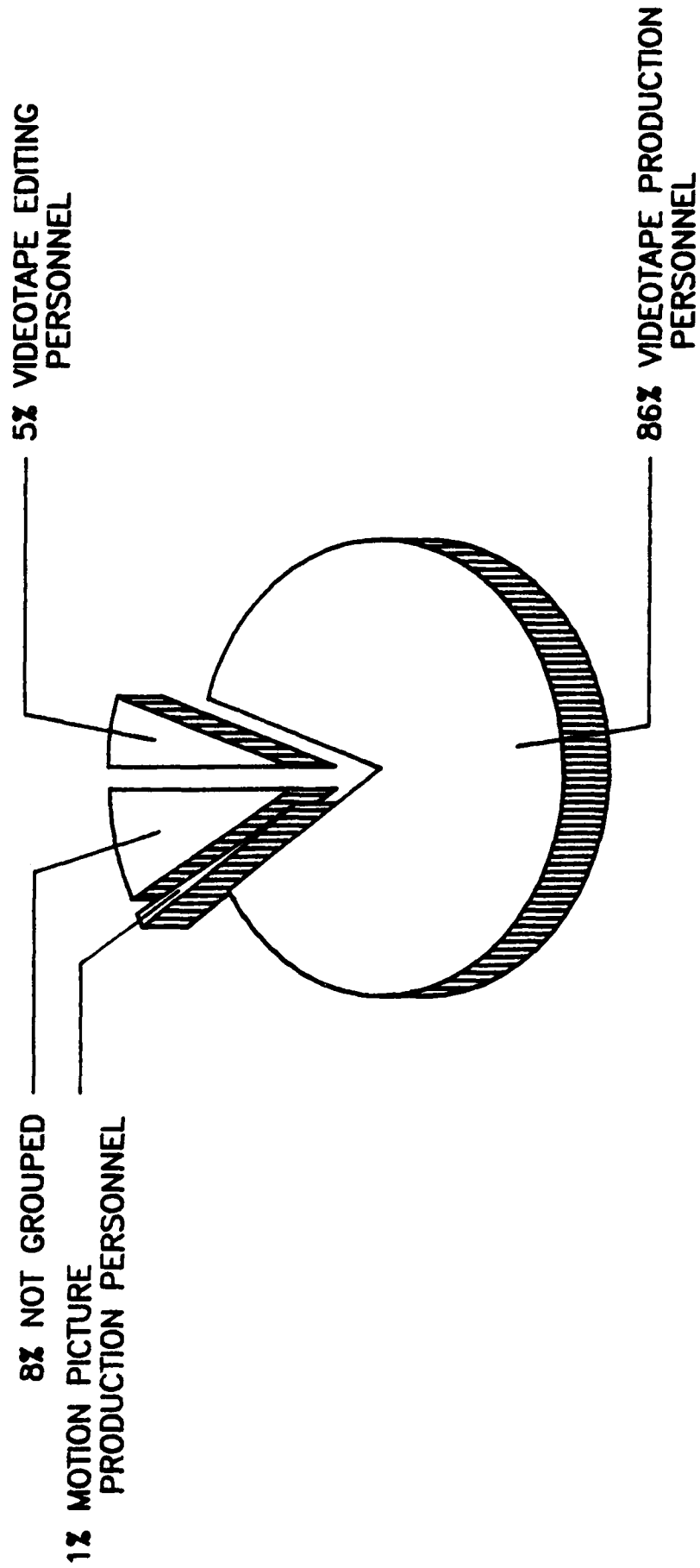


Figure 2

TABLE 12

EQUIPMENT USED BY 30 PERCENT OR MORE  
AFSC 231X3 FIRST-ENLISTMENT PERSONNEL  
(1-48 MONTHS TAFMS)

<u>EQUIPMENT USED</u>	<u>PERCENT MEMBERS RESPONDING</u>
TRIPODS (SPIDERS, PEDESTALS)	94
BARNDOORS	90
LIGHTS, FLOOD	90
LIGHTS, SPOT	89
LENSES, VARIABLE FOCAL LENGTH	88
EDITING EQUIPMENT, VIDEOTAPE	86
TELEVISION MONITORS	84
LIGHTING KITS (SUN GUNS)	83
LIGHT STANDS	83
MICROPHONES, HARD WIRED	82
DIFFUSERS (SCRIMS)	77
VIDEOTAPE DECKS, 3/4 INCH	77
VIDEO SWITCHERS	73
CHARACTER GENERATORS	71
VIDEO RECORDER/REPRODUCERS, STUDIO, 3/4 INCH	71
VIDEOTAPE DECKS, 1/2 INCH, BETA CAM	71
TELEVISION CAMERAS, COLOR	67
MICROPHONES, WIRELESS	65
AUDIO MIXERS	64
VIDEO BULK ERASERS	64
VIDEO RECORDER/REPRODUCERS, STUDIO, 1/2 INCH	64
PORTABLE LIGHTING SYSTEMS (650 KITS)	63
TIME BASE CORRECTORS (TBC)	58
COMPACT DISC PLAYERS	57
VIDEOTAPE DECKS, 1/2 INCH, VHS	55
WAVEFORM MONITORS (WFM)	54
EXPOSURE METERS, INCIDENT LIGHT	53
LENSES, GYRO ZOOM	53
AUDIO CONSOLES	51
FILTERS, PHOTOGRAPHIC	51
TELEPROMPTERS	51
REFLECTORS	46
EXPOSURE METERS, REFLECTED LIGHT	41
PROJECTORS, SLIDE	41
TURNTABLES	41
AUDIO RECORDER/REPRODUCERS, REEL-REEL, 1/4 INCH	40
EQUALIZERS, AUDIO	40
LENSES, FIXED FOCAL LENGTH	39
MICROPHONE BOOMS	39
AUDIO RECORDER/REPRODUCERS, CASSETTE, 1/8 INCH	35
LIGHTING DIMMERS	35

TABLE 12 (CONTINUED)

EQUIPMENT USED BY 30 PERCENT OR MORE  
AFSC 231X3 FIRST-ENLISTMENT PERSONNEL  
(1-48 MONTHS TAFMS)

EQUIPMENT USED	PERCENT MEMBERS RESPONDING
COOKIES (CUKES, CUCALORES)	34
EDITING EQUIPMENT, AUDIO	34
LIGHTING PATCH PANELS	34
EDITING EQUIPMENT, COMPUTERIZED	31
SYNCHRONIZATION DEVICES, TIME CODED	31
PROJECTORS, FILM	30

percent members responding. Analysis shows the majority of first-enlistment personnel using tripods, barndoors, and flood lights in the course of their primary duties.

