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OCCUPATIONAL SURVEY REPORT

SECURITY POLICE CAREER LADDERS

AFSCs 811X0, 811X2, AND 811X2A

AFPT 90-811-858

JUNE 1992

92-20668



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

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USAFOMS/OMYXL	10	2m	5	5	5	10
3250 TSS/TTOA	10	2	6	6	6	4
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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Security Police career field (AFSCs 811X0, 811X2, and 811X2A). Authority for conducting occupational surveys is contained in AFR 35-2. Computer products upon which this report is based are available for the use of operations and training officials.

The survey instrument was developed by Captain Ken TeBrink, Inventory Development Specialist, with computer programming support furnished by Master Sergeant Cornelia Wharton. Ms Tamme Lambert provided administrative support. Mr Robert L. Alton, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Johnny M. Collins, Chief, Airman Analysis Section, Occupational Analysis Flight, USAF Occupational Measurement Squadron (USAFOMS).

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

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SUMMARY OF RESULTS

1. Survey Coverage: The Security Police career field was surveyed to evaluate changes in the 811XX career ladders and to obtain current task and equipment data for use in evaluating current training programs. Due to the large number of assigned 811XX personnel, a stratified random sample process was used to select participants. Survey results are based on responses from 6,014 respondents (80 percent of the total personnel selected for survey). All major using commands are satisfactorily represented in the survey sample.
2. Specialty Jobs: Seven clusters and fourteen independent jobs were identified in the career ladder structure analysis. Six clusters and eleven of the independent jobs involved the primary day-to-day technical responsibilities of the career ladders in the survey. The remaining cluster and independent jobs can be generally categorized as staff or support functions. Survey data indicate personnel are performing jobs as outlined in the current classification structure, with some job diversity notable in the 811X0 and 811X2 career ladders.
3. Career Ladder Progression: Three- and 5-skill level jobs in both career ladders and the A-shred were found to be highly technical. Although 811X0 and 811X2 7-skill level NCOs spend over half of their job time on nonsupervisory tasks, a shift toward supervisory functions is evident. A-shred 7-skill level personnel devote the majority of their job time to supervisory and dog training activities. Nine-skill level and Chief Enlisted Manager (CEM) Code personnel are basically managers and supervisors.
4. AFR 39-1 Specialty Descriptions: The descriptions for the Security Police Superintendent, Law Enforcement Specialist, and Law Enforcement Supervisor were found to be complete and accurately portray the nature of the jobs. Some adjustment is suggested for the 811X0 descriptions and the A-shred portion of the 81172 descriptions.
5. Training Analysis: The Specialty Training Standard (STS) for each career ladder is generally supported by survey data. Both the 811X0 and 811X2A documents may require some adjustments. Plans of Instruction (POI) for the 811X0 and 811X2 ABR courses are generally supported by survey data, but each contains some criterion objectives requiring review due to low percentages of first-term airmen performing tasks being trained. Four hours of instruction in the Patrol Dog Handler course require review.
6. Implications: Personnel in the 811XX career ladders are performing a variety of different jobs, with very little overlap between the two career ladders and A-shred personnel. Career field ABR courses are generally supported by survey data, although some adjustments need to be considered. Job interest for 811X0 personnel is disturbingly low and requires the attention of career ladder managers.

OCCUPATIONAL SURVEY REPORT
SECURITY POLICE CAREER LADDERS
(AFSC 811XX)

INTRODUCTION

This is a report of an occupational survey of the Security (AFSC 811X0) and Law Enforcement (AFSCs 811X2/A) career ladders completed by the USAF Occupational Measurement Squadron. This survey was requested by HQ AFOSP (now AF Security Police Agency - AFSPA), Kirtland AFB NM, to evaluate changes in the career ladders and to obtain current task and equipment data for use in evaluating current training programs. The last survey results pertaining to these career ladders were published in November 1984.

Background

As described in AFR 39-1 Specialty Descriptions, dated October 1991, personnel in the 811X0 career ladder are responsible for guarding Air Force weapons systems; defending Air Force installations; protecting personnel, equipment, and facilities; and performing special security, corrections, and air base ground defense functions. Personnel in the 811X2 career ladder (per AFR 39-1 Specialty Descriptions dated April 1991) are responsible for maintaining law and order and protecting personnel, equipment, and facilities. Additionally, they perform special law enforcement and corrections functions and support Security Police engaged in air base ground defense (ABGD) functions. Those 811X2 airmen awarded the A shred are also responsible for the training, care, and proper utilization of military working dogs (MWD).

Primary entry into the career ladders is from the Basic Military Training Group (BMTG) through a Category A, 5-week and 3-day formal training course for 811X0 personnel (3ABR81130 003) and a Category A, 5-week and 3-day formal training course for 811X2 airmen (3ABR81132 003/004). Additionally, personnel in the Law Enforcement specialty selected for the "A" shred (Military Working Dog Qualified) attend a follow-on course of 6 weeks and 3 days (3ALR81132A 001). Entry into the 811XX career field currently requires an Armed Services Vocational Aptitude Battery (ASVAB) General score of 35. Each of the formal training courses discussed above is conducted at Lackland AFB, Texas.

Since this report encompasses two career ladders and a shred with different responsibilities, separate specialty training standards (STSs) and separate training courses, the report is divided into five sections. The first section deals with the career ladder structure utilizing the total

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sample of 811X0, 811X2, and 811X2A personnel. Sections II, III, and IV discuss the separate ladders and shred, including such topics as: (1) comparison of pertinent job structure and other survey data with career ladder documents such as AFR 39-1 Specialty Descriptions, STSs, and Plans of Instruction (POI); (2) analyses of Total Active Federal Military Service (TAFMS) and Duty Air Force Specialty Code (DAFSC) groups; and (3) analyses of major command (MAJCOM) groups. Section V discusses Job Satisfaction data for various groups and the implications of the survey results.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-811-858, dated September 1990. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, tasks from the previous survey instrument, and data from the last Occupational Survey Report (OSR). The preliminary task list was refined and validated through personal interviews with 72 subject-matter experts (selected to cover a variety of MAJCOMs and 811XX career field functions) at the following locations:

<u>BASE</u>	<u>REASON FOR VISIT</u>
Little Rock AFB AR	MAC base. MAC ABGD training and evaluation center.
Keesler AFB MS	ATC base. Specialized security clearance processing function. Operates Air Force Law Enforcement Terminal System (AFLETS) and Security Police Automated System (SPAS)
Eglin AFB FL	TAC/AFSC base. Multiple functions such as magistrate system; service as Systems Security Engineers (SSE) for testing purposes; and mobility commitment.
Clark AB RP	PACAF base. Multiple functions such as overseas ABGD training and "real time" mission; large MWD activity; anti terrorism section; and town patrol operations.

Davis-Monthan AFB AZ

TAC base. Specialized security requirements and mobility commitments.

Kunsan AB ROK

PACAF base. Unique security operations due to remote location and shared responsibilities with ROK. Varied weapons usage.

Lowry AFB CO

ATC base. Special confinement and corrections activities.

Ellsworth AFB SD

SAC base. Missile security operations. Northern tier base.

Lackland AFB TX

Location of ABR/ALR technical training courses.

The resulting job inventory contained a comprehensive listing of 886 tasks grouped under 18 duty headings and a background section requesting such information as grade, duty title, types of weapons carried or used, security police tactics or procedures used, and types of equipment used or operated.

Survey Administration

From October 1990 through March 1991, Military Personnel Flights (MPF) in operational units worldwide administered the inventory to job incumbents holding DAFSC 811XX. Job incumbents 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 completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount spent).

To determine relative 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 and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across MAJCOMs and military paygrade groups. Due to the large number of assigned 811XX personnel, a stratified random sampling process was used to select survey participants. Approximately 20 percent of the assigned population were selected to participate in the survey. Table 1 reflects the percentage distribution, by MAJCOM, of assigned personnel in the career ladders as of September 1990. The 6,014 respondents in the final sample represent 80 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these 811XX personnel. As reflected in these tables, the survey sample is a very good representation of the career field population.

Task Factor Administration

While most participants in the survey process completed a USAF Job Inventory, selected senior 811XX personnel were asked to complete booklets rendering judgements on task training emphasis (TE) or task difficulty (TD). The TE and TD booklets were processed separately from the job inventories. The information gained from these task factor data is used in various analyses and is a valuable part of the training decision process.

Task Difficulty (TD). Each individual completing a TD booklet was asked to rate all of the tasks on a 9-point scale (from extremely low to extremely high) as to the relative difficulty of each task in the inventory. Difficulty is defined as the length of time required by the average incumbent to learn to do the task. Task difficulty data were independently collected from 7-skill level or 9-skill level personnel stationed worldwide (73 AFSC 811X0 raters, 73 AFSC 811X2 raters, and 45 AFSC 811X2A raters). Interrater reliability was determined to be adequate for each AFSC, which reflects a satisfactory agreement among raters. Ratings were standardized so tasks have an average difficulty of 5.00, with a standard deviation of 1.00. The resulting data yield essentially a rank ordering of tasks indicating the degree of difficulty for each task in the inventory.

Training Emphasis (TE). Individuals completing TE booklets were asked to rate tasks on a 10-point scale (from no training required to extremely high amount of training required). Training emphasis is a rating of which tasks require structured training for first-term personnel. Structured training is defined as training provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal OJT, or any other organized training method. Training emphasis data were independently collected from 7-skill level or 9-skill level personnel stationed worldwide (74 AFSC 811X0 raters, 85 AFSC 811X2 raters, and 41 AFSC 811X2A raters). The interrater reliability for these raters was adequate, indicating there was satisfactory agreement among raters for each AFSC as to which tasks required some form of structured training and which did not. In the 811X0 career ladder, tasks have an average TE rating of 1.83; tasks considered high in training emphasis have ratings of 3.50 or above. In the 811X2 career ladder, tasks have an average TE rating of

TABLE 1

COMMAND DISTRIBUTION OF 811XX PERSONNEL

COMMAND	811X0		811X2		811X2A		81199/81100	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
SAC	45	48	15	15	17	15	23	30
USAFE	23	21	19	19	16	15	17	13
TAC	9	8	11	10	9	9	14	13
MAC	7	6	10	10	10	8	10	12
PACAF	8	8	17	18	25	21	11	14
ATC	1	1	11	12	16	23	7	6
AFSC	1	0	5	4	2	1	3	2
AFLC	2	2	6	5	3	4	3	4
OTHER	4	6	6	7	2	4	12	6
TOTAL	100	100	100	100	100	100	100	100

	811X0		811X2		811X2A		81199/81100	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
Total Assigned	23,159	10,193	1,495	653				
Total Surveyed*	4,913	2,149	304	141				
Total in Survey Sample	3,915	1,728	253	118				
Percent of Assigned in Sample	17%	17%	17%	18%				
Percent of Surveyed in Sample	80%	80%	83%	84%				

Total Assigned (All 811XX Personnel) - 35,500
 Total 811XX Personnel in Final Sample - 6,014
 Percent of Total 811XX Personnel in Sample - 17%

* Stratified random sample (excludes persons in PCS status, hospital, or less than 6 weeks on the job)

NOTE: Manning figures as of September 1990

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	811X0		811X2		811X2A		81199/81100	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
AIRMAN	25	22	31	25	29	26	-	-
E-4	39	36	31	32	40	37	-	-
E-5	24	27	22	25	22	27	-	-
E-6	8	11	10	12	7	8	1	0
E-7	4	4	6	6	2	2	23	27
E-8	-	-	-	-	-	-	50	53
E-9	-	-	-	-	-	-	26	20

NOTE: Manning figures as of September 1990

1.98; tasks considered high in training emphasis have ratings of 3.64 or above. For the "A" shred, tasks have an average TE rating of 1.95; tasks considered high in training emphasis have ratings of 3.72 or above. As was discussed in the Task Difficulty (TD) section above, TE rating data may also be used to rank order tasks indicating those tasks which senior NCOs in the various career ladders consider the most important for the first-term airman to know.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-term personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting AFS entry-level jobs.

SECTION I

SPECIALTY JOBS (Career Ladder Structure)

A USAF Occupational Analysis begins with an examination of the career ladder structure. The structure of jobs within the Security Police career ladders was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

Each individual in the sample performs a set of tasks called a job. Individual jobs are organized into similar units of work by an automated job clustering program. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Program (CODAP) system for job analysis. Each individual job description (all the tasks performed by that individual and the relative amount of time spent on those tasks) in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the job inventory. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups, or new groups are formed based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

The basic identifying group used in the hierarchical job structuring process is the Job. When there is a substantial degree of similarity between Jobs, they are grouped together and identified as a Cluster. Specialized Jobs too dissimilar to fit within a Cluster are labeled Independent Jobs (IJ). The job structure information resulting from this grouping process (the various jobs within the career ladder) can be used to evaluate the accuracy of career ladder documents (AFR 39-1 Specialty Descriptions and STSs) and to gain a better understanding of current utilization patterns. The above terminology will be used in the discussion of the 811XX career ladder structure.

Overview of Specialty Jobs

Structure analysis identified 7 clusters and 14 independent jobs within the survey sample. Based on task similarity and relative time spent, the division of jobs performed by 811XX personnel is illustrated in Figure 1, and a listing of those clusters and independent jobs is provided below. The stage (ST) number shown beside each title is a reference to computer-printed information; the number of personnel in each group (N) is also shown.

- I. INSTALLATION ENTRY CONTROL CLUSTER (ST0300, N=218)
- II. INSTALLATION PATROL CLUSTER (ST0346, N=1,029)
- III. INVESTIGATIONS (IJ) (ST0335, N=90)
- IV. CONFINEMENT AND CORRECTIONS (IJ) (ST0799, N=59)
- V. CUSTOMS (IJ) (ST0328, N=30)
- VI. MILITARY WORKING DOG (MWD) HANDLING CLUSTER (ST0228, N=178)
- VII. MILITARY WORKING DOG (MWD) TRAINING (IJ) (ST1456, N=22)
- VIII. AIRCRAFT AND WEAPONS STORAGE SECURITY CLUSTER (ST0188, N=1,497)
- IX. MISSILE SECURITY CLUSTER (ST0137, N=498)
- X. KEYS AND CODES CONTROL (IJ) (ST0796, N=12)
- XI. AIR BASE GROUND DEFENSE (ABGD) CLUSTER (ST0171, N=617)
- XII. EMERGENCY SERVICE TEAM (EST) (IJ) (ST0293, N=15)
- XIII. ARMORY (IJ) (ST0096, N=202)
- XIV. MANAGEMENT AND STAFF CLUSTER (ST0177, N=248)
- XV. QUALITY CONTROL (IJ) (ST0654, N=69)
- XVI. UNIT TRAINING (IJ) (ST0512, N=69)
- XVII. VEHICLE CONTROL (IJ) (ST0190, N=17)
- XVIII. CRIME PREVENTION AND RESOURCE PROTECTION (IJ) (ST0627, N=52)
- XIX. INFORMATION, PERSONNEL, AND INDUSTRIAL SECURITY (IJ) (ST0385, N=82)
- XX. REPORTS AND ANALYSIS (IJ) (ST0363, N=37)

811XX SPECIALTY JOBS (N=6,014)

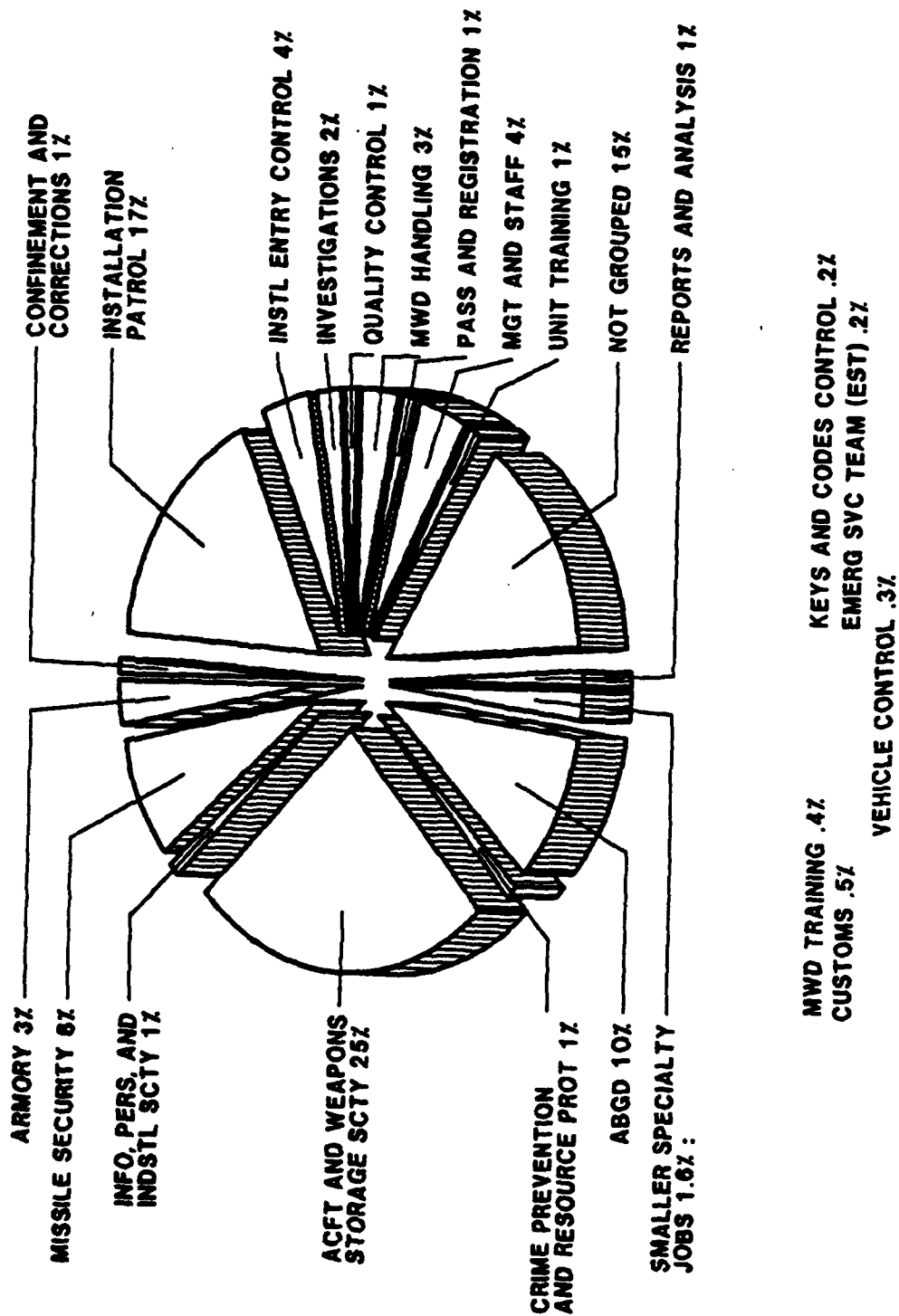


FIGURE 1

XXI. PASS AND REGISTRATION (IJ) (ST0179, N=81)

The respondents forming these groups account for 85 percent of the survey sample. The remaining 15 percent were performing tasks or series of tasks which did not group with any of the defined jobs. Job titles given by respondents which were representative of these personnel include Unit EPR/OPR Monitor, Property Custodian, Stinger Gunner, Mounted Horse Patrolman, Dormitory Manager, and Unit PRP Monitor.

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and independent jobs identified through the career ladder structure analysis. Selected background data for these groups are provided in Table 3. Representative tasks for all the groups are contained in Appendix A.

I. INSTALLATION ENTRY CONTROL CLUSTER (ST0300). The 218 airmen forming this group (4 percent of the survey sample) are responsible for authorizing vehicles onto the installation, authenticating requests for visitor entry and issuing visitor passes, enforcing the traffic code, and, when necessary, searching and inspecting personnel and vehicles. Performing a highly technical job (98 percent of their relative job time), tasks typical of the average 48 tasks performed are:

- issuing visitor passes
- directing traffic
- opening or closing installation primary entry control points
- providing directions or information to visitors
- issuing traffic tickets or violation notices

Of the two job variations within this cluster, one group was distinguished by the performance of a combination of entry control and installation patrol tasks. Comprised primarily of 811X2 personnel (79 percent), 89 percent are still in their first enlistment and report an average of only 32 months time in the service.

II. INSTALLATION PATROL CLUSTER (ST0346). Representing 17 percent of the survey sample (the second largest group identified), these 1,029 predominantly 811X2 airmen (85 percent) perform a series of tasks that cover a variety of law enforcement functions. Examples of patrol duties include responding to incidents and complaints; conducting initial investigations of incidents, complaints, and traffic accidents; preparing reports; enforcing the installation traffic code; and conducting building checks. Of the average 109 tasks performed, tasks reflecting the above responsibilities include:

TABLE 3

SELECTED BACKGROUND DATA FOR SPECIALTY JOB CLUSTERS AND INDEPENDENT JOBS

	INSTALLATION		INSTALLATION		INVESTIGATIONS		CONFINEMENT/ CORRECTIONS		CUSTOMS		HWD		HWD	
	ENTRY CONTROL	PATROL	ENTRY CONTROL	PATROL	ENTRY CONTROL	PATROL	ENTRY CONTROL	PATROL	ENTRY CONTROL	PATROL	ENTRY CONTROL	PATROL	ENTRY CONTROL	PATROL
NUMBER IN GROUP	218	1,029	90	59	30	178	22							
PERCENT OF TOTAL SAMPLE	4%	17%	2%	1%	.5%	3%	.4%							
PERCENT IN CONUS	62%	5%	66%	86%	10%	55%	100%							
DAFSC DISTRIBUTION:*														
81130	3%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
81150	16%	10%	1%	10%	23%	1%	10%	1%	23%	1%	0%	0%	0%	0%
81170	0%	3%	1%	7%	7%	0%	5%	0%	7%	0%	0%	0%	0%	0%
81132	31%	11%	0%	5%	7%	0%	47%	0%	37%	0%	0%	0%	0%	0%
81152	47%	55%	41%	47%	37%	31%	31%	0%	27%	1%	0%	0%	0%	0%
81172	1%	19%	54%	31%	27%	0%	0%	0%	0%	0%	0%	0%	0%	0%
81132A	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
81152A	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
81172A	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
81199	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
81100	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
PREDOMINANT GRADE(s)														
AVERAGE MONTHS IN CAREER FIELD	E-3	E-4/5	E-5/6	E-4/5	E-4/5	E-4/5	E-3	E-4/5	E-4/5	E-3	E-3	E-4/5	E-3	E-3
AVERAGE MONTHS IN SERVICE	29	76	114	101	84	75	22	75	84	22	22	75	22	22
PERCENT IN FIRST ENLISTMENT	32	80	121	108	88	79	25	79	88	25	25	79	25	25
	89%	42%	8%	24%	37%	44%	91%	44%	37%	91%	91%	44%	91%	91%
PERCENT SUPERVISING	7%	52%	39%	42%	37%	39%	10%	39%	37%	10%	10%	39%	10%	10%
AVERAGE NUMBER OF TASKS PERFORMED	48	109	77	79	54	124	30	124	54	30	30	124	30	30

* Columns may not add to 100 percent due to rounding or nonresponses

TABLE 3 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOB CLUSTERS AND INDEPENDENT JOBS

ACFT & WPNS		MISSILE		KEYS & CODES		EMERGENCY		MANAGEMENT	
STORAGE	SECURITY	SECURITY	CONTROL	CONTROL	ABGD	TEAM (EST)	ARMORY	AND STAFF	
NUMBER IN GROUP		1,497	498	12	617	15	202	248	
PERCENT OF TOTAL SAMPLE		25%	8%	.2%	10%	.2%	3%	4%	
PERCENT IN COMUS		66%	99%	100%	50%	80%	59%	64%	
DAFSC DISTRIBUTION:*									
81130	14%	12%	0%	11%	7%	9%	0%	0%	
81150	61%	71%	67%	56%	53%	71%	13%	13%	
81170	23%	17%	33%	24%	33%	7%	34%	34%	
81132	0%	0%	0%	1%	0%	3%	0%	0%	
81152	0%	0%	0%	4%	0%	8%	0%	0%	
81172	0%	0%	0%	4%	7%	1%	20%	20%	
81132A	0%	0%	0%	0%	0%	0%	0%	0%	
81152A	0%	0%	0%	0%	0%	0%	0%	0%	
81172A	0%	0%	0%	0%	0%	0%	1%	1%	
81199	0%	0%	0%	0%	0%	0%	0%	21%	
81100	0%	0%	0%	0%	0%	0%	0%	10%	
PREDOMINANT GRADE(s)									
AVERAGE MONTHS IN CAREER FIELD	E-4/5	E-4/5	E-5	E-4/5	E-4/5	E-4	E-7/8		
AVERAGE MONTHS IN SERVICE	75	68	106	78	94	56	182		
PERCENT IN FIRST ENLISTMENT	77	72	109	81	97	60	190		
	42%	44%	8%	40%	7%	50%	2%		
PERCENT SUPERVISING									
AVERAGE NUMBER OF TASKS PERFORMED	45%	43%	50%	45%	60%	30%	75%		
	50	50	43	126	76	48	58		

* Columns may not add to 100 percent due to rounding or nonresponses

TABLE 3 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOB CLUSTERS AND INDEPENDENT JOBS

	QUALITY CONTROL	UNIT TRAINING	VEHICLE CONTROL	CRIME PREV/ RESOURCE PROTECTION	INFO, PERS, & INDUSTRIAL SECURITY	REPORTS & ANALYSIS	PASS AND REGISTRATION
NUMBER IN GROUP	69	69	17	52	82	37	81
PERCENT OF TOTAL SAMPLE	1%	1%	.3%	1%	1%	1%	1%
PERCENT IN COMUS	64%	62%	53%	63%	62%	65%	75%
DAFSC DISTRIBUTION: ^a							
81130	0%	0%	0%	0%	1%	3%	2%
81150	17%	22%	88%	15%	17%	11%	30%
81170	48%	43%	12%	8%	45%	19%	16%
81132	0%	0%	0%	0%	0%	3%	2%
81152	7%	13%	0%	50%	4%	43%	22%
81172	22%	22%	0%	27%	24%	19%	26%
81132A	0%	0%	0%	0%	0%	0%	0%
81152A	0%	0%	0%	0%	0%	0%	0%
81172A	1%	0%	0%	0%	0%	0%	0%
81199	3%	0%	0%	0%	9%	3%	1%
81100	1%	0%	0%	0%	0%	0%	0%
PREDOMINANT GRADE(s)							
AVERAGE MONTHS IN CAREER FIELD	E-5/6 144	E-5/6 133	E-5 90	E-5 105	E-5/7 153	E-5 99	E-4 95
AVERAGE MONTHS IN SERVICE	149	139	92	112	150	104	99
PERCENT IN FIRST ENLISTMENT	0%	1%	6%	14%	4%	22%	24%
PERCENT SUPERVISING							
AVERAGE NUMBER OF TASKS PERFORMED	32%	48%	41%	27%	52%	57%	54%
	62	59	51	53	67	36	37

^a Columns may not add to 100 percent due to rounding or nonresponses

- testing or operating speed measuring devices
- responding to duress or alarm activations
- conducting building security checks
- interviewing witnesses or complainants
- performing on-base mobile patrols
- handcuffing subjects

Of the five job variations within this cluster, one group (30 airmen) was notable in that members performed both off-base foot patrols and off-base mobile patrols (Town Patrolmen). Another group was differentiated by the performance of tasks pertaining to Air Base Ground Defense (ABGD) operations. Jobs as Desk Sergeants, Law Enforcement Supervisors, and Flight Chiefs/Sergeants were also identified based on differing combinations of technical and supervisory tasks and the time spent on those tasks.

III. INVESTIGATIONS (ST0335). The 90 experienced members comprising this group (an average of over 9 years in the career field) are responsible for conducting follow-on investigations of incidents or complaints, gathering and handling evidence, and interrogation of suspects, witnesses, or complainants. Tasks representative of this unique function include:

- initiating or completing AF Forms 1364 (Consent for Search and Seizure)
- taking latent fingerprints
- marking or seizing evidence
- compiling reports of investigation packages
- photographing incident or crime scenes
- determining chains of custody

With predominant grades of E-5 and E-6, 54 percent of this group report holding DAFSC 81172, and 41 percent report 81152 DAFSCs.

IV. CONFINEMENT AND CORRECTIONS (ST0799). While this group of 59 airmen is dominated by 811X2 personnel (83 percent), they perform a job that is distinctly different from the rest of the Law Enforcement sample population. Seventy-one percent of their relative job time is spent performing tasks pertaining to the confinement and corrections program and the supporting administrative forms and documentation tasks. Examples of the highly specialized tasks performed by these incumbents include:

- conducting prisoner roll calls or head counts
- supervising prisoner visiting periods
- briefing prisoners on facility rules and regulations
- evaluating or recommending prisoner custody levels
- completing prisoner release orders
- initiating or completing DD Forms 497 (Confinement Order)

V. CUSTOMS (ST0328). As was the case with the preceding group, these 30 airmen also perform a rather unique function. These predominantly 811X2 personnel (71 percent) devote 47 percent of their relative job time to tasks pertaining to customs activities and the preparation of associated forms and reports. Most (90 percent) report overseas assignments, and group members average 7 years time in the career field. Tasks which clearly define the job performed by these personnel include clearing personnel through customs, maintaining customs declarations files, verifying cargo manifests against cargo, confiscating contraband, and reviewing customs declarations.

