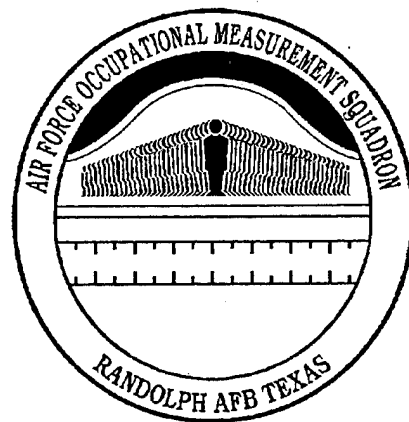


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**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT

**AVIONICS TEST STATIONS AND
COMPONENTS, F-15/F-111**

AFSC 2A0X1A

AFPT 90-2A0-030

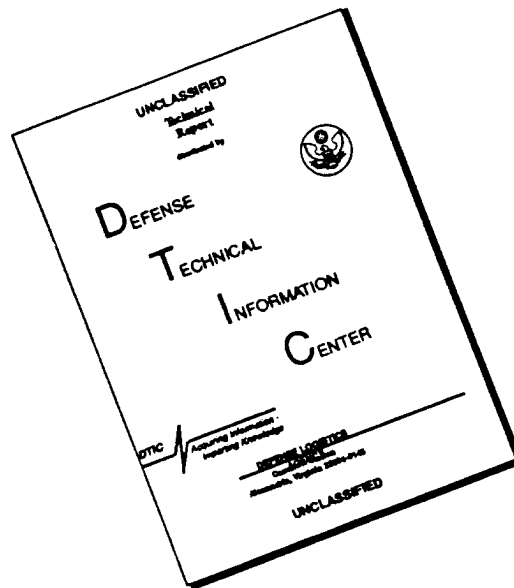
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**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
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	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>
AFOMS/OMDQ	1			
AFOMS/OMYXL	10		5	10
AL/HRMM	2			
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HQ AFMC/DPUE	3		3	
HQ AFPC/DPMRAD3	1			
HQ AFPC/DPPAPC	1			
HQ AFSOC/DPPMT	2		2	
HQ PACAF/DPAET	3		3	
HQ USAF/LGMM	1		1	
HQ USAFE/DPATTJ	3		3	
HQ USMC/STANDARDS BRANCH	1			
NAVMAC	1			
USAFAMS/DTMP	1		1	1
313 TTS/LNAF	1			
365 TRS/DOP (710 H AVENUE, STE 2, SHEPPARD AFB TX 76311-2856)	2	1	2	2
782 TRG/TTS (826 G AVENUE, STE 4, SHEPPARD AFB TX 76311-2867)	1		1	

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Avionics Test Stations and Components, F-15/F-111 career ladder (AFSC 2A0X1A). Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products upon which this report is based are available for the use of operations and training officials.

The survey instrument was developed by Mr. Tom Duffy, Inventory Development Specialist, with computer programming support furnished by 1Lt Sheon Mendoza. Mr. Richard Ramos provided administrative support. 1Lt Jeff Voetberg, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Mr. Dan Dreher, Chief, Airman Analysis Section, Occupational Analysis Flight, AF Occupational Measurement Squadron (AFOMS).

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 AF Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB Texas 78150-4449 (DSN 487-6623).

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SUMMARY OF RESULTS

1. Survey Coverage: The Avionics Test Stations and Components, F-15/F-111 career ladder was surveyed to evaluate changes in the 2A0X1A career ladder and to obtain current task and equipment data for use in evaluating current training programs. One-hundred percent of eligible specialty members were selected as participants. Results are based on responses from 986 respondents (76 percent of the total personnel selected for survey). All major using commands are satisfactorily represented in the survey sample.
2. Specialty Jobs: Three clusters and 11 independent jobs (IJ) were identified in the career ladder structure analysis. Two clusters and eight of the IJs involved the day-to-day technical responsibilities. The remaining cluster and three jobs can be categorized as staff or support functions. The technical jobs are quite distinct from each other, with the incumbents specializing on particular test stations for each aircraft. The AFMAN 36-2108 *Specialty Description* is complete and generally portrays the nature of the job.
3. Career Ladder Progression: Three-skill level personnel devote nearly all their time to technical activities. The 5-skill level jobs were also technically oriented, but in addition have a supervisory aspect. Seven-skill level personnel devote a large majority of their time to supervisory and management activities.
4. Training Analysis: Fairly strong support was found for the Plan of Instruction (POI). Two POI elements were not supported by percent members performing data. There were a large number of unsupported elements in the Specialty Training Standard (STS). This was the case even when percent members performing in each job was used as the criterion.
5. Job Satisfaction: The job satisfaction measures for the survey sample were generally high. This sample is about as satisfied as the previous samples and a comparative sample. As expected, job satisfaction was higher for the more senior members of the career ladder. Satisfaction was consistent across all but three of the jobs; these jobs expressed dramatically lower expressed job interest.
6. Special Analyses: Analyses were performed to identify tasks performed by EF-111 aircraft personnel, but not by F-111 personnel. Data indicate a small number of personnel perform tasks specific to the EF-111 aircraft, but the vast majority of tasks apply to both aircraft. Tasks performed by 7-skill level personnel were compared to those performed by 7-skill level personnel in the B-shred. Results show similarities in many supervisory activities. B-shred personnel seem to spend more of their time on technical tasks than do A-shred personnel.
7. Implications: Members of AFSC 2A0X1A perform a wide variety of jobs, with specialization within aircraft. Career progression is normal, with a general movement away from technical tasks at the higher skill levels. Support for the training documents is mixed, with the POI being well supported and the STS having several sections in need of review.

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**OCCUPATIONAL SURVEY REPORT (OSR)
AVIONICS TEST STATIONS AND COMPONENTS, F-15/F-111
(AFSC 2A0X1A)**

INTRODUCTION

This is a report of an occupational survey of the Avionics Test Stations and Components, F-15/F-111 career ladder conducted by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron. The survey was conducted to obtain current job and task data. Data collected through this OSR will be utilized by training development personnel to review courses and related training documents in light of equipment and utilization changes which have occurred since the last OSR. In addition, specific information was requested to help training development personnel in the creation of a common 7-skill level course for both AFSC 2A0X1A and 2A0X1B. Information regarding F-111 specific tasks was also requested by the same individuals due to the upcoming retirement of that aircraft. The career ladder was last surveyed as AFSC 451X4 (F-15 Avionics Test Station and Component Specialist) and 451X6 (F-111 Avionics Test Station and Component Specialist). The results are summarized in OSRs dated February 1990 and February 1991, respectively.

Background

As described in the AFMAN 36-2108 *Specialty Description* for AFSC 2A0X1A, dated 31 October 1994, members: analyze performance and isolate malfunctions of avionics test equipment, support equipment, and aircraft components; perform operational tests on test equipment, support equipment, and aircraft components to determine condition, analyze performance, and isolate malfunctions in the radar, communications, weapons control, electronic warfare, and flight control systems; inspect, maintain, program, and calibrate avionics equipment, support equipment, and aircraft components; remove and replace assembly components using hand tools; plan, organize, and manage integrated avionics activities and comply with directives, policies, and procedures; and direct and control maintenance and inspection of integrated avionics test stations and aircraft components.

The seven courses previously offered for the AFSCs 451X4/X5/X6/X7 were combined and moved from Lowry AFB to Sheppard AFB. Course J3ABR2A031A, F-15/F-111 Avionics Test Station and Aircraft Component Apprentice, started in October 1995, with the first graduation in January 1996. All members are required to attend course J3AQR2A020 000, Aircraft Maintenance Fundamentals, before entry into AFSC-awarding training course. Course L3AQR2A031A 100, Electronic Principles, is also required. The 7-skill level course is common to both 2A071A and 2A071B members.

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Entry into the career ladder currently requires an Armed Forces Vocational Aptitude Battery minimum score of 67 Electronic, and the strength factor of G (weight lift of 40 lbs) must be met or exceeded.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) AFPT 90-2A0-030, dated September 1994. The Inventory Developer prepared a tentative task list by reviewing pertinent career ladder publications, directives, and the previous JI and OSR. This task list was further refined and validated through personal interviews with 44 subject-matter experts representing a variety of major commands (MAJCOMs) at the following locations:

Base	Unit
Lowry AFB CO	3450 TCHTS
Cannon AFB NM	27 CRS
Dyess AFB TX	96 MS
Eglin AFB FL	33 MS
Shaw AFB SC	363 CRS
Seymour Johnson AFB NC	4 CRS
Holloman AFB NM	49 MS

The resulting JI contained a comprehensive listing of 1,340 tasks grouped under 26 duty headings with a background section requesting such information as grade, MAJCOM, job title, time in present job, time in service, job satisfaction, functional area, organizational level, equipment and forms used.

Survey Administration

Base Training Offices at operational bases worldwide administered the inventory to 1,302 DAFSC 2A0X1A personnel holding a 3-, 5-, or 7-skill level. Both Active Air Force and Air National Guard (ANG) personnel were surveyed. Personnel excluded from taking the survey

comprised the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring during the time inventories were administered to the field; and (4) personnel in their job less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first filled in an identification and biographical information section and then checked each task performed in the member's current job. After checking all tasks performed, respondents then rated each task 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 the member's time spent on the job. First, the ratings are summed. Each task rating is then divided by the sum of 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

The final AFSC 2A0X1A survey sample includes responses from 986 job incumbents. Table 1 reflects the distribution, by MAJCOM, of assigned AFSC 2A0X1A personnel. As of 10 November 1993, there were 1,372 members assigned to the career ladder; 1,302 of those were eligible to be included in the survey. The 986 respondents represent 76 percent of the eligible population. Seventy-two members, or 7 percent of the sample are assigned to the ANG. Table 2 reflects the distribution by paygrade. The survey sample is fairly even across paygrades, and is a good reflection of the assigned population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A0X1A personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Task Difficulty (TD). Task difficulty is defined as an estimate of how much time the average airman needs to learn to perform a task satisfactorily. Each individual completing a TD booklet rated all inventory tasks on a 9-point scale (from extremely low to extremely high). TD data

TABLE 1
MAJCOM REPRESENTATION OF SURVEY SAMPLE

MAJCOM	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	55	52
AETC	10	10
AFMC	5	5
PACAF	12	13
USAFE	10	12
ANG	8	7
OTHER	**	**

ACTIVE ASSIGNED = 1,265 ANG ASSIGNED = 107 TOTAL ASSIGNED = 1,372

ACTIVE SURVEYED = 1199 ANG SURVEYED = 103 TOTAL SURVEYED = 1,302

ACTIVE IN SAMPLE = 912 ANG IN SAMPLE = 72 TOTAL IN SAMPLE = 986

PERCENT OF ASSIGNED IN SAMPLE = 72% PERCENT OF SURVEYED IN SAMPLE = 76%

* As of December 1994

** Less than 1 percent

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

TABLE 2
PAYGRADE DISTRIBUTION OF SAMPLE

PAYGRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 TO E-3	27	27
E-4	24	25
E-5	21	21
E-6	17	15
E-7	11	11
E-8	**	**

* As of December 1994

** Less than 1 percent

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

were independently collected from 52 experienced 7-skill level personnel stationed worldwide. Interrater reliability was calculated and found acceptable. Ratings were standardized so tasks have an average difficulty rating 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). TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 56 senior AFSC 2A0X1A NCOs who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel, and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, field training detachments, mobile training teams formal on-the-job-training (OJT), or any other organized training method. There was acceptable agreement among the 56 raters. The average TE rating was .97, with a standard deviation of 1.15. Any task with a TE rating of 2.12 or above is considered to have high TE.

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

SPECIALTY JOBS (Career Ladder Structure)

Each Air Force occupational analysis begins with an examination of the career ladder structure. The structure of jobs within the Avionics Test Stations and Components, F-15/F-111 career ladder 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*. A hierarchical grouping program, which is a basic part of the Comprehensive Occupational Data Analysis Program system, creates an individual job description for each respondent (all the tasks performed by that individual and the relative amount of time spent on those tasks). It then compares each job description to every other job description in terms of tasks performed and the relative amount of time spent on each task in the JI. The automated system locates the two job descriptions with the most similar tasks and percent time ratings and combines them to form a composite job description. In successive stages, the system adds new members to the initial group or forms new groups based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

When there is a substantial degree of similarity between jobs, they are grouped together and identified as a *cluster*. The job structure resulting from this grouping process (the various jobs and clusters within the career ladder) can be used to evaluate the accuracy of career ladder

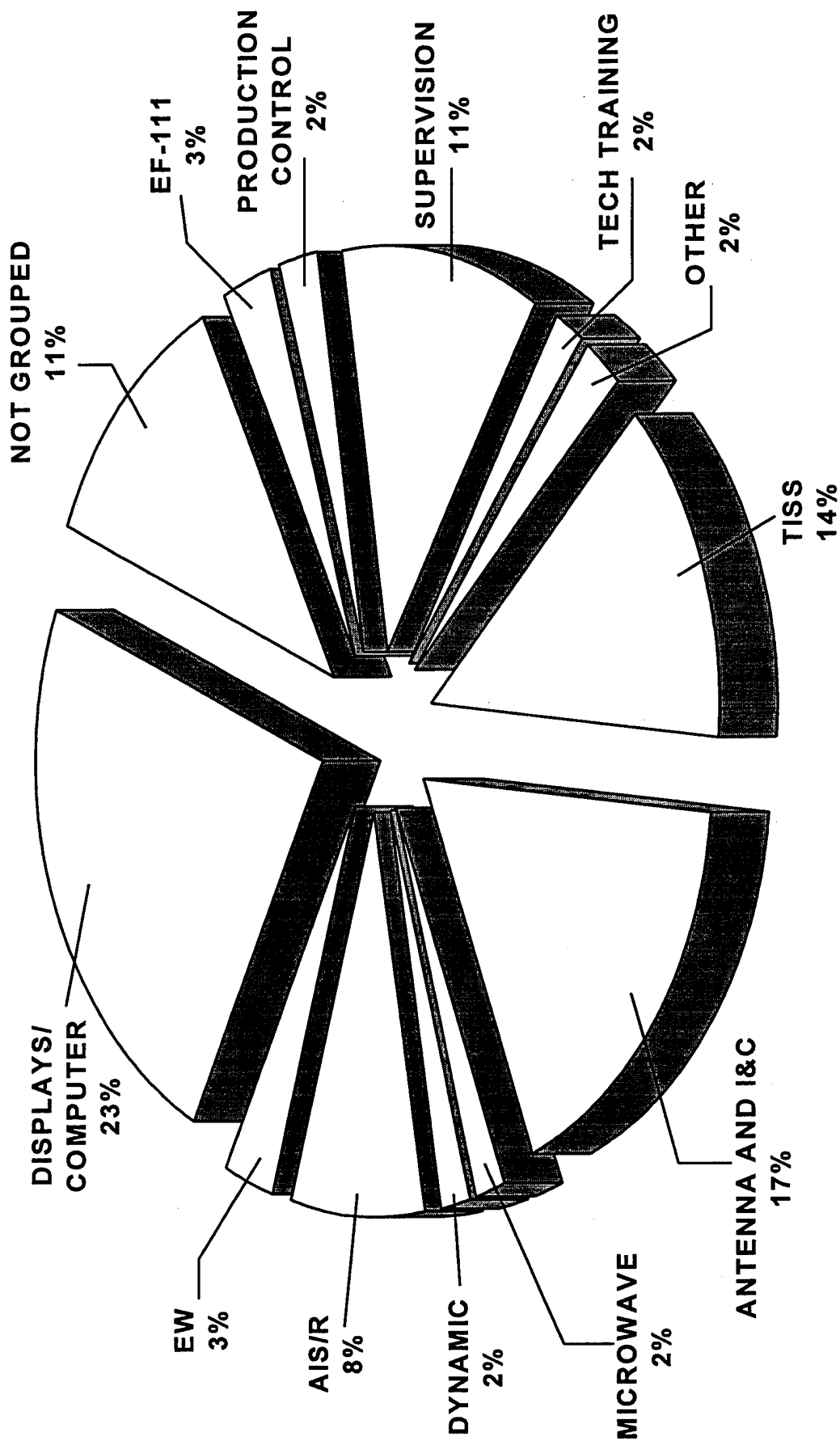
documents (Career Field Education and Training Plans (CFETP), AFMAN 36-2108 *Specialty Description*, and Specialty Training Standards (STS), and to gain a better understanding of current utilization patterns.

Overview of Specialty Jobs

Based on the similarity of tasks performed and the amount of time spent performing each task, 3 jobs and 11 jobs were identified within the AFSC 2A0X1A survey sample. A listing of these is provided below and illustrated in Figure 1. The stage (ST) number shown beside each title references computer-generated information; the letter "N" stands for the number of personnel in each group.

- I. Tactical Electronic Warfare System (TEWS) Intermediate Support System (TISS) Maintenance Job (STG092, N=136)
- II. Antenna and Indicators and Controls (I&C) Test Station Maintenance Cluster (STG064, N=174)
- III. Microwave Test Station Maintenance Job (STG094, N=17)
- IV. Dynamic Test Station Maintenance Job (STG122, N=15)
- V. Avionic Intermediate Shop/Replacement Equipment Maintenance Cluster (STG052, N=74)
- VI. Electronic Warfare Test Station Maintenance Job (STG127, N=27)
- VII. F-15 Displays and Computers Test Station Maintenance Job (STG095, N=233)
- VIII. Mobile Electronic Test Set Maintenance Job (STG108, N=11)
- IX. EF-111 Equipment Maintenance Job (STG189, N=29)
- X. Circuit Card Repair Job (STG083, N=6)
- XI. Production Control Cluster (STG046, N=22)
- XII. Supervision Job (STG096, N=110)
- XIII. Unit Training Job (STG130, N=5)
- XIV. Technical School Training Job (STG086, N=15)

2A0X1A SPECIALITY JOBS



OTHER INCLUDES:
 MOBILE ELECTRONIC 1%
 CIRCUIT CARD REPAIR .61%
 UNIT TRAINING .51%

FIGURE 1

The respondents forming these groups account for 89 percent of the survey sample. The remaining 11 percent are performing tasks or a series of tasks which do not group with any of the defined jobs. Some job titles for these individuals include: Manual/EWS Test Station Team Member, Automatic Test Station Team Member, and Special Test Technician.

Group Descriptions

The following paragraphs contain brief descriptions of the jobs identified through the career ladder structure analysis. Also presented are two tables which reflect the time incumbents spend on duties and selected background data for each group. Table 3 presents the relative time spent by respondents in each job across each duty listed in the JI. Table 4 displays selected background information, such as DAFSC distributions across each group, average of total months in active military service (i.e., Total Active Federal Military Service (TAFMS)), and average number of tasks performed. Appendix A at the back of this OSR lists representative tasks performed by members of each group.

I. TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM (TISS) MAINTENANCE JOB (STG092, N=136). Incumbents in this job perform an average of 110 tasks. Forty percent of their time is spent on tasks relating to TISS (see Table 3). This is more time than they spend anywhere else, and no other job spends more than 2 percent of their time on these tasks. Their work involves troubleshooting and repairing TISSs and assigned line replaceable units (LRU). Examples of tasks performed include:

- troubleshoot TISSs
- troubleshoot AN/ALQ-135 band 1, 2, or 3 control oscillators
- repair AN/ALQ-135 band 1, 2, or 3 control oscillators
- perform electrostatic discharge (ESD) procedures
- repair AN/ALQ-135 band 1, 2, or 3 RF amplifiers
- program test AN/ALQ-135 band 1, 2, or 3 control oscillators
- diagnostic test TISSs

Ninety-one percent of those holding this job have a 3- or 5-skill level and average 76 months TAFMS. Forty-nine percent are in their first enlistment. Sixty percent are assigned to the CONUS. Ninety-two percent of the members are Regular Air Force.