### Task Difficulty (TD)

The relative difficulty of each task in the inventory was assessed through ratings by 31 experienced Visual Information Production-Documentation 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 (see Table 13), data indicate that most of the tasks deal with supervisory functions, editing functions, and producing, directing, and writing tasks.

### Training Emphasis (TE)

Forty-one senior NCOs in the Visual Information Production-Documentation 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 TE to no training required. The average rating was 2.86 and the standard deviation was 1.76, so tasks receiving ratings of 4.62 or higher were considered to have high TE. 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 both first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) personnel (see Table 14). Most of these tasks involved general technical and support tasks, and audio tasks.

### Specialty Training Standard (STS)

A comprehensive review of the STS for AFSC 231X3, dated May 1985, compared STS items to survey data. The matching of job inventory tasks to STS line items was accomplished with the help of training personnel from the 3400 Technical Training Wing (TCHTW) at Lowry AFB CO. STS paragraphs containing performance information were reviewed. In looking at paragraphs matched with survey tasks, data generally support the significant paragraphs or subparagraphs. A few areas, however, were not supported. Examples of these paragraphs are the use of slates to identify scenes, operation of sound projectors and interlock projectors, and splicing audio recording tape. A complete listing of those paragraphs not supported by survey data is provided in Table 15. Training personnel and subject-matter experts should review these particular areas to determine if inclusion in future revisions to the STS is warranted. Technical tasks matched to elements of the STS showed high percentages of

TABLE 13

## TASKS RATED HIGHEST IN TASK DIFFICULTY (TD)

TASKS	TASK DIF*	PERCENT MEMBERS PERFORMING		
		1ST ENL (N=83)	23153 (N=112)	23173 (N=50)
A9 DRAFT BUDGET REQUIREMENTS	7.68	1	4	22
D105 WRITE TESTS	7.35	0	6	10
A5 DEVELOP COST-REDUCTION PROGRAMS	7.23	1	2	16
C51 EVALUATE BUDGET REQUIREMENTS	7.16	1	5	22
C76 WRITE EVALUATION STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	7.01	0	5	14
C75 WRITE CIVILIAN PERFORMANCE APPRAISALS	6.93	0	0	6
B35 IMPLEMENT CONTINGENCY OPERATIONS	6.90	0	5	18
C69 INVESTIGATE ACCIDENTS OR INCIDENTS	6.89	2	4	24
C68 EVALUATE 231X3 AIRCREW MEMBERS ON INFLIGHT PROCEDURES	6.89	0	5	20
B36 IMPLEMENT COST-REDUCTION PROGRAMS	6.80	0	3	22
C49 EVALUATE AIRCREW QUALIFICATION STATUS OF PERSONNEL	6.78	0	7	22
K388 WRITE VIDEOTAPE SCRIPTS	6.75	6	13	8
D386 WRITE MOTION PICTURE SCRIPTS	6.73	0	3	0
F213 OPERATE CAMERAS WHILE WEARING CHEMICAL WARFARE GEAR	6.72	42	48	38
A19 PLAN MOTION PICTURE PRODUCTIONS	6.68	2	6	6
B34 DRAFT DIRECTIVES OR SUPPLEMENTS TO DIRECTIVES	6.67	1	5	26
D90 DEVELOP RESIDENT COURSE OR CAREER DEVELOPMENT COURSE (CDC) CURRICULUM MATERIALS	6.65	0	2	6
A24 PLAN VIDEOTAPE PRODUCTIONS	6.63	20	40	56
A17 PLAN CONTINGENCY OPERATIONS	6.60	1	4	20
D99 INSTRUCT 231X3 AIRCREW MEMBERS ON INFLIGHT PROCEDURES	6.58	0	7	18
L407 PROGRAM VIDEOTAPE EDITORS WITH DIGITAL LOGIC MEMORY	6.56	12	12	8

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

TABLE 14

## TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)

TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING		TASK DIF**
		1ST JOB (N=38)	1ST ENL (N=83)	
F237 PERFORM SHOT PROGRESSION (LS-MS-CU) RECORDINGS	7.85	84	88	3.90
F235 PERFORM PANS OR TILTS	7.44	97	95	4.17
F236 PERFORM REVERSE SHOT PROGRESSION (CU-MS-LS) RECORDINGS	7.39	87	89	3.95
F245 RECORD CUTAWAYS	7.39	95	92	3.93
F247 RECORD OVERLAPPING ACTIONS	7.32	87	87	4.23
F233 PERFORM LONG SHOT (LS) RECORDINGS	7.24	97	94	3.74
F234 PERFORM MEDIUM SHOT (MS) RECORDINGS	7.24	97	94	3.73
F246 RECORD ESTABLISHING SHOTS	7.17	95	90	3.80
F248 RECORD REESTABLISHING SHOTS	7.12	92	90	3.88
L404 PERFORM INSERT VIDEO EDITING	7.00	76	76	5.01
F249 RECORD TRANSITIONS	6.95	76	78	4.58
F254 SET UP CAMERA TRIPODS, SPIDERS, PEDESTALS, OR DOLLIES	6.95	97	92	3.64
F196 DETERMINE EQUIPMENT OR ACCESSORIES REQUIRED FOR MISSIONS	6.88	71	73	4.70
F232 PERFORM IN-CAMERA EDITING	6.83	53	60	5.10
F244 RECORD CUT-INS	6.71	89	88	3.86
G269 POSITION MICROPHONES	6.68	79	81	4.19
H301 PERFORM UNCLASSIFIED PRODUCTION VIDEOTAPE RECORDINGS	6.61	58	63	5.00
F195 DETERMINE CAMERA LOCATIONS FOR PRODUCTIONS OR DOCUMENTATIONS				
G257 CONTROL LEVELS ON AUDIO EQUIPMENT	6.54	74	73	5.01
L403 PERFORM ASSEMBLE VIDEO EDITING	6.54	84	84	3.98
M419 DETERMINE LIGHTING LEVELS FOR VIDEOTAPE PRODUCTIONS OR DOCUMENTATIONS	6.49	74	75	4.78
	6.49	71	70	5.57

\* Training Emphasis has an average of 2.86 and a standard deviation of 1.76 (High TE = 4.62)