VI. MILITARY WORKING DOG (MWD) HANDLING CLUSTER (ST0228). Comprised predominantly of 811X2A personnel (99 percent), these airmen are responsible for the same range of law enforcement functions as the other groups previously discussed and are similar in many respects. The major difference between the groups is that A-shred airmen perform their duties with the aid of military working dogs. Representing 3 percent of the total survey sample, the 178 airmen in this group spend 37 percent of their relative job time on general law enforcement and administrative duties and tasks; but the largest amount of their duty time is committed to tasks relating to the MWD program. Tasks which display the two major facets of their job include:

- feeding, watering, exercising, and grooming dogs
- responding to duress or alarm activations
- patrolling posts in vehicles with MWDs
- performing traffic stops
- maintaining MWD kennels or kennel areas
- interviewing witnesses or complainants

Although two job variations were found in the cluster, the primary distinction between them was the greater amount of supervisory activity reflected for one of the groups.

VII. MILITARY WORKING DOG (MWD) TRAINING (ST1456). Training military working dogs is the primary function of these 22 airmen. Twenty of the respondents report assignment to the Department of Defense Military Working Dog Agency (DODMWDA) at Lackland AFB, Texas. Performing a very limited job (15 tasks account for over 50 percent of their relative job time), 91 percent of their relative duty time is spent performing tasks pertaining to the MWD program and the associated administrative forms and reports. Typical tasks performed include:

- conducting MWD care and handling initial training
- maintaining MWD training and utilization records
or charts
- identifying MWD behavior changes

conducting MWD team drug detection initial training
conducting protocol training for detector MWDs
initiating or completing AFMTC Forms 375 (Military
Working Dog Status Report)

The least experienced of any group identified in the career ladder structure (an average of only 22 months in the career field), 77 percent report holding an E-3 paygrade, and 91 percent are still in their first enlistment.

VIII. AIRCRAFT AND WEAPONS STORAGE SECURITY CLUSTER (ST0188). Comprised of 6 different job variations and representing the largest group in the career ladder structure (1,497 and 25 percent of the total sample), these respondents are 811X0 career ladder personnel who spend 57 percent of their relative job time on tasks and duties pertaining to base, weapons storage, or aircraft systems security and general security functions. An additional 13 percent of their time is spent on tasks involving individual weapons maintenance. Tasks which reflect the nature of the job performed by cluster personnel include:

responding to duress or alarm activations
conducting suspect wall searches
performing tactical deployment from non-hardened or
standard vehicles
assembling or disassembling GAU-5A or M-16 rifles
responding to priority resource security situations,
such as helping hand and covered wagon
briefing post reliefs

The six job variations forming this cluster cover a variety of activities, ranging from a sentry standing watch at an assigned post to personnel operating Master Surveillance Control Facilities. Some jobs were formed by personnel performing functions, such as serving on response force teams or working in central security control (CSC). With an average of over 6 years time in the career field, 84 percent of the group members report possession of a 5- or 7-skill level DAFSC (61 percent and 23 percent, respectively).

IX. MISSILE SECURITY CLUSTER (ST0137). Tasks performed in support of security for missile sites and convoy operations distinguish this cluster of 498 811X0 SAC airmen (8 percent of the survey sample) from the group of security personnel discussed previously. Devoting 76 percent of their relative job time to tasks and duties pertaining to general security functions, strategic missile systems security, and individual weapons maintenance, these predominantly 5-skill level airmen (71 percent) are involved in controlling entry to launch control facilities (LCF), responding to alarms, and escorting other personnel (such as maintenance workers), as required. Of the average 50 tasks performed, typical ones include:

- maintaining missile site topside security
- entering A-circuit combination changes
- responding to duress or alarm activations
- authenticating identity when entering missile launch facilities
- conducting metal detection searches of missile facility visitors

Although five job variations were identified, the majority of these airmen performed duty as LCF Alarm Response Team personnel. The most notable variation from the core group was formed by personnel who identified themselves as Flight Security Controllers and responded to tasks pertaining to briefing and dispatching security response forces.

X. KEYS AND CODES CONTROL (ST0796). Also a part of missile security operations, this small group of 12 experienced SAC personnel (an average of over 8 years' time in the career field and an average grade of E-5) is responsible for the control and issue of keys and code materials required for access to missile launch facilities. The job performed by these 811X0 personnel is very specialized and limited in scope (only 21 tasks account for over 50 percent of their relative job time). Typical of the specialized tasks performed are:

- issuing missile facility entry keys
- maintaining entry authority or entry authorization lists (EAL) accountability records
- issuing missile facility entry codes
- maintaining missile facility entry control classified code materials
- directing keys and codes control center operations

XI. AIR BASE GROUND DEFENSE (ABGD) CLUSTER (ST0171). Although the majority of these 617 airmen reported assignments to functions such as Aircraft Security Operations, Weapons Storage Site Security, Industrial Security, and Training, they are drawn together as a group because of their participation in ABGD operations. Comprised primarily of 811X0 personnel (91 percent) and representing 10 percent of the total survey sample, 91 percent of the respondents indicated specific assignment to an ABGD designated position (e.g., Fire Team Member or Leader, Squad Leader, Heavy Weapons Gun Crew) and the largest segment of their relative job time (37 percent) was committed to tasks and duties pertaining to actual or simulated ABGD operations. Performing the highest average number of tasks of any group identified in the career ladder structure analysis (126), typical ABGD tasks include:

- employing field telephone systems
- constructing individual fighting positions
- deploying during vehicle-mounted ABGD operations
- conducting combat searches
- employing land navigation techniques

Although there are three job variations identified in the cluster, all three were dominated by a core of common technical ABGD tasks. Variations among the groups were based on the amount of relative job time spent on supervisory and training tasks.

XII. EMERGENCY SERVICE TEAM (EST) (ST0293). Responsible for assisting in confrontation management situations, these teams are used in special operations that could include dealing with hostage-takers, snipers, or regaining control of strategic locations such as armories. Most of the 15 airmen serving as EST members report holding 811X0 DAFSCs (93 percent), and the group averages over 7 and 1/2 years time in the career field. Examples of characteristic tasks common to the group are:

- conducting tactical building approaches or
force positioning
- writing EST operations orders
- selecting marksman overwatch positions
- plotting EST inner or outer perimeter positions
- advising on-scene commanders on EST capabilities
and limitations

XIII. ARMORY (ST0096). Although the primary responsibility for armory personnel is to control and account for weapons, responsibility for ammunition and other equipment stored in the armory is a part of the job as well. This group was differentiated by the high number of tasks performed in support of the above responsibilities. Representing 3 percent of the survey sample (202 members), the vast majority of the group are 811X0 personnel, with only 12 percent reporting 811X2 DAFSCs. Tasks which typify armory operations include:

- inventorying ammunition, weapons, or equipment
- issuing weapons or equipment to security police
or combat crew personnel
- recharging portable communications equipment
batteries
- securing weapons storage facilities
- issuing privately owned weapons

Performing an average of 48 tasks, 64 percent of this group's relative job time is encompassed in performing individual weapons maintenance or armory tasks and handling the associated administrative tasks.

XIV. MANAGEMENT AND STAFF CLUSTER (ST0177). This cluster of 248 personnel represents 4 percent of the survey sample. Thirty-one percent of the group hold the 9-skill level or CEM Code, and 55 percent are performing at the 7-skill level DAFSC (34 percent 81170, 20 percent 81172, and 1 percent 81172A). Eighty-two percent of their relative duty time is devoted to super-

vision, management, training, and administrative functions. Averaging over 15 years in the career field (highest experience factor of all the groups identified), 75 percent of the respondents report supervisory responsibilities. Representative supervisory and managerial-type tasks performed by the group include:

- developing or improving work methods or procedures
- writing EPRs
- drafting organizational policies, operating instructions (OI), and standard operating procedures (SOP)
- scheduling leaves or passes
- analyzing or reviewing inspection reports

Within this cluster were three job variations, with two groups performing the general managerial and supply functions, while the third group performed a job oriented toward the planning and programming function.

XV. QUALITY CONTROL (ST0654). The 69 senior personnel (71 percent report 7-skill level DAFSCs and an average of 12 years time in the career field) forming this group perform a job that is characterized by the time spent performing tasks dealing with the evaluation, inspection, or review of various security or law enforcement operations or programs. Typical tasks include:

- developing inspection programs
- evaluating pass and registration programs
- reviewing inspection reports
- evaluating compliance with work standards
- developing quality control or standardization programs

XVI. UNIT TRAINING (ST0512). Representing 1 percent of the survey sample, these 69 NCOs (65 percent 811X0 and 35 percent 811X2 personnel) spend the majority of their relative job time on tasks pertaining to training (37 percent), planning and organizing (14 percent), and administrative functions (15 percent). Examples of tasks defining this group include:

- administering tests
- planning or conducting general military training (GMT)
 - or ancillary training
- establishing or maintaining study reference files
- conducting special individualized training
- conducting security police augmentee training

The majority of the group report E-5 or E-6 paygrades (43 percent and 32 percent, respectively) and reflect an average of over 11 years experience in the career field.

XVII. VEHICLE CONTROL (ST0190). Coordinating vehicle maintenance or repairs with the base transportation function, monitoring vehicle utilization, and assuring that vehicles are, and remain, properly equipped, are some of the primary responsibilities of the 17 members forming this group. These predominantly E-5 and E-6 personnel (all report 811X0 DAFSCs) spend very little time on security-oriented tasks. Examples of tasks which display the nature of this rather unique job include:

- performing security police vehicle intermediate or motor pool maintenance
- initiating or completing AF Forms 171 (Request for Driver's Training and Addition to US Govt Motor Veh Opr Permit)
- evaluating government vehicle operator qualifications
- initiating or completing AF Forms 1800 (Operator's Inspect Guide and Trouble Report (General Purpose Vehicle))
- performing security police vehicle preventative maintenance

XVIII. CRIME PREVENTION AND RESOURCE PROTECTION (ST0627). Comprised primarily of 811X2 personnel (77 percent), these relatively senior personnel (44 percent report E-5 and 25 percent report E-6 paygrades, with an average of over 8 years in the career field) are responsible for the crime prevention and resources protection programs at their installations. Typical tasks performed include:

- conducting antirobbery or drug awareness training
- conducting crime prevention surveys
- analyzing criminal statistical data
- developing resource protection plans
- writing funds or weapons inspection reports

The job performed by these 52 respondents is also identified by their involvement in police youth programs and crime prevention projects, such as Operation Crime Stop, Citizens Awareness Program, and Neighborhood Watch.

XIX. INFORMATION, PERSONNEL, AND INDUSTRIAL SECURITY (ST0385). This group of 82 respondents (over 1 percent of the survey sample) is formed by more senior personnel, with 69 percent holding a 7-skill level DAFSC (45 percent 81170 and 24 percent 81172), and 9 percent reporting performing at the 9-skill level DAFSC. This group differs from others previously discussed due to their concentration on activities pertaining to security education programs, storage

of classified materials, handling security violation reports, security classification management, security clearance processing, and industrial security matters involving Air Force contractors. Representative of the average 67 tasks performed are tasks such as:

- conducting industrial or physical security inspections
- conducting information security program annual reviews
- evaluating administrative control of classified materials
- initiating or completing DD Forms 398 (Personnel Security Questionnaire (BI/SBI))
- maintaining special security files
- evaluating information or personnel security programs

XX. REPORTS AND ANALYSIS (ST0363). Reviewing administrative correspondence or reports; initiating or completing AF Forms 83 (USAF Law Enforcement Report); conducting security police record checks; and maintaining disciplinary action files, such as revocations, barred persons, or suspended drivers files, are typical tasks for which this small group of 37 respondents is responsible. The job performed is fairly limited in scope, with only 18 tasks accounting for over 50 percent of their relative job time. Averaging over 8 years in the career field, most (65 percent) of the group members report an 811X2 DAFSC.

XXI. PASS AND REGISTRATION (ST0179). The group formed by these 81 members is about equally balanced between 811X0 and 811X2 personnel (48 percent and 50 percent respectively). The job performed by the incumbents is administrative in nature and deals with the responsibilities of operating the pass and registration functions at Air Force activities. Tasks which characterize the job performed by the group include:

- issuing identification cards or badges
- fingerprinting personnel or prisoners
- issuing vehicle decals
- updating or accessing SPAS data
- photographing personnel for identification credentials

The majority of these group members report holding a 5-skill level DAFSC and average well over 7 years in the career field.

Comparisons of Specialty Jobs

Seven clusters and fourteen independent jobs were identified in the career ladder structure analysis. Six clusters and eleven of the independent jobs were involved in the performance of the various primary day-to-day technical responsibilities of the career ladders involved. The remaining

cluster and independent jobs can be generally categorized as staff and support personnel (i.e., MANAGEMENT AND STAFF, UNIT TRAINING, QUALITY CONTROL, and VEHICLE CONTROL). The large number of clusters, independent jobs, and previously mentioned job variations within the clusters, indicates some degree of diversity in the career field, particularly within the 811X0 and 811X2 career ladders. This diversity can have some impact on training within the career field.

The six clusters representing the technical jobs were clearly AFSC specific. The same holds true for nine of the independent jobs. The remaining cluster and five independent jobs contained varying degrees of combinations of the ladders surveyed. This combination pattern is affected by the variations in the dominant manning patterns (811X0 versus 811X2) at bases across the Air Force. These manning patterns are generally dictated by each base's primary mission.

Since the jobs with combinations of AFSCs account for only 10 percent of the survey sample, it is evident that most sample respondents are working in jobs limited to specific AFSCs. Consequently, even though there are some general police tasks performed in common across the career ladders (e.g., apprehend subjects; handcuff subjects; or respond to duress or alarm activations), there is very little overlap of duties and functions between 811X0 and 811X2 career ladder personnel. Individuals holding DAFSC 811X2A, as expected, are performing many tasks in common with 811X2 airmen. Overall, the differences between the two career ladders and the A-shred are evident, and survey data indicate personnel are performing jobs as defined in the current classification structure.

Comparison of Current Group Descriptions to Previous Survey Findings

The results of the specialty job analysis were compared to those of Occupational Survey Report (OSR) AFPT 90-811-531, SECURITY POLICE CAREER LADDERS, dated November 1984. After reviewing the tasks comprising the jobs identified in 1984, all of the groups with substantial numbers of personnel could be linked to similar task performances by 1992 sample groups (see Table 4). Even though some comparable groups from 1992 to 1984 reflect different percentages of the sample, this variation could generally be attributed to modifications in the task list or to the analysis approach used.

There was one job identified in the current sample (VEHICLE CONTROL) which did not have a direct match in the 1984 career ladder structure; and one job described in 1984 (KENNEL SUPPORT SPECIALISTS) was not identified in the current sample. Both groups involve very few personnel and have little impact on the career field as a whole in terms of numbers.

Aside from the above-mentioned variations, the vast majority of the current sample were found to be performing jobs identified in 1984, thus displaying a career field which has remained relatively stable over time.

TABLE 4

JOB SPECIALTY COMPARISONS BETWEEN CURRENT AND 1984 SURVEYS

<u>CURRENT SURVEY (N=6,014)</u>	<u>PERCENT OF SAMPLE</u>	<u>1984 SURVEY (N=6,390)</u>	<u>PERCENT OF SAMPLE</u>
INSTALLATION ENTRY CONTROL CLUSTER	4	LAW ENFORCEMENT PERSONNEL CLUSTER	18
INSTALLATION PATROL CLUSTER	17	ELITE GATE GUARDS	1
INVESTIGATIONS	2		
CONFINEMENT AND CORRECTIONS	1	CORRECTIONS OR DETENTION PERSONNEL	1
CUSTOMS	1	MILITARY CUSTOMS INSPECTORS	*
MILITARY WORKING DOG (MWD) HANDLING CLUSTER	3	MILITARY WORKING DOG (MWD) HANDLER PERSONNEL CLUSTER	5
MILITARY WORKING DOG (MWD) TRAINING	*		
NOT IDENTIFIED	-	KENNEL SUPPORT SPECIALISTS	1
AIRCRAFT AND WEAPONS STORAGE SECURITY CLUSTER	25	AIRCRAFT AND MUNITIONS SECURITY PERSONNEL CLUSTER	25
EMERGENCY SERVICE TEAM (EST)	*	SECURITY FLIGHT CHIEFS	6
MISSILE SECURITY CLUSTER	8	MISSILE SECURITY PERSONNEL CLUSTER	6
KEYS AND CODES CONTROL	*	KEYS AND CODES CONTROLLERS	*
AIR BASE GROUND DEFENSE (ABGD) CLUSTER	10	AIR BASE GROUND DEFENSE (ABGD) PERSONNEL	6
ARMORY	3	ARMORERS	3

* Less than .5 percent

TABLE 4 (CONTINUED)
JOB SPECIALTY COMPARISONS BETWEEN CURRENT AND 1984 SURVEYS

<u>CURRENT SURVEY (N=6,014)</u>	<u>PERCENT OF SAMPLE</u>	<u>1984 SURVEY (N=6,390)</u>	<u>PERCENT OF SAMPLE</u>
MANAGEMENT AND STAFF CLUSTER	4	MANAGEMENT AND STAFF PERSONNEL CLUSTER	8
QUALITY CONTROL	1	PLANS AND PROGRAMS NCOs	*
UNIT TRAINING	1	TRAINING PERSONNEL	2
VEHICLE CONTROL	*	NOT IDENTIFIED	-
CRIME PREVENTION AND RESOURCE PROTECTION	1	CRIME PREVENTION AND RESOURCE PROTECTION PERSONNEL	1
INFORMATION, PERSONNEL, AND INDUSTRIAL SECURITY	1	INFORMATION SECURITY PROGRAM PERSONNEL	1
REPORTS AND ANALYSIS	1	REPORTS AND ANALYSIS SPECIALISTS	1
PASS AND REGISTRATION	1	PASS AND REGISTRATION PERSONNEL	1

* Less than .5 percent

SECTION II

ANALYSIS OF 811X0 DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the STS, reflect what career ladder personnel are actually doing in the field.

A comparison of the duty and task performance between DAFSCs 81130 and 81150 indicated that, while there are some minor differences, by and large, the jobs they perform are essentially the same. Therefore, they will be discussed as a combined group in this report. Similarly, DAFSC 81199 and CEM Code 81100 groups have been combined for reporting purposes.

The distribution of skill level groups across the career ladder jobs is displayed in Table 5, while Table 6 offers another perspective by displaying the relative percent time spent on each duty across the skill level groups. A typical pattern of progression is present, with personnel spending more of their relative time on duties involving supervisory, managerial, and training tasks as they move upward toward the 7-skill level, the 9-skill level, or the CEM Code. It is also obvious, though, that 7-skill level personnel are still very involved with technical task performance, as will be pointed out in the specific skill level group discussions below.

Skill Level Descriptions

DAFSCs 81130/81150. The 2,887 airmen in the 3- and 5-skill level group (representing 48 percent of the survey sample) performed an average of only 53 tasks. Performing a highly technical job, 60 percent of their relative duty time is devoted to tasks involving general security functions; base, weapons storage, aircraft, or missile systems security; or ABGD operations. Tasks pertaining to individual weapons maintenance and administrative functions accounted for an additional 24 percent of their duty time. Table 7 displays selected representative time-consuming tasks performed by the highest percentages of these airmen. Table 8 displays those tasks which more clearly differentiate the 3-/5-skill level and 7-skill level groups. A review of all the tasks performed by group members revealed that only eight tasks are performed by 50 percent or more of the group. This low number of common tasks performed by these airmen suggests a diverse career ladder. This diversity is also evident when you review the group's dispersion across the specialty jobs identified (see Table 5).

DAFSC 81170. Seven-skill level personnel, representing 17 percent of the survey sample, perform an average of 72 tasks. Even though 76 percent report supervisory responsibilities, only 38 percent of their job time is spent on tasks in the usual supervisory, managerial, and training duties (see Table 6).

TABLE 5

DISTRIBUTION OF 811X0 DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS

SPECIALTY JOBS	DAFSC 81130/81150 (N=2,887)		DAFSC 81170 (N=1,028)		DAFSC 81199/ CEM CODE (N=118)	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
I. INSTALLATION ENTRY CONTROL CLUSTER	35	1%	0	0%	0	0%
II. INSTALLATION PATROL CLUSTER	113	4%	31	3%	0	0%
III. INVESTIGATIONS	1	*	1	*	0	0%
IV. CONFINEMENT AND CORRECTIONS	6	*	4	*	0	0%
V. CUSTOMS	7	*	2	*	0	0%
VI. MILITARY WORKING DOG (MWD) HANDLING CLUSTER	2	*	0	0%	0	0%
VII. MILITARY WORKING DOG (MWD) TRAINING	0	0%	0	0%	0	0%
VIII. AIRCRAFT AND WEAPONS STORAGE SECURITY CLUSTER	1,123	39%	344	33%	0	0%
IX. MISSILE SECURITY CLUSTER	410	14%	85	8%	0	0%
X. KEYS AND CODES CONTROL	8	*	4	*	0	0%
XI. AIR BASE GROUND DEFENSE (ABGD) CLUSTER	414	14%	148	14%	0	0%
XII. EMERGENCY SERVICE TEAM (EST)	9	*	5	*	0	0%
XIII. ARMORY	161	6%	14	1%	0	0%
XIV. MANAGEMENT AND STAFF CLUSTER	32	1%	84	8%	77	65%
XV. QUALITY CONTROL	12	*	33	3%	3	3%
XVI. UNIT TRAINING	15	1%	30	3%	0	0%
XVII. VEHICLE CONTROL	15	1%	2	*	0	0%
XVIII. CRIME PREVENTION AND RESOURCE PROTECTION	8	*	4	*	0	0%
XIX. INFORMATION, PERSONNEL, AND INDUSTRIAL SECURITY	15	1%	37	4%	7	6%
XX. REPORTS AND ANALYSIS	5	*	7	1%	1	1%
XXI. PASS AND REGISTRATION	26	1%	13	1%	1	1%
NOT GROUPED	470	16%	180	18%	29	25%

* Less than .5 percent

TABLE 6

AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY 811X0 DAFSC GROUPS

DUTIES	DAFSC 81130/ 81150 (N=2,887)	DAFSC 81170 (N=1,028)	DAFSC 81199/ CEM CODE (N=118)
A PLANNING AND ORGANIZING	3	10	25
B DIRECTING AND IMPLEMENTING	3	10	21
C INSPECTING AND EVALUATING	2	10	30
D TRAINING	3	8	3
E PERFORMING GENERAL ADMINISTRATION TASKS	10	12	6
F PERFORMING GENERAL SECURITY OR LAW ENFORCEMENT (LE) TASKS	42	24	5
G PERFORMING LAW ENFORCEMENT OPERATIONS TASKS	1	1	1
H PERFORMING INFORMATION SECURITY, CRIME PREVENTION, OR RESOURCE PROTECTION TASKS	1	2	3
I MAINTAINING STRATEGIC MISSILE SYSTEMS SECURITY	5	3	*
J PERFORMING BASE, WEAPONS STORAGE, OR AIRCRAFT SECURITY SYSTEMS TASKS	3	2	*
K PERFORMING DISASTER CONTROL TASKS	1	2	1
L PERFORMING DETENTION OR CONFINEMENT PROGRAM TASKS	*	*	*
M PERFORMING CUSTOMS TASKS	*	*	*
N PERFORMING MILITARY WORKING DOG (MWD) OR PATROL HORSE PROGRAM TASKS	*	*	*
O PERFORMING INDIVIDUAL WEAPONS MAINTENANCE OR ARMORY TASKS	14	7	2
P PERFORMING ACTUAL OR SIMULATED EMERGENCY SERVICE TEAM (EST) OPERATIONS	1	1	*
Q PERFORMING ACTUAL OR SIMULATED AIR BASE GROUND (ABGD) OPERATIONS	10	8	3
R PERFORMING TRAFFIC MANAGEMENT OR ACCIDENT INVESTIGATIONS	*	*	*

* Less than .5 percent

TABLE 7
 REPRESENTATIVE TASKS PERFORMED BY
 81130/81150 PERSONNEL
 (N=2,887)

TASKS	PERCENT MEMBERS PERFORMING
0695 ASSEMBLE OR DISASSEMBLE GAU-5As OR M-16 RIFLES	77
F334 FIRE WEAPONS TO MAINTAIN QUALIFICATION	72
F398 STAND GUARDMOUNT	71
0694 APPLY WEAPONS PRESERVATIVES OR LUBRICANTS	69
0705 CLEAN WEAPON MECHANISMS OR PARTS	67
F378 RESPOND TO DURESS OR ALARM ACTIVATIONS	64
F294 BRIEF POST RELIEFS	63
F382 RESPOND TO PRIORITY RESOURCE SECURITY SITUATIONS, SUCH AS HELPING-HAND OR COVERED-WAGON	54
F365 PERFORM RESTRICTED AREA SENTRY DUTIES	49
F355 HANDCUFF SUBJECTS	49
0707 INSPECT WEAPONS OPERATIONAL CONDITION	47
F306 CONDUCT SUSPECT KNEELING SEARCHES, WITHOUT MWDs	46
0718 PERFORM WEAPONS FUNCTIONAL CHECKS	46
F332 EXAMINE RESTRICTED OR CONTROLLED AREA BADGES	46
F355 OPERATE VEHICLE RADIOS OR PUBLIC ADDRESS SYSTEMS	44
F305 CONDUCT SUSPECT GROUND SEARCHES, WITHOUT MWDs	44
F300 CONDUCT BUILDING SECURITY CHECKS	42
F337 INSPECT INDIVIDUAL EQUIPMENT FOR SERVICEABILITY	42
0697 ASSEMBLE OR DISASSEMBLE M-203 GRENADE LAUNCHERS	42
F370 PERFORM TACTICAL DEPLOYMENT FROM NONHARDENED OR STANDARD VEHICLES	42
F356 PERFORM CLOSE BOUNDARY SENTRY DUTIES	41
F291 APPREHEND SUBJECTS	39
F369 PERFORM TACTICAL DEPLOYMENT FROM HARDENED VEHICLES	36
F331 EVALUATE SITUATIONS AT ALARM ACTIVATIONS	35
0698 ASSEMBLE OR DISASSEMBLE M-60, M2 HEAVY BARREL (HB) .50 CALIBER OR M249 MACHINE GUNS	35
F357 PERFORM CONTROLLED AREA SENTRY DUTIES	32
F367 PERFORM SECURITY POLICE VEHICLE OPERATOR MAINTENANCE	31
F319 EMPLOY INDIVIDUAL OR TEAM TACTICAL MOVEMENTS, OTHER THAN MOUNTED	30

AVERAGE NUMBER OF TASKS PERFORMED - 56

TABLE 8

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSCs 81130/81150 AND 81170 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 81130/50 (N=2,887)	DAFSC 81170 (N=1,028)	DIFF
F356 PERFORM CLOSE BOUNDARY SENTRY DUTIES	41	13	+28
F365 PERFORM RESTRICTED AREA SENTRY DUTIES	49	22	+27
0697 ASSEMBLE OR DISASSEMBLE M-203 GRENADE LAUNCHERS	42	16	+26
0698 ASSEMBLE OR DISASSEMBLE M-60, M2 HEAVY BARREL (HB) .50 CALIBER OR M249 MACHINE GUNS	35	11	+24
F398 STAND GUARDMOUNT	71	49	+22
F357 PERFORM CONTROLLED AREA SENTRY DUTIES	32	11	+21
C135 WRITE EPRs	27	69	-42
B40 COUNSEL PERSONNEL ON PERSONAL OR MILITARY MATTERS	25	66	-41
C91 CONDUCT POST CHECKS	11	48	-37
A8 DETERMINE WORK PRIORITIES	12	43	-31
B38 CONDUCT GUARDMOUNT	7	33	-26
A19 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	10	32	-22
D145 CONDUCT OJT	28	48	-20

This relatively low supervisory activity is further highlighted by the fact that only 14 percent of the 1,028 people forming this group are found in the supervisory and staff-type jobs (i.e., MANAGEMENT AND STAFF, QUALITY CONTROL, UNIT TRAINING, VEHICLE CONTROL) discussed earlier in the SPECIALTY JOBS section (see Table 5). While the display of tasks in Table 9 clearly shows that these NCOs are responsible for supervision, it also reflects the range and scope of the job, in that relatively high percentages of the group are also performing such basic technical tasks as handcuffing subjects, responding to duress or alarm activations, and cleaning weapon mechanisms or parts. Career ladder diversity is also a factor for 7-skill level personnel, since only seven tasks are performed by 50 percent or more of this group.

DAFSC 81199 and CEM Code 81100. As is typical of most career fields, personnel in the 9-skill level and CEM Code groups reported performing primarily nontechnical tasks. They performed an average of 62 tasks, with 42 tasks accounting for over 50 percent of their relative job time. Group members spent over 85 percent of their duty time on supervisory and training functions and managerial-type administrative tasks and are represented in only four of the identified jobs (see Table 5). The largest segment (65 percent) are members of the MANAGEMENT AND STAFF CLUSTER. Table 10 displays representative tasks for the group, while Table 11 presents tasks which reflect differences between these more senior NCOs and 7-skill level personnel. Table 6 displays the predominantly staff nature of these NCOs' jobs and that these personnel are the primary managers in the career ladder.

Summary

Distinctions between 811X0 skill level groups are evident, with personnel at the 3- and 5-skill levels spending the vast majority of their job time performing technical tasks across a number of different jobs. At the 7-skill level, although members still spend over half of their relative duty time on nonsupervisory tasks, a shift toward supervisory functions is quite clear. The low numbers of tasks performed by 50 percent or more of the 3-/5-skill level group and the 7-skill level group (as well as the high number of different jobs in which they perform) suggest a diverse career ladder for these personnel. Nine-skill level and CEM Code members are basically managers and supervisors performing predominantly supervisory and managerial tasks.

ANALYSIS OF 811X0 AFR 39-1 SPECIALTY DESCRIPTIONS

Survey data were compared to the AFR 39-1 Specialty Descriptions for Security Specialist and Security Supervisor, dated 31 October 1991, and Security Police Superintendent, dated 30 April 1991. These descriptions are intended to give a broad overview of the duties and tasks performed in the skill levels of the specialty.