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A0X1A JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	TISS MAINT (STG092)	ANTENNA AND I&C MAINT (STG064)	MICRO- WAVE STATION MAINT (STG094)	DYNAMIC TEST STATIONS (STG122)	AI&R EQUIP MAINT (STG052)	EW TEST STATIONS (STG127)	DISPLAYS AND COMPUTER STATIONS (STG095)
A ORGANIZING AND PLANNING	2	2	1	3	2	2	2
B DIRECTING AND IMPLEMENTING	3	2	1	5	2	3	2
C INSPECTING AND EVALUATING	2	2	1	4	2	1	1
D TRAINING	2	2	2	5	3	3	1
E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS	7	6	7	5	5	5	5
F PERFORMING GENERAL AVIONICS MAINTENANCE	26	31	36	33	33	26	24
G MAINTAINING AVIONIC INTERMEDIATE SHIP/REPLACEMENT (AI&R) COMMON CORE TESTER REPLACEABLE UNITS (TRUs)	*	*	*	*	6	4	*
H MAINTAINING DYNAMIC TEST SETS	*	*	*	31	*	*	*
I MAINTAINING AI&R COMPUTER TEST STATIONS	*	*	*	*	6	1	*
J MAINTAINING AI&R VIDEO TEST STATIONS	*	*	*	*	4	*	*
K MAINTAINING AI&R ELECTRONIC WARFARE TEST STATIONS	2	*	*	*	*	7	*
L MAINTAINING AI&R RADIO FREQUENCY TEST STATIONS	*	*	3	*	4	*	*
M MAINTAINING AI&R LINE REPLACEABLE UNITS (LRUs)	*	*	*	*	21	2	*
N MAINTAINING MANUAL TEST SETS, MOCK- UPS, AND ASSIGNED LRUs	*	*	*	*	3	*	*
O MAINTAINING ALQ-99 ELECTRONIC COUNTERMEASURES SET LRUs	*	*	*	*	*	*	*
P MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND ASSIGNED LRUs	*	*	*	*	*	36	*

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A0X1A JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	TISS MAINT (STG092)	ANTENNA AND I&C MAINT (STG064)	MICRO- WAVE STATION MAINT (STG094)	DYNAMIC TEST STATIONS (STG122)	AIS/R EQUIP MAINT (STG052)	EW TEST STATIONS (STG127)	DISPLAYS AND COMPUTER STATIONS (STG095)
Q MAINTAINING AN/ALM-204 TEST STATIONS	*	*	*	*	*	*	*
R MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUs	*	*	*	*	*	*	16
S MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUs	*	*	*	*	*	*	24
T MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUs	*	*	30	*	*	*	9
U MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND ASSIGNED LRUs	3	20	1	*	*	*	*
V MAINTAINING F-15 COMMUNICATION, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND ASSIGNED LRUs	*	3	*	*	*	*	*
W MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND ASSIGNED LRUs	1	17	*	*	*	*	*
X MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS) INTERMEDIATE SUPPORT SYSTEMS (TISS) AND ASSIGNED LRUs	40	2	*	*	*	*	*
Y MAINTAINING MOBILE ELECTRONIC TEST STATIONS AND ASSIGNED LRUs	*	*	1	*	*	*	3
Z PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) FUNCTIONS	9	8	12	14	10	9	7

* Denotes Less than 1 percent

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

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A0X1A JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	MOBILE ELECTRONIC STATIONS (STG108)	EF-111 EQUIP MAINT (STG189)	CIRCUIT CARD REPAIR (STG083)	PRODUCTION CONTROL (STG046)	SUPER- VISION (STG096)	UNIT TRAINING (STG130)	TECHNICAL TRAINING (STG086)
A ORGANIZING AND PLANNING	1	2	9	7	19	5	4
B DIRECTING AND IMPLEMENTING	*	2	7	6	18	3	7
C INSPECTING AND EVALUATING	*	2	1	6	19	2	13
D TRAINING	*	2	2	3	11	45	66
E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS	4	5	15	35	11	12	3
F PERFORMING GENERAL AVIONICS MAINTENANCE	25	20	43	3	8	*	*
G MAINTAINING AVIONIC INTERMEDIATE SHIP/REPLACEMENT (AIS/R) COMMON CORE TESTER REPLACEABLE UNITS (TRUs)	*	*	*	*	*	*	*
H MAINTAINING DYNAMIC TEST SETS	*	*	*	*	*	*	*
I MAINTAINING AIS/R COMPUTER TEST STATIONS	*	*	*	*	*	*	*
J MAINTAINING AIS/R VIDEO TEST STATIONS	*	*	*	*	*	*	*
K MAINTAINING AIS/R ELECTRONIC WARFARE TEST STATIONS	*	*	*	*	*	*	*
L MAINTAINING AIS/R RADIO FREQUENCY TEST STATIONS	*	*	*	*	*	*	*
M MAINTAINING AIS/R LINE REPLACEABLE UNITS (LRUs)	2	*	*	*	*	*	*
N MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND ASSIGNED LRUs	1	*	*	*	*	*	*
O MAINTAINING ALQ-99 ELECTRONIC COUNTERMEASURES SET LRUs	*	37	*	*	*	*	*
P MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND ASSIGNED LRUs	*	*	*	*	*	*	*

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A0X1A JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	MOBILE ELECTRONIC STATIONS (STG108)	EF-111 EQUIP MAINT (STG189)	CIRCUIT CARD REPAIR (STG083)	PRODUCTION CONTROL (STG046)	SUPER- VISION (STG096)	UNIT TRAINING (STG130)	TECHNICAL TRAINING (STG086)
Q MAINTAINING AN/ALM-204 TEST STATIONS	*	19	*	*	*	*	*
R MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUs	13	*	*	*	*	*	*
S MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUs	11	*	*	*	1	*	*
T MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUs	*	*	*	*	1	*	*
U MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND ASSIGNED LRUs	3	*	5	*	1	*	*
V MAINTAINING F-15 COMMUNICATION, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND ASSIGNED LRUs	*	*	*	*	*	*	*
W MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND ASSIGNED LRUs	*	*	*	*	*	*	*
X MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS) INTERMEDIATE SUPPORT SYSTEMS (TISS) AND ASSIGNED LRUs	*	*	*	*	*	*	2
Y MAINTAINING MOBILE ELECTRONIC TEST STATIONS AND ASSIGNED LRUs	30	*	*	*	*	*	*
Z PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) FUNCTIONS	9	9	18	39	8	33	*

* Denotes Less than 1 percent

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

TABLE 4

SELECTED BACKGROUND DATA FOR AFSC 2A0X1A CAREER LADDER JOBS

	TISS MAINT (STG092)	ANTENNA AND I&C MAINT (STG064)	MICROWAVE STATION MAINT (STG094)	DYNAMIC TEST STATIONS (STG122)	AIS/R EQUIP MAINT (STG052)	EW TEST STATIONS (STG127)	DISPLAYS AND COMPUTER STATIONS (STG095)
NUMBER IN GROUP	136	174	17	15	74	27	233
% OF SAMPLE	14	18	2	2	8	3	24
% IN CONUS	60	64	71	100	99	100	68
% REGULAR AF	92	83	94	100	100	100	90
DAFSC %							
DISTRIBUTION:							
2A031A	38	41	59	13	49	41	33
2A051A	53	44	24	60	39	52	55
2A071A	9	14	18	27	12	7	12
PREDOMINANT PAYGRADE(S)	E-4	E-3	E-3	E-5	E-5	E-4/5	E-3/4
AVG MONTHS IN SERVICE (TAFMS)	76	82	60	108	68	65	81
% IN FIRST ENLISTMENT	49	49	65	20	54	56	42
AVG NUMBER OF TASKS	110	155	65	81	124	129	195
PERFORMED PERCENT SUPERVISING	35	37	24	47	47	33	39

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR AFSC 2A0X1A CAREER LADDER JOBS

MOBILE ELECTRONIC STATIONS (STG108)	EF-111 MAINT (STG189)	CIRCUIT CARD REPAIR (STG083)	PRODUCTION CONTROL (STG046)	SUPERVISION (STG096)	UNIT TRAINING (STG130)	TECHNICAL TRAINING (STG086)
NUMBER IN GROUP	11	6	15	110	5	15
% OF SAMPLE	1	*	2	11	*	2
% IN CONUS	100	33	87	70	60	100
% REGULAR AF	100	100	100	97	100	100
DAFSC %						
DISTRIBUTION:						
2A031A	24	17	7	*	20	*
2A051A	62	83	60	12	40	27
2A071A	14	*	33	88	40	73
PREDOMINANT PAYGRADE(S)	E-5	E-4/5	E-4/5/6	E-7	E-6	E-6
AVG MONTHS IN SERVICE (TAFMS)	97	84	137	187	110	148
% IN FIRST ENLISTMENT	24	17	7	*	20	*
AVG NUMBER OF TASKS	188	41	38	111	24	22
PERFORMED PERCENT SUPERVISING	62	62	33	95	20	47

* Less than 1 percent

NOTE: Columns may not total 100 percent due to rounding

II. ANTENNA AND INDICATORS AND CONTROLS (I&C) TEST STATION MAINTENANCE CLUSTER (STG064, N=174). The personnel in this cluster spend a large amount (20 percent) of their time maintaining F-15 Antenna A and B test stations and assigned LRUs, and 17 percent of their time is spent maintaining F-15 indicators and controls test stations and assigned LRUs. This is what distinguishes them from the other jobs; no other job or cluster spends more than 5 percent of their time on these duties. Thirty-one percent of their time spent performing general avionics maintenance tasks. There are three jobs within this cluster: the first deals with antenna A and B test stations; the second relates to I&C test stations; and the third also works with I&C test stations, but performs only one-third of the tasks performed by the other I&C job. Commonly performed tasks include:

- operationally check radar transmitters (011/111s)
- operationally check radar antennas (031s)
- repair 031s
- troubleshoot 011/111s
- operationally check integrated communications control panels (ICCPs)
- access Core Automated Maintenance System (CAMS) menus and data screens
- troubleshoot 031s

Personnel in this job average 82 months TAFMS. Forty-nine percent of the incumbents are in their first enlistment. Forty-four percent hold the 5-skill level. The predominant paygrade of job incumbents is E-3. This cluster has the highest number of ANG members and its members comprise 16 percent of the sample.

III. MICROWAVE TEST STATION MAINTENANCE JOB (STG094, N=17). Members in this job are unique in the amount of time they spend working with microwave test stations and radar data processors (081/082s). Tasks include operational and confidence tests, as well as troubleshooting and repair. They spend 30 percent of their time on tasks from Duty T (Maintaining F-15 Microwave Test Stations and Assigned LRUs). The few individuals in this specialized job perform a relatively small number of tasks. The job is specific to the F-15 aircraft. Some common tasks include:

- confidence test microwave test stations (MTSs)
- operationally check MTSs
- perform microwave harmonization procedures
- perform electrostatic discharge procedures
- troubleshoot 081/082s
- access CAMS menus and data screens

Job incumbents average 60 months TAFMS, and 71 percent are located in the CONUS. The dominant paygrade is E-3, and 59 percent hold the 3-skill level. They perform, on average, 65 JI tasks. Ninety-four percent of the members are Regular AF.

IV. DYNAMIC TEST STATION MAINTENANCE JOB (STG122, N=15). Members of this job work exclusively with E/F-111 aircraft avionics and are all assigned to Cannon AFB. They are distinguished from the rest of the E/F-111 aircraft avionics members as they work with initial reference units (IRUs), navigation computer units (NCUs), and inertial navigation systems (INSs). Incumbents spend 31 percent of their time on tasks related to dynamic test stations. Some representative tasks for the job include:

- troubleshoot IRUs
- calibrate IRUs
- operationally check IRUs
- remove or replace LRU minor hardware
- remove or replace IRU SRUs
- remove or replace IRU components
- troubleshoot AJN-16 NCUs

Members perform an average of 81 tasks and have an average of 108 months TAFMS. The predominant paygrade is E-5, and 100 percent of the members are assigned to ACC. Sixty percent of the members possess the 5-skill level. There are no personnel assigned to the ANG in this job.

V. AVIONIC INTERMEDIATE SHOP/REPLACEMENT (AIS/R) EQUIPMENT MAINTENANCE CLUSTER (STG052, N=74). Members of this cluster are defined by the aircraft they support. They work on E/F-111 aircraft avionics, other than the dynamic or electronic warfare test stations. One-hundred percent of incumbents are assigned to ACC, stationed at Cannon AFB. Members spend 21 percent of their time working on AIS/R LRUs. They also spend a total of 20 percent of their time working with AIS/R computer test stations, AIS/R common core tester replaceable units, AIS/R video test stations, and AIS/R radio frequency test stations. There are three jobs within this cluster. Each is defined by an emphasis in a particular area of the E/F-111 aircraft avionics, though there is a large core of common tasks. The first job focuses on computer test stations, the second on radio frequency test stations, and the third on receiver-transmitters. Some common tasks include:

- use AIS/R software systems
- perform wraparound tests
- perform self-tests of power control monitors

- remove or replace avionic test set calibrator set (ATSCS) tester replaceable units (TRUs)
- troubleshoot feel and trim assemblies
- confidence test AIS/R computer test stations
- troubleshoot ATSCSs

Forty percent of the members of this cluster hold the rank of E-5 and the average TAFMS is 68 months. Members perform an average of 124 tasks. One-hundred percent of this cluster is comprised of Regular AF members.

VI. ELECTRONIC WARFARE TEST STATION MAINTENANCE JOB (STG127, N=27). This job also deals with E/F-111 aircraft avionics, but incumbents spend 36 percent of their time working with electronic warfare (EW) test stations and assigned LRUs and 7 percent with AIS/R EW test stations. No other career field members spend even 1 percent of their time on EW test stations. Members do spend a total of 7 percent of their time working with other AIS/R units, but the strong emphasis on EW sets them apart from the above cluster. Some common tasks for this job include:

- operationally check AN/ALR-62 (V3) forward radar receivers
- align AN/ALR-62 forward radar receivers
- operationally check AN/ALR-62 (V4) multichannel receivers (MCRs)
- troubleshoot AN/ALR-62 (V4) MCRs
- troubleshoot AN/ALR-62 (V3) forward radar receivers
- align AN/ALR-62 MCRs

Members perform an average of 129 tasks, have an average of 65 months TAFMS, and are 37 percent E-4 and 33 percent E-3. One-hundred percent are assigned to ACC, are Regular AF, and are stationed at Cannon AFB.

VII. F-15 DISPLAYS AND COMPUTERS TEST STATION MAINTENANCE JOB (STG095, N=233). Members of this job were separated from all others because of their work with F-15 aircraft display test stations and computer test stations. The primary emphasis is on display test stations (24 percent time spent versus 16 percent for computer test stations). Nine percent of their time is also spent on microwave test stations. Members of this largest group also spend time on general avionics maintenance tasks (24 percent). Some representative tasks for this job include:

- perform electrostatic discharge procedures
- access CAMS menus and data screens
- confidence test displays test stations (DTSS)
- confidence test microwave test stations (MTSS)
- operationally check DTSS
- troubleshoot multipurpose color displays (MPCDs)

Members performed an average of 195 tasks. The members of this job are junior; 33 percent of job incumbents hold the rank of E-4 and 32 percent are E-3s; the average TAFMS is 81 months. Forty-six percent of the incumbents are assigned to ACC and 39 percent supervise at least 1 person. Ten percent of job incumbents identified themselves as being ANG Technicians.

VIII. MOBILE ELECTRONIC TEST SET MAINTENANCE JOB (STG108, N=11).

Members of this small job are responsible for maintaining mobile test sets, especially remote map readers (RMRs), up front control panels, and engine monitor displays. They spend 30 percent of their time on these tasks. Every member of this job maintains F-15E avionic test stations, 36 percent maintain C and D model test stations, and 18 percent maintain A and B model stations. Some tasks for this job are:

- troubleshoot RMRs
- operationally check RMRs
- repair UFCPs
- operationally check UFCPs
- repair RMRs
- troubleshoot UFCPs

Members perform an average of 85 tasks and average 46 months TAFMS. Nine members hold the E-3 paygrade and 10 are assigned to ACC. Nine of the 11 are stationed at either Seymour-Johnson or Nellis AFB. Members are entirely Regular AF.

IX. EF-111 EQUIPMENT MAINTENANCE JOB (STG189, N=29). These individuals are distinct from others in that they maintain the EF-111 specific test stations and assigned LRUs. Fifty-six percent of their time is spent on either ALQ-99 electronic countermeasures set LRUs or AN/ALM-204 test stations. All members are assigned to ACC and are stationed at Cannon AFB. They perform an average of 188 tasks such as:

- perform confidence and comprehensive periodic self-tests of AN/ALM-204 test stations
- troubleshoot AN/ALM-204 test stations self-test failures

- troubleshoot transmitter bands 4, 5/6, 7, and 8
- operationally check central instrumentation and control consoles
- repair multiple matrix switches (MMSs)
- troubleshoot MMSs

The average TAFMS is 97 months and the dominant paygrade is E-5 (41 percent). One-hundred percent of the members are Regular AF.

X. CIRCUIT CARD REPAIR JOB (STG083, N=6). Members of this specialized job are participating in the Gold Flag program. Ten other individuals identified themselves through write-in comments as participating in the Gold Flag program; they were somewhat dissimilar from these six and were therefore not grouped together by the computer. Members perform an average of only 41 tasks. Several specialized pieces of equipment are used on the job, such as Huntron trackers and probers and PACE 2000 kits. They spend most of their time on tasks related to circuit card repair. Common tasks include:

- troubleshoot circuit cards
- remove or replace circuit components
- solder components
- perform ESD procedures
- interpret system diagrams or schematics

They average 84 months TAFMS and are divided equally between the E-4 and E-5 paygrades. All members identified themselves as Regular AF.

XI. PRODUCTION CONTROL CLUSTER (STG046, N=22). Members of this cluster perform tasks related to supply and work production. This is the first group to perform nontechnical work. Seventy-seven percent list repair cycle monitor for a job title and 91 percent describe their primary work area as repair cycle monitor section. The two jobs in this cluster are differentiated by the degree to which CAMS is used in the course of the job. The jobs are highly specialized, involving an average of only 33 tasks. Representative tasks are:

- use FEDLOG databases
- process DIFM items
- maintain supply products, such as D04, D18, D19, and M30
- verify mission capability (MICAP) conditions

- access core automated maintenance system (CAMS)
 - menus and data screens
- maintain due-in-from-maintenance (DIFM)
 - transactions rosters

Members of this cluster are more senior, averaging 139 TAFMS, and are predominately from ACC. Sixty-four percent are either E-4 or E-5, and all are Regular AF.

XII. SUPERVISION JOB (STG096, N=110). As with most career ladders, there are more senior personnel who are involved with supervision at a variety of levels. Job titles include Team Leader, Shop Chief, Assistant NCOIC, and Production Supervisor. Fifty-six percent of their time is spent on supervisory tasks from Duties A, B, and C, and almost no time is spent on technical tasks. Some common tasks include:

- write EPRs
- supervise Avionics Test Station and Component Craftsman,
F-15/F-111 (AFSC 2A071A)
- determine work priorities
- interpret policies, directives, or procedures for subordinates
- establish performance standards for subordinates
- inspect personnel for compliance with military standards

The most common paygrade is E-7 (50 percent) and 52 percent are assigned to ACC. The average member performs 111 tasks and the average TAFMS is 187 months. Three percent are in the ANG.

XIII. UNIT TRAINING JOB (STG130, N=5). This small group is involved with training new members after arrival at the gaining units. They handle OJT and, in particular, CAMS training. They only perform 24 tasks on average, and are distinguished by spending 78 percent of their time on OJT or CAMS training. Some examples of tasks are:

- conduct CAMS training status inquiries
- plan or schedule training, such as OJT and ancillary
training
- maintain training records, charts, graphs, or reports
- determine CAMS training requirements
- schedule CAMS training
- direct or implement training programs

Members average 110 months TAFMS and primarily hold the rank of E-6. Most are assigned to ACC (60 percent). Eighty percent of members do not use any specialized tools or equipment. All members are in the Regular AF.

XIV. TECHNICAL SCHOOL TRAINING JOB (STG086, N=15). In contrast to the unit training job, these members are responsible for developing and administering formal resident course training. They spend 66 percent of their time on tasks related to technical school training. All are assigned to AETC and are stationed at Sheppard AFB. Representative tasks include:

- develop resident course training materials
- write test questions
- administer or score tests
- develop performance tests
- maintain training records, charts, graphs, or reports
- evaluate progress of trainees

Members perform an average of 22 tasks and have an average TAFMS of 148 months. Forty-seven percent supervise at least one individual. There are no ANG members in this job.