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

TABLE 15

AFSC 231X3 STS ITEMS NOT SUPPORTED  
BY OSR DATA

STS REFERENCE/TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING			TSK DIF**
		1ST ENL (N=83)	5-SKILL LEVEL (N=112)	7-SKILL LEVEL (N=50)	
12c(6). USE SLATE TO IDENTIFY SCENE	3c - -				
F238 PREPARE CLAPSTICKS	3.63	8	9	14	2.87
F239 PREPARE HEAD LEADERS	2.27	10	9	10	3.18
F241 PREPARE TAIL LEADERS	2.05	8	9	8	3.21
G278 SYNCHRONIZE MOTION PICTURE CAMERAS WITH AUDIO RECORDING EQUIPMENT	2.63	5	5	8	5.11
13b. USE CORRECT FILTERS OR LIGHT CONTROL MEDIA FOR:					
13b(1) BLACK AND WHITE	2b - -				
F197 DETERMINE FILTERS FOR BLACK AND WHITE PRODUCTIONS OR DOCUMENTATIONS	2.66	8	8	12	4.46
13j. OPERATE STANDARD:					
13j(1) SOUND PROJECTOR	2b - -				
L412 SET UP SOUND TRANSFER SYSTEMS	2.34	8	9	8	5.18
13j(2) INTERLOCK PROJECTOR	2b - -				
L412 SET UP SOUND TRANSFER SYSTEMS	2.34	8	9	8	5.18

\* Training Emphasis has an average of 2.86 and a standard deviation of 1.76 (High TE = 4.62)

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

TABLE 15 (CONTINUED)

AFSC 231X3 STS ITEMS NOT SUPPORTED  
BY OSR DATA

STS REFERENCE/TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING			TSK DIF**
		1ST ENL (N=83)	5-SKILL LEVEL (N=112)	7-SKILL LEVEL (N=50)	
13m(6) OPERATE SILENT FILM EDITING EQUIPMENT SUCH AS REWIND, VIEWER, AND SPLICER 2b - -	2.98 3.22	1 1	5 6	6 6	5.08 5.54
I329 SPLICE MOTION PICTURE PRODUCTIONS OR DOCUMENTATIONS					
L393 EDIT MOTION PICTURE FOOTAGE					
14b. DOCUMENTARY ASSIGNMENTS:					
14b(6) DEVELOP A COMPLETE STORY 2b - -	2.54	11	14	12	3.82
F256 TRANSCRIBE TAPED INTERVIEWS					
18b OPERATE PROMPTING DEVICES 2b - -	3.10 2.71	18 11	18 12	16 14	3.45 4.94
F255 SPLICE PROMPTER SCRIPTS					
K360 EDIT PROMPTER SCRIPTS					
19c OPERATE REMOTE CONTROLS 2b - -	1.78	7	4	2	5.70
J342 SET UP VIDEOTAPE CAMERA CONTROL EQUIPMENT FOR REMOTE INSTRUMENTATION RECORDINGS					
25d. AUDIO RECORDING TAPE:					
25d(3) SPLICE 2b - -	3.24 2.37	10 5	10 6	10 10	4.22 4.35
G277 SPLICE AUDIOTAPES OR TRACKS					
L390 BUTT TAPE ENDS OF TAPE TOGETHER					

\* Training Emphasis has an average of 2.86 and a standard deviation of 1.76 (High TE = 4.62)

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

first-enlistment, and 5- and 7-skill level personnel performing those tasks. First-enlistment personnel tended to have a consistently higher percentage of members performing those tasks, followed by 5-skill level personnel.

#### Plan of Instruction (POI)

The POI for Course G3ABR23133 000, dated 24 June 1985, was reviewed using tasks matched by training personnel to the criterion objectives (CO), plus TD, TE, and percent first-enlistment personnel performing information. Survey data showed significant percentages of first-enlistment airmen performing tasks matched to areas requiring task performance of students. The course teaches the basics of motion picture and videotape photography for both productions and documentations.

By and large, survey data support COs requiring task performance. There were, however, eight areas of the POI, accounting for 36 of 473 total hours, not supported by survey data. Examples of these paragraphs are use of filters in filming productions, collection of written background material and the writing of a cover story, filming of a documentary or ceremonial action, and editing a picture and soundtrack to achieve synchronization and continuity. Table 16 shows a complete listing of those paragraphs with representative tasks referenced to the eight areas and the percentage of first-job or first-enlistment personnel performing those tasks.

There were 12 tasks not matched with COs of the POI that were performed by 30 percent or more first-enlistment personnel and considered to be directly related to visual information production and documentation. Eleven of these 12 tasks received above average TE ratings (2.86 or higher), but only 3 tasks were rated as having average or above average difficulty for first-enlistment personnel. Examples of technical tasks performed by 30 percent or more first-enlistment personnel, but which are not referenced to any POI element, are displayed in Table 17. Training personnel should look at these unreferenced tasks to determine the feasibility of inclusion in any revision to the POI.

Training personnel are encouraged to review the computer printouts of the POI matched with survey data as they undertake future revisions of the POI. 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.

#### 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. Table 18 presents reported job interest, perceived utilization of talents and training, satisfaction with sense of accomplishment gained from jobs, and expressed reenlistment intentions for the AFSC 231X3 respondents, broken down into three groups (first-enlistment,

TABLE 16

ITEMS FROM POI G3ABR23133 000 WITH LESS THAN  
30 PERCENT ALL FIRST-TERMERS PERFORMING

ITEM/TASK	TNG EMP*	PERCENT FIRST-JOB PERFORMING (N=38)	PERCENT FIRST-ENL PERFORMING (N=83)	TSK DIF**
<p>II 5a. GIVEN A 16MM MOTION PICTURE CAMERA, TRIPOD, AND 100 FEET (30.48M) OF BLACK-AND-WHITE FILM, SHOOT THE MOVEMENT OF A PERSON FROM ONE AREA TO ANOTHER AND RETURNING TO THE STARTING POINT. MAINTAINING AUDIENCE ORIENTATION TO THE ACTION, INCLUDE AN EXAMPLE OF EACH OF THE FOUR METHODS OF CHANGING SCREEN DIRECTION. FOOTAGE WILL BE IN FOCUS AND ALL FILM MUST BE EXPOSED NOT MORE THAN + OR - 1/2 F/STOP FROM NORMAL. MINIMAL ACCEPTABLE PERFORMANCE WILL BE 70% AS OUTLINED IN ATC FORM 98. STS: 13e(1), 13e(2). MEAS: PC (2 HRS)</p>	5.46 4.51	11 0	11 0	5.38 5.69
<p>H298 PERFORM NEWSFLASH VIDEOTAPE RECORDINGS I322 PERFORM NEWSFLASH MOTION PICTURE RECORDINGS</p>				
<p>II 6b. GIVEN 16MM CAMERA, FILTER SET, TRIPOD, AND FILM, SELECT TWO OF THE FIVE FILTERS AND EXPOSE TWO SCENES USING THOSE FILTERS AND ONE SCENE WITHOUT A FILTER. ALL SCENES WILL BE OF THE SAME SUBJECT AND SLATED TO SHOW WHICH FILTER WAS USED. EXPOSURES FOR ALL SCENES WILL BE WITHIN + OR - 1/2 F/STOP OF THE UNFILTERED SCENE. MINIMAL ACCEPTABLE PERFORMANCE WILL BE 70% AS OUTLINED ON ATC FORM 98. STS: 13b(1). MEAS: PC (3 HRS)</p>				
<p>F197 DETERMINE FILTERS FOR BLACK AND WHITE PRODUCTIONS OR DOCUMENTATIONS</p>	2.66	11	8	4.46

