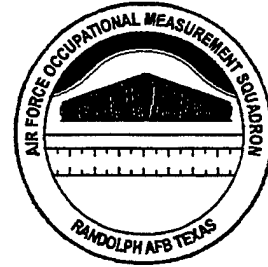


DTIC



**UNITED STATES
AIR FORCE**

OCCUPATIONAL SURVEY REPORT

AEROSPACE GROUND EQUIPMENT

AFSC 2A6X2

AFPT 90-2A6-064

JANUARY 1997

DTIC QUALITY INSPECTION

**OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Aerospace Ground Equipment (AGE) career ladder, Air Force Specialty Code (AFSC) 2A6X2. 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 First Lieutenant T. Scott Koons, Inventory Development Specialist, with computer programming support furnished by Ms. Rebecca R. Hernandez. Mr. Richard G. Ramos provided administrative support. Lieutenant Commander Brian R. Thompson, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, 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 AFOMS, Attention: Chief, Occupational Analysis Flight, Randolph AFB Texas 78150-4449 (DSN 487-6623).

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SUMMARY OF RESULTS

1. Survey Coverage: The Aerospace Ground Equipment (AGE) career ladder was surveyed to evaluate changes in the AFSC 2A6X2 career ladder and obtain current task and equipment data for use in evaluating current training programs. Fifty percent of the eligible specialty members were selected as participants. Results are based on responses from 2,536 members (31 percent of the assigned population). Air National Guard (ANG), Air Force Reserve (AFRES) and all major commands are satisfactorily represented in the survey sample.
2. Specialty Jobs: Two clusters and 13 jobs were identified in the career ladder structure analysis. Both entry-level AGE and AGE Mechanic, as well as four independent jobs involve the day-to-day technical responsibilities of the specialty. The supervisor cluster and seven jobs can be categorized as training, staff, or support functions. The entry-level AGE cluster and primary AGE mechanic job are obviously similar, with increasing number of tasks and supervisory duties assigned to the AGE mechanics. The four independent technical jobs are quite distinct from each other, yet share a core of tasks common to most incumbents. Specialty descriptions in AFMAN 36-2108 are complete and generally are accurate portrayals of the nature of the job.
3. Career Ladder Progression: Nearly all 3-skill level personnel perform only technical duties. Although 5-skill level jobs are technically-oriented, they also have a minimal supervisory aspect. Both 7- and 9-skill level members devote most of their time to supervisory/management duties, with the 9-skill level personnel also involved in more evaluation duties. ANG and AFRES personnel tend to perform more technical tasks at the higher skill levels due to limited personnel in the jobs.
4. Training Analysis: Analysis of the Specialty Training Standard (STS) identified several areas which were not well supported by the data, and several tasks with high percent of members performing which were not referenced in the STS. The Plan of Instruction (POI) had seven paragraphs which were not supported by the data, as well as having many technical tasks performed by greater than 30 percent of first-job or first-enlistment members yet not referenced to the POI.
5. Job Satisfaction Analysis: The majority of job satisfaction measures for the AGE sample were high. Group incumbents are about as satisfied as the previous samples, as well as a comparative sample. As might be expected, those jobs and clusters with more experienced personnel tended to have the highest expressed levels of job satisfaction.

6. *Implications:* The career ladder structure is quite similar to that found in the previous OSR. Career ladder progression is normal, showing a movement away from the technical tasks common at the lower skill levels, as the incumbents move toward the 7- and 9-skill levels. Training documents are somewhat supported, although several areas need review to justify either continued inclusion or exclusion. For this survey, the ANG and the AFRES AFSC 2A6X2 personnel were included in the survey process and the analysis of the career field. While active duty personnel dominate most of the jobs identified, the ANG and AFRES seem to be doing the same basic jobs as their active duty counterparts, albeit they are not as specialized.

**OCCUPATIONAL SURVEY REPORT (OSR)
AEROSPACE GROUND EQUIPMENT CAREER LADDER
(AFSC 2A6X2)**

INTRODUCTION

This is a report of an occupational survey of the Aerospace Ground Equipment (AGE) career ladder (AFSC 2A6X2) 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. The career ladder was last surveyed as AFSC 454X1 (converted to AFSC 2A6X6 effective 31 October 1993), and the subsequent OSR is dated January 1992.

Background

As described in the AFMAN 36-2108 *Specialty Description* for AFSC 2A6X2, dated 31 October 1994, members maintain, inspect, troubleshoot, repair, overhaul, and modify AGE to support aircraft systems or subsystems; operate towing vehicles for powered support equipment movement; inspect, troubleshoot, and repair Theater Air Control Systems (TACS) equipment; advise on problems encountered in repairing, maintaining, and modifying AGE; plan, organize, direct, inspect, and evaluate AGE maintenance activities.

All members are required to attend the J3ABR2A632-001, AGE Apprentice/MRT Course. The course, offered at Sheppard AFB, is 106 days long. The AGE Craftsman Course, J3AARA672-000, is 7 weeks and 3 days long. The J3AZR2A652-000 TACS course is 5 weeks and 1 day in length. Entry into the career ladder currently requires Armed Forces Vocational Aptitude Battery minimum scores of 51 Mechanical and 33 Electronic, and the strength factor of H (weight lift of 50 lbs) must be met or exceeded.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) AFPT 90-2A6-064, dated August 1995. 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 61 subject-matter experts representing a variety of major commands (MAJCOMs) at the following locations:

BASE	UNIT VISITED
Sheppard AFB TX	361 TRS/TRO
Eglin AFB FL	33 MS/MAG
Dyess AFB TX	7 EMS/MAG
Tinker AFB OK	552 MS/MAG
Holloman AFB NM	49 MXF/MAG
Cannon AFB NM	27 EMS/EMG
Nellis AFB NV	57 EMS/EMGF
Barksdale AFB LA	2 MNXS/LGMG
Travis AFB CA	60 CRS/MACG
Mountain Home AFB ID	366 MXS/MAG

The resulting JI contained a comprehensive listing of 959 tasks grouped under 22 duty headings with a background section requesting such information as grade, MAJCOM assigned, job title, time in present job, time in service, job satisfaction, functional area, type of facility, organizational level, training completed, and equipment and forms used.

Survey Administration

In December 1995 there were 8,236 members assigned to the career ladder. Fifty percent of the eligible population were selected by a random stratified selection process for participation in the survey. Base Training Offices at operational bases worldwide administered the inventory to 3,783 eligible AFSC 2A6X2 members. Personnel excluded from taking the survey comprised the following: (1) personnel in transition for a permanent change of station; (2) personnel retiring during the time inventories were administered to the field; and (3) 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 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 of time spent) through 5 (about average time spent) to 9 (very large amount of time spent).

In order 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 2A6X2 survey sample includes responses from 2,536 AGE job incumbents. Table 1 reflects the MAJCOM distribution of assigned AFSC 2A6X2 personnel. The 2,536 respondents represent 31 percent of the assigned population, and 67 percent of those surveyed. Table 2 reflects the distribution by paygrade and component status. Although the Air Force Reserve (AFRES) and Air National Guard (ANG) survey sample appears overrepresented at the E-5 and E-6 paygrades, it is considered a good proportional representation of paygrades in 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 2A6X2 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.

Training Emphasis (TE). TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 70 senior AFSC 2A6X2 NCOs who completed the 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 by resident technical schools, field training detachments (FTD), mobile training teams, formal on-the-job training (OJT), or any other organized training method. In this career ladder, the average

TABLE 1

MAJCOM REPRESENTATION OF SURVEY SAMPLE

MAJCOM	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	31	32
ANG	23	20
AMC	10	12
PACAF	9	11
AFRES	11	8
AETC	6	7
USAFE	6	6
AFSOC	2	2
AFMC	2	2

TOTAL ASSIGNED = 8,236

TOTAL SURVEYED = 3,783

TOTAL IN SAMPLE = 2,536

PERCENT OF ASSIGNED IN SAMPLE = 31%

PERCENT OF SURVEYED IN SAMPLE = 67%

* As of December 1995

TABLE 2

PAYGRADE DISTRIBUTION OF SAMPLE

PAYGRADE	PERCENT OF ACTIVE DUTY		PERCENT OF AIR RESERVE		PERCENT OF AIR GUARD	
	ASSIGNED*	SAMPLE	ASSIGNED*	SAMPLE	ASSIGNED*	SAMPLE
E-2	7	6	0	0	1	1
E-3	17	19	1	1	3	3
E-4	27	27	11	6	17	11
E-5	25	24	49	51	38	41
E-6	12	13	24	29	25	28
E-7	10	9	12	12	12	11
E-8	2	1	3	2	4	5

* As of December 1995

TE rating was 2.50, with a standard deviation of 1.40. Tasks rated above 3.90 are high in TE and should be seriously considered for tech school training. The interrater reliability was found to be acceptable.

Task Difficulty (TD). Task difficulty is an estimate of the amount of time the average airman needs to learn to perform a task satisfactorily. The 84 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (from 1 (extremely low) to 9 (extremely high)). TD data were independently collected from 84 experienced 7-skill level personnel and interrater reliability was found acceptable. Ratings were standardized so tasks have an average difficulty rating of 5.00, with a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn. The resulting data yield essentially a rank ordering of tasks indicating the degree of difficulty for each task in the inventory. When used in conjunction with the primary criterion of percent members performing, TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting 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 AGE 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, 2 clusters and 13 jobs were identified within the AFSC 2A6X2 survey sample. A listing of these is provided below and illustrated in Figure 1. The stage (STG) and group (GP) numbers shown beside each title references computer-generated information; and the letter "N" stands for the number of personnel in each group.