Comparison of Current Jobs to Previous Survey Findings

The results of the specialty job analysis were compared to those of the last Avionics Test Stations and Components F-15/F-111 OSRs published in 1990 and 1991. Although the job titles vary between the two studies, generally the tasks that personnel performed in the previous two OSRs are found in the current study. As shown in Table 5, the majority of the jobs identified previously were also identified in this study, though there are some exceptions. The Avionics Technicians job from the 451X4 study was not identified in this case; the tasks which comprise that job, however, were found throughout the current study. The Penetration Aids Maintenance Technician job from the 451X6 OSR was not found in the present study. The primary piece of equipment maintained in that job, the AN/ALQ-94 was not included in the present study. In addition, three jobs, Dynamic Test Station Maintenance, Mobile Electronic Test Set Maintenance, and Circuit Card Repair were identified in the current study, but not found in either of the prior two.

Summary

The clusters and jobs identified in the current study clearly differentiate between the aircraft supported, as well as between the areas of specialization within each aircraft. On the other hand, there is a large core of tasks which are common to almost all the technical jobs identified. The

TABLE 5

COMPARISON OF JOB GROUPS IN CURRENT STUDY
TO PREVIOUS STUDIES

1995 STUDY (AFSC 2A0X1A) (N=986)	1990 STUDY (AFSC 451X4) (N=832)	1991 STUDY (AFSC 451X6) (N=804)
F-15 Displays and Computer Test Station Maintenance	Automatic Test Station Cluster Computer Test Station (LRU Only) Computer Test Station	Automatic Test Station Production Technician Cluster
Microwave Test Station Maintenance	Displays Test Station Microwave Test Station	
Production Control Cluster	Due-In-For-Maintenance (DIFM) Monitor Quality Assurance or Quality Control (QA/QC) Inspector	Production Controller Support Personnel Cluster
Electronic Warfare Test Station Maintenance TISS Maintenance	Manual or Electronic Warfare Test Station Cluster TITE (TRU Only) TITE Technicians	Manual and Electronic Warfare Maintenance Technician Cluster
Antenna and I&C Maintenance Cluster	Antenna A and B Test Station	
Supervision	Team Leaders Supervisory Cluster	Supervisory Cluster Automatic Test Station Production Team Leader Cluster
Technical School Training Unit Training	Training Cluster	Technical Training Instructor Cluster
EF-111 Equipment Maintenance		Electronic Countermeasures Maintenance Technician Cluster AN/ALM-204 Test Station and LRU Maintenance Technician Cluster
Avionic Intermediate Shop/Replacement Equipment Maintenance		Avionic Receiver-Transmitter-Modulator Maintenance Technician JT Avionic Intermediate Shop/Replacement Operations Maintenance Technician Cluster
Dynamic Test Station Maintenance Mobile Electronic Test Set Maintenance Circuit Card Repair		Penetration Aids Maintenance Technician JT
	Avionics Technicians	

jobs identified are generally the same as those found in the previous surveys, with a few differences due to new programs and equipment. The majority of Guardsmen were found in one of three jobs: TISS Maintenance Job, Antenna and I&C Maintenance Cluster, and F-15 Displays and Computer Test Stations Job. These three jobs accounted for 86 percent of the ANG members surveyed. Within these jobs, ANG members accomplish approximately the same tasks as their Active counterparts.

ANALYSIS OF 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 be used to evaluate how well career ladder documents, such as the CFETP, AFMAN 36-2108 *Specialty Description*, and the STS reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups.

A typical pattern of progression is noted within the AFSC 2A0X1A career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time performing general maintenance and maintaining F-15 aircraft test stations and assigned LRUs. As incumbents move up to the 7-skill level, higher percentages perform supervision and training functions, and they spend much less time on maintenance activities (see Tables 6 and 7).

Skill-Level Descriptions

DAFSC 2A031A. The 297 airmen in the 3-skill level group, representing 30 percent of the survey sample, spend most of their job time on general avionics maintenance and F-15 aircraft computer, display, microwave, and antenna test stations (see Table 7). Forty-four percent are working in either the F-15 Displays and Computers Test Station Maintenance Job or in the TISS Maintenance Job (see Table 6). The focus of their job is shown by Table 8, which lists representative tasks performed by 3-skill level incumbents. Most tasks listed relate to Duty F, Performing General Avionics Maintenance.

DAFSC 2A051A. The 422 airmen in the 5-skill level group represent 43 percent of the total survey sample. As with 3-skill level personnel, the largest percentages of these incumbents are working in either the Antenna and I&C Maintenance Cluster or the F-15 Displays and

TABLE 6

DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS

JOB	DAFSC 2A031A (N=297)	DAFSC 2A051A (N=422)	DAFSC 2A071A (N=267)
	%	%	%
I. TISS Maintenance (STG092)	18	17	4
II. Antenna and I&C Maint (STG064)	2	17	9
III. Microwave Test Station Maintenance (STG094)	3	*	1
IV. Dynamic Test Station Maintenance (STG122)	0	2	1
V. AIS/R Equipment Maint (STG052)	12	7	3
VI. Electronic Warfare Test Station Maintenance (STG127)	4	3	*
VII. F-15 Displays and Computers Test Station Maintenance (STG095)	26	30	10
VIII. Mobile Electronic Test Set Maintenance (STG108)	3	*	0
IX. EF-111 (STG189)	2	4	1
X. Circuit Card Repair (STG083)	*	1	0
XI. Production Control (STG046)	*	3	3
XII. Supervision (STG096)	0	3	36
XIII. Unit Training (STG130)	*	*	*
XIV. Technical School Training (STG086)	0	*	4
Not Grouped	30	13	29

* Denotes less than 1 percent

NOTE: Columns may not total 100 percent due to rounding

TABLE 7

TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DAFSC 2A031A (N=297)	DAFSC 2A051A (N=422)	DAFSC 2A071A (N=267)
A ORGANIZING AND PLANNING	*	4	14
B DIRECTING AND IMPLEMENTING	*	3	13
C INSPECTING AND EVALUATING	*	3	14
D TRAINING	*	4	12
E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS	5	8	11
F PERFORMING GENERAL AVIONICS MAINTENANCE	30	25	12
G MAINTAINING AVIONIC INTERMEDIATE SHIP/REPLACEMENT (AIS/R) COMMON CORE TESTER REPLACEABLE UNITS (TRUs)	1	*	*
H MAINTAINING DYNAMIC TEST SETS	*	*	*
I MAINTAINING AIS/R COMPUTER TEST STATIONS	1	*	*
J MAINTAINING AIS/R VIDEO TEST STATIONS	*	*	*
K MAINTAINING AIS/R ELECTRONIC WARFARE TEST STATIONS	*	*	*
L MAINTAINING AIS/R RADIO FREQUENCY TEST STATIONS	*	*	*
M MAINTAINING AIS/R LINE REPLACEABLE UNITS (LRUs)	4	2	*
N MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND ASSIGNED LRUs	*	*	*
O MAINTAINING ALQ-99 ELECTRONIC COUNTERMEASURES SET LRUs	1	2	*
P MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND ASSIGNED LRUs	1	1	*
Q MAINTAINING AN/ALM-204 TEST STATIONS	*	*	*
R MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUs	5	5	2
S MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUs	9	7	2
T MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUs	4	4	2
U MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND ASSIGNED LRUs	7	4	2
V MAINTAINING F-15 COMMUNICATION, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND ASSIGNED LRUs	*	*	*
W MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND ASSIGNED LRUs	4	4	2
X MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS) INTERMEDIATE SUPPORT SYSTEMS (TISS) AND ASSIGNED LRUs	8	7	2
Y MAINTAINING MOBILE ELECTRONIC TEST STATIONS AND ASSIGNED LRUs	2	1	*
Z PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) FUNCTIONS	9	9	7

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

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY DAFSC 2A031A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=297)
Z1313 Access core automated maintenance system (CAMS menus and data screens)	91
F170 Clean test stations or test station equipment	90
F169 Clean shop facilities	87
F224 Perform periodic inspections of test stations	86
F222 Perform electrostatic discharge (ESD) procedures	86
Z1318 Clear or close out completed maintenance discrepancies in CAMS	84
F245 Remove or replace LRU minor hardware	82
F221 Perform corrosion control on test station, test equipment, or LRUs	81
F254 Remove or replace test station minor hardware	78
F246 Remove or replace LRU pins or connectors	77
E144 Use FEDLOG databases	77
Z1316 Change CAMS workcenter event narratives	74
F255 Remove or replace test station pins or connectors	73
F250 Remove or replace power supplies	73
F275 Solder components	69
F232 Prepare equipment for turn-in	68
F180 Inspect and clean simulators, mock-ups, or LRUs	68
F171 Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	62
F223 Perform functional checks or test and inspection (T and I) of LRUs issued from supply	61
Z1320 Conduct CAMS interface with base supply	60
F220 Pack or unpack LRUs for storage, shipment, or climatic conditions	60
E112 Inventory tools, such as consolidated tool kits, (CTKs) and tool room chits	56
Z1314 Analyze CAMS data	56
F229 Perform safety wiring	56
F163 Boot up computers	52
E133 Perform periodic or routine inspections of tools	51
F162 Apply safety precautions during maintenance	48

Computers Test Station Maintenance Job (48 percent). However, a substantial percent work in the TISS Maintenance Job (17 percent). Time in duties show an increase of time spent on supervisory duties (see Table 7).

Representative tasks performed by 5-skill level incumbents are listed in Table 9. Table 10 reflects those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts. Figures show the jobs are quite similar, except that in addition to the technical tasks, 5-skill level personnel perform some supervisory tasks.

DAFSC 2A071A. The 267 7-skill level personnel represent 27 percent of the survey sample. Unlike their junior counterparts at the 3- and 5-skill levels, these personnel spend the largest percentage of their time on supervisory activities (41 percent versus less than 1 percent and 10 percent for the 3- and 5- skill levels, respectively) (see Table 7). The majority (36 percent) of 7-skill level personnel perform the Supervision Job (see Table 6). Table 11 lists the most common tasks performed by 7-skill level personnel. Most of these involve supervisory functions; very few tasks performed by 7-skill level personnel are technical. Table 12 shows those tasks which best differentiate the 5- and 7-skill levels. As expected, the key differences are a greater emphasis on supervisory and administrative functions and significantly less emphasis on technical tasks at the 7-skill level.

Summary

Progression in this career ladder follows a normal pattern of highly technical job focus at the lower skill levels with a broadening into supervision at the 7-skill level. Emphasis is seen in performing three primary jobs at the 3- and 5-skill levels, the Antenna and I&C Maintenance Cluster, the Displays and Computers Test Station Job, and the TISS Maintenance Job.

ANALYSIS OF AFMAN 36-2108 *SPECIALTY DESCRIPTION*

Survey data were compared to the AFMAN 36-2108 *Specialty Description* for Avionics Test Stations and Components, F-15/F-111, effective 31 October 1994. This specialty description is intended to provide a broad overview of the duties and responsibilities of each skill level. In general, the specialty description covers tasks and jobs performed by career ladder personnel. It should be noted, however, that the AFMAN 36-2108 *Specialty Description* does not specify duties and responsibilities for each skill level, so a detailed analysis is not possible.

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 2A051A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=422)
Z1313	Access core automated maintenance system (CAMS) menus and data screens	87
F170	Clean test stations or test station equipment	82
F169	Clean shop facilities	84
F224	Perform periodic inspections of test stations	80
F222	Perform electrostatic discharge (ESD) procedures	81
Z1318	Clear or close out completed maintenance discrepancies in CAMS	84
F245	Remove or replace LRU minor hardware	79
F221	Perform corrosion control on test stations, test equipment, or LRUs	75
F254	Remove or replace test station minor hardware	80
F246	Remove or replace LRU pins or connectors	74
E144	Use FEDLOG databases	83
Z1316	Change CAMS workcenter event narratives	75
F255	Remove or replace test station pins or connectors	76
F250	Remove or replace power supplies	73
F275	Solder components	68
F232	Prepare equipment for turn-in	61
F180	Inspect and clean simulators, mock-ups, or LRUs	71
B49	Supervise Avionic Test Station and Component Apprentice, F-15/F-111 (AFSC 2A031A)	56
D86	Conduct OJT	56
Z1320	Conduct CAMS interface with base supply	69
E137	Process DIFM items	48
E112	Inventory tools, such as consolidated tool kits, (CTKs) and tool room chits	75
F184	Interpret system diagrams or schematics	57
F241	Remove or replace circuit components	63
F163	Boot up computers	62
Z1327	Defer equipment maintenance records in CAMS	66
F162	Apply safety precautions during maintenance	60
E134	Perform shift security checks of tools, equipment, or facilities	60

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2A031A AND DAFSC 2A051A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A031A (N=297)	2A051A (N=422)	DIFFERENCE
B49 Supervise Avionics Test Station and Component Apprentice, F-15/F-111 (AFSC 2A031A)	3	56	-53
D86 Conduct OJT	5	56	-51
A8 Determine work priorities	16	58	-42
D89 Counsel trainees on training progress	1	43	-42
C78 Write EPRs	0	40	-40
A1 Assign maintenance and repair work	10	50	-40
D99 Evaluate progress of trainees	0	38	-38
C56 Conduct performance feedback worksheet sessions	0	37	-37
D84 Certify or decertify personnel on task qualification	1	17	-36
B50 Supervise Avionics Test Station and Component Journeyman, F-15/F-111 (AFSC 2A051A)	0	35	-35
B31 Counsel personnel on personal or military-related matters	2	36	-34
D101 Maintain training records, charts, graphs, or reports	13	46	-33
A21 Plan or schedule work priorities	4	34	-30

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY DAFSC 2A071A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=267)
A8	Determine work priorities	72
B31	Counsel personnel on personal or military-related matters	70
C78	Write EPRs	69
C79	Write recommendations for awards and decorations	67
C72	Inspect personnel for compliance with military standards	66
E144	Use FEDLOG databases	66
C56	Conduct performance feedback worksheet sessions	65
B46	Interpret policies, directives, or procedures for subordinates	64
A1	Assign maintenance and repair work	63
A5	Coordinate maintenance work with appropriate personnel or agencies	62
Z1313	Access core automated maintenance system (CAMS) menus and data screens	62
A21	Plan or schedule work priorities	61
B50	Supervise Avionics Test Station and Component Journeyman, F-15/F-111 (AFSC 2A051A)	59
D99	Evaluate progress of trainees	59
C62	Evaluate personnel for compliance with performance standards or TOs	58
A16	Establish performance standards for subordinates	58
B33	Direct in-shop maintenance activities	58
D101	Maintain training records, charts, graphs, or reports	57
A20	Plan or schedule work assignments	56
E109	Compile data for reports	54
C73	Inspect shop maintenance actions	53
B51	Supervise Avionics Test Station and Component Craftsman, F-15/F-111 (AFSC 2A071A)	50
A6	Determine logistics requirements, such as space, personnel, or equipment	48
Z1314	Analyze CAMS data	47
A18	Plan briefings	38

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2A051A AND DAFSC 2A071A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A051A (N=422)	2A071A (N=267)	DIFFERENCE
F254 Remove or replace test station minor hardware	80	37	43
F169 Clean shop facilities	84	42	42
F170 Clean test stations or test station equipment	82	40	42
F222 Perform electrostatic discharge (ESD) procedures	81	39	42
F245 Remove or replace LRU minor hardware	79	38	41
F246 Remove or replace LRU pins or connectors	74	33	41
C79 Write recommendations for awards and decorations	25	67	-42
B51 Supervise Avionics Test Station and Component Craftsman, F-15/F-111 (AFSC 2A071A)	10	50	-40
A25 Schedule personnel for leave or temporary duty (TDY) assignments	5	43	-38
A6 Determine logistics requirements, such as space, personnel, or equipment	10	48	-38
B30 Conduct supervisory orientations of newly assigned personnel	14	51	-37
B46 Interpret policies, directives, or procedures for subordinates	27	64	-37

MAJCOM GROUPS

Percent members performing tasks in USAFE, AETC, PACAF, ACC, and AFMC were analyzed for differences. While the majority of the tasks performed do not vary between MAJCOMs, there were a few notable differences in tasks performed.

As might be expected, the members assigned to ACC perform some tasks which are not performed by members from other MAJCOMs. These tasks relate to F-111 aircraft and EF-111 aircraft specific equipment. In particular, tasks pertaining to the maintenance of ALQ-99 electronic countermeasures sets, AN/ALR-62 electronic warfare test stations, and AN/ALM-204 test stations were performed almost exclusively by members of ACC. Again, this is not surprising given that all E/F-111 aircraft are assigned to Cannon AFB, which is an ACC base. The percent members performing these tasks is low for all of ACC, but it is zero or near zero for all other MAJCOMs. See Table 13 for examples of tasks which differentiate between the MAJCOMs.

The other notable difference between MAJCOMs is in the tasks of Duty X, Maintaining TISS and assigned LRUs. Analysis indicates that none of the 53 individuals assigned to AFMC perform any of the tasks relating to TISS maintenance. This is in contrast to the approximately 25 percent of the members from USAFE and PACAF who perform these tasks (see Table 13).

TRAINING ANALYSIS

Occupational survey data represent one of many sources of information which are used to assist in the development of training programs for career ladder personnel. OSR data useful to training personnel include job descriptions for the various jobs performed within a career ladder, distribution of personnel across career ladder jobs, percentages of personnel performing specific tasks, and percentages of personnel maintaining specific equipment or systems, as well as the difficulty of tasks and TE ratings gathered from senior members of the career ladder.

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can help technical school personnel decide which entry-level training tasks to emphasize. These ratings, based on the judgments of senior career ladder NCOs at operational units, provide training personnel with a rank ordering of those tasks considered important for first-enlistment airman training (TE), and a measure of the difficulty of those tasks (TD). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors (TE and TD), accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving

TABLE 13

SELECTED DAFSC 2A0X1A TASKS BY MAJCOM
(PERCENT MEMBERS PERFORMING)

TASKS	USAFE	AETC	PACAF	ACC	AFMC
O750 Align multiband exciters (MDEs)	0	0	0	5	0
O764 Operationally check jammer status panels	0	0	1	5	0
O765 Operationally check jamming subsystem (JSS) power on/off relays	0	0	1	5	0
O780 Perform hy-pot test of TWT and A2 assemblies in AN/ALQ-99 transmitters	0	0	1	5	0
P839 Align AN/ALR-62 (V3) CIs	0	0	1	5	0
P892 Troubleshoot AN/ALR-62 (V3) forward radar receivers	0	0	1	5	0
P902 Troubleshoot AN/ALR-62 (V4) MCRs	0	0	1	5	0
Q912 Align AN/ALM-204 test station TRUs	1	0	0	5	0
Q914 Operationally check central instrumentation and control consoles	0	0	0	5	0
Q924 Remove or replace AN/ALM-204 TRUs or SRUs	1	0	0	6	0
Q935 Troubleshoot AN/ALM-204 interface devices (Ids) and cables	0	0	0	6	0
X1247 Confidence test TISSs	27	7	26	18	0
X1264 Program test AN/ALR-56-C low-band receivers	22	7	21	13	0
X1274 Repair AN/ALR-56A/C high-band receivers	20	8	23	15	0
X1286 Troubleshoot AN/ALR-56A/C high-band receivers	20	8	23	16	0

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-enlistment personnel. This decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To help training personnel focus on tasks which are most appropriate for entry-level training, an additional factor, the Automated Training Indicator (ATI), was assigned to each task in the inventory. A computer program considered percent first-enlistment members performing, TE and TD ratings, and the Course Training Decision Logic Table found in AETCR 52-22, Attachment 1, and assigned an ATI value to each task corresponding to the 18 training decisions on the table. The decision table and explanation of ATIs precede the listing of tasks in descending order of ATI in the TRAINING EXTRACT. Training personnel should focus on tasks with an ATI of 18, which suggests these tasks should be in the entry-level course.

Tasks having the highest TE ratings are listed in Table 14. Included for each task are the percentage of first-job and first-enlistment personnel performing and the TD rating. Tasks with the highest TE deal with general maintenance activities, such as safety precautions and ESD procedures. Some CAMS activities were also given high TE ratings. Some tasks relating to particular pieces of equipment, such as microwave test stations or display test stations were also rated well above average.

Table 15 lists the tasks having the highest TD ratings. The percentages of first-job, first-enlistment, 5-, and 7-skill level personnel performing, and the TE ratings are also included for each task. The majority of tasks with high difficulty are not performed by high percentages of any group, but some tasks relating to TISSs are performed by at least 20 percent of first-enlistment and 5-skill level personnel, and have a fairly high TE rating. Several of the tasks with high TD values are related to the ALQ-99 electronic countermeasures test set or assigned LRUs. It is worth noting that while the TD raters did agree on which tasks were difficult, only a few raters contributed to the TD ratings for the tasks in Duty O.