TABLE 9
 REPRESENTATIVE TASKS PERFORMED BY
 81170 PERSONNEL
 (N=1,028)

TASKS	PERCENT MEMBERS PERFORMING
C135 WRITE EPRs	69
B40 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	66
O695 ASSEMBLE OR DISASSEMBLE GAU-5As OR M-16 RIFLES	64
F334 FIRE WEAPONS TO MAINTAIN QUALIFICATION	63
B78 SUPERVISE SECURITY SPECIALISTS (AFSC 81150)	60
O694 APPLY WEAPONS PRESERVATIVES OR LUBRICANTS	59
O705 CLEAN WEAPON MECHANISMS OR PARTS	55
F398 STAND GUARDMOUNT	49
F294 BRIEF POST RELIEFS	48
D145 CONDUCT OJT	48
D170 REVIEW TRAINING RECORDS, REPORTS, OR RELATED DATA	48
C91 CONDUCT POST CHECKS	48
F378 RESPOND TO DURESS OR ALARM ACTIVATIONS	48
B88 WRITE CORRESPONDENCE	45
F377 INSPECT INDIVIDUAL EQUIPMENT FOR SERVICEABILITY	45
F382 RESPOND TO PRIORITY RESOURCE SECURITY SITUATIONS, SUCH AS HELPING-HAND OR COVERED-WAGON	44
A8 DETERMINE WORK PRIORITIES	43
F355 OPERATE VEHICLE RADIOS OR PUBLIC ADDRESS SYSTEMS	43
A36 SCHEDULE LEAVES OR PASSES	41
F367 PERFORM SECURITY POLICE VEHICLE OPERATOR MAINTENANCE	40
O707 INSPECT WEAPONS OPERATIONAL CONDITION	40
F293 BRIEF CENTRAL SECURITY CONTROL (CSC) OR LAW ENFORCEMENT (LE) DESKS ON SECURITY STATUS	40
A4 CONDUCT BRIEFINGS, OTHER THAN DISPATCH, DEPARTURE, POST RELIEF, PATROL, PRISONER, OR FACILITY VISITOR BRIEFINGS	39
A34 PLAN OR SCHEDULE WORK ASSIGNMENTS	38
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	37
O718 PERFORM WEAPONS FUNCTIONAL CHECKS	37
D150 COUNSEL TRAINEES ON TRAINING PROGRESS	36
F331 EVALUATE SITUATIONS AT ALARM ACTIVATIONS	36
A1 ADVISE STAFF PERSONNEL ON TRAINING MATTERS	36
F335 HANDCUFF SUBJECTS	36

AVERAGE NUMBER OF TASKS PERFORMED - 72

TABLE 10
REPRESENTATIVE TASKS PERFORMED BY
81199/81100 PERSONNEL
(N=118)

TASKS	PERCENT MEMBERS PERFORMING
B88 WRITE CORRESPONDENCE	85
B40 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	82
A1 ADVISE STAFF PERSONNEL ON TRAINING MATTERS	76
A8 DETERMINE WORK PRIORITIES	75
C130 REVIEW INSPECTION REPORTS	75
C135 WRITE EPRs	74
A19 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	72
C89 ANALYZE INSPECTION REPORTS	71
A5 COORDINATE SUPPORT WITH BASE SERVICE ORGANIZATIONS	70
C125 INDORSE ENLISTED PERFORMANCE REPORTS (EPR)	70
A4 CONDUCT BRIEFINGS, OTHER THAN DISPATCH, DEPARTURE, POST RELIEF, PATROL, PRISONER, OR FACILITY VISITOR BRIEFINGS	69
C91 CONDUCT POST CHECKS	66
B39 CONDUCT STAFF MEETINGS	66
A37 WRITE JOB DESCRIPTIONS	66
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	64
C137 WRITE STAFF STUDIES, SURVEYS, SPECIAL REPORTS, OR REGULATION SUPPLEMENTS	61
B71 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	58
A36 SCHEDULE LEAVES OR PASSES	58
A34 PLAN OR SCHEDULE WORK ASSIGNMENTS	58
C100 EVALUATE COMPLIANCE WITH WORK STANDARDS	55
A6 COORDINATE WITH MILITARY OR CIVILIAN AGENCIES, FOR OTHER THAN CONVOYS OR PRISONER RELEASE CONFERENCES	54
B75 REVIEW ADMINISTRATIVE CORRESPONDENCE OR REPORTS	53
C124 EVALUATE WORK SCHEDULES	51
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES, FOR OTHER THAN MWD OR HORSE PROGRAMS	50
C90 ANALYZE WORKLOAD REQUIREMENTS	50
C122 EVALUATE SUGGESTIONS	50
A29 DRAFT ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	49
A31 ESTABLISH PERFORMANCE STANDARDS	49

AVERAGE NUMBER OF TASKS PERFORMED - 62

TABLE 11

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 81170 AND 81199/CEM CODE PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 81170 (N=1,028)	DAFSC 81199/ CEM CODE (N=118)	DIFF
B78 SUPERVISE SECURITY SPECIALISTS (AFSC 81150)	60	19	+41
F335 HANDCUFF SUBJECTS	36	2	+34
F291 APPREHEND SUBJECTS	33	3	+30
F332 EXAMINE RESTRICTED OR CONTROLLED AREA BADGES	30	3	+27
F293 BRIEF CENTRAL SECURITY CONTROL (CSC) OR LAW ENFORCEMENT (LE) DESKS ON SECURITY STATUS	40	14	+26
E190 INITIATE AF FORMS 1169 (STATEMENT OF WITNESS)	31	7	+24
E187 INITIATE AF FORMS 1168 (STATEMENT OF SUSPECT)	27	6	+21

B39 CONDUCT STAFF MEETINGS	11	66	-55
C130 REVIEW INSPECTION REPORTS	24	75	-51
C125 INDORSE ENLISTED PERFORMANCE REPORTS (EPR)	23	70	-47
A1 ADVISE STAFF PERSONNEL ON TRAINING MATTERS	36	76	-40
C120 EVALUATE SECURITY POLICE REPORTS	14	47	-33
C98 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS	5	35	-30
A31 ESTABLISH PERFORMANCE STANDARDS	25	49	-24

The 3-/5-skill level specialty description is generally accurate and depicts the highly technical nature of the job, as well as the scope of the job. Some improvements, however, may be possible.

Paragraphs 1 and 2d refer to the performance of corrections program tasks as being representative of the 3-/5-skill level job. Analysis of the tasks performed which relate to the corrections function, however, indicates this activity is a very limited part of this group's responsibility. None of the tasks associated with the corrections program reflected more than one percent of this group responding, and the majority of the tasks received no response at all. References to the corrections function should be evaluated to determine if there is justification for retention in the specialty description in light of this limited involvement.

The 7-skill level description accurately portrays the combination supervisory and technical nature and scope of this group's job. As was discussed in the 3-/5-skill level description analysis, references to the corrections function should be evaluated for retention in the specialty description.

The description for the 81199 and CEM Code personnel accurately reflects the managerial nature of the job.

811X0 TRAINING ANALYSIS

Occupational survey data are one of the many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks or using certain weapons, equipment, or tactics, as well as TE and TD ratings (previously explained in the SURVEY METHODOLOGY section).

To assist specifically in evaluation of the Specialty Training Standard (STS) and the Plan of Instruction (POI), technical school personnel from Lackland Training Center matched job inventory tasks to appropriate sections and subsections of the STS and POI for course L3ABR81130-003. It was this matching upon which comparison to those documents was based. A complete computer listing displaying the percent members performing tasks, TE and TD ratings for each task, along with the STS and POI matchings, has been forwarded to the technical school for their use in further detailed reviews of appropriate training documents. A summary of this information is presented below.

First-Enlistment Personnel

In this study, there are 1,465 811X0 members in their first enlistment (1-48 months TAFMS), representing 24 percent of the total survey sample. The job performed by these personnel is highly technical in nature, accounting for approximately 96 percent of their relative duty time (see Table 12). While Table 12 shows that first-term airmen spend some of their job time in a variety of career ladder functional areas, the majority is concentrated on tasks pertaining to general security, individual weapons maintenance, ABGD operations, and strategic missile systems security, as well as performing general administrative tasks. Distribution of these personnel in the career ladder jobs is displayed in Figure 2, which clearly shows group members dispersed across a number of the groups identified in the SPECIALTY JOBS analysis, although the majority are involved in jobs associated with aircraft, weapons storage, and missile security functions. Table 13 displays some of the average 49 tasks performed by the group, and, by virtue of the relatively low percentages performing any given task, also reflects the diversity of the career ladder (only 12 tasks are performed by 50 percent or more of this group).

One of the objectives of this survey project was to gather data for the training center pertaining to weapons carried or utilized, security police tactics or procedures used or practiced, equipment used or operated, as well as utilization of armed or unarmed physical apprehension and restraint techniques (PART). Accordingly, Tables 14 through 19 present percentages of first-term airmen responding to questions concerning their activities involving these items. This type of information is useful for both the technical school and MAJCOM training personnel to assist them in focusing limited training time or other resources on the most utilized items.

Training Emphasis and Task Difficulty Data

Training emphasis (TE) and task difficulty (TD) data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the job inventory considered important for first-term airman training (TE) (see Table 20 for the top-rated tasks), along with a measure of the difficulty of the job inventory tasks (TD) (see the highest rated tasks presented in Table 21). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-term personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

DISTRIBUTION OF 811XO FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N= 1,465)

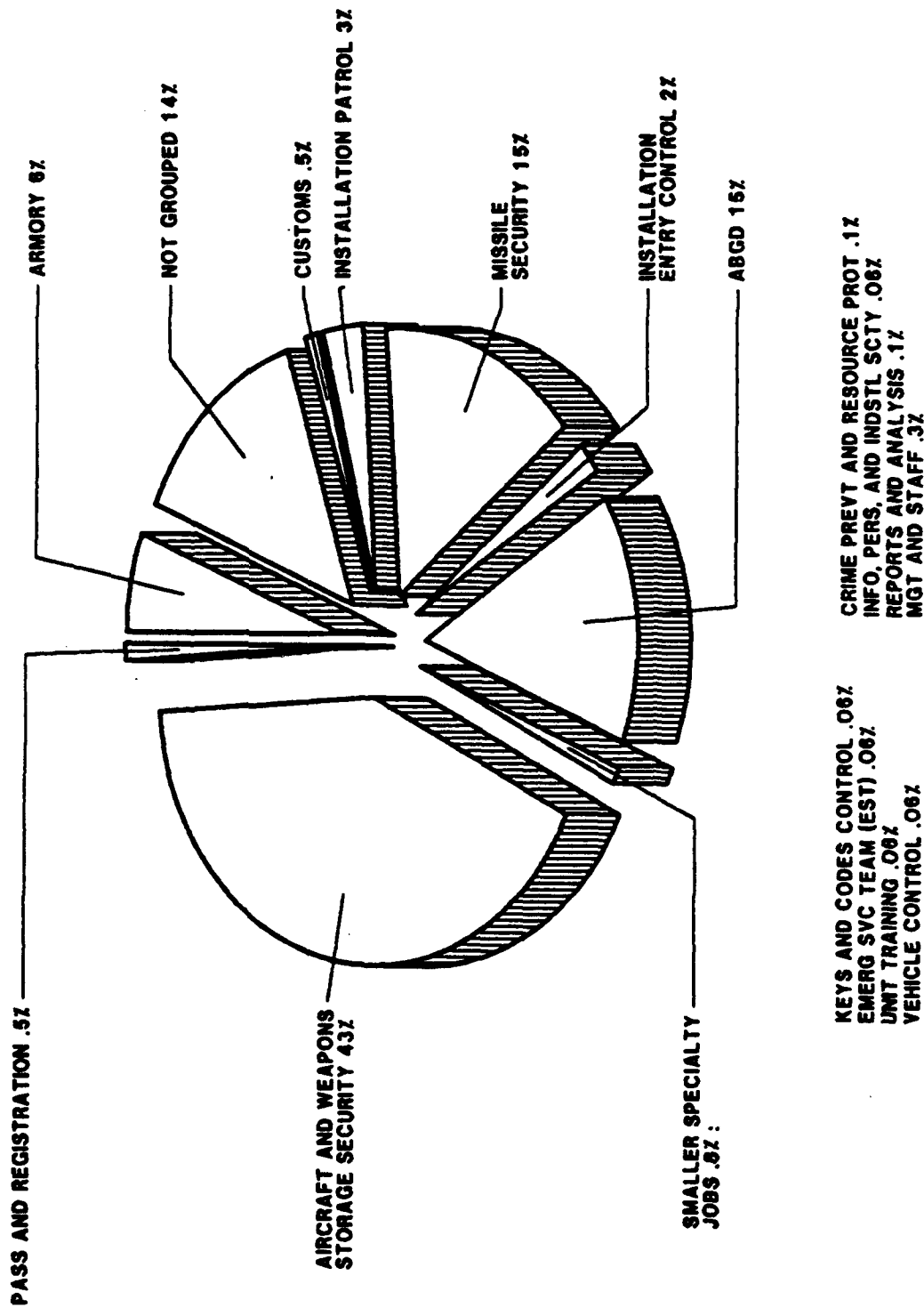


FIGURE 2

TABLE 12
RELATIVE TIME SPENT ON DUTIES
BY 811X0 FIRST-ENLISTMENT PERSONNEL
(N=1,465)

<u>DUTIES</u>	<u>PERCENT TIME SPENT</u>
A PLANNING AND ORGANIZING	1
B DIRECTING AND IMPLEMENTING	1
C INSPECTING AND EVALUATING	1
D TRAINING	1
E PERFORMING GENERAL ADMINISTRATION TASKS	7
F PERFORMING GENERAL SECURITY OR LAW ENFORCEMENT (LE) TASKS	49
G PERFORMING LAW ENFORCEMENT OPERATIONS TASKS	1
H PERFORMING INFORMATION SECURITY, CRIME PREVENTION, OR RESOURCE PROTECTION TASKS	1
I MAINTAINING STRATEGIC MISSILE SYSTEMS SECURITY	6
J PERFORMING BASE, WEAPONS STORAGE, OR AIRCRAFT SECURITY SYSTEMS TASKS	4
K PERFORMING DISASTER CONTROL TASKS	1
L PERFORMING DETENTION OR CONFINEMENT PROGRAM TASKS	*
M PERFORMING CUSTOMS TASKS	*
N PERFORMING MILITARY WORKING DOG (MWD) OR PATROL HORSE PROGRAM TASKS	*
O PERFORMING INDIVIDUAL WEAPONS MAINTENANCE OR ARMORY TASKS	17
P PERFORMING ACTUAL OR SIMULATED EMERGENCY SERVICE TEAM (EST) OPERATIONS	*
Q PERFORMING ACTUAL OR SIMULATED AIR BASE GROUND DEFENSE (ABGD) OPERATIONS	11
R PERFORMING TRAFFIC MANAGEMENT OR ACCIDENT INVESTIGATIONS	*

* Less than .5 percent

TABLE 13
REPRESENTATIVE TASKS PERFORMED
BY 811X0 FIRST-ENLISTMENT PERSONNEL
(N=1,465)

TASKS	PERCENT MEMBERS PERFORMING
0695 ASSEMBLE OR DISASSEMBLE GAU-5As OR M-16 RIFLES	79
F398 STAND GUARDMOUNT	75
F334 FIRE WEAPONS TO MAINTAIN QUALIFICATION	74
0694 APPLY WEAPONS PRESERVATIVES OR LUBRICANTS	71
0705 CLEAN WEAPON MECHANISMS OR PARTS	70
F378 RESPOND TO DURESS OR ALARM ACTIVATIONS	68
F294 BRIEF POST RELIEFS	64
F365 PERFORM RESTRICTED AREA SENTRY DUTIES	57
F382 RESPOND TO PRIORITY RESOURCE SECURITY SITUATIONS, SUCH AS HELPING-HAND OR COVERED-WAGON	56
F332 EXAMINE RESTRICTED OR CONTROLLED AREA BADGES	52
F356 PERFORM CLOSE BOUNDARY SENTRY DUTIES	51
F335 HANDCUFF SUBJECTS	50
0697 ASSEMBLE OR DISASSEMBLE M-203 GRENADE LAUNCHERS	49
F306 CONDUCT SUSPECT KNEELING SEARCHES, WITHOUT MWDs	49
F317 EMPLOY CHALLENGE TECHNIQUES, OTHER THAN COMBAT CHALLENGES	48
F307 CONDUCT SUSPECT WALL SEARCHES, WITHOUT MWDs	47
0718 PERFORM WEAPONS FUNCTIONAL CHECKS	47
F305 CONDUCT SUSPECT GROUND SEARCHES, WITHOUT MWDs	46
0707 INSPECT WEAPONS OPERATIONAL CONDITION	45
F293 BRIEF CENTRAL SECURITY CONTROL (CSC) OR LAW ENFORCEMENT (LE) DESKS ON SECURITY STATUS	44
F300 CONDUCT BUILDING SECURITY CHECKS	44
F370 PERFORM TACTICAL DEPLOYMENT FROM NONHARDENED OR STANDARD VEHICLES	43
0698 ASSEMBLE OR DISASSEMBLE M-60, M2 HEAVY BARREL (HB) .50 CALIBER OR M249 MACHINE GUNS	43
F355 OPERATE VEHICLE RADIOS OR PUBLIC ADDRESS SYSTEMS	42
F357 PERFORM CONTROLLED AREA SENTRY DUTIES	39
F337 INSPECT INDIVIDUAL EQUIPMENT FOR SERVICEABILITY	39
F369 PERFORM TACTICAL DEPLOYMENT FROM HARDENED VEHICLES	38
F387 SEARCH GOVERNMENT MOTOR VEHICLES (GMV) AT RESTRICTED AREA OR INSTALLATION ENTRY POINTS, WITHOUT MWDs	37
J496 CONTROL ENTRY INTO RESTRICTED AREAS, OTHER THAN MISSILE SECURITY AREAS	35
F331 EVALUATE SITUATIONS AT ALARM ACTIVATIONS	34

AVERAGE NUMBER OF TASKS PERFORMED - 49

TABLE 14

NUMBER OF TIMES ARMED PHYSICAL
APPREHENSION AND RESTRAINT TECHNIQUE (PART)
USED DURING LAST 12 MONTHS (OTHER THAN TRAINING)
BY 811X0 FIRST-ENLISTMENT PERSONNEL
(N=1,465)

<u>NUMBER OF TIMES USED</u>	<u>PERCENT MEMBERS RESPONDING*</u>
DID NOT USE	82%
1-3 TIMES	13%
4-6 TIMES	2%
7-9 TIMES	0%
10 OR MORE TIMES	1%

* Column may not add to 100 percent due to nonresponse or rounding

TABLE 15

NUMBER OF TIMES UNARMED PART USED DURING
LAST 12 MONTHS (OTHER THAN TRAINING)
BY 811X0 FIRST-ENLISTMENT PERSONNEL
(N=1,465)

<u>NUMBER OF TIMES USED</u>	<u>PERCENT MEMBERS RESPONDING*</u>
DID NOT USE	84%
1-3 TIMES	10%
4-6 TIMES	2%
7-9 TIMES	0%
10 OR MORE TIMES	1%

* Column may not add to 100 percent due to nonresponse or rounding

TABLE 16

PRESENT ROLE IN ABGD FOR 811X0
FIRST-JOB AND FIRST-ENLISTMENT PERSONNEL

ABGD ROLE TITLE	PERCENT MEMBERS RESPONDING	
	1-24 MOS 1ST JOB (N=556)	1-48 MOS 1ST ENL (N=1,465)
FIRE TEAM LEADER	0%	4%
FIRE TEAM MEMBER (NOT LEADER OR RADIO TELEPHONE OPERATOR)	71%	62%
FLIGHT COMMANDER	0%	0%
FLIGHT LEADER	0%	0%
FLIGHT SERGEANT	0%	0%
HEAVY WEAPONS GUN CREW MEMBER	5%	4%
MWD PATROL DOG HANDLER	0%	0%
MWD EXPLOSIVE DETECTOR DOG HANDLER	0%	0%
RADIO TELEPHONE OPERATOR (FT MBR)	1%	2%
RADIO TELEPHONE OPERATOR (HQS ELM)	0%	0%
SQUAD LEADER	0%	0%
DO NOT PARTICIPATE IN ABGD	20%	25%
OTHER	3%	3%

TABLE 17

WEAPONS CARRIED OR UTILIZED BY 5 PERCENT
OR MORE OF 811X0 FIRST-ENLISTMENT PERSONNEL
(N=1,465)

<u>WEAPONS</u>	<u>PERCENT MEMBERS RESPONDING</u>
M16 RIFLE	93
M203 GRENADE LAUNCHER	51
M60 MACHINE GUN	45
M9 9MM HANDGUN	32
SMOKE GRENADE	14
GAU-5A	11
SLAP FLARE	7
RIOT BATON	6
M15 .38 REVOLVER	5
M148 GRENADE LAUNCHER	5

TABLE 18

SECURITY POLICE TACTICS OR PROCEDURES
USED OR PRACTICED BY 10 PERCENT OR MORE
OF 811X0 FIRST-ENLISTMENT PERSONNEL
(N=1,465)

<u>TACTICS OR PROCEDURES</u>	<u>PERCENT MEMBERS RESPONDING</u>
DURESS PROCEDURES	83
HANDCUFFING	80
INDIVIDUAL SEARCHES	78
VEHICLE SEARCHES	70
COVER AND CONCEALMENT	68
HAND AND ARM SIGNALS	65
RADIO COMMUNICATIONS	65
VEHICLE DEPLOYMENT	65
CHALLENGE AND REPLY	61
BUILDING SEARCHES	55
HIGH CRAWL	52
LOW CRAWL	51
OPEN AREA SEARCHES	47
RUSH AND ROLL	46
CAMOUFLAGE	39
NBC PERSONAL PROTECTIVE EQUIPMENT/CLOTHING	38
VEHICLE STOP	37
FIRE AND MANEUVER	35
NBC RECOGNITION	34
NBC WARNINGS	34
BOUNDING OVERWATCH	33
TRAVELING OVERWATCH	30
NUCLEAR, BIOLOGICAL, OR CHEMICAL (NBC) FIELD DECONTAMINATION	28
SECTOR DEFENSE	25
TARGET RECOGNITION AND IDENTIFICATION	24
PERSONAL FIELD HYGIENE	22
COMBAT FIRST AID	22
OBSERVATION AND SOUND TECHNIQUES	21
TRAFFIC STOP	19
BUILT UP AREA SEARCHES	17
RECONNAISSANCE PATROL	17
ACTIVE DEFENSIVE MEASURES	17
TACTICAL BARRIERS	15
PASSIVE DEFENSIVE MEASURES	14
COMBAT PATROL	14
AIRBORNE ATTACK DEFENSE OR RUNWAY DENIAL	12
FIELD FORTIFICATIONS	12
COUNTER AMBUSH	11
FIRE CONTROL ORDER EXECUTION	10

TABLE 19
EQUIPMENT USED OR OPERATED BY 10 PERCENT
OR MORE OF 811X0 FIRST-ENLISTMENT PERSONNEL
(N=1,465)

<u>EQUIPMENT</u>	<u>PERCENT MEMBERS RESPONDING</u>
HANDCUFFS	78
RADIO, HAND-HELD (NONTACTICAL)	76
GAS MASK	74
HELMET, STEEL OR KEVLAR	71
WEAPONS CLEANING EQUIPMENT	64
BODY ARMOR	53
GRID MAP	43
CAMOUFLAGE EQUIPMENT OR SUPPLIES, PERSONAL	40
LOAD BEARING EQUIPMENT (HARNESS, WEB BELT, AMMO POUCH)	40
FLEXCUFF	35
BASE STATION WIRE	34
CB SCANNERS OR RADIO	33
SPOTLIGHT OR OTHER ILLUMINATION DEVICE	32
METAL TRANSFRISKER	32
NBC CLOTHING	27
INSPECTION MIRROR	26
NIGHT OBSERVATION OR SIGHTING DEVICE (NOD)	22
CAMOUFLAGE EQUIPMENT OR SUPPLIES, UNIT	22
FIRST AID EQUIPMENT OR SUPPLIES (NOT NBC)	19
BARBED WIRE	19
NBC PERSONAL DECONTAMINATION EQUIPMENT	17
VEHICLE OR PORTABLE PUBLIC ADDRESS SYSTEM	16
TYPEWRITER	16
CONCERTINA WIRE	16
BACK OR BUTT PACK	16
INTERIOR INTRUSION DETECTION SYSTEM	15
FIELD TELEPHONE EQUIPMENT (TA-1/PT, TA-312/PT)	14
FIELD GLASSES	13
COMPUTER SYSTEM (OTHER THAN AFLETS)	11
HELMET, RIOT CONTROL	11
MULTIPLE INTEGRATED LASER ENGAGEMENT SYSTEM (MILES)	11

TABLE 20

TECHNICAL TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)
BY 811X0 PERSONNEL

TASKS	X0 TE*	PERCENT 811X0 MEMBERS PERFORMING			X0 TD**
		1ST JOB (N=556)	1ST ENL (N=1,465)		
F335 HANDCUFF SUBJECTS	7.11	52	50		3.34
F307 CONDUCT SUSPECT WALL SEARCHES, WITHOUT MWDs	6.97	47	47		3.91
F382 RESPOND TO PRIORITY RESOURCE SECURITY SITUATIONS, SUCH AS HELPING-HAND OR COVERED-WAGON	6.95	58	56		4.86
F334 FIRE WEAPONS TO MAINTAIN QUALIFICATION	6.89	74	74		3.23
F291 APPREHEND SUBJECTS	6.72	38	40		4.54
F306 CONDUCT SUSPECT KNEELING SEARCHES, WITHOUT MWDs	6.70	50	49		4.21
F346 MAKE USE-OF-DEADLY-FORCE DECISIONS, IN OTHER THAN TRAINING SITUATIONS	6.53	18	18		6.50
F305 CONDUCT SUSPECT GROUND SEARCHES, WITHOUT MWDs	6.47	47	46		4.32
F332 EXAMINE RESTRICTED OR CONTROLLED AREA BADGES	6.46	53	52		3.19
Q775 EMPLOY COMBAT FIRST AID	6.39	15	15		5.67

* Mean 811X0 TE Rating is 1.83, and Standard Deviation is 1.67 (High TE = 3.50)

** Average TD Rating is 5.00

TABLE 21

TASKS RATED HIGHEST IN TASK DIFFICULTY (TD)
BY 811X0 PERSONNEL

TASKS	X0 TD*	PERCENT MEMBERS PERFORMING		
		1ST ENL (N=1,465)	DAFSC 81150 (N=2,424)	DAFSC 81170 (N=1,028)
E286 WRITE SECURITY POLICE COMPUTER PROGRAMS	7.89	1	2	3
A26 DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.57	1	2	7
F360 PERFORM HOSTAGE NEGOTIATIONS	7.41	1	2	3
P734 ENTER BUILDINGS USING HELICOPTER RAPPELLING	7.29	0	0	1
A9 DEVELOP ABGD PLANS	7.23	1	2	6
C98 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS	7.14	0	1	5
A10 DEVELOP ABGD PLANS	7.12	1	2	7
B50 DIRECT INVESTIGATION ACTIVITIES	7.10	0	1	3
B56 DIRECT PATROL HORSE PROGRAMS	7.00	0	1	1
G426 PERFORM CHILD OR SPOUSE ABUSE OR NEGLECT PRELIMINARY INVESTIGATIONS	7.00	1	1	1

* Average TD Rating is 5.00

To assist technical school personnel, USAFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task into a computed value identified as an Automated Training Indicator (ATI). These ATI values correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 1, ATCR 52-22. These values allow course personnel to quickly focus their attention on those tasks which are most likely to qualify for ABR course consideration.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI values, are contained in the 811X0 TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the SURVEY METHODOLOGY section of this report.)

Specialty Training Standard (STS)

A comprehensive review of STS 811X0, dated November 1988, compared STS items to survey data (based on the previously mentioned assistance from technical school personnel in matching job inventory tasks to STS elements). STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. 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).

Overall, the STS provides comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting most of the essential paragraphs or subparagraphs. Even though some elements did not have high percentages of personnel performing matched tasks, the fact that the supporting tasks were a part of an identifiable job being performed in the career ladder supports the retention of the STS element involving those tasks.

A few elements of the STS were not supported by occupational survey data and do require review by training personnel and subject-matter experts. Table 22 displays these elements and survey data pertaining to tasks matched to these elements. Even though the tasks shown reflect high TE ratings, and some above average TD ratings as well, the low task performance figures suggest evaluation to justify retention in the STS is warranted.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. No particular trends were noted. Technical-type tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 23. Training personnel and subject-matter experts should review these tasks to determine if inclusion in the STS is justified.