- I. ENTRY LEVEL AEROSPACE GROUND EQUIPMENT (AGE) MECHANIC CLUSTER (STG165, N=227)
- II. AGE MECHANIC (STG229, N=1,339)
- III. DISPATCHER (STG280, N=14)
- IV. HEATING SYSTEMS MECHANIC (STG237, N=11)
- V. PREOPERATIONS OR SERVICE INSPECTIONS (STG224, N=18)
- VI. THEATER AIR CONTROL SYSTEMS (TACS) MAINTENANCE (GP037, N=102)
- VII. COMBAT AGE TEAM LEADER (STG219, N=72)
- VIII. MUNITIONS AGE MECHANIC (STG218, N=21)
- IX. FIELD TRAINING DETACHMENT (FTD) INSTRUCTOR (STG167, N=10)
- X. BENCH STOCK MONITOR (STG254, N=24)
- XI. PRODUCTION SUPPORT (STG368, N=25)
- XII. QUALITY ASSURANCE (QA) INSPECTOR (STG150, N=22)
- XIII. SUPERVISOR CLUSTER (STG112, N=280)
- XIV. MOBILITY MANAGER (STG247, N=10)
- XV. ENVIRONMENTAL MANAGER (STG442, N=11)

AEROSPACE GROUND EQUIPMENT JOBS

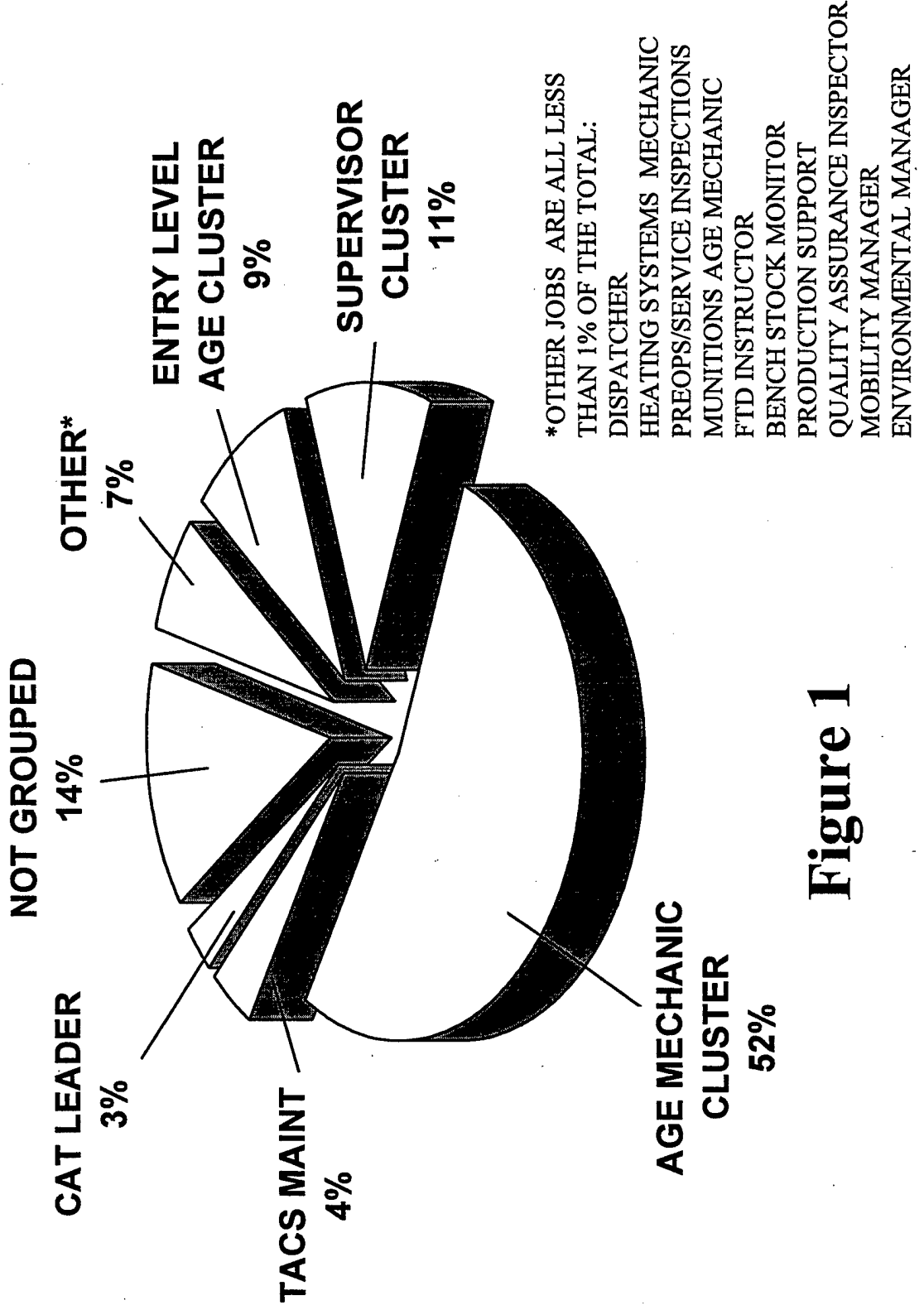


Figure 1

The respondents forming these groups account for 86 percent of the survey sample. The remaining 14 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: LAN Administrator, PC Specialist, Quality Adviser, Information Management Coordinator, Squadron Security Manager, and Gold Flag Acquisition Monitor.

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 in the JI. Table 4 displays selected background information, such as DAFSC distributions across each group, average of 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. ENTRY LEVEL AEROSPACE GROUND EQUIPMENT (AGE) MECHANIC CLUSTER (STG165, N=227). Members in this cluster are at the entry level of the career ladder. Personnel in this cluster are junior, having an average of 53 months TAFMS, 69 percent are in their first enlistment and the predominant paygrades are E-3 and E-4. Twenty-eight percent of their time on tasks relate to the conduct of operational or service inspections, with another 14 percent spent performing dispatch duties. What distinguishes this cluster from the core job is the fact that they only perform an average of 99 tasks, whereas the main AGE cluster performs an average of 300 tasks. Both jobs identified within this cluster spend a significant amount of time either picking up or delivering AGE. They varied only slightly from each other in that one group maintained AGE electrical systems and engines, while the other group spent more time performing periodic inspections. Some of the average entry level tasks performed include:

- perform operational checks of air compressors
- perform operational checks of heaters
- perform service inspections on air compressors
- perform service inspections on floodlight sets
- perform operational checks of floodlight sets
- perform service inspections on heaters

II. AGE MECHANIC (STG229, N=1,339). Members of this job represent the core job of the career ladder and they inspect and maintain a wide variety of AGE equipment. The members of this job predominately hold the rank of E-4 (26 percent) or E-5 (36 percent), and average 92 months TAFMS. Two thirds or 66 percent of the job members are active duty with 23 percent ANG and the remaining 11 percent AFRES. Some general tasks of this job include:

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A6X2 JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DISPATCH	HEATING SYSTEMS MECHANIC	ENTRY LEVEL AGE	PREOPS/SERVICE INSPECT	AGE MECHANIC
A ORGANIZING AND PLANNING	1	1	*	3	1
B DIRECTING AND IMPLEMENTING	*	1	*	3	1
C INSPECTING AND EVALUATING	1	1	*	5	1
D TRAINING	2	*	*	1	1
E PERFORMING GENERAL PRODUCTION SUPPORT TASKS	3	3	3	8	5
F PERFORMING OPERATIONAL OR SERVICE INSPECTIONS	35	18	28	43	15
G PERFORMING ANNUAL INSPECTIONS	2	11	7	20	8
H MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	6	9	9	4	11
I MAINTAINING AGE ELECTRONIC SYSTEMS	1	1	2	*	3
J MAINTAINING AGE ENGINES	4	8	8	1	13
K MAINTAINING AGE MOTORS OR GENERATORS	2	2	2	*	3
L MAINTAINING AGE HEATING SYSTEMS	3	21	5	1	6
M MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	*	*	*	*	2
N MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	*	1	2	*	5
O MAINTAINING AGE PNEUMATIC SYSTEMS	*	2	2	*	5
P MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	2	12	8	2	8
Q MAINTAINING MOBILE THEATER AIR CONTROL SYSTEM (TACS) EQUIPMENT	*	*	*	*	*
R DISPATCHING AGE	34	4	14	4	6
S MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	*	2	1	*	2
T PERFORMING AGE QUALITY VERIFICATION TASKS	*	*	*	*	*
U PERFORMING NONPOWERED AGE MAINTENANCE	*	1	2	1	3
V PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	*	*	*	*	*

* 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 2A6X2 JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	THEATER AIR CONTROL SYSTEMS	COMBAT AGE TEAM LEADER	MUNITIONS AGE MECHANIC	FTD INSTRUCTOR	BENCH STOCK MONITOR
A ORGANIZING AND PLANNING	2	8	3	3	9
B DIRECTING AND IMPLEMENTING	2	9	4	6	11
C INSPECTING AND EVALUATING	2	8	5	4	6
D TRAINING	3	6	3	17	1
E PERFORMING GENERAL PRODUCTION SUPPORT TASKS	5	14	9	3	24
F PERFORMING OPERATIONAL OR SERVICE INSPECTIONS	8	14	11	14	1
G PERFORMING ANNUAL INSPECTIONS	2	2	6	*	*
H MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	16	6	17	8	*
I MAINTAINING AGE ELECTRONIC SYSTEMS	7	2	9	7	*
J MAINTAINING AGE ENGINES	14	5	*	11	*
K MAINTAINING AGE MOTORS OR GENERATORS	4	2	1	3	*
L MAINTAINING AGE HEATING SYSTEMS	3	3	*	8	*
M MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	1	*	*	3	*
N MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	*	2	8	6	*
O MAINTAINING AGE PNEUMATIC SYSTEMS	*	2	2	2	*
P MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	4	3	5	2	*
Q MAINTAINING MOBILE THEATER AIR CONTROL SYSTEM (TACS) EQUIPMENT	16	*	*	*	*
R DISPATCHING AGE	4	6	4	*	6
S MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	3	3	*	1	39
T PERFORMING AGE QUALITY VERIFICATION TASKS	1	4	2	*	*
U PERFORMING NONPOWERED AGE MAINTENANCE	*	2	*	*	*
V PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	*	*	*	*	*

* 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 2A6X2 JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	PRODUCTION SUPPORT	QUALITY ASSURANCE INSPECTOR	SUPERVISOR CLUSTER	MOBILITY MANAGER	ENVIRON MANAGER
A ORGANIZING AND PLANNING	8	5	19	25	18
B DIRECTING AND IMPLEMENTING	7	15	21	31	37
C INSPECTING AND EVALUATING	4	26	22	27	18
D TRAINING	*	4	9	3	4
E PERFORMING GENERAL PRODUCTION SUPPORT TASKS	60	7	16	13	18
F PERFORMING OPERATIONAL OR SERVICE INSPECTIONS	*	14	3	*	*
G PERFORMING ANNUAL INSPECTIONS	*	1	*	*	*
H MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	*	*	*	*	*
I MAINTAINING AGE ELECTRONIC SYSTEMS	*	*	*	*	*
J MAINTAINING AGE ENGINES	*	*	*	*	*
K MAINTAINING AGE MOTORS OR GENERATORS	*	*	*	*	*
L MAINTAINING AGE HEATING SYSTEMS	*	*	*	*	*
M MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	*	*	*	*	*
N MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	*	*	*	*	*
O MAINTAINING AGE PNEUMATIC SYSTEMS	*	*	*	*	*
P MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	*	*	*	*	*
Q MAINTAINING MOBILE THEATER AIR CONTROL SYSTEM (TACS) EQUIPMENT	*	*	*	*	*
R DISPATCHING AGE	*	*	2	*	3
S MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	16	2	3	*	2
T PERFORMING AGE QUALITY VERIFICATION TASKS	2	24	3	2	*
U PERFORMING NONPOWERED AGE MAINTENANCE	*	*	*	*	*
V PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	*	*	*	*	*

* Denotes Less than 1 percent

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

TABLE 4

SELECTED BACKGROUND DATA FOR AFSC 2A6X2 CAREER LADDER JOBS

	DISPATCHER (STG280)	HEATING SYSTEMS MECHANIC (STG237)	ENTRY LEVEL AGE MECH CLUSTER (STG165)	PREOPERATIONS OR SERVICE INSPECTIONS (STG224)	AGE MECHANIC (STG229)
NUMBER IN GROUP	14	11	227	18	1339
PERCENT OF SAMPLE	*	*	9%	*	53%
PERCENT IN CONUS	86%	55%	80%	83%	82%
DAFSC DISTRIBUTION:					
2A632	50%	45%	52%	22%	21%
2A652	43%	18%	38%	50%	46%
2A672	7%	36%	10%	28%	32%
2A692	0	0	0	0	0
COMPONENT STATUS					
ACTIVE DUTY	79%	91%	77%	88%	66%
GUARD	14%	9%	15%	6%	23%
RESERVE	7%	0	8%	6%	11%
PREDOMINANT PAYGRADE(S)					
AVG MONTHS IN SERVICE	E-3/E-4 60	E-5 68	E-3/E-4 53	E-4 91	E-4/E-5 92
(TAFMS) - ACTIVE DUTY ONLY	64%	54%	69%	45%	41%
PERCENT FIRST ENLISTMENT - ACTIVE DUTY ONLY					
AVG NUMBER OF TASKS PERFORMED	48	106	99	83	300
PERCENT SUPERVISING	21%	27%	13%	44%	38%

