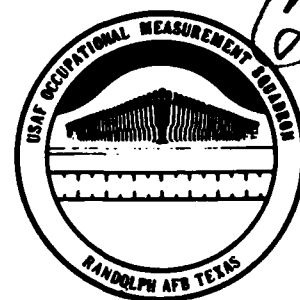




UNITED STATES
AIR FORCE

OCCUPATIONAL SURVEY REPORT

AIRCRAFT LOADMASTER CAREER LADDER

AFSC 114X0

AFPT 90-114-882

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

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Aircraft Loadmasters career ladder (AFSC 114X0). 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.

The survey instrument was developed by Captain Marlon K. Gardley, Inventory Development Specialist. Mr Wayne J. Fruge, Computer Programmer, provided computer support for this project. Administrative support was provided by Mr Richard G. Ramos. Capt Terri L. Coccia analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Section, USAF Occupational Measurement Squadron.

Copies of this report are distributed to Air Staff sections, Major Commands, and other interested training management personnel (see distribution on page i). Additional copies are available upon request to the USAF Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Branch (OMY), Randolph AFB, Texas 78150-5000 (DSN 487-6623).

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SUMMARY OF RESULTS

1. Survey Coverage: Survey results are based on responses from 1,305 Aircraft Loadmaster personnel. This represents 66 percent of all assigned AFSC 114X0 airmen. Incumbents were surveyed across all major using commands and include 5-, 7-, 9-, and CEM-skill level personnel.
2. Career Ladder Structure: Most AFSC 114X0 personnel performed the full range of technical loadmaster functions, regardless of their job. Airdrop was the only technical area not included in the jobs of most Aircraft Loadmasters. As loadmasters progressed in skill level and Time in Career Field (TICF), they acquired supervisory and training responsibilities (e.g., flight examiner, aircrew instructor, supervisor), in addition to their primary aircrew duties. Variations in specialty jobs were a result of aircraft, mission, and seniority-level differences.
3. Career Ladder Progression: The 5-skill level personnel were performing jobs primarily technical in nature, with little responsibility for supervision and management. The jobs performed by 7-skill level airmen reflect no decline in time spent performing technical tasks, but supervisory responsibilities increased substantially. The 9- and CEM-level personnel still performed technical aircrew duties in addition to supervisory and managerial functions.
4. AFR 39-1 Specialty Descriptions: The descriptions in AFR 39-1 for the AFSC 114X0 Aircraft Loadmaster career ladder provide a broad and accurate overview of the tasks and duties performed by career ladder incumbents.
5. Training Analysis: The Specialty Training Standard (STS) and Plan of Instruction (POI) for course J3ABR11430 are supported by OSR data when measured against standard ATC criteria listed in AFR 8-13 and ATCR 52-22. A number of technical tasks performed by noteworthy percentages of people were not referenced to the STS.
6. Job Satisfaction. Overall, Aircraft Loadmaster respondents are generally satisfied with their jobs, with the exception of the Ground Support job. Members in each career ladder job responded with high overall percentages of satisfaction across five indicators: "expressed job interest," "perceived use of talents," "perceived use of training," "sense of accomplishment from work," and "reenlistment intentions." Job satisfaction indicators are higher for the Loadmaster career ladder than for a comparative sample of Aircrew personnel surveyed in 1989. In addition, all job satisfaction indicators have increased since the last OSR in 1983.
7. Implications: Based on survey data, the career ladder job descriptions and training documents are accurate and sufficient at this time. Overall, this survey did not reveal any serious problems with the AFSC 114X0 specialty.

OCCUPATIONAL SURVEY REPORT
AIRCRAFT LOADMASTER CAREER LADDER
(AFSC 114X0)

INTRODUCTION

This is a report of an occupational survey of personnel in the Aircraft Loadmaster career ladder (AFSC 114X0). The last occupational survey of this career ladder was published in May 1983. The present survey was requested by HQ ATC/TTO, Randolph AFB TX. The primary purpose for conducting this survey is to update the current task list and to provide current data on AFS 114X0 personnel utilization and training. The results of this survey will also be compared with loadmaster task requirements of the new C-17 Transport System.

Background

According to AFR 39-1 Specialty Descriptions for AFSC 114X0, dated 1 February 1988, Aircraft Loadmaster personnel accomplish loading and offloading aircraft functions, and perform preflight and postflight of aircraft and aircraft systems. They also perform loadmaster aircrew functions; compute weight and balance; and ensure safety and security of cargo, mail, and baggage during flight. They provide for the safety and comfort of passengers and troops and prepare supplies and equipment for airdrop. In addition, AFSC 11470 technicians prepare aircraft loading plans and devise cargo-handling and restraint techniques. They also supervise aircraft loadmaster activities. The 11490 and Chief Enlisted Manager (CEM) Aircraft Loadmaster members superintend aircraft loadmaster activities and related functions, including aircraft loading and offloading activities, cargo-handling and restraint, cargo and personnel airdrop, and passenger and troop safety and comfort.

Personnel entering the Aircraft Loadmaster career ladder must attend the basic loadmaster training course located at Sheppard AFB TX. This is a 19-day course that includes a general orientation of Air Force cargo aircraft using mockup systems. Also, high altitude chamber physiological training and testing take place. Upon completion of this course, the student is awarded wings and the 3-skill level.

To become a line-qualified aircraft loadmaster, an airman must also attend an initial qualification course for a specific weapon system. The student normally receives this aircraft-specific training immediately following graduation from the Basic Loadmaster course at Sheppard. Initial qualification courses include either a 6-week, C-5/C-141 course at Altus AFB OK, or a 12-week, C-130 course at Little Rock AFB AR. Upon completion of one of these courses, a student is awarded a 5-skill level.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-114-882. A preliminary task list was prepared by the Inventory Developer after carefully reviewing previous task lists, current career ladder publications, training documents, and directives to determine the appropriateness of each task. This tentative task list was refined and validated through personal interviews with 27 subject matter experts (SMEs) representing 3 operational bases and 3 training bases. Field interviews at operational bases were determined based on the recommendation of the Military Airlift Command (MAC) functional manager and the training course supervisors. Bases visited were:

<u>Organization</u>	<u>Base</u>	<u>Reason for Visit</u>
443 TCHTS/TTSL	Aitús AFB OK	Technical Training
3700 TCHTG/BA	Sheppard AFB TX	Technical Training
34 TATG/ID	Little Rock AFB AR	Tactical Training
62 MAW/DOT	McChord AFB WA	MAC Wing
60 MAW/DOT	Travis AFB CA	MAC Wing
317 TAW/DOT	Pope AFB NC	TAC Wing

This process resulted in a final job inventory containing a list of 387 tasks grouped under 13 duty titles and a background section asking for such information as type of aircraft in which current flying duties are performed, present flying qualifications, and present special aircraft qualifications.

Survey Administration

From July through December 1990, Consolidated Base Personnel Offices (CBPO) at operational bases worldwide administered the inventory to all eligible DAFSC 114X0 personnel, holding DAFSCs 11450, 11470, 11490, and 11400. Members eligible for the survey consisted of the total assigned population, excluding the following: (1) hospitalized personnel; (2) members in transition for a permanent change of station; (3) members retiring during the time inventories were administered to the ladder; and (4) members in the job less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Armstrong Laboratory, Human Resources Directorate (AL/HRD).

Each individual who filled out an inventory booklet first completed an identification and biographical information section and then checked each task performed in their current job. Next, members rated these tasks on a 9-point scale showing relative time spent on each task as compared to all other tasks checked. Ratings ranged from 1 (very small amount of time spent) to 9 (very large amount of time spent).

To determine relative percent time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job. The rating for each task is divided by the sum of all the ratings, then multiplied by 100 to provide a relative percentage of time for each task. This procedure provides the basis for comparing tasks in terms of both percent members performing and average relative percent time spent.

Survey Sample

Table 1 displays the MAJCOM distribution of survey respondents corresponding with the percent of assigned personnel as of August 1989. Since 3-skill level personnel are in training, they were not included in this survey. As shown in Table 1, most of the AFSC 114X0 members are assigned to MAC. In addition, Table 2 displays survey respondents across paygrade groups. Approximately 52 percent of sampled AFSC 114X0 personnel are Staff or Technical Sergeants (see Table 2). As illustrated in these tables, the survey sample is representative and comprehensive.

Task Factor Administration

Selected senior personnel completed a second booklet in addition to the job inventory booklet. This second booklet is used to gather information for either training emphasis (TE) or task difficulty (TD). The TE and TD booklets are processed separately from the job inventories and provide task rating information, which is used in a number of different analyses discussed in more detail in the following sections of this report.

Task Difficulty (TD). Task difficulty is defined as the length of time an average airman needs to learn a task. Given this definition, 53 senior technicians rated the difficulty of all the inventory tasks on a 9-point scale (from extremely low to extremely high). A statistical measurement of rating agreement, known as the interrater reliability, indicated acceptable agreement among raters as to the relative difficulty of the tasks. TD ratings were adjusted, so tasks of average difficulty would have ratings of 5.00. The resulting data are essentially a rank ordering of tasks indicating the degree of difficulty for each task in the inventory.

Training Emphasis (TE). Training emphasis is a rating of which tasks require structured training for first-term personnel. Experienced technicians (primarily 7-skill level) completing TE booklets were asked to rate tasks on a 10-point scale (from no training emphasis to extremely high training emphasis). Ratings were independently collected from 67 NCOs. The interrater reliability was again found to be acceptable. The average TE rating for the career ladder is 2.98, with a standard deviation of 2.13. These data also provide essentially a rank ordering of tasks, whereby those with the highest ratings are perceived as most important for structured training.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE
AFSC 114X0

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
MAC	98	98
Other	2	2

Total Assigned:	1,968*
Total Eligible for Survey:	1,787**
Total in Sample:	1,305
Percent of Assigned in Sample:	66%
Percent of Eligible in Sample:	73%

* Assigned strength as of August 1989

** Excludes those in PCS, retirement, discharge, or hospital status; those with less than 6 weeks on the job; and those holding a 3-skill level DAFSC

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE
AFSC 114X0

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	7	7
E-4	18	15
E-5	27	29
E-6	21	23
E-7	18	18
E-8	5	4
E-9	4	3

* Assigned strength as of August 1989

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

TE ratings provide objective information which should be used along with task difficulty and percent members performing data when making training decisions. Percent members performing data provide information on how many personnel perform the tasks; TE and TD ratings provide insights on which tasks need training. Using these factors, in conjunction with appropriate training documents and directives, career ladder managers can tailor training programs to accurately reflect the needs of the user by more effectively determining when, where, and how to train first-enlistment AFSC 114X0 personnel.

Data Processing and Analysis

Once job inventories are returned from the survey incumbents, task responses and background information are optically scanned and entered into a UNISYS 1100 mainframe computer. Computer-generated programs, using Comprehensive Occupational Data Analysis Program (CODAP) techniques, are then applied to the data.

CODAP produces composite job descriptions for respondents based on their ratings of specific inventory tasks. These job descriptions provide information on percent members performing each task, the relative average percent time spent performing tasks, and the cumulative percent time spent by all members performing tasks in the inventory. In addition to the job descriptions based upon inventory task data, the program produces summaries that show how members of each group responded to each background item. Background items aid in identifying characteristics of the group, such as DAFSCs represented, time in career ladder (TICF), total active federal military service (TAFMS), experience in various functional areas, equipment operated, and job satisfaction levels.

SPECIALTY JOBS (Career Ladder Structure)

A key aspect of the USAF Occupational Analysis Program is to examine the job structure of a career ladder. Based on incumbent responses to survey questions, the tasks performed by career ladder personnel are examined and jobs are identified based on the similarity of tasks and the relative time they spend performing the tasks. The resulting job structure is then compared to official career ladder documents. This information can be used to examine the accuracy and completeness of career ladder documents (AFR 39-1 Specialty Descriptions and Specialty Training Standards) and to gain an understanding of current utilization patterns.

For this report, the career ladder structure is described in terms of clusters and independent job types. The job type is the basic unit of job analysis. It represents a specific group of individuals performing basically the same tasks and spending similar amounts of time on those tasks. When job

type members perform tasks in common with other groups, they merge to form a larger unit of related jobs termed a cluster. Specialized job types too dissimilar to fit within a cluster are labeled independent job types (IJT).

Structure Overview

The specialty job structure of the Aircraft Loadmaster career ladder was determined by performing a job type analysis of the survey data provided by the 1,305 survey respondents. The jobs performed by these airmen separated into two clusters and four independent job types, as shown in Figure 1. For the most part, the survey respondents fell within one of two job categories; namely, the AIRLIFT LOADMASTERS and the AIRDROP-AIRLIFT LOADMASTERS. As a whole, the airmen within each of these two major functional groupings, or clusters, performed very similar jobs. However, several distinct job variations within each cluster were noted.

The two clusters, their variations, and the four IJTs are listed below. The stage (STG) number beside each title is a computer-generated reference number. The letter "N" stands for the number of personnel in each group.

- I. AIRLIFT LOADMASTERS CLUSTER (STG083, N=576)
 - A. Little Rock Instructors (STG261, N=13)
 - B. Airlift Supervisory and Training Loadmasters (STG207, N=78)
 - C. Airlift Control Element (ALCE) Loadmasters (STG154, N=36)
- II. AIRLIFT/AIRDROP LOADMASTERS CLUSTER (STG076, N=585)
 - A. Special Operations/Rescue & Recovery Loadmasters (STG114, N=14)
 - B. Airdrop/Airlift Supervisory and Training Loadmasters (STG413, N=18)
- III. SUPERINTENDENT LOADMASTERS IJT (STG061, N=16)
- IV. GROUND SUPPORT IJT (STG054, N=7)
- V. STAFF PERSONNEL IJT (STG042, N=5)
- VI. MANAGERS IJT (STG023, N=7)

Ninety-two percent of the survey respondents are represented in the above job groups. The remaining 8 percent performed jobs that did not group with any of the defined jobs. Brief descriptions of each cluster, variation, and IJT are presented below. In addition, Table 3 provides selected background information across these jobs, while Appendix A lists common tasks performed by incumbents in these groups.