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

First-Enlistment Personnel

In this study, there are 355 members in their first enlistment (1-48 months TAFMS), representing 36 percent of the survey sample. As displayed in Table 16, approximately 95 percent of their duty time is devoted to technical functions. Figure 2 shows how all first-enlistment personnel are distributed across the jobs identified in the SPECIALTY JOBS section of this report. Of the jobs identified, 29 percent of first-enlistment personnel are found in the

TABLE 14

DAFSC 2A0X1A TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING				TSK DIFF
		1ST JOB	1ST ENL	1ST ENL	1ST ENL	
F162 Apply safety precautions during maintenance	5.84	48	51			4.15
F222 Perform electrostatic discharge (ESD) procedures	5.77	88	86			3.97
Z1313 Access core automated maintenance system (CAMS) menus and data screens	5.41	90	91			3.68
F275 Solder components	4.95	70	70			4.78
T1092 Perform microwave harmonization procedures	4.82	16	22			6.32
F176 Fabricate or rebuild cables	4.75	57	66			5.18
Z1318 Clear or close out completed maintenance discrepancies in CAMS	4.73	80	85			4.13
F184 Interpret system diagrams or schematics	4.68	49	52			6.29
E144 Use FEDLOG databases	4.68	75	78			3.43
E140 Report material deficiencies	4.64	31	39			4.83
F255 Remove or replace test station pins or connectors	4.55	67	75			5.17
T1089 Confidence test microwave test stations (MTSs)	4.46	20	26			4.34
E112 Inventory tools, such as consolidated tools kits (CTKs)	4.46	60	59			3.27
X1289 Troubleshoot TISSs	4.41	16	21			8.02
S1025 Confidence test displays test stations (DTSs)	4.39	23	28			3.84
F246 Remove or replace LRU pins or connectors	4.29	75	78			5.04
S1027 Operationally check DTSs	4.25	23	27			5.16
T1091 Operationally check MTSs	4.25	18	24			5.04
E141 Report software deficiencies	4.23	20	21			5.07
U1122 Operationally check radar antennas (031s)	4.21	20	26			6.06
U1124 Operationally check radar transmitters (011/111s)	4.21	20	25			6.50

TD MEAN = 5.00; S.D. = 1.00

TE MEAN = .97; S.D. = 1.15 (HIGH TE = 2.12)

TABLE 15

DAFSC 2A0X1A TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS	TASK DIFF	PERCENT MEMBERS PERFORMING					TNG EMP
		1ST JOB	1ST ENL	DAFSC 2A051A	DAFSC 2A071A		
O827	Troubleshoot surveillance receiver groups	3	1	4	1	.07	
O810	Troubleshoot data processing groups	1	1	4	1	0.0	
O814	Troubleshoot encoders	3	2	4	1	0.0	
X1289	Troubleshoot TISSs	16	21	21	10	4.41	
H352	Troubleshoot IRUs	1	1	2	1	0.0	
H336	Operationally check IRUs	1	1	2	1	.20	
O749	Align encoders	3	1	4	1	.07	
O830	Troubleshoot transmitter bands 4, 5/6, 7, and 8	4	2	5	1	.07	
O801	Repair RIRIs	3	2	5	1	0.0	
O825	Troubleshoot RIRIs	5	2	4	1	0.0	
O820	Troubleshoot MBEs	4	2	5	1	.07	
J386	Troubleshoot AIS/R video test stations	8	6	4	2	.32	
M662	Troubleshoot SPUs	1	0	0	0	0.0	
F263	Repair Gould concept 32/27 computers	2	2	4	2	.36	
L412	Troubleshoot AIS/R RF test stations	10	10	7	4	.45	
F291	Troubleshoot DWG systems	16	12	9	5	.23	
P836	Align AN/ALR-62 forward radar receivers	6	5	4	1	.21	
M513	Operationally check SPUs	1	0	0	0	0.0	
J384	Troubleshoot AIS/R video Test Station SRUs	7	6	3	2	.30	
L410	Troubleshoot AIS/R RF test station SRUs	10	9	7	3	.41	
X1277	Repair TISSs	14	20	20	9	3.77	

TD MEAN = 5.00 S.D. = 1.00

TE MEAN = .97; S.D. = 1.15 (HIGH TE = 2.12)

TABLE 16

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
FIRST-ENLISTMENT AFSC 2A0X1A PERSONNEL (N=355)

DUTIES	PERCENT TIME SPENT
A ORGANIZING AND PLANNING	*
B DIRECTING AND IMPLEMENTING	*
C INSPECTING AND EVALUATING	*
D TRAINING	*
E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS	5
F PERFORMING GENERAL AVIONICS MAINTENANCE	29
G MAINTAINING AVIONIC INTERMEDIATE SHIP/REPLACEMENT (AIS/R) COMMON CORE TESTER REPLACEABLE UNITS (TRUs)	1
H MAINTAINING DYNAMIC TEST SETS	*
I MAINTAINING AIS/R COMPUTER TEST STATIONS	1
J MAINTAINING AIS/R VIDEO TEST STATIONS	*
K MAINTAINING AIS/R ELECTRONIC WARFARE TEST STATIONS	*
L MAINTAINING AIS/R RADIO FREQUENCY TEST STATIONS	*
M MAINTAINING AIS/R LINE REPLACEABLE UNITS (LRUs)	4
N MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND ASSIGNED LRUs	*
O MAINTAINING ALQ-99 ELECTRONIC COUNTERMEASURES SET LRUs	1
P MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND ASSIGNED LRUs	2
Q MAINTAINING AN/ALM-204 TEST STATIONS	*
R MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUs	5
S MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUs	9
T MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUs	4
U MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND ASSIGNED LRUs	7
V MAINTAINING F-15 COMMUNICATION, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND ASSIGNED LRUs	*
W MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND ASSIGNED LRUs	4
X MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS) INTERMEDIATE SUPPORT SYSTEMS (TISS) AND ASSIGNED LRUs	9
Y MAINTAINING MOBILE ELECTRONIC TEST STATIONS AND ASSIGNED LRUs	2
Z PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) FUNCTIONS	9

* Denotes less than 1 percent

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

DISTRIBUTION OF 2A0X1A FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALITY JOBS (N=355)

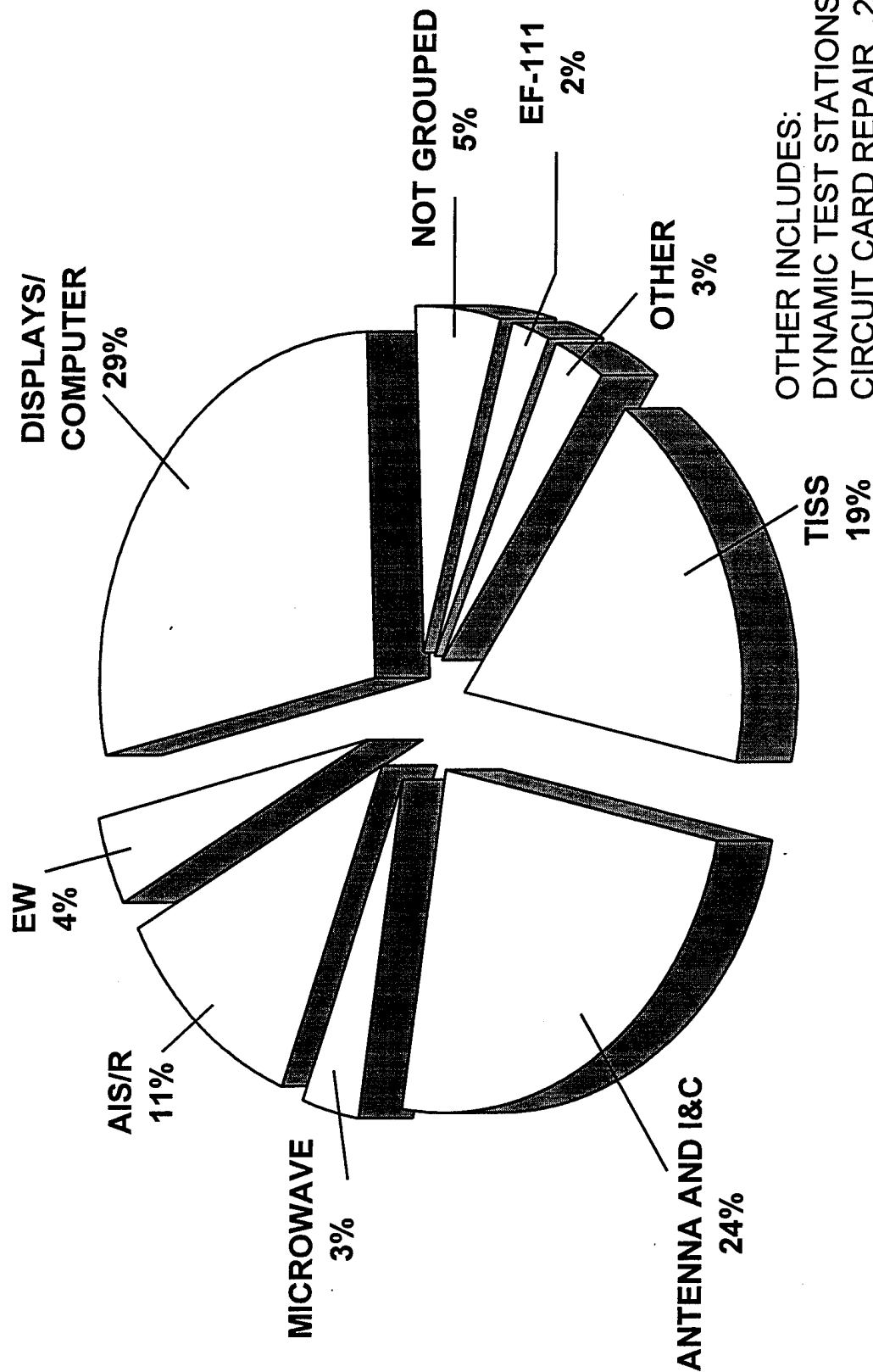


FIGURE 2

F-15 Displays and Computers Test Station Maintenance Job, 24 percent are in the Antenna and I&C Test Station Maintenance Cluster, and another 18 percent are in the TISS Maintenance Job; a total of 71 percent of first-enlistment personnel are found in these three areas.

Table 17 displays commonly performed tasks for first-enlistment personnel. The majority of tasks displayed involve general maintenance or CAMS activities. Equipment utilized by 30 percent or more of first-job or first-enlistment personnel are listed in Table 18.

Specialty Training Standard (STS)

In November 1995, training personnel from Sheppard AFB matched tasks in the JI to appropriate sections of the STS. A listing of the STS was then produced showing each STS paragraph and subparagraph, tasks matched, percent criterion group members performing, TE and TD ratings, and ATI. This listing is included in the **TRAINING EXTRACT** sent to the school for review. Criteria set forth in ATCR 52-22, Attachment 1, were used to review the relevance of each STS paragraph and subparagraph with matched tasks.

Any STS paragraph or subparagraph with matched tasks performed by 20 percent or more of first-job (1-24 months TAFMS), first-enlistment (1-48 months TAFMS), 5-, or 7-skill level members is considered to be supported and should be retained in the STS. General paragraphs, such as Security, AF Occupational Safety and Health Program, USAF Graduate Evaluation Program, Supervision, and Training (paragraphs 1 through 8) were not reviewed. Paragraphs 9 through 65 were thoroughly reviewed against OSR data. Due to the diverse nature of the career ladder, the standard TAFMS and DAFSC groups showed a very large number of STS items not supported. Therefore, the STS was evaluated using the major jobs as the criterion groups. This analysis gives a clearer picture of the support for the STS.

Nevertheless, there were still several areas of the STS which were not supported. Most of these nonsupported items have dashes for proficiency codes. Appendix B shows the nonsupported items. In many cases, these items fall between items which are well supported. For example, STS paragraph 3b(25)(b) calls for an operational check of the motion picture cameras assigned to the indicators and controls test station. A vast majority of the 41 LRUs/SRUs listed are supported, having tasks being done by more than 20 percent of the members of the Antenna and I&C Test Station Maintenance Cluster.

This pattern of nonsupport suggests that the nature of the STS is partially responsible for the results. The STS is a very complete document, being very detailed in listing specific equipment items. Collapsing several of these specific STS elements into fewer, more general items would increase the percent members performing for each element. The result would be increased compliance with the guidelines set forth in AETCR 52-22.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. There were several technical tasks performed by more than 20 percent of job group members not matched to the STS. Most of these are general tasks, though there are several

TABLE 17

MOST COMMONLY PERFORMED TASKS FOR
FIRST-ENLISTMENT 2A0X1A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=355)
Z1313	Access core automated maintenance system (CAMS) menus and data screens	91
F170	Clean test stations or test equipment	90
F169	Clean shop facilities	88
F222	Perform electrostatic discharge (ESD) procedures	86
F224	Perform periodic inspections of test stations	86
Z1318	Clear or close out completed maintenance discrepancies in CAMS	85
F245	Remove or replace LRU minor hardware	83
F221	Perform corrosion control on test stations, test equipment, or LRUs	82
F254	Remove or replace test station minor hardware	79
E144	Use FEDLOG databases	78
F246	Remove or replace LRU pins or connectors	78
F255	Remove or replace test station pins or connectors	75
Z1316	Change CAMS workcenter event narratives	74
F250	Remove or replace power supplies	73
F180	Inspect and clean simulators, mock-ups, or LRUs	70
F275	Solder components	70
F232	Prepare equipment for turn-in	66
F171	Conduct scheduled inventories of test station, cabinets, rollaways, simulators, or mock-ups	65
F223	Perform functional checks or test and inspection (T and I) or LRUs issued from supply	63
Z1320	Conduct CAMS interface with base supply	62
F220	Pack or unpack LRUs for storage, shipment, or climatic conditions	60
E112	Inventory tools, such as consolidated tool kits (CTKs) and tool room chits	59
Z1314	Analyze CAMS data	56
F163	Boot up computers	53
E133	Perform periodic or routine inspections of tools	53
F184	Interpret system diagrams or schematics	52
F162	Apply safety precautions during maintenance	51

TABLE 18

EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT
OF FIRST-JOB OR FIRST-ENLISTMENT
AFSC 2A0X1A PERSONNEL

EQUIPMENT	PERCENT MEMBERS USING	
	2A0X1A	2A0X1A
	1ST JOB (N=147)	1ST ENL (N=355)
Multimeters, Digital	97	98
Oscilloscopes	95	96
Counters, Frequency	90	93
Power Supplies	81	83
Generators, Signal	80	82
Meters, Power	80	82
Analyzers, Spectrum	76	81
Generators, Pulse	70	74
Cable Repair Kits	56	58
Multimeters, Analog	54	60
Meters, Power Radio Frequency	50	56
Counters, Timer	37	45
Meters, Phase Angle	33	41
Logic Probes	30	26
Meters, Power Output	30	32
Theodolites	28	33
Phasemeters	27	35
Photometers	22	31

specific tasks also. The technical tasks not referenced can be found in Appendix B. The tasks shown there are in descending ATI order. Technical school personnel should review these tasks and determine if they are teaching steps or if they suggest topics that need to be added to the STS.

Plan of Instruction (POI)

At the same time the STS was matched to the task list, the POI was also matched in the same way. Any POI paragraph or subparagraph with matched tasks performed by 30 percent or more of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members is considered to be supported and should be retained in the POI. However, in this diverse specialty, there are several cases where the tasks matched to POI items did not have 30 percent members performing in either of these two groups. To better examine the POI paragraphs, the tasks matched were divided according to jobs. This analysis resulted in better support for the POI. There are only two paragraphs with tasks which do not have 30 percent of members of any job performing. These POI paragraphs can be found in Table 19.

Tasks not matched to any POI element are listed at the end of the POI computer listing. According to the criteria listed in ATCR 52-22, tasks with a percent members performing greater than 30 percent for either first-job or first-enlistment personnel should be examined closely for inclusion in the POI. There were only a few technical tasks which had greater than 30 percent members performing which were not referenced to the POI. These are listed in Table 20. The majority of the tasks are general in nature, and are probably inherent in other tasks.

JOB SATISFACTION ANALYSIS

An examination of responses to the job satisfaction questions 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. The survey booklet included questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses of the current survey sample were then analyzed by making several comparisons: (1) among TAFMS groups of the Avionics Test Stations and Components F-15/F-111 career ladder and a comparative sample of personnel from other Logistics career ladders surveyed in 1994 (AFSCs 2A5X2, 2A6X4, 2A7X2, 2A7X4, 2E3X1, 2F0X1, and 2W1X1); (2) between current and previous survey experience groups; and (3) across specialty groups identified in the **SPECIALTY JOBS** section of the report.

Table 21 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other Logistics AFSCs surveyed during the previous calendar year. These data give a relative measure of how the job satisfaction of AFSC 2A0X1A personnel compares with

TABLE 19

POI ITEMS NOT SUPPORTED BY OSR DATA
(PERCENT MEMBERS PERFORMING)

POI REFERENCE/TASKS	TNG EMP	PERCENT MEMBERS PERFORMING								
		TISS MAINT	ANTNA MAINT	MICRO WAVE	AIS/R	EW	DISPLAYS	EF- 111	TSK DIF	
J377 Operationally check DTAs	.21	.0	.6	.0	20.3	.0	3.0	.0	5.32	
<i>XV3a. Using applicable technical data, perform selected portions of the DTA Operational Check. A maximum of two instructor assists are allowed.</i>										
J377 Operationally check DTAs	.21	.0	.6	.0	20.3	.0	3.0	.0	5.32	
<i>XV4a. Using applicable technical data, perform selected portions of the ODS operational check. A maximum of two instructor assists are allowed</i>										
M497 Operationally check LCOS ODSS	.00	.0	.0	.0	1.4	.0	.0	.0	4.88	

TD MEAN = 5.00 S.D. = 1.00

TE MEAN = .97; S.D. = 1.15 (HIGH TE = 2.12)

TABLE 20

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
GROUP MEMBERS BUT NOT REFERENCED BY POI

TASKS		TNG EMP	ATI	PERCENT MEMBERS PERFORMING		TSK DIF
				1ST JOB	1ST ENL	
				(N=147)	(N=355)	
F161	Align test station power supplies	2.38	12	26	32	4.63
F176	Fabricate or rebuild cables	4.75	18	57	66	5.18
F206	Operationally check identification friend or foe (IFF) system components	3.12	12	30	34	5.46
F246	Remove or replace LRU pins or connectors	4.29	18	75	78	5.04
F275	Solder components	4.95	18	70	70	4.78
S1079	Troubleshoot MPCDs	2.96	12	27	30	5.70

TD MEAN = 5.00; S.D. = 1.00

TE MEAN = .97; S.D. = 1.15 (HIGH TE = 2.12)

TABLE 21

**JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)**

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	AFSC 2A0X1A (N=355)	COMP SAMPLE (N=1455)	AFSC 2A0X1A (N=179)	COMP SAMPLE (N=1860)	AFSC 2A0X1A (N=451)	COMP SAMPLE (N=1274)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	63	65	69	67	75	69
SO-SO	21	22	20	20	16	22
DULL	16	12	12	13	8	9
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO VERY WELL	77	76	83	71	87	79
NONE TO VERY LITTLE	22	24	17	29	13	21
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECT	86	89	84	84	80	80
NONE TO VERY LITTLE	12	9	15	14	20	18
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>						
SATISFIED	67	69	74	68	75	73
NEUTRAL	18	18	13	15	8	11
DISSATISFIED	16	13	13	16	17	15
<u>REENLISTMENT INTENTIONS:</u>						
YES OR PROBABLY YES	53	64	71	80	73	76
NO OR PROBABLY NO	47	35	28	19	9	6
WILL RETIRE	0	0	1	*	17	18

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

Comparative data are from AFSCs 2A5X2, 2A6X4, 2A7X2, 2A7X4, 2E3X1, 2F0X1, and 2W1X1 surveyed in 1994

* Indicates less than 1 percent

similar Air Force specialties. Overall, satisfaction for all three TAFMS groups in AFSC 2A0X1A is fairly high, although the 1-48 months TAFMS group did report a lower intention to reenlist than the comparison group. The current group of first-term personnel also reported a lower sense of accomplishment from their jobs than the other two TAFMS groups.