* Less than 1 percent

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR AFSC 2A6X2 CAREER LADDER JOBS

	THEATER AIR CONTROL SYSTEMS (GP037)	COMBAT AGE TEAM LEADER (STG219)	MUNITIONS AGE MECHANIC (STG218)	FTD INSTRUCTOR (STG167)	BENCH STOCK MONITOR (STG254)
NUMBER IN GROUP	102	72	21	10	24
PERCENT OF SAMPLE	4%	3%	*	*	*
PERCENT IN CONUS	95%	72%	100%	80%	58%
DAFSC DISTRIBUTION:					
2A632	14%	0	5%	0	13%
2A652	46%	7%	62%	30%	67%
2A672	33%	92%	33%	70%	21%
2A692	7%	1%	0	0	0
COMPONENT STATUS					
ACTIVE DUTY	46%	90%	90%	100%	100%
GUARD	54%	7%	10%	0	0
RESERVE	0	3%	0	0	0
PREDOMINANT PAYGRADE(S)					
AVG MONTHS IN SERVICE	E-5/E-6 117	E-6 81	E-4/E-5 112	E-6 153	E-4 87
(TAFMS) - ACTIVE DUTY ONLY					
PERCENT FIRST ENLISTMENT - ACTIVE DUTY ONLY	38%	3%	24%	0	16%
AVG NUMBER OF TASKS PERFORMED					
	226	202	155	101	31
PERCENT SUPERVISING					
	46%	94%	57%	30%	17%

* Less than 1 percent

TABLE 4 (CONTINUED)
 SELECTED BACKGROUND DATA FOR AFSC 2A6X2 CAREER LADDER JOBS

	PRODUCTION SUPPORT (STG368)	QUALITY ASSURANCE INSPECTOR (STG150)	SUPERVISOR CLUSTER (STG112)	MOBILITY MANAGER (STG247)	ENVIRONMENTAL MANAGER (STG442)
NUMBER IN GROUP	25	22	280	10	11
PERCENT OF SAMPLE	*	*	11%	*	*
PERCENT IN CONUS	84%	73%	78%	70%	73%
DAFSC DISTRIBUTION:					
2A632	0	0	0	0	0
2A652	72%	0	8%	10%	27%
2A672	28%	95%	74%	90%	73%
2A692	0	5%	19%	0	0
COMPONENT STATUS					
ACTIVE DUTY	96%	73%	86%	100%	100%
GUARD	0	27%	10%	0	0
RESERVES	4%	0	4%	0	0
PREDOMINANT PAYGRADE(S)					
AVG MONTHS IN SERVICE	E-4 106	E-5 165	E-7 199	E-7 176	E-5 160
PERCENT FIRST ENLISTMENT - ACTIVE DUTY ONLY	0	9%	4%	0	0
AVG NUMBER OF TASKS PERFORMED					
PERCENT SUPERVISING	48	65	92	29	30
	36%	18%	95%	40%	18%

* Less than 1 percent

- perform operational checks of air compressors
- perform operational checks of heaters
- perform operational checks of floodlight sets
- perform service inspections on air compressors
- perform service inspections on floodlight sets
- remove or install batteries

III. DISPATCHER (STG280, N=14). Incumbents of this job perform an average of 48 tasks, largely to ensure that AGE gets to where it is needed, when it is needed. Representing less than 1 percent of the survey sample, these members spend 35 percent of their time on tasks related to operational or service inspections, and 34 percent on tasks related to AGE dispatch. Sixty-four percent of the dispatcher members are in their first enlistment, with an average TAFMS of 60 months, and the predominant paygrades are E-3 and E-4. Their work operating and fueling AGE vehicles and operating two-way vehicle radios distinguishes them from other AFSC 2A6X2 personnel. Distinctive tasks performed include:

- perform service inspections on air compressors
- operate two-way vehicle radios
- fuel AGE
- pick up or deliver AGE
- position AGE to aircraft
- operate AGE tow vehicles

IV. HEATING SYSTEMS MECHANIC (STG237, N=11). Comprising less than 1 percent of the survey sample, personnel in this job spend 21 percent of their time maintaining AGE heating systems and 18 percent of their time on operational checks or service inspection tasks. They have an average TAFMS of 68 months with 36 percent having a paygrade of E-5. Forty-five percent of these members report they are assigned to units outside the United States. Members perform an average of 107 tasks with commonly performed tasks including:

- perform operational checks of heaters
- adjust heater ignitor gaps
- perform periodic inspections on heaters
- perform operational checks of floodlight sets
- pack wheel bearings
- troubleshoot heater malfunctions

V. PREOPERATIONS OR SERVICE INSPECTIONS (STG224, N=18). Comprising less than 1 percent of the survey sample, members of this job spend 43 percent of their time performing operational or service inspections. On average, these personnel perform 83 tasks and have 91 months TAFMS. The most predominant rank is E-4 (39 percent) and 50 percent of the job members are 5-level. Some representative tasks for the job include:

- perform operational checks of air compressors
- perform operational checks of nonpowered AGE maintenance stands
- perform service inspections on air compressors
- perform periodic inspections on generators
- perform operational checks of generators
- perform operational checks of floodlight sets

VI. THEATER AIR CONTROL SYSTEMS (TACS) MAINTENANCE (GP037, N=102). Members of this job distinguish themselves from all other AGE jobs in that they are the only members who spend time (16 percent) maintaining mobile TACS equipment. Over half of the TACS job members are ANG (54 percent) and 31 percent of the active duty members serve in Air Combat Command. Survey respondents indicated that they also spend 16 percent of their time maintaining AGE electrical systems. Members perform an average of 226 tasks, which is the largest number of tasks of all AGE jobs. Members in this job average 117 months TAFMS, and generally hold either the paygrade of E-5 (34 percent) or E-6 (25 percent). Some of the common tasks for this job include:

- remove or install grounding rods
- remove or install battery cables
- remove or install electrical fuses
- remove or install camouflage stakes
- drive in vehicle convoys
- adjust belt tensions

VII. COMBAT AGE TEAM LEADER (STG219, N=72). Members of this job spend time performing general production support tasks (14 percent) or periodic inspections (14 percent). Ninety-four percent of these job members reported that they act as supervisors and 92 percent are 7-skill level. Members perform an average of 202 tasks, and over half (51 percent) are E-6s with an average TAFMS of 81 months. Some representative tasks for this job include:

- perform operational checks of floodlight sets
- supervise AGE Journeymen (AFSC 2A652)
- perform operational checks of air compressors

determine or establish work priorities
supervise AGE Apprentices (AFSC 2A632)
inspect cleanliness of work area

VIII. MUNITIONS AGE MECHANIC (STG218, N=21). Comprising less than 1 percent of the survey sample, members of this job are responsible for maintenance and inspections of munitions handling trailers and bomb lifts. The job incumbents average 112 months TAFMS and predominantly (62 percent) are 5-skill level. Members perform an average of 155 tasks such as:

remove or install printed circuit boards
perform operational checks of powered munitions handling trailers
measure amperage, resistance, frequency, or voltage of AGE
electronic circuitry systems
solder electrical system wiring
adjust circuit card output signals
troubleshoot electrical circuitry malfunctions, other than integrated
or solid-state circuitries

IX. FIELD TRAINING DETACHMENT (FTD) INSTRUCTOR (STG167, N=10). The members of this small job are responsible for training unit personnel in the field, while also continuing to perform other technical tasks. All members of this specific job are active duty and distinguish themselves by spending 17 percent of their time on tasks related to training. These more senior incumbents have an average of 153 months TAFMS and predominately hold the rank of E-6 (70 percent). They perform an average of 101 tasks such as:

develop lesson plans
conduct AGE operation training
research TOs, charts, or diagrams for AGE hydraulic
systems maintenance instructions
research TOs, charts, or diagrams for heating systems maintenance
instructions
troubleshoot heater malfunctions
perform operational checks of hydraulic test stands

X. BENCH STOCK MONITOR (STG254, N=24). This job represents less than 1 percent of the sample, and 39 percent of job members' time is spent maintaining special tools or shop equipment, which involves issuing and accounting for the parts and tools used by other AGE personnel. They are separated from other 2A6X2 personnel in that they are all active duty

and 42 percent of them are stationed outside the continental United States. They only perform an average of 31 tasks and the predominant paygrade is E-4 with an average 87 months TAFMS. Some average tasks include:

- maintain bench stocks
- inspect composite tool kits (CTK)
- establish bench stock levels
- issue or turn in special tools or shop equipment, other than CTKs
- maintain CTKs
- research national stock or part numbers

XI. PRODUCTION SUPPORT (STG368, N=25). Members of this job comprise less than 1 percent of the sample and 96 percent are active duty. Although this job is somewhat similar to the Bench Stock Monitor Job, 60 percent of the members' time is spent performing production support tasks. Performing an average of 48 tasks, most members hold the rank of E-4. Tasks which distinguish this job are:

- inquire CAMS for AGE scheduled, unscheduled, or deferred equipment discrepancies
- load AGE annual inspections in CAMS
- load AGE periodic inspections in CAMS
- create or schedule CAMS equipment discrepancies
- research national stock or part numbers
- review or monitor AGE MICAP status

XII. QUALITY ASSURANCE (QA) INSPECTOR (STG150, N=22). This unique job involves relatively senior (95 percent 7-skill level) members ensuring the various responsibilities of the career ladder are accomplished correctly. This job is notable because its members spend 50 percent of their time either inspecting and evaluating or performing AGE quality verification tasks. Some examples of the average of 65 tasks performed are:

- implement quality assurance programs
- evaluate quality control procedures
- inspect completed maintenance
- perform quality verification inspections (QVIs) on AGE
- inspect cleanliness of work area
- investigate accidents or incidents

XIII. SUPERVISOR CLUSTER (STG112, N=280). This job involves supervision of AGE personnel and consists of 11 percent of the sample. It is clearly a distinct job in that 62 percent of the members' time is spent organizing and planning, directing and implementing, or inspecting and evaluating. This is the most senior AGE job, with 63 percent of the job holding a paygrade of either E-7 or E-8 and averaging 199 months TAFMS. What distinguishes this job from the QA Inspector Job is that the QA Inspector Job does not deal as much with personnel management tasks such as counseling or writing personnel appraisals. Examples of the most commonly performed tasks include:

- counsel personnel on personal or military matters
- inspect cleanliness of work area
- conduct or participate in staff meetings
- determine or establish work priorities
- write recommendations, awards, decorations, or recognition packages
- write EPRs