**AFSC 114XO SPECIALTY JOBS
(N= 1,305)**

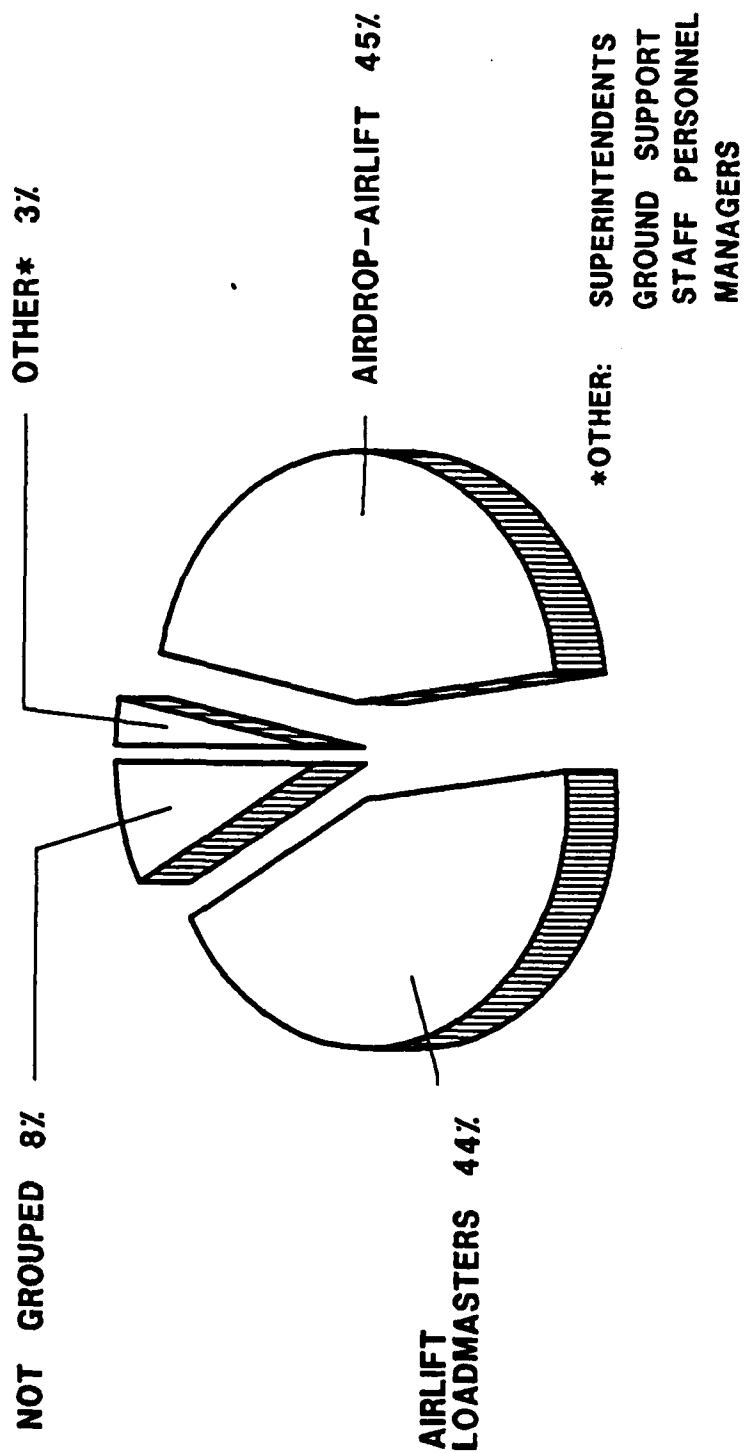


Figure 1

TABLE 3

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS

	AIRLIFT LOADMASTERS CLUSTER (SIG083)	AIRLIFT/ AIRDROP LOADMASTERS CLUSTER (SIG076)	SUPERINTENDENT LOADMASTERS IJT (SIG061)	GROUND SUPPORT IJT (SIG054)	STAFF PERSONNEL IJT (SIG042)	MANAGERS IJT (SIG023)
NUMBER IN GROUP	576	585	16	7	5	7
PERCENT OF SAMPLE	44%	45%	5%	*	*	*
PERCENT IN CONUS	93%	78%	63%	100%	80%	71%
DAFSC DISTRIBUTION (PERCENT):						
11450	40%	36%	0%	71%	0%	0%
11470	49%	54%	44%	29%	20%	71%
11490	8%	7%	56%	0%	60%	14%
11400	2%	2%	0%	0%	20%	14%
AVERAGE PAYGRADE	E-5	E-6	E-8	E-5	E-8	E-7
AVERAGE TICF (MOS)	117	126	207	122	183	207
AVERAGE TAFMS (MOS)	146	154	246	142	212	238
PERCENT IN 1ST ENL	18%	9%	0%	0%	0%	0%
AVERAGE NUMBER OF TASKS PERFORMED	167	202	188	147	201	172
AVERAGE NUMBER SUPERVISED	3	4	12	2	1	10
PERCENT SUPERVISING	48%	52%	87%	43%	40%	100%

* Less than 1 percent

Descriptions of Career Ladder Jobs

I. AIRLIFT LOADMASTERS (STG083, N=576). These 576 airmen accounted for nearly half of the survey sample. Virtually all group members were assigned to MAC and located within the Continental United States (CONUS). The great majority were qualified on either the C-5 or C-141 aircraft. On the average, members report performing 167 tasks. Common tasks include:

- secure cargo in aircraft
- load or offload palletized cargo
- compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F)
- load or offload passengers
- inspect cargo prior to loading
- open or close aft cargo doors
- inspect and inventory tie down equipment

Comprised mostly of 7-skill level personnel, these incumbents average 12 years of TAFMS and predominantly hold the rank of E-5.

Within this cluster, three job variations were noted.

A. Little Rock Instructors (STG261, N=13). The Little Rock Instructors were a group of C-130 loadmasters who fell within the Airlift Loadmasters cluster, but performed unique training tasks. These loadmasters were responsible for teaching the C-130-specific technical training conducted at Little Rock AFB AR.

B. Airlift Supervisory and Training Loadmasters (STG207, N=78). The Airlift Supervisory and Training Loadmasters were the most senior members of the Airlift Loadmasters cluster. A little over half of these personnel are flight examiners or aircrew instructors. Others were first-line supervisors, and a number were performing resource management duties.

The unique characteristic of the job performed by members of this job type was the time spent on managerial tasks in addition to primary aircrew duties. The additional supervisory and training responsibilities resulted in an average of 60 additional tasks in comparison to the whole Airlift Loadmasters cluster.

C. Airlift Control Element (ALCE) Loadmasters (STG154, N=36). The ALCE Loadmasters were a more experienced group of Airlift Loadmasters assigned to a special combat support function. Most members of this job type were C-141 loadmasters; the remainder were C-130 qualified.

II. AIRLIFT/AIRDROP LOADMASTERS CLUSTER (STG076, N=585). The 585 members of this job represent 45 percent of the total survey sample. The overall mission of these members is the same as that of the Airlift Loadmasters, including load planning, preflight, and actual loading activities. Some

of the preflight procedures were different from those of the Airlift Loadmasters due to aircraft differences and the additional airdrop functions performed by the Airdrop-Airlift Loadmaster. Tasks performed inflight also varied as a result of the airdrop responsibilities. Tasks representative of the Airdrop-Airlift Loadmasters cluster are displayed in Appendix A. Of the average 202 tasks performed by these incumbents, typical tasks include:

- perform cargo airdrop procedures
- secure cargo in aircraft
- inspect extraction systems
- inspect airdrop platforms after loading
- secure equipment for descents or landings
- perform predrop inspections
- open or close paratroop doors

Within this cluster, there were two variations. These included Special Operations/Rescue and Recovery Loadmasters and Airdrop-Airlift Supervisory and Training Loadmasters.

A. Special Operations/Rescue & Recovery Loadmasters (STG114, N=14). This group of loadmasters performed many of the same functions as the Airdrop-Airlift Loadmasters, but they stood out in that most of them were HC-130 qualified.

B. Airdrop-Airlift Supervisory and Training Loadmasters (STG413, N=18). In terms of functions and seniority, the Airdrop-Airlift Supervisory and Training Loadmasters were comparable to their counterparts in the Airlift cluster. The group consisted mainly of aircrew instructors and flight examiners, but also included some first-line supervisors. This group spends a substantial portion of their time in managerial activities.

III. SUPERINTENDENT LOADMASTERS IJT (STG061, N=16). This group of 16 airmen comprise 1 percent of the total survey sample. They primarily perform managerial duties on MAC aircraft. Of the average 188 tasks performed by these incumbents, representative tasks include:

- determine work priorities
- analyze workload requirements
- evaluate personnel for compliance with performance standards
- interpret policies, directives, or procedures for subordinates
- counsel personnel on personal or military-related matters
- plan work assignments
- develop work methods or procedures

Comprised mostly of 9-skill level personnel, 38 percent of the group is located overseas. Overall, they have the greatest time in service of all the groups with an average TAFMS of over 20 years and are predominantly in paygrade E-8.

IV. GROUND SUPPORT IJT (STG054, N=7). This group of seven airmen perform normal loadmaster duties, but with an emphasis on ground support functions (13 percent). These airmen perform an average of 147 tasks. Common tasks include:

- rig airdrop platforms
- recover equipment and parachutes from drop zones
- prepare airdrop loads
- rig supply loads for airdrops
- pack cargo parachutes
- rig and arm parachute release assemblies

This job group is comprised mostly of 5-skill level personnel. The entire group is located in the CONUS, and 100 percent are MAC assets. Overall, they have an average TAFMS of almost 12 years and are predominantly in paygrade E-5.

V. STAFF PERSONNEL IJT (STG042, N=5). The five members in this group represent the most senior level of personnel in the survey sample. As would be expected with such a group, all group members are senior in grade, TICF (they average greater than 17 years), and hold 7- (20 percent), 9- (60 percent), and CEM- (20 percent) skill level DAFSCs. With an average of nearly 15 years TAFMS, these incumbents devote approximately 45 percent of their time performing supervisory, managerial, or administrative functions. They are members of MAC (80 percent) and AFSC (20 percent) bases, with 80 percent located on bases in the CONUS. Representative tasks of the average 201 tasks performed by this group include:

- compile information for reports or staff studies
- write staff studies, surveys, or special reports
- establish organizational policies, office instructions (OI), or standing operating procedures (SOP)
- develop work methods or procedures
- determine work priorities
- plan briefings

VI. MANAGERS IJT (STG023, N=7). The seven members in this group represent an average TAFMS of 238 months and are mostly in paygrade E-7. Seventy-one percent are qualified to a 7-skill level, and the average TAFMS is almost 20 years. These incumbents devote approximately 57 percent of their

time performing organizing-, planning-, inspecting-, evaluating-, training-, and directing-type duties. Seventy-one percent are assigned to CONUS bases. Representative tasks of the average 172 tasks performed by this group include:

- direct maintenance or utilization of equipment, supplies,
or workspace
- determine work priorities
- supervise aircraft loadmaster technicians (AFSC 11470)
- schedule personnel for schools, temporary duty (TDY)
assignments, or nontechnical training

Comparison of Specialty Jobs

Analysis of the AFSC 114X0 career ladder structure indicates that the AFSC 114X0 specialty is basically homogeneous. Jobs identified within the AFSC 114X0 specialty varied in terms of type of aircraft and mission and seniority level of the group members. More experienced loadmasters serve as flight examiners, instructors, supervisors, and staff personnel and, therefore, assume more managerial responsibilities in addition to their primary aircrew duties. All AFSC 114X0 personnel perform Loadmaster duties to include aircraft preflight and inflight functions, loading and offloading the aircraft, load planning, and common aircrew tasks.

Job Structure Comparison to Previous Survey

The results of the specialty job analysis were compared to the previous Aircraft Loadmaster career ladder's occupational survey report which was completed in May of 1983 (Report Number: AFPT 90-114-456). Sample size for the 1990 survey was larger--1,305 compared to 892 for the 1983 survey.

Table 4 lists the major jobs identified in the 1990 survey and their equivalent jobs from the 1983 OSR. A review of the jobs performed by the current sample indicates that most of the 1990 job groups can be matched to similar jobs performed by the loadmasters in the job groups identified in the 1983 report. Overall, four of the six current jobs have an equivalent counterpart in the previous study. Two additional jobs were found in the current study. They are Superintendents and Ground Support. Three jobs identified as major jobs in the 1983 OSR were found to be variations in the 1990 report. These were Little Rock Instructors, Rescue & Recovery, and Rescue & Recovery Flight Examiners & Instructors.

Generally, the AFSC 114X0 career ladder has remained relatively unchanged in terms of basic technical job types and personnel makeup.

TABLE 4

COMPARISON OF MAJOR JOBS BETWEEN SURVEYS

CURRENT SURVEY (N=1,305)	1983 SURVEY (N=892)
AIRLIFT LOADMASTERS	AIRCRAFT LOADMASTERS PHASE I LITTLE ROCK INSTRUCTORS
AIRDROP-AIRLIFT LOADMASTERS	AIRDROP-AIRLIFT LOADMASTERS RESCUE & RECOVERY LOADMASTERS RESCUE & RECOVERY FLIGHT EXAMINERS & INSTRUCTORS
SUPERINTENDENT LOADMASTERS	NOT IDENTIFIED
GROUND SUPPORT	NOT IDENTIFIED
STAFF PERSONNEL	STAFF PERSONNEL
MANAGERS	MANAGERS

ANALYSIS OF DAFSC GROUPS

In addition to the analysis of the career ladder structure, an examination of the jobs and tasks performed at each skill level is helpful in understanding the Loadmaster specialty. The DAFSC analysis compares the skill levels to identify differences in task performance. This information may then be used to determine whether personnel are utilized in the manner specified by the Specialty Description (AFR 39-1) and may serve as a basis for considering changes to current utilization policies and training programs.