Comparison of job satisfaction indicator responses of the current survey TAFMS groups to TAFMS groups for AFSCs 451X6A/B and 541X4A/B (see Table 22) indicates that generally the 1995 responses are comparable to both the 1990 and 1991 responses, with two exceptions. Consistent with the above analysis, the expressed sense of accomplishment for first term personnel is lower than reported in 1990, and the opposite is noted for the 97+ months TAFMS group. The lower reenlistment intentions mentioned above are shown to be consistent with previous surveys of the career fields.

An examination of job satisfaction data can also reveal the influences performing certain jobs may have on overall job satisfaction. Table 23 presents job satisfaction data for the jobs identified in the career ladder structure for AFSC 2A0X1A. Three jobs, Microwave Test Station Maintenance, Mobile Electronics Test Stations Maintenance, and Unit Training all express low job interest. These jobs also scored lower in one or more other areas as well. Unit Training and Mobile Electronics personnel seem to feel underutilized, scoring low on either perceived use of talents or training. On the other hand, members of the Circuit Card Repair job are extremely satisfied with their job. Every member gave the highest possible ratings in four of the five categories.

The differences in job satisfaction between the Active AF and ANG personnel were also examined. Comparison of the two groups revealed that the Guard personnel had slightly higher job satisfaction than did the Active personnel. However, as noted above, the more junior members indicated lower job satisfaction than did the more senior members. Therefore, it may be that the more junior members in the Active force were causing the lower ratings. Accordingly, the Active and ANG groups were divided into TAFMS groups. As seen in Table 24, within TAFMS groups, job satisfaction does vary between Active Air Force and ANG personnel. It should be noted that there were only two ANG members in the 1-48 months TAFMS group; their responses are not presented in Table 24. The results indicate that the more junior members report lower job satisfaction, but this is not responsible for the differences between the ANG and the Active force.

SPECIAL ANALYSES

The following analyses were performed at the request of training development personnel assigned to 365 TRS. The first analysis examined the F-111 specific tasks. These tasks are performed by personnel supporting the F-111 aircraft but not the F-15 aircraft. The second analysis compared tasks performed by 7-skill level personnel from both A and B shreds.

TABLE 22

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDIES
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS				
	1995 2A0X1A (N=355)	1991 451X6A (N=90)	1991 451X6B (N=85)	1990 451X4A (N=68)	1990 451X4B (N=170)
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	63	66	72	68	79
SO-SO	21	24	14	18	15
DULL	16	10	14	15	6
<u>PERCEIVED USE OF TALENTS:</u>					
FAIRLY WELL TO PERFECT	77	84	84	82	82
NONE TO VERY LITTLE	22	16	15	18	18
<u>PERCEIVED USE OF TRAINING:</u>					
FAIRLY WELL TO PERFECT	86	86	79	88	83
NONE TO VERY LITTLE	12	14	21	12	17
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>					
SATISFIED	67	*	*	78	79
NEUTRAL	18	*	*	7	7
DISSATISFIED	16	*	*	15	14
<u>REENLISTMENT INTENTIONS:</u>					
YES OR PROBABLY YES	53	39	45	57	52
NO OR PROBABLY NO	47	61	54	43	48
WILL RETIRE	0	0	1	0	0

* Data unavailable

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

TABLE 22 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDIES
(PERCENT MEMBERS RESPONDING)

	49-96 MONTHS TAFMS				
	1995 2A0X1A (N=179)	1991 451X6A (N=146)	1991 451X6B (N=134)	1990 451X4A (N=97)	1990 451X4B (N=123)
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	69	64	66	65	63
SO-SO	20	23	23	20	24
DULL	12	12	10	15	14
<u>PERCEIVED USE OF TALENTS:</u>					
FAIRLY WELL TO PERFECT	83	80	80	76	80
NONE TO VERY LITTLE	17	20	19	24	20
<u>PERCEIVED USE OF TRAINING:</u>					
FAIRLY WELL TO PERFECT	84	80	73	88	80
NONE TO VERY LITTLE	15	20	27	12	20
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>					
SATISFIED	74	*	*	70	79
NEUTRAL	13	*	*	9	9
DISSATISFIED	13	*	*	21	23
<u>REENLISTMENT INTENTIONS:</u>					
YES OR PROBABLY YES	71	49	49	68	59
NO OR PROBABLY NO	28	51	50	32	41
WILL RETIRE	1	0	0	0	0

* Data unavailable

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

TABLE 22 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDIES
(PERCENT MEMBERS RESPONDING)

	97+ MONTHS TAFMS		
	1995 2A0X1A (N=451)	1991 451X6 (N=314)	1990 45174 (N=107)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	75	64	56
SO-SO	16	20	24
DULL	8	15	20
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECT	87	80	74
NONE TO VERY LITTLE	13	20	26
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECT	80	72	70
NONE TO VERY LITTLE	20	28	29
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>			
SATISFIED	75	*	56
NEUTRAL	8	*	10
DISSATISFIED	17	*	33
<u>REENLISTMENT INTENTIONS:</u>			
YES OR PROBABLY YES	73	71	64
NO OR PROBABLY NO	9	20	34
WILL RETIRE	17	9	1

* Data unavailable

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

TABLE 23

JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	TISS MAINT (STG 92)	ANTENNA AND I&C MAINT (STG 64)	MICRO- WAVE STATION MAINT (STG 94)	DYNAMIC TEST STATIONS (STG 122)	AIS/R EQUIP MAINT (STG 52)	EW TEST STATIONS (STG 127)	DISPLAYS AND COMPUTER STATIONS (STG 95)
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	67	63	47	73	77	56	70
SO-SO	17	22	35	13	22	41	18
DULL	16	14	18	13	11	4	12
<u>PERCEIVED USE OF TALENTS:</u>							
FAIRLY WELL TO PERFECT	81	78	71	93	86	92	83
NONE TO VERY LITTLE	20	21	29	7	14	7	18
<u>PERCEIVED USE OF TRAINING:</u>							
FAIRLY WELL TO PERFECT	74	83	82	80	90	96	84
NONE TO VERY LITTLE	25	16	18	20	9	4	16
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>							
SATISFIED	72	69	53	73	76	81	75
NEUTRAL	11	11	29	7	11	11	11
DISSATISFIED	17	19	18	20	14	7	14
<u>REENLISTMENT INTENTIONS:</u>							
YES OR PROBABLY YES	63	62	65	73	70	59	74
NO OR PROBABLY NO	33	33	35	27	28	41	24
WILL RETIRE	4	3	0	0	1	0	2

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

TABLE 23 (CONTINUED)

JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	MOBILE ELECTRONIC STATIONS (STG 108)	EF-111 EQUIP MAINT (STG 189)	CIRCUIT CARD REPAIR (STG 83)	PRODUCTION CONTROL (STG 46)	SUPER- VISION (STG 96)	UNIT TRAINING (STG 130)	TECHNICAL TRAINING (STG 86)
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	27	76	100	68	82	20	73
SO-SO	55	14	0	27	10	40	13
DULL	18	10	0	5	8	40	13
<u>PERCEIVED USE OF TALENTS:</u>							
FAIRLY WELL TO PERFECT	55	96	100	82	90	80	73
NONE TO VERY LITTLE	45	3	0	18	10	20	27
<u>PERCEIVED USE OF TRAINING:</u>							
FAIRLY WELL TO PERFECT	82	86	100	64	83	40	80
NONE TO VERY LITTLE	18	14	0	36	16	60	20
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>							
SATISFIED	64	66	100	68	77	40	80
NEUTRAL	18	17	0	14	11	40	0
DISSATISFIED	18	17	0	18	12	20	20
<u>REENLISTMENT INTENTIONS:</u>							
YES OR PROBABLY YES	45	59	67	50	68	60	80
NO OR PROBABLY NO	45	38	33	32	7	40	20
WILL RETIRE	9	3	0	18	24	0	0

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

TABLE 24

JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A ANG AND REGULAR AF GROUPS
(PERCENT MEMBERS RESPONDING)

	ACTIVE 1-48 MON TAFMS (N=351)	ACTIVE 49-96 MON TAFMS (N=164)	ANG 49-96 MON TAFMS (N=15)	ACTIVE 97+ MON TAFMS (N=396)	ANG 97+ MON TAFMS (N=55)	ALL ACTIVE AF (N=912)	ALL AIR NATIONAL GUARD (N=72)
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	61	66	93	74	82	68	83
SO-SO	21	21	7	16	13	19	13
DULL	19	13	0	9	5	13	4
<u>PERCEIVED USE OF TALENTS:</u>							
FAIRLY WELL TO PERFECT	77	82	100	86	91	82	92
NONE TO VERY LITTLE	23	18	0	14	9	18	8
<u>PERCEIVED USE OF TRAINING:</u>							
FAIRLY WELL TO PERFECT	80	82	86	78	91	82	90
NONE TO VERY LITTLE	19	15	13	22	9	20	10
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>							
SATISFIED	69	73	93	74	82	72	85
NEUTRAL	15	13	7	9	4	12	4
DISSATISFIED	16	14	0	17	15	16	11
<u>REENLISTMENT INTENTIONS:</u>							
YES OR PROBABLY YES	55	70	80	70	87	64	85
NO OR PROBABLY NO	45	29	13	10	4	27	7
WILL RETIRE	0	1	7	18	9	8	8

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

F-111 Specific Tasks

As described in the **SPECIALTY JOBS** section, a group of EF-111 maintainers was identified. In addition, two jobs and one cluster were identified which contain all the F-111 personnel. The jobs are Electronic Warfare Test Station Maintenance and Dynamic Test Station Maintenance and the cluster is AIS/R Equipment Maintenance. Approximately 90 percent of these members maintain EF-111 aircraft equipment, but only 3 percent of the EF-111 Equipment Maintenance Job members worked with F-111 equipment. This seems logical as the EF-111 aircraft is the same airframe as the F-111. This would seem to indicate that a majority of both F-111 and EF-111 aircraft maintenance is performed by members of the EW Test Station and Dynamic Test Station jobs and the AIS/R Equipment Cluster, with the EF-111 specific tasks done only by a small core of individuals in the EF-111 Maintenance job. It is therefore not possible to look at the tasks performed by EW Test Stations, Dynamic Test Station Maintenance, and AIS/R Equipment Maintenance personnel and remove them from the training documents as the F-111 aircraft are retired. Only the subsets of those tasks which do not in any way relate to the EF-111 will become obsolete as the F-111 is removed from the inventory.

During analysis, 18 individuals were identified as working on only F-111 aircraft, and 51 individuals were identified as working on only EF-111 aircraft. The tasks performed by the 18 people from the F-111 group were compared to the tasks performed by the 51 members of the EF-111 group. There were a handful of tasks which were performed by the F-111 personnel, but not by the EF-111 group. Examples of these tasks can be found in Table 25. As the table shows, these tasks relate most closely to the IRU and INS. These are the type of tasks which should be examined closely for possible deletion from the resident training program and movement to another training program.

7-Level Similarities

At the request of training personnel, the tasks performed by 2A071A members were compared to those performed by 2A071B members. B-shred personnel were surveyed at the same time as the A-shred personnel, and B-shred information is presented in a separate OSR. The data presented comes from 267 A-shred members and 269 B-shred members. A look at the percent time spent by members from each shred in each duty shows some similarities and some differences. Table 26 shows the percent time spent for the 7-skill level members for each shred. The table shows that the two shreds are similar in the amount of time they spend on supervisory duties, the first three duties in Table 26. The major difference is the amount of time spent on general avionics maintenance tasks. The B-shred members spend a greater amount of time in this duty.

The specific tasks reflect these similarities and differences. A list of representative tasks performed by both shreds can be found in Table 27. This table shows that the greatest similarities are in the supervisory-type tasks. In general, A-shred personnel have a slightly higher percent members performing on these tasks. The table also shows that the shreds have

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN
F-111 AND EF-111 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		F-111 (N=18)	EF-111 (N=51)
H352	Troubleshoot IRUs	17	0
H330	Align inertial navigation system (INS) DTSs	17	0
H332	Calibrate initial reference units (IRUs)	17	0
H341	Remove or replace INS DTS components	17	0
H342	Remove or replace IRU components	17	0
H346	Test INS DTSs	17	0
H343	Remove or replace IRU SRUs	17	0
H336	Operationally check IRUs	17	0
H351	Troubleshoot INS DTSs	11	0
H328	Align digital computer complex (DCC)/multiple computer complex (MCC) dynamic test sets (DTSs)	11	0
F147	Align ARC-164 ultrahigh frequency UHF receiver-transmitters (RTs)	11	0
F194	Operationally check ARC-164 UHF RTs	11	0
M417	Align attack radar system (ARS) antenna control units (ACUs)	11	0
M604	Repair stall warning relay assemblies	11	0
M578	Repair accelerometers	11	0
M634	Troubleshoot DGs	11	0
M608	Troubleshoot accelerometers	11	0

TABLE 26

PERCENT TIME SPENT ON DUTIES FOR
BOTH 2A0X1A AND 2A0X1B PERSONNEL

DUTY TITLE	2A071A PTS	2A071B PTS
Organizing and Planning	14	12
Directing and Implementing	13	8
Evaluating and Inspecting	14	9
Training	12	5
Performing General Administrative and Supply Functions	11	9
Performing General Avionics Maintenance	12	23
Performing CAMS Functions	7	6

TABLE 27

TASKS PERFORMED BY BOTH 2A0X1A AND 2A0X1B PERSONNEL
(PERCENT MEMBERS PERFORMING)

2A0X1A TASK	2A0X1B TASK		2A0X1A	2A0X1B
A1	A1	Assign maintenance and repair work	63	65
A5	A5	Coordinate maintenance work with appropriate personnel or agencies	62	59
A6	A7	Determine logistics requirements, such as space, personnel, or equipment	48	45
A7	A6	Determine publication requirements	33	39
A8	A8	Determine work priorities	72	73
A6	A20	Establish performance standards for subordinates	58	38
A7	A16	Establish work methods or controls	53	44
A18	A24	Plan briefings	38	28
A20	A29	Plan or schedule work assignments	56	50
A21	A27	Plan or schedule work priorities	61	58
B31	B42	Counsel personnel on personal or military-related matters	70	58
B33	B49	Direct in-shop maintenance activities	58	45
B46	B61	Interpret policies, directives, or procedures for subordinates	64	42
B49	B64	Supervise Avionics Test Station and Component Apprentice (AFSC 2A031X)	54	53
B50	B65	Supervise Avionics Test Station and Component Journeyman (AFSC 2A051X)	59	59
B51	B66	Supervise Avionics Test Station and Component Craftsman, (AFSC 2A071X)	50	39
C55	C70	Analyze workload requirements	43	38
C56	C72	Conduct performance feedback worksheet sessions	65	42
C63	C82	Evaluate personnel for promotion, demotion, or reclassification	49	41
C73	C98	Inspect shop maintenance actions	53	34
C78	C106	Write EPRs	69	39
C79	C107	Write recommendations for awards and decorations	67	41
D86	D110	Conduct OJT	54	67
D99	D125	Evaluate progress of trainees	59	41
D101	D128	Maintain training scores, charts, graphs, or reports	57	52
E109	E137	Compile data for reports	54	41
E137	E162	Process DIFM items	47	59
F224	F237	Perform periodic inspections of test stations	45	64
F169	F189	Clean shop facilities	42	64
F170	F191	Clean test stations or test stations equipment	40	63
F222	F231	Perform electrostatic discharge (ESD) procedures	39	54
F254	F252	Remove or replace test stations minor hardware	37	57
F184	F205	Interpret system diagrams or schematics	31	66
Z1313	W1382	Access core automated maintenance system (CAMS) menus and data screens	62	68
Z1316	W1385	Change CAMS workcenter event narratives	46	59
Z1318	W1387	Clear or close out completed maintenance discrepancies in CAMS	47	61

technical tasks in common, although these are generally simple tasks. These shop tasks are also performed by a greater percentage of B-shred personnel than A-shred. The tasks reported were identified because they were identical in both JIs. It is therefore possible that there are more technical tasks performed by members of both shreds which were not identified because of differences in terminology or wording. Both OSRs should be examined to discover any further similarities between the two shreds.

B-shred personnel also perform 57 more tasks on average than do A-shred personnel. The above pattern of responses would seem to suggest that the B-shred individuals are performing some technical tasks in addition to the supervisory tasks which define the A-shred 7-skill levels.

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted primarily to provide training personnel with current information on the Avionics Test Stations and Components F-15/F-111 career ladder for use in reviewing current training programs and training documents. Overall job progression is normal and shows a distinct pattern as one moves from the 3-skill level to the 7-skill level. AFMAN 36-2108 *Specialty Description* broadly describes the jobs and tasks being performed. Job satisfaction is fairly high, and no serious problem areas were noted. Analysis of career ladder documents indicates the POI is generally well supported; however, the nature of the STS resulted in a large number of unsupported items. These items should be thoroughly reviewed. Analysis indicates that only a few tasks may become obsolete as the F-111 aircraft is retired. The similarities between the A-shred and the B-shred at the 7-skill level should allow for a common course at that level.

APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED BY
CAREER LADDER STRUCTURE GROUPS**

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TABLE A1

TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM
(TISS) MAINTENANCE (STG092)

GROUP SIZE: 136
PERCENT OF SAMPLE: 14
PREDOMINANT GRADE: E-4

AVERAGE TICF: 68 MOS
AVERAGE TAFMS: 76 MOS
AVERAGE NUMBER OF TASKS
PERFORMED: 110

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
X1289 Troubleshoot TISSs	98
X1248 Diagnostic test TISSs	98
X1279 Troubleshoot AN/ALQ-135 band 1, 2, or 3 control oscillators	97
X1280 Troubleshoot AN/ALQ-135 band 1, 2, or 3 RF amplifiers	97
X1247 Confidence test TISSs	97
X1267 Repair AN/ALQ-135 band 1, 2, or 3 control oscillators	96
X1268 Repair AN/ALQ-135 band 1, 2, or 3 RF amplifiers	96
X1281 Troubleshoot AN/ALQ-135 band 1, 2, or 3 tuning units	96
X1251 Performance test TISSs	96
X1249 Perform internal self-test of TISSs	95
X1254 Program test AN/ALQ-135 band 1, 2, or 3 control oscillators	94
X1255 Program test AN/ALQ-135 band 1, 2, or 3 RF amplifiers	94
X1269 Repair AN/ALQ-135 band 1, 2, or 3 tuning units	94
Z1313 Access core automated maintenance system (CAMS) menus and data screens	93
X1256 Program test AN/ALQ-135 band 1, 2, or 3 tuning units	93
X1252 Program or reprogram AN/ALR-56 processors (LRUs-3A/2C)	93
X1277 Repair TISSs	92
X1250 Perform software maintenance on TISSs	91
F0169 Clean shop facilities	90
X1286 Troubleshoot AN/ALR-56A/C high-band receivers	89

TABLE A2

ANTENNA AND INDICATORS & CONTROLS (I&C) MAINTENANCE CLUSTER (STG064)

GROUP SIZE: 174

PERCENT OF SAMPLE: 18

PREDOMINANT GRADE: E-3

AVERAGE TICF: 69 MOS

AVERAGE TAFMS: 82 MOS

AVERAGE NUMBER OF TASKS

PERFORMED: 155

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
Z1313 Access core automated maintenance system (CAMS) menus and data screens	95
F169 Clean shop facilities	95
F170 Clean test stations or test station equipment	93
F229 Perform safety wiring	93
F224 Perform periodic inspections of test stations	91
U1123 Operationally check radar low voltage power supplies (LVPSs) (610s)	89
Z1318 Clear or close out completed maintenance discrepancies in CAMS	89
F222 Perform electrostatic discharge (ESD) procedures	87
U1145 Troubleshoot 610s	86
U1131 Repair 610s	86
E144 Use FEDLOG databases	85
U1122 Operationally check radar antennas (031s)	83
F254 Remove or replace test station minor hardware	83
U1144 Troubleshoot 031s	83
U1130 Repair 031s	82
U1124 Operationally check radar transmitters (011/111s)	82
F245 Remove or replace LRU minor hardware	82
F221 Perform corrosion control on test stations, test equipment, or LRUs	82
U1143 Troubleshoot 011/111s	81
Z1316 Change CAMS workcenter event narratives	81

TABLE A3

MICROWAVE TEST STATION MAINTENANCE (STG094)