XIV. MOBILITY MANAGER (STG247, N=10). This job comprises less than 1 percent of the survey sample. Members spend almost 75 percent of their time on tasks related to organizing and planning, directing and implementing, or inspecting and evaluating. This is the second most senior AGE job and has a predominant paygrade of E-7 (60 percent). What distinguishes this job from the senior Supervisory Cluster is that Mobility Managers are largely focused on mobility equipment, and 60 percent of the members do not supervise personnel. Members perform an average of 29 tasks, which is the smallest number of tasks of any AGE job. Some tasks include:

- inspect mobility equipment
- maintain mobility personnel listings
- update contingency plans
- direct preparation of official correspondence
- conduct or participate in staff meetings
- plan or conduct briefings

XV. ENVIRONMENTAL MANAGER (STG442, N=11). The members of this small job are responsible for ensuring that Environmental Protection Agency (EPA) programs are adhered to. Incumbents average 160 months TAFMS. This job is unique and only performed by 5- and 7-skill level active duty members with an average grade of E-5 (45 percent). The following are examples of the 30 average tasks performed:

- implement EPA programs
- monitor collection and disposal of hazardous waste materials
- evaluate personnel compliance with EPA program standards
- direct EPA programs
- review EPA programs
- mark hazardous or dangerous material containers

Comparison of Current Jobs to Previous Survey Findings

Results of the specialty job analysis were compared to those of the last AGE OSR published in 1992. With some variance in the job titles between the two studies, the tasks that personnel performed in the previous OSR are generally found in the current study. As shown in Table 5, the majority of jobs identified previously were also identified in this study. Nonpowered maintenance, chassis mechanic, and refrigeration mechanic jobs found in the last study did not break out as separate jobs in this study, with their tasks spread among the other jobs in the current survey. Tech School Instructors identified in the past study were identified, but not included in the current study since job members identified that they performed the tasks vice taught the tasks. Combat AGE Team (CAT) Leader, Mobility Manager and Environmental Manager jobs were all identified as separate jobs in the current study and were not identified in the previous study. The ANG and AFRES were not surveyed with the active duty career ladder when the last OSR was written. Even though the ANG and AFRES have been added into this report, the basic career ladder structure is not greatly affected.

Summary

The common core job (AGE Mechanic) and 2 clusters (Entry Level AGE and Supervisor) make up 75 percent of the job incumbents. The remaining 12 jobs identify specialization or describe the diversity between the personnel in the career ladder. Although many maintenance and inspection tasks are common to many of the jobs, the majority of unique tasks such as TACS maintenance and quality assurance apply to only one or two jobs. Current results largely follow the historical career structure, with the major changes since the last survey being the creation of CAT Leader, Mobility Manager, and Environmental Manager jobs.

TABLE 5

COMPARISON OF JOB GROUPS IN CURRENT STUDY
TO PREVIOUS STUDY

1996 STUDY (AFSC 2A6X2) (N=2,536)	1992 STUDY (AFSC 454X1) (N=2,540)
DISPATCHER	DISPATCHER
HEATING SYSTEMS MECHANIC	HEATING SYSTEMS MECHANIC
ENTRY LEVEL AGE MECHANIC CLUSTER	APPRENTICE MECHANIC
PREOPERATIONS OR SERVICE INSPECTIONS	PREOPERATIONS OR SERVICE INSPECTIONS
AGE MECHANIC	MAINTENANCE MECHANIC
TACS MAINTENANCE	TACS MAINTENANCE
CAT LEADER	<i>NO SIMILAR GROUP IDENTIFIED</i>
MUNITIONS AGE MECHANIC	MUNITIONS HANDLING TRAILER MECHANIC
FTD INSTRUCTOR	FTD INSTRUCTOR
BENCH STOCK MONITOR	BENCH STOCK AND PRODUCTION CONTROL
PRODUCTION SUPPORT	BENCH STOCK AND PRODUCTION CONTROL
QUALITY ASSURANCE INSPECTOR	QUALITY ASSURANCE INSPECTOR
SUPERVISOR CLUSTER	SENIOR SUPERVISOR
MOBILITY MANAGER	<i>NO SIMILAR GROUP IDENTIFIED</i>
ENVIRONMENTAL MANAGER	<i>NO SIMILAR GROUP IDENTIFIED</i>
<i>NO SIMILAR GROUP IDENTIFIED</i>	NONPOWERED MAINTENANCE
<i>NO SIMILAR GROUP IDENTIFIED</i>	TECH SCHOOL INSTRUCTOR
<i>NO SIMILAR GROUP IDENTIFIED</i>	CHASSIS MECHANIC
<i>NO SIMILAR GROUP IDENTIFIED</i>	REFRIGERATION MECHANIC

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 members across career ladder jobs for active duty, ANG and AFRES respondents is displayed in Table 6, while Tables 7-10 displays the relative percent of time spent on each duty across the skill-level groups. A typical pattern of progression is noted within the AFSC 2A6X2 career ladder, in that personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up through the 7- to 9-skill level, higher percentages of members perform supervision and training functions, and they spend much less time on technical activities.

Skill-Level Descriptions

DAFSC 2A632. The 507 airmen in the 3-skill level group represent 20 percent of the survey sample and the majority are either in the Entry-Level AGE Cluster or AGE Mechanic Job. As shown in Table 7, 22 percent of the respondents' time is spent performing operational checks or service inspections. Their job focus is shown in Tables 11 through 14, which list representative tasks performed by 3-skill level incumbents for the total sample, active duty, ANG, and AFRES respondents. Very few differences were exhibited between the three separate components. Most tasks listed relate to Duty F, Performing Operational or Service Inspections. All groups of 3-skill level members indicated that they did not perform any supervisory duties. This is not surprising, since the 3-skill level is where members start to learn their jobs through limited responsibility.

DAFSC 2A652. The 984 airmen in the 5-skill level group represent 39 percent of the total survey sample. As with 3-skill level personnel, the largest percentages of 5-skill level incumbents work in either the Entry-Level AGE Cluster or AGE Mechanic Job. However, the percentage of 5-skill level personnel in the entry-level job is obviously lower than the percentage for the 3-skill level members. Table 8 shows that 13 percent of the active duty members' time is spent on supervisory duties, while time spent by ANG and AFRES members is only 3 and 1 percent, respectively. Supervisory duties are the most significant area of difference between components. Representative tasks performed by 5-skill level incumbents are listed in Tables 15 through 18, while Tables 19 through 22 reflect those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts. The tables show a decreased emphasis on inspection and operational check tasks, and an added emphasis on some supervisory and more technical tasks. The data information suggests that the 5-skill level members are more evenly spread across all the clusters and jobs, whereas the 3-skill level personnel are concentrated in either the Entry Level AGE or AGE Mechanic jobs.

TABLE 6

DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

JOB	DAFSC 2A632				DAFSC 2A652			
	TOTAL SAMPLE (N=507)	AD (N=477)	ANG (N=25)	RES (N=5)	TOTAL SAMPLE (N=984)	AD (N=686)	ANG (N=209)	RES (N=87)
I. DISPATCHER	1	2	.	.	1	1	1	.
II. HEATING SYSTEMS MECHANIC	1	1	.	.	*	*	.	.
III. ENTRY LEVEL AGE MECHANIC CLUSTER	23	24	16	.	9	7	12	16
IV. PREOPERATIONS OR SERVICE INSPECTIONS	1	1	.	.	1	1	1	.
V. AGE MECHANIC	57	57	40	60	63	61	66	74
VI. TACS MAINTENANCE	3	2	20	.	5	3	12	.
VII. CAT LEADER	.	.	.	.	1	1	.	.
VIII. MUNITIONS AGE MECHANIC	*	*	.	.	1	2	1	.
IX. FTD INSTRUCTOR	.	.	.	.	*	*	.	.
X. BENCH STOCK MONITOR	*	*	.	.	2	2	.	.
XI. PRODUCTION SUPPORT	.	.	.	.	2	3	.	1
XII. QUALITY ASSURANCE INSPECTOR	.	.	.	.	.	.	.	.
XIII. SUPERVISOR CLUSTER	.	.	.	.	2	3	.	.
XIV. MOBILITY MANAGER	.	.	.	.	*	*	.	.
XV. ENVIRONMENTAL MANAGER	.	.	.	.	*	*	.	.
NOT GROUPED	13	12	24	40	12	15	8	9

* Denotes less than 1 percent

TABLE 6 (CONTINUED)

DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

	DAFSC 2A672				DAFSC 2A692			
	TOTAL SAMPLE (N=975)	AD (N=650)	ANG (N=215)	RES (N=110)	TOTAL SAMPLE (N=71)	AD (N=34)	ANG (N=31)	RES (N=5)
I. DISPATCHER	*	.	.	*	.	.	.	.
II. HEATING SYSTEMS MECHANIC	*	*	*	.	.	.	.	.
III. ENTRY LEVEL AGE MECHANIC CLUSTER	2	2	3	4	.	.	.	.
IV. PREOPERATIONS OR SERVICE INSPECTIONS	*	*	.	*	.	.	.	.
V. AGE MECHANIC	44	29	74	74	9	.	16	20
VI. TACS MAINTENANCE	4	2	9	.	10	.	23	.
VII. CAT LEADER	7	9	2	2	1	.	3	.
VIII. MUNITIONS AGE MECHANIC	*	*	*	.	.	.	.	.
IX. FTD INSTRUCTOR	*	1	.	.	.	.	.	.
X. BENCH STOCK MONITOR	*	*	.	.	.	.	.	.
XI. PRODUCTION SUPPORT	*	1	.	.	.	.	.	.
XII. QUALITY ASSURANCE INSPECTOR	2	3	2	.	1	.	3	.
XIII. SUPERVISOR CLUSTER	21	29	5	7	74	91	55	80
XIV. MOBILITY MANAGER	*	1	.	.	.	.	.	.
XV. ENVIRONMENTAL MANAGER	*	1	.	.	.	.	.	.
NOT GROUPED	16	30	6	12	5	9	.	.