TABLE 22

811X0 STS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS RESPONDING)

STS ITEM (WITH SELECTED MATCHED TASKS)	PERCENT MEMBERS PERFORMING					XO TE*	XO TD**
	1ST JOB (N=556)	1ST ENL (N=1,465)	DAFSC 81150 (N=2,424)	DAFSC 81170 (N=1,028)			
5a(1). LESS THAN DEADLY FORCE: OFFENSIVE PART							
F324 Employ armed offensive PARTs, such as rifle fighting	6	5	6	4	4.03	5.82	
5a(2). LESS THAN DEADLY FORCE: DEFENSIVE PART							
F323 Employ unarmed defensive physical apprehension and restraint techniques (PART)	16	14	13	11	5.84	5.27	
8b. PERFORM RIOT CONTROL TECHNIQUES							
F358 Perform crowd control	15	15	14	13	4.26	3.96	
91. SECURE HOSTAGE SCENES							
F392 Secure hostage scenes	6	7	9	12	4.64	5.38	

* Mean 811X0 TE Rating is 1.83, and Standard Deviation is 1.67 (High TE = 3.50)

** Average TD Rating is 5.00

TABLE 22 (CONTINUED)

811X0 STS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS RESPONDING)

STS ITEM (WITH SELECTED MATCHED TASKS)	PERCENT MEMBERS PERFORMING					X0 TE*	X0 TD**
	1ST JOB (N=556)	1ST ENL (N=1,465)	DAFSC 81150 (N=2,424)	DAFSC 81170 (N=1,028)			
9m. USE ANTI HIJACK PROCEDURES							
F316 Employ antihijack procedures	10	11	15	18	4.88	4.31	
10g.(6). IMMEDIATE VISUAL ASSESSMENT							
J499 Guard base perimeter from assessment posts	9	9	6	3	3.73	3.57	
10g.(7). DETECTION SCREEN SENTRY							
F359 Perform detection screen sentry duties	9	9	9	6	5.00	2.77	
14. APPLY CARDIOPULMONARY RESUSCITATION (CPR)							
F320 Employ life-saving techniques, other than immediate first aid, such as cardio pulmonary resuscitation (CPR)	6	8	9	9	6.11	5.54	

* Mean 811X0 TE Rating is 1.83, and Standard Deviation is 1.67 (High TE = 3.50)

** Average TD Rating is 5.00

TABLE 23

TECHNICAL TASKS PERFORMED BY 20 PERCENT
OR MORE 811X0 GROUP MEMBERS AND NOT REFERENCED TO THE 811X0 STS

TASKS	PERCENT MEMBERS PERFORMING					XO TE*	XO TD**
	1ST JOB (N=556)	1ST ENL (N=1,465)	DAFSC 81150 (N=2,424)	DAFSC 81170 (N=1,028)			
0697 ASSEMBLE OR DISASSEMBLE M-203 GRENADE LAUNCHERS	46	49	42	16		5.46	3.68
F287 ADMINISTER IMMEDIATE FIRST AID TO PERSONNEL, OTHER THAN NUCLEAR, BIO, CHEMICAL (NBC), OR COMBAT FIRST AID	15	18	20	20		6.30	5.26
F357 PERFORM CONTROLLED AREA SENTRY DUTIES	42	39	30	11		4.64	2.47
E283 TYPE CORRESPONDENCE	1	3	13	35		2.91	4.19
E216 INITIATE OR COMPLETE AF FORMS 629 (SMALL ARMS HAND RECEIPT)	19	22	24	22		2.46	2.36
E226 INITIATE OR COMPLETE AF FORMS 1297 (TEMPORARY ISSUE RECEIPT)	17	22	30	31		2.62	2.08

* Mean 811X0 TE Rating is 1.83, and Standard Deviation is 1.67 (High TE = 3.50)
** Average TD Rating is 5.00

Plan of Instruction (POI)

Based on the previously mentioned assistance from the technical school subject-matter experts in matching inventory tasks to the 3ABR81130-003 POI, dated 8 February 1991, a computer product was generated displaying the results of the matching process. 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 training emphasis (TE) and task difficulty (TD) ratings for individual tasks.

POI blocks, units of instruction, and criterion objectives were compared against the standard set forth in Attachment 1, ATCR 52-22, dated 17 February 1989 (30 percent or more of the criterion first-enlistment group 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 reveals that most POI units of instruction or criterion objectives are supported by OSR data (based on percentages of first-term airmen performing tasks or high TE or TD ratings for pertinent tasks), or appear to be teaching steps in the instruction process. There are some units, however, which contain some objectives that apparently are not supported by these criteria and require further evaluation by training personnel and subject-matter experts (see examples in Table 24). While all of the selected sample tasks received high TE ratings (3.50 or above), all reflect less than 30 percent of the first-term population performing, and only two received above average TD ratings. The combination of low percent members performing and below average TD factors suggests the need for close examination of objectives in pertinent units of instruction to determine if retention of over 26 hours in the ABR course is justified.

ANALYSIS OF MAJOR COMMANDS (MAJCOM)

Tasks and background data for personnel of the nine MAJCOMs with the largest 811X0 populations were compared to determine whether job content varied as a function of command assignment.

Generally, the jobs performed across the commands were similar, with many tasks performed in common. The largest percentages of duty time in each command were committed to the performance of tasks involving general security functions, general administration functions, and individual weapons maintenance or armory tasks (see Table 25). Minor variances were noted, with AFSPACECOM and ESC reporting slightly more time spent on general administrative tasks and less time devoted to ABGD operations. Additionally, ATC and SAC also reflected lower percentages of relative duty time spent on ABGD operations tasks. SAC airmen were unique in that theirs was the only command identifying a significant amount of time spent on tasks dealing with missile systems security.

TABLE 24

EXAMPLES OF 811X0 POI BLOCKS REFLECTING LOW 811X0 FIRST-ENLISTMENT TASK PERFORMANCE
(LESS THAN 30 PERCENT RESPONDING)

POI REFERENCE BLOCK - UNIT	TIME (HOURS)	SELECTED SAMPLE TASKS	PERCENT MEMBERS PERFORMING			
			1ST JOB (N=556)	1ST ENL (N=1,465)	X0 IE *	X0 ID **
II 5a-c	11.75	F323 EMPLOY UNARMED DEFENSIVE PHYSICAL APPREHENSION AND RESTRAINT TECHNIQUES (PART)	16	14	5.84	5.27
		F318 EMPLOY COME ALONG TECHNIQUES	8	9	5.53	4.36
		F324 EMPLOY ARMED OFFENSIVE PARTS, SUCH AS RIFLE FIGHTING	6	5	4.03	5.82
II 14a-c	5.5	F386 SEARCH BUILDINGS FOR PERSONNEL, WITHOUT MWDs	27	28	5.18	4.67
		F389 SEARCH OPEN AREAS WITHOUT MWDs	25	24	5.07	4.24
II 28	6.5	F384 SANITIZE CONVOY AREAS	7	9	3.59	3.84
		F399 SWEEP CONVOY ROUTES	17	20	3.96	3.03
II 30c-d	3.0	J499 GUARD BASE PERIMETER FROM ASSESSMENT POST	9	9	3.73	3.57
		F359 PERFORM DETECTION SCREEN SENTRY DUTIES	9	9	5.00	2.77

* Mean 811X0 TE Rating is 1.83, and Standard Deviation is 1.67 (High TE = 3.50)

** Average ID Rating is 5.00

TABLE 25

PERCENTAGE OF TIME SPENT ON DUTIES BY 811X0 MAJCOM GROUPS

DUTIES	SAC (N=1,891)	USAFE (N=835)	PACAF (N=329)	MAC (N=243)	TAC (N=311)	AFLC (N=88)	SPCOM (N=81)	ATC (N=51)	ESC (N=47)
A PLANNING AND ORGANIZING	4	5	5	5	4	6	5	11	6
B DIRECTING AND IMPLEMENTING	5	4	5	5	5	6	5	8	4
C INSPECTING AND EVALUATING	4	4	5	4	5	4	6	6	4
D TRAINING	5	4	4	4	4	3	3	17	4
E PERFORMING GENERAL ADMINISTRATION TASKS	9	10	13	11	14	16	19	14	22
F PERFORMING GENERAL SECURITY OR LAW ENFORCEMENT (LE) TASKS	39	38	33	35	34	38	38	23	33
G PERFORMING LAW ENFORCEMENT OPERATIONS TASKS	#	1	1	1	2	1	2	1	1
H PERFORMING INFORMATION SECURITY, CRIME PREVENTION, OR RESOURCE PROTECTION TASKS	1	1	1	1	2	1	2	1	3
I MAINTAINING STRATEGIC MISSILE SYSTEMS SECURITY	10	0	0	#	#	#	0	0	0
J PERFORMING BASE, WEAPONS STORAGE, OR AIRCRAFT SECURITY SYSTEMS TASKS	3	4	2	3	2	4	1	1	4
K PERFORMING DISASTER CONTROL TASKS	1	1	1	1	1	1	2	1	1
L PERFORMING DETENTION OR CONFINEMENT PROGRAM TASKS	#	#	#	1	1	0	#	5	0
M PERFORMING CUSTOMS TASKS	#	#	#	1	#	#	#	0	0
N PERFORMING MILITARY WORKING DOG (MWD) OR PATROL HORSE PROGRAM TASKS	#	#	1	#	#	#	#	0	0
O PERFORMING INDIVIDUAL WEAPONS MAINTENANCE OR ARMORY TASKS	13	12	12	14	12	11	11	8	13
P PERFORMING ACTUAL OR SIMULATED EMERGENCY SERVICE TEAM (EST) OPERATIONS	1	#	1	1	1	#	2	1	#
Q PERFORMING ACTUAL OR SIMULATED AIR BASE GROUND DEFENSE (ABGD) OPERATIONS	5	14	14	14	13	9	3	5	4
R PERFORMING TRAFFIC MANAGEMENT OR ACCIDENT INVESTIGATIONS	#	#	#	#	#	#	1	#	0

Less than .5 percent

SECTION III

ANALYSIS OF 811X2 DAFSC GROUPS

As explained in SECTION II, data pertaining to DAFSC groups are important to the analysis of each career ladder. Since a comparison of duty and task performance between DAFSCs 81132 and 81152 indicated no substantial difference in the jobs they perform, they will be discussed as a combined group in this report. As previously indicated, DAFSC 81199 and CEM Code 81100 were also combined for reporting purposes.

The distribution of skill level groups across the career ladder jobs is displayed in Table 26, while Table 27 offers another perspective by displaying the relative percent time spent on each duty across the skill level groups. A typical pattern of progression is present, with personnel spending more of their relative time on duties involving supervisory, managerial, and training tasks as they move upward toward the 7-skill level, the 9-skill level, or the CEM Code. It is also obvious, though, that 7-skill level personnel are still involved with technical task performance, as will be pointed out in the specific skill level group discussions below.

Skill Level Descriptions

DAFSCs 81132/81152. Representing 20 percent of the survey sample, the 1,220 airmen in the 3- and 5-skill level group performed an average of 82 tasks. Performing a highly technical job, 71 percent of their relative duty time is devoted to tasks pertaining to general law enforcement (LE), LE operations, traffic management or accident investigations, and the administrative tasks and forms required in law enforcement activities. An additional 14 percent of their relative duty time was committed to tasks associated with individual weapons maintenance and ABGD operations. Although represented in 13 of the 21 jobs identified in the SPECIALTY JOBS section (see Table 26), the majority of these personnel are found in the INSTALLATION PATROL CLUSTER (56 percent) and INSTALLATION ENTRY CONTROL CLUSTER (14 percent). Table 28 displays selected representative time-consuming tasks performed by the highest percentages of these airmen. Table 29 displays those tasks which clearly differentiate the 3-/5-skill level and 7-skill level groups.

DAFSC 81172. Seven-skill level personnel, representing 8 percent of the survey sample, perform an average of 95 tasks. Even though 76 percent report supervisory responsibilities, only 35 percent of their job time is spent on tasks in the usual supervisory, managerial, and training duties (see Table 27). This relatively low supervisory activity is further highlighted by the fact that only 16 percent of the 508 people forming this group are found in the supervisory and staff-type jobs (i.e., MANAGEMENT AND STAFF, QUALITY CONTROL, UNIT TRAINING) discussed earlier in the SPECIALTY JOBS section (see Table 26). While the display of tasks in Table 30 clearly shows that these

TABLE 26

DISTRIBUTION OF 811X2 DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS

SPECIALTY JOBS	DAFSC 81132/81152 (N=1,220)		DAFSC 81172 (N=508)		DAFSC 81199/ CEM CODE (N=118)	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
I. INSTALLATION ENTRY CONTROL CLUSTER	170	14%	2	*	0	0%
II. INSTALLATION PATROL CLUSTER	679	56%	232	46%	0	0%
III. INVESTIGATIONS	37	3%	49	10%	0	0%
IV. CONFINEMENT AND CORRECTIONS	31	3%	18	4%	0	0%
V. CUSTOMS	13	1%	8	2%	0	0%
VI. MILITARY WORKING DOG (MWD) HANDLING CLUSTER	0	0%	2	*	0	0%
VII. MILITARY WORKING DOG (MWD) TRAINING	0	0%	0	0%	0	0%
VIII. AIRCRAFT AND WEAPONS STORAGE SECURITY CLUSTER	0	0%	0	0%	0	0%
IX. MISSILE SECURITY CLUSTER	0	0%	0	0%	0	0%
X. KEYS AND CODES CONTROL	0	0%	0	0%	0	0%
XI. AIR BASE GROUND DEFENSE (ABGD) CLUSTER	31	3%	25	5%	0	0%
XII. EMERGENCY SERVICE TEAM (EST)	0	0%	1	*	0	0%
XIII. ARMORY	22	2%	2	*	0	0%
XIV. MANAGEMENT AND STAFF CLUSTER	0	0%	50	10%	77	65%
XV. QUALITY CONTROL	5	*	15	3%	3	3%
XVI. UNIT TRAINING	9	1%	15	3%	0	0%
XVII. VEHICLE CONTROL	0	0%	0	0%	0	0%
XVIII. CRIME PREVENTION AND RESOURCE PROTECTION	26	2%	14	3%	0	0%
XIX. INFORMATION, PERSONNEL, AND INDUSTRIAL SECURITY	3	*	20	4%	7	6%
XX. REPORTS AND ANALYSIS	17	1%	7	1%	1	1%
XXI. PASS AND REGISTRATION	20	2%	21	4%	1	1%
NOT GROUPED	157	13%	27	5%	29	25%

* Less than .5 percent

TABLE 27

AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY 811X2 DAFSC GROUPS

<u>DUTIES</u>	DAFSC 81132/ 81152 (N=1,220)	DAFSC 81172 (N=508)	DAFSC 81199/ CEM CODE (N=118)
A PLANNING AND ORGANIZING	3	10	25
B DIRECTING AND IMPLEMENTING	3	10	21
C INSPECTING AND EVALUATING	2	10	30
D TRAINING	2	5	3
E PERFORMING GENERAL ADMINISTRATION TASKS	25	20	6
F PERFORMING GENERAL SECURITY OR LAW ENFORCEMENT (LE) TASKS	36	22	5
G PERFORMING LAW ENFORCEMENT OPERATIONS TASKS	6	5	1
H PERFORMING INFORMATION, SECURITY, CRIME PREVENTION, OR RESOURCE PROTECTION TASKS	2	3	3
I MAINTAINING STRATEGIC MISSILE SYSTEMS SECURITY	*	0	*
J PERFORMING BASE, WEAPONS STORAGE, OR AIRCRAFT SECURITY SYSTEMS TASKS	*	*	*
K PERFORMING DISASTER CONTROL TASKS	1	1	1
L PERFORMING DETENTION OR CONFINEMENT PROGRAM TASKS	2	3	*
M PERFORMING CUSTOMS TASKS	1	1	*
N PERFORMING MILITARY WORKING DOG (MWD) OR PATROL HORSE PROGRAM TASKS	*	*	*
O PERFORMING INDIVIDUAL WEAPONS MAINTENANCE OR ARMORY TASKS	7	3	2
P PERFORMING ACTUAL OR SIMULATED EMERGENCY SERVICE TEAM (EST) OPERATIONS	*	1	*
Q PERFORMING ACTUAL OR SIMULATED AIR BASE GROUND (ABGD) OPERATIONS	7	4	3
R PERFORMING TRAFFIC MANAGEMENT OR ACCIDENT INVESTIGATIONS	4	3	*

* Less than .5 percent

TABLE 28
REPRESENTATIVE TASKS PERFORMED
BY 81132/81152 PERSONNEL
(N=1,220)

TASKS	PERCENT MEMBERS PERFORMING
E190 INITIATE AF FORMS 1169 (STATEMENT OF WITNESS)	73
E192 COMPLETE AF FORMS 1169	72
E175 INITIATE AF FORMS 52 (EVIDENCE TAG)	72
E189 COMPLETE AF FORMS 1168	69
E177 COMPLETE AF FORMS 52	69
F334 FIRE WEAPONS TO MAINTAIN QUALIFICATION	69
E187 INITIATE AF FORMS 1168 (STATEMENT OF SUSPECT)	69
F398 STAND GUARDMOUNT	65
F289 ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31, UNIFORM CODE OF MILITARY JUSTICE (UCMJ)	65
O702 ASSEMBLE OR DISASSEMBLE M9 9MM OR M15 .38 CALIBER REVOLVERS	65
F291 APPREHEND SUBJECTS	65
E260 INITIATE OR COMPLETE DD FORMS 1408 (ARMED FORCES TRAFFIC TICKET)	64
F342 ISSUE TRAFFIC TICKETS OR VIOLATION NOTICES	64
F335 HANDCUFF SUBJECTS	64
O695 ASSEMBLE OR DISASSEMBLE GAU-5As OR M-16 RIFLES	62
O694 APPLY WEAPONS PRESERVATIVES OR LUBRICANTS	61
F378 RESPOND TO DURESS OR ALARM ACTIVATIONS	61
E196 INITIATE AF FORMS 1668 (FIELD INTERVIEW)	61
F288 ADVISE INDIVIDUALS OF THEIR FIFTH AMENDMENT RIGHTS	60
F294 BRIEF POST RELIEFS	59
F312 DIRECT TRAFFIC	59
F339 INTERVIEW WITNESSES OR COMPLAINANTS	59
E222 INITIATE OR COMPLETE AF FORMS 840 (MINOR MOTOR VEHICLE ACCIDENT REPORT)	56
F300 CONDUCT BUILDING SECURITY CHECKS	56
F343 ISSUE VISITOR PASSES	54
E264 INITIATE OR COMPLETE DD FORMS 1920 (ALCOHOLIC INFLUENCE REPORT)	52
F307 CONDUCT SUSPECT WALL SEARCHES, WITHOUT MWDs	52
F376 PROVIDE DIRECTIONS OR INFORMATION TO VISITORS	52
F304 CONDUCT POV SIMPLE INSPECTIONS AT INSTALLATION ENTRY POINTS	51
E204 INITIATE OR COMPLETE AF FORMS 75 (VISITOR/VEHICLE PASS (STORAGE SAFEGUARD))	51
G432 SEIZE EVIDENCE	48
F380 RESPOND TO ON-BASE DOMESTIC DISTURBANCES	48
F364 PERFORM ON-BASE MOBILE PATROLS, WITHOUT MWDs OR HORSES	44

AVERAGE NUMBER OF TASKS PERFORMED - 82

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSCs 81132/81152 AND 81172 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 81132/52 (N=1,220)	DAFSC 81172 (N=508)	DIFF
F343 ISSUE VISITOR PASSES	54	27	+27
F300 CONDUCT BUILDING SECURITY CHECKS	56	31	+25
F352 OPEN OR CLOSE INSTALLATION PRIMARY ENTRY CONTROL POINTS	39	14	+25
F342 ISSUE TRAFFIC TICKETS OR VIOLATION NOTICES	64	42	+22
F304 CONDUCT POV SIMPLE INSPECTIONS AT INSTALLATION ENTRY POINTS	51	29	+22
F312 DIRECT TRAFFIC	59	38	+21
F363 PERFORM ON-BASE FOOT PATROLS, WITHOUT MWDs	44	23	+21

B88 WRITE CORRESPONDENCE	20	66	-46
C135 WRITE EPRs	24	63	-39
A8 DETERMINE WORK PRIORITIES	15	54	-39
C91 CONDUCT POST CHECKS	10	46	-36
A34 PLAN OR SCHEDULE WORK ASSIGNMENTS	10	44	-34
B38 CONDUCT GUARDMOUNT	11	40	-29
C132 REVIEW SECURITY POLICE FORMS	14	40	-26

TABLE 30
REPRESENTATIVE TASKS PERFORMED BY 81172 PERSONNEL
(N=508)

TASKS	PERCENT MEMBERS PERFORMING
B88 WRITE CORRESPONDENCE	66
B40 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	65
C135 WRITE EPRs	63
F334 FIRE WEAPONS TO MAINTAIN QUALIFICATIONS	58
F289 ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31, UNIFORM CODE OF MILITARY JUSTICE (UCMJ)	57
E283 TYPE CORRESPONDENCE	55
E190 INITIATE AF FORMS 1169 (STATEMENT OF WITNESS)	55
E189 COMPLETE AF FORMS 1168	54
F291 APPREHEND SUBJECTS	54
E187 INITIATE AF FORMS 1168 (STATEMENT OF SUSPECT)	54
E175 INITIATE AF FORMS 52 (EVIDENCE TAG)	54
E192 COMPLETE AF FORMS 1169	54
A8 DETERMINE WORK PRIORITIES	54
B81 SUPERVISE LAW ENFORCEMENT SPECIALISTS (AFSC 81152)	53
E191 ANNOTATE AF FORMS 1169	52
F288 ADVISE INDIVIDUALS OF THEIR FIFTH AMENDMENT RIGHTS	52
F355 HANDCUFF SUBJECTS	51
A36 SCHEDULE LEAVES OR PASSES	48
D170 REVIEW TRAINING RECORDS, REPORTS, OR RELATED DATA	48
G432 SEIZE EVIDENCE	47
E260 INITIATE OR COMPLETE DD FORMS 1408 (ARMED FORCES TRAFFIC TICKET)	47
O694 APPLY WEAPONS PRESERVATIVES OR LUBRICANTS	46
C91 CONDUCT POST CHECKS	46
A4 CONDUCT BRIEFINGS, OTHER THAN DISPATCH, DEPARTURE, POST RELIEF, PATROL, PRISONER, OR FACILITY VISITOR BRIEFING	45
E261 INITIATE OR COMPLETE DD FORMS 1569 (INCIDENT/COMPLAINT REPORT)	45
O705 CLEAN WEAPON MECHANISMS OR PARTS	45
A34 PLAN OR SCHEDULE WORK ASSIGNMENTS	44
A5 COORDINATE SUPPORT WITH BASE SERVICE ORGANIZATIONS	42
A19 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	41
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	41
C100 INTERROGATE SUSPECTS OR SUBJECTS	40
B38 CONDUCT GUARDMOUNT	40

AVERAGE NUMBER OF TASKS PERFORMED - 95

NCOs are responsible for supervision, it also reflects the range and scope of the job, in that relatively high percentages of the group are also performing such basic technical tasks as taking statements from suspects or witnesses, handcuffing subjects, and seizing evidence. Table 31 presents representative tasks which reflect the differences between DAFSC 81172 and the 9-skill level and CEM Code groups.

Summary

Distinctions between the 811X2 skill level groups are evident, with personnel at the 3- and 5-skill levels spending the vast majority of their time performing tasks across a number of different jobs. At the 7-skill level, although members still spend over half of their relative duty time on nonsupervisory tasks, a shift toward supervisory functions is clear.

ANALYSIS OF 811X2 AFR 39-1 SPECIALTY DESCRIPTIONS

Survey data were compared to the AFR 39-1 Specialty Descriptions for the Law Enforcement Specialist and Law Enforcement Supervisor, dated 30 April 1991. Comments regarding the A-shred data analysis will be presented in SECTION IV of the report. The Security Police Superintendent comparison was discussed in SECTION II, along with the 811X0 descriptions.

The specialty description for the Law Enforcement Supervisor accurately reflects the combined supervisory and technical nature of the 7-skill level job. The 3-/5-skill level description also accurately portrays the very technical nature of that job.

811X2 TRAINING ANALYSIS

Potential use of survey data in the development of training programs was explained in the discussion of the 811X0 career ladder in SECTION II. For the 811X2 career ladder, technical school personnel from Lackland Training Center matched job inventory tasks to appropriate sections and subsections of the STS and POI for course L3ABR81132-003/004. It was this matching upon which comparison to those documents was based. A complete computer listing displaying the percent members performing tasks, TE and TD ratings for each task, along with the STS and POI matchings, has been forwarded to the technical school for their use in further detailed reviews of appropriate training documents. A summary of this information is presented below.

First-Enlistment Personnel

In this study, there are 695 AFSC 811X2 members in their first enlistment (1-48 months TAFMS), representing 12 percent of the total survey sample. Distribution of these personnel across the career ladder jobs is displayed in Figure 3, which clearly shows members dispersed across a number of the groups

DISTRIBUTION OF 811X2 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N= 695)

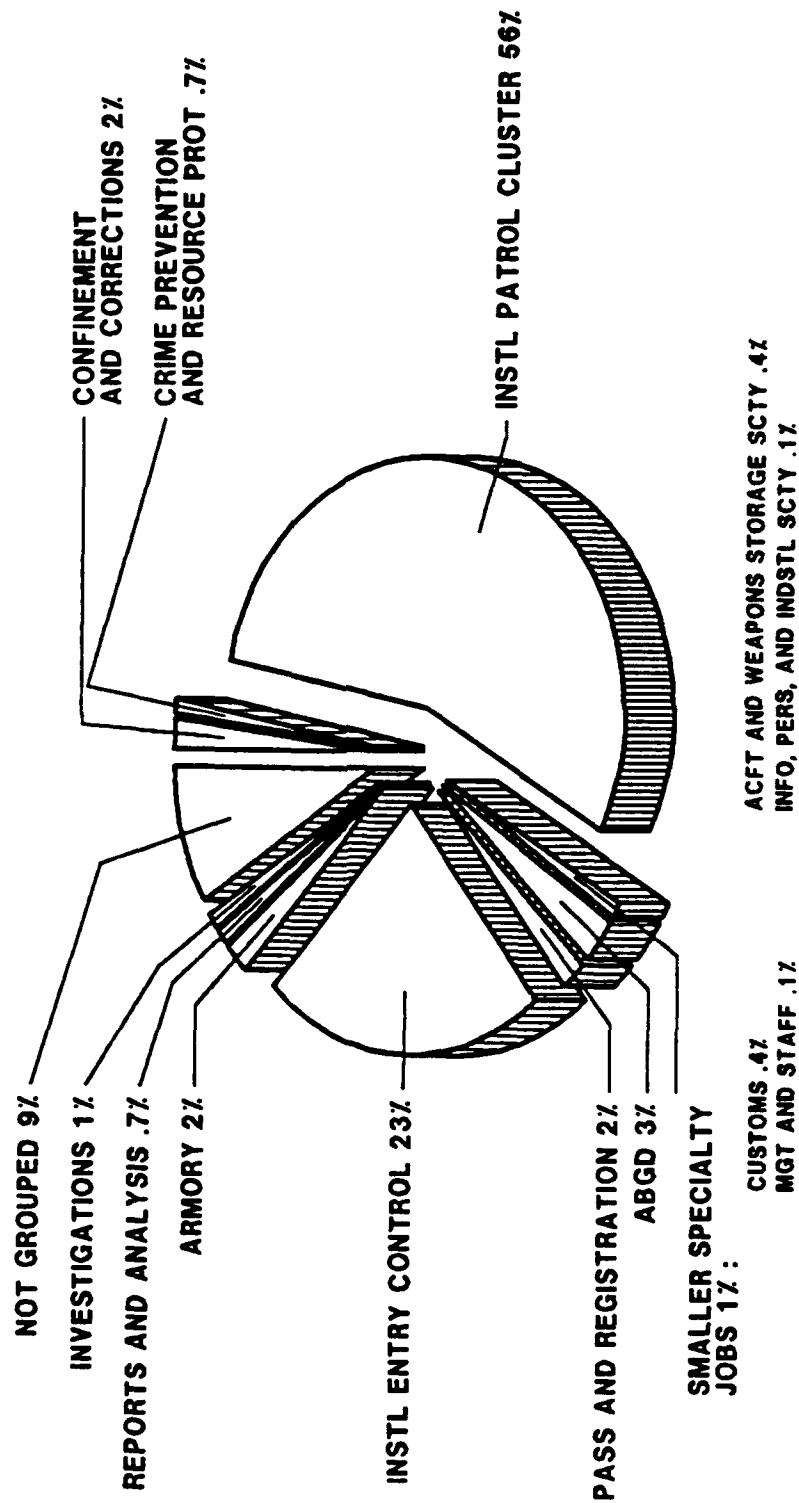


FIGURE 3

identified in the SPECIALTY JOBS analysis, although the majority (79 percent) are involved in jobs associated with installation patrol and installation entry control. The job performed by these members is highly technical in nature, with technical task performance accounting for approximately 96 percent of their relative duty time (see Table 32). While Table 32 shows that first-term airmen spend some of their job time in a variety of career ladder functional areas, the majority is concentrated on tasks pertaining to general law enforcement, individual weapons maintenance, ABGD operations, law enforcement operations, and traffic management or accident investigations, as well as performing general administrative tasks. Table 33 displays some of the average 76 tasks performed by the group.

As previously stated, another of the objectives of this survey was to gather data for the training center pertaining to weapons carried or utilized, security police tactics or procedures used or practiced, equipment used or operated, as well as utilization of armed or unarmed physical apprehension and restraint techniques (PART). Accordingly, Tables 34 through 39 present percentages of 811X2 first-term airmen responding to questions concerning their activities involving these items. This type of information is useful for both the technical school and MAJCOM training personnel to assist them in focusing limited training time or other resources on the most utilized items for Law Enforcement personnel.

Training Emphasis and Task Difficulty Data

Training emphasis (TE) and task difficulty (TD) factors and Automated Training Indicators (ATI) were discussed earlier in this report (see SURVEY METHODOLOGY - Task Factor Administration; and 811X0 TRAINING ANALYSIS - Training Emphasis and Task Difficulty Data sections) explaining the utility of these additional bits of information. Technical tasks with the highest TE ratings for 811X2 first-term airmen are presented in Table 40, while Table 41 displays those tasks 811X2 raters judged to be most difficult to learn how to do.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI values, are contained in the 811X2 TRAINING EXTRACT package and should be reviewed in detail by technical school personnel.