This study did not examine those airmen holding a DAFSC 11430, as the 3-level personnel are currently in training at Sheppard, Altus, or Little Rock AFB. Therefore, the first comparison to consider is between the 5- and 7-skill level groups. The 9- and CEM-skill levels show little difference and will be discussed as a single group.

Table 5 of this report displays the distribution of DAFSC group members across career ladder jobs. As this table indicates, the 479 members of the 5-skill level group are found in 4 of the 6 career ladder jobs, with 92 percent of the group found in either the Airlift or the Airdrop-Airlift Loadmasters clusters. A large portion of the 7-skill level members is also found in the Airlift Loadmasters cluster (41 percent) and the Airdrop-Airlift Loadmasters cluster (46 percent). Table 6 shows the average percent time spent on duties across both skill-level groups. The 5-skill level members spend a larger portion of their time loading and offloading aircraft, performing ground support functions, preparing aircraft for airdrop procedures, and performing or practicing abnormal and emergency procedures compared to the 7-skill level group (see Table 6). In contrast, the 7-skill DAFSC members concentrate more on supervisory duties (A thru D). They also perform slightly more general administration and supply tasks. The 9- and CEM-skill levels are mainly grouped in the Airlift and Airdrop-Airlift Loadmasters clusters, but with 6 percent in the Staff Personnel IJT. These skill levels are concentrated on supervisory duties. Overall, Tables 5 and 6 reflect apparent differences between these skill-level groups in terms of the jobs and tasks performed. Further discussion of these data is contained below.

Skill-Level Descriptions

DAFSC 11450. Personnel perform an average of 166 tasks. Of the 479 (37 percent of the survey sample), 230 are members of the Airlift Loadmasters cluster. This accounts for 48 percent of these members. There are 210 of these members in the Airdrop-Airlift Loadmasters cluster. Table 6 displays the duties where the 11450 members spend most of their time. These duties are technical in nature and include performing general administration and supply tasks. Most of these members spend time on tasks such as inspecting emergency equipment and inspecting aft cargo doors and ramps. A list of representative tasks can be found at Table 7.

TABLE 5

DISTRIBUTION OF 114X0 DAFSC GROUP MEMBERS
ACROSS CAREER LADDER JOBS
(NUMBER AND PERCENT RESPONDING)

CAREER LADDER JOBS	DAFSC 11450 (N=479)		DAFSC 11470 (N=681)		DAFSC 11490/00 (N=138)	
	NBR	PCT	NBR	PCT	NBR	PCT
I AIRLIFT LOADMASTERS (STG083, N=576)	230	48%	282	41%	58	42%
II AIRDROP/AIRLIFT LOADMASTERS (STG076, N=585)	211	44%	316	46%	53	38%
III SUPERINTENDENT LOADMASTER (STG061, N=16)	0	0%	7	1%	9	7%
IV GROUND SUPPORT (STG054, N=7)	5	1%	2	*	0	0%
V STAFF PERSONNEL (STG042, N=23)	0	0%	1	*	8	6%
VI MANAGERS (STG023, N=7)	0	0%	5	1%	2	1%
NOT GROUPED (N=109)	33	7%	68	10%	8	6%
TOTAL	479	100%	681	99%	138	100%

* Less than 1 percent

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

TABLE 6

AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY
114X0 DAFSC GROUPS

DUTIES	DAFSC 11450 (N=479)	DASFC 11470 (N=681)	DAFSC 11490/00 (N=138)
A ORGANIZING AND PLANNING	2	4	8
B DIRECTING AND IMPLEMENTING	1	3	6
C INSPECTING AND EVALUATING	1	3	8
D TRAINING	1	4	4
E PERFORMING GENERAL ADMINISTRATION & SUPPLY TASKS	1	1	2
F PERFORMING COMMON AIRCREW TASKS	19	17	15
G PERFORMING PRELIMINARY LOAD PLANNING	6	6	5
H PERFORMING AIRCRAFT PREFLIGHT FUNCTIONS	19	17	14
I LOADING AND OFFLOADING AIRCRAFT	21	19	17
J PERFORMING INFLIGHT FUNCTIONS	9	8	7
K PERFORMING GROUND SUPPORT FUNCTIONS	6	5	4
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	9	9	7
M PERFORMING OR PRACTICING ABNORMAL AND EMERGENCY PROCEDURES	4	4	3

* Less than 1 percent

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

TABLE 7
REPRESENTATIVE TASKS PERFORMED BY
DAFSC 11450 PERSONNEL
(N=479)

TASKS	PERCENT MEMBERS PERFORMING
H210 Inspect and inventory emergency equipment	98
I270 Open or close aft cargo doors	98
J294 Operate interphone systems	98
H213 Inspect and inventory tie down equipment	98
I283 Secure cargo in aircraft	97
I277 Perform stowaway checks	97
I258 Inspect cargo prior to loading	96
I266 Load or offload passengers	96
H201 Inspect aft cargo doors and ramps	96
H216 Inspect and test oxygen systems	96
F154 Operate galley equipment, such as ovens or coffee makers	96
F138 Demonstrate to passengers use of life preservers, parachutes, and oxygen masks	96
F139 Fire small arms for qualification	96
I284 Secure passenger baggage in aircraft	96
I253 Compute restraint criteria	96
H215 Inspect and set lighting in troop or cargo compartments	96
H205 Inspect aircraft forms	95
H207 Inspect aircraft winches and snatch blocks	95
F181 Secure equipment for descents or landings	95
I247 Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F)	95
F146 Load crew gear on aircraft	94
I265 Load or offload palletized cargo	94
F147 Maintain flight manuals, safety and operational supplements, and flight crew checklists	93
H206 Inspect aircraft lavatories	92
F134 Annotate AFTO Forms 781A (Maintenance Discrepancy and Work Document)	92
H211 Inspect and inventory fleet service equipment	91
G188 Determine winch cable configurations	91
G189 Determine winch cable pull	91
F151 Operate emergency escape hatches	91
G190 Identify safety measures required when loading or offloading aircraft	91
F142 Inspect ramp area for foreign objects	91
F145 Instruct extra crew members or passengers on inflight of ground emergency procedures	91
G185 Coordinate aircraft loading or offloading with terminal or ramp personnel	90

DAFSC 11470. The 681 7-skill level personnel (52 percent of the 114X0 survey sample) perform an average of 183 tasks. These airmen supervise an average of four people and spend 55 percent of their time on supervisory and managerial tasks (duties A through E). While many of the 7-skill level personnel are members of the Airdrop-Airlift Loadmasters cluster (46 percent), 41 percent of these airmen are present in the Airlift cluster (see Table 5). A few are also members of each IJT in this career ladder. Examples of tasks performed by this group include: counsel personnel on personal or military-related matters, determine work priorities, and plan work assignments. A more complete listing of characteristic tasks for these incumbents can be found in Table 8.

Tasks which best distinguish the 7-skill level personnel from their junior counterparts are presented in Table 10. Examples of tasks with the greatest difference in members performing include supervise Aircraft Loadmasters Technicians (AFSC 11470), counsel personnel on personal or military-related matters, evaluate personnel for compliance with performance standards, supervise Aircraft Loadmasters (AFSC 11450), plan work assignments, and compile information for reports or staff studies. Though most of the 5-skill level tasks are still being accomplished at the 7-skill level, the key difference lies in a greater emphasis on supervisory functions for 7-skill level airmen.

DAFSC 32490/00. Technical duties still occupy a large portion of these 138 senior managers' time. Table 6 shows a slight decrease in time spent on technical duties, along with an increase in managerial functions. Table 11 shows those tasks which best differentiate the 7-skill levels from personnel at the 9- and CEM-skill levels. These primarily involve management-related tasks. Senior career ladder personnel jobs fell within the Superintendent and the Staff Personnel groups, but the largest representation was in the Airlift (N=58) and Airdrop-Airlift (N=53) Loadmasters groups. Representative tasks for this group are shown in Table 9.

Summary

Career ladder progression within the AFSC 114X0 career ladder is unusual in that personnel at all skill levels performed technical tasks. Even the most senior Loadmasters must at least periodically serve as primary aircrew to maintain their flying qualification. All skill-level personnel spend the majority of their job time performing technical tasks. Individuals possessing a 7-skill level begin to add supervisory and managerial functions, with no substantial decrease in the number of tasks technical in nature. The 9- and CEM-skill level personnel are still performing technical tasks, but increase the time spent in supervisory or inspection roles.

TABLE 8
REPRESENTATIVE TASKS PERFORMED BY
DAFSC 11470 PERSONNEL
(N=681)

TASKS	PERCENT MEMBERS PERFORMING
H210 Inspect and inventory emergency equipment	97
I283 Secure cargo in aircraft	97
H213 Inspect and inventory tie down equipment	97
H215 Inspect and set lighting in troop or cargo compartments	96
H216 Inspect and test oxygen systems	96
H201 Inspect aft cargo doors and ramps	96
I247 Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F)	96
I284 Secure passenger baggage in aircraft	96
I266 Load or offload passengers	96
I258 Inspect cargo prior to loading	96
J294 Operate interphone systems	96
F139 Fire small arms for qualification	95
H244 Test public address systems	95
I246 Brief loading crews concerning loading or offloading operations	95
I262 Load or offload nonpalletized cargo	95
I270 Open or close aft cargo doors	95
I277 Perform stowaway checks	95
H205 Inspect aircraft forms	94
H207 Inspect aircraft winches and snatch blocks	94
I265 Load or offload palletized cargo	94
I275 Perform engine running loading or offloading of cargo	94
I285 Verify suitability and compatibility of cargo being loaded	94
J295 Operate public address systems	94
F138 Demonstrate to passengers use of life preservers, parachutes, and oxygen masks	93
F145 Instruct extra crew members or passengers on inflight of ground emergency procedures	93
F154 Operate galley equipment, such as ovens or coffee makers	92
F181 Secure equipment for descents or landings	92
F147 Maintain flight manuals, safety an operational supplements, and flight crew checklists	92
F134 Annotate AFTO Forms 781A (Maintenance Discrepancy and Work Document)	92
H211 Inspect and inventory fleet service equipment	91
G190 Identify safety measures required when loading or offloading aircraft	90
F142 Inspect ramp area for foreign objects	91
G185 Coordinate aircraft loading or offloading with terminal or ramp personnel	91
F146 Load crew gear on aircraft	90

TABLE 9
REPRESENTATIVE TASKS PERFORMED BY
DAFSC 11490/00 PERSONNEL
(N=138)

TASKS	PERCENT MEMBERS PERFORMING
I277 Perform stowaway checks	97
I258 Inspect cargo prior to loading	96
I282 Review cargo documentation	96
I266 Load or offload passengers	96
I283 Secure cargo in aircraft	96
I247 Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F)	96
I285 Brief loading crews concerning loading or offloading operations	96
I253 Compute restraint criteria	96
H210 Inspect and inventory emergency equipment	96
I270 Open or close aft cargo doors	95
I259 Inspect vehicles prior to loading	95
J294 Operate interphone systems	95
I284 Secure passenger baggage in aircraft	95
I267 Load or offload rolling stock	95
I265 Load or offload palletized cargo	94
F181 Secure equipment for descents or landings	94
F147 Maintain flight manuals, safety and operational supplements, and flight crew checklists	94
I278 Raise or lower cargo ramps	92
I250 Compute load distribution using hand held electronic calculators	89
A4 Determine work priorities	85
B43 Interpret policies, directives, or procedures for subordinates	83
A9 Establish organizational policies, office instructions (OI), or standing operating procedures (SOP)	80
A6 Develop work methods or procedures	79
B38 Implement policies, directives, or procedures for Loadmasters	77
C64 Evaluate personnel for compliance with performance	76
B30 Compile information for reports or staff studies	75
B32 Counsel personnel on personal or military-related matters	75
C51 Analyze workload requirements	70

TABLE 10

REPRESENTATIVE TASK DIFFERENCES BETWEEN
DAFSC 11450 AND DAFSC 11470 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 11450 (N=479)	DAFSC 11470 (N=681)	DIFFERENCE
B46 Supervise Aircraft Loadmasters Technicians (AFSC 11470)	9	43	-34
B32 Counsel personnel on personal or military-related matters	22	55	-33
C80 Prepare EPRs	24	56	-32
B43 Interpret policies, directives, or procedures for subordinates	15	46	-31
C64 Evaluate personnel for compliance with performance standards	12	43	-31
A10 Establish performance standards for subordinates	11	41	-30
B47 Supervise Aircraft Loadmasters (AFSC 11450)	32	60	-28
B30 Compile information for reports or staff studies	8	35	-27
A20 Plan work assignments	17	43	-26
B38 Implement policies, directives, or procedures for Loadmasters	8	34	-26
C65 Evaluate personnel for instructor or flight examiner duty	4	26	-22
A15 Plan aerospace rescue and recovery activities	11	31	-20
B48 Supervise Apprentice Aircraft Loadmasters (AFSC 11430)	26	43	-17
A4 Determine work priorities	37	53	-16
C55 Draft changes to aircraft loading technical orders	5	20	-15
A6 Develop work methods or procedures	20	42	-12

TABLE 11

REPRESENTATIVE TASK DIFFERENCES BETWEEN
DAFSC 11470 AND DAFSC 11490/00 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 11470 (N=681)	DAFSC 11490/00 (N=138)	DIFFERENCE
A9 Establish organizational policies, office instructions (OI), or standing operating procedures (SOP)	32	80	-48
A29 Write job descriptions	16	62	-46
B38 Implement policies, directives, or procedures for Loadmasters	34	77	-43
C61 Evaluate job descriptions	13	54	-41
A1 Assign personnel to duty positions	31	71	-40
B30 Compile information for reports or staff studies	35	75	-40
B31 Conduct staff meetings	15	55	-40
C59 Evaluate individuals for promotion, demotion, or reclassification	17	56	-39
A6 Develop work methods or procedures	42	80	-38
B43 Interpret policies, directives, or procedures for subordinates	46	83	-37
C51 Analyze workload requirements	33	70	-37
A24 Schedule leaves or passes	27	61	-34
C64 Evaluate personnel for compliance with performance standards	43	77	-34
A21 Review personnel requirements	37	70	-33
B42 Initiate personnel action requests	10	43	-33
B44 Participate in certification and review board meetings	24	57	-33
A4 Determine work priorities	53	85	-32
C75 Inspect Aircraft loadmaster activities	40	72	-32
A4 Determine work priorities	53	85	-32
A10 Establish performance standards for subordinates	41	71	-30
B46 Supervise Aircraft Loadmasters Technicians (AFSC 11470)	43	67	-24
A20 Plan work assignments	43	66	-23
B32 Counsel personnel on personal or military-related matters	55	75	-20

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

The results of the skill level and job structure analysis were compared with the AFR 39-1 Specialty Descriptions, dated 1 February 1988, for the Aircraft Loadmasters. 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.