* Denotes less than 1 percent

TABLE 7

RELATIVE PERCENT OF TIME SPENT ON DUTIES BY MEMBERS OF 3-SKILL LEVEL GROUPS

DUTIES	TOTAL 3-SKILL LVL (N=507)	ACTIVE 3-SKILL LVL (N=477)	GUARD 3-SKILL LVL (N=25)	RESERVE 3-SKILL LVL (N=5)
A ORGANIZING AND PLANNING	*	*	*	3
B DIRECTING AND IMPLEMENTING	*	*	*	*
C INSPECTING AND EVALUATING	*	*	*	*
D TRAINING	*	*	*	*
E PERFORMING GENERAL PRODUCTION SUPPORT TASKS	5	5	3	1
F PERFORMING OPERATIONAL OR SERVICE INSPECTIONS	22	22	19	29
G PERFORMING ANNUAL INSPECTIONS	9	9	8	6
H MAINTAINING AGE ELECTRICAL SYSTEMS	10	10	15	12
I MAINTAINING AGE ELECTRONIC SYSTEMS	3	2	7	3
J MAINTAINING AGE ENGINES	10	10	12	12
K MAINTAINING AGE MOTORS OR GENERATORS	2	2	4	3
L MAINTAINING AGE HEATING SYSTEMS	6	6	5	4
M MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	1	1	2	1
N MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	3	3	2	3
O MAINTAINING AGE PNEUMATIC SYSTEMS	3	3	2	4
P MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	8	9	7	7
Q MAINTAINING MOBILE THEATER AIR CONTROL SYSTEM (TACS) EQUIPMENT	*	*	3	*
R DISPATCHING AGE	9	9	7	6
S MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	2	2	*	*
T PERFORMING AGE QUALITY VERIFICATION TASKS	*	*	*	*
U PERFORMING NONPOWERED AGE MAINTENANCE	3	4	*	5
V PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	*	*	*	*

* Denotes less than 1 percent

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

TABLE 8

RELATIVE PERCENT OF TIME SPENT ON DUTIES BY MEMBERS OF 5-SKILL LEVEL GROUPS

DUTIES	TOTAL (N=984)		ACTIVE (N=686)		GUARD (N=209)		RESERVE (N=87)	
	5-SKILL LVL	5-SKILL LVL	5-SKILL LVL	5-SKILL LVL	5-SKILL LVL	5-SKILL LVL	5-SKILL LVL	5-SKILL LVL
A ORGANIZING AND PLANNING	2		3		*		*	
B DIRECTING AND IMPLEMENTING	3		4		1		1	
C INSPECTING AND EVALUATING	2		3		1		*	
D TRAINING	3		3		1		*	
E PERFORMING GENERAL PRODUCTION SUPPORT TASKS	8		10		3		4	
F PERFORMING OPERATIONAL OR SERVICE INSPECTIONS	15		15		16		15	
G PERFORMING ANNUAL INSPECTIONS	7		6		7		7	
H MAINTAINING AGE ELECTRICAL SYSTEMS	10		9		12		11	
I MAINTAINING AGE ELECTRONIC SYSTEMS	3		3		3		3	
J MAINTAINING AGE ENGINES	15		9		13		15	
K MAINTAINING AGE MOTORS OR GENERATORS	3		2		3		3	
L MAINTAINING AGE HEATING SYSTEMS	5		5		6		8	
M MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	1		1		2		2	
N MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	4		4		4		3	
O MAINTAINING AGE PNEUMATIC SYSTEMS	4		3		5		5	
P MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	7		6		8		8	
Q MAINTAINING MOBILE THEATER AIR CONTROL SYSTEM (TACS) EQUIPMENT	1		1		3		*	
R DISPATCHING AGE	6		6		7		7	
S MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	3		3		1		2	
T PERFORMING AGE QUALITY VERIFICATION TASKS	*		1		*		*	
U PERFORMING NONPOWERED AGE MAINTENANCE	2		3		1		2	
V PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	*		*		*		*	

* Denotes less than 1 percent

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

TABLE 9

RELATIVE PERCENT OF TIME SPENT ON DUTIES BY MEMBERS OF 7-SKILL LEVEL GROUPS

DUTIES	TOTAL 7-SKILL LVL (N=975)	ACTIVE 7-SKILL LVL (N=650)	GUARD 7-SKILL LVL (N=215)	RESERVE 7-SKILL LVL (N=110)
A ORGANIZING AND PLANNING	8	11	2	4
B DIRECTING AND IMPLEMENTING	10	14	3	5
C INSPECTING AND EVALUATING	9	13	2	3
D TRAINING	5	7	*	4
E PERFORMING GENERAL PRODUCTION SUPPORT TASKS	10	12	6	5
F PERFORMING OPERATIONAL OR SERVICE INSPECTIONS	10	9	11	13
G PERFORMING ANNUAL INSPECTIONS	3	2	5	6
H MAINTAINING AGE ELECTRICAL SYSTEMS	6	5	10	9
I MAINTAINING AGE ELECTRONIC SYSTEMS	2	2	3	3
J MAINTAINING AGE ENGINES	7	5	13	11
K MAINTAINING AGE MOTORS OR GENERATORS	2	1	3	3
L MAINTAINING AGE HEATING SYSTEMS	4	2	6	6
M MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	1	*	2	2
N MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	3	2	4	3
O MAINTAINING AGE PNEUMATIC SYSTEMS	3	2	5	5
P MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	4	2	7	6
Q MAINTAINING MOBILE THEATER AIR CONTROL SYSTEM (TACS) EQUIPMENT	1	*	2	*
R DISPATCHING AGE	4	3	5	6
S MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	2	3	2	2
T PERFORMING AGE QUALITY VERIFICATION TASKS	3	3	3	2
U PERFORMING NONPOWERED AGE MAINTENANCE	1	1	1	2
V PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	*	*	*	*

* Denotes less than 1 percent

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

TABLE 10

RELATIVE PERCENT OF TIME SPENT ON DUTIES BY MEMBERS OF 9-SKILL LEVEL GROUPS

DUTIES	TOTAL 9-SKILL LVL (N=70)	ACTIVE 9-SKILL LVL (N=34)	GUARD 9-SKILL LVL (N=31)	RESERVE 9-SKILL LVL (N=5)
A ORGANIZING AND PLANNING	18	24	12	16
B DIRECTING AND IMPLEMENTING	19	26	12	15
C INSPECTING AND EVALUATING	22	30	14	20
D TRAINING	7	6	8	10
E PERFORMING GENERAL PRODUCTION SUPPORT TASKS	11	9	13	12
F PERFORMING OPERATIONAL OR SERVICE INSPECTIONS	2	*	3	6
G PERFORMING ANNUAL INSPECTIONS	*	*	1	1
H MAINTAINING AGE ELECTRICAL SYSTEMS	2	*	4	3
I MAINTAINING AGE ELECTRONIC SYSTEMS	*	*	2	*
J MAINTAINING AGE ENGINES	3	*	5	4
K MAINTAINING AGE MOTORS OR GENERATORS	*	*	1	*
L MAINTAINING AGE HEATING SYSTEMS	1	*	2	2
M MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	*	*	1	*
N MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	*	*	*	*
O MAINTAINING AGE PNEUMATIC SYSTEMS	*	*	1	1
P MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	*	*	2	2
Q MAINTAINING MOBILE THEATER AIR CONTROL SYSTEM (TACS) EQUIPMENT	1	*	3	1
R DISPATCHING AGE	2	*	4	2
S MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	2	*	4	*
T PERFORMING AGE QUALITY VERIFICATION TASKS	3	1	6	3
U PERFORMING NONPOWERED AGE MAINTENANCE	*	*	*	*
V PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	*	*	*	*

* Denotes less than 1 percent

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

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A632 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=507)
F205 Perform operational checks of heaters	88
F180 Perform operational checks of air compressors	88
F199 Perform operational checks of floodlight sets	85
F228 Perform service inspections on air compressors	83
F240 Perform service inspections on floodlight sets	82
P756 Remove or install batteries	81
R833 Clean AGE	81
P746 Pack wheel bearings	81
F246 Perform service inspections on heaters	80
F203 Perform operational checks of generators	79
R842 Fuel AGE	79
F217 Perform operational checks of nonpowered AGE maintenance stands	76
R844 Operate AGE tow vehicles	75
J467 Remove or install engine oil filters	75
R850 Pick up or deliver AGE	74
P754 Remove or install AGE tire, tube, or wheel assemblies	74
H337 Recharge batteries	73
P767 Spot paint, stencil, mark, or reflectorize AGE	73
G286 Perform periodic inspections on floodlight sets	73
F244 Perform service inspections on generators	72
G263 Perform periodic inspections on air compressors	72
F227 Perform operator inspections on tow vehicles	71
R847 Operate two-way vehicle radios	71
H342 Remove or install electrical fuses	71
G294 Perform periodic inspections on heaters	71
P741 Clean or paint battery boxes	71
F210 Perform operational checks of load banks	71
H338 Remove or install battery cables	70
G306 Perform periodic inspections on nonpowered maintenance stands	70
F181 Perform operational checks of air conditioners	70
F206 Perform operational checks of hydraulic test stands	69

* Average Number of Tasks Performed - 162

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY DAFSC 2A632 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=477)
F180 Perform operational checks of air compressors	88
F205 Perform operational checks of heaters	88
F199 Perform operational checks of floodlight sets	86
F228 Perform service inspections on air compressors	84
F240 Perform service inspections on floodlight sets	83
P746 Pack wheel bearings	82
R833 Clean AGE	82
P756 Remove or install batteries	82
F203 Perform operational checks of generators	80
F246 Perform service inspections on heaters	80
R842 Fuel AGE	79
F217 Perform operational checks of nonpowered AGE maintenance stands	78
R850 Pick up or deliver AGE	75
P754 Remove or install AGE tire, tube, or wheel assemblies	75
R844 Operate AGE tow vehicles	75
J467 Remove or install engine oil filters	74
P767 Spot paint, stencil, mark, or reflectorize AGE	73
F227 Perform operator inspections on tow vehicles	73
G286 Perform periodic inspections on floodlight sets	73
H337 Recharge batteries	73
R847 Operate two-way vehicle radios	72
G263 Perform periodic inspections on air compressors	72
F244 Perform service inspections on generators	72
G306 Perform periodic inspections on nonpowered maintenance stands	71
P741 Clean or paint battery boxes	71
H342 Remove or install electrical fuses	71
G294 Perform periodic inspections on heaters	71
F187 Perform operational checks of aircraft tripods or axle jacks	70
F181 Perform operational checks of air conditioners	70
F210 Perform operational checks of load banks	70
F206 Perform operational checks of hydraulic test stands	70

* Average Number of Tasks Performed - 160

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY GUARD DAFSC 2A632 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=25)
F205 Perform operational checks of heaters	88
H337 Recharge batteries	84
F210 Perform operational checks of load banks	84
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	84
R842 Fuel AGE	84
F246 Perform service inspections on heaters	84
J467 Remove or install engine oil filters	84
F240 Perform service inspections on floodlight sets	84
J401 Adjust belt tensions	84
F244 Perform service inspections on generators	80
G292 Perform periodic inspections on generators	80
H342 Remove or install electrical fuses	80
F203 Perform operational checks of generators	76
R833 Clean AGE	76
H331 Determine serviceability of batteries	76
F215 Perform operational checks of motor generators	76
P756 Remove or install batteries	76
R844 Operate AGE tow vehicles	76
F180 Perform operational checks of air compressors	76
F199 Perform operational checks of floodlight sets	76
H338 Remove or install battery cables	76
G286 Perform periodic inspections on floodlight sets	76
G294 Perform periodic inspections on heaters	72
F228 Perform service inspections on air compressors	72
G263 Perform periodic inspections on air compressors	72
H329 Clean receptacles, terminals, or connectors, other than for printed circuit boards	72
I380 Adjust voltage regulators	72
L536 Adjust burner control valves	72
I384 Measure amperage, resistance, frequency, or voltage of AGE electronic circuitry systems	68
K507 Adjust generator voltage or frequency output settings	68