\* Training Emphasis has an average of 2.86 and a standard deviation of 1.76 (High TE = 4.62)

\*\* Task Difficulty has a mean of 5.00 and a standard deviation of 1.00

TABLE 16 (CONTINUED)

ITEMS FROM POI G3ABR23133 000 WITH LESS THAN  
30 PERCENT ALL FIRST-TERMERS PERFORMING

ITEM/TASK	TNG EMP*	PERCENT FIRST-JOB PERFORMING (N=38)	PERCENT FIRST-ENL PERFORMING (N=83)	TSK DIF**
IV 2b. USING FILM AND CAPTIONS FROM PREVIOUS OBJECTIVE, COLLECT WRITTEN BACKGROUND MATERIAL AND WRITE A COVER STORY THAT EXPLAINS THE ACTION AND WOULD BE SUITABLE FOR RELEASE TO A NEWS AGENCY. MINIMAL ACCEPTABLE PERFORMANCE WILL BE 70% AS OUTLINED ON ATC FORM 98. STS: 14B(8), 14B(9). MEAS: PC (3 HRS)				
F256 TRANSCRIBE TAPED INTERVIEWS	2.54	8	11	3.82
K383 WRITE AUDIO SCRIPTS	1.22	0	1	6.17
K385 WRITE INTERVIEWS	1.32	3	5	6.03
K387 WRITE SCRIPT FORMATS	1.22	0	4	6.51
K388 WRITE VIDEOTAPE SCRIPTS	1.68	3	6	6.75
IV 4b. GIVEN 16MM CAMERA EQUIPMENT, COLOR FILM, BODY BRACE, EXPOSURE METER, AND CAPTION BOOK, FILM A DOCUMENTARY OR CEREMONIAL ACTION. WRITTEN BACKGROUND MATERIAL WILL BE COLLECTED AND A COVER STORY WILL BE SUBMITTED. MINIMAL ACCEPTABLE PERFORMANCE WILL BE 70% AS OUTLINED ON ATC FORM 98. STS: 14b(8). MEAS: PC (6 HRS)				
K384 WRITE COVER STORIES	4.56	18	28	5.50
K383 WRITE AUDIO SCRIPTS	1.22	0	1	6.17
K385 WRITE INTERVIEWS	1.32	3	5	6.03
K387 WRITE SCRIPT FORMATS	1.22	0	4	6.51
K388 WRITE VIDEOTAPE SCRIPTS	1.68	3	6	6.75

\* Training Emphasis has an average of 2.86 and a standard deviation of 1.76 (High TE = 4.62)

\*\* Task Difficulty has a mean of 5.00 and a standard deviation of 1.00

TABLE 16 (CONTINUED)

ITEMS FROM POI G3ABR23133 000 WITH LESS THAN  
30 PERCENT ALL FIRST-TERMERS PERFORMING

ITEM/TASK	TNG EMP*	PERCENT FIRST-JOB PERFORMING (N=38)	PERCENT FIRST-ENL PERFORMING (N=83)	TSK DIF**
V 4c. GIVEN A 16MM WORK PRINT OR ORIGINAL AND 16MM SOUND TRACK, EDIT THE PICTURE AND SOUND TO ACHIEVE SYNCHRONIZATION AND CONTINUITY WHEN PROJECTED. MINIMAL ACCEPTABLE PERFORMANCE WILL BE 70% AS OUTLINED ON ATC FORM 98. STS: 13J(1), 13J(2). MEAS: PC (5 HRS)				
L412 SET UP SOUND TRANSFER SYSTEMS	2.34	8	8	5.18
VI 5a. GIVEN NECESSARY EQUIPMENT, PERFORM OPERATOR'S MAINTENANCE ON AUDIO EQUIPMENT. STS: 27b. MEAS: PC (1 HR)				
G259 DEMAGNETIZE AUDIO RECORDING EQUIPMENT	3.59	21	18	3.02
O444 PERFORM PREVENTIVE MAINTENANCE ON EDITING EQUIPMENT, OTHER THAN COMPUTERIZED EDITING EQUIPMENT	3.56	18	17	5.08
VI 6a. GIVEN THE NECESSARY RECORDING EQUIPMENT, MAGNETIC RECORDING TAPE AND A LIST OF TAPE DUPLICATION PROCEDURES, DUPLICATE AN AUDIO TAPE FREE OF WOW, FLUTTER, AND EXCESSIVE SIGNAL DISTORTION. MINIMAL ACCEPTABLE PERFORMANCE WILL BE 70% AS OUTLINED ON ATC FORM 98. STS: 25d(4). MEAS: PC (1.5 HRS)				
E113 ANNOTATE DUBBING LOGS	3.32	13	22	3.27
G262 DUPLICATE AUDIOTAPES OR TRACKS	4.32	26	25	3.85
G274 REPRODUCE AUDIOTAPES OR TRACKS	4.49	26	23	3.43
G279 TRANSFER AUDIOTAPES OR TRACKS	4.02	16	20	4.10
C50 EVALUATE AUDIO PROCEDURES	1.93	3	2	5.72

\* Training Emphasis has an average of 2.86 and a standard deviation of 1.76 (High TE = 4.62)

\*\* Task Difficulty has a mean of 5.00 and a standard deviation of 1.00

TABLE 16 (CONTINUED)