Broad descriptions in the AFR 39-1 section for AFSC 114X0 personnel accurately reflect actual personnel utilization in the field. The descriptions depict the technical aspects of the job, as well as the major jobs identified in the work structure analysis.

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: (1) the percent of first-enlistment (1-48 months TAFMS) or first-job (1-24 months TAFMS) personnel performing tasks covered in the job inventory, (2) ratings of relative difficulty of tasks, and (3) the ratings of relative emphasis which should be placed on tasks for first-enlistment training. These data can be used in examining training documents such as the Specialty Training Standard (STS) and the Plan of Instruction (POI).

To aid in the examination of the AFSC 114X0 specialty training documents, personnel from the initial training course at Sheppard AFB, TX, assisted in matching job inventory tasks to appropriate sections of the STS and the POI. With these matchings, comparisons of survey data to the training documents were accomplished. A complete computer listing displaying percent members performing tasks, training emphasis, and TD ratings for each task, along with STS and POI matchings, has been forwarded to the technical school for its use in further detailed reviews of training documents.

Training Emphasis and Task Difficulty

Training Emphasis (TE) and Task Difficulty (TD) ratings are factors that can assist technical school personnel in deciding what tasks should be emphasized in entry-level training. TE ratings provided by career ladder subject-matter experts (SME) yielded an average rating of 2.98, with a standard deviation of 2.13. Therefore, tasks having a rating of 5.11 (average TE + 1 standard deviation), or better, are considered highly recommended for structured training. TD ratings were adjusted to an average of 5.00 and a standard deviation of 1.00. Tasks with ratings of 3.00 or better are perceived as difficult enough to warrant centralized training. For a complete discussion of TE and TD, please refer to the Task Factor Administration section of this report.

Tasks having the highest TE ratings are listed in Table 12. This table includes for each task the percentage of total first-job and first-enlistment personnel performing and the TD rating. As illustrated in Table 12, these tasks pertain to a variety of technical functions within the specialty. A majority of these tasks fall into the loading and offloading aircraft and performing preliminary load-planning categories. In addition, several of these tasks are performed by substantial percentages of first-enlistment personnel and have average to high TD ratings.

Table 13 lists the tasks having the highest TD ratings. The percentage of total first-enlistment, 5-, and 7-skill level personnel performing, and the TE ratings are also included for each task. Most of these tasks relate to managerial and supervisory-type duties. These tasks are not performed by many first-enlistment airmen, but an increase in performance is seen at the 7-level. Most have low TE ratings. Load plan outsized cargo and load or off-load tracked vehicles are exceptions to the low TE tendency.

While reviewing this section of the report, note that tasks performed by moderate to high percentages of personnel (30 percent or better) in the first-enlistment group may justify resident technical training. TE and TD ratings, composed of the opinions of experienced career ladder personnel, are secondary factors that may assist training developers in deciding which tasks should be emphasized for entry-level training. Those tasks receiving high task factor ratings, but performed by low percentages of first-enlistment personnel, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best left out of training for new personnel. Training decisions are not only weighed against these factors, but should be influenced by many other considerations, including command concerns, safety standards, and criticality of the tasks.

Analysis of First-Enlistment Personnel

In this study, there are 164 airmen in their first enlistment, representing 13 percent of all AFSC 114X0 personnel. These airmen are qualified at the 5-skill level. Figure 2 reflects the distribution of these first-enlistment airmen across career ladder jobs. As shown in Figure 2, first-enlistment members are located in two major jobs: Airlift and Airdrop-Airlift Loadmasters.

Table 14 presents a list of representative tasks performed by AFSC 114X0 first termers. First-enlistment personnel perform an average of 155 tasks. Most of the tasks pertain to performing aircraft preflight functions and loading and offloading aircraft.

The highly technical nature of the jobs performed by junior airmen is revealed by the fact that less than 6 percent of their job time involves supervisory or managerial functions, such as those in duties A, B, C, or D (see Table 6). These airmen spend the largest portion of their time performing the technical duties associated with their respective job.

TABLE 12

TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE) FOR 114X0 PERSONNEL
(GREATER THAN 1 STANDARD DEVIATION ABOVE THE AVERAGE)

TASKS	TNG EMPH*	PERCENT MEMBERS PERFORMING		TASK DIFF**
		1ST JOB (N=54)	1ST ENL (N=164)	
I247 Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F)	7.45	94	96	6.22
G190 Identify safety measures required when loading or offloading aircraft	7.39	96	93	6.01
I253 Compute restraint criteria	7.03	98	99	5.91
I283 Secure cargo in aircraft	6.83	94	97	5.74
F147 Maintain flight manuals, safety and operational supplements, and flight crew checklists	6.82	89	91	5.13
I267 Load or offload rolling stock	6.68	94	97	5.73
H216 Inspect and test oxygen system	6.67	93	96	4.30
F151 Operate emergency escape hatches	6.62	93	95	3.53
I259 Inspect vehicles prior to loading	6.59	93	96	5.45
I258 Inspect cargo prior to loading	6.56	94	96	5.41
F152 Operate fire extinguishers	6.55	74	71	3.33
G193 Load plan hazardous cargo	6.55	74	73	5.98
I252 Compute pressure exerted by cargo on aircraft floor	6.52	89	95	6.04
I262 Load or offload nonpalletized cargo	6.52	91	96	5.74
F138 Demonstrate to passengers use of life preservers, parachutes, and oxygen masks	6.48	96	98	4.43
I285 Verify suitability and compatibility of cargo being loaded	6.47	93	97	6.29
I246 Brief loading crews concerning loading or offloading operations	6.45	94	93	5.11

* Average Training Emphasis = 2.98, with SD of 2.13 (High = 5.11)

** Average Task Difficulty = 5.00, with SD of 1.00

TABLE 13

TASKS RATED HIGHEST IN TASK DIFFICULTY (TD) FOR 114X0 PERSONNEL
(GREATER THAN 1 STANDARD DEVIATION ABOVE THE AVERAGE)

TASKS	TASK DIFF*	PERCENT MEMBERS PERFORMING			TNG EMPH**
		1ST ENL (N=164)	11450 (N=479)	11470 (N=681)	
A13 Plan aircrew advanced schedules	7.06	1	11	31	.83
C65 Evaluate personnel for instructor or flight examiner duty	6.97	2	4	26	.70
C52 Authorize deviations from aircraft loading or offloading procedures	6.95	9	14	21	1.45
A14 Plan airlift movement control of airdrop missions	6.81	2	5	11	.53
A10 Establish performance standards for subordinates	6.79	3	11	41	1.02
C64 Evaluate personnel for compliance with performance standards	6.78	2	12	43	1.29
D95 Develop lesson plans	6.77	2	8	23	.79
A15 Plan airlift movement control of logistics missions	6.76	1	6	13	.50
D96 Develop Master Task List (MTL)	6.72	0	1	7	.24
C80 Prepare EPRs	6.64	1	24	56	2.41
B43 Interpret policies, directives, or procedures for subordinates	6.64	4	15	46	1.48
D121 Write test questions	6.61	4	10	34	.94
B38 Implement policies, directives, or procedures for Loadmasters	6.59	1	8	34	1.14
G194 Load plan outsized cargo	6.58	72	70	68	6.26
I269 Load or offload tracked vehicles	6.56	66	74	78	6.17
G186 Coordinate airlift requests with other military services	6.56	33	31	33	1.38
D88 Conduct load planning training with other than aircraft loadmaster personnel	6.54	7	14	26	1.86
A6 Develop work methods or procedures	6.51	16	20	42	1.15
B47 Supervise Aircraft Loadmasters (AFSC 11450)	6.48	13	32	60	2.00

* Average Task Difficulty = 5.00, with SD of 1.00

** Average Training Emphasis = 2.98, with SD of 2.13 (High = 5.11)

TABLE 14
 REPRESENTATIVE TASKS PERFORMED BY AFSC 114X0
 FIRST-ENLISTMENT PERSONNEL
 (1-48 MONTHS TAFMS)

TASKS	PERCENT MEMBERS PERFORMING (N=164)
H207 Inspect aircraft winches and snatch blocks	99
H210 Inspect and inventory emergency equipment	99
I253 Compute restraint criteria	99
I254 Compute roller load limitations	99
I270 Open or close aft cargo doors	99
H201 Inspect aft cargo doors and ramps	98
H206 Inspect aircraft lavatories	98
H213 Inspect and inventory tie down equipment	98
I270 Load or offload palletized cargo	98
I277 Perform stowaway checks	98
H215 Inspect and set lighting in troop or cargo compartments	97
H220 Inspect crew galleys	97
I266 Load or offload passengers	97
F154 Operate galley equipment, such as ovens or coffee makers	97
I283 Secure cargo in aircraft	97
I285 Verify suitability and compatibility of cargo being loaded	97
I267 Load or offload rolling stock	97
J294 Operate interphone systems	97
H216 Inspect and test oxygen systems	96
H233 Inspect roller conveyors	96
H244 Test public address systems	96
I247 Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F)	96
I255 Compute shoring requirements	96
I258 Inspect cargo prior to loading	96
I259 Inspect vehicles prior to loading	96
I261 Load or offload hazardous material	96
I262 Load or offload nonpalletized cargo	96
I284 Secure passenger baggage in aircraft	96
I279 Raise or lower cargo ramps	96

**114XO FIRST-TERM DISTRIBUTION
ACROSS SPECIALTY JOBS
(N= 164)**

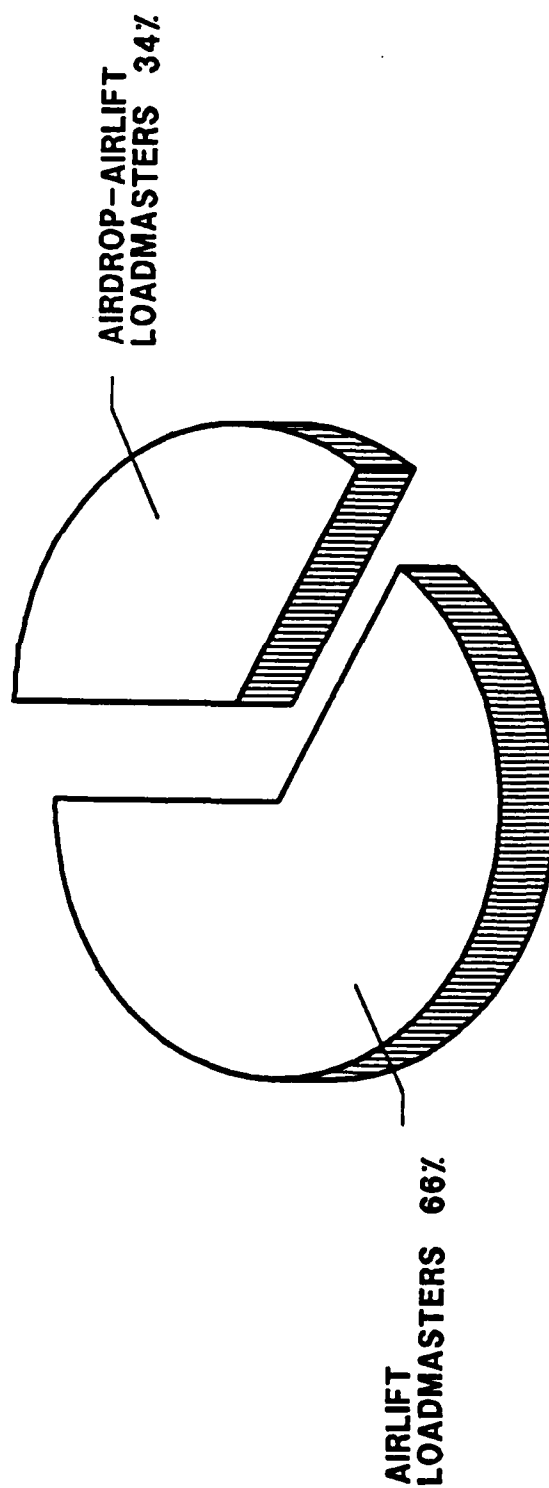


Figure 2

Further indication of the technical orientation of these airmen is the variety of equipment worked on or utilized by first-enlistment personnel. Table 15 lists equipment items worked on by 30 percent or more of first-enlistment personnel. Examples of equipment utilized include cargo winches, roller conveyors, snatch blocks or pulleys, tiedown fittings, and comfort pallets. A full computer listing of all equipment items and the associated percent members performing is supplied in the Training Extract and should be used by training specialists to determine which types of equipment should be emphasized for first-term training.