Specialty Training Standard (STS)

A comprehensive review of STS 811X2/X2A, dated November 1988, compared 811X2 STS items to survey data (based on the previously mentioned assistance from technical school personnel in matching job inventory tasks to STS elements). STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Paragraph 23, MILITARY WORKING DOG PROGRAM, pertains to A-shred personnel and was also not evaluated. This paragraph will be discussed along with other A-shred data in SECTION IV of this report. Task knowledge and performance elements of the STS were compared

TABLE 31

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 81172 AND 81199/CEM CODE PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 81172 (N=508)	DAFSC 81199/ CEM CODE (N=118)	DIFF
F291 APPREHEND SUBJECTS	54	3	+51
E177 COMPLETE AF FORMS 52	51	1	+50
F335 HANDCUFF SUBJECTS	51	2	+49
E190 INITIATE AF FORMS 1169 (STATEMENT OF WITNESS)	55	7	+48
E193 ADVISE INDIVIDUALS OF THEIR FIFTH AMENDMENT RIGHTS	52	8	+44
F339 INTERVIEW WITNESSES OR COMPLAINANTS	50	8	+42
G429 PERFORM TRAFFIC STOPS	41	0	+41

B39 CONDUCT STAFF MEETINGS	12	66	-54
C130 REVIEW INSPECTION REPORTS	25	75	-50
C125 INDORSE EPRs	24	70	-46
A1 ADVISE STAFF PERSONNEL ON TRAINING MATTERS	41	76	-35
A5 COORDINATE SUPPORT WITH BASE SERVICE ORGANIZATIONS	42	70	-28
C100 EVALUATE COMPLIANCE WITH WORK STANDARDS	29	55	-26
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	41	64	-23

TABLE 32
RELATIVE TIME SPENT ON DUTIES
BY 811X2 FIRST-ENLISTMENT PERSONNEL
(N=695)

<u>DUTIES</u>	<u>PERCENT TIME SPENT</u>
A PLANNING AND ORGANIZING	1
B DIRECTING AND IMPLEMENTING	1
C INSPECTING AND EVALUATING	1
D TRAINING	1
E PERFORMING GENERAL ADMINISTRATION TASKS	24
F PERFORMING GENERAL SECURITY OR LAW ENFORCEMENT (LE) TASKS	40
G PERFORMING LAW ENFORCEMENT OPERATIONS TASKS	6
H PERFORMING INFORMATION SECURITY, CRIME PREVENTION, OR RESOURCE PROTECTION TASKS	1
I MAINTAINING STRATEGIC MISSILE SYSTEMS SECURITY	*
J PERFORMING BASE, WEAPONS STORAGE, OR AIRCRAFT SECURITY SYSTEMS TASKS	1
K PERFORMING DISASTER CONTROL TASKS	1
L PERFORMING DETENTION OR CONFINEMENT PROGRAM TASKS	2
M PERFORMING CUSTOMS TASKS	*
N PERFORMING MILITARY WORKING DOG (MWD) OR PATROL HORSE PROGRAM TASKS	*
O PERFORMING INDIVIDUAL WEAPONS MAINTENANCE OR ARMORY TASKS	9
P PERFORMING ACTUAL OR SIMULATED EMERGENCY SERVICE TEAM (EST) OPERATIONS	*
Q PERFORMING ACTUAL OR SIMULATED AIR BASE GROUND DEFENSE (ABGD) OPERATIONS	8
R PERFORMING TRAFFIC MANAGEMENT OR ACCIDENT INVESTIGATIONS	3

* Less than .5 percent

TABLE 33
 REPRESENTATIVE TASKS PERFORMED
 BY 811X2 FIRST-ENLISTMENT PERSONNEL
 (N=695)

TASKS	PERCENT MEMBERS PERFORMING
E175 INITIATE AF FORMS 52 (EVIDENCE TAG)	75
E190 INITIATE AF FORMS 1169 (STATEMENT OF WITNESS)	75
E192 COMPLETE AF FORMS 1169	74
E177 COMPLETE AF FORMS 52	73
F344 FIRE WEAPONS TO MAINTAIN QUALIFICATION	72
F342 ISSUE TRAFFIC TICKETS OR VIOLATION NOTICES	71
E189 COMPLETE AF FORMS 1168	71
F398 STANDARD GUARDMOUNT	70
O702 ASSEMBLE OR DISASSEMBLE M9 9MM OR M15 .38 CALIBER REVOLVERS	70
E187 INITIATE AF FORMS 1168 (STATEMENT OF SUSPECT)	70
F312 DIRECT TRAFFIC	68
E260 INITIATE OR COMPLETE DD FORMS 1408 (ARMED FORCES TRAFFIC TICKET)	68
F343 ISSUE VISITOR PASSES	67
F291 APPREHEND SUBJECTS	56
F294 BRIEF POST RELIEFS	65
O695 ASSEMBLE OR DISASSEMBLE GAU-5As OR M-16 RIFLES	65
F378 RESPOND TO DURESS OR ALARM ACTIVATIONS	65
F355 HANDCUFF SUBJECTS	65
G429 PERFORM TRAFFIC STOPS	64
F289 ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31, UNIFORM CODE OF MILITARY JUSTICE (UCMJ)	63
E196 INITIATE AF FORMS 1668 (FIELD INTERVIEW)	63
E204 INITIATE OR COMPLETE AF FORMS 75 (VISITOR/VEHICLE PASS (STORAGE SAFEGUARD))	62
F376 PROVIDE DIRECTIONS OR INFORMATION TO VISITORS	59
F300 CONDUCT BUILDING SECURITY CHECKS	59
F288 ADVISE INDIVIDUALS OF THEIR FIFTH AMENDMENT RIGHTS	58
F339 INTERVIEW WITNESSES OR COMPLAINANTS	58
F304 CONDUCT POV SIMPLE INSPECTIONS AT INSTALLATION ENTRY POINTS	57
F307 CONDUCT SUSPECT WALL SEARCHES, WITHOUT MWDs	54
E264 INITIATE OR COMPLETE DD FORMS 1920 (ALCOHOLIC INFLUENCE REPORT)	54
F364 PERFORM ON-BASE MOBILE PATROLS, WITHOUT MWDs OR HORSES	50
F355 OPERATE VEHICLE RADIOS OR PUBLIC ADDRESS SYSTEMS	48
G433 VERIFY VEHICLE REGISTRATIONS	45

AVERAGE NUMBER OF TASKS PERFORMED - 76

TABLE 34

NUMBER OF TIMES ARMED PHYSICAL
APPREHENSION AND RESTRAINT TECHNIQUE (PART)
USED DURING LAST 12 MONTHS (OTHER THAN TRAINING)
BY 811X2 FIRST-ENLISTMENT PERSONNEL
(N=695)

<u>NUMBER OF TIMES USED</u>	<u>PERCENT MEMBERS RESPONDING*</u>
DID NOT USE	84
1-3 TIMES	11
4-6 TIMES	2
7-9 TIMES	0
10 OR MORE TIMES	0

* Column may not add to 100 percent due to nonresponse or rounding

TABLE 35

NUMBER OF TIMES UNARMED PART USED DURING
LAST 12 MONTHS (OTHER THAN TRAINING)
BY 811X2 FIRST-ENLISTMENT PERSONNEL
(N=695).

<u>NUMBER OF TIMES USED</u>	<u>PERCENT MEMBERS RESPONDING*</u>
DID NOT USE	71
1-3 TIMES	21
4-6 TIMES	3
7-9 TIMES	0
10 OR MORE TIMES	2

* Column may not add to 100 percent due to nonresponse or rounding

TABLE 36
PRESENT ROLE IN ABGD FOR 811X2
FIRST-JOB AND FIRST-ENLISTMENT PERSONNEL

<u>ABGD ROLE TITLE</u>	<u>PERCENT MEMBERS RESPONDING*</u>	
	<u>1-24 MOS 1ST JOB (N=235)</u>	<u>1-48 MOS 1ST ENL (N=695)</u>
FIRE TEAM LEADER	0	2
FIRE TEAM MEMBER (NOT LEADER OR RADIO TELEPHONE OPERATOR)	60	55
FLIGHT COMMANDER	0	0
FLIGHT LEADER	0	0
FLIGHT SERGEANT	0	0
HEAVY WEAPONS GUN CREW MEMBER	8	5
MWD PATROL DOG HANDLER	0	0
MWD EXPLOSIVE DETECTOR DOG HANDLER	0	0
RADIO TELEPHONE OPERATOR (FT MBR)	2	3
RADIO TELEPHONE OPERATOR (HQS ELM)	0	1
SQUAD LEADER	1	1
DO NOT PARTICIPATE IN ABGD	27	29
OTHER	1	3

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

TABLE 37

WEAPONS CARRIED OR UTILIZED BY 10 PERCENT
OR MORE OF 811X2 FIRST-ENLISTMENT PERSONNEL
(N=695)

<u>WEAPONS</u>	<u>PERCENT MEMBERS RESPONDING</u>
M9 9MM HANDGUN	84
M16 RIFLE	61
MACE OR M36	16
M203 GRENADE LAUNCHER	13
M15 .38 REVOLVER	12
M870 SHOTGUN	12
M60 MACHINE GUN	12
POLICE CLUB	10

TABLE 38

SECURITY POLICE TACTICS OR PROCEDURES
USED OR PRACTICED BY 10 PERCENT OR MORE
OF 811X2 FIRST-ENLISTMENT PERSONNEL
(N=695)

<u>TACTICS OR PROCEDURES</u>	<u>PERCENT MEMBERS RESPONDING</u>
HANDCUFFING	79
TRAFFIC STOP	73
INDIVIDUAL SEARCHES	70
DURESS PROCEDURES	69
VEHICLE SEARCHES	65
VEHICLE STOP	65
BUILDING SEARCHES	53
RADIO COMMUNICATIONS	52
COVER AND CONCEALMENT	47
HAND AND ARM SIGNALS	43
CHALLENGE AND REPLY	38
OPEN AREA SEARCHES	33
HIGH CRAWL	28
LOW CRAWL	28
NBC PERSONAL PROTECTIVE EQUIPMENT/CLOTHING	27
CAMOUFLAGE	25
NBC RECOGNITION	23
NBC WARNINGS	23
VEHICLE DEPLOYMENT	21
NBC FIELD DECONTAMINATION	20
RUSH AND ROLL	20
BOUNDING OVERWATCH	18
PERSONAL FIELD HYGIENE	18
TRAVELING OVERWATCH	18
COMBAT FIRST AID	15
COMBAT PATROL	15
FIRE AND MANEUVER	15
OBSERVATION AND SOUND TECHNIQUES	15
RECONNAISSANCE PATROL	15
SECTOR DEFENSE	14
TARGET RECOGNITION AND IDENTIFICATION	13
COUNTER AMBUSH	11
FIELD FORTIFICATIONS	10

TABLE 39

EQUIPMENT USED OR OPERATED BY 10 PERCENT
OR MORE OF 811X2 FIRST-ENLISTMENT PERSONNEL
(N=695)

<u>EQUIPMENT</u>	<u>PERCENT MEMBERS RESPONDING</u>
HANDCUFFS	82
RADIO, HAND-HELD (NONTACTICAL)	73
WEAPONS CLEANING EQUIPMENT	50
RADAR SPEED MEASURING DEVICE	47
BASE STATION WIRE	43
TYPEWRITER	42
GRID MAP	42
GAS MASK	35
FLEXCUFF	33
HELMET, STEEL OR KEVLAR	33
SPOTLIGHT OR OTHER ILLUMINATION DEVICE	31
COMPUTER SYSTEM (OTHER THAN AFLETS)	28
CB SCANNERS OR RADIO	27
BODY ARMOR	26
LOAD BEARING EQUIP (HARNESS, WEB BELT, AMMO POUCH)	26
CAMOUFLAGE EQUIPMENT OR SUPPLIES, PERSONAL	25
BREATHALYZER	24
AFLETS	21
FIRST AID EQUIP OR SUPPLIES (NON-NBC DECONTAM EQUIP)	21
NIGHT OBSERVATION OR SIGHTING DEVICE (NOD)	21
TRAFFIC TEMPLATE	21
NBC CLOTHING	18
WORD PROCESSING EQUIPMENT	17
CAMERA	17
VEHICLE OR PORTABLE PUBLIC ADDRESS SYSTEM	17
NBC PERSONAL DECONTAMINATION EQUIPMENT	14
LAMINATING MACHINE	12
ALCO-SENSOR	12
ENTRENCHING TOOL	12
CALCULATOR	11
FIELD TELEPHONE EQUIPMENT (TA-1/PT; TA-312/PT)	11
INTERIOR INTRUSION DETECTION SYSTEM	10
FIELD GLASSES	10

TABLE 40

TECHNICAL TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)
BY 811X2 PERSONNEL

TASKS	X2 TE*	PERCENT 811X2 MEMBERS PERFORMING			X2 TD**
		1ST JOB (N=235)	1ST ENL (N=695)		
F291 APPREHEND SUBJECTS	7.36	65	66		4.48
F289 ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31, UCMJ	6.99	59	63		3.01
F335 HANDCUFF SUBJECTS	6.99	69	65		3.90
E264 INITIATE OR COMPLETE DD FORMS 1920 (ALCOHOLIC INFLUENCE REPORT)	6.92	50	54		4.89
F307 CONDUCT SUSPECT WALL SEARCHES, WITHOUT MWDs	6.89	58	54		4.29
F380 RESPOND TO ON-BASE DOMESTIC DISTURBANCES	6.89	44	47		5.84
E260 INITIATE OR COMPLETE DD FORMS 1408 (ARMED FORCES TRAFFIC TICKET)	6.88	73	68		3.70
E261 INITIATE OR COMPLETE DD FORMS 1569 (INCIDENT/COMPLAINT REPORT)	6.87	30	35		5.66
E189 COMPLETE AF FORMS 1168	6.72	69	71		3.66
E192 COMPLETE AF FORMS 1169	6.73	74	74		3.49
F339 INTERVIEW WITNESSES OR COMPLAINANTS	6.68	56	58		5.40

* Mean 811X2 TE Rating is 1.98, and Standard Deviation is 1.66 (High TE = 3.64)

** Average TD Rating is 5.00

TABLE 41

TASKS RATED HIGHEST IN TASK DIFFICULTY (TD)
BY 811X2 PERSONNEL

TASKS	X2 TD*	PERCENT MEMBERS PERFORMING		
		1ST ENL (N=695)	DAFSC 81152 (N=1,000)	DAFSC 81172 (N=508)
E286 WRITE SECURITY POLICE PROGRAMS	8.10	1	2	5
F360 PERFORM HOSTAGE NEGOTIATIONS	7.81	2	4	10
A26 DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.70	1	2	7
A18 DEVELOP MOBILITY PLAN ANNEXES	7.66	0	1	5
A9 DEVELOP ABGD PLAN ANNEXES	7.62	0	2	5
A17 DEVELOP MISSILE OR WEAPONS SYSTEMS SECURITY PLANS	7.58	0	1	2
A14 DEVELOP INDUSTRIAL SECURITY PROGRAMS	7.33	0	1	4
A15 DEVELOP INFORMATION SECURITY PLANS	7.30	0	1	6
P734 ENTER BUILDINGS USING HELICOPTER RAPPELLING	7.21	1	1	0
A13 DEVELOP DISASTER PREPAREDNESS PLAN ANNEXES	7.12	0	1	6
B48 DIRECT INFORMATION SECURITY ACTIVITIES	7.11	1	1	6

* Average TD Rating is 5.00

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).

Overall, the 811X2/X2A STS provides comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting most of the essential paragraphs or subparagraphs. Even though some elements did not have high percentages of personnel performing matched tasks, the fact that the supporting tasks were a part of an identifiable job being performed in the career ladder supports the retention of the STS element involving these tasks.

Some few elements of the STS were not supported by occupational survey data and do require review by training personnel and subject-matter experts. Table 42 displays these elements and survey data pertaining to tasks matched to these elements. Even though some of the tasks shown reflect high TE ratings, and some above average TD ratings as well, the low task performance figures suggest evaluation to justify retention in the STS is warranted.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. No particular trends were noted. Technical-type tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 43. Training personnel and subject-matter experts should review these tasks to determine if inclusion in the STS is justified.

Plan of Instruction (POI)

Based on the previously mentioned assistance from the technical school subject-matter experts in matching inventory tasks to the 3ABR81132-003/004 POI, dated 15 February 1991, a computer product was generated displaying the results of the matching process. 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 training emphasis (TE) and task difficulty (TD) ratings for individual tasks.

POI blocks, units of instruction, and criterion objectives were compared against the standard set forth in Attachment 1, ATCR 52-22, dated 17 February 1989 (30 percent or more of the criterion first-enlistment group 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 reveals that most POI units of instruction or criterion objectives are supported by OSR data (based on percentages of 811X2 first-term airmen performing tasks, or high TE or TD ratings for pertinent tasks), or appear to be teaching steps in the instruction process. There are some units, however, which contain some objectives

TABLE 42

811X2 STS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS RESPONDING)

STS ITEM (WITH SELECTED MATCHED TASKS)	PERCENT MEMBERS PERFORMING						X2 TE*	X2 ID**
	IST JOB (N=235)	1ST ENL (N=695)	DAFSC 81152 (N=1,000)	DAFSC 81172 (N=508)				
5a(3). LESS THAN DEADLY FORCE: CHEMICAL MACE (M-36)								
F314 Dispense MACE or M36	7	7	7	5		4.00	3.40	
7d. USE METHODS OF RANGE DETERMINATION								
F405 Use methods of range determination	16	9	8	4		2.25	5.28	
8b. PERFORM RIOT CONTROL TECHNIQUES								
F375 Process suspects at confrontation management scenes	4	5	4	6		2.56	4.97	
F406 Utilize confrontation management formations, other than in training situations	2	2	3	2		2.51	5.90	
9m. SECURE HOSTAGES SCENES								
F392 Secure hostage scenes	6	7	9	13		5.31	5.46	
F360 Perform hostage negotiations	1	2	4	10		1.95	7.81	

* Mean 811X2 TE Rating is 1.98, and Standard Deviation is 1.66 (High TE = 3.64)

** Average TD Rating is 5.00

TABLE 42 (CONTINUED)

811X2 STS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS RESPONDING)

STS ITEM (WITH SELECTED MATCHED TASKS)	PERCENT MEMBERS PERFORMING					X2 TE*	X2 TD**
	1ST JOB (N=235)	1ST ENL (N=695)	DAFSC 81152 (N=1,000)	DAFSC 81172 (N=508)			
9n. USE ANTI-HIJACK PROCEDURES	6	6	8	12	3.64	4.92	
F316 Employ antihijack procedures							
18. APPLY CARDIOPULMONARY RESUSCITATION (CPR)							
F320 Employ life-saving techniques, other than immediate first aid, such as cardio-pulmonary resuscitation (CPR)	11	11	13	13	5.96	5.88	

* Mean 811X2 TE Rating is 1.98, and Standard Deviation is 1.66 (High TE = 3.64)

** Average TD Rating is 5.00

TABLE 43

TECHNICAL TASKS PERFORMED BY 20 PERCENT
OR MORE 811X2 GROUP MEMBERS AND NOT REFERENCED TO THE 811X2 STS

TASKS	PERCENT MEMBERS PERFORMING					X2 IE*	X2 ID**
	1ST JOB (N=235)	1ST ENL (N=695)	DAFSC 81152 (N=1,000)	DAFSC 81172 (N=508)			
G433 VERIFY VEHICLE REGISTRATION	48	45	41	33		3.54	3.62
F302 CONDUCT FOLLOW-UP INVESTIGATIONS OF INCIDENTS OR COMPLAINTS	6	13	20	26		3.82	4.97
F340 INVENTORY EVIDENTIAL, FOUND, ABANDONED, OR SEIZED PROPERTY	17	18	23	20		3.74	4.53
F327 ESCORT DISTINGUISHED PERSONS OR GOVERNMENT OFFICIALS	11	15	18	26		3.54	4.33
F368 PERFORM SECURITY POLICE VEHICLE PREVENTATIVE MAINTENANCE	26	23	23	22		3.58	3.41
O697 ASSEMBLE OR DISASSEMBLE M-203 GRENADE LAUNCHERS	19	22	15	5		2.75	4.30
O698 ASSEMBLE OR DISASSEMBLE M-60, M2 HEAVY BARREL (HB) .50 CALIBER OR M249 MACHINE GUNS	28	23	15	4		2.54	5.58
E226 INITIATE OR COMPLETE AF FORMS 1297 (TEMPORARY ISSUE RECEIPT)	20	29	34	32		2.93	2.45

* Mean TE Rating is 1.98, and Standard Deviation is 1.66 (High TE = 3.64)

** Average TD Rating is 5.00

that apparently are not supported using these criteria and require further evaluation by training personnel and subject-matter experts (see examples in Table 44). While most of the selected sample tasks received high TE ratings (3.64 or above), all reflect less than 30 percent of the first-term population performing, and a number of them received below average TD ratings. The combination of low percent members performing and below average TD factors suggests the need for close examination of pertinent objectives in these units of instruction to determine if the retention of over 24 hours in the ABR course is justified. It must be remembered that even though a task may have received a high TE rating, this need not dictate use of expensive, limited ABR course time. Low TD ratings for these same tasks suggest the possibility that training on these tasks could well be accomplished by OJT at those bases where jobs using these tasks are performed.

ANALYSIS OF MAJOR COMMANDS (MAJCOM)

Tasks and background data for personnel of the nine MAJCOMs with the largest 811X2 populations were compared to determine whether job content varied as a function of command assignment.

Generally, the jobs performed across the commands were similar, with many tasks performed in common. The largest percentages of duty time in each command were committed to the performance of tasks involving general law enforcement, general administration functions, individual weapons maintenance or armory tasks, and law enforcement operations (see Table 45). Minor variances were noted, with PACAF personnel reporting slightly more time spent on customs tasks (Duty M). ATC personnel reported a notably higher percentage of relative duty time spent on detention and confinement program tasks (Duty L), while SAC airmen reported the least amount of time spent on tasks dealing with ABGD (Duty Q).

SECTION IV

ANALYSIS OF 811X2A DAFSC GROUPS

As explained in SECTION II, data pertaining to DAFSC groups are important to the analysis of each career ladder. Since a comparison of duty and task performance between DAFSCs 81132A and 81152A indicated no substantial difference in the jobs they perform, they will be discussed as a combined group in this report. As previously indicated, DAFSC 81199 and CEM Code 81100 were also combined for reporting purposes.

The distribution of A-shred skill-level groups across the career ladder jobs is displayed in Table 46, while Table 47 offers another perspective by displaying the relative percent time spent on each duty across the skill-level

TABLE 44

EXAMPLES OF 811X2 POI BLOCKS REFLECTING LOW 811X2 FIRST-ENLISTMENT TASK PERFORMANCE
(LESS THAN 30 PERCENT RESPONDING)

POI REFERENCE BLOCK - UNIT	TIME (HOURS)	SELECTED SAMPLE TASKS	PERCENT MEMBERS PERFORMING			
			1ST JOB (N=235)	1ST ENL (N=695)	X2 TE*	X2 TD**
II 11	1:00	F405 USE METHODS OF RANGE DETERMINATION	16	9	2.25	5.28
II 16a	3:15	F319 EMPLOY INDIVIDUAL OR TEAM TACTICAL MOVEMENTS, OTHER THAN MOUNTED Q783 EMPLOY INDIVIDUAL DAY MOVEMENT TECHNIQUES Q790 EMPLOY TEAM MOVEMENT FORMATIONS	11 22 24	10 22 21	4.91 4.04 3.41	5.26 4.74 5.48
II 34a-b	3:30	F358 PERFORM CROWD CONTROL F406 UTILIZE CONFRONTATION MANAGEMENT FORMATIONS, OTHER THAN IN TRAINING SITUATIONS	25	27	4.36	3.91
II 35a	1:00	F396 SECURE OR CORDON NON-NUCLEAR MAJOR ACCIDENT SCENES OR DISASTER AREAS K519 CONTROL ENTRY TO DISASTER SCENES	2 9 14	2 8 14	2.51 4.69 4.49	5.90 5.95 4.37
II 36a-b	1:00	F392 SECURE HOSTAGE SCENES F316 EMPLOY ANTIHIJACK PROCEDURES	6 6	7 6	5.31 3.64	5.46 4.92
II 49a,c-e	15:00	F314 DISPENSE MACE OR M36 F324 EMPLOY ARMED OFFENSIVE PARTS, SUCH AS RIFLE FIGHTING F318 EMPLOY COME ALONG TECHNIQUES	7 6 19	7 4 20	4.00 2.78 6.05	3.40 6.25 5.29

* Mean TE Rating is 1.98, and Standard Deviation is 1.66 (High TE = 3.64)

** Average TD Rating is 5.00

TABLE 45

PERCENTAGE OF TIME SPENT ON DUTIES BY 811X2 MAJCOM GROUPS

DUTIES	SAC (N=259)	USAFE (N=336)	PACAF (N=312)	MAC (N=180)	TAC (N=180)	AFLC (N=94)	SPCOM (N=27)	ATC (N=202)	AFSC (N=63)
A PLANNING AND ORGANIZING	5	5	4	5	6	5	5	5	7
B DIRECTING AND IMPLEMENTING	4	5	5	4	5	4	4	5	6
C INSPECTING AND EVALUATING	4	5	4	5	4	4	4	4	5
D TRAINING	3	3	2	3	4	3	3	3	4
E PERFORMING GENERAL ADMINISTRATION TASKS	24	23	24	23	24	24	29	20	23
F PERFORMING GENERAL SECURITY OR LAW ENFORCEMENT (LE) TASKS	35	34	32	30	28	35	33	28	30
G PERFORMING LAW ENFORCEMENT OPERATIONS TASKS	7	5	5	6	5	6	4	4	5
H PERFORMING INFORMATION SECURITY, CRIME PREVENTION, OR RESOURCE PROTECTION TASKS	1	2	2	1	3	1	1	2	4
I MAINTAINING STRATEGIC MISSILE SYSTEMS SECURITY	*	*	*	0	0	0	0	0	0
J PERFORMING BASE, WEAPONS STORAGE, OR AIRCRAFT SECURITY SYSTEMS TASKS	*	*	*	*	*	1	1	*	*
K PERFORMING DISASTER CONTROL TASKS	1	1	1	1	1	1	1	1	1
L PERFORMING DETENTION OR CONFINEMENT PROGRAM TASKS	3	1	1	2	4	2	*	9	1
M PERFORMING CUSTOMS TASKS	1	*	3	*	1	1	*	*	*
N PERFORMING MILITARY WORKING DOG (MWD) OR PATROL HORSE PROGRAM TASKS	*	*	*	*	*	*	0	*	0
O PERFORMING INDIVIDUAL WEAPONS MAINTENANCE OR ARMORY TASKS	4	6	7	6	5	8	8	7	6
P PERFORMING ACTUAL OR SIMULATED EMERGENCY SERVICE TEAM (EST) OPERATIONS	*	*	*	1	1	*	1	*	1
Q PERFORMING ACTUAL OR SIMULATED AIR BASE GROUND DEFENSE (ABGD) OPERATIONS	1	7	7	10	6	3	4	9	5
R PERFORMING TRAFFIC MANAGEMENT OR ACCIDENT INVESTIGATIONS	4	3	3	3	3	2	3	2	3

* Less than .5 percent

TABLE 46

DISTRIBUTION OF 811X2A DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS

SPECIALTY JOBS	DAFSC 81132A/81152A (N=189)		DAFSC 81172A (N=64)		DAFSC 81199/ CEM CODE (N=118)	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
I. INSTALLATION ENTRY CONTROL CLUSTER	3	2%	0	0%	0	0%
II. INSTALLATION PATROL CLUSTER	0	0%	6	9%	0	0%
III. INVESTIGATIONS	2	1%	0	0%	0	0%
IV. CONFINEMENT AND CORRECTIONS	0	0%	0	0%	0	0%
V. CUSTOMS	0	0%	0	0%	0	0%
VI. MILITARY WORKING DOG (MWD) HANDLING CLUSTER	132	70%	45	70%	0	0%
VII. MILITARY WORKING DOG (MWD) TRAINING	22	12%	0	0%	0	0%
VIII. AIRCRAFT AND WEAPONS STORAGE SECURITY CLUSTER	0	0%	0	0%	0	0%
IX. MISSILE SECURITY CLUSTER	0	0%	0	0%	0	0%
X. KEYS AND CODES CONTROL	0	0%	0	0%	0	0%
XI. AIR BASE GROUND DEFENSE (ABGD) CLUSTER	2	1%	2	3%	0	0%
XII. EMERGENCY SERVICE TEAM (EST)	0	0%	0	0%	0	0%
XIII. ARMORY	0	0%	0	0%	0	0%
XIV. MANAGEMENT AND STAFF CLUSTER	0	0%	2	3%	77	65%
XV. QUALITY CONTROL	0	0%	1	1%	3	3%
XVI. UNIT TRAINING	0	0%	0	0%	0	0%
XVII. VEHICLE CONTROL	0	0%	0	0%	0	0%
XVIII. CRIME PREVENTION AND RESOURCE PROTECTION	0	0%	0	0%	0	0%
XIX. INFORMATION, PERSONNEL, AND INDUSTRIAL SECURITY	0	0%	0	0%	7	6%
XX. REPORTS AND ANALYSIS	0	0%	0	0%	1	1%
XXI. PASS AND REGISTRATION	0	0%	0	0%	1	1%
NOT GROUPED	28	15%	8	13%	29	25%

TABLE 47

AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY 811X2A DAFSC GROUPS

<u>DUTIES</u>	<u>DAFSC 81132A/ 81152A (N=189)</u>	<u>DAFSC 81172A (N=64)</u>	<u>DAFSC 81199/ CEM CODE (N=112)</u>
A PLANNING AND ORGANIZING	1	7	25
B DIRECTING AND IMPLEMENTING	1	7	21
C INSPECTING AND EVALUATING	2	8	30
D TRAINING	1	6	3
E PERFORMING GENERAL ADMINISTRATION TASKS	18	14	6
F PERFORMING GENERAL SECURITY OR LAW ENFORCEMENT (LE) TASKS	19	10	5
G PERFORMING LAW ENFORCEMENT OPERATIONS TASKS	2	2	1
H PERFORMING INFORMATION, SECURITY, CRIME PREVENTION, OR RESOURCE PROTECTION TASKS	*	*	3
I MAINTAINING STRATEGIC MISSILE SYSTEMS SECURITY	0	0	*
J PERFORMING BASE, WEAPONS STORAGE, OR AIRCRAFT SECURITY SYSTEMS TASKS	*	*	*
K PERFORMING DISASTER CONTROL TASKS	*	1	1
L PERFORMING DETENTION OR CONFINEMENT PROGRAM TASKS	*	*	*
M PERFORMING CUSTOMS TASKS	*	*	*
N PERFORMING MILITARY WORKING DOG (MWD) OR PATROL HORSE PROGRAM TASKS	45	37	*
O PERFORMING INDIVIDUAL WEAPONS MAINTENANCE OR ARMORY TASKS	4	2	2
P PERFORMING ACTUAL OR SIMULATED EMERGENCY SERVICE TEAM (EST) OPERATIONS	*	1	*
Q PERFORMING ACTUAL OR SIMULATED AIR BASE GROUND (ABGD) OPERATIONS	3	3	3
R PERFORMING TRAFFIC MANAGEMENT OR ACCIDENT INVESTIGATIONS	2	1	*

* Less than .5 percent

groups. A typical pattern of progression is present, with personnel spending more of their relative time on duties involving supervisory, managerial, and training tasks as they move upward toward the 7-skill level, the 9-skill level, or the CEM Code.