* Average Number of Tasks Performed - 195

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY RESERVE DAFSC 2A632 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=5)
F205 Perform operational checks of heaters	100
F227 Perform operator inspections on tow vehicles	100
F215 Perform operational checks of motor generators	100
F199 Perform operational checks of floodlight sets	80
F190 Perform operational checks of bomb lifts	80
R847 Operate two-way vehicle radios	80
H338 Remove or install battery cables	80
F216 Perform operational checks of nonpowered AGE aircraft servicing equipment	80
U922 Remove or install nonpowered AGE hydraulic pump components	80
U921 Remove or install nonpowered AGE hydraulic line assemblies	80
P746 Pack wheel bearings	80
F201 Perform operational checks of gas turbine compressors	80
F217 Perform operational checks of nonpowered AGE maintenance stands	80
F206 Perform operational checks of hydraulic test stands	80
F210 Perform operational checks of load banks	80
J401 Adjust belt tensions	80
H372 Research TOs, charts, or diagrams for electrical maintenance instructions	60
H337 Recharge batteries	60
I397 Research TOs, charts, or diagrams for electronic maintenance instructions	60
F196 Perform operational checks of dollies	60
I387 Remove or install battery chargers	60
H342 Remove or install electrical fuses	60
H374 Splice electrical system wiring	60
R844 Operate AGE tow vehicles	60
P756 Remove or install batteries	60
F182 Perform operational checks of air-cycle machines	60
J453 Remove or install electrical starters	60
F181 Perform operational checks of air conditioners	60
F240 Perform service inspections on floodlight sets	60
F203 Perform operational checks of generators	60

* Average Number of Tasks Performed - 162

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A652 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=984)
F180 Perform operational checks of air compressors	82
F228 Perform service inspections on air compressors	79
F205 Perform operational checks of heaters	79
F203 Perform operational checks of generators	78
F199 Perform operational checks of floodlight sets	76
R833 Clean AGE	76
F246 Perform service inspections on heaters	75
H342 Remove or install electrical fuses	75
F240 Perform service inspections on floodlight sets	74
P756 Remove or install batteries	74
J467 Remove or install engine oil filters	73
R844 Operate AGE tow vehicles	73
H338 Remove or install battery cables	73
H337 Recharge batteries	72
G263 Perform periodic inspections on air compressors	72
F210 Perform operational checks of load banks	72
F244 Perform service inspections on generators	72
P746 Pack wheel bearings	72
R842 Fuel AGE	72
J401 Adjust belt tensions	71
H358 Repair battery cables	71
R847 Operate two-way vehicle radios	71
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	70
R850 Pick up or deliver AGE	70
P754 Remove or install AGE tire, tube, or wheel assemblies	70
F227 Perform operator inspections on tow vehicles	70
F206 Perform operational checks of hydraulic test stands	69
P741 Clean or paint battery boxes	69
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	69
P767 Spot paint, stencil, mark, or reflectorize AGE	69
H331 Determine serviceability of batteries	69
F201 Perform operational checks of gas turbine compressors	68

* Average Number of Tasks Performed - 225

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY DAFSC 2A652 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=686)
F180 Perform operational checks of air compressors	78
F228 Perform service inspections on air compressors	76
F199 Perform operational checks of floodlight sets	74
F203 Perform operational checks of generators	73
F205 Perform operational checks of heaters	73
F240 Perform service inspections on floodlight sets	71
F227 Perform operator inspections on tow vehicles	70
H342 Remove or install electrical fuses	70
R833 Clean AGE	70
F217 Perform operational checks of nonpowered AGE maintenance stands	70
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	69
S867 Inspect CTKs	69
F246 Perform service inspections on heaters	69
R844 Operate AGE tow vehicles	68
H338 Remove or install battery cables	68
F210 Perform operational checks of load banks	68
P756 Remove or install batteries	68
H337 Recharge batteries	67
F187 Perform operational checks of aircraft tripods or axle jacks	67
J467 Remove or install engine oil filters	67
R842 Fuel AGE	67
F206 Perform operational checks of hydraulic test stands	66
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	66
F244 Perform service inspections on generators	66
R847 Operate two-way vehicle radios	66
F186 Perform operational checks of aircraft tow bars	65
P754 Remove or install AGE tire, tube, or wheel assemblies	65
H358 Repair battery cables	65
G263 Perform periodic inspections on air compressors	65
P746 Pack wheel bearings	65

* Average Number of Tasks Performed - 212

TABLE 17

REPRESENTATIVE TASKS PERFORMED BY GUARD DAFSC 2A652 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=209)
F205 Perform operational checks of heaters	91
R833 Clean AGE	90
F203 Perform operational checks of generators	89
F180 Perform operational checks of air compressors	89
F246 Perform service inspections on heaters	88
H337 Recharge batteries	88
P756 Remove or install batteries	88
P741 Clean or paint battery boxes	87
H342 Remove or install electrical fuses	87
F228 Perform service inspections on air compressors	87
J467 Remove or install engine oil filters	87
F244 Perform service inspections on generators	86
G294 Perform periodic inspections on heaters	86
G292 Perform periodic inspections on generators	86
P746 Pack wheel bearings	86
J401 Adjust belt tensions	85
P767 Spot paint, stencil, mark, or reflectorize AGE	85
G263 Perform periodic inspections on air compressors	84
H358 Repair battery cables	84
R842 Fuel AGE	84
H338 Remove or install battery cables	84
J428 Clean and gap spark plugs	84
R844 Operate AGE tow vehicles	83
F210 Perform operational checks of load banks	83
J485 Remove or install spark plugs	83
R850 Pick up or deliver AGE	83
R847 Operate two-way vehicle radios	82
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	81
H352 Remove or install power cables	81
F229 Perform service inspections on air conditioners	80
F181 Perform operational checks of air conditioners	79
P748 Prepare AGE for painting	79
G264 Perform periodic inspections on air conditioners	78

* Average Number of Tasks Performed - 255

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY RESERVE DUTY DAFSC 2A652 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=87)
F205 Perform operational checks of heaters	97
G263 Perform periodic inspections on air compressors	97
F199 Perform operational checks of floodlight sets	92
G294 Perform periodic inspections on heaters	92
F246 Perform service inspections on heaters	91
F180 Perform operational checks of air compressors	91
F228 Perform service inspections on air compressors	90
P746 Pack wheel bearings	90
J467 Remove or install engine oil filters	89
P756 Remove or install batteries	89
J485 Remove or install spark plugs	89
R833 Clean AGE	87
F203 Perform operational checks of generators	86
F240 Perform service inspections on floodlight sets	86
G286 Perform periodic inspections on floodlight sets	86
R850 Pick up or deliver AGE	85
R844 Operate AGE tow vehicles	85
R852 Position AGE to aircraft	85
L545 Perform carbon monoxide tests (CMTs)	85
J401 Adjust belt tensions	85
F244 Perform service inspections on generators	84
G292 Perform periodic inspections on generators	84
H338 Remove or install battery cables	84
F201 Perform operational checks of gas turbine compressors	84
R842 Fuel AGE	83
P767 Spot paint, stencil, mark, or reflectorize AGE	83
P741 Clean or paint battery boxes	83
P754 Remove or install AGE tire, tube, or wheel assemblies	83
L573 Troubleshoot heater malfunctions	80
J428 Clean and gap spark plugs	80
F206 Perform operational checks of hydraulic test stands	80
H342 Remove or install electrical fuses	80
R847 Operate two-way vehicle radios	79
H331 Determine serviceability of batteries	79

* Average Number of Tasks Performed - 256

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ALL DAFSC 2A632 AND DAFSC 2A652 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A632 (N=507)	2A652 (N=984)	DIFFERENCE
G272 Perform periodic inspections on aircraft tow bars	64	51	13
F217 Perform operational checks of nonpowered AGE maintenance stands	76	65	12
F187 Perform operational checks of aircraft tripods or axle jacks	68	57	11
G306 Perform periodic inspections on nonpowered maintenance stands	70	58	11
H355 Remove or install rheostats	26	45	-20
B50 Orient newly assigned personnel	7	26	-20
O723 Remove or install pneumatic low-pressure system components	12	32	-20
S877 Troubleshoot shop equipment malfunctions	22	42	-20
O712 Remove or install air pressure relief valves	14	34	-20
J436 Fabricate engine fuel lines	17	37	-20
O721 Remove or install pneumatic gauges	20	40	-20
A22 Plan or schedule work assignments or priorities	2	23	-20
J489 Remove or install turbine engine ignitor plugs	30	50	-20
H321 Adjust microswitches	29	50	-21
O704 Build low-pressure pneumatic hoses, lines, or fittings	16	37	-21
C90 Write EPRs	1	22	-21
P759 Remove or install enclosure assemblies	22	44	-22
B54 Supervise Aerospace Ground Equipment Journeymen	1	24	-23
O737 Troubleshoot pneumatic system malfunctions	24	47	-23
B33 Counsel personnel on personal or military matters	2	26	-24
A6 Determine or establish work priorities	9	34	-24
D101 Counsel trainees on training progress	1	26	-25
C85 Inspect cleanliness of work area	21	48	-27
D96 Conduct AGE operation training	5	34	-29
D97 Conduct OJT	8	45	-37
B53 Supervise Aerospace Ground Equipment Apprentices	3	41	-38

TABLE 20

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2A632 AND DAFSC 2A652 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A632 (N=477)	2A652 (N=686)	DIFFERENCE
P746 Pack wheel bearings	82	65	17
F205 Perform operational checks of heaters	88	73	15
P756 Remove or install batteries	82	68	14
R842 Fuel AGE	79	67	12
P759 Remove or install enclosure assemblies	22	42	-20
C91 Write recommendations awards, decorations, or recognition packages	1	20	-20
O704 Build low-pressure pneumatic hoses, lines, or fittings	16	36	-21
A22 Plan or schedule work assignments or priorities	3	24	-22
B50 Orient newly assigned personnel	7	29	-22
H321 Adjust microswitches	28	51	-22
B54 Supervise Aerospace Ground Equipment Journeymen	1	24	-23
D96 Conduct AGE operation training	5	30	-26
A6 Determine or establish work priorities	9	36	-28
C85 Inspect cleanliness of work area	21	49	-29
B33 Counsel personnel on personal or military matters	2	32	-30
D101 Counsel trainees on training progress	1	31	-30
C90 Write EPRs	1	31	-30
B53 Supervise Aerospace Ground Equipment Apprentices	3	44	-41
D97 Conduct OJT	8	50	-42

TABLE 21

TASKS WHICH BEST DIFFERENTIATE BETWEEN
 GUARD DAFSC 2A632 AND DAFSC 2A652 PERSONNEL
 (PERCENT MEMBERS PERFORMING)

TASKS	2A632 (N=25)	2A652 (N=209)	DIFFERENCE
F260 Perform service inspections on UMSs	24	3	21
J452 Remove or install diesel engine turbochargers	32	12	20
I395 Repair printed circuit-board electrical tracks or runs	36	18	18
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	40	69	-29
B53 Supervise Aerospace Ground Equipment Apprentices	0	30	-30
P766 Research TOs, charts, or diagrams for AGE enclosures, chassis, or drives	36	67	-31
J445 Remove or install carburetors	20	51	-31
J421 Adjust turbine engine bleed-air system components	8	39	-31
G283 Perform periodic inspections on deicers	0	32	-32
F241 Perform service inspections on gas turbine compressors	40	72	-32
O707 Perform air leak checks, of pneumatic systems	24	56	-32
O721 Remove or install pneumatic gauges	16	49	-33
O729 Remove or install pneumatic system lines, fittings, or hoses	16	49	-33
F239 Perform service inspections on deicers	0	33	-33
F227 Perform operator inspections on tow vehicles	36	69	-33
R847 Operate two-way vehicle radios	48	82	-34
D96 Conduct AGE operation training	8	42	-34
O715 Remove or install dehydrator filter cartridges	28	62	-34
G288 Perform periodic inspections on gas turbine compressors	28	63	-35
F195 Perform operational checks of deicers	0	35	-35
F201 Perform operational checks of gas turbine compressors	36	73	-37
P742 Clean or paint exhaust system boxes	20	57	-37
O736 Research TOs, charts, or diagrams for AGE pneumatic systems maintenance instructions	16	54	-38
O737 Troubleshoot pneumatic system malfunctions	16	54	-38
O716 Remove or install mechanical filters	20	60	-40