Review of Specialty Training Standard

To assess the effectiveness of the AFSC 114X0 STS, Aircraft Loadmaster specialty, dated January 1990, STS sections were compared to survey data. STS elements with performance elements were reviewed in terms of training emphasis, task difficulty, and percent members performing information. STS elements containing general career ladder knowledge were not reviewed. Task knowledge and performance elements of the STS were compared against the standard set forth in AFR 8-13 (dated 1 August 1986) and AFR 8-13/ATC Supplement 1 (dated 2 March 1987), Attachment 1, paragraph A1-3c(4) (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level (criterion group) of the AFS).

The traditional method of reviewing an STS is to compare inventory tasks matched against a particular STS item to first-enlistment, 5-, and 7-skill level data. If the STS item has matched tasks performed by 20 percent or more of one of these criterion groups, survey data are said to support inclusion of the STS item. Using this traditional approach with the AFSC 114X0 STS, only one item was found to be unsupported (see Table 16 for nonsupported item).

An additional area of analysis involves examining tasks not matched to any STS element. Unreferenced tasks performed by at least 20 percent of a group in the career ladder are performed to an extent great enough to be considered for inclusion in the STS. Additionally, tasks with high TE or TD ratings should be examined for possible STS inclusion. Examples of unreferenced Loadmaster tasks are shown in Table 17. These tasks cover a variety of functions and equipment. A full list of these unreferenced tasks can be found at the end of the STS PRTMOD printout found in the Training Extract. SMEs should examine all unreferenced tasks to ascertain if any should be added to the STS.

Review of Plan of Instruction (POI)

Based on assistance from technical school SMEs in matching job inventory tasks to POI J3ABR11430, dated 4 August 1987, occupational survey data were matched to related training objectives. A similar method to that of the STS analysis was employed to review the POI. Information furnished for consideration includes percent members performing data for first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) personnel, as well as TE and TD ratings for individual tasks.

TABLE 15
EQUIPMENT USED OR OPERATED
BY GREATER THAN 30 PERCENT OF AFSC 114X0
FIRST-ENLISTMENT PERSONNEL (1-48 MONTHS TAFMS)
(PERCENT MEMBERS RESPONDING)

<u>EQUIPMENT</u>	<u>1ST ENLIST (N=164)</u>
Chains and Devices, 10,000 lb capacity	99
Chains and Devices, 25,000 lb capacity	99
Cargo Winches (Internals)	98
Straps, 5000 lb capacity	98
Hand held Calculators	96
Roller Conveyors	96
Steel Bridge Plates	95
Nets, 463L	93
Snatch Blocks or Pulleys	93
Emergency Equipment	92
Cargo Loading Ramps or Struts	91
Passenger Comfort Items; blankets, pillows, & earplugs	90
Tiedown Fittings	89
Rails, 463L	87
Comfort Pallets	85
Ground Loading Ramps	84
Protective Clothing and Survival Equipment	79
Loaders, 25K	76
Loaders, 40K	74
Forklifts, 10K	73
Auxiliary Power Units	70
Rollarized Prybars (Johnson Bars)	68
Auxiliary Truck Loading Ramps	67
Pallet Dollies, 463L	66
Cargo Winches (External)	60
Flatbed Trailers (rollarized), 25 or 40 ft	56
Adverse Terrain Loaders, 10K	55
Rough Terrain Loaders, 10K	50
Tactical Loader	46
Pass Loading Ramps	40
Flatbed Trailers (nonrollarized), 25 or 40 ft	39
Forklifts, 4K	39
Forklifts, 6K	38
Aerospace Ground Equipment	31

TABLE 16

EXAMPLES OF AFSC 114X0 STS ELEMENTS
NOT SUPPORTED BY OSR DATA
(LESS THAN 20 PERCENT MEMBERS PERFORMING)

STS ELEMENT/REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING				TSK DIF*	TNG EMP**
	1ST ENL (N=164)	DAFSC 11450 (N=479)	DAFSC 11470 (N=681)			
3. PUBLICATIONS						
3a. Locate information in technical orders and standard publications applicable to loadmaster functions	2	6	12	3.73	1.30	
2b						

* Average Task Difficulty = 5.00, with SD of 1.00

** Average Training Emphasis = 2.98, with SD of 2.13 (high = 5.11)

TABLE 17

EXAMPLES OF TASKS PERFORMED BY 20 PERCENT OR MORE
AFSC 114X0 GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING				TNG EMP*	TASK DIFF**
	1ST ENL (N=164)	DAFSC 11450 (N=479)	DAFSC 11470 (N=681)			
F139 Fire small arms for qualification	97	96	95		5.52	4.05
F149 Open or close crew entrance doors	90	90	90		5.48	3.37
F151 Operate emergency escape hatches	95	95	97		6.62	3.53
F172 Perform personal equipment inspection	87	83	82		5.41	4.23
H201 Inspect aft cargo doors and ramps	98	96	96		6.06	4.50
H214 Inspect and set forward or aft Loadmaster control panels						
H232 Inspect personnel warning advisor signs	85	76	68		4.41	4.05
H235 Inspect troop doors	84	69	63		3.71	3.09
H236 Operate hydraulic systems	95	94	93		5.59	4.11
H243 Test interphone stations	91	90	90		6.03	5.25
H244 Test public address systems	93	93	94		4.62	3.45
I270 Open or close aft cargo doors	96	96	95		4.76	3.66
I275 Perform engine running loading or offloading of cargo	99	98	95		6.45	5.04
I276 Perform engine running loading or offloading of cargo	90	94	94		6.42	6.01
I278 Raise or lower cargo ramps	80	89	91		5.91	5.38
J294 Operate interphone systems	96	94	92		5.89	4.80
K308 Configure aircraft for cargo missions	97	98	96		5.12	3.74
	92	91	90		5.97	5.32

* Average Training Emphasis = 2.98, with SD of 2.13 (high = 5.11)

** Average Task Difficulty = 5.00, with SD of 1.00

POI blocks, units of instruction, and criterion objectives were compared against the standards set forth in Attachment 1, APCR 52-22, dated 17 February 1989 (i.e., at least 30 percent or more of the criterion first enlistment group should be performing tasks trained, along with sufficiently high TE and TD ratings on those tasks). Per this guidance, tasks trained in the course which do not meet these criteria must be considered for elimination from the formal course, if not justified on some other acceptable basis.

Review of the tasks matched to the POI using the standard APCR 52-22 criteria reveals that all but one of the POI items are supported by OSR data. This unsupported item is presented in Table 18.

As with the STS, another part of the POI analysis involves examining tasks not matched to any POI objectives. These are tasks performed by very high percentages of first-termers and also have high TE ratings. An example of these tasks can be found in Table 19. The Training Extract lists these unreferenced tasks at the end of the POI computer run. Basing training decisions on this product suggests considering these unreferenced tasks for possible inclusion to the POI.

JOB SATISFACTION ANALYSIS

Comparisons of group perceptions of their jobs provide career ladder managers with a means toward understanding some of the factors affecting job performance of today's airmen. These perceptions are gathered from incumbents' responses to five job satisfaction questions covering job interest, perceived utilization of talents, perceived utilization of training, sense of accomplishment, and reenlistment intentions. The responses of the current survey sample are then analyzed by making several comparisons: (1) among TAFMS groups of a comparative sample of personnel from other Aircrew AFSCs surveyed in 1989 (AFSCs 111X0, 118X0, and 118X2); (2) between current and previous survey TAFMS groups; (3) across specialty job groups identified in the SPECIALTY JOBS section of this report; and (4) across aircraft groups.

First-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data are listed in Table 20 and are compared to corresponding enlistment groups from other Aircrew AFSCs surveyed during the previous calendar year. These data give a relative measure of how the job satisfaction of AFSC 114X0 personnel compares with that of other similar Air Force specialties. Generally, enlistment groups of the DAFSC 114X0 sample indicate much higher levels of job satisfaction than do those of the comparative sample (see Table 20).

An indication of changes in job satisfaction perceptions within the career ladder is provided in Table 21, where TAFMS group data for 1990 AFSC 114X0 survey respondents are presented, along with data from respondents to the last occupational survey report of the career ladder. Generally, all areas of satisfaction have increased, with the exception of reenlistment intentions, which has decreased since the 1983 OSR.

TABLE 18

EXAMPLES OF AFSC 114X0 POI ITEMS
NOT SUPPORTED BY OSR DATA
(PERCENT FIRST ENLISTMENT PERFORMING)

<u>TASKS</u>	<u>1ST ENL</u> <u>(N=164)</u>	<u>TSK</u> <u>DIFF*</u>	<u>TNG</u> <u>EMP**</u>	<u>ATI</u>
0019 I 4a. Using extracts of Air Force Publications, locate specified information with 70 percent accuracy				
E126 Issue Aircrew publication	4	3.73	1.30	2

* Average Task Difficulty = 5.00, with SD of 1.00

** Average Training Emphasis = 2.98, with SD of 2.13 (high = 5.11)

TABLE 19

EXAMPLES OF TECHNICAL TASKS WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING AND NOT REFERENCED TO POI 11430-002
(PERCENT FIRST ENLISTMENT PERFORMING)

TASKS	1-48 MONTHS TAFMS (N=164)	TNG EMP*	TASK DIFF**
H207 Inspect aircraft winches and snatch blocks	99	5.85	4.88
H210 Inspect and inventory emergency equipment	99	6.33	4.83
I254 Compute roller load limitations	99	6.39	6.33
H201 Inspect aft cargo doors and ramps	98	6.06	4.50
H213 Inspect and inventory tie down equipment	98	5.41	4.30
H215 Inspect and set lighting in troop or cargo compartments	97	4.95	3.47
F139 Fire small arms for qualification	97	5.52	4.05
H220 Inspect crew galleys	97	4.76	4.08
H216 Inspect and test oxygen systems	96	6.67	4.30
H233 Inspect roller conveyors	96	6.00	4.46
I259 Inspect vehicles prior to loading	96	6.59	5.45
F151 Operate emergency escape hatches	95	6.62	3.53
G189 Determine winch cable pull	95	6.23	5.05
G188 Determine winch cable configurations	93	6.20	5.31
H243 Test interphone stations	93	4.62	3.45
F149 Open or close crew entrance doors	90	5.48	3.37
I275 Perform engine running loading or offloading of cargo	90	6.42	6.01
H222 Inspect emergency escape hatches	89	6.00	4.12
F172 Perform personal equipment inspection	85	5.41	4.23
F143 Inspect spare life support equipment	82	4.82	4.05
H221 Inspect dual rail systems	80	6.39	5.60
F135 Apply external alternating current (AC) and direct current (DC) power to aircraft			
F150 Operate aircraft brakes	79	4.67	4.90
F136 Assist maintenance personnel in identifying aircraft system malfunctions	70	4.23	3.58
	48	3.91	5.20

* Average Training Emphasis = 2.98 with SD of 2.13 (high = 5.11)

** Average Task Difficulty = 5.00 with SD of 1.00

TABLE 20

COMPARISON OF JOB SATISFACTION DATA BY 114X0
AND COMPARATIVE SAMPLE GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	114X0 (N=164)	COMP SAMPLE (N=159)	114X0 (N=113)	COMP SAMPLE (N=104)	114X0 (N=1,028)	COMP SAMPLE (N=257)
<u>EXPRESSED JOB INTEREST:</u>						
Interesting	93	79	94	77	91	79
So-So	5	13	4	10	6	14
Dull	2	6	3	10	3	6
<u>PERCEIVED USE OF TALENTS:</u>						
Fairly Well to Perfectly Little or Not at All	92 8	78 19	94 6	79 17	91 9	82 18
<u>PERCEIVED USE OF TRAINING:</u>						
Fairly Well to Perfectly Little or Not at All	98 2	92 5	97 3	89 7	93 7	89 10
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
Satisfied	91	67	89	69	86	72
Neutral	4	16	6	6	5	7
Dissatisfied	5	15	4	20	9	20
<u>REENLISTMENT INTENTIONS:</u>						
Yes, or Probably Yes	66	63	81	69	80	83
No, or Probably No	33	34	18	30	6	6
Plan to Retire	1	1	0	1	13	10

NOTE: Comparative Sample of Aircrew AFSCs surveyed in 1989 (Includes AFSCs 111X0, 118X0, and 118X2)
Columns may not add to 100 percent due to nonresponse and rounding

* Denotes less than 1 percent responding

TABLE 21

CURRENT AND PREVIOUS JOB SATISFACTION INDICATORS
(PERCENT MEMBERS RESPONDING)

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	1991 (N=164)	1983 (N=158)	1991 (N=113)	1983 (N=231)	1991 (N=1,028)	1983 (N=503)
<u>EXPRESSED JOB INTEREST:</u>						
Interesting	93	91	94	89	91	87
So-So	5	*	4	*	6	*
Dull	2	*	3	*	3	*
<u>PERCEIVED USE OF TALENTS:</u>						
Fairly Well to Perfectly Little or Not at All	92	87	94	90	91	93
	8	13	6	10	9	7
<u>PERCEIVED USE OF TRAINING:</u>						
Fairly Well to Perfectly Little or Not at All	98	95	97	96	93	94
	6	5	3	4	7	6
<u>REENLISTMENT INTENTIONS:</u>						
Yes, or Probably Yes	66	70	81	84	80	80
No, or Probably No	33	30	18	16	6	20

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

* Data not available

Table 22 presents job satisfaction data for the major jobs (clusters and IJTs) identified in the career ladder structure for AFSC 114X0. An examination of these data can reveal the influences performing certain jobs may have on overall job satisfaction.