Skill Level Descriptions

DAFSCs 81132A/81152A. The 189 airmen in the 3- and 5-skill level group, representing 75 percent of the A-shred sample, performed an average of 98 tasks. Members of this group are represented in only five of the jobs identified in the SPECIALTY JOBS analysis (see Table 46), and 82 percent of these personnel are concentrated in only two of those jobs (MWD HANDLING CLUSTER and MWD TRAINING). Performing a highly technical job, 66 percent of their relative duty time is devoted to tasks pertaining to the military working dog (MWD) program, general law enforcement (LE), and LE operations. An additional 18 percent of their relative duty time was committed to tasks associated with administrative procedures and forms pertaining to law enforcement and MWD operations. Table 48 displays selected representative tasks performed by the highest percentages of these airmen. Table 49 displays those tasks which clearly differentiate the 3-/5-skill level and the 7-skill level groups.

DAFSC 81172A. These 64 seven-skill level NCOs (25 percent of the A-shred sample) perform a job which is primarily supervisory and managerial in nature. With 77 percent reporting supervisory responsibilities, group members spend 42 percent of their relative job time on duties involving the performance of supervisory, managerial, personnel training, and administrative tasks. An additional 37 percent of their duty time is devoted to tasks pertaining to the military working dog (MWD) program. The majority of the time spent on MWD activities involves evaluating dogs and dog handlers; providing training (both initial and proficiency) to individual dogs, handlers, and MWD teams; and supervising the overall care of the dogs and kennels (see Table 50 for representative tasks). Group members have a relatively broad job, performing an average of 108 tasks, with 76 tasks accounting for over 50 percent of their job time.

Summary

Distinctions between the 811X2A skill level groups are evident, with personnel at the 3- and 5-skill levels spending the vast majority of their time performing technical law enforcement and MWD handling tasks, while at the 7-skill level, supervisory, managerial, personnel training, and dog handling training functions become the more dominant aspects of the job. Nine-skill level and CEM Code personnel perform a predominantly staff-oriented job with very little activity involving A-shred peculiar tasks (see Tables 10 and 51).

TABLE 48
REPRESENTATIVE TASKS PERFORMED
BY 81132A/81152A PERSONNEL
(N=189)

TASKS	PERCENT MEMBERS PERFORMING
N592 ADMINISTER PRESCRIBED MEDICATIONS TO DOGS	84
N651 FEED OR WATER DOGS	83
N663 MAINTAIN MWD KENNELS OR KENNEL AREAS	83
N649 EXERCISE OR GROOM MWDs	81
N662 MAINTAIN MWD HANDLING EQUIPMENT	78
N664 MAINTAIN MWD TRAINING AND UTILIZATION RECORDS OR CHARTS	77
N635 EMPLOY MWD PRINCIPLES OF CONDITIONING	76
N658 INSPECT MWD HEALTH CHECK POINTS	73
E192 COMPLETE AF FORMS 1169	71
N689 TRAIN MWDs IN ON OR OFF LEASH OBEDIENCE	68
E190 INITIATE AF FORMS 1169 (STATEMENT OF WITNESS)	67
N687 TAKE MWDs TO SICK-CALL	66
E181 INITIATE AF FORMS 321 (MILITARY WORKING DOG TRAINING AND UTILIZATION RECORD)	66
E187 INITIATE AF FORMS 1168 (STATEMENT OF SUSPECT)	64
F378 RESPOND TO DURESS OR ALARM ACTIVATIONS	63
O702 ASSEMBLE OR DISASSEMBLE M9 9MM OR M15 .38 CALIBER REVOLVERS	63
F398 STAND GUARDMOUNT	63
F300 CONDUCT BUILDING SECURITY CHECKS	61
E175 INITIATE AF FORMS 52 (EVIDENCE TAG)	61
F342 ISSUE TRAFFIC TICKETS OR VIOLATION NOTICES	60
G429 PERFORM TRAFFIC STOPS	59
N670 PATROL POSTS ON FOOT WITH MWDs	59
O695 ASSEMBLE OR DISASSEMBLE GAU-5As OR M-16 RIFLES	59
N680 SEARCH BUILDINGS FOR PERSONNEL WITH MWDs	58
N669 PATROL POSTS IN VEHICLES WITH MWDs	58
O705 CLEAN WEAPON MECHANISMS OR PARTS	58
N691 TRAIN MWDs TO TOLERATE CROWDS, INDIVIDUALS, OR OTHER DOGS	57
N690 TRAIN MWDs TO RIDE IN VEHICLES	56
N596 ASSESS MWD PROFICIENCY TRAINING NEEDS	56
F339 INTERVIEW WITNESSES OR COMPLAINANTS	52
O694 APPLY WEAPONS PRESERVATIVES OR LUBRICANTS	51
N674 PREPARE PRESCRIBED MWD DIETS	50

AVERAGE NUMBER OF TASKS PERFORMED - 98

TABLE 49

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSCs 81132A/81152A AND 81172A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 81132A/81152A (N=189)	DAFSC 81172A (N=64)	DIFF
E192 COMPLETE AF FORMS 1169	71	34	+37
E260 INITIATE OR COMPLETE DD FORMS 1408 (ARMED FORCES TRAFFIC TICKET)	61	27	+34
F300 CONDUCT BUILDING SECURITY CHECKS	61	27	+34
N669 PATROL POSTS IN VEHICLES WITH MWDs	58	30	+28
N680 SEARCH BUILDINGS FOR PERSONNEL WITH MWDs	58	31	+27
N658 INSPECT MWD HEALTH CHECK POINTS	73	52	+21

C135 WRITE EPRs	15	70	-55
N644 EVALUATE MWD CAPABILITIES	21	67	-46
A34 PLAN OR SCHEDULE WORK ASSIGNMENTS	5	45	-40
N660 INVENTORY MWD DRUG TRAINING AIDS	18	56	-38
N693 WRITE MWD QUARTERLY SUMMARY REPORTS	15	50	-35
D145 CONDUCT OJT	17	52	-35
N648 EVALUATE POTENTIAL MWDs	14	45	-31

TABLE 50
REPRESENTATIVE TASKS PERFORMED BY 81172A PERSONNEL
(N=64)

TASKS	PERCENT MEMBERS PERFORMING
C126 INSPECT MWD KENNELS, TRAINING AREAS, OR SUPPORT FACILITIES	72
N664 MAINTAIN MWD TRAINING AND UTILIZATION RECORDS OR CHARTS	72
N596 ASSESS MWD PROFICIENCY TRAINING NEEDS	70
C135 WRITE EPRs	70
C110 EVALUATE MWD TEAM UTILIZATION	69
N663 MAINTAIN MWD KENNELS OR KENNEL AREAS	69
D170 REVIEW TRAINING RECORDS, REPORTS, OR RELATED DATA	67
N644 EVALUATE MWD TEAM CAPABILITIES	67
N636 EMPLOY MWD SAFETY PROCEDURES	67
B40 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	67
N672 PERFORM AS AGITATOR OR DECOY IN CONTROLLED AGGRESSION TRAINING	67
N642 EVALUATE MWD CAPABILITIES	66
N651 FEED OR WATER MWDs	66
N635 EMPLOY MWD PRINCIPLES OF CONDITIONING	64
N608 CONDUCT MWD TEAM BUILDING SEARCH PROFICIENCY TRAINING	64
A1 ADVISE STAFF PERSONNEL ON TRAINING MATTERS	64
N592 ADMINISTER PRESCRIBED MEDICATIONS TO DOGS	64
N594 ADVISE ON-SCENE COMMANDERS ON MWD UTILIZATION, FOR OTHER THAN ABGD	63
N662 MAINTAIN MWD HANDLING EQUIPMENT	61
N643 EVALUATE MWD OR DOG HANDLER EQUIPMENT NEEDS	61
N688 TRAIN MWD TEAMS TO PERFORM DUTIES WHILE EXPOSED TO GUNFIRE	61
N661 INVENTORY MWD EXPLOSIVE TRAINING AIDS	59
O694 APPLY WEAPONS PRESERVATIVES OR LUBRICANTS	59
B53 DIRECT MILITARY WORKING DOG (MWD) PROGRAMS	59
N606 CONDUCT MWD EXPLOSIVES DETECTOR PROFICIENCY TRAINING	58
B88 WRITE CORRESPONDENCE	56
N660 INVENTORY MWD DRUG TRAINING AIDS	56
N600 CONDUCT MWD BASE CERTIFICATIONS	55
N653 IDENTIFY MWD BEHAVIOR CHANGES	55
N676 PROCURE OR MAINTAIN EXPLOSIVE DETECTION TRAINING AIDS	53
E181 INITIATE AF FORMS 321 (MWD TRAINING AND UTILIZATION RECORD)	52
N605 CONDUCT MWD DETECTOR DOG QUARTERLY VALIDATIONS	52
D145 CONDUCT QJT	52
N644 IDENTIFY MWDs FOR TREATMENT OR DISPOSAL	50

AVERAGE NUMBER OF TASKS PERFORMED - 108

ANALYSIS OF 811X2A AFR 39-1 SPECIALTY DESCRIPTIONS

Survey data pertinent to the A-shred of AFSC 811X2 (Military Working Dog Qualified) were compared to the AFR 39-1 Specialty Description for the Law Enforcement Specialist and Law Enforcement Supervisor, dated 30 April 1991.

The Law Enforcement Specialist description, as it pertains to the A-shred function, is very accurate in depicting the 3-/5-skill level job involving military working dog (MWD) handling.

The description for the Law Enforcement Supervisor, as it pertains to the A-shred member, requires adjustment. Although the responsibility for supervision of the MWD program is mentioned in Paragraph 1, SPECIALTY SUMMARY, there is no reference to the MWD program in Paragraph 2, DUTIES AND RESPONSIBILITIES. Since MWD program tasks account for a significant portion of the A-shred 7-skill level NCO's job time, addition of a subparagraph covering this function (as is provided in the Law Enforcement Specialist description) is appropriate. This deficiency was also noted in the 1984 OSR.

811X2A TRAINING ANALYSIS

Potential use of survey data in the development of training programs was explained in the discussion of the 811X0 career ladder in SECTION II. AFSC 811X2 A-shred incumbents are selected from qualified 811X2 career ladder personnel; therefore, this training analysis will evaluate only those STS elements pertaining to MWD activities. For the A-shred functions, technical school personnel from Lackland Training Center matched inventory tasks to appropriate sections of the STS (paragraph 23) and the POI for Course L3ALR81132A-001/4AST81132A-001, Patrol Dog Handler. It was this matching upon which comparison to these documents was based. A complete computer listing displaying the percent members performing tasks, TE and TD ratings for each task, along with the STS and POI matchings, has been forwarded to the technical school for their use in further detailed reviews of appropriate training documents. A summary of this information is presented below.

First-Enlistment Personnel

In this study, there are 117 AFSC 811X2A members in their first enlistment (1-48 months TAFMS), representing 46 percent of the A-shred sample. These airmen spent the vast majority of their relative duty time (85 percent) performing tasks involving handling military working dogs, performing general law enforcement duties (such as installation patrol and traffic control), forms preparation, and other administrative tasks associated with these activities (see Table 52). An additional 4 percent of their relative duty time was devoted to performance of individual weapons maintenance or armory

TABLE 51

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSCs 81172A AND 81199/CEM CODE PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 81172A (N=64)	DAFSC 81199/ CEM CODE (N=118)	DIFF
N644 MAINTAIN MWD TRAINING AND UTILIZATION RECORDS OR CHARTS	72	0	+72
N596 ASSESS MWD PROFICIENCY TRAINING NEEDS	70	3	+67
N644 EVALUATE MWD TEAM CAPABILITIES	67	1	+66
N643 EVALUATE MWD OR DOG HANDLER EQUIPMENT NEEDS	61	1	+60
E183 COMPLETE AF FORMS 321	53	0	+53
B53 DIRECT MILITARY WORKING DOG (MWD) PROGRAMS	59	11	+48
D145 CONDUCT OJT	52	17	+35

B7 CONDUCT STAFF MEETINGS	9	66	-57
C89 ANALYZE INSPECTION REPORTS	19	71	-52
C125 INDORSE ENLISTED PERFORMANCE REPORTS (EPRs)	22	70	-48
A37 WRITE JOB DESCRIPTIONS	23	66	-43
B71 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES	23	58	-35
A19 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	42	72	-30
C124 EVALUATE WORK SCHEDULES	23	51	-28

TABLE 52
RELATIVE TIME SPENT ON DUTIES
BY 811X2A FIRST-ENLISTMENT PERSONNEL
(N=117)

<u>DUTIES</u>	<u>PERCENT TIME SPENT</u>
A PLANNING AND ORGANIZING	1
B DIRECTING AND IMPLEMENTING	*
C INSPECTING AND EVALUATING	1
D TRAINING	1
E PERFORMING GENERAL ADMINISTRATION TASKS	18
F PERFORMING GENERAL SECURITY OR LAW ENFORCEMENT (LE) TASKS	18
G PERFORMING LAW ENFORCEMENT OPERATIONS TASKS	2
H PERFORMING INFORMATION SECURITY, CRIME PREVENTION, OR RESOURCE PROTECTION TASKS	*
I MAINTAINING STRATEGIC MISSILE SYSTEMS SECURITY	0
J PERFORMING BASE, WEAPONS STORAGE, OR AIRCRAFT SECURITY SYSTEMS TASKS	*
K PERFORMING DISASTER CONTROL TASKS	*
L PERFORMING DETENTION OR CONFINEMENT PROGRAM TASKS	*
M PERFORMING CUSTOMS TASKS	*
N PERFORMING MILITARY WORKING DOG (MWD) OR PATROL HORSE PROGRAM TASKS	49
O PERFORMING INDIVIDUAL WEAPONS MAINTENANCE OR ARMORY TASKS	4
P PERFORMING ACTUAL OR SIMULATED EMERGENCY SERVICE TEAM (EST) OPERATIONS	*
Q PERFORMING ACTUAL OR SIMULATED AIR BASE GROUND DEFENSE (ABGD) OPERATIONS	3
R PERFORMING TRAFFIC MANAGEMENT OR ACCIDENT INVESTIGATIONS	2

* Less than .5 percent

tasks. Distribution of these personnel in the career ladder jobs is displayed in Figure 4, reflecting the fact that the highest percentage of A-shred first-term airmen (84 percent) is involved in jobs associated with MWD handling and MWD training. Table 53 displays some of the average 86 tasks performed by the group.

As previously stated, another of the objectives of this survey was to gather data for the training center pertaining to weapons carried or utilized, security police tactics or procedures used or practiced, equipment used or operated, as well as utilization of armed or unarmed physical apprehension and restraint techniques (PART). Accordingly, Tables 54 through 59 present percentages of 811X2A first-term airmen responding to questions concerning their activities involving these items. This type of information is useful for both the technical school and MAJCOM training personnel to assist them in focusing limited training time or other resources on the most utilized items for A-shred personnel.

Training Emphasis and Task Difficulty Data

Training emphasis (TE) and task difficulty (TD) factors and Automated Training Indicators (ATI) were discussed earlier in this report (see SURVEY METHODOLOGY - Task Factor Administration; and 811X0 TRAINING ANALYSIS - Training Emphasis and Task Difficulty Data sections) explaining the utility of these additional bits of information. Technical tasks with the highest TE ratings for 811X2A first-term airmen are presented in Table 60, while Table 61 displays those tasks 811X2A raters judged to be most difficult to learn how to do.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI values, are contained in the 811X2A TRAINING EXTRACT package and should be reviewed in detail by technical school personnel.

Paragraph 23, Specialty Training Standard (STS)

A comprehensive review of paragraph 23, MILITARY WORKING DOG PROGRAM (peculiar to A-shred personnel), STS 811X2/X2A, dated November 1988, compared STS items to survey data (based on the previously mentioned assistance from technical school personnel in matching job inventory tasks to STS elements). STS subparagraphs containing general knowledge information or subject-matter-knowledge-only requirements were not examined.

Per standards set forth in AFR 8-13 (previously described), the elements of the MILITARY WORKING DOG PROGRAM portion of the STS are well supported by survey data, and no problems or deficiencies were noted.

Plan of Instruction (POI)

Based on the assistance from the technical school subject-matter-experts in matching inventory tasks to the 3ALR81132A-001/4AST81132A-001 POI, dated 22 August 1990, a computer product was generated displaying the results of the

**DISTRIBUTION OF 811X2A FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N= 117)**

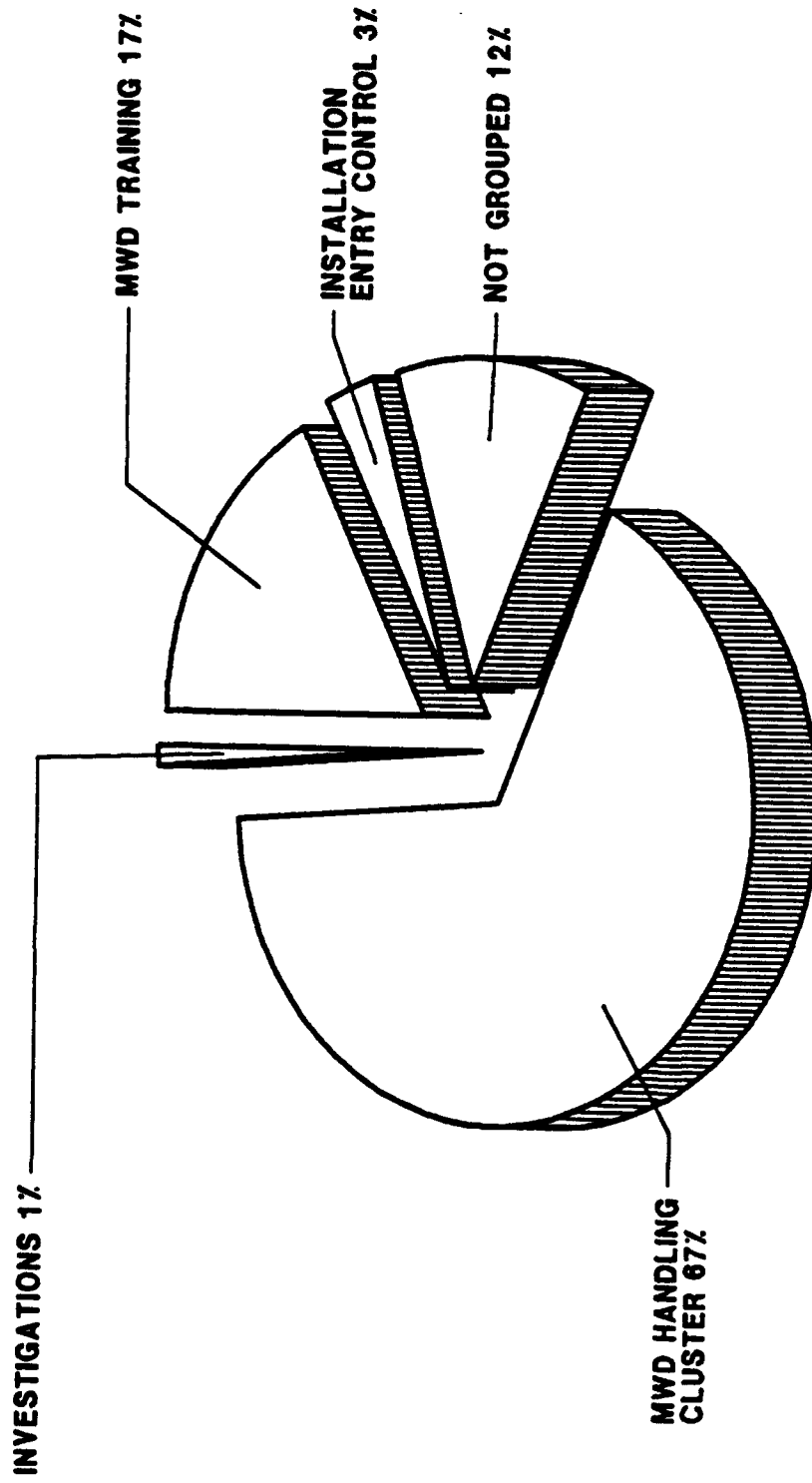


Figure 4

TABLE 53
REPRESENTATIVE TASKS PERFORMED
BY 811X2A FIRST-ENLISTMENT PERSONNEL
(N=117)

TASKS	PERCENT MEMBERS PERFORMING
N663 MAINTAIN MWD KENNELS OR KENNEL AREAS	87
N651 FEED OR WATER DOGS	85
N649 EXERCISE OR GROOM MWDs	85
N592 ADMINISTER PRESCRIBED MEDICATIONS TO DOGS	82
N662 MAINTAIN MWD HANDLING EQUIPMENT	81
N664 MAINTAIN MWD TRAINING AND UTILIZATION RECORDS OR CHARTS	80
N658 INSPECT MWD HEALTH CHECK POINTS	77
N636 EMPLOY MWD SAFETY PROCEDURES	74
E183 COMPLETE AF FORMS 321	69
E189 COMPLETE AF FORMS 1168	69
N672 PERFORM AS AGITATOR OR DECOY IN CONTROLLED AGGRESSION TRAINING	68
E192 COMPLETE AF FORMS 1169	68
E181 INITIATE AF FORMS 321 (MILITARY WORKING DOG TRAINING AND UTILIZATION RECORD)	67
N689 TRAIN MWDs IN ON OR OFF LEASH OBEDIENCE	66
E182 ANNOTATE AF FORMS 321	66
E191 ANNOTATE AF FORMS 1169	65
E190 INITIATE AF FORMS 1169 (STATEMENT OF WITNESS)	63
E188 ANNOTATE AF FORMS 1168	63
N687 TAKE MWDs TO SICK-CALL	62
N680 SEARCH BUILDINGS FOR PERSONNEL WITH MWDs	62
N670 PATROL POSTS ON FOOT WITH MWDs	62
F300 CONDUCT BUILDING SECURITY CHECKS	62
O705 CLEAN WEAPON MECHANISMS OR PARTS	62
N669 PATROL POSTS IN VEHICLES WITH MWDs	61
N608 CONDUCT MWD TEAM BUILDING SEARCH PROFICIENCY TRAINING	61
O702 ASSEMBLE OR DISASSEMBLE M9 9MM OR M15 .38 CALIBER REVOLVERS	61
E187 INITIATE AF FORMS 1168 (STATEMENT OF SUSPECT)	61
F398 STAND GUARDMOUNT	60
N604 CONDUCT MWD CARE AND HANDLING PROFICIENCY TRAINING	60
F378 RESPOND TO DURESS OR ALARM ACTIVATIONS	60
N653 IDENTIFY MWD BEHAVIOR CHANGES	59
G429 PERFORM TRAFFIC STOPS	57

AVERAGE NUMBER OF TASKS PERFORMED - 86

TABLE 54

NUMBER OF TIMES ARMED PHYSICAL
APPREHENSION AND RESTRAINT TECHNIQUE (PART)
USED DURING LAST 12 MONTHS (OTHER THAN TRAINING)
BY 811X2A FIRST-ENLISTMENT PERSONNEL
(N=117)

<u>NUMBER OF TIMES USED</u>	<u>PERCENT MEMBERS RESPONDING*</u>
DID NOT USE	90
1-3 TIMES	7
4-6 TIMES	3
7-9 TIMES	0
10 OR MORE TIMES	1

* Column may not add to 100 percent due to nonresponse or rounding

TABLE 55

NUMBER OF TIMES UNARMED PART USED DURING
LAST 12 MONTHS (OTHER THAN TRAINING)
BY 811X2A FIRST-ENLISTMENT PERSONNEL
(N=117)

<u>NUMBER OF TIMES USED</u>	<u>PERCENT MEMBERS RESPONDING*</u>
DID NOT USE	79
1-3 TIMES	15
4-6 TIMES	3
7-9 TIMES	1
10 OR MORE TIMES	3

* Column may not add to 100 percent due to nonresponse or rounding

TABLE 56

PRESENT ROLE IN ABGD FOR 811X2A
FIRST-JOB AND FIRST-ENLISTMENT PERSONNEL

ABGD ROLE TITLE	PERCENT MEMBERS RESPONDING	
	1-24 MOS 1ST JOB (N=43)	1-48 MOS 1ST ENL (N=117)
FIRE TEAM LEADER	0	0
FIRE TEAM MEMBER (NOT LEADER OR RADIO TELEPHONE OPERATOR)	14	9
FLIGHT COMMANDER	0	0
FLIGHT LEADER	0	0
FLIGHT SERGEANT	0	0
HEAVY WEAPONS GUN CREW MEMBER	0	0
MWD PATROL DOG HANDLER	28	42
MWD EXPLOSIVE DETECTOR DOG HANDLER	12	18
RADIO TELEPHONE OPERATOR (FT MBR)	2	1
RADIO TELEPHONE OPERATOR (HQS ELM)	0	1
SQUAD LEADER	0	0
DO NOT PARTICIPATE IN ABGD	42	28
OTHER	2	1

TABLE 57

WEAPONS CARRIED OR UTILIZED BY 10 PERCENT
OR MORE OF 811X2A FIRST-ENLISTMENT PERSONNEL
(N=117)

<u>WEAPONS</u>	<u>PERCENT MEMBERS RESPONDING</u>
M9 9MM HANDGUN	70
GAU-5A	36
M16 RIFLE	34
M15 .38 REVOLVER	13

TABLE 58

SECURITY POLICE TACTICS OR PROCEDURES
USED OR PRACTICED BY 10 PERCENT OR MORE
OF 811X2A FIRST-ENLISTMENT PERSONNEL
(N=117)

<u>TACTICS OR PROCEDURES</u>	<u>PERCENT MEMBERS RESPONDING</u>
MILITARY WORKING DOG PROTOCOL TRAINING	74
HANDCUFFING	67
TRAFFIC STOP	66
BUILDING SEARCHES	64
VEHICLE SEARCHES	61
INDIVIDUAL SEARCHES	60
OPEN AREA SEARCHES	58
DURESS PROCEDURES	56
VEHICLE STOP	55
RADIO COMMUNICATIONS	44
COVER AND CONCEALMENT	43
CHALLENGE AND REPLAY	38
HAND AND ARM SIGNAL	37
HIGH CRAWL	30
LOW CRAWL	29
CAMOUFLAGE	26
NBC PERSONAL PROTECTION EQP/CLOTHING	25
VEHICLE DEPLOYMENT	23
NBC RECOGNITION	22
NBC WARNINGS	22
PERSONAL FIELD HYGIENE	21
BUILT UP AREA SEARCHES	20
COMBAT PATROL	19
RUSH AND ROLL	19
FIRE AND MANEUVER	16
NBC FIELD DECONTAMINATION	16
COMBAT FIRST AID	15
OBSERVATION AND SOUND TECHNIQUES	15
RECONNAISSANCE PATROL	15
SECTOR DEFENSE	15
TRAVELING OVERWATCH	15
BOUNDING OVERWATCH	13
COUNTER AMBUSH	12

TABLE 59

EQUIPMENT USED OR OPERATED BY 10 PERCENT
OR MORE OF 811X2A FIRST-ENLISTMENT PERSONNEL
(N=117)

<u>EQUIPMENT</u>	<u>PERCENT MEMBERS RESPONDING</u>
DOG HANDLER GEAR	91
HANDCUFFS	69
RADIO, HAND-HELD (NONTACTICAL)	68
WEAPONS CLEANING EQUIPMENT	52
DRUG TRAINING AID	44
TYPEWRITER	43
RADAR SPEED MEASURING DEVICE	41
FLEXCUFF	37
GAS MASK	37
HELMET, STEEL OR KEVLAR	34
EXPLOSIVE TRAINING AID	32
GRID MAP	32
SPOTLIGHT OR OTHER ILLUMINATION DEVICE	30
LOAD BEARING EQUIPMENT (HARNESS, WEB BELT, AMMO POUCH)	26
FIRST AID EQUIPMENT OR SUPPLIES (NOT NBC DECONTAM EQUIP)	25
CB SCANNERS OR RADIO	25
CAMOUFLAGE EQUIPMENT OR SUPPLIES, PERSONAL	25
BODY ARMOR	23
VEHICLE OR PORTABLE PUBLIC ADDRESS SYSTEM	21
NIGHT OBSERVATION OR SIGHTING DEVICE (NOD)	19
TRAFFIC TEMPLATE	18
BREATHALYZER	18
BASE STATION WIRE	17
NBC CLOTHING	17
WORD PROCESSING EQUIPMENT	16
BACK OR BUTT PACK	16
CAMOUFLAGE EQUIPMENT OR SUPPLIES, UNIT	14
COMPUTER SYSTEM (OTHER THAN AFLETS)	14
DRUG TEST KIT	13
CALCULATOR	12
NBC PERSONAL DECONTAMINATION EQUIPMENT	11
ENTRENCHING TOOL	11
ALCO-SENSOR	10

TABLE 60

TECHNICAL TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)
BY 811X2A PERSONNEL

TASKS	X2A TE*	PERCENT 811X2A MEMBERS PERFORMING		X2A TD**
		1ST JOB (N=43)	1ST ENL (N=117)	
N590 ADMINISTER EMERGENCY FIRST AID TO MWDs	7.34	56	71	5.70
N636 EMPLOY MWD SAFETY PROCEDURES	6.78	60	74	4.80
N680 SEARCH BUILDINGS FOR PERSONNEL WITH MWDs	6.56	40	62	5.52
N635 EMPLOY MWD PRINCIPLES OF CONDITIONING	6.46	65	74	5.80
N672 PERFORM AS AGITATOR OR DECOY IN CONTROLLED AGGRESSION TRAINING	6.46	44	68	5.34
N679 SEARCH BUILDINGS FOR EXPLOSIVE DEVICES WITH MWDs	6.46	26	27	6.57
N685 SEPARATE MWDs DURING DOG FIGHTS	6.41	51	54	6.69
E260 INITIATE OR COMPLETE DD FORMS 1408 (ARMED FORCES TRAFFIC TICKET)	6.34	40	57	4.34
F289 ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31, UCMJ	6.34	30	53	3.41
N681 SEARCH FOR EXPLOSIVES WITH MWDs, OTHER THAN BUILDING SEARCHES	6.27	28	27	6.66

* Mean 811X TE Rating is 1.95 and Standard Deviation is 1.77 (High TE = 3.72)

** Average TD Rating is 5.00

TABLE 61

TASKS RATED HIGHEST IN TASK DIFFICULTY (TD)
BY 811X2A PERSONNEL

TASKS	X2A TD*	PERCENT MEMBERS PERFORMING		
		1ST ENL (N=117)	DAFSC 81152A (N=158)	DAFSC 81172A (N=64)
A17 DEVELOP MISSILE OR WEAPONS SYSTEMS SECURITY PLANS	8.98	0	0	3
E286 WRITE SECURITY POLICE COMPUTER PROGRAMS	7.93	1	1	0
A14 DEVELOP INDUSTRIAL SECURITY PROGRAMS	7.76	0	0	3
F360 PERFORM HOSTAGE NEGOTIATIONS	7.70	0	2	6
A18 DEVELOP MOBILITY PLAN ANNEXES	7.64	0	1	5
A10 DEVELOP ABGD PLANS	7.63	0	1	5
A26 DRAFT BUDGET OR FINANCIAL REQUIREMENTS	7.63	0	0	9
A9 DEVELOP ABGD PLAN ANNEXES	7.62	0	2	6
A22 DEVELOP RESOURCE PROTECTION PLANS	7.59	0	1	5
A15 DEVELOP INFORMATION SECURITY PLANS	7.25	0	1	3
C137 WRITE STAFF STUDIES, SURVEYS, SPECIAL REPORTS, OR REGULATION SUPPLEMENTS	7.25	0	1	11

* AVERAGE TD RATING is 5.00

matching process. 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.