TABLE 22

TASKS WHICH BEST DIFFERENTIATE BETWEEN
RESERVE DAFSC 2A632 AND DAFSC 2A652 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A632 (N=5)	2A652 (N=87)	DIFFERENCE
F190 Perform operational checks of bomb lifts	80	23	57
J419 Adjust piston cylinder bumping clearances	60	11	49
F192 Perform operational checks of cabin pressure testers (CPTs)	60	15	45
F182 Perform operational checks of air-cycle machines	60	16	44
F196 Perform operational checks of dollies	60	16	44
F257 Perform service inspections on powered maintenance stands, other than UMSs	60	18	42
F215 Perform operational checks of motor generators	100	60	40
F235 Perform service inspections on bomb lifts	60	22	38
F227 Perform operator inspections on tow vehicles	100	63	37
J463 Remove or install engine intake or exhaust manifolds, seals, gaskets, or common hardware	20	66	-46
L542 Adjust heater temperature settings	20	66	-46
J442 Prepare engines for storage	0	46	-46
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	20	67	-47
R833 Clean AGE	40	87	-47
R834 Clean or wax vehicles	20	68	-48
P753 Remove or install AGE steering system components	0	48	-48
C85 Inspect cleanliness of work area	0	49	-49
H329 Clean receptacles, terminals, or connectors, other than for printed circuit boards	20	70	-50
J403 Adjust diesel engine fuel racks	20	70	-50
H343 Remove or install electrical gauges	20	74	-54
G288 Perform periodic inspections on gas turbine compressors	20	76	-56
L547 Prepare heaters for storage	0	60	-60
I384 Measure amperage, resistance, frequency, or voltage of AGE electronic circuitry systems	0	62	-62
J402 Adjust diesel engine fuel injectors	0	66	-66
P769 Straighten panels, doors, or covers	0	67	-67
R853 Prepare AGE for mobility or training exercises, other than palletizing or depalletizing	0	68	-68

DAFSC 2A672. The 975 7-skill level personnel represent 38 percent of the survey sample. Unlike their junior counterparts at the 3- and 5-skill levels, 29 percent of active duty personnel were grouped in the Supervisor Cluster (Table 6). Since ANG and AFRES members spend very little time performing Supervisory duties (Table 9), this is the most significant area of difference between components. Tables 23 through 26 list the most common tasks performed by 7-skill level personnel. While active duty tasks involve supervisory functions, ANG and AFRES members still perform many operational checks and service inspections. Tables 27 through 30 show those tasks which best differentiate the 5- and 7-skill levels. As expected, key differences at the 7-skill level are a greater emphasis on supervision and administration, with less emphasis on technical tasks.

DAFSC 2A692. The 70 members of this group represent only 3 percent of the survey sample. These individuals spend an even greater amount of time on supervisory activities than the 7-skill level personnel. The vast majority of the 9-skill level personnel are members of the Supervisor Cluster. Tables 31 through 34 show representative tasks performed at the 9-skill level, while Tables 35 through 38 list those tasks that best show the differences between this group and the 7-skill level group. As seen in Table 10 and in Tables 31 through 34, the most common tasks performed across all components by the AFSC 2A692 group reflect their position as senior management, as compared to the first-line supervisory tasks seen at the 7-skill level.

Summary

Active duty AGE career ladder progression follows a normal pattern of technical job focus at the lower skill levels, with a broadening into first-line supervision at the 7-skill level and senior management at the 9-skill level. On the other hand, ANG and AFRES personnel tend to perform a larger amount of technical tasks in the upper skill levels due to the limited number of personnel in these components. Emphasis at the 3-skill level is on conducting checks and inspections. At the 5-skill level, members can be expected to work nearly any job. At the 7-skill level, active duty members spend nearly half their time performing supervisory activities, while ANG and AFRES work is still largely focused on technical tasks. At the most senior level, the work is almost exclusively supervision across all components.

ANALYSIS OF AFMAN 36-2108 *SPECIALTY DESCRIPTION*

Survey data were compared to the AFMAN 36-2108 *Specialty Description* for Aerospace Ground Equipment, 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.

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A672 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=975)
C85 Inspect cleanliness of work area	71
A6 Determine or establish work priorities	66
B54 Supervise Aerospace Ground Equipment Journeymen	66
B33 Counsel personnel on personal or military matters	64
F180 Perform operational checks of air compressors	64
F205 Perform operational checks of heaters	63
D97 Conduct OJT	63
F203 Perform operational checks of generators	63
E167 Research national stock or part numbers	62
F199 Perform operational checks of floodlight sets	62
S867 Inspect CTKs	61
F228 Perform service inspections on air compressors	60
B53 Supervise Aerospace Ground Equipment Apprentices	59
F210 Perform operational checks of load banks	58
A22 Plan or schedule work assignments or priorities	58
R844 Operate AGE tow vehicles	57
F240 Perform service inspections on floodlight sets	57
E140 Inquire CAMS for AGE scheduled, unscheduled, or deferred equipment discrepancies	57
R847 Operate two-way vehicle radios	56
F201 Perform operational checks of gas turbine compressors	56
F246 Perform service inspections on heaters	56
C90 Write EPRs	56
F181 Perform operational checks of air conditioners	56
F206 Perform operational checks of hydraulic test stands	56
F227 Perform operator inspections on tow vehicles	56
F244 Perform service inspections on generators	54
A1 Assign personnel to duty positions, or work areas	54
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	54
H342 Remove or install electrical fuses	54

* Average Number of Tasks Performed - 209

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY DAFSC 2A672
PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=650)
C90 Write EPRs	80
B33 Counsel personnel on personal or military matters	77
C85 Inspect cleanliness of work area	76
A6 Determine or establish work priorities	72
B54 Supervise Aerospace Ground Equipment Journeymen (AFSC 2A652)	69
C91 Write recommendations awards, decorations, or recognition packages	67
A22 Plan or schedule work assignments or priorities	65
D97 Conduct OJT	63
E167 Research national stock or part numbers	62
B30 Conduct or participate in staff meetings	62
B53 Supervise Aerospace Ground Equipment Apprentices (AFSC 2A632)	60
E140 Inquire CAMS for AGE scheduled, unscheduled, or deferred equipment discrepancies	59
C74 Evaluate personnel for compliance with performance standards	58
B50 Orient newly assigned personnel	57
S867 Inspect CTKs	57
A1 Assign personnel to duty positions, or work areas	57
B48 Interpret policies, directives, or procedures for subordinates	57
D101 Counsel trainees on training progress	56
E139 Inquire CAMS for AGE maintenance snapshots	54
A9 Develop work methods or procedures	53
A14 Establish performance standards	52
F180 Perform operational checks of air compressors	52
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	52
F199 Perform operational checks of floodlight sets	52
A26 Schedule leaves or passes	51
F205 Perform operational checks of heaters	51
F203 Perform operational checks of generators	50

* Average Number of Tasks Performed - 161

TABLE 25

REPRESENTATIVE TASKS PERFORMED BY GUARD DAFSC 2A672 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=215)
F205 Perform operational checks of heaters	90
F203 Perform operational checks of generators	89
F180 Perform operational checks of air compressors	89
R833 Clean AGE	88
F228 Perform service inspections on air compressors	87
F210 Perform operational checks of load banks	86
H337 Recharge batteries	85
J401 Adjust belt tensions	85
F246 Perform service inspections on heaters	85
J467 Remove or install engine oil filters	85
G263 Perform periodic inspections on air compressors	85
H338 Remove or install battery cables	85
G294 Perform periodic inspections on heaters	84
R844 Operate AGE tow vehicles	84
G292 Perform periodic inspections on generators	84
R842 Fuel AGE	84
F199 Perform operational checks of floodlight sets	84
P746 Pack wheel bearings	84
P741 Clean or paint battery boxes	83
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	83
R850 Pick up or deliver AGE	83
H331 Determine serviceability of batteries	82
P756 Remove or install batteries	82
H342 Remove or install electrical fuses	82
F240 Perform service inspections on floodlight sets	81
L573 Troubleshoot heater malfunctions	81
J485 Remove or install spark plugs	81
F244 Perform service inspections on generators	81
P767 Spot paint, stencil, mark, or reflectorize AGE	81
P748 Prepare AGE for painting	81
G286 Perform periodic inspections on floodlight sets	80
F181 Perform operational checks of air conditioners	80
H358 Repair battery cables	80

* Average Number of Tasks Performed - 323

TABLE 26

REPRESENTATIVE TASKS PERFORMED BY RESERVE DAFSC 2A672 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=110)
F205 Perform operational checks of heaters	88
F203 Perform operational checks of generators	86
F180 Perform operational checks of air compressors	86
F199 Perform operational checks of floodlight sets	82
F228 Perform service inspections on air compressors	81
G263 Perform periodic inspections on air compressors	81
G294 Perform periodic inspections on heaters	80
R844 Operate AGE tow vehicles	80
G286 Perform periodic inspections on floodlight sets	79
P741 Clean or paint battery boxes	79
R852 Position AGE to aircraft	78
R847 Operate two-way vehicle radios	78
F201 Perform operational checks of gas turbine compressors	78
F181 Perform operational checks of air conditioners	78
P756 Remove or install batteries	78
P746 Pack wheel bearings	78
H338 Remove or install battery cables	78
R850 Pick up or deliver AGE	77
F246 Perform service inspections on heaters	77
P738 Adjust brake systems	77
R833 Clean AGE	76
F240 Perform service inspections on floodlight sets	76
F206 Perform operational checks of hydraulic test stands	76
G292 Perform periodic inspections on generators	75
J467 Remove or install engine oil filters	75
H337 Recharge batteries	75
H342 Remove or install electrical fuses	75
H358 Repair battery cables	75
L545 Perform carbon monoxide tests (CMTs)	74
J401 Adjust belt tensions	75
H348 Remove or install manual toggle switches	75
R842 Fuel AGE	74
F210 Perform operational checks of load banks	74
G264 Perform periodic inspections on air conditioners	74