ITEMS FROM POI G3ABR23133 000 WITH LESS THAN  
30 PERCENT ALL FIRST-TERMERS PERFORMING

ITEM/TASK	TNG EMP*	PERCENT FIRST-JOB PERFORMING (N=38)	PERCENT FIRST-ENL PERFORMING (N=83)	TSK DIF**
VI 6b. GIVEN THE NECESSARY RECORDING AND TAPE EDITING EQUIPMENT AND SUPPLIES AND A LIST OF EDITING PROCEDURES, PRODUCE A MINIMUM OF TWENTY ERROR-FREE SPLICES WITH NO NARRATIVE ERRORS OR LENGTHY PAUSES. MINIMAL ACCEPTABLE PERFORMANCE WILL BE 70% AS OUTLINED ON ATC FORM 98. STS: 25d(2), 25d(3), 27b. MEAS: PC (8.5 HRS)				
G259 DEMAGNETIZE AUDIO RECORDING EQUIPMENT	3.59	21	18	3.02
G277 SPLICE AUDIOTAPES OR TRACKS	3.24	16	10	4.22
L392 EDIT AUDIOTAPES OR TRACKS	3.93	18	16	5.04
O444 PERFORM PREVENTIVE MAINTENANCE ON EDITING EQUIPMENT, OTHER THAN COMPUTERIZED EDITING EQUIPMENT	3.56	18	17	5.08
O445 PERFORM PREVENTIVE MAINTENANCE ON ELECTRICAL EQUIPMENT SUCH AS PATCH PANELS	3.12	5	5	5.13
L390 BUTT TAPE ENDS OF TAPE TOGETHER	2.37	3	5	4.35

\* Training Emphasis has an average of 2.86 and a standard deviation of 1.76 (High TE = 4.62)

\*\* Task Difficulty has a mean of 5.00 and a standard deviation of 1.00

TABLE 17

EXAMPLES OF TASKS NOT REFERENCED TO G3ABR23133 000 POI BLOCKS  
(30 PERCENT OR MORE RESPONDING)

TASKS	PERCENT MEMBERS PERFORMING		TNG EMP*	TASK DIF**
	1ST JOB (N=38)	1ST ENL (N=83)		
E131 COMPLETE DD FORMS 1351 (TRAVEL VOUCHER)	53	71	4.66	3.82
D80 CONDUCT OJT	16	34	4.41	5.46
E146 INITIATE AF FORMS 1297 (TEMPORARY ISSUE RECEIPT)	32	40	3.71	3.15
E155 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	39	41	4.02	3.76
E171 PACK EQUIPMENT, SUPPLIES, OR MATERIALS FOR MAILING	29	43	4.12	3.72
E174 PREPARE UNCLASSIFIED MATERIEL FOR SHIPMENT OR MAILING	34	41	4.34	3.56
F218 PACK OR UNPACK REMOTE EQUIPMENT	53	48	4.20	3.95
F201 DRIVE MOBILE VANS	50	41	2.49	3.60
F251 REVIEW CARDIOPULMONARY RESUSCITATION (CPR) PROCEDURES	32	45	5.00	4.39
F252 REVIEW FIRST AID PROCEDURES	45	46	5.05	4.22
G264 MAKE CORRECTIONS FOR EXTRANEIOUS AMBIENT NOISES	37	43	5.00	5.01
L400 MATCH CORRECT AUDIO WITH VIDEO MATERIALS	45	47	5.00	5.43

\* Training Emphasis has an average of 2.86 and a standard deviation of 1.76 (High TE = 4.62)

\*\* Average ID rating is 5.00 and the standard deviation is 1.00

TABLE 18

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1988		1988		1988	
	231X3 (N=83)	COMP SAMPLE (N=7,071)	231X3 (N=33)	COMP SAMPLE (N=4,211)	231X3 (N=79)	COMP SAMPLE (N=6,374)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	92	62	91	65	87	75
SO-SO	7	22	6	19	5	14
DULL	1	16	3	15	8	10
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	98 2	69 30	90 9	72 27	84 16	80 19
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	92 8	78 21	91 9	74 25	82 18	73 26
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
SATISFIED	86	63	85	63	77	68
NEUTRAL	5	16	3	13	3	10
DISSATISFIED	10	21	12	24	20	22
<u>REENLISTMENT INTENTIONS:</u>						
WILL/PROBABLY WILL REENLIST	65	61	79	71	73	73
WILL NOT/PROBABLY WILL NOT REENLIST	35	38	18	28	8	9
WILL RETIRE	0	1	3	1	19	18

\* Columns may not add to 100 percent due to nonresponse and rounding  
 \*\* Comparative Sample is composed of all direct support career ladders surveyed in 1988 (includes AFSCs 251X0, 491X1, 491X2, 492X1, 493X0, 555X0, 571X0, 602X0, 602X1, 605X0, 605X1, 645X0, and 645X1)

second-enlistment, and career). Overall job satisfaction for the AFSC 231X3 respondents is excellent. A comparative sample of direct support personnel surveyed by the USAF Occupational Measurement Center during 1988 also appears in Table 18. These career fields included AFSCs 251X0, 491X1, 491X2, 492X1, 493X0, 555X0, 571X0, 602X0, 602X1, 605X0, 605X1, 645X0, and 645X1. Data indicate that AFSC 231X3 personnel have much higher figures across most job satisfaction indicators (see Table 19). The biggest difference is in perceptions of the use of talents and training, where AFSC 231X3 1-48 months TAFMS groups and 49-96 months TAFMS groups show a 20 percent higher perception of proper utilization than the comparative sample (see Table 19).

AFSC 231X3 airmen today show a higher job satisfaction than reflected in the 1983 survey. The biggest difference is noted in perceived use of talents for 49-96 months TAFMS groups where the percentage was substantially higher for the 1988 sample (90 percent) than for the 1983 sample (67 percent). The 1983 sample did show a higher perception of proper use of training for 49-96 months TAFMS groups than did the 1988 sample (87 percent versus 82 percent).

Job satisfaction data for the AFSC 231X3 specialty jobs are presented in Table 20. The responses of members in most jobs were extremely positive. Most indicated effective use of talents and training. Aerial Photography Personnel found their jobs the least interesting, and talents and training the least utilized of all the jobs identified. Overall, personnel across most career ladder jobs are satisfied with their jobs, feel their talents and training are adequately utilized, and gain some sense of accomplishment from their work.

#### COMPARISON TO PREVIOUS SURVEY

The results of this survey were compared to those of the previous Occupational Survey Report, AFPT 90-232-421, dated December 1983, for the AFSC 232X0, Audiovisual Production-Documentation career ladder. The career ladder was reorganized and renamed the Visual Information Production-Documentation specialty (AFSC 231X3) in October 1987.

The identified career ladder structure for the AFSC 231X3 career ladder in the present survey was similar to that of 1983, indicating the types of jobs which existed in 1983 have remained relatively unchanged through the years. Job satisfaction was seen to be slightly higher for the current survey sample than that of 1983.