POI units of instruction and criterion objectives were evaluated using previously discussed standards in ATCR 52-22. All but one of the criterion objectives are strongly supported by survey data based on percentages of first-term personnel performing significant dog handling-related tasks or the high TE ratings for some tasks. Only Unit 7b (4 hours) (pertaining to "tracking") reflected tasks taught with less than 30 percent of first-term A-shred personnel performing the tasks. Training personnel and subject-matter experts should review this portion of the POI to determine if retention of this training is justified.

ANALYSIS OF MAJOR COMMANDS (MAJCOM)

Tasks and background data for the six MAJCOMs with the largest 811X2A populations were compared to determine whether job content varied as a function of command assignment.

By far the largest percentage of relative job time in each MAJCOM is devoted to the performance of tasks involving handling and working with dogs (see Duty N, Table 62). Although there is some variance across commands in the amount of time spent on MWD program tasks, review of the specific tasks and combination of tasks reveals that there is little real variation in the jobs performed. Two minor variances noted when reviewing Table 62 are the lower percentages of time spent on duties involving general administration and general law enforcement tasks (Duties E and F) by ATC personnel. These variances do not signify a significant difference in job content across commands.

SECTION V

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction. Tables 63, 64, and 65 present job satisfaction data for AFSC 811X0, 811X2, and 811X2A TAFMS groups (respectively), together with data for a comparative sample of other Direct Support career ladders surveyed in 1991. These data

TABLE 62

PERCENTAGE OF TIME SPENT ON DUTIES BY 811X2A MAJCOM GROUPS

DUTIES	ATC (N=59)	PACAF (N=52)	USAFE (N=38)	SAC (N=37)	TAC (N=24)	MAC (N=19)
A PLANNING AND ORGANIZING	4	2	2	1	3	3
B DIRECTING AND IMPLEMENTING	4	2	2	2	2	4
C INSPECTING AND EVALUATING	5	2	3	3	4	4
D TRAINING	5	2	2	1	2	3
E PERFORMING GENERAL ADMINISTRATION TASKS	10	20	21	20	17	18
F PERFORMING GENERAL SECURITY OR LAW ENFORCEMENT (LE) TASKS	8	16	21	21	18	13
G PERFORMING LAW ENFORCEMENT OPERATIONS TASKS	1	2	3	3	2	2
H PERFORMING INFORMATION SECURITY, CRIME PREVENTION, OR RESOURCE PROTECTION TASKS	*	*	*	*	*	*
I MAINTAINING STRATEGIC MISSILE SYSTEMS SECURITY	0	0	0	0	*	0
J PERFORMING BASE, WEAPONS STORAGE, OR AIRCRAFT SECURITY SYSTEMS TASKS	*	*	*	*	*	*
K PERFORMING DISASTER CONTROL TASKS	*	*	1	1	1	*
L PERFORMING DETENTION OR CONFINEMENT PROGRAM TASKS	*	*	*	*	*	*
M PERFORMING CUSTOMS TASKS	*	1	*	1	1	*
N PERFORMING MILITARY WORKING DOG (MWD) OR PATROL HORSE PROGRAM TASKS	55	42	35	39	42	36
O PERFORMING INDIVIDUAL WEAPONS MAINTENANCE OR ARMORY TASKS	2	4	4	3	3	3
P PERFORMING ACTUAL OR SIMULATED EMERGENCY SERVICE TEAM (EST) OPERATIONS	*	*	*	*	1	1
Q PERFORMING ACTUAL OR SIMULATED AIR BASE GROUND DEFENSE (ABGD) OPERATIONS	3	5	4	1	2	10
R PERFORMING TRAFFIC MANAGEMENT OR ACCIDENT INVESTIGATIONS	1	2	3	3	2	2

* Less than .5 percent

TABLE 63

COMPARISON OF JOB SATISFACTION INDICATORS BY 811X0 TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)*

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	811X0 (N=1,465)	COMP SAMPLE** (N=2,080)	811X0 (N=1,161)	COMP SAMPLE** (N=1,191)	811X0 (N=1,289)	COMP SAMPLE** (N=1,790)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	30	69	39	75	54	76
SO-SO	22	18	23	16	20	15
DULL	48	13	37	9	26	8
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	43	78	53	80	66	82
LITTLE OR NOT AT ALL	56	22	47	20	34	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	71	81	70	79	71	79
LITTLE OR NOT AT ALL	29	19	29	20	28	20
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	43	56	60	80	73	76
NO, OR PROBABLY NO	57	43	39	19	12	6
PLAN TO RETIRE	0	0	0	0	15	17

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

** Comparative sample of DIRECT SUPPORT career ladders surveyed in 1991 (Includes AFSCs 551X0, 551X1, 552X0, 612X0, 612X1 and 753X0)

TABLE 64

COMPARISON OF JOB SATISFACTION INDICATORS BY 811X2 TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)*

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	811X2 (N=695)	COMP SAMPLE** (N=2,080)	811X2 (N=384)	COMP SAMPLE** (N=1,191)	811X2 (N=649)	COMP SAMPLE** (N=1,790)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	63	69	70	75	76	76
SO-SO	18	18	15	16	14	15
DULL	19	13	15	9	10	8
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	68	78	75	80	80	82
LITTLE OR NOT AT ALL	31	22	24	20	19	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	78	81	77	79	78	79
LITTLE OR NOT AT ALL	21	19	23	20	21	20
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	48	56	63	80	69	76
NO, OR PROBABLY NO	52	43	36	19	10	6
PLAN TO RETIRE	0	0	0	0	21	17

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

** Comparative sample of DIRECT SUPPORT career ladders surveyed in 1991 (Includes AFSCs 551X0, 551X1, 552X0, 612X0, 612X1, and 753X0)

TABLE 65

COMPARISON OF JOB SATISFACTION INDICATORS BY 811X2A TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)*

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	811X2A (N=117)	COMP SAMPLE** (N=2,080)	811X2A (N=60)	COMP SAMPLE** (N=1,191)	811X2A (N=76)	COMP SAMPLE** (N=1,790)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	79	69	70	75	82	76
SO-SO	9	18	20	16	12	15
DULL	11	13	10	9	7	8
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	81	78	79	79	79	82
LITTLE OR NOT AT ALL	19	22	22	20	21	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	82	81	78	79	85	79
LITTLE OR NOT AT ALL	18	19	22	20	14	20
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	54	56	55	80	74	76
NO, OR PROBABLY NO	46	43	43	19	16	6
PLAN TO RETIRE	0	0	2	0	11	17

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

** Comparative sample of DIRECT SUPPORT career ladders surveyed in 1991 (Includes AFSCs 551X0, 551X1, 552X0, 612X0, 612X1, and 753X0)

can give a relative measure of how the job satisfaction of AFSC 811XX career field personnel compare with other similar Air Force specialties. An indication of how job satisfaction perceptions for the 811X0, 811X2, and 811X2A career ladders have changed over time is provided in Tables 66, 67, and 68, where TAFMS group data for 1992 survey respondents are presented, along with data from respondents to the last occupational survey involving these career ladders, published in 1984. Finally, Table 69 presents job satisfaction responses for the specialty job groups discussed in the SPECIALTY JOBS section of this report. An examination of these data can show how overall job satisfaction may be influenced by the type of job performed.

Review of Table 63 reflects that responses from 811X0 personnel are all lower than those of the comparative sample across all the TAFMS groups. Expressed job interest and perceived use of talents are substantially lower for the first- and second-enlistment groups. Even though 811X0 personnel reported very low job interest and perceived use of talents, they do indicate they are doing what they were trained to do.

Responses for 811X2 personnel (see Table 64), while positive, are generally less than the comparative sample groups in other Direct Support career ladders. It should be noted that the expressed job interest and talent utilization responses for 811X2 airmen are considerably higher than those for the 811X0 groups.

Table 65 displays job satisfaction responses for 811X2A TAFMS groups. In contrast to 811X0 and 811X2 group comparisons, 811X2A first-term airmen responses are higher than the comparative sample groups (except for reenlistment intentions). Reenlistment intentions for 811X2A second-enlistment personnel are markedly lower than the comparative sample group.

Comparison of job satisfaction indicator responses of current survey 811X0, 811X2, and 811X2A TAFMS groups to those in the 1984 survey reflects that 811X0 airmen in the 1992 sample groups (see Table 66) are even less satisfied now than in 1984. While job interest responses for current 811X2 airmen (Table 67) are lower than 1984 responses, perceived use of training responses are essentially the same and on par with those in 1984. Except for the reenlistment responses, all indicators for 811X2A personnel (see Table 68) are equal or higher for 1992 survey respondents. In reviewing these tables, it should be noted that positive responses pertaining to perceived utilization of training for 811X0, 811X2, and 811X2A personnel are relatively high and indicate that training provided in these career ladders appears to be pretty well on target.

In the majority of the groups identified in the SPECIALTY JOBS analysis, members indicate that the jobs they perform are interesting, with 17 of the 21 groups showing 50 percent or better responding positively (see Table 69). It is noteworthy, however, that two of the groups (AIRCRAFT AND WEAPONS STORAGE SECURITY and MISSILE SECURITY--see highlighted figures in Table 69) reflect positive ratings from less than 30 percent of the members, and, significantly, these two groups represent two of the major clusters of 811X0 personnel (accounting for over 50 percent of the 811X0 airmen in the sample).

TABLE 66

COMPARISON OF CURRENT SURVEY AND 1984 811X0 TAFMS GROUPS
(PERCENT MEMBERS RESPONDING POSITIVELY)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1992 (N=1,465)	1984 (N=2,244)	1992 (N=1,161)	1984 (N=697)	1992 (N=1,289)	1984 (N=1,091)
<u>JOB SATISFACTION INFORMATION:</u>						
JOB FAIRLY INTERESTING OR BETTER	30	39	39	49	54	96
TALENTS UTILIZED FAIRLY WELL OR BETTER	43	51	53	59	66	77
TRAINING UTILIZED FAIRLY WELL OR BETTER	71	78	70	74	71	80
FAVORABLY CONSIDERING REENLISTMENT	43	60	60	76	73	79

TABLE 67

COMPARISON OF CURRENT SURVEY AND 1984 811X2 TAFMS GROUPS
(PERCENT MEMBERS RESPONDING POSITIVELY)

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	1992 (N=695)	1984 (N=831)	1992 (N=384)	1984 (N=337)	1992 (N=649)	1984 (N=623)
<u>JOB SATISFACTION INFORMATION:</u>						
JOB FAIRLY INTERESTING OR BETTER	63	65	70	75	76	82
TALENTS UTILIZED FAIRLY WELL OR BETTER	68	67	75	78	80	82
TRAINING UTILIZED FAIRLY WELL OR BETTER	78	77	77	78	78	78
FAVORABLY CONSIDERING REENLISTMENT	48	62	63	79	69	80

TABLE 68

COMPARISON OF CURRENT SURVEY AND 1984 811X2A TAFMS GROUPS
(PERCENT MEMBERS RESPONDING POSITIVELY)

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	1992 (N=117)	1984 (N=228)	1992 (N=60)	1984 (N=107)	1992 (N=76)	1984 (N=75)
<u>JOB SATISFACTION INFORMATION:</u>						
JOB FAIRLY INTERESTING OR BETTER	79	72	70	70	82	76
TALENTS UTILIZED FAIRLY WELL OR BETTER	81	73	79	69	79	76
TRAINING UTILIZED FAIRLY WELL OR BETTER	82	83	78	72	85	77
FAVORABLY CONSIDERING REENLISTMENT	54	68	55	71	74	87

TABLE 69

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOB CLUSTERS AND INDEPENDENT JOBS
(PERCENT MEMBERS RESPONDING)*

	INSTALLATION ENTRY CONTROL	INSTALLATION PATROL	INVESTIGATIONS	CONFINEMENT/ CORRECTIONS	CUSTOMS	MWD HANDLING	MWD TRAINING
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	(48)	68	92	73	60	78	91
SO-SO	19	17	4	12	33	13	5
DULL	33	15	3	15	7	9	4
<u>PERCEIVED UTILIZATION OF TALENTS:</u>							
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	55 44	74 26	95 6	73 27	80 20	79 21	95 5
<u>PERCEIVED UTILIZATION OF TRAINING:</u>							
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	66 33	82 18	93 7	78 22	83 17	82 18	91 9
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>							
SATISFIED	(45)	62	93	64	77	67	91
NEUTRAL	17	13	3	15	10	10	0
DISSATISFIED	38	25	3	20	13	22	9
<u>REENLISTMENT INTENTIONS:</u>							
YES, OR PROBABLY YES	(44)	59	74	59	63	56	82
NO, OR PROBABLY NO	56	35	14	29	37	41	18
PLAN TO RETIRE	0	6	10	12	0	3	0

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

TABLE 69 (CONTINUED)

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOB CLUSTERS AND INDEPENDENT JOBS
(PERCENT MEMBERS RESPONDING)^a

	ACFT & WPNS STORAGE SECURITY	MISSILE SECURITY	KEYS & CODES CONTROL	ABGD	EMERGENCY SERVICE TEAM (EST)	ARMORY	MANAGEMENT AND STAFF
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	(29)	(21)	75	(47)	53	60	87
SO-SO	24	26	17	20	7	19	8
DULL	47	52	8	33	40	20	4
<u>PERCEIVED UTILIZATION OF TALENTS:</u>							
FAIRLY WELL TO PERFECTLY	(43)	(41)	92	58	53	69	92
LITTLE OR NOT AT ALL	56	59	8	41	47	31	8
<u>PERCEIVED UTILIZATION OF TRAINING:</u>							
FAIRLY WELL TO PERFECTLY	70	67	75	78	53	74	82
LITTLE OR NOT AT ALL	30	32	25	22	47	26	18
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>							
SATISFIED	(33)	(27)	67	(43)	(33)	58	83
NEUTRAL	19	22	16	19	20	20	5
DISSATISFIED	48	51	17	38	47	21	11
<u>REENLISTMENT INTENTIONS:</u>							
YES, OR PROBABLY YES	53	54	92	62	60	58	66
NO, OR PROBABLY NO	42	44	0	32	33	41	7
PLAN TO RETIRE	4	2	8	5	7	1	27

^a Columns may not add to 100 percent due to nonresponse or rounding

TABLE 69 (CONTINUED)

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOB CLUSTERS AND INDEPENDENT JOBS
(PERCENT MEMBERS RESPONDING)*

	QUALITY CONTROL	UNIT TRAINING	VEHICLE CONTROL	CRIME PREV/ RESOURCE PROTECTION	INFO, PERS, & INDUSTRIAL SECURITY	REPORTS & ANALYSIS	PASS AND REGISTRATION
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	87	74	82	79	90	76	85
SO-SO	9	22	12	19	6	22	12
DULL	4	4	6	2	4	3	2
<u>PERCEIVED UTILIZATION OF TALENTS:</u>							
FAIRLY WELL TO PERFECTLY	97	83	100	91	93	94	81
LITTLE OR NOT AT ALL	3	17	0	10	7	5	19
<u>PERCEIVED UTILIZATION OF TRAINING:</u>							
FAIRLY WELL TO PERFECTLY	96	84	65	77	73	73	62
LITTLE OR NOT AT ALL	4	16	35	23	27	27	38
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>							
SATISFIED	90	78	88	79	85	81	88
NEUTRAL	7	6	0	8	1	14	9
DISSATISFIED	3	16	12	13	13	5	11
<u>REENLISTMENT INTENTIONS:</u>							
YES, OR PROBABLY YES	72	80	94	69	71	76	68
NO, OR PROBABLY NO	9	13	6	21	10	19	21
PLAN TO RETIRE	19	7	0	10	20	5	11

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

Five of the 21 groups in the SPECIALTY JOBS analysis indicate they are less than satisfied (fewer than 50 percent responding positively) with the sense of accomplishment gained from their work (this number includes all 4 of the groups noted above in the discussion of expressed job interest). Again, it is noteworthy that four of the five groups are comprised primarily of 811X0 personnel.

Perceived utilization of talents was generally high for the job groups overall. Five groups had less than 60 percent of the members responding positively, and two of these five had less than 50 percent of their members with positive responses (see highlighted figures in Table 69).

All of the groups indicated that the work they were performing utilized their training (over 50 percent responding positively). It should be noted that even though the two largest groups, comprised primarily of 811X0 personnel, did not respond positively to job interest or use of talents, they do indicate that they were trained to do the jobs they are performing.

Expressed reenlistment intent for 20 of the 21 job groups was positive. Only the INSTALLATION ENTRY CONTROL group reported less than 50 percent positive reenlistment intent.

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. Sixteen percent of the survey sample used the write-in feature to convey some type of information, and 10 percent of the comments received (representing less than 2 percent of the total sample) could be characterized as complaints about the career field. While no major trends were noted among the complaint-type write-ins, a number of comments were received pertaining to talents not being utilized properly (thus lending support to the low indications reflected in Tables 63 and highlighted figures of Table 69). Additionally, a number of respondents also feel that there are too many NCOs (primarily SSgts and TSgts), thus resulting in their having to perform jobs that they used to do when they were lower level airmen.

Career ladder managers and first-line supervisors must take note of the extremely low job satisfaction indicator responses for 811X0 career ladder personnel. These figures were low in 1984 and are even worse now. Any efforts to enhance or vary 811X0 jobs in some way would almost certainly be beneficial and have a positive effect on retention and recruiting in the future.

IMPLICATIONS

This survey was requested to evaluate changes in the career ladders and to obtain current task and equipment data for use in evaluating current training programs. As previously mentioned in this report, even though there are situations where 811X0 and 811X2/A personnel perform similar tasks, by and large, the differences between the two ladders and the A-shred are quite clear. Survey data indicate personnel are performing jobs as defined in the current classification structure.

Entry level training programs for the 811XX career field are, on the whole, working well. The previously noted positive response patterns by various groups to the question pertaining to training utilization lend support to this observation. Still, some adjustments to the STSs and POIs were discussed in the individual career ladder sections of this report which warrant evaluation by training personnel, subject-matter experts, and career ladder managers.

Extremely low job interest continues to be a concern in the 811X0 career ladder and deserves the full attention of career ladder managers.

APPENDIX A
SELECTED REPRESENTATIVE TASKS PERFORMED
BY CAREER LADDER STRUCTURE GROUPS

TABLE I

GROUP ID NUMBER AND TITLE: ST0300, INSTALLATION ENTRY CONTROL CLUSTER
 GROUP SIZE: 218 PERCENT OF SAMPLE: 4%
 PREDOMINANT GRADE: E-3 AVERAGE TICF: 29 MONTHS
 AVERAGE TAFMS: 32 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F343 Issue visitor passes	82
F398 Stand guardmount	82
F312 Direct traffic	80
0702 Assemble or disassemble M9 9mm or M15 .38 caliber revolvers	80
F342 Issue traffic tickets or violation notices	76
F334 Fire weapons to maintain qualification	75
E175 Initiate AF Forms 52 (Evidence Tag)	74
E260 Initiate or complete DD Forms 1408 (Armed Forces Traffic Ticket)	73
0695 Assemble or disassemble GAU-5As or M-16 rifles	71
F294 Brief post reliefs	70
E177 Complete AF Forms 52	69
E204 Initiate or complete AF Forms 75 (Visitor/Vehicle Pass (Storage Safeguard))	68
F376 Provide directions or information to visitors	66
0705 Clean weapon mechanisms or parts	65
0694 Apply weapons preservatives or lubricants	64
F352 Open or close installation primary entry control points	63
E190 Initiate AF Forms 1169 (Statement of Witness)	62
F335 Handcuff subjects	61
G429 Perform traffic stops	60
F378 Respond to duress or alarm activations	59
E192 Complete AF Forms 1169	59
F304 Conduct privately owned vehicle (POV) simple inspections at installation entry points	57
F291 Apprehend subjects	57
E189 Complete AF Forms 1168	55
F310 Detain civilians	52
F300 Conduct building security checks	51
E187 Initiate AF Forms 1168 (Statement of Suspect)	50
F289 Advise individuals of their rights under Article 31, Uniform Code of Military Justice (UCMJ)	50
E198 Complete AF Forms 1668	48
E196 Initiate AF Forms 1668 (Field Interview)	47
F307 Conduct suspect wall searches, without MWDs	45

TABLE II

GROUP ID NUMBER AND TITLE: ST0346, INSTALLATION PATROL CLUSTER
 GROUP SIZE: 1,029 PERCENT OF SAMPLE: 17%
 PREDOMINANT GRADE: E-4/E-5 AVERAGE TICF: 76 MONTHS
 AVERAGE TAFMS: 80 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E190 Initiate AF Forms 1169 (Statement of Witness)	93
E175 Initiate AF Forms 52 (Evidence Tag)	90
E177 Complete AF Forms 52	86
F291 Apprehend subjects	85
F335 Handcuff subjects	84
F378 Respond to duress or alarm activations	83
E196 Initiate AF Forms 1668 (Field Interview)	83
F342 Issue traffic tickets or violation notices	80
F288 Advise individuals of their Fifth Amendment rights	80
F339 Interview witnesses, or complainants	80
G429 Perform traffic stops	77
F294 Brief post reliefs	75
F312 Direct traffic	72
F300 Conduct building security checks	72
O702 Assemble or disassemble M9 9mm or M15 .38 caliber revolvers	71
F307 Conduct suspect wall searches, without MWDs	70
F380 Respond to on-base domestic disturbances	70
F306 Conduct suspect kneeling searches, without MWDs	66
E229 Initiate or complete AF Forms 1315 (Accident Report)	64
F355 Operate vehicle radios or public address systems	62
R884 Secure traffic accident scenes	62
R886 Write traffic accident reports	60
F343 Issue visitor passes	59
F364 Perform on-base mobile patrols, without MWDs or horses	58
R885 Test or operate speed measuring devices	56
F303 Conduct preliminary investigations of incidents or complaints	55
R867 Administer field sobriety tests, other than improved sobriety techniques	55
F317 Employ challenge techniques, other than combat challenges	52
F329 Escort personnel transporting funds or firearms, without MWDs	52
F293 Brief central security control (CSC) or law enforcement (LE) desks on security status	51
F374 Plot accidents, incidents, or disasters on maps	51

TABLE III

GROUP ID NUMBER AND TITLE: ST0335, INVESTIGATIONS
 GROUP SIZE: 90 PERCENT OF SAMPLE: 2%
 PREDOMINANT GRADE: E-5/E-6 AVERAGE TICF: 114 MONTHS
 AVERAGE TAFMS: 121 MONTHS

The following are in descending order by percent members performing:

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
E187 Initiate AF Forms 1168 (Statement of Suspect)	99
E189 Complete AF Forms 1168	98
E190 Initiate AF Forms 1169 (Statement of Witness)	97
E192 Complete AF Forms 1169	94
E175 Initiate AF Forms 52 (Evidence Tag)	94
F289 Advise individuals of their rights under Article 31, Uniform Code of Military Justice (UCMJ)	93
F288 Advise individuals of their Fifth Amendment rights	92
G432 Seize evidence	91
E193 Initiate AF Forms 1176 (Authority to Search and Seize)	90
F339 Interview witnesses, or complainants	89
F302 Conduct follow-up investigations of incidents or complaints	88
F338 Interrogate suspects or subjects	84
E231 Initiate or complete AF Forms 1364 (Consent to Search and Seizure)	84
G424 Mark evidence	83
F296 Compile reports of investigation packages	82
F401 Take latent fingerprints	82
F372 Photograph incident scenes	79
F340 Inventory evidential, found, abandoned, or seized property	77
F303 Conduct preliminary investigations of incidents or complaints	76
F385 Search buildings for evidence, without MWDs	71
F403 Testify in military or civilian courts	68
F393 Secure incident or crime scenes	67
G430 Recognize or apply elements of proof and probable cause	64
F400 Take foot or tire print impressions	62
F315 Dispose of unclaimed evidential, found, abandoned, or seized property	58
G426 Perform child or spouse abuse or neglect preliminary investigations	54
E283 Type correspondence	53
G411 Determine chains of custody	53

TABLE IV

GROUP ID NUMBER AND TITLE: ST0799, CONFINEMENT AND CORRECTIONS
 GROUP SIZE: 59 PERCENT OF SAMPLE: 1%
 PREDOMINANT GRADE: E-4/E-5 AVERAGE TICF: 101 MONTHS
 AVERAGE TAFMS: 108 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
L559 Inspect prisoner personal belongings	98
L535 Brief prisoners on facility rules and regulations	95
L569 Search detention or confinement facilities for contraband, without MWDs	92
L544 Control entry into or movement within detention or confinement facilities	90
L542 Conduct prisoner simple searches	90
L541 Conduct prisoner roll calls or head counts	88
L550 Dispense prisoner medications	88
L570 Search items brought into detention or confinement facilities by visitors	86
L574 Supervise prisoner visiting periods	85
E249 Initiate or complete DD Forms 498 (Prisoner's Personal History Record)	83
E248 Initiate or complete DD Forms 497 (Confinement Order)	83
L533 Assign prisoners to individual jobs or work crews	78
E221 Initiate or complete AF Forms 807 (Receipt for Prisoner's Personal Property)	78
L554 Implement corrective measures for prisoner disciplinary infractions	78
L543 Confront prisoner disturbances	78
L532 Approve or disapprove prisoners personal requests	75
E244 Initiate or complete DD Forms 367 (Prisoner's Release Order)	75
L539 Conduct prisoner individual counseling sessions	73
L536 Complete prisoner release orders	73
L537 Compute prisoner sentences	69
F328 Escort or transport detainees or prisoners	66
L545 Coordinate prisoner pre- or post-release conferences with action agencies	61
L556 Inspect detention or confinement facilities for conformance to security requirements	58
L564 Maintain prisoner's correctional treatment files (CTF)	53