As typical of aircrew specialties, job satisfaction and reenlistment intentions for AFSC 114X0 personnel were very high as a whole (see Table 22). Five of the six jobs responded with high levels of satisfaction. The airmen in the job type of Ground Support were the only exception. Although these personnel do not feel a sense of satisfaction, they all plan to reenlist. The problem here could be that these airmen are performing minimum flying hours and, thus, are not performing the full scope of Aircraft Loadmaster tasks. Over 92 percent of each of the career ladder jobs rated their job as "interesting." Only the personnel in the Ground Support IJT were basically dissatisfied, with over 72 percent describing their jobs as "so-so" or "dull." Similarly, over 85 percent of each of the major career ladder jobs also indicated a high perceived use of training, once again excluding the Ground Support IJT at 43 percent. As a whole, members in the Ground Support IJT reflect slightly lower levels of satisfaction when compared to the other jobs. Members of this job expressed less utilization of their talents and training, as well as dissatisfied feelings toward accomplishments achieved from their work. On the other hand, the members in the other major specialty jobs display high levels of overall satisfaction with greater than 57 percent responding positively across all indicators.

ANALYSIS OF CONUS VERSUS OVERSEAS GROUPS

Comparisons were made between the tasks performed and the background data for DAFSC 11450 personnel assigned to the CONUS (N=412) versus those assigned overseas (N=66). An examination of the tasks and duties performed by the two groups indicates extremely minor differences in equipment maintained and number of tasks performed. The personnel overseas have a greater TICF (87 months) and greater TAFMS (115 months) than the CONUS personnel at 70 months and 87 months respectively.

A review of the average number of tasks performed by these 2 groups indicates that overseas personnel tend to perform essentially the same number of tasks (166 tasks) as their CONUS counterparts (165 tasks). Job satisfaction indicators say that CONUS personnel are more satisfied with a sense of accomplishment from work, and they feel that both their training and talents are more greatly utilized than do the OVERSEAS personnel. Most differences in jobs of CONUS and overseas personnel were basically a function of the same factors which will be discussed in the ANALYSIS OF AIRCRAFT GROUPS that follows. Table 23 shows the distribution of loadmasters qualified for specific weapon systems across CONUS and overseas groups.

TABLE 22

JOB SATISFACTION DATA BY CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)

	AIRLIFT LOADMASTERS CLUSTER (SIG083)	AIRLIFT/AIRDROP LOADMASTERS CLUSTER (SIG076)	SUPERINTENDENT LOADMASTERS IJT (SIG061)	GROUND SUPPORT IJT (SIG054)	STAFF PERSONNEL IJT (SIG042)	MANAGERS IJT (SIG023)
<u>EXPRESSED JOB INTEREST:</u>						
Interesting	93%	92%	100%	29%	100%	100%
So-So	5%	6%	0%	29%	0%	0%
Dull	1%	3%	0%	43%	0%	0%
<u>PERCEIVED USE OF TALENTS:</u>						
Fairly Well to Perfectly	93%	91%	91%	57%	100%	100%
Little or Not at All	7%	9%	0%	43%	0%	0%
<u>PERCEIVED USE OF TRAINING:</u>						
Fairly Well to Perfectly	96%	94%	94%	43%	100%	85%
Little or Not at All	3%	6%	6%	57%	0%	14%
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
Satisfied	91%	86%	100%	29%	80%	100%
Neutral	3%	5%	0%	0%	20%	0%
Dissatisfied	5%	8%	0%	71%	0%	0%
<u>REENLISTMENT INTENTIONS:</u>						
Yes, or Probably Yes	77%	81%	69%	100%	80%	57%
No, or Probably No	12%	10%	0%	0%	20%	14%
Plan to Retire	10%	10%	31%	0%	0%	29%

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

TABLE 23

AIRCRAFT QUALIFICATION BY CONUS/OVERSEAS GROUPS
(PERCENT MEMBERS RESPONDING)

<u>AIRCRAFT</u>	<u>CONUS</u> <u>(N=1,069)</u>	<u>OVERSEAS</u> <u>(N=190)</u>
C-5	24	1
C-141	48	1
C-130	23	12
HC-130	3	2
MC-130	1	2

NOTE: Columns will not total 100 percent, since some personnel reported multiple aircraft qualifications

ANALYSIS OF AIRCRAFT GROUPS

An analysis of tasks performed and equipment operated by aircraft groups can aid in determining some aircraft-specific training requirements. Likewise, an examination of background data often provides additional insight into aircraft differences within a specialty. For members of the AFSC 114X0 specialty, most of the basic functions performed were the same, regardless of the weapon system. One major functional area, namely airdrop procedures, was not included in the job of all survey respondents. Additionally, there were some variations in specific tasks performed and equipment used due to aircraft and mission differences.

C-5. The C-5 aircraft group was the only category of loadmasters who were involved strictly in airlift missions and did not perform airdrop procedures (see Table 24). A C-5 loadmaster's load typically consisted of large amounts of cargo and passengers. Note that the equipment most often used by these loadmasters reflected the type of mission flown by these airmen (Table 25). The C-5 personnel also do a larger amount of preflight functions compared to the other aircraft groups (Table 27).

C-141. Almost half of the C-141 loadmasters were not qualified to perform airdrop procedures (see Table 24). The job of these loadmasters was basically the same as that of the C-5 personnel. The remainder of the C-141 personnel were involved in airdrop, as well as airlift activities. Most of these loadmasters who had some kind of airdrop qualification were trained for heavy equipment airdrop.

C-130. Almost all the C-130 loadmasters performed the airdrop function in addition to airlift (see Table 24). A smaller percentage of time is spent on preflight functions, and a greater proportion is spent on Duty L, Preparing aircraft for airdrop operations (see Table 27). Also, notice the percentages of C-130 loadmasters performing airdrop tasks (see Table 26). The great majority of the personnel in this aircraft group were qualified for personnel, Container Delivery System (CDS), and heavy equipment airdrops (see Table 24).

MC-130. The job of MC-130 emphasized the airdrop function once again (see Table 27). These loadmasters report the greatest use of airdrop containers, airdrop parachutes, and airdrop platforms. Their special airdrop qualification includes combat crew; CDS; high speed, low level, aerial delivery system; heavy equipment (see Table 25); and 100 percent are qualified for special operations (see Table 24).

HC-130. The HC-130 loadmasters were less involved with airdrop than the MC-130 personnel. This group spent the most time on common aircrew tasks and performing inflight functions (see Table 27). These variations in the loadmaster's job were a result of the type of equipment (rescue and recovery) handled by these personnel. The majority of this group were airdrop qualified for personnel airdrop special operations (see Table 24). Also, this group had the greatest number of personnel reporting the use of pyrotechnics (see Table 25). These personnel have the lowest job satisfaction of the aircraft groups (see Table 29).

TABLE 24

AIRDROP QUALIFICATION ACROSS AIRCRAFT GROUPS
(PERCENT MEMBERS RESPONDING)

QUALIFICATION	C-5 (N=265)	C-141 (N=529)	C-130 (N=380)	MC-130 (N=47)	HC-130 (N=39)
NO AIRDROP QUALIFICATION	94%	55%	26%	4%	21%
COMBAT CREW	82%	77%	78%	79%	79%
CONTAINER DELIVERY SYSTEM (CDS)	0%	23%	76%	89%	10%
HEAVY EQUIPMENT	6%	46%	77%	96%	8%
PRIMARY NUCLEAR AIRLIFT	0%	7%	7%	2%	0%
HIGH SPEED, LOW LEVEL AERIAL DELIVERY SYSTEM	0%	3%	5%	98%	3%
SPECIAL OPERATIONS	12%	18%	8%	100%	85%
LOW LATITUDE PARACHUTE EXTRACTION SYSTEM (LAPES)	0%	0%	17%	9%	0%

NOTE: Columns will not total 100 percent since some personnel reported multiple airdrop qualifications

TABLE 25

EXAMPLES OF EQUIPMENT DIFFERENCES ACROSS AIRCRAFT GROUPS
(PERCENT MEMBERS RESPONDING)

<u>EQUIPMENT</u>	<u>C-5</u> <u>(N=265)</u>	<u>C-141</u> <u>(N=529)</u>	<u>C-130</u> <u>(N=380)</u>	<u>MC-130</u> <u>(N=47)</u>	<u>HC-130</u> <u>(N=39)</u>
AIRDROP CONTAINERS	3%	33%	71%	89%	44%
AIRDROP PARACHUTES	6%	45%	69%	89%	50%
AIRDROP PLATFORMS	9%	47%	72%	91%	13%
CARGO WINCHES (EXTERNAL)	59%	51%	39%	32%	15%
FLARE LAUNCHERS	2%	3%	21%	40%	92%
55K LOADERS	34%	20%	6%	4%	0%
PARACHUTE PACKING EQUIPMENT	2%	9%	25%	28%	15%
PASSENGER COMFORT ITEMS	94%	95%	75%	53%	49%
PASSENGER LOADING RAMPS	54%	50%	21%	9%	5%
PYROTECHNICS	7%	13%	25%	49%	92%
TACTICAL LOADER	49%	63%	60%	43%	8%
10K ROUGH TERRAIN LOADERS	52%	63%	54%	49%	3%
ROLLARIZED PRYBARS (JOHNSON BARS)	57%	76%	79%	74%	38%
LAPES EQUIPMENT	0%	2%	24%	19%	0%

TABLE 26

EXAMPLES OF TASKS DIFFERENTIATING AIRCRAFT GROUPS
(PERCENT MEMBERS PERFORMING)

TASKS	C-5 (N=265)	C-141 (N=529)	C-130 (N=380)	MC-130 (N=47)	HC-130 (N=39)
H206 INSPECT AIRCRAFT LAVATORIES	99	97	79	72	79
H207 INSPECT AIRCRAFT WINCHES AND SNATCH BLOCKS	99	99	93	89	31
H209 INSPECT AND INVENTORY AIRCRAFT KNEELING SYSTEM	99	4	4	2	3
H213 INSPECT AND INVENTORY TIE DOWN EQUIPMENT	99	98	97	98	97
H210 INSPECT AND INVENTORY EMERGENCY EQUIPMENT	99	97	97	98	97
H233 INSPECT ROLLER CONVEYORS	99	95	94	100	10
H236 OPERATE HYDRAULIC SYSTEMS	99	90	85	89	82
H200 ARM CARGO DOORS	99	97	18	28	15
H220 INSPECT CREW GALLEYS	98	99	89	87	79
I253 COMPUTE RESTRAINT CRITERIA	98	98	95	96	85
H219 INSPECT COMFORT PALLETS	98	98	42	21	5
H216 INSPECT AND TEST OXYGEN SYSTEMS	98	98	95	94	95
I262 LOAD OR OFFLOAD NONPALLETIZED CARGO	96	98	94	98	87
I254 COMPUTE ROLLER LOAD LIMITATIONS	97	98	91	85	18
I279 REMOVE OR INSTALL AUXILIARY GROUND LOADING RAMPS	56	97	95	96	74
J294 OPERATE INTERPHONE SYSTEMS	97	97	97	96	100
F160 PARTICIPATE IN CREW OPERATION DEBRIEFINGS	64	66	62	100	87
F142 INSPECT RAMP AREA FOR FOREIGN OBJECTS	95	88	95	100	90
J296 PERFORM CARGO AIRDROP PROCEDURES	10	48	79	98	79
I247 COMPUTE ENTRIES ON DD FORMS 365-4 (WEIGHT AND BALANCE CLEARANCE FORM F)	97	97	96	98	95
F161 PARTICIPATE IN GENERAL OR SPECIALIZED MISSION BRIEFINGS	85	82	78	98	79
I275 PERFORM ENGINE RUNNING LOADING OR OFFLOADING OF CARGO	95	93	97	98	77
H205 INSPECT AIRCRAFT FORMS	98	95	92	98	92
L364 SECURE LOOSE AIRCRAFT EQUIPMENT FOR AIRDROP	98	47	79	98	77
H201 INSPECT AFT CARGO DOORS AND RAMPS	98	94	96	98	100
J297 PERFORM CARGO COMPARTMENT SCANNER DUTIES	80	68	97	94	100
I272 OPEN OR CLOSE PARATROOP DOORS	72	87	96	96	100
I277 PERFORM STOWAWAY CHECKS	98	97	97	96	97
H243 TEST INTERPHONE STATIONS	98	92	95	92	97
F149 OPEN OR CLOSE CREW ENTRANCE DOORS	85	90	96	94	97

TABLE 27

RELATIVE PERCENTAGE OF TIME SPENT ON DUTIES BY AIRCRAFT GROUPS

TASKS	C-5 (N=265)	C-141 (N=529)	C-130 (N=380)	MC-130 (N=47)	HC-130 (N=39)
A ORGANIZING AND PLANNING	3	3	4	4	5
B DIRECTING AND IMPLEMENTING	3	3	3	3	3
C INSPECTING AND EVALUATING	3	3	3	4	4
D TRAINING	2	2	3	4	5
E PERFORMING GENERAL ADMINISTRATION & SUPPLY TASKS	1	1	1	1	1
F PERFORMING COMMON AIRCREW TASKS	19	17	16	19	22
G PERFORMING PRELIMINARY LOAD PLANNING	6	6	6	3	3
H PERFORMING AIRCRAFT PREFLIGHT FUNCTIONS	24	18	14	14	15
I LOADING AND OFFLOADING AIRCRAFT	21	20	19	16	16
J PERFORMING INFIGHT FUNCTIONS	8	9	8	7	10
K PERFORMING GROUND SUPPORT FUNCTIONS	5	6	5	4	4
L PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	1	8	15	16	8
M PERFORMING OR PRACTICING ABNORMAL AND EMERGENCY PROCEDURES	4	4	4	4	5

COMPARISON OF BACKGROUND CHARACTERISTICS

Table 28 displays the selected background data for the aircraft groups. The following paragraphs summarize an analysis of these data.