TABLE 19

CURRENT AND PREVIOUS JOB SATISFACTION INDICATORS  
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1988 (N=83)	1983 (N=86)	1988 (N=33)	1983 (N=28)	1988 (N=79)	1983 (N=48)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	92	87	91	72	87	74
SO-SO	7	3	6	14	5	14
DULL	1	10	3	14	8	9
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	98 2	81 16	90 9	67 31	84 16	82 17
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	92 8	81 16	91 9	77 33	82 18	87 12
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
SATISFIED	86		85		77	**
NEUTRAL	5	**	3	**	3	
DISSATISFIED	10		12		20	
<u>REENLISTMENT INTENTIONS:</u>						
WILL/PROBABLY WILL REENLIST	65	65	79	69	73	74
WILL NOT/PROBABLY WILL NOT REENLIST	35	36	18	26	8	10
WILL RETIRE	0	0	3	0	19	18

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

\*\* Not reported

TABLE 20

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

	<u>VIDEOTAPE PRODUCTION PERSONNEL (STG025)</u>	<u>VIDEOTAPE EDITING PERSONNEL (STG035)</u>	<u>MOTION PICTURE PRODUCTION PERSONNEL (STG033)</u>
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	92	100	83
SO-SO	6	0	17
DULL	3	0	0
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	92 8	100 0	100 0
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	89 11	100 0	100 0
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>			
SATISFIED	84	100	83
NEUTRAL	4	0	0
DISSATISFIED	12	0	17
<u>REENLISTMENT INTENTIONS:</u>			
WILL/PROBABLY WILL REENLIST	70	100	83
WILL NOT/PROBABLY WILL NOT REENLIST	24	0	0
WILL RETIRE	6	0	17

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

TABLE 20 (CONTINUED)

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

	VISUAL INFORMATION PROD/DOCUMENTATION SUPERVISORS (STG022)	TECHNICAL TRAINING INSTRUCTORS (STG011)	AERIAL PHOTOGRAPHY PERSONNEL (STG020)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	100	100	60
SO-SO	0	0	20
DULL	0	0	20
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	100 0	100 0	60 40
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	100 0	66 33	60 40
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>			
SATISFIED	100	67	60
NEUTRAL	0	0	0
DISSATISFIED	0	33	40
<u>REENLISTMENT INTENTIONS:</u>			
WILL/PROBABLY WILL REENLIST	73	67	60
WILL NOT/PROBABLY WILL NOT REENLIST	18	33	0
WILL RETIRE	9	0	40

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

## ADDITIONAL ANALYSES

### Analysis of Major Commands (MAJCOM)

Although MAC personnel constitute 74 percent of the AFSC 231X3 career ladder population, jobs performed by the other MAJCOMs were defined and compared to determine if job content varied by MAJCOM assignment. Table 21 presents data on the relative time spent on each of the 15 duties by personnel in each of the four MAJCOM groups.

It was determined there were no substantial differences in the range of jobs performed by AFSC 231X3 personnel, or in various background indicators. Personnel within MAC and ATC, however, perform an average of 20 more tasks than do the other MAJCOMs.

While some minor variations can be seen in the relative time spent on the various areas of Visual Information Production and Documentation, the number of personnel involved are too small to suggest any variation in the initial formal training program for career ladder personnel. If they feel it is warranted, career ladder managers could meet any necessary specialized training requirements by working out programs concentrating on areas with which the target populations are most involved.

### Analysis of CONUS versus Overseas

A comparison was made between the tasks performed and the background data for the DAFSC 23153 personnel who were assigned within the CONUS versus those assigned to an overseas location. Results indicated that while the job performed by both groups was basically the same, a few variations did exist. Those respondents who were assigned overseas reported performing a higher average number of tasks than those within the CONUS (130 versus 98). While perceptions of job interest and accomplishment from the job were fairly equal, CONUS personnel expressed lower satisfaction in the use of talents and training. Thirty-eight percent of overseas respondents felt their talents were properly utilized. Only 29 percent of CONUS personnel felt the same way. In utilization of training, an even bigger difference was noted. Only 17 percent of CONUS respondents felt their training was effectively utilized, while 33 percent of overseas respondents answered positively. For reenlistment intentions, overseas personnel were much higher in favoring reenlistment (90 percent versus 70 percent).

## IMPLICATIONS

This survey was conducted primarily to provide training information for use in reviewing current training and training documents for the AFSC 231X3 career ladder and for a TRA to be completed in October 1989. Analysis of career ladder documents indicates the STS generally is supported by survey

TABLE 21

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR COMMANDS (MAJCOM)

<u>DUTIES</u>	<u>MAC</u>	<u>AFSC</u>	<u>ATC</u>	<u>SAC</u>
A ORGANIZING AND PLANNING	4	9	5	6
B DIRECTING AND IMPLEMENTING	2	4	3	2
C INSPECTING AND EVALUATING	3	3	4	3
D TRAINING	4	2	24	4
E PERFORMING ADMINISTRATIVE FUNCTIONS	15	9	6	15
F PERFORMING GENERAL TECHNICAL AND SUPPORT TASKS	32	30	17	36
G PERFORMING AUDIO TASKS	9	4	8	4
H PERFORMING VIDEOTAPE TASKS	7	7	3	10
I PERFORMING MOTION PICTURE TASKS	1	8	4	0
J PERFORMING INSTRUMENTATION TASKS	*	3	0	0
K PERFORMING PRODUCING, DIRECTING, AND WRITING TASKS	6	4	5	5
L PERFORMING EDITING TASKS	7	6	8	5
M PERFORMING LIGHTING TASKS	5	3	5	5
N PREPARING, CONSTRUCTING, AND STRIKING SETS	1	*	1	1
O PERFORMING MAINTENANCE ON VISUAL INFORMATION EQUIPMENT	3	8	5	4

\* Denotes less than .5 percent

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

data, although several paragraphs were not. Training personnel and subject-matter experts should review these areas to determine if inclusion is warranted in any revisions to the document. The POI also showed significant percentages of first-enlistment personnel performing tasks matched to task performance areas of the document. There were some areas, however, that did not show significant percentages of personnel performing. Training personnel should review these areas, as well as the tasks not referenced section of the POI, to determine if inclusion in future revisions is warranted.

The findings of this survey suggest the Visual Information Production-Documentation specialty is a homogeneous and stable career ladder. Survey respondents were organized around videotape production and editing, motion picture production, training, supervision, and aerial photography. The present classification structure, as described by the AFR 39-1 Specialty Descriptions, accurately portrays the jobs in this study.