GROUP SIZE: 17
 PERCENT OF SAMPLE: 1
 PREDOMINANT GRADE: E-3

AVERAGE TICF: 49 MOS
 AVERAGE TAFMS: 60 MOS
 AVERAGE NUMBER OF TASKS: 65

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
T1089	Confidence test microwave test stations (MTSs)	100
T1091	Operationally check MTSs	100
T1092	Perform microwave harmonization procedures	94
T1112	Troubleshoot 081/082s	94
F224	Perform periodic inspections of test stations	94
F254	Remove or replace test stations minor hardware	94
Z1313	Access core automated maintenance system (CAMS) menus and data screens	88
Z1318	Clear or close out completed maintenance discrepancies in CAMS	88
F255	Remove or replace test station pins or connectors	88
T1095	Program test radar data processors (081/082s)	88
F222	Perform electrostatic discharge (ESD) procedures	82
T1105	Repair 081/082s	82
F170	Clean test stations or test station hardware	82
F245	Remove or replace LRU minor hardware	82
T1090	Inspect and clean microwave signal switching units (MSSUs)	82
F180	Inspect and clean simulators, mock-ups, or LRUs	76
T1106	Troubleshoot MTSs	71
E112	Inventory tools, such as consolidated tool kits (CTKs) and tool room chits	71
F221	Perform corrosion control on test stations, test equipment, or LRUs	71
E144	Use FEDLOG databases	71

TABLE A4

DYNAMIC TEST STATION MAINTENANCE (STG122)

GROUP SIZE: 15

AVERAGE TICF: 99 MOS

PERCENT OF SAMPLE: 1

AVERAGE TAFMS: 108 MOS

PREDOMINANT GRADE: E-5

AVERAGE NUMBER OF TASKS: 81

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
H352	Troubleshoot IRUs	100
H347	Troubleshoot AJN-16 NCUs	100
H351	Troubleshoot INS DTSs	100
H332	Calibrate initial reference units (IRUs)	93
F245	Remove or replace LRU minor hardware	93
H330	Align inertial navigation system (INS) DTSs	93
Z1316	Change CAMS workcenter event narratives	93
H336	Operationally check IRUs	87
H343	Remove or replace IRU SRUs	87
H342	Remove or replace IRU components	87
H345	Test DCC/MCC DTSs	87
H353	Troubleshoot WNCs/MCs	87
H348	Troubleshoot AMCs	87
Z1318	Clear or close out completed maintenance discrepancies in CAMS	87
H341	Remove or replace INS DTS components	87
H344	Remove or replace WNC/MCs SRUs	87
H346	Test INS DTSs	87
H334	Operationally check AJN-16 navigation computer units (NCUs)	80
F224	Perform periodic inspections of test stations	80

TABLE A5

AVIONIC INTERMEDIATE SHOP/REPLACEMENT (AIS/R) EQUIPMENT MAINTENANCE
(STG052)

GROUP SIZE: 74	AVERAGE TICF: 61 MOS
PERCENT OF SAMPLE: 8	AVERAGE TAFMS: 68 MOS
PREDOMINANT GRADE: E-5	AVERAGE NUMBER OF TASKS: 124

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
F245	Remove or replace LRU minor hardware	96
F254	Remove or replace test station minor hardware	96
G327	Use AIS/R software systems	92
F222	Perform electrostatic discharge (ESD) procedures	91
F224	Perform periodic inspections of test stations	91
Z1313	Access core automated maintenance system (CAMS) menus and data screens	89
F170	Clean test stations or test station equipment	89
F306	Troubleshoot SIAs	89
F255	Remove or replace test station pins or connectors	89
F246	Remove or replace LRU pins or connectors	86
G318	Perform self-tests of power control monitors (PCMs)	85
F223	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	84
Z1318	Clear or close out completed maintenance discrepancies in CAMS	84
F166	Calibrate test equipment	84
F271	Repair SIAs	84
F244	Remove or replace ITA components	84
F169	Clean shop facilities	82
F221	Perform corrosion control on test stations, test equipment, or LRUs	82
Z1316	Change CAMS workcenter event narratives	82
G320	Remove or replace avionics test set calibrator set (ATSCS) tester replaceable units (TRUs)	82

TABLE A6

ELECTRONIC WARFARE TEST STATION MAINTENANCE (STG127)

GROUP SIZE: 27
 PERCENT OF SAMPLE: 3
 PREDOMINANT GRADE: E-4

AVERAGE TICF: 60 MOS
 AVERAGE TAFMS: 65 MOS
 AVERAGE NUMBER OF TASKS: 129

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
P836 Align AN/ALR-62 forward radar receivers	100
F170 Clean test stations or test station equipment	100
P850 Operationally check AN/ALR-62 (V3) forward radar receivers	96
P859 Operationally check AN/ALR-62 (V4) MCRs	96
P902 Troubleshoot AN/ALR-62 (V4) MCRs	96
P892 Troubleshoot AN/ALR-62 (V3) forward radar receivers	96
P846 Operationally check AN/ALR-62 (V3) aft radar receivers	96
P838 Align AN/ALR-62 (V3) aft radar receivers	96
F180 Inspect and clean simulators, mock-ups, or LRUs	96
P837 Align AN/ALR-62 multichannel receivers	93
E144 Use FEDLOG databases	93
P888 Troubleshoot AN/ALR-62 (V3) aft radar receivers	93
P839 Align AN/ALR-62 (V3) CIs	93
P834 Align AN/ALR-62 dual channel receivers	93
P889 Troubleshoot AN/ALR-62 (V3) CIs	93
P847 Operationally check AN/ALR-62 (V3) CIs	93
P897 Troubleshoot AN/ALR-62 (V4) CIs	89
K389 Confidence test AIS/R EW test stations	85
F169 Clean shop facilities	85
E112 Inventory tools, such as consolidated tool kits (CTKs) and tool room chits	85

TABLE A7

F-15 DISPLAYS AND COMPUTERS TEST STATION MAINTENANCE (STG095)

GROUP SIZE: 233

AVERAGE TICF: 68 MOS

PERCENT OF SAMPLE: 24

AVERAGE TAFMS: 81 MOS

PREDOMINANT GRADE: E-4/3

AVERAGE NUMBER OF TASKS: 195

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
F170 Clean test stations or test station equipment	96
F224 Perform periodic inspections of test stations	94
F169 Clean shop facilities	93
F255 Remove or replace test station pins or connectors	93
F245 Remove or replace LRU minor hardware	92
F254 Remove ore replace test station minor hardware	92
Z1318 Clear or close out completed maintenance discrepancies in CAMS	91
F221 Perform corrosion control on test stations, test equipment, or LRUs	91
Z1313 Access core automated maintenance system (CAMS) menus and data screens	91
S1025 Confidence test displays test stations (DTSSs)	91
F222 Perform electrostatic discharge (ESD) procedures	90
S1079 Troubleshoot MPCDs	89
F250 Remove or replace power supplies	88
S1041 Program test multipurpose color displays (MPCDs)	88
S1027 Operationally check DTSSs	87
S1059 Repair MPCDs	87
E144 Use FEDLOG databases	86
S1046 Program test radar target data processors (IREs)	86
F246 Remove or replace LRU pins or connectors	85
S1078 Troubleshoot IREs	85

TABLE A8

MOBILE ELECTRONIC TEST SET MAINTENANCE (STG108)

GROUP SIZE: 11

AVERAGE TICF: 34 MOS

PERCENT OF SAMPLE: 1

AVERAGE TAFMS: 46 MOS

PREDOMINANT GRADE: E-3

AVERAGE NUMBER OF TASKS: 85

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
Y1311 Troubleshoot RMRs	100
Y1305 Repair UFCPs	100
Y1297 Operationally check up front control panels (UFCPs)	100
Y1312 Troubleshoot UFCPs	100
Y1308 Troubleshoot EMDs	100
Y1309 Troubleshoot ICSCPs	100
Y1302 Repair ICSCPs	100
Y1295 Operationally check intercommunications set control panels (ICSCPs)	100
Y1307 Troubleshoot AIUs #2	100
Y1298 Perform mobile electronic test set METS) self-tests	100
Y1299 Repair AIUs #1	100
Y1306 Troubleshoot AIUs #1	100
Y1300 Repair AIUs #2	100
Y1296 Operationally check remote map readers	91
Y1304 Repair RMRs	91
Y1301 Repair EMDs	91
Z1313 Access core automated maintenance system (CAMS) menus and data screens	91
Y1294 Operationally check engine monitor displays (EMDs)	91
F170 Clean test stations or test station equipment	91
F169 Clean shop facilities	91

TABLE A9

EF-111 EQUIPMENT MAINTENANCE (STG189)

GROUP SIZE: 29

AVERAGE TICF: 88 MOS

PERCENT OF SAMPLE: 3

AVERAGE TAFMS: 97 MOS

PREDOMINANT GRADE: E-5

AVERAGE NUMBER OF TASKS: 188

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
Q921	Perform confidence and comprehensive periodic self-tests of AN/ ALM-204 test stations	100
Q914	Operationally check central instrumentation and control consoles	100
Q917	Operationally check high power RF consoles	100
Q915	Operationally check digital consoles	100
Q924	Remove or replace AN/ALM-204 TRUs or SRUs	100
Q935	Troubleshoot AN/ALM-204 interface devices (Ids) and cables	100
O750	Align multiband exciters (MDEs)	100
O773	Operationally check RIRIs	100
O801	Repair RIRIs	100
Z1313	Access core automated maintenance system (CAMS) menus and data screens	97
Q936	Troubleshoot AN/ALM-204 test station self-test failures	97
Q932	Repair multiple matrix switches (MMSs)	97
Q944	Troubleshoot MMSs	97
O769	Operationally check MBEs	97
Q920	Operationally check low-power RF consoles	97
Q912	Align AN/ALM-204 test station TRUs	97
Q937	Troubleshoot central instrumentation and control consoles	97
O751	Align RF amplifier band 1 and 2	97
O809	Troubleshoot amplifier bands 1 and 2	97
Q943	Troubleshoot MICs	97

TABLE A10

CIRCUIT CARD REPAIR (STG083)

GROUP SIZE: 6
 PERCENT OF SAMPLE: *
 PREDOMINANT GRADE: E-5/4

AVERAGE TICE: 84 MOS
 AVERAGE TAFMS: 84 MOS
 AVERAGE NUMBER OF TASKS: 41

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
F286	Troubleshoot circuit cards	100
F241	Remove or replace circuit components	100
F275	Solder components	100
F222	Perform electrostatic discharge (ESD) procedures	100
Z1313	Access core automated maintenance system (CAMS) menus and data screens	100
Z1320	Conduct CAMS interface with base supply	100
E144	Use FEDLOG databases	83
A8	Determine work priorities	83
E134	Perform shift security check of tools, equipment, or facilities	83
E133	Perform periodic or routine inspections of tools	83
F184	Interpret system diagrams or schematics	67
F221	Perform corrosion control on test stations, test equipment, or LRUs	67
A21	Plan or schedule work priorities	67
E112	Inventory tools, such as consolidated tool kits (CTKs)	67
Z1318	Clear or close out completed maintenance discrepancies in CAMS	50
Z1336	Start or stop CAMS job following events	50
A20	Plan or schedule work assignments	50
F256	Remove or replace test station power supply components	50
E116	Maintain due-in-from-maintenance (DIFM) transaction rosters	50
E137	Process DIFM items	50

TABLE A11

PRODUCTION CONTROL (STG046)

GROUP SIZE: 22

AVERAGE TICF: 119 MOS

PERCENT OF SAMPLE: 2

AVERAGE TAFMS: 139 MOS

PREDOMINANT GRADE: E-4/5

AVERAGE NUMBER OF TASKS: 33

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
E144	Use FEDLOG databases	91
E137	Process DIFM items	86
E123	Maintain supply products, such as D04, D18, D19, and M30	86
E146	Verify mission capability (MICAP) conditions	86
Z1313	Access core automated maintenance system (CAMS) menus and data screens	82
E116	Maintain due-in-from-maintenance (DIFM) transaction rosters	77
Z1316	Change CAMS workcenter event narratives	73
Z1315	Change CAMS performing workcenter codes	68
B44	Implement supply procedures	64
Z1320	Conduct CAMS interface with base supply	59
Z1333	Input supply data in CAMS	59
E109	Compile data for reports	59
Z1319	Conduct CAMS delayed discrepancies inquiries prior to, during, or after scheduling maintenance	59
Z1318	Clear or close our completed maintenance discrepancies in CAMS	55
E135	Prepare initial issue or bypass letters for repair cycle turn-ins	50
Z1334	Load LRU part numbers or serial numbers in CAMS	50
Z1314	Analyze CAMS data	50
A5	Coordinate maintenance work with appropriate personnel or agencies	50
E111	Inventory equipment or supplies	50
C78	Write EPRs	50

TABLE A12

SUPERVISION (STG096)

GROUP SIZE: 110
 PERCENT OF SAMPLE: 11
 PREDOMINANT GRADE: E-7

AVERAGE TICF: 153 MOS
 AVERAGE TAFMS: 187 MOS
 AVERAGE NUMBER OF TASKS: 111

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
C78	Write EPRs	95
C79	Write recommendations for awards and decorations	95
C72	Inspect personnel for compliance with military standards	94
B31	Counsel personnel on personal or military-related matters	94
C56	Conduct performance feedback worksheet sessions	94
A16	Establish performance standards for subordinates	93
A8	Determine work priorities	92
B46	Interpret policies, directives, or procedures for subordinates	91
A2	Assign personnel to duty positions	87
A21	Plan or schedule work priorities	86
A20	Plan or schedule work assignments	85
A5	Coordinate maintenance work with appropriate personnel or agencies	85
A1	Assign maintenance and repair work	85
B51	Supervise Avionic Test Station and Component Craftsman, F-15/F-111 (AFSC 2A071A)	84
B33	Direct in-shop maintenance activities	84
C73	Inspect shop maintenance actions	84
C62	Evaluate personnel for compliance with performance standards or TOs	83
A17	Establish work methods or controls	82
B30	Conduct supervisory orientations of newly assigned personnel	81
B50	Supervise Avionic Test Station and Component Journeyman, F-15/F-111 (AFSC 2A051A)	80

TABLE A13

UNIT TRAINING (STG130)

GROUP SIZE: 5	AVERAGE TICF: 79 MOS
PERCENT OF SAMPLE: *	AVERAGE TAFMS: 110 MOS
PREDOMINANT GRADE: E-6	AVERAGE NUMBER OF TASKS: 24

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
Z1313	Access core automated maintenance system (CAMS) menus and data screens	100
Z1322	Conduct CAMS training status inquiries	100
D102	Plan or schedule training, such as OJT and ancillary training	100
D101	Maintain training records, charts, graphs, or reports	100
Z1328	Determine CAMS training requirements	80
Z1335	Schedule CAMS training	80
E109	Compile data for reports	80
D95	direct or implement training programs	80
D108	Write training reports	80
D90	Determine training requirements, other than core automated maintenance system (CAMS) training	80
D103	Prepare job qualification standards (JQSs)	60
D104	Procure training aids, space, or equipment	60
D81	Administer or score tests	60
D105	Select personnel for formal follow-on training	60
Z1314	Analyze CAMS data	40
D107	Write test questions	40
Z1339	Update CAMS personnel data files	40
D100	Evaluate training methods and techniques	40
D88	Conduct training conferences or briefings	40
Z1318	Clear or close out completed maintenance discrepancies in CAMS	40

TABLE A14

TECHNICAL SCHOOL TRAINING (STG086)

GROUP SIZE: 15

PERCENT OF SAMPLE: 2

PREDOMINANT GRADE: E-6

AVERAGE TICF: 125 MOS

AVERAGE TAFMS: 148 MOS

AVERAGE NUMBER OF TASKS: 22

The following tasks are in descending order of Percent Members Performing (PMP)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
D107	Write test questions	100
D81	Administer or score tests	93
D101	Maintain training records, charts, graphs, or reports	93
D99	Evaluate progress of trainees	93
D89	Counsel trainees on training progress	93
D94	Develop resident course training materials	87
D93	Develop performance tests	80
D100	Evaluate training methods and techniques	67
D87	Conduct resident course classroom training	60
D97	Evaluate effectiveness of training programs	53
D92	Develop new equipment training programs	53
D95	Direct or implement training programs	53
C72	Inspect personnel for compliance with military standards	53
B31	Counsel personnel on personal or military-related matters	53
C62	Evaluate personnel for compliance with performance standards or TOs	47
C78	Write EPRs	47
C56	Conduct performance feedback worksheet sessions	40
D102	Plan or schedule training, such as OJT and ancillary training	33
D104	Procure training aids, space, or equipment	33
E109	Compile data for reports	33

APPENDIX B

STS ITEMS NOT SUPPORTED AND TECHNICAL TASKS NOT REFERENCED BY THE STS

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TABLE B1

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	JOB GROUP PERCENT MEMBERS PERFORMING										TSK DIF
				TI	ANT	MIC	AIS	EW	DIS	EF				
				SS	ENA	RO	/R	PLY	111					
2b(2)(b).	Operational check													
V1149	Operationally check antenna selectors	.96	2	1	17	0	0	0	1	0			4.04	
3b(2)(c).	Troubleshoot/repair													
W1200	Repair AAT electronic control boxes	.61	2	2	16	0	0	0	1	0			4.47	
W1223	Troubleshoot AAT electronic control boxes	.70	2	1	18	0	0	0	2	0			4.20	
3b(23)(b).	Operational check													
W1181	Operationally check level sensing fuel transfer units	1.00	3	4	18	0	0	0	2	0			3.67	
3b(25)(b).	Operational check													
W1183	Operationally check motion picture cameras	.66	1	2	10	0	0	0	1	0			3.97	
3b(25)(c).	Troubleshoot/repair													
W1216	Repair motion picture cameras	.50	2	1	9	0	0	0	1	0			4.11	
W1240	Troubleshoot motion picture cameras	.46	2	1	8	0	0	0	1	0			4.11	
3b(36)(b).	Operational check													
W1194	Operationally check RSCs	1.00	3	2	13	0	0	0	1	0			3.71	
3b(36)(c).	Troubleshoot/repair													
W1219	Repair RSCs	.64	2	1	14	0	0	0	1	0			4.29	
W1243	Troubleshoot RSCs	.64	1	1	18	0	0	0	2	0			3.94	
4e.	Calibrate Rate-of-Turn Table													
Y1290	Calibrate rate-of-turn tables	1.73	7	1	2	0	0	0	13	0			5.30	

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI	JOB GROUP										TSK DIF
					PERCENT MEMBERS PERFORMING										
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111					
5f(2).	Operational check														
M0484	Operationally check displacement gyroscopes (DGs)	.14	2	0	1	0	15	0	18	0					4.31
5f(3).	Troubleshoot/repair														
M0634	Troubleshoot DGs	.00	****	0	2	0	12	0	9	0					3.12
9a(1).	Operational check														
F0214	Operationally check survival radios or beacons	.55	2	1	6	0	0	0	3	0					4.08
9a(2).	Troubleshoot/repair														
F0272	Repair survival radios or beacons	.59	2	1	6	0	0	0	3	0					4.92
F0308	Troubleshoot survival radios or beacons	.64	****	1	3	0	0	4	2	0					4.80
9b(1).	Operational check														
F0214	Operationally check survival radios or beacons	.55	2	1	6	0	0	0	3	0					4.08
9b(2).	Troubleshoot/repair														
F0272	Repair survival radios or beacons	.59	2	1	6	0	0	0	3	0					4.92
F0308	Troubleshoot survival radios or beacons	.64	****	1	3	0	0	4	2	0					4.80
9c(1).	Operational check														
F0214	Operationally check survival radios or beacons	.55	2	1	6	0	0	0	3	0					4.08
9c(2).	Troubleshoot/repair														
F0272	Repair survival radios or beacons	.59	2	1	6	0	0	0	3	0					4.92
F0308	Troubleshoot survival radios or beacons	.64	****	1	3	0	0	4	2	0					4.80
9c(1).	Operational check														
F0214	Operationally check survival radios or beacons	.55	2	1	6	0	0	0	3	0					4.08
9c(2).	Troubleshoot/repair														
F0272	Repair survival radios or beacons	.59	2	1	6	0	0	0	3	0					4.92
F0308	Troubleshoot survival radios or beacons	.64	****	1	3	0	0	4	2	0					4.80

TABLE B1 (CONTINUED)