The average number of tasks performed for this study was 180. On the average, the C-130 and MC-130 groups performed the greatest number of tasks (185 and 197, respectively), while HC-130 personnel performed the least number (152).

All the aircraft categories consisted primarily of personnel assigned to MAC. The MC-130 group did have 4 percent assigned to AFSC. Virtually all the C-5 and C-141 loadmasters were stationed in the CONUS, while 35 percent of the C-130 loadmasters and 34 percent of the MC-130 loadmasters were assigned overseas. The majority of the HC-130 personnel (64 percent) were also assigned overseas.

In terms of seniority, variables such as paygrade, skill level, TAFMS, and TICF indicated that C-130, MC-130, and HC-130 loadmasters were more experienced than members of the other aircraft groups.

Finally, though job satisfaction figures were quite high for all aircraft groups, the HC-130 loadmasters seemed less pleased with their job compared to the others. Also, job interest and utilization of training indicators appeared to be lower for HC-130 personnel (see Table 29).

IMPLICATIONS

The primary purpose of this Occupational Survey Report (OSR) is to assist in the updating of training requirements and technical training in the Loadmaster career ladder. The findings are very similar to the previous study, indicating a stable career ladder. The specialty is very homogeneous, with various specialty jobs resulting from aircraft, mission, and seniority-level differences.

Analysis of the AFSC 114X0 career ladder structure identified two clusters and four IJT's. These groupings remained consistent with jobs found in the previous OSR, with the exception of the addition of Ground Support and Superintendents. The jobs of Rescue & Recovery and Little Rock Instructors were found to be only variations of major jobs in this survey. Overall, the utilization of career ladder personnel is accurately reflected in the AFR 39-1 Specialty Descriptions.

Analysis of career ladder documents indicates the STS and POI have almost complete support when applying the guidelines outlined in ATR 52-22. Some tasks are not referenced to the STS and should be considered for possible addition to this document.

TABLE 28

SELECTED BACKGROUND DATA FOR AIRCRAFT GROUPS

	C-5 (N=265)	C-141 (N=529)	C-130 (N=380)	MC-130 (N=47)	HC-130 (N=39)
AVERAGE NUMBER OF TASKS PERFORMED	178	181	185	197	152
PERCENT MEMBERS SUPERVISING	49%	52%	48%	51%	49%
PERCENT LOCATED OVERSEAS	2%	2%	35%	34%	64%
MAJCOM:					
MAC	100%	99%	97%	96%	100%
USAFE	0%	0%	1%	0%	0%
AFSC	0%	1%	1%	4%	0%
DAFSC DISTRIBUTION:					
11450	35%	40%	35%	34%	28%
11470	55%	49%	53%	57%	59%
11490	7%	9%	9%	6%	10%
11400	3%	2%	3%	2%	3%
AVERAGE PAYGRADE					
AVERAGE TICF (MOS)	E-6 124	E-5 114	E-6 134	E-6 144	E-6 135
AVERAGE TAFMS (MOS)	156	140	165	170	169
PERCENT IN 1ST ENL	14%	20%	9%	4%	0%

TABLE 29

JOB SATISFACTION AND RELATED DATA FOR AIRCRAFT GROUPS

	C-5 (N=265)	C-141 (N=529)	C-130 (N=380)	MC-130 (N=47)	HC-130 (N=39)
<u>EXPRESSED JOB INTEREST:</u>					
Interesting	97	92	89	91	77
So-So	3	5	8	2	3
Dull	0	3	3	6	21
<u>PERCEIVED USE OF TALENTS:</u>					
Fairly Well to Perfectly Little or Not at All	94 6	93 7	92 8	91 9	75 26
<u>PERCEIVED USE OF TRAINING:</u>					
Fairly Well to Perfectly Little or Not at All	97 3	96 4	93 7	98 2	77 23
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>					
Satisfied	94	89	83	85	69
Neutral	3	3	8	2	10
Dissatisfied	3	8	9	13	21
<u>REENLISTMENT INTENTIONS:</u>					
Yes, or Probably Yes	86	77	77	77	77
No, or Probably No	7	14	7	11	13
Plan to Retire	7	9	15	11	10

Note: Columns may not add to 100 percent due to nonresponse and rounding

Job satisfaction responses were higher than those of a comparative sample of other aircrew specialists, and satisfaction has slightly increased in the Loadmaster career field since the previous survey in 1983. Indicators across career ladder specialty jobs exhibited displeasure only among members performing Ground Support functions. This slightly lower level of satisfaction with this job should alert Air Force managers and supervisors to be aware of this dissatisfying job and attempt to implement measures to improve it.

The findings of this OSR come directly from survey data collected from Aircraft Loadmasters 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 JOB GROUPS

TABLE I
AIRLIFT LOADMASTERS
(STG083)

GROUP SIZE: 576
PERCENT OF SAMPLE: 44%
PREDOMINANT PAYGRADES: E5

AVERAGE TAFMS: 167 MONTHS
AVERAGE TICF: 117 MONTHS

TYPICAL TASKS	PERCENT MEMBERS PERFORMING
I283 SECURE CARGO IN AIRCRAFT	99
I265 LOAD OR OFFLOAD PALLETIZED CARGO	99
I266 LOAD OR OFFLOAD PASSENGERS	99
I258 INSPECT CARGO PRIOR TO LOADING	99
I270 OPEN OR CLOSE AFT CARGO DOORS	99
H213 INSPECT AND INVENTORY TIE DOWN EQUIPMENT	99
H210 INSPECT AND INVENTORY EMERGENCY EQUIPMENT	99
I277 PERFORM STOWAWAY CHECKS	99
I253 COMPUTE RESTRAINT CRITERIA	99
H216 INSPECT AND TEST OXYGEN SYSTEMS	99
H207 INSPECT AIRCRAFT WINCHES AND SNATCH BLOCKS	99
I261 LOAD OR OFFLOAD HAZARDOUS MATERIAL	99
I259 INSPECT VEHICLES PRIOR TO LOADING	98
J294 OPERATE INTERPHONE SYSTEMS	98
I284 SECURE PASSENGER BAGGAGE IN AIRCRAFT	98
I267 LOAD OR OFFLOAD ROLLING STOCK	98
I285 VERIFY SUITABILITY AND COMPATIBILITY OF CARGO BEING LOADED	98
I246 BRIEF LOADING CREWS CONCERNING LOADING OR OFFLOADING OPERATIONS	98
H201 INSPECT AFT CARGO DOORS AND RAMPS	98
I262 LOAD OR OFFLOAD NONPALLETIZED CARGO	98
H206 INSPECT AIRCRAFT LAVATORIES	98
H215 INSPECT AND SET LIGHTING IN TROOP OR CARGO COMPARTMENTS	98
H244 TEST PUBLIC ADDRESS SYSTEMS	98
H235 INSPECT TROOP DOORS	98
I247 COMPUTE ENTRIES ON DD FORMS 365-4 (WEIGHT AND BALANCE CLEARANCE FORM F)	97
F138 DEMONSTRATE TO PASSENGERS USE OF LIFE PRESERVERS, PARACHUTES, AND OXYGEN MASKS	97
I278 RAISE OR LOWER CARGO RAMPS	97
F154 OPERATE GALLEY EQUIPMENT, SUCH AS OVENS OR COFFEE MAKERS	97
H233 INSPECT ROLLER CONVEYORS	97
H205 INSPECT AIRCRAFT FORMS	97
H211 INSPECT AND INVENTORY FLEET SERVICE EQUIPMENT	97
G185 COORDINATE AIRCRAFT LOADING OR OFFLOADING WITH TERMINAL OR RAMP PERSONNEL	96
F146 LOAD CREW GEAR ON AIRCRAFT	96

TABLE I (CONTINUED)

AIRLIFT LOADMASTERS
(STG083)

TYPICAL TASKS	PERCENT MEMBERS PERFORMING
I282 REVIEW CARGO DOCUMENTATION	96
J290 COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	96
E247 MAINTAIN FLIGHT MANUALS, SAFETY AND OPERATIONAL SUPPLEMENTS, AND FLIGHT CREW CHECKLISTS	95
F181 SECURE EQUIPMENT FOR DESCENTS OR LANDINGS	95
G190 IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	95
I250 COMPUTE LOAD DISTRIBUTION USING HAND-HELD ELECTRONIC CALCULATORS	93

EQUIPMENT USED: CARGO WINCHES (INTERNAL)
 CHAINS AND DEVICES, 10,000 LB CAPACITY
 CHAINS AND DEVICES, 25,000 LB CAPACITY
 COMFORT PALLETS
 EMERGENCY EQUIPMENT
 CARGO LOADING RAMPS OR STRUTS
 HAND-HELD CALCULATORS
 NETS, 463L
 PASS CMFT ITEMS; BLANKETS, PILLOWS, & EARPLUGS
 PROTECTIVE CLOTHING AND SURVIVAL EQUIPMENT
 RAILS, 463L
 ROLLER CONVEYORS
 SNATCH BLOCKS OR PULLEY
 STEEL BRIDGE PLATES
 STRAPS, 5000 LB CAPACITY
 TIEDOWN FITTINGS

TABLE II
AIRLIFT/AIRDROP LOADMASTERS
(STG076)

GROUP SIZE: 585
PERCENT OF SAMPLE: 45%
PREDOMINANT PAYGRADES: E6

AVERAGE TAFMS: 154 MONTHS
AVERAGE TICF: 126 MONTHS

TYPICAL TASKS	PERCENT MEMBERS PERFORMING
L336 INSPECT PERSONNEL RESTRAINT HARNESS	100
L364 SECURE LOOSE AIRCRAFT EQUIPMENT FOR AIRDROP	100
I283 SECURE CARGO IN AIRCRAFT	99
J296 PERFORM CARGO AIRDROP PROCEDURES	99
J294 OPERATE INTERPHONE SYSTEMS	99
H210 INSPECT AND INVENTORY EMERGENCY EQUIPMENT	99
I277 PERFORM STOWAWAY CHECKS	99
I253 COMPUTE RESTRAINT CRITERIA	99
J298 PERFORM PERSONNEL AIRDROP PROCEDURES	99
H208 INSPECT ANCHOR CABLE AND SUPPORT ARMS	99
L333 INSPECT JUMP PLATFORMS	99
J295 OPERATE PUBLIC ADDRESS SYSTEMS	99
I284 SECURE PASSENGER BAGGAGE IN AIRCRAFT	98
I266 LOAD OR OFFLOAD PASSENGERS	98
I258 INSPECT CARGO PRIOR TO LOADING	98
H213 INSPECT AND INVENTORY TIE DOWN EQUIPMENT	98
L337 INSPECT SEATS AND SEAT BELTS	98
I272 OPEN OR CLOSE PARATROOP DOORS	98
L334 INSPECT JUMP SIGNAL SYSTEMS	98
I262 LOAD OR OFFLOAD NONPALLETIZED CARGO	98
H215 INSPECT AND SET LIGHTING IN TROOP OR CARGO COMPARTMENTS	98
I246 BRIEF LOADING CREWS CONCERNING LOADING OR OFFLOADING OPERATIONS	98
I282 REVIEW CARGO DOCUMENTATION	98
J299 PERFORM PREDROP INSPECTIONS	97
L332 INSPECT EXTRACTION SYSTEMS	97
H216 INSPECT AND TEST OXYGEN SYSTEMS	97
I270 OPEN OR CLOSE AFT CARGO DCORS	97
I261 LOAD OR OFFLOAD HAZARDOUS MATERIAL	97
I259 INSPECT VEHICLES PRIOR TO LOADING	97
I267 LOAD OR OFFLOAD ROLLING STOCK	97
I285 VERIFY SUITABILITY AND COMPATIBILITY OF CARGO BEING LOADED	97
H201 INSPECT AFT CARGO DOORS AND RAMPS	97
H244 TEST PUBLIC ADDRESS SYSTEMS	97
I247 COMPUTE ENTRIES ON DD FORMS 365-4 (WEIGHT AND BALANCE CLEARANCE FORM F)	97

TABLE II (CONTINUED)
AIRLIFT/AIRDROP LOADMASTERS
(STG076)

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F138 DEMONSTRATE TO PASSENGERS USE OF LIFE PRESERVERS, PARACHUTES, AND OXYGEN MASKS	97
H235 INSPECT TROOP DOORS	96
I265 LOAD OR OFFLOAD PALLETIZED CARGO	96
H207 INSPECT AIRCRAFT WINCHES AND SNATCH BLOCKS	96
H233 INSPECT ROLLER CONVEYORS	95
H205 INSPECT AIRCRAFT FORMS	95
J290 COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	95
F181 SECURE EQUIPMENT FOR DESCENTS OR LANDINGS	95

EQUIPMENT USED:

- AIRDROP CONTAINERS
- AIRDROP PARACHUTES
- AIRDROP PLATFORMS
- AUXILIARY TRUCK LOADING RAMPS
- CARGO LOADING RAMPS OR STRUTS
- CARGO WINCHES (INTERNAL)
- CHAINS AND DEVICES, 10,000 LB CAPACITY
- CHAINS AND DEVICES, 25,000 LB CAPACITY
- EMERGENCY EQUIPMENT
- EXTRACTION FORCE TRANSFER COUPLERS, 35K
- GROUND LOADING RAMPS
- HAND-HELD CALCULATORS
- NETS, 463L
- PALLET DOLLIES, 463L
- PLATFORM EXT FORCE TRANSFER COUPLERS, 12K
- PARACHUTE RELEASE ASSEMBLIES
- PASS COMFORT ITEMS, BLANKETS, PILLOWS & EARPLUGS
- PROTECTIVE CLOTHING AND SURVIVAL EQUIPMENT
- RAILS, 463L
- STEEL BRIDGE PLATES
- STRAPS, 5000 LB CAPACITY
- TIEDOWN FITTINGS