No serious job satisfaction problems appear to exist within this specialty. Overall, the job satisfaction responses were much higher than that of a comparative sample of Air Force personnel in 1988, and far exceeded those responses of the same personnel surveyed in 1983.

The findings of this OSR come directly from survey data collected from Visual Information Production-Documentation members worldwide. These data are readily available to training and utilization personnel, functional managers, and any other interested parties having a need for such information. Much of the data are compiled into extracts which are excellent tools in the decision-making process. These data extracts should be used whenever a training or utilization decision is made.

APPENDIX A  
SELECTED REPRESENTATIVE TASKS PERFORMED BY  
CAREER LADDER SPECIALTY JOBS

TABLE I

GROUP ID NUMBER AND TITLE: STG025, VIDEOTAPE PRODUCTION PERSONNEL

GROUP SIZE: 142	AVERAGE TIME IN JOB: 28 MONTHS
PREDOMINATE PAYGRADES: E-4/3/5	AVERAGE TAFMS: 81 MONTHS
PERCENT OF SAMPLE: 73%	AVERAGE TICF: 62 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F245 RECORD CUTAWAYS	98
F235 PERFORM PANS OR TILTS	97
F246 RECORD ESTABLISHING SHOTS	97
F248 RECORD REESTABLISHING SHOTS	97
F234 PERFORM MEDIUM SHOT (MS) RECORDINGS	96
F233 PERFORM LONG SHOT (LS) RECORDINGS	96
F244 RECORD CUT-INS	96
F236 PERFORM REVERSE SHOT PROGRESSION (CU-MS-LS) RECORDINGS	96
F254 SET UP CAMERA TRIPODS, SPIDERS, PEDESTALS, OR DOLLIES	95
H286 LOAD VIDEOTAPE IN RECORDERS	93
F237 PERFORM SHOT PROGRESSION (LS-MS-CU) RECORDINGS	93
F247 RECORD OVERLAPPING ACTIONS	93
G257 CONTROL LEVELS ON AUDIO EQUIPMENT	91
F249 RECORD TRANSITIONS	89
G269 POSITION MICROPHONES	89
H300 PERFORM UNCLASSIFIED DOCUMENTATION VIDEOTAPE RECORDINGS	88
F195 DETERMINE CAMERA LOCATIONS FOR PRODUCTIONS OR DOCUMENTATIONS	86
M417 DETERMINE LIGHTING EQUIPMENT REQUIREMENTS FOR PRODUCTIONS OR DOCUMENTATIONS	86
F196 DETERMINE EQUIPMENT OR ACCESSORIES REQUIRED FOR MISSIONS	85
M419 DETERMINE LIGHTING LEVELS FOR VIDEOTAPE PRODUCTIONS OR DOCUMENTATIONS	85
L404 PERFORM INSERT VIDEO EDITING	82
M423 OPERATE FIELD DOCUMENTATION LIGHTING	80
F200 DETERMINE POINTS OF VIEW	79
L403 PERFORM ASSEMBLE VIDEO EDITING	77
G268 PERFORM OPERATIONAL CHECKS OF AUDIO EQUIPMENT, SUCH AS MICROPHONES, RECORDERS, OR MIXERS	76

TABLE II

GROUP ID NUMBER AND TITLE: STG035, VIDEOTAPE EDITING PERSONNEL

GROUP SIZE: 6	AVERAGE TIME IN JOB: 33 MONTHS
PREDOMINATE PAYGRADES: E-3/4/5	AVERAGE TAFMS: 67 MONTHS
PERCENT OF SAMPLE: 3%	AVERAGE TICF: 57 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
L398 EDIT TAPES USING TIME CODES	100
L404 PERFORM INSERT VIDEO EDITING	100
L397 EDIT TAPES USING FADES AND DISSOLVES	100
L395 EDIT TAPES USING CONTROL TRACK TECHNIQUES	100
L396 EDIT TAPES USING EDIT DECISION LISTS	100
E126 COMPLETE AAVS FORMS 31 (1/2 VIDEOCASSETTE LABEL)	100
L403 PERFORM ASSEMBLE VIDEO EDITING	100
F202 ERASE VIDEOTAPES OR AUDIOTAPES	100
H288 OPERATE COMPACT DISC PLAYERS	100
L402 PERFORM A AND B EDITING FOR VIDEOTAPE PRODUCTIONS OR DOCUMENTATIONS	83
L394 EDIT TAPES USING COMPUTERIZED EDITING TECHNIQUES	83
H286 LOAD VIDEOTAPE IN RECORDERS	83
H283 DUPLICATE VIDEOTAPES	83
G257 CONTROL LEVELS ON AUDIO EQUIPMENT	83
G266 MIX AUDIO SPECIAL EFFECTS, NARRATION, OR MUSIC	83
E125 COMPLETE AAVS FORMS 30 (TAPE LABEL)	83
H301 PERFORM UNCLASSIFIED PRODUCTION VIDEOTAPE RECORDINGS	83
E114 ANNOTATE EDIT DECISION LISTS	83
E107 ANNOTATE AAVS FORMS 5 (FILM/RECORDING TAPE CONTROL LOG)	83
G279 TRANSFER AUDIOTAPES OR TRACKS	83
L410 RECORD TIME CODE EDITING PULSES ON VIDEOTAPE MATERIEL	83
E166 MAINTAIN STOCK FOOTAGE	83
E159 MAINTAIN COPIES OF STOCK FOOTAGE	83
E155 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	83
F212 MONITOR WAVEFORM EQUIPMENT TO DETECT VIDEO DISCREPANCIES	67