TABLE V

GROUP ID NUMBER AND TITLE: ST0328, CUSTOMS

GROUP SIZE: 30

PREDOMINANT GRADE: E-4/E-5

AVERAGE TAFMS: 88 MONTHS

PERCENT OF SAMPLE: .5%

AVERAGE TICF: 84 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M575 Clear personnel through customs	100
M581 Review customs declarations	100
M582 Review military aircraft passenger manifests	97
M583 Search for customs contraband, without MWDs	97
M579 Dispose of agricultural or edible materials obtained during customs operations	97
M584 Set up passenger or crew luggage customs inspection lines	90
M577 Confiscate contraband	87
M589 Write customs violation reports	73
M578 Coordinate customs requirements with other agencies	73
M586 Transfer contraband item custody to investigating agencies	67
M588 Verify cargo manifests against cargo	63
M580 Maintain customs declaration files	63
E175 Initiate AF Forms 52 (Evidence Tag)	63
M576 Collect and review U.S. customs permits to proceed	60
O694 Apply weapons preservatives or lubricants	57
O705 Clean weapon mechanisms or parts	57
F334 Fire weapons to maintain qualification	57
F289 Advise individuals of their rights under Article 31, Uniform Code of Military Justice (UCMJ)	57
O695 Assemble or disassemble GAU-5As or M-16 rifles	53
O702 Assemble or disassemble M9 9mm or M15 .38 caliber revolvers	53
E176 Annotate AF Forms 52	53
E190 Initiate AF Forms 1169 (Statement of Witness)	53
E187 Initiate AF Forms 1168 (Statement of Suspect)	53
M587 Transfer customs violator custody to investigating agencies	50
F398 Stand guardmount	50
E177 Complete AF Forms 52	50
F294 Brief post reliefs	47
F300 Conduct building security checks	47
E261 Initiate or complete DD Forms 1569 (Incident/Complaint Report)	47
F291 Apprehend subjects	47

TABLE VI

GROUP ID NUMBER AND TITLE: ST0228, MILITARY WORKING DOG (MWD) HANDLING
CLUSTER

GROUP SIZE: 178

PERCENT OF SAMPLE: 3%

PREDOMINANT GRADE: E-4/E-5

AVERAGE TICF: 75 MONTHS

AVERAGE TAFMS: 79 MONTHS

The following are in descending order by percent members performing:

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
N592 Administer prescribed medications to dogs	93
N651 Feed or water MWDs	90
N649 Exercise or groom MWDs	88
N662 Maintain MWD handling equipment	86
N590 Administer emergency first aid to MWDs	85
N689 Train MWDs in on or off leash obedience	83
E181 Initiate AF Forms 321 (Military Working Dog Training and Utilization Record)	78
N604 Conduct MWD care and handling proficiency training	75
N687 Take MWDs to sick-call	74
F378 Respond to duress or alarm activations	72
N690 Train MWDs to ride in vehicles	72
E190 Initiate AF Forms 1169 (Statement of Witness)	70
N669 Patrol posts in vehicles with MWDs	70
F342 Issue traffic tickets or violation notices	69
E187 Initiate AF Forms 1168 (Statement of Suspect)	68
F289 Advise individuals of their rights under Article 31, Uniform Code of Military Justice (UCMJ)	66
F300 Conduct building security checks	65
E196 Initiate AF Forms 1668 (Field Interview)	63
F339 Interview witnesses or complainants	61
F288 Advise individuals of their Fifth Amendment rights	61
N614 Conduct narcotic or contraband detector MWDs proficiency training	57
N674 Prepare prescribed MWD diets	56
F312 Direct traffic	56
N606 Conduct MWD explosives detector proficiency training	54
F383 Respond to verbal altercations, other than crowd control	53
N684 Search vehicles with MWDs at restricted area or installation entry points	53
E264 Initiate or complete DD Forms 1920 (Alcoholic Influence Report)	52
N624 Conduct suspect wall searches with MWDs	51
E193 Initiate AF Forms 1176 (Authority to Search and Seize)	50

TABLE VII

GROUP ID NUMBER AND TITLE: ST1456, MILITARY WORKING DOG (MWD) TRAINING
 GROUP SIZE: 22 PERCENT OF SAMPLE: .4%
 PREDOMINANT GRADE: E-3 AVERAGE TICF: 22 MONTHS
 AVERAGE TAFMS: 25 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
N651 Feed or water MWDs	100
N663 Maintain MWD kennels or kennel areas	100
N662 Maintain MWD handling equipment	91
N664 Maintain MWD training and utilization records or charts	91
N649 Exercise or groom MWDs	86
N687 Take MWDs to sick-call	86
N603 Conduct MWD care and handling initial training	86
N635 Employ MWD principles of conditioning	77
N653 Identify MWD behavior changes	77
N601 Conduct MWD behavior change detection initial training	77
E241 Initiate or complete AFMTC Forms 375 (Military Working Dog Status Report)	77
N685 Separate MWDs during dog fights	77
N658 Inspect MWD health check points	73
N592 Administer prescribed medications to dogs	73
N636 Employ MWD safety procedures	68
N619 Conduct protocol training for detector MWDs	68
N674 Prepare prescribed MWD diets	64
N596 Assess MWD proficiency training needs	64
N611 Conduct MWD team drug detection initial training	55
N590 Administer emergency first aid to MWDs	55
N604 Conduct MWD care and handling proficiency training	50
N689 Train MWDs in on or off leash obedience	50
N602 Conduct MWD behavior change detection proficiency training	50
N607 Conduct MWD team building search initial training	36
N690 Train MWDs to ride in vehicles	36
N691 Train MWDs to tolerate crowds, individuals, or other dogs	32

TABLE VIII

GROUP ID NUMBER AND TITLE: ST0188, AIRCRAFT AND WEAPONS STORAGE SECURITY
CLUSTER

GROUP SIZE: 1,497

PERCENT OF SAMPLE: 25%

PREDOMINANT GRADE: E-4/E-5

AVERAGE TICF: 73 MONTHS

AVERAGE TAFMS: 77 MONTHS

The following are in descending order by percent members performing:

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
0695 Assemble or disassemble GAU-5As or M-16 rifles	84
F398 Stand guardmount	83
F378 Respond to duress or alarm activations	81
F334 Fire weapons to maintain qualification	81
F294 Brief post reliefs	78
0694 Apply weapons preservatives or lubricants	76
0705 Clean weapon mechanisms or parts	73
F382 Respond to priority resource security situations, such as helping-hand or covered wagon	71
F365 Perform restricted area sentry duties	61
F332 Examine restricted or controlled area badges	60
F293 Brief central security control (CSC) or law enforcement (LE) desks on security status	60
F335 Handcuff subjects	57
F370 Perform tactical deployment from nonhardened or standard vehicles	56
F306 Conduct suspect kneeling searches, without MWDs	54
F355 Operate vehicle radios or public address systems	54
F307 Conduct suspect wall searches, without MWDs	54
F317 Employ challenge techniques, other than combat challenges	53
F337 Inspect individual equipment for serviceability	52
F305 Conduct suspect ground searches, without MWDs	51
0707 Inspect weapons operational condition	50
F356 Perform close boundary sentry duties	50
F300 Conduct building security checks	50
F331 Evaluate situations at alarm activations	48
0718 Perform weapons functional checks	47
F291 Apprehend subjects	46
F369 Perform tactical deployment from hardened vehicles	45
F387 Search government motor vehicles (GMV) at restricted area or installation entry points, without MWDs	40
F367 Perform security police vehicle operator maintenance	40
J496 Control entry into restricted areas, other than missile security areas	38

TABLE IX

GROUP ID NUMBER AND TITLE: ST0137, MISSILE SECURITY CLUSTER
 GROUP SIZE: 498 PERCENT OF SAMPLE: 8%
 PREDOMINANT GRADE: E-4/E-5 AVERAGE TICF: 68 MONTHS
 AVERAGE TAFMS: 72 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I470 Authenticate identity when entering missile launch facilities (LF)	93
O695 Assemble or disassemble GAU-5As or M-16 rifles	79
O694 Apply weapons preservatives or lubricants	75
I474 Conduct missile site outer zone (OZ) or inner zone (IZ) alarm inspections	75
I478 Destroy missile facility entry control code materials	74
F334 Fire weapons to maintain qualifications	72
I489 Maintain missile site topside security	69
O705 Clean weapon mechanisms or parts	69
I479 Enter A-circuit combination changes	68
I492 Remove snow, debris, or excess dirt from missile sites	65
F378 Respond to duress or alarm activations	64
I483 Inspect physical condition, security, or access to missile sites	61
I490 Open-A circuit combinations	60
F355 Operate vehicle radios or public address systems	57
F294 Brief post reliefs	56
F335 Handcuff subjects	56
I487 Maintain missile facility entry control classified code materials	55
I494 Utilize time and distance matrices	55
O707 Inspect weapons operational condition	53
I472 Conduct metal detection searches of missile facility visitors	52
F306 Conduct suspect kneeling searches, without MWDs	50
O718 Perform weapons functional checks	48
F382 Respond to priority resource security situations, such as helping-hand or covered-wagon	46
I477 Control missile launch control facility (LCF) entries	44
F305 Conduct suspect ground searches, without MWDs	44
F337 Inspect individual equipment for serviceability	43
F307 Conduct suspect wall searches, without MWDs	43
F369 Perform tactical deployment from hardened vehicles	42

TABLE X

GROUP ID NUMBER AND TITLE: ST0796, KEYS AND CODES CONTROL
 GROUP SIZE: 12 PERCENT OF SAMPLE: .2%
 PREDOMINANT GRADE: E-5 AVERAGE TICF: 106 MONTHS
 AVERAGE TAFMS: 109 MONTHS

The following are in descending order by percent members performing:

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
I486 Issue missile facility entry keys	100
I487 Maintain missile facility entry control classified code materials	100
I485 Issue missile facility entry codes	100
E279 Maintain entry authority or entry authorization lists (EAL) accountability records	92
I488 Maintain missile facility unclassified access lists	83
I478 Destroy missile facility entry control code materials	83
B51 Direct keys and codes control center operations	83
E226 Initiate or complete AF Forms 1297 (Temporary Issue Receipt)	83
E272 Initiate or complete SF Forms 702 (Security Container Check Sheet)	75
E271 Initiate or complete SF Forms 701 (Activity Security Checklist)	75
E200 Initiate or annotate AF Forms 1109 (Visitor Register)	75
H454 Maintain classified document accountability systems	67
E190 Initiate AF Forms 1169 (Statement of Witness)	67
C95 Evaluate administrative control of classified materials	58
A8 Determine work priorities	58
C135 Write EPRs	58
A19 Develop or improve work methods or procedures	58
A1 Advise staff personnel on training matters	58
E240 Initiate or complete AF Forms 2586 (Unescorted Entry Authorization Certificate)	50
H456 Maintain PRP files and rosters	50
C99 Evaluate classified material destruction facilities	50
A4 Conduct briefings, other than dispatch, departure, post relief, patrol, prisoner, or facility visitor briefings	50
B78 Supervise Security Specialists (AFSC 81150)	50
F334 Fire weapons to maintain qualifications	50
H437 Change security lock combinations	50
E238 Initiate or complete AF Forms 2530 (Alarm System Test Record)	50

TABLE XI

GROUP ID NUMBER AND TITLE: ST0171, AIR BASE GROUND DEFENSE (ABGD) CLUSTER
 GROUP SIZE: 617 PERCENT OF SAMPLE: 10%
 PREDOMINANT GRADE: E-4/E-5 AVERAGE TICF: 78 MONTHS
 AVERAGE TAFMS: 81 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
Q782 Employ individual camouflage	91
Q749 Camouflage equipment or positions	90
O695 Assemble or disassemble GAU-5As or M-16 rifles	89
Q783 Employ individual day movement techniques	85
Q790 Employ team movement formations	84
O694 Apply weapons preservatives or lubricants	84
Q784 Employ individual night movement techniques	84
Q777 Employ field hygiene	82
Q753 Construct individual fighting positions	80
Q779 Employ field telephone systems	80
Q780 Employ fire and maneuver techniques	78
F378 Respond to duress or alarm activations	77
Q774 Employ combat challenge techniques	76
Q791 Employ team night movement techniques	75
Q746 Adapt individual firing positions to terrain	73
Q787 Employ NODs	72
Q775 Employ combat first aid	71
Q756 Cross danger areas	71
Q811 Initiate or complete range cards	70
Q778 Employ field signals	69
F382 Respond to priority resource security situations, such as helping-hand or covered-wagon	69
Q751 Conduct combat searches	69
F317 Employ challenge techniques, other than combat challenges	68
F332 Examine restricted or controlled area badges	66
F307 Conduct suspect wall searches, without MWDs	66
F306 Conduct suspect kneeling searches, without MWDs	66
Q758 Deploy during vehicle-mounted ABGD operations	65
Q830 Participate in combat patrols, other than as leader	63
Q748 Analyze terrain	62
Q829 Participate in assault elements, other than as leader	60
Q776 Employ communication authentication systems	59
Q789 Employ stalking or reconnaissance techniques	58
Q837 Perform listening post or observation post sentry duties	55
Q769 Develop ABGD sector sketches or fields of fire	52

TABLE XII

GROUP ID NUMBER AND TITLE: ST0293, EMERGENCY SERVICE TEAM (EST)
 GROUP SIZE: 15 PERCENT OF SAMPLE: .2%
 PREDOMINANT GRADE: E-4/E-5 AVERAGE TICF: 94 MONTHS
 AVERAGE TAFMS: 97 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
P724 Conduct tactical building approaches or force positioning	100
P744 Write EST operations orders	100
P745 Write EST warning orders	100
P730 Employ tactical team lift or boosting techniques	100
P726 Employ combat sniper marksman skills during actual or simulated EST operations	93
P739 Plot EST inner or outer perimeter positions	93
P742 Select marksman overwatch positions	93
P732 Enter buildings through doors or windows using tactical ground-level entry techniques	93
P740 Reconnoiter buildings or surrounding areas	87
P741 Sectorize buildings or surrounding areas for EST search and clear operations	87
P725 Draft EST operations plans	87
P738 Maintain EST tactical equipment	87
P743 Write EST after action reports	87
P722 Advise on-scene commanders on EST capabilities and limitations	87
P731 Employ wrecking tools for building entry	87
P727 Employ counter sniper marksman skills during actual or simulated EST operations	80
P728 Employ diversionary tactics using pyrotechnics	80
P723 Assist on-scene commanders in tactical planning	80
P736 Enter buildings using stable rappelling	80
P733 Enter buildings using grappling hook or knotted climbing ropes	80
P737 Evacuate wounded or innocents from danger areas	73
Q749 Camouflage equipment or positions	53
Q746 Adapt individual firing positions to terrain	53
Q790 Employ team movement formations	53
O694 Apply weapons preservatives or lubricants	47

TABLE XIII

GROUP ID NUMBER AND TITLE: ST0096, ARMORY

GROUP SIZE: 202

PERCENT OF SAMPLE: 3%

PREDOMINANT GRADE: E-4

AVERAGE TICF: 56 MONTHS

AVERAGE TAFMS: 60 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
0695 Assemble or disassemble GAU-5As or M-16 rifles	93
0708 Inventory ammunition, weapons, or equipment	93
0720 Secure ammunition, weapons, or equipment	92
0694 Apply weapons preservatives or lubricants	92
0709 Issue ammunition	90
0718 Perform weapons functional checks	89
0705 Clean weapon mechanisms or parts	88
0719 Recharge portable communications equipment batteries	88
0707 Inspect weapons operational condition	86
0711 Issue weapons or equipment to security police or combat crew personnel	83
0702 Assemble or disassemble M9 9mm or M15 .38 caliber revolvers	83
0697 Assemble or disassemble M-203 grenade launchers	76
0721 Secure weapon storage facilities	75
0710 Issue privately owned weapons	71
0713 Maintain ammunition, weapons, or unit equipment records	70
E226 Initiate or complete AF Forms 1297 (Temporary Issue Receipt)	66
0698 Assemble or disassemble M-60, M2 heavy barrel (HB) .50 caliber or M249 machine guns	64
0700 Assemble or disassemble M148, M79, or M203 grenade launchers	63
E200 Initiate or annotate AF Forms 1109 (Visitor Register)	63
0716 Operate or monitor weapons facility alarm systems	61
0696 Assemble or disassemble M-12 or M870 shotguns	59
E228 Initiate or complete AF Forms 1314 (Firearms Registration)	58
0717 Perform minor weapons operator maintenance, other than cleaning	52
E216 Initiate or complete AF Forms 629 (Small Arms Hand Receipt)	48
B42 Direct armory operations	46
E238 Initiate or complete AF Forms 2530 (Alarm System Test Record)	43
0712 Issue weapons, other than security police, combat crew, or privately owned weapons	40

TABLE XIV

GROUP ID NUMBER AND TITLE: ST0177, MANAGEMENT AND STAFF CLUSTER
 GROUP SIZE: 248 PERCENT OF SAMPLE: 4%
 PREDOMINANT GRADE: E-7/E-8 AVERAGE TICF: 182 MONTHS
 AVERAGE TAFMS: 190 MONTHS

The following are in descending order by percent members performing:

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
B88 Write correspondence	85
A5 Coordinate support with base service organizations	82
A8 Determine work priorities	82
B40 Counsel personnel on personal or military related matters	81
A19 Develop or improve work methods or procedures	73
A4 Conduct briefings, other than dispatch, departure, post relief, patrol, prisoner, or facility visitor briefings	72
C135 Write EPRs	72
A1 Advise staff personnel on training matters	67
A2 Assign personnel to duty positions	65
A7 Determine requirements for space, personnel, equipment, or supplies, for other than MWD or horse programs	63
C130 Review inspection reports	63
A29 Draft organizational policies, operating instructions (OI), or standard operating procedures (SOP)	63
A34 Plan or schedule work assignments	63
B71 Interpret policies, directives, or procedures	61
A6 Coordinate with military or civilian agencies, for other than convoys or prisoner release conferences	61
C89 Analyze inspection reports	60
A36 Schedule leaves or passes	60
A37 Write job descriptions	56
C125 Indorse enlisted performance reports (EPR)	54
C91 Conduct post checks	54
B75 Review administrative correspondence or reports	54
B39 Conduct staff meetings	50
C137 Write staff studies, surveys, special reports, or regulation supplements	49
C100 Evaluate compliance with work standards	48
A31 Establish performance standards	48
C124 Evaluate work schedules	47
F334 Fire weapons to maintain qualification	46
C90 Analyze workload requirements	46
C132 Review security police forms	45

TABLE XV

GROUP ID NUMBER AND TITLE: ST0654, QUALITY CONTROL
 GROUP SIZE: 69 PERCENT OF SAMPLE: 1%
 PREDOMINANT GRADE: E-5/E-6 AVERAGE TICF: 144 MONTHS
 AVERAGE TAFMS: 149 MONTHS

The following are in descending order by percent members performing:

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
A33 Plan inspection exercises	96
C130 Review inspection reports	88
C89 Analyze inspection reports	87
C117 Evaluate quality control programs	86
C97 Evaluate alert or emergency procedures	86
C136 Write inspection reports	86
D138 Administer tests	83
C100 Evaluate compliance with work standards	83
A21 Develop quality control or standardization programs	81
D171 Score tests	78
B60 Direct quality control programs	78
D139 Analyze test results	77
C102 Evaluate contingency plans	75
E284 Update or access SPAS data	72
C108 Evaluate law enforcement operations	68
B88 Write correspondence	67
C91 Conduct post checks	67
E283 Type correspondence	64
E218 Initiate or complete AF Forms 689 (Task Performance Checklist)	62
E278 Input security police automated system (SPAS) data	61
A16 Develop inspection programs	58
D170 Review training records, reports, or related data	58
C110 Evaluate MWD team utilization	58
C118 Evaluate resource protection or crime prevention programs	57
C119 Evaluate safety or security programs	55
A31 Establish performance standards	54
C93 Evaluate ABGD operations	54
C112 Evaluate pass and registration programs	54
A19 Develop or improve work methods or procedures	51
B49 Direct inspection activities	51
C129 Outbrief inspection results	51
C94 Evaluate administration and reports activities or procedures	51

TABLE XVI

GROUP ID NUMBER AND TITLE: ST0512, UNIT TRAINING
 GROUP SIZE: 69 PERCENT OF SAMPLE: 1%
 PREDOMINANT GRADE: E-5/E-6 AVERAGE TICF: 133 MONTHS
 AVERAGE TAFMS: 139 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D144 Conduct newly assigned security police personnel orientations	96
D138 Administer tests	94
D171 Score tests	94
A1 Advise staff personnel on training matters	91
D139 Analyze test results	88
D173 Write test questions	88
D170 Review training records, reports, or related data	86
D168 Plan or conduct general military training (GMT) or ancillary training	84
D169 Procure training aids, facilities, or equipment, other than narcotics or explosives training aids	84
D166 Evaluate training methods, techniques, or programs	80
E283 Type correspondence	77
A5 Coordinate support with base service organizations	77
D163 Establish or maintain study reference files	75
E284 Update or access SPAS data	74
A4 Conduct briefings, other than dispatch, departure, post relief, patrol, prisoner, or facility visitor briefings	74
E278 Input security police automated system (SPAS) data	70
D148 Conduct special individualized training	67
D147 Conduct security police augments training	65
E217 Initiate or complete AF Forms 685 (Question Bank File)	64
E219 Initiate or complete AF Forms 721 (Question Bank Key)	62
D167 Maintain training records, charts, graphs, other than MWD records	61
D145 Conduct QJT	61
D150 Counsel trainees on training progress	61
D174 Write training reports, such as training quality reports	61
F334 Fire weapons to maintain qualification	59
D152 Determine QJT requirements	55
B40 Counsel personnel on personal or military related matters	55
E220 Initiate or complete AF Forms 797 (Job Qualification Standard Continuation/Command JQS)	54

TABLE XVII

GROUP ID NUMBER AND TITLE: ST0190, VEHICLE CONTROL
 GROUP SIZE: 17 PERCENT OF SAMPLE: .3%
 PREDOMINANT GRADE: E-5 AVERAGE TICF: 90 MONTHS
 AVERAGE TAFMS: 92 MONTHS

The following are in descending order by percent members performing:

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
F368 Perform security police vehicle preventative maintenance	100
F367 Perform security police vehicle operator maintenance	100
F366 Perform security police vehicle intermediate or motor pool maintenance	94
E235 Initiate or complete AF Forms 1800 (Operator's Inspect Guide and Trouble Report (General Purpose Veh))	71
C104 Evaluate government vehicle operator qualifications	71
F355 Operate vehicle radios or public address systems	71
E209 Initiate or complete AF Forms 171 (Req for Driver's Training and Additions to U.S. Gov Mot Veh Op Permit)	65
A8 Determine work priorities	65
A5 Coordinate support with base service organizations	65
O694 Apply weapons preservatives or lubricants	65
C135 Write EPRs	59
O695 Assemble or disassemble GAU-5As or M-16 rifles	59
A16 Develop inspection programs	53
R878 Examine vehicle tires	47
R877 Examine vehicle lamps	47
B88 Write correspondence	41
E281 Perform special ceremonial duties, such as retreat or reveille	41
F337 Inspect individual equipment for serviceability	41
E283 Type correspondence	41
E270 Initiate or complete SF Form 91 (Operator's Report of Motor Vehicle Accident)	41
A29 Draft organizational policies, operating instructions (OI), or standard operating procedures (SOP)	41
A4 Conduct briefings, other than dispatch, departure, post relief, patrol, prisoner, or facility visitor briefings	41
E190 Initiate AF Forms 1169 (Statement of Witness)	41
O707 Inspect weapons operational condition	41
E226 Initiate or complete AF Forms 1297 (Temporary Issue Receipt)	35
E284 Update or access SPAS data	35

TABLE XVIII

GROUP ID NUMBER AND TITLE: ST0627, CRIME PREVENTION AND RESOURCE PROTECTION
 GROUP SIZE: 52 PERCENT OF SAMPLE: 1%
 PREDOMINANT GRADE: E-5 AVERAGE TICF: 105 MONTHS
 AVERAGE TAFMS: 112 MONTHS

The following are in descending order by percent members performing:

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
H438 Conduct antirobbery or drug awareness training	92
H439 Conduct crime prevention surveys	88
H462 Provide crime prevention consultation services	88
B45 Direct crime prevention and resource protection programs	85
H451 Initiate resource protection exercises	83
H461 Procure crime prevention program literature	83
H459 Participate in base crime prevention working groups (CPWG)	83
C118 Evaluate resource protection or crime prevention programs	81
H452 Inspect funds facilities	79
C137 Write staff studies, surveys, special reports, or regulation supplements	79
H446 Deliver base or community-wide crime prevention lectures	79
H449 Establish crime prevention projects, such as operation identification, neighborhood watch, or crime stop	77
H453 Inspect weapons or ammunition facilities	75
H447 Develop and implement crime prevention program media campaigns	73
H463 Provide initial or supplemental training to unit crime prevention focal point monitors	73
A5 Coordinate support with base service organizations	71
H435 Analyze criminal statistical data	69
B88 Write correspondence	69
A22 Develop resource protection plans	67
A16 Develop inspection programs	67
H458 Maintain unit security manager or crime prevention monitor appointment files	65
C136 Write inspection reports	63
H469 Write funds or weapons inspection reports	63
A33 Plan inspection exercises	63
D143 Conduct base newcomer personnel orientations	63
C92 Conduct staff assistance visits (SAV)	62
H468 Write funds or weapons inspection checklists	62
H460 Participate in police youth programs	58
E283 Type correspondence	52

TABLE XIX

GROUP ID NUMBER AND TITLE: ST0385, INFORMATION, PERSONNEL, AND INDUSTRIAL SECURITY

GROUP SIZE: 82

PERCENT OF SAMPLE: 1%

PREDOMINANT GRADE: E-5/E-7

AVERAGE TICF: 153 MONTHS

AVERAGE TAFMS: 158 MONTHS

The following are in descending order by percent members performing:

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
H442 Conduct information security program annual reviews	91
A15 Develop information security plans	91
C106 Evaluate information or personnel security programs	89
B48 Direct information security activities	88
H444 Conduct security manager meetings	87
H466 Review reports of compromise or security preliminary inquiries	84
H443 Conduct security education or motivation training	83
B59 Direct personnel security programs	82
E245 Initiate or complete DD Forms 398 (Personnel Security Questionnaire (BI/SBI))	79
H441 Conduct industrial or physical security inspections	78
E239 Initiate or complete AF Forms 2583 (Request for Personnel Security Action)	77
H457 Maintain special security files	74
C95 Evaluate administrative control of classified materials	73
H458 Maintain unit security manager or crime prevention monitor appointment files	73
A16 Develop inspection programs	73
E246 Initiate or complete DD Forms 398-2 (Personnel Security Questionnaire (National Agency Check))	72
H467 Review security classification guides or specifications	72
C99 Evaluate classified material destruction facilities	71
C136 Write inspection reports	68
C105 Evaluate industrial security programs	67
A14 Develop industrial security programs	67
E283 Type correspondence	65
H448 Develop security education materials	65
B47 Direct industrial security programs	62
E263 Initiate or complete DD Forms 1879 (Request for Personnel Security Investigation)	55
E267 Initiate or complete FD Forms 258 (FBI Applicant Fingerprint Card)	54
H436 Analyze material for security discrepancies	52

TABLE XX

GROUP ID NUMBER AND TITLE: ST0363, REPORTS AND ANALYSIS
 GROUP SIZE: 37 PERCENT OF SAMPLE: 1%
 PREDOMINANT GRADE: E-5 AVERAGE TICF: 99 MONTHS
 AVERAGE TAFMS: 104 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E199 Initiate or annotate AF Forms 110 (Individual Incident Reference Record)	92
E227 Initiate or complete AF Forms 1313 (Driver Record)	86
E283 Type correspondence	84
G423 Maintain disciplinary action files, such as revocation, barred persons, or suspended driver files	81
E261 Initiate or complete DD Forms 1569 (Incident/Complaint Report)	81
B88 Write correspondence	73
E205 Initiate or complete AF Forms 84 (USAF Law Enforcement Report)	73
B41 Direct administration and reports activities	70
B75 Review administrative correspondence or reports	68
H445 Conduct security police record checks	68
A19 Develop or improve work methods or procedures	68
E260 Initiate or complete DD Forms 1408 (Armed Forces Traffic Ticket)	65
A8 Determine work priorities	57
A6 Coordinate with military or civilian agencies, for other than convoys or prisoner release conferences	54
B40 Counsel personnel on personal or military related matters	51
H435 Analyze criminal statistical data	49
C94 Evaluate administration and reports activities or procedures	46
C132 Review security police forms	46
E222 Initiate or complete AF Forms 840 (Minor Motor Vehicle Accident Report)	46
A4 Conduct briefings, other than dispatch, departure, post relief, patrol, prisoner, or facility visitor briefings	46
C120 Evaluate security police reports	43

TABLE XXI

GROUP ID NUMBER AND TITLE: ST0179, PASS AND REGISTRATION
 GROUP SIZE: 81 PERCENT OF SAMPLE: 1%
 PREDOMINANT GRADE: E-4 AVERAGE TICF: 95 MONTHS
 AVERAGE TAFMS: 99 MONTHS

The following are in descending order by percent members performing:

<u>REPRESENTATIVE TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E280 Maintain restricted or controlled area badge or identification card accountability records	88
G419 Issue identification cards or badges	84
F341 Issue restricted or controlled area badges	84
G420 Issue vehicle decals	83
E282 Photograph personnel for identification credentials, other than prisoners	83
F343 Issue visitor passes	81
G433 Verify vehicle registrations	75
E204 Initiate or complete AF Forms 75 (Visitor/Vehicle Pass (Storage Safeguard))	75
B55 Direct pass and registration programs	70
E283 Type correspondence	69
C112 Evaluate pass and registration programs	59
E284 Update or access SPAS data	56
E278 Input security police automated system (SPAS) data	56
F333 Fingerprint personnel or prisoners	53
B88 Write correspondence	53
B40 Counsel personnel on personal or military related matters	51
C135 Write EPRs	49
E279 Maintain entry authority or entry authorization lists (EAL) accountability records	48
F332 Examine restricted or controlled are badges	47
A8 Determine work priorities	44
E240 Initiate or complete AF Forms 2586 (Unescorted Entry Authorization Certificate)	42
F376 Provide directions or information to visitors	37
A4 Conduct briefings, other than dispatch, departure, post relief, patrol, prisoner, or facility visitor briefings	37
G409 Access SPAS information	35
E285 Update automated security police programs, other than Air Force Law Enforcement System (AFLETS) or SPAS	35