TABLE III
SUPERINTENDENT LOADMASTERS
(STG061)

GROUP SIZE: 16
PERCENT OF SAMPLE: 1.2%
PREDOMINANT PAYGRADES: E8

AVERAGE TAFMS: 207 MONTHS
AVERAGE TICF: 288 MONTHS

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
A4	DETERMINE WORK PRIORITIES	100
B43	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
A20	PLAN WORK ASSIGNMENTS	100
A9	ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	100
A6	DEVELOP WORK METHODS OR PROCEDURES	100
I282	REVIEW CARGO DOCUMENTATION	100
I283	SECURE CARGO IN AIRCRAFT	100
I258	INSPECT CARGO PRIOR TO LOADING	100
I246	BRIEF LOADING CREWS CONCERNING LOADING OR OFFLOADING OPERATIONS	100
I247	COMPUTE ENTRIES ON DD FORMS 365-4 (WEIGHT AND BALANCE CLEARANCE FORM F)	100
I266	LOAD OR OFFLOAD PASSENGERS	100
I253	COMPUTE RESTRAINT CRITERIA	100
I270	OPEN OR CLOSE AFT CARGO DOORS	100
I284	SECURE PASSENGER BAGGAGE IN AIRCRAFT	100
J303	REVIEW CUSTOMS AND BORDER CLEARANCES FOR CREW MEMBERS	100
H213	INSPECT AND INVENTORY TIE DOWN EQUIPMENT	100
H201	INSPECT AFT CARGO DOORS AND RAMPS	100
J294	OPERATE INTERPHONE SYSTEMS	100
H210	INSPECT AND INVENTORY EMERGENCY EQUIPMENT	100
F146	LOAD CREW GEAR ON AIRCRAFT	100
J291	DISTRIBUTE PASSENGER COMFORT ITEMS	100
H215	INSPECT AND SET LIGHTING IN TROOP OR CARGO COMPARTMENTS	100
I252	COMPUTE PRESSURE EXERTED BY CARGO ON AIRCRAFT FLOOR	100
H216	INSPECT AND TEST OXYGEN SYSTEMS	100
F139	FIRE SMALL ARMS FOR QUALIFICATION	100
C51	ANALYZE WORKLOAD REQUIREMENTS	94
A10	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	94
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	94
A29	WRITE JOB DESCRIPTIONS	94
I245	ALIGN MATERIAL HANDLING EQUIPMENT (MHE)	94
F149	OPEN OR CLOSE CREW ENTRANCE DOORS	94
H205	INSPECT AIRCRAFT FORMS	94
J288	BRIEF PASSENGERS OR TROOPS USING AIRCRAFT CHECKLIST	94

TABLE III (CONTINUED)
SUPERINTENDENT LOADMASTERS
(STG061)

EQUIPMENT USED: AEROSPACE GROUND EQUIPMENT
AUXILIARY TRUCK LOADING RAMPS
CARGO LOADING RAMPS OR STRUTS
CARGO WINCHES (INTERNALS)
EMERGENCY EQUIPMENT
FORKLIFTS, 10K
GROUND LOADING RAMPS
HAND-HELD CALCULATORS
NETS, 463L
PASSENGER COMFORT ITEMS: BLANKETS, PILLOWS, & EARPLUGS
ROLLER CONVEYORS
STRAPS, 5000 LB CAPACITY
TIEDOWN FITTINGS

TABLE IV
GROUND SUPPORT
(STG054)

GROUP SIZE: 7
PERCENT OF SAMPLE: .5%
PREDOMINANT PAYGRADES: E5

AVERAGE TAFMS: 142 MONTHS
AVERAGE TICF: 122 MONTHS

TYPICAL TASKS	PERCENT MEMBERS PERFORMING
K323 RIG AIRDROP PLATFORMS	100
K321 RECOVER EQUIPMENT AND PARACHUTES FROM DROP ZONES	100
K320 PREPARE AIRDROP LOADS	100
K325 RIG SUPPLY LOADS FOR AIRDROPS	100
K315 PACK CARGO PARACHUTES	100
L330 INSPECT AIRDROP PLATFORMS AFTER LOADING	100
L331 INSPECT AIRDROP PLATFORMS BEFORE LOADING	100
L332 INSPECT EXTRACTION SYSTEMS	100
L335 INSPECT PARACHUTES	100
G191 LOAD PLAN AIRDROP LOADS	100
J296 PERFORM CARGO AIRDROP PROCEDURES	100
I273 PERFORM ACCEPTANCE INSPECTIONS OR AIRDROP CARGO	100
L336 INSPECT PERSONNEL RESTRAINT HARNESS	100
I283 SECURE CARGO IN AIRCRAFT	100
L334 INSPECT JUMP SIGNAL SYSTEMS	100
L364 SECURE LOOSE AIRCRAFT EQUIPMENT FOR AIRDROP	100
H205 INSPECT AIRCRAFT FORMS	100
L355 OPERATIONALLY CHECK PARACHUTE RELEASE ASSEMBLIES	100
L333 INSPECT JUMP PLATFORMS	100
H208 INSPECT ANCHOR CABLE AND SUPPORT ARMS	100
I270 OPEN OR CLOSE AFT CARGO DOORS	100
L361 RESTRAIN AIRDROP LOADS	100
H221 INSPECT DUAL RAIL SYSTEMS	100
H200 ARM CARGO DOORS	100
H233 INSPECT ROLLER CONVEYORS	100
J298 PERFORM PERSONNEL AIRDROP PROCEDURES	100
H213 INSPECT AND INVENTORY TIE DOWN EQUIPMENT	100
F146 LOAD CREW GEAR ON AIRCRAFT	100
F142 INSPECT RAMP AREA FOR FOREIGN OBJECTS	100
H235 INSPECT TROOP DOORS	100

EQUIPMENT USED: ADVERSE TERRAIN LOADERS, 10K
AIRDROP CLEANING EQUIPMENT
AIRDROP CONTAINERS
AIRDROP PARACHUTES
AIRDROP PLATFORMS
AUXILIARY TRUCK LOADING RAMPS

TABLE IV (CONTINUED)

GROUND SUPPORT
(STG054)

EQUIPMENT USED: EXTRACTION FORCE COUPLERS, 35K
FLATBED TRAILERS (NONROLLARIZED), 25 OR 40 FT
LOADERS, 40K
M-SERIES VEHICLES
PLATFORM EXT FORCE TRANSFER COUPLERS, 12K
PARACHUTE RELEASE ASSEMBLIES
PARACHUTE PACKING EQUIPMENT
PLATFORMS LASHINGS
ROLLARIZED PRYBARS (JOHNSON BARS)
STRAPS, 5000 LB CAPACITY
TRACTORS, 5 OR 10 TON

TABLE V

GROUP NAME: STAFF PERSONNEL
(STG042)

GROUP SIZE: 5
PERCENT OF SAMPLE: .4%
PREDOMINANT PAYGRADES: E7

AVERAGE TAFMS: 212 MONTHS
AVERAGE TICF: 183 MONTHS

TYPICAL TASKS	PERCENT MEMBERS PERFORMING
B30 COMPILE INFORMATION FOR REPORTS OF STAFF STUDIES	100
C82 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	100
A9 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	100
K315 PACK CARGO PARACHUTES	100
G199 SELECT MATERIALS-HANDLING EQUIPMENT (MHE) FOR LOADING OR OFFLOADING CARGO OR PASSENGERS	100
G198 SELECT AIRCRAFT EQUIPMENT FOR LOADING OR OFFLOADING CARGO	100
G187 DETERMINE SPECIAL AIRCRAFT LOADING REQUIREMENTS	100
G193 LOAD PLAN HAZARDOUS CARGO	100
G192 LOAD PLAN AIRLAND CARGO	100
G195 LOAD PLAN PASSENGERS	100
F160 PARTICIPATE IN CREW OPERATION DEBRIEFINGS	100
F164 PARTICIPATE IN PREMISSION INTELLIGENCE BRIEFINGS	100
G190 IDENTIFY SAFETY MEASURES REQUIRED WHEN LOADING OR OFFLOADING AIRCRAFT	100
I258 INSPECT CARGO PRIOR TO LOADING	100
I259 INSPECT VEHICLES PRIOR TO LOADING	100
I258 VERIFY SUITABILITY AND COMPATIBILITY OF CARGO BEING LOADED	100
F174 PERFORM WING WALKING OR MARSHALLING DUTIES	100
F172 PERFORM PERSONAL EQUIPMENT INSPECTION	100
G197 PLAN EMERGENCY JETTISON AND FOLLOWUP PROCEDURES	100
F135 APPLY EXTERNAL ALTERNATING CURRENT (AC) AND DIRECT CURRENT (DC) POWER TO AIRCRAFT	100
F137 COORDINATE CORRECTION OF AIRCRAFT DISCREPANCIES OR MALFUNCTIONS WITH AIRCRAFT COMMANDER	100
F140 INSPECT AIRCRAFT PANELS, LOCKS, OR FASTENERS	100
F144 INSTALL OR REMOVE AIRCRAFT WHEEL CHOCKS AND GEAR PINS	100
F150 OPERATE AIRCRAFT BRAKES	100
F134 ANNOTATE AFTO FORMS 781A (MAINTENANCE DISCREPANCY AND WORK DOCUMENT)	100
F139 FIRE SMALL ARMS FOR QUALIFICATION	100

EQUIPMENT USED: ADVERSE TERRAIN LOADERS, 10K
AIRDROP CONTAINERS
AUXILIARY POWER UNITS

TABLE V (CONTINUED)

GROUP NAME: STAFF PERSONNEL
(STG042)

EQUIPMENT USED: AUXILIARY TRUCK LOADING RAMPS
CARGO LOADING RAMPS OR STRUTS
CARGO WINCHES (INTERNALS)
CENTERLINE VERT TEST (CVR) EQUIP
CHAINS AND DEVICES, 10,000 LB CAPACITY
CHAINS AND DEVICES, 25,000 LB CAPACITY
COMFORT PALLETS
EMERGENCY EQUIPMENT
FORKLIFTS, 10K
FLATBED TRAILERS (ROLLARIZED), 25 OR 40 FT
LOADERS, 25K
LOWBOYS TRAILERS, 25 FT
M-SERIES VEHICLES
PROTECTIVE CLOTHING AND SURVIVAL EQUIPMENT
ROLLER CONVEYORS
STEEL BRIDGE PLATES
TACTICAL LOADER

TABLE VI

GROUP NAME: MANAGERS
(STG023)

GROUP SIZE: 7
PERCENT OF SAMPLE: .5%
PREDOMINANT PAYGRADES: E7

AVERAGE TAFMS: 283 MONTHS
AVERAGE TICF: 207 MONTHS

TYPICAL TASKS	PERCENT MEMBERS PERFORMING
B35 DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT, SUPPLIES, OR WORKSPACE	100
A4 DETERMINE WORK PRIORITIES	100
B46 SUPERVISE AIRCRAFT LOADMASTER TECHNICIANS (AFSC 11470)	100
A26 SCHEDULE PERSONNEL FOR SCHOOLS, TEMPORARY DUTY (TDY) ASSIGNMENTS, OR NONTECHNICAL TRAINING	100
A6 DEVELOP WORK METHODS OR PROCEDURES	100
B32 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	100
B43 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
A3 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	100
A20 PLAN WORK ASSIGNMENTS	100
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	100
A24 SCHEDULE LEAVES OR PASSES	100
A11 ESTABLISH PUBLICATION LIBRARIES	100
A10 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	86
D84 ADVISE STAFF OR UNIT PERSONNEL ON TRAINING MATTERS	86
B30 COMPILE INFORMATION FOR REPORTS OR STAFF STUDIES	86
A29 WRITE JOB DESCRIPTIONS	86
C64 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	86
C80 PREPARE EPRs	86
B31 CONDUCT STAFF MEETINGS	86
A9 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	86
D94 COUNSEL TRAINEES ON TRAINING PROGRESS	86
C73 INDORSE ENLISTED PERFORMANCE REPORT (EPR)	86
C59 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	86
A5 DEVELOP ORGANIZATIONAL CHARTS	86
J290 COMPLETE AIRCRAFT BORDER CLEARANCE FORMS	86

EQUIPMENT USED: ADVERSE TERRAIN LOADERS, 10K
AUXILIARY POWER UNITS
AUXILIARY TRUCK LOADING RAMPS
CARGO LOADING RAMPS OR STRUTS

TABLE VI (CONTINUED)

GROUP NAME: MANAGERS
(STG023)

EQUIPMENT USED: CARGO WINCHES (INTERNALS)
CHAINS AND DEVICES, 10,000 LB CAPACITY
CHAINS AND DEVICES, 25,000 LB CAPACITY
COMFORT PALLETS
FORKLIFTS, 10K
FLATBED TRAILERS (ROLLARIZED), 25 OR 40 FT
GROUND LOADING RAMPS
HANDHELD CALCULATORS
LOADERS, 25K
LOADERS, 40K
M-SERIES VEHICLES
NETS, 463L
PALLET DOLLIES, 463L
PLATFORM EXT FORCE TRANSFER COUPLERS, 12K
PROTECTIVE CLOTHING AND SURVIVAL EQUIPMENT
RAILS, 463L
ROLLER CONVEYORS
SNATCH BLOCKS OR PULLEY
STEEL BRIDGE PLATES
STRAPS, 5000 LB CAPACITY
TACTICAL LOADER