TABLE III

GROUP ID NUMBER AND TITLE: STG033, MOTION PICTURE PRODUCTION PERSONNEL

GROUP SIZE: 6	AVERAGE TIME IN JOB: 39 MONTHS
PREDOMINATE PAYGRADES: E-5/4/6	AVERAGE TAFMS: 88 MONTHS
PERCENT OF SAMPLE: 3%	AVERAGE TICF: 60 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F194 DETERMINE APERTURE STOP FOR DESIRED EXPOSURES	100
M418 DETERMINE LIGHTING LEVELS FOR MOTION PICTURE PRODUCTIONS OR DOCUMENTATIONS	100
M417 DETERMINE LIGHTING EQUIPMENT REQUIREMENTS FOR PRODUCTIONS OR DOCUMENTATIONS	100
F198 DETERMINE FILTERS FOR COLOR PRODUCTIONS OR DOCUMENTATIONS	100
M414 DETERMINE AMPERAGE CAPACITY OF CIRCUITS	100
F199 DETERMINE LENS FOCAL LENGTHS	100
M415 DETERMINE LIGHTING COLOR BALANCES FOR MOTION PICTURE PRODUCTIONS OR DOCUMENTATIONS	100
F233 PERFORM LONG SHOT (LS) RECORDINGS	100
F234 PERFORM MEDIUM SHOT (MS) RECORDINGS	100
F244 RECORD CUT-INS	100
F245 RECORD CUTAWAYS	100
F246 RECORD ESTABLISHING SHOTS	100
F248 RECORD REESTABLISHING SHOTS	100
F235 PERFORM PANS OR TILTS	100
I309 LOAD FILM IN CAMERA MAGAZINES	100
M423 OPERATE FIELD DOCUMENTATION LIGHTING	100
F247 RECORD OVERLAPPING ACTIONS	100
F236 PERFORM REVERSE SHOT PROGRESSION (CU-MS-LS) RECORDINGS	100
O440 PERFORM DAILY OR PREUSE INSPECTIONS OF EQUIPMENT	83
O448 PERFORM PREVENTIVE MAINTENANCE ON MOTION PICTURE EQUIPMENT OR ACCESSORIES	83
F196 DETERMINE EQUIPMENT OR ACCESSORIES REQUIRED FOR MISSIONS	83
F195 DETERMINE CAMERA LOCATIONS FOR PRODUCTIONS OR DOCUMENTATIONS	83
I326 PERFORM UNCLASSIFIED DOCUMENTATION MOTION PICTURE RECORDINGS	83
M424 OPERATE FIELD PRODUCTION LIGHTING	83
I306 DETERMINE FILM TYPES FOR MISSIONS	83



TABLE V

GROUP ID NUMBER AND TITLE: STG011, TECHNICAL TRAINING INSTRUCTORS

GROUP SIZE: 3

AVERAGE TIME IN JOB: 33 MONTHS

PREDOMINATE PAYGRADES: E-6/5

AVERAGE TAFMS: 133 MONTHS

PERCENT OF SAMPLE: 2%

AVERAGE TICF: 111 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D95 EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS	100
D81 CONDUCT RESIDENT CLASSROOM TRAINING	100
D105 WRITE TESTS	100
B47 WRITE CORRESPONDENCE	100
A3 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	100
D77 ADMINISTER TESTS	67
D84 COUNSEL TRAINEES ON TRAINING PROGRESS	67
D100 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	67
D85 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	67
D90 DEVELOP RESIDENT COURSE OR CAREER DEVELOPMENT COURSE (CDC) CURRICULUM MATERIALS	67
D102 REVIEW CURRICULUM CHANGES FOR TRAINING COURSES	67
D106 WRITE TRAINING REPORTS	67
D96 EVALUATE TRAINING METHODS OR TECHNIQUES	67
D91 DEVELOP TRAINING PROGRAMS, OTHER THAN OJT	67
D92 ESTABLISH STUDY REFERENCE FILES	67
D101 PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	67
E156 LABEL VISUAL INFORMATION MATERIALS	67
E153 INITIATE REQUESTS FOR VISUAL AIDS	67
G267 PATCH AUDIO EQUIPMENT	67
C70 PARTICIPATE IN USAF GRADUATE EVALUATION PROGRAM	67
I309 LOAD FILM IN CAMERA MAGAZINES	67
I310 LOAD FILM IN CAMERAS	67
G277 SPLICE AUDIOTAPES OR TRACKS	67
G278 SYNCHRONIZE MOTION PICTURE CAMERAS WITH AUDIO RECORDING EQUIPMENT	67
G279 TRANSFER AUDIOTAPES OR TRACKS	67

TABLE VI

GROUP ID NUMBER AND TITLE: STG020, AERIAL PHOTOGRAPHY PERSONNEL

GROUP SIZE: 5	AVERAGE TIME IN JOB: 29 MONTHS
PREDOMINATE PAYGRADES: E-5/6/7	AVERAGE TAFMS: 176 MONTHS
PERCENT OF SAMPLE: 3%	AVERAGE TICF: 107 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
O440 PERFORM DAILY OR PREUSE INSPECTIONS OF EQUIPMENT	100
F214 OPERATE CAMERAS WHILE WEARING G-SUITS	100
F215 OPERATE CAMERAS WHILE WEARING OXYGEN MASKS	100
O454 STORE FILM IN COLD STORAGE AREAS	100
O450 PERFORM PREVENTIVE MAINTENANCE ON STILL CAMERAS	100
I313 PERFORM AERIAL MOTION PICTURE RECORDINGS, OTHER THAN INSTRUMENTATION, USING HIGH SPEED CAMERAS	80
I310 LOAD FILM IN CAMERAS	80
F228 PERFORM AIRCREW QUALIFICATION REQUIREMENTS	80
F196 DETERMINE EQUIPMENT OR ACCESSORIES REQUIRED FOR MISSIONS	80
F199 DETERMINE LENS FOCAL LENGTHS	80
F220 PARTICIPATE IN AIRCREW BRIEFINGS	80
F194 DETERMINE APERTURE STOP FOR DESIRED EXPOSURES	80
F233 PERFORM LONG SHOT (LS) RECORDINGS	80
F234 PERFORM MEDIUM SHOT (MS) RECORDINGS	80
F188 COORDINATE AERIAL MISSIONS WITH OTHER AGENCIES	80
J331 PERFORM AERIAL INSTRUMENTATION RECORDINGS USING HIGH SPEED CAMERAS	60
I315 PERFORM AERIAL MOTION PICTURE RECORDINGS, OTHER THAN INSTRUMENTATION, USING SILENT VARIABLE-SPEED CAMERAS	60
J333 PERFORM AERIAL INSTRUMENTATION RECORDINGS USING SILENT VARIABLE-SPEED CAMERAS	60
I328 SET UP MOTION PICTURE CAMERAS USING SPECIALIZED AERIAL MOUNTS, SUCH AS TYLER OR MINIMOUNTS	60
I308 INSPECT CONDITION OF FILM	60
O448 PERFORM PREVENTIVE MAINTENANCE ON MOTION PICTURE EQUIPMENT OR ACCESSORIES	60
E140 COORDINATE MISSION REQUIREMENTS WITH CUSTOMERS	60
F189 COORDINATE MISSION REQUIREMENTS WITH HOST AGENCIES	60
I309 LOAD FILM IN CAMERA MAGAZINES	60
E169 ORDER SUPPLIES THROUGH BENCH STOCK UNITS (BSU)	60