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	PERCENT MEMBERS PERFORMING							JOB GROUP			TSK DIF	
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111						
37b(2).	-															
M0458		.07	2	0	0	0	0	4	0	0	5.34					
37b(3).	-															
M0611		.00	****	0	0	0	1	0	0	0	5.59					
37b(4).	-															
M0527		.00	****	0	0	0	1	0	0	0	4.67					
37b(5).	-															
M0415		.00	****	0	0	0	0	0	0	0	4.93					
37c(2).	-															
M0513		.00	****	0	0	0	3	0	0	0	7.24					
37c(3).	-															
M0662		.00	****	0	0	0	3	0	0	0	7.46					
37c(4).	-															
M0562		.00	****	0	0	0	3	0	0	0	5.32					
M0563		.00	****	0	0	0	3	0	0	0	5.05					
37c(5).	-															
M0446		.00	****	0	0	0	4	4	0	0	5.89					
38b(2).	-															
H0336		.20	2	0	0	0	0	0	0	0	8.00					

UNSUPPORTED STS ITEMS AND MATCHED TASKS

		PROF CODE	TNG EMP	ATI	TI SS	PERCENT MEMBERS PERFORMING											TSK DIF
						ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111						
38b(3).	Troubleshoot malfunctions	-															
H0352	Troubleshoot IRUs		.00	****	0	0	0	0	0	0	0	0	8.02				
38b(4).	Repair	-															
H0342	Remove or replace IRU components		.11	2	0	0	0	0	0	0	0	0	6.25				
H0343	Remove or replace IRU SRUs		.11	2	0	0	1	0	0	4	0	0	5.49				
38b(5).	Align	-															
H0332	Calibrate initial reference units (IRUs)		.11	2	0	0	0	0	0	0	0	0	5.55				
38c(2).	Perform operational checks	-															
H0334	Operationally check AJN-16 navigation computer units (NCUs)		.20	2	0	0	0	0	1	0	0	0	4.98				
38c(3).	Troubleshoot malfunctions	-															
H0347	Troubleshoot AJN-16 NCUs		.00	****	0	0	0	0	0	0	0	0	6.04				
38c(4).	Repair	-															
H0338	Remove or replace AJN-16 NCU SRUs		.11	2	0	0	0	0	1	0	0	0	4.00				
39a(2).	Perform operational checks	-															
H0337	Operationally check weapons navigation computers/mission computers (WNC/MCs)		.11	2	0	0	0	0	0	0	0	0	5.03				
39a(3).	Troubleshoot malfunctions	-															
H0353	Troubleshoot WNCs/MCs		.00	****	0	0	0	0	0	4	0	0	5.30				

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	JOB GROUP										TSK DIF
					PERCENT MEMBERS PERFORMING										
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111					
39a(4). Repair	-														
H0344 Remove or replace WNC/MCs SRUs		.11	1	0	1	0	0	0	4	0	0	0	3.90		
39b(2). Perform operational checks	-														
H0333 Operationally check advanced microelectronic converters (AMCs)		.11	2	0	0	0	0	0	0	0	0	0	4.95		
39b(3). Troubleshoot malfunctions	-														
H0348 Troubleshoot AMCs		.00	****	0	0	0	0	0	0	0	0	0	5.61		
41a(2). Perform operational checks	-														
M0459 Operationally check altitude director indicator (ADIs)		.07	2	0	2	0	0	11	4	2	0	0	4.01		
41b(2). Perform operational checks	-														
M0475 Operationally check bomb navigation distance display indicators		.00	****	0	0	0	0	3	0	0	0	0	3.48		
44b(2). Perform operational checks	-														
M0498 Operationally check lead and launch computer amplifiers		.00	****	0	0	0	0	3	0	0	0	0	3.86		
44b(3). Troubleshoot malfunctions	-														
M0648 Troubleshoot lead and launch computer amplifiers		.00	****	0	0	0	0	1	0	0	0	0	4.63		
44b(4). Repair	-														
M0593 Repair lead and launch computer amplifiers		.00	****	0	0	0	0	3	0	0	0	0	4.07		

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

PROF CODE	TNG EMP	ATI	TI SS	PERCENT MEMBERS PERFORMING							JOB GROUP			TSK DIF
				ANT ENA	MIC RO	AIS /R	EW PLY	DIS 111	EF					
44b(5).	Align	-												
M0437	Align lead and launch computer amplifiers	.00	****	0	0	0	7	0	0	0	5.82			
44c(2).	Perform operational checks	1b												
M0497	Operationally check LCOS ODSs	.00	****	0	0	0	1	0	0	0	6.64			
44c(3).	Align	-												
M0442	Align ODSs	.00	****	0	0	0	12	4	0	0	6.47			
45b(2).	Perform operational checks	-												
M0521	Operationally check TFR antenna receivers	.14	2	0	0	0	4	4	0	0	6.94			
45b(3).	Troubleshoot malfunctions	-												
M0669	Troubleshoot TFR antenna receivers	.11	2	0	0	6	3	0	0	0	4.66			
M0565	Remove or replace TF computer SRUs	.00	****	0	0	0	9	0	0	0	3.90			
45c(5).	Align	-												
M0448	Align terrain following (TF) computers	.16	2	0	0	0	11	4	0	0	6.33			
45d(2).	Perform operational checks	-												
M0522	Operationally check TFR electrical equipment racks	.00	****	0	0	0	14	0	0	0	4.28			
45d(3).	Troubleshoot malfunctions	-												
M0670	Troubleshoot TFR electrical equipment racks	.00	****	0	0	0	15	0	0	0	4.40			

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	JOB GROUP										TSK DIF
					PERCENT MEMBERS PERFORMING										
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111					
45d(4). Repair	-														
M0571 Remove or replace TFR electrical equipment rack components		.00	****	0	0	0	12	0	0	0	0	0	0	0	4.34
45e(3). Troubleshoot malfunctions	-														
M0666 Troubleshoot TF indicators		.12	2	0	0	0	16	0	0	0	0	0	0	0	6.06
45e(4). Repair	-														
M0566 Remove or replace TF indicator components		.05	2	0	0	0	16	0	0	0	0	0	0	0	4.99
M0567 Remove or replace TF indicator SRUs		.00	****	0	0	0	18	0	0	0	0	0	0	0	4.42
45f(2). Perform operational checks	-														
M0523 Operationally check TFR RSCs		.00	****	0	0	0	4	0	0	0	0	0	0	0	4.24
45f(3). Troubleshoot malfunctions	-														
M0671 Troubleshoot TFR RSCs		.00	****	0	0	0	4	0	0	0	0	0	0	0	5.17
45f(4). Repair	-														
M0573 Remove or replace TFR set control components		.00	****	0	0	0	3	0	0	0	0	0	0	0	5.25
45f(5). Align	-														
M0453 Align TFR radar set controls (RSCs)		.00	****	0	0	0	5	4	0	0	0	0	0	0	3.86
45g(2). Perform operational checks	-														
M0523 Operationally check TFR RSCs		.00	****	0	0	0	4	0	0	0	0	0	0	0	4.24
45g(3). Troubleshoot malfunctions	-														
M0672 Troubleshoot TFR transmitter-synchronizers		.11	2	0	0	0	12	0	0	0	0	0	0	0	6.21

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	JOB GROUP										TSK DIF
					PERCENT MEMBERS PERFORMING										
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111					
45g(4).	Repair														
M0574	Remove or replace TFR transmitter-synchronizer components	.00	****	0	0	0	14	0	0	0	0	0	0	5.04	
M0575	Remove or replace TFR transmitter-synchronizer SRUs	.00	****	0	0	0	9	0	0	0	0	0	0	4.87	
45g(5).	Align														
M0454	Align TFR transmitter-synchronizers	.00	****	0	0	0	14	4	0	0	0	0	0	5.38	
45h(1).	Perform operational checks														
M0510	Operationally check RSC relay assemblies	.00	****	0	0	0	3	0	0	0	0	0	0	3.56	
45h(2).	Troubleshoot malfunctions														
M0659	Troubleshoot RSC relay assemblies	.00	****	0	0	0	3	0	0	0	0	0	0	4.45	
45h(3).	Repair														
M0601	Repair RSC relay assemblies	.00	****	0	0	0	3	0	0	0	0	0	0	4.35	
46f(2).	Perform operational checks														
M0467	Operationally check ARS or NRS indicator lens controllers	.00	****	0	0	0	4	4	0	0	0	0	0	5.03	
46f(3).	Troubleshoot malfunctions														
M0619	Troubleshoot ARS or NRS indicator lens controllers	.00	****	0	0	0	3	0	0	0	0	0	0	5.20	
46f(4).	Repair														
M0590	Repair indicator lens controllers	.00	****	0	0	0	4	0	0	0	0	0	0	4.44	

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	JOB GROUP										TSK DIF
					PERCENT MEMBERS PERFORMING										
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111					
46g(2).	-														
M0507		.09	2	0	0	0	7	0	0	0	0	0	0	5.03	
46g(3).	-														
M0657		.00	****	0	0	0	12	0	0	0	0	0	0	6.33	
46g(4).	-														
M0555		.00	****	0	0	0	9	0	0	0	0	0	0	5.87	
M0556		.00	****	0	0	0	7	0	0	0	0	0	0	5.80	
46g(5).	-														
M0423		.09	2	0	0	0	12	0	0	0	0	0	0	6.25	
46i(2).	-														
M0466		.12	2	0	0	0	16	4	0	0	0	0	0	5.92	
46i(3).	-														
M0621		.00	****	0	0	0	5	0	0	0	0	0	0	5.46	
46i(4).	-														
M0533		.00	****	0	0	0	8	0	0	0	0	0	0	4.31	
46i(5).	-														
M0425		.09	2	1	0	0	8	4	0	0	0	0	0	4.72	

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

PROF CODE	TNG EMP	ATI	TI	PERCENT MEMBERS PERFORMING							JOB GROUP			TSK DIF
				SS	ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111				
46j(2).	-													
	Perform operational checks													
M0469		.00	****	1	0	0	12	4	0	0	0	0	0	5.23
46j(3).	-													
	Troubleshoot malfunctions													
M0622		.07	2	0	0	0	4	0	0	0	0	0	0	5.45
46j(4).	-													
	Repair													
M0582		.00	****	0	0	0	4	0	0	0	0	0	0	5.14
46j(5).	-													
	Align													
M0424		.09	2	0	0	0	11	0	0	0	0	0	0	6.29
46l(1).	-													
	Align ARS or NRS video indicator assemblies													
	Perform operational checks													
M0468		.00	****	0	1	0	9	4	0	0	0	0	0	4.34
46l(2).	-													
	Troubleshoot malfunctions													
M0618		.07	2	0	1	0	1	0	0	0	0	0	0	4.71
48b(3).	-													
	Align													
M0435		.05	2	1	10	0	11	0	1	0	1	0	0	5.79
49c(2).	-													
	Align ILS localizer receivers													
	Perform operational checks													
M0456		.00	****	1	3	0	1	0	1	0	1	0	0	4.65
	Operationally check ADFs													

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	JOB GROUP										TSK DIF
					PERCENT MEMBERS PERFORMING										
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111					
49c(3).	-														
M0609		.00	****	0	1	0	0	0	0	0	0	0	0	4.94	
49c(4).	-														
M0579		.00	****	0	1	0	0	0	0	1	0	0	4.75		
49c(5).	-														
M0414		.00	****	0	2	0	0	0	0	1	0	0	4.40		
49d(1).	-														
M0463		.00	****	0	0	0	15	0	0	0	0	0	4.63		
49d(2).	-														
M0615		.00	****	0	0	0	11	0	0	0	0	0	4.90		
49d(3).	-														
M0532		.00	****	0	1	0	12	0	0	0	0	0	4.20		
49d(4).	-														
M0420		.00	****	0	0	0	20	4	0	0	0	0	5.07		
49e(1).	-														
M0471		.05	2	0	0	0	9	19	0	0	0	0	4.15		

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	JOB GROUP										
				PERCENT MEMBERS PERFORMING										
				TI SS	ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111	TSK DIF			
49e(2).	-													
M0613		.00	****	0	0	0	3	7	0	0	0	4.86		
49e(3).	-													
M0530		.00	****	0	0	0	3	15	0	0	0	4.37		
49g(1).	-													
M0477		.00	****	0	1	0	0	0	0	0	0	3.73		
49g(2).	-													
M0628		.00	****	0	1	0	0	0	0	0	0	4.31		
49g(3).	-													
M0583		.00	****	0	1	0	1	0	0	0	0	4.16		
49h(1).	-													
M0481		.07	1	0	0	0	8	4	0	0	0	3.57		
49h(2).	-													
M0632		.00	****	0	0	0	9	0	0	0	0	4.47		
49h(3).	-													
M0586		.00	****	0	1	0	9	0	0	0	0	4.31		
49h(4).	-													
M0428		.00	****	0	1	0	12	0	0	0	0	3.94		

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	JOB GROUP PERCENT MEMBERS PERFORMING								TSK DIF
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111			
49i(1).	-												
N0687		.27	2	0	0	0	14	0	0	0	0	4.35	
49i(2).	-												
M0638		.00	****	0	1	0	0	0	0	0	0	3.94	
49i(3).	-												
M0587		.00	****	0	1	0	0	0	0	0	0	4.24	
49j(1).	-												
M0488		.00	****	0	0	0	12	0	0	0	0	3.55	
49j(2).	-												
M0639		.00	****	0	0	0	9	0	0	0	0	4.05	
49j(3).	-												
M0588		.00	****	0	0	0	5	0	0	0	0	4.24	
49k(1).	-												
M0493		.16	1	1	4	0	7	0	2	0	0	3.50	
49k(2).	-												
M0643		.16	2	1	5	0	5	0	2	0	0	4.79	

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	PERCENT MEMBERS PERFORMING										JOB GROUP		
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111	TSK DIF						
49k(3). Repair	-																
M0591 49l(1). Repair intercommunications control panels Perform operational checks		.00	****	1	4	0	5	0	3	0							4.68
M0492 Operationally check intercommunication station units		.00	****	1	1	0	9	0	0	0							3.70
49l(2). Troubleshoot malfunctions	-																
M0644 49l(3). Troubleshoot intercommunications station units Repair		.00	****	1	1	0	7	0	0	0							4.88
M0592 49m(2). Repair intercommunications station units Troubleshoot malfunctions		.00	****	1	2	0	5	0	0	0							4.58
M0645 Troubleshoot interference blanker power supplies		.00	****	0	0	0	1	0	1	0							5.02
49m(3). Repair	-																
M0544 49o(1). Remove or replace IB power supply components Perform operational checks		.00	****	0	0	6	3	0	7	0							4.22
M0500 49o(3). Operationally check mode select couplers Repair		.00	****	0	0	0	7	0	0	0							3.97
M0594 49o(4). Repair mode select couplers Align		.00	****	0	0	0	3	0	0	0							4.35
M0439 Align mode select couplers		.00	****	0	0	0	7	4	0	0							3.87

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	JOB GROUP PERCENT MEMBERS PERFORMING											TSK DIF
				TI SS	ANT	MIC	AIS	EW	DIS	EF					
					ENA	RO	/R	PLY	111						
49p(1).	-														
M0503	Operationally check ODS power supply controls	.00	****	0	0	0	4	0	0	0	0	0	0	3.91	
49p(2).	-														
M0652	Troubleshoot optical sight power supply controls	.00	****	0	0	0	0	0	0	0	0	0	0	4.57	
49p(3).	-														
M0595	Repair ODS power supply controls	.00	****	0	0	0	4	0	0	0	0	0	0	3.81	
49p(4).	-														
M0441	Align optical display sight (ODS) power supply controls	.00	****	0	0	0	11	4	0	0	0	0	0	4.93	
49q(1).	-														
S1037	Horizontal Situation Indicator														
	Program test horizontal situation indicators (HSIs)	1.79	3	1	2	0	0	0	0	73	0	0	0	2.72	
49q(2).	-														
M0470	Attitude Remote Standby Indicator														
	Operationally check attitude remote standby indicators	.00	****	0	0	0	3	4	4	0	0	0	0	3.90	
49q(3).	-														
	Standby Attitude Indicator														
M0515	Operationally check standby attitude indicators	.00	****	0	1	0	5	0	0	15	0	0	0	3.69	
49t(1).	-														
	Perform operational checks														
M0506	Operationally check receiver controls	.00	****	0	0	0	1	0	0	0	0	0	0	4.34	

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	PERCENT MEMBERS PERFORMING										TSK DIF	
				TI	ANT	MIC	AIS	EW	DIS	EF					
				SS	ENA	RO	/R		PLY	111					
JOB GROUP															
49t(2).	-														
M0655		.00	****	0	1	0	1	0	0	0	0	0	0	4.54	
49t(3).	-														
M0599		.00	****	0	0	0	1	0	0	0	0	0	0	4.23	
49u(1).	-														
M0508		.00	****	0	0	0	14	0	1	0	0	0	0	3.74	
49u(2).	-														
M0656		.09	2	0	0	0	11	0	0	0	0	0	0	4.14	
49u(3).	-														
M0600		.00	****	1	0	0	12	0	2	0	0	0	0	4.37	
49w(1).	-														
M0514		.00	****	0	0	0	16	0	0	0	0	0	0	4.15	
49w(2).	-														
M0663		.00	****	0	0	0	9	0	0	0	0	0	0	4.49	
49w(3).	-														
M0604		.00	****	0	0	0	12	0	0	0	0	0	0	4.03	
49x(1).	-														
M0516		.00	****	0	1	0	3	0	0	0	0	0	0	3.33	

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	JOB GROUP PERCENT MEMBERS PERFORMING										TSK DIF
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111					
49x(2).	-														
M0664		.00	****	0	1	0	0	0	0	0	0	0	0	4.15	
49x(3).	-														
M0605		.00	****	0	1	0	0	0	0	0	0	0	0	4.25	
49y(1).	-														
M0520		.09	2	0	0	0	0	3	0	0	0	0	0	4.43	
49y(2).	-														
M0668		.00	****	0	0	0	0	3	0	0	0	0	0	5.41	
49y(3).	-														
M0606		.00	****	0	0	0	0	4	0	0	0	0	0	4.75	
49z(1).	-														
M0519		.16	2	0	0	0	0	16	0	0	0	0	0	4.95	
49z(2).	-														
M0667		.12	2	0	0	0	0	7	0	0	0	0	0	5.56	

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	JOB GROUP									
				PERCENT MEMBERS PERFORMING									
				TI SS	ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111	TSK DIF		
49z(3).	-												
	Repair												
M0568		.05	2	0	0	0	11	0	0	0	0	0	4.64
	Remove or replace TFR amplifier power supply SRU components												
M0569		.00	****	0	0	0	8	0	0	0	0	0	3.86
	Remove or replace TFR amplifier power supply SRUs												
49z(4).	-												
	Align												
M0451		.12	2	0	0	0	16	0	0	0	0	0	4.80
	Align TFR amplifier power supplies												
50a(2).	-												
	Perform operational checks												
M0461		.00	****	0	0	0	0	15	0	0	0	0	4.69
	Operationally check AMP/DET test sets												
50a(3).	-												
	Troubleshoot malfunctions												
N0721		.00	****	0	0	0	0	11	0	0	0	0	6.66
	Troubleshoot AMP/DET test sets												
50a(4).	-												
	Repair												
M0529		.00	****	0	0	0	0	15	0	0	0	0	3.40
	Remove or replace AMP/DET test set SRUs or components												
50a(5).	-												
	Align												
M0416		.00	****	0	0	0	0	15	0	0	0	0	6.03
	Align amplifier/detector (AMP/DET) test sets												
51b(1).	-												
	Perform operational checks												
N0697		.00	****	0	0	0	5	0	0	0	0	0	4.36
	Operationally check subsystem tie-in test sets												
51b(2).	-												
	Troubleshoot malfunctions												
N0739		.14	****	0	0	0	5	0	0	0	0	0	4.98
	Troubleshoot subsystem tie-in test sets												

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	JOB GROUP PERCENT MEMBERS PERFORMING										TSK DIF
				TI	ANT	MIC	AIS	EW	DIS	EF				
				SS	ENA	RO	/R	PLY	111	DIF				
51b(3).	Repair													
N0719	Repair subsystem tie-in test sets	.16	****	0	0	0	5	0	0	0	0	4.98		
51b(4).	Align	-												
N0677	Align subsystem tie-in test sets	.14	****	0	0	0	5	0	0	0	0	4.98		
51c(1).	Perform operational checks	-												
N0693	Operationally check hydraulic test sets	.09	1	1	3	0	4	0	0	0	0	3.10		
51c(2).	Troubleshoot malfunctions	-												
N0738	Troubleshoot hydraulic test sets	.14	1	0	2	0	5	0	0	0	0	3.74		
51c(3).	Repair	-												
N0710	Remove or replace hydraulic test set components	.00	****	1	2	0	3	0	0	0	0	3.10		
51c(4).	Align	-												
N0676	Align hydraulic test sets	.21	2	0	2	0	5	0	0	0	0	4.98		
51d(2).	Perform operational checks	-												
F0204	Operationally check flightline MDLs or TSLVCs	.46	2	0	3	0	3	4	1	0	0	4.90		
51d(3).	Troubleshoot malfunctions	-												
F0299	Troubleshoot MDLs or TSLVCs	.21	2	0	1	0	0	0	1	0	0	5.10		
51d(4).	Repair	-												
F0247	Remove or replace MDL or TSLVC components	.18	2	0	2	0	0	4	2	0	0	4.84		

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	JOB GROUP PERCENT MEMBERS PERFORMING										TSK DIF	
				TI	ANT	MIC	AIS	EW	DIS	EF					
				SS	ENA	RO	/R		PLY	111					
51d(5).	-														
Align															
F0154		.45	2	2	2	0	4	0	6	3					5.85
Align flightline mission data loaders (MDLs) or test set loader/verifier computers (TSLVCs)															
51d(6).	-														
Load and verify OFP															
F0186		.91	2	5	6	12	3	7	33	3					4.11
Load MTTUs															
51e(2).	-														
Perform operational checks															
F0204		.46	2	0	3	0	3	4	1	0					4.90
Operationally check flightline MDLs or TSLVCs															
51e(3).	-														
Troubleshoot malfunctions															
F0299		.21	2	0	1	0	0	0	1	0					5.10
Troubleshoot MDLs or TSLVCs															
51e(4).	-														
Repair															
F0247		.18	2	0	2	0	0	4	2	0					4.84
Remove or replace MDL or TSLVC components															
51e(5).	-														
Load data transfer module															
F0186		.91	2	5	6	12	3	7	33	3					4.11
Load MTTUs															
56ae(2).	-														
Perform operational checks															
M0511		.07	2	0	0	0	15	0	0	0					5.36
Operationally check SDCs															
56ae(3).	-														
Troubleshoot malfunctions															
M0660		.00	****	0	0	0	12	0	0	17					5.73
Troubleshoot SDCs															

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	JOB GROUP PERCENT MEMBERS PERFORMING										TSK	
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111	DIF					
56ae(4).	-															
M0559		.00	****	0	0	0	8	0	0	0	0	0	4.91			
M0560		.00	****	0	0	0	12	0	0	0	0	0	4.44			
M0602		.00	****	0	0	0	14	0	0	0	0	0	4.76			
56ae(5).	-															
M0445		.00	****	0	1	0	8	4	1	1	0	0	3.87			
57a(1).	-															
F0226		.30	2	2	3	0	0	7	1	1	0	0	4.98			
57a(2).	-															
F0217		.48	2	1	2	0	0	4	0	0	0	0	6.02			
57a(3).	-															
F0309		.71	2	0	2	0	0	4	0	0	0	0	5.93			
57a(4).	-															
F0273		.52	2	0	3	0	0	4	0	0	0	0	5.75			
57b(1).	-															
F0164		.25	2	1	1	0	1	4	0	0	0	0	6.09			
57b(2).	-															
F0277		.34	2	1	5	0	0	4	1	1	0	0	6.58			

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

	PROF CODE	TNG EMP	ATI	TI SS	PERCENT MEMBERS PERFORMING							JOB GROUP			TSK DIF	
					ANT ENA	MIC RO	AIS /R	EW	DIS PLY	EF 111						
57c(1).	-															
	Verification and calibration															
F0165	Calibrate AN/GJM-59 weapon data link simulators	.29	2	1	2	0	0	4	0	0	0	6.34				
57c(2).	-															
	Troubleshoot															
F0278	Troubleshoot AN/GJM-59 weapon data link simulators	.34	2	1	5	0	0	7	1	0	0	6.58				
60c.	-															
	Perform system checkout															
F0230	Perform system checkout of AN/TRC-177/188 time signal test sets	1.00	7	4	10	0	8	7	3	0	0	5.13				
64a(2).	-															
	Perform operational check															
N0681	Operationally check ARC-190 antenna couplers	.00	****	0	1	0	15	0	0	0	0	4.35				
64b(2).	-															
	Perform operational check															
N0685	Operationally check ARC-190 radio set controls	.09	2	0	1	0	14	0	0	0	0	4.35				
64c(2).	-															
	Perform operational check															
N0686	Operationally check ARC-190 radio system mounts	.09	2	0	1	0	11	0	0	0	0	4.35				
64d(2).	-															
	Perform operational check															
N0687	Operationally check ARC-190 RTs	.27	2	0	0	0	14	0	0	0	0	4.35				

TABLE B2

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

TASKS	TNG EMP	ATI	TISS	PERCENT MEMBERS PERFORMING								JOB GROUP		
				ANT	ENA	MIC	AIS/ R	EW	DISP LAY	EF- 111	TSK DIF			
Z1318	4.73	18	88	89	88	88	84	74	91	83	4.13			
F275	4.95	18	65	76	71	77	77	63	79	76	4.78			
F256	2.45	18	61	65	65	77	77	41	80	79	4.65			
F255	4.55	18	73	76	88	89	89	78	93	86	5.17			
F250	2.46	18	80	74	59	81	81	48	88	90	4.29			
F246	4.29	18	82	79	59	86	86	70	85	83	5.04			
F241	3.18	18	51	62	53	74	74	56	73	83	5.05			
F184	4.68	18	51	59	35	55	55	48	69	52	6.29			
F176	4.75	18	58	76	59	77	77	78	83	93	5.18			
0223	2.68	18	68	56	59	84	84	67	78	62	4.22			
Z1314	1.96	17	50	53	47	54	54	56	60	62	4.60			
Z1338	1.66	15	24	26	35	26	26	22	27	31	4.58			
Z1325	2.00	15	22	32	24	45	45	44	33	52	4.70			
Z1317	1.61	15	26	38	24	49	49	41	45	69	4.33			
Z1316	3.38	13	68	81	59	82	82	74	84	86	3.96			
F254	2.79	13	85	83	94	96	96	78	92	90	3.48			
F245	2.93	13	84	82	82	96	96	81	92	90	3.44			
F229	3.36	13	34	93	6	74	74	63	43	72	3.90			
F220	2.29	13	63	58	59	70	70	26	70	79	3.81			
F171	2.91	13	67	66	65	59	59	70	75	79	3.65			
F163	3.93	13	84	42	35	68	68	56	64	86	3.36			
E133	3.16	13	57	57	41	68	68	74	63	72	3.70			
Z1336	3.41	12	33	39	24	41	41	22	43	45	4.29			

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

TASKS	TNG EMP	ATI	TISS	PERCENT MEMBERS PERFORMING										JOB GROUP	
				ANT ENA	MIC RO	AIS/ R	EW	DISP LAY	EF- 111	TSK DIF					
Z1334	3.70	12	49	51	41	34	41	61	59	4.59					
Z1333	2.82	12	41	45	29	43	48	45	79	4.60					
Z1331	3.02	12	45	50	35	47	33	60	66	4.40					
Z1326	2.16	12	24	46	35	68	67	47	55	4.45					
Z1319	3.30	12	43	48	35	39	33	61	76	4.17					
F286	2.64	12	36	47	29	77	59	57	93	6.90					
F161	2.38	12	35	41	24	70	70	51	86	4.63					
E137	3.79	12	50	49	12	19	0	56	59	4.47					
Z1340	2.27	11	20	19	6	28	41	27	38	4.91					
Z1337	2.34	11	11	16	12	14	11	19	34	4.15					
Z1324	2.38	11	20	21	12	54	56	30	55	5.27					
Z1323	2.16	11	29	32	35	26	22	46	62	4.01					
U1141	2.73	11	7	29	6	0	0	3	0	6.25					
U1136	3.68	11	14	65	0	0	0	10	0	5.72					
U1135	3.80	11	13	61	0	0	0	10	0	5.21					
U1127	2.73	11	7	31	6	0	0	3	0	6.64					
T1107	2.48	11	2	4	53	0	0	60	0	5.52					
T1100	2.43	11	2	3	53	0	0	59	0	5.37					
T1098	2.68	11	2	3	47	0	0	60	0	5.19					
T1090	3.36	11	1	2	82	0	0	62	0	5.26					
S1081	2.36	11	1	1	6	0	0	56	0	5.38					
S1061	2.39	11	1	1	0	0	0	55	0	5.46					
S1042	3.09	11	1	2	6	0	0	60	0	4.96					

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

TASKS	TNG EMP	JOB GROUP											TSK DIF
		PERCENT MEMBERS PERFORMING											
		ATI	TISS	ANT ENA	MIC RO	AIS/ R	EW	DISP LAY	EF- 111				
S1026	3.39	11	1	2	6	0	0	73	0	6.64			
Level head-up display (HUD) tables using theodolites and alignment fixtures													
F173	2.45	11	18	22	12	7	56	27	55	5.06			
Configure test stations and support equipment for normal operation after mobility use													
F172	2.45	11	15	14	12	4	30	20	41	5.39			
Configure test stations and support equipment at mobility operating areas													
F152	2.84	11	2	6	24	3	0	58	3	6.22			
Align digital interface adapter (DIA) shop replaceable units (SRUs)													
F151	2.57	11	5	59	0	15	0	15	0	5.70			
E146	2.29	11	40	40	35	23	22	47	45	4.55			
E143	2.38	11	37	34	29	23	44	34	41	4.49			
Schedule benchcheck maintenance for supply line replaceable units (LRUs)													
E126	3.16	11	13	14	12	35	22	21	14	4.98			
E116	2.57	11	17	18	0	3	11	20	17	4.76			
Maintain due-in-from-maintenance (DIFM) transaction rosters													
Z1327	3.14	10	50	55	53	70	56	72	79	3.95			
Z1315	2.55	10	40	51	41	59	63	66	79	3.97			
E134	2.59	10	68	67	29	46	48	60	62	3.66			
Defer equipment maintenance records in CAMS													
Change CAMS performing workcenter codes													
Perform shift security checks of tools, equipment, or facilities													
E111	2.91	10	46	50	53	39	37	60	41	3.92			
F232	1.96	8	63	72	53	69	37	75	72	3.95			
Z1329	1.07	7	15	17	12	24	30	18	28	4.68			
Z1322	1.55	7	26	22	18	16	15	33	45	4.18			
Z1321	1.07	7	22	11	6	22	30	24	41	5.21			
W1173	1.18	7	4	34	0	0	0	2	0	5.30			
Operationally check generator control units (GCU)s													
R1003	1.16	7	0	1	0	0	0	35	0	5.63			
N718	1.09	7	5	22	6	0	0	4	0	4.25			
N715	1.09	7	4	21	6	0	0	4	0	4.98			
Repair Scorby tables													
Repair EDUs													
Repair DEECs													

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

TASKS	TNG EMP	ATI	PERCENT MEMBERS PERFORMING										JOB GROUP	
			TISS	ANT		MIC RO	AIS/ R		EW	DISP		EF- 111	TSK DIF	
				ENA	RO		LAY	LAY						
F310	1.52	7	38	21	0	0	9	33	6	59	5.63			
F287	1.16	7	15	6	0	0	26	7	22	38	6.64			
F279	1.09	7	4	25	0	0	16	0	6	0	5.52			
F270	1.29	7	0	4	0	0	28	0	41	0	6.22			
F265	1.89	7	10	48	6	14	0	0	39	0	5.34			
F244	1.30	7	47	20	6	84	48	18	24	4.37				
F243	1.04	7	19	11	18	27	7	29	41	4.47				
F228	1.62	7	25	18	0	16	7	21	14	5.07				
F225	1.75	7	1	9	0	0	0	0	42	0	4.84			
F192	1.11	7	6	27	0	14	0	0	4	0	4.62			
F191	1.46	7	4	34	0	16	7	6	0	4.74				
F188	1.43	7	10	11	18	3	33	14	31	4.52				
F183	1.23	7	17	23	6	23	26	46	24	5.38				
F160	1.04	7	4	3	0	3	26	18	3	5.72				
F159	1.14	7	6	10	12	32	37	32	28	4.83				
F150	1.21	7	4	28	6	9	0	5	0	4.84				
F149	1.86	7	7	52	0	4	0	15	0	4.94				
F148	1.48	7	5	35	6	14	0	8	0	5.41				
W1174	1.07	3	4	30	0	0	0	0	1	0	3.81			
F274	1.29	3	8	33	6	1	0	0	9	52	3.78			
F242	2.00	3	13	64	12	27	7	36	24	3.55				
F234	1.30	3	1	3	29	0	0	0	45	0	3.62			
F175	1.38	3	18	22	12	41	56	27	72	3.25				
F158	1.82	3	26	26	0	15	19	29	31	3.37				
Z1339	.88	2	4	4	6	7	7	8	28	4.57				

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

TASKS	TNG EMP	ATI	PERCENT MEMBERS PERFORMING										JOB GROUP			
			ANT		MIC		AIS/ R		EW		DISP LAY		EF- 111		TSK DIF	
			ENA	5	RO	6	R	3	11	8	21	4.38				
Z1335	.71	2	4	5	6	3	11	8	21					4.38		
Z1332	.77	2	6	5	12	8	7	11	24					4.55		
Z1330	.75	2	6	5	6	3	7	7	28					4.82		
Z1328	.96	2	7	7	6	9	11	14	31					4.56		
W1231	.86	2	3	28	0	0	0	1	0					5.21		
Q922	.12	2	0	0	0	0	0	0	83					6.99		
Perform grumman automatic cable tester (GACT)/test adapter set (TAS) continuity and logic self-tests																
Q920	.16	2	0	0	0	0	0	0	97					4.95		
Q917	.16	2	0	0	0	0	0	0	100					4.95		
Q915	.16	2	0	0	0	0	0	0	100					5.70		
Q914	.16	2	0	0	0	1	0	0	100					5.70		
Operationally check central instrumentation and control consoles																
Q912	.07	2	0	0	0	1	0	0	97					7.07		
P907	.09	2	0	0	0	0	33	0	0					5.68		
P906	.09	2	0	0	0	0	37	0	0					5.26		
P903	.09	2	0	0	0	0	41	0	0					5.68		
P862	.12	2	0	0	0	0	67	0	0					4.33		
Perform built-in self-tests of AN/ALR-62 mock-up systems																
P858	.12	2	0	0	0	0	70	0	0					4.99		
Operationally check AN/ALR-62 (V4) multichannel receiver (MCR) racks																
P851	.12	2	0	0	0	0	74	0	0					4.43		
Operationally check AN/ALR-62 (V3) forward receiver/digital processor racks																
O780	.07	2	1	0	0	0	0	0	93					5.70		
Perform hy-pot tests of TWT and A2 assemblies in AN/ALQ-99 transmitters																
O749	.07	2	0	0	0	0	0	0	86					7.58		
N692	.84	2	6	20	6	0	0	4	0					4.33		
N690	.86	2	6	20	6	0	0	4	0					4.57		
Operationally check engine diagnostic units (EDUs) (DEECs)																

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

TASKS	TNG EMP	ATI	PERCENT MEMBERS PERFORMING										JOB GROUP			TSK DIF
			TISS	ANT ENA	MIC RO	AIS/ R	EW	DISP LAY	EF- 111							
M478	.07	2	0	0	0	0	30	0	0	0	0	0	0	0	0	4.39
M419	.05	2	0	2	0	31	0	0	0	0	0	0	0	0	0	6.10
L413	.45	2	4	9	12	27	0	6	0	0	0	0	0	0	0	5.93
G326	.62	2	18	1	0	59	33	0	3	0	3	0	3	0	3	5.79
G325	.96	2	4	2	29	26	15	15	0	0	0	0	0	0	0	6.26
G324	.43	2	0	0	0	39	11	0	0	0	0	0	0	0	0	6.86
G323	.39	2	1	0	0	23	15	0	0	0	0	0	0	0	0	5.53
G315	.21	2	2	1	0	36	19	8	0	0	0	0	0	0	0	5.24
F307	.50	2	2	4	0	12	37	4	0	0	0	0	0	0	0	5.92
F306	.48	2	2	1	0	89	63	5	14	0	0	0	0	0	0	6.64
F305	.64	2	2	2	0	0	19	20	0	0	0	0	0	0	0	5.60
F304	.71	2	19	8	0	35	7	30	28	0	0	0	0	0	0	5.06
F298	.66	2	1	1	12	22	0	18	7	0	0	0	0	0	0	5.63
F284	.82	2	4	30	0	8	4	3	0	0	0	0	0	0	0	5.31
F282	.66	2	3	28	0	8	0	5	0	0	0	0	0	0	0	4.93
F280	.95	2	5	36	0	14	4	7	0	0	0	0	0	0	0	5.98
F271	.46	2	2	4	0	84	48	4	10	0	0	0	0	0	0	6.51
F263	.36	2	0	1	0	31	4	0	0	0	0	0	0	0	0	7.40
F257	.64	2	4	25	0	8	4	7	0	0	0	0	0	0	0	4.69
F253	.39	2	4	6	0	16	33	7	3	0	0	0	0	0	0	4.42
F252	.64	2	33	11	0	36	26	32	21	0	0	0	0	0	0	4.36
F251	.91	2	10	9	0	8	0	23	3	0	0	0	0	0	0	4.78
F215	.32	2	7	6	0	61	56	4	7	0	0	0	0	0	0	5.99

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

TASKS	TNG EMP	JOB GROUP										
		PERCENT MEMBERS PERFORMING										
		ATI	TISS	ANT ENA	MIC RO	AIS/ R	EW	DISP LAY	EF- 111	TSK DIF		
F213	.43	2	5	7	0	12	48	4	0	5.55		
F181	.71	2	4	6	6	4	4	30	0	4.30		
F177	.66	2	5	14	6	12	30	11	17	6.55		
F155	.79	2	13	11	12	34	26	21	24	5.18		
F153	.95	2	5	5	12	7	0	7	83	6.64		
R999	.66	1	0	2	0	0	0	19	0	3.62		
G320	.34	1	3	1	0	82	33	4	3	3.51		
G318	.55	1	24	2	0	85	44	3	10	3.52		
Q936	.00	****	0	0	0	0	0	0	97	6.68		
Q930	.00	****	0	0	0	0	0	0	93	4.95		
Q929	.00	****	0	0	0	0	0	0	93	5.74		
Q925	.00	****	0	0	0	0	0	0	97	5.74		
Q924	.00	****	0	0	0	1	0	0	100	4.17		
Q923	.00	****	0	0	0	0	0	0	79	3.55		
Q919	.00	****	1	0	0	0	0	0	86	4.76		
Q0918	.00	****	0	0	0	0	0	0	79	4.76		
Q913	.00	****	0	0	0	0	0	0	93	5.70		
P909	.00	****	0	0	0	0	41	0	0	6.12		
P905	.00	****	0	0	0	0	48	0	0	5.34		
P901	.00	****	0	0	0	0	67	0	0	4.00		
P895	.00	****	0	0	0	0	48	0	0	6.36		
P887	.00	****	0	0	0	0	48	2	0	4.99		
P884	.00	****	0	0	0	0	59	0	0	4.20		
P882	.00	****	0	0	0	0	44	0	0	5.33		

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

TASKS	TNG EMP	ATI	JOB GROUP											TSK DIF
			PERCENT MEMBERS PERFORMING											
			ANT ENA	MIC RO	AIS/ R	EW	DISP LAY	EF- 111						
P880	.00	***	0	0	0	0	33	1	0	0	4.73			
P865	.00	***	0	0	0	0	52	0	0	0	4.30			
P855	.00	***	0	0	0	0	56	0	0	0	5.40			
P845	.00	***	0	0	0	0	37	0	0	0	5.33			
P831	.00	***	1	0	0	0	37	0	0	0	6.05			
O819	.00	***	0	0	0	0	0	0	0	76	4.76			
O814	.00	***	0	0	0	0	0	0	0	90	8.52			
O791	.00	***	0	0	0	0	0	0	0	86	6.64			
O779	.00	***	0	1	0	0	0	0	0	93	5.70			
O762	.00	***	0	0	0	0	0	0	0	86	4.57			
N722	.00	***	0	0	0	0	30	0	0	0	5.39			
M640	.00	***	0	0	0	0	24	0	0	0	4.90			
M589	.00	***	0	0	0	0	22	0	0	0	5.16			
M561	.00	***	0	0	0	0	20	0	0	0	3.41			
M543	.00	***	1	1	0	0	28	0	6	0	3.86			
M491	.00	***	0	1	0	0	24	4	2	0	4.17			
M430	.00	***	0	1	0	0	4	33	1	0	4.98			

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