* Average Number of Tasks Performed - 270

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN ALL DAFSC 2A652 AND DAFSC 2A672 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A652 (N=984)	2A672 (N=975)	DIFFERENCE
G263 Perform periodic inspections on air compressors	72	47	25
R833 Clean AGE	76	51	25
J467 Remove or install engine oil filters	73	49	24
P741 Clean or paint battery boxes	69	45	24
P746 Pack wheel bearings	72	48	24
P756 Remove or install batteries	74	51	23
G306 Perform periodic inspections on nonpowered maintenance stands	58	36	22
P767 Spot paint, stencil, mark, or reflectorize AGE	69	46	22
R834 Clean or wax vehicles	64	41	22
G294 Perform periodic inspections on heaters	68	46	22
G286 Perform periodic inspections on floodlight sets	67	45	22
P754 Remove or install AGE tire, tube, or wheel assemblies	70	48	22
R842 Fuel AGE	72	50	22
A21 Plan or conduct briefings	14	40	-26
T885 Inspect completed maintenance	20	47	-27
B37 Direct maintenance or utilization of equipment, supplies, or workspace	12	40	-28
B48 Interpret policies, directives, or procedures for subordinates	19	48	-29
A1 Assign personnel to duty positions, or work areas	25	54	-29
A26 Schedule leaves or passes	8	38	-30
C74 Evaluate personnel for compliance with performance standards	16	47	-31
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	10	42	-31
A6 Determine or establish work priorities	34	66	-32
C90 Write EPRs	22	56	-34
B30 Conduct or participate in staff meetings	16	51	-35
C91 Write recommendations awards, decorations, or recognition packages	16	51	-35
A22 Plan or schedule work assignments or priorities	23	58	-35
B55 Supervise Aerospace Ground Equipment Craftsmen (AFSC 2A672)	5	40	-35
B33 Counsel personnel on personal or military matters	26	64	-38
B54 Supervise Aerospace Ground Equipment Journeyman (AFSC 2A652)	24	66	-41

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSC 2A652 AND DAFSC 2A672 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A652 (N=686)	2A672 (N=650)	DIFFERENCE
G263 Perform periodic inspections on air compressors	65	28	37
R833 Clean AGE	70	35	35
P741 Clean or paint battery boxes	62	27	35
G286 Perform periodic inspections on floodlight sets	63	28	35
J467 Remove or install engine oil filters	67	32	35
P746 Pack wheel bearings	65	31	35
R834 Clean or wax vehicles	61	26	34
G306 Perform periodic inspections on nonpowered maintenance stands	63	29	34
P754 Remove or install AGE tire, tube, or wheel assemblies	65	33	32
G294 Perform periodic inspections on heaters	59	27	32
R842 Fuel AGE	67	35	32
H338 Remove or install battery cables	68	36	32
A21 Plan or conduct briefings	14	46	-32
A2 Assign sponsors for newly assigned personnel	9	41	-32
A27 Schedule personnel for schools, temporary duty (TDY), or nontechnical training	9	41	-32
C82 Evaluate work schedules	8	41	-33
B37 Direct maintenance or utilization of equipment, supplies, or workspace	12	45	-33
A14 Establish performance standards	18	52	-34
A6 Determine or establish work priorities	36	72	-35
B48 Interpret policies, directives, or procedures for subordinates	21	57	-36
C74 Evaluate personnel for compliance with performance standards	20	58	-38
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	13	52	-39
B55 Supervise Aerospace Ground Equipment Craftsmen (AFSC 2A672)	3	43	-40
A22 Plan or schedule work assignments or priorities	24	65	-41
A26 Schedule leaves or passes	8	51	-43
B30 Conduct or participate in staff meetings	17	62	-45
B54 Supervise Aerospace Ground Equipment Journeymen (AFSC 2A652)	24	69	-45
B33 Counsel personnel on personal or military matters	32	77	-45

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN GUARD DAFSC 2A652 AND DAFSC 2A672 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A652 (N=209)	2A672 (N=215)	DIFFERENCE
B54 Supervise Aerospace Ground Equipment Journeymen (AFSC 2A652)	20	57	-37
T885 Inspect completed maintenance	25	59	-34
D97 Conduct OJT	32	62	-30
D101 Counsel trainees on training progress	14	44	-30
B53 Supervise Aerospace Ground Equipment Apprentices (AFSC 2A632)	30	58	-28
A22 Plan or schedule work assignments or priorities	18	46	-27
D110 Evaluate OJT trainees or trainers	10	35	-26
S863 Build composite tool kits (CTKs)	25	51	-26
A6 Determine or establish work priorities	25	52	-26
T888 Perform certified trainer tasks	12	37	-25
B55 Supervise Aerospace Ground Equipment Craftsmen (AFSC 2A672)	10	34	-24
B33 Counsel personnel on personal or military matters	14	37	-23
D96 Conduct AGE operation training	42	65	-23
S866 Initiate missing tool reports	22	45	-23
E132 Determine due-in-from maintenance (DIFM) equipment status	12	34	-22
N644 Adjust hydraulic high-pressure system components	24	46	-22
R841 Dispatch AGE vehicle drivers	26	48	-22
N645 Adjust hydraulic low-pressure system components	23	46	-22
J468 Remove or install engine oil pressure-operated switches	39	61	-22
I394 Repair battery chargers	35	58	-22
B49 Inventory equipment or supplies	30	51	-21
D100 Conduct vehicle operator training	15	36	-21
D102 Determine task training requirements	12	33	-21
T886 Perform activity inspections	8	29	-21
A1 Assign personnel to duty positions, or work areas	24	46	-21
E140 Inquire CAMS for AGE scheduled, unscheduled, or deferred equipment discrepancies	32	53	-21
R836 Coordinate vehicle or equipment status with maintenance control	35	56	-20

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN RESERVE DAFSC 2A652 AND DAFSC 2A672 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A652 (N=87)	2A672 (N=110)	DIFFERENCE
J446 Remove or install diesel engine blowers	39	22	17
J403 Adjust diesel engine fuel racks	70	54	16
J485 Remove or install spark plugs	89	73	16
J456 Remove or install engine electromechanical governors	45	29	16
G263 Perform periodic inspections on air compressors	97	81	16
J429 Clean diesel engine fuel injectors	45	30	15
J402 Adjust diesel engine fuel injectors	66	51	15
J438 Measure engine valve lash or clearances	43	28	14
J484 Remove or install reciprocating engine thermostats	46	32	14
J431 Clean engine valves or valve seats	36	22	14
J449 Remove or install diesel engine fuel injectors	56	43	14
F246 Perform service inspections on heaters	91	77	14
K521 Remove or install motor or generator cooling fans or fins	30	16	14
J489 Remove or install turbine engine ignitor plugs	64	51	13
J467 Remove or install engine oil filters	89	75	13
F234 Perform service inspections on blowers	45	32	13
D94 Advise staff or unit personnel on training matters	8	27	-19
T887 Perform activity or performance spot checks	9	29	-20
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	4	24	-20
T885 Inspect completed maintenance	23	44	-21
B37 Direct maintenance or utilization of equipment, supplies, or workspace	8	32	-24
D101 Counsel trainees on training progress	20	44	-24
B54 Supervise Aerospace Ground Equipment Journeymen (AFSC 2A652)	37	61	-24
T888 Perform certified trainer tasks	13	38	-26
B55 Supervise Aerospace Ground Equipment Craftsmen (AFSC 2A672)	8	35	-27
B33 Counsel personnel on personal or military matters	14	41	-27
A6 Determine or establish work priorities	30	58	-28
D97 Conduct OJT	36	65	-30
A1 Assign personnel to duty positions, or work areas	24	55	-30

TABLE 31

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A692 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=70)
A1 Assign personnel to duty positions, or work areas	93
C85 Inspect cleanliness of work area	91
B30 Conduct or participate in staff meetings	89
B33 Counsel personnel on personal or military matters	89
B55 Supervise Aerospace Ground Equipment Craftsmen (AFSC 2A672)	87
A6 Determine or establish work priorities	87
B48 Interpret policies, directives, or procedures for subordinates	86
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	85
A7 Determine requirements for space, personnel, equipment, or supplies	85
A21 Plan or conduct briefings	84
B37 Direct maintenance or utilization of equipment, supplies, or workspace	84
C91 Write recommendations awards, decorations, or recognition packages	83
C74 Evaluate personnel for compliance with performance standards	81
A9 Develop work methods or procedures	81
C69 Evaluate inspection reports or procedures	81
B50 Orient newly assigned personnel	81
A8 Develop organizational or functional charts	80
A22 Plan or schedule work assignments or priorities	79
A19 Plan AGE support of special missions, war plans, or training exercises	79
C059 Analyze workload requirements	77
A14 Establish performance standards	77
C72 Evaluate maintenance or utilization of workspace, equipment, or supplies	77
C82 Evaluate work schedules	77
C60 Complete self-inspection reports	77
A13 Establish organizational policies, office instructions (OIs), or standard operating procedures (SOPs)	76
A2 Assign sponsors for newly assigned personnel	76
C70 Evaluate job descriptions or positions	76
A27 Schedule personnel for schools, TDY, or nontechnical training	74
C65 Evaluate AGE support complaints	74
C71 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program standards	74
A4 Determine AGE mission capable (MICAP) status	74
B34 Direct development or maintenance of status boards, graphs, or charts	74

* Average Number of Tasks Performed - 173

TABLE 32

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY DAFSC 2A692 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=34)
A1 Assign personnel to duty positions, or work areas	94
B30 Conduct or participate in staff meetings	91
C90 Write EPRs	91
A21 Plan or conduct briefings	88
B33 Counsel personnel on personal or military matters	88
C84 Indorse enlisted performance reports (EPRs)	85
B48 Interpret policies, directives, or procedures for subordinates	85
A7 Determine requirements for space, personnel, equipment, or supplies	85
C85 Inspect cleanliness of work area	85
C91 Write recommendations awards, decorations, or recognition packages	82
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	82
A13 Establish organizational policies, office instructions (OIs), or standard operating procedures (SOPs)	82
A8 Develop organizational or functional charts	82
B55 Supervise Aerospace Ground Equipment Craftsmen (AFSC 2A672)	79
A6 Determine or establish work priorities	79
C65 Evaluate AGE support complaints	79
B37 Direct maintenance or utilization of equipment, supplies, or workspace	79
C59 Analyze workload requirements	76
C74 Evaluate personnel for compliance with performance standards	76
C87 Investigate accidents or incidents	76
A28 Write job descriptions or position	76
B50 Orient newly assigned personnel	76
B43 Implement quality assurance programs	74
A2 Assign sponsors for newly assigned personnel	74
C69 Evaluate inspection reports or procedures	74
C82 Evaluate work schedules	74
C64 Evaluate AGE abuse reports	74

* Average Number of Tasks Performed - 83

TABLE 33

REPRESENTATIVE TASKS PERFORMED BY GUARD DAFSC 2A692 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=31)
C85 Inspect cleanliness of work area	97
B49 Inventory equipment or supplies	97
A22 Plan or schedule work assignments or priorities	94
B55 Supervise Aerospace Ground Equipment Craftsmen (AFSC 2A672)	93
A6 Determine or establish work priorities	94
A9 Develop work methods or procedures	94
C72 Evaluate maintenance or utilization of workspace, equipment, or supplies	90
C69 Evaluate inspection reports or procedures	90
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	90
B37 Direct maintenance or utilization of equipment, supplies, or workspace	90
A1 Assign personnel to duty positions, or work areas	90
A19 Plan AGE support of special missions, war plans, or training exercises	90
E170 Review or monitor AGE MICAP status	90
A5 Determine AGE corrosion control schedules	90
B33 Counsel personnel on personal or military matters	90
T885 Inspect completed maintenance	87
C86 Inspect mobility equipment	87
C74 Evaluate personnel for compliance with performance standards	87
B54 Supervise Aerospace Ground Equipment Journeymen (AFSC 2A652)	87
B30 Conduct or participate in staff meetings	87
B48 Interpret policies, directives, or procedures for subordinates	87
A7 Determine requirements for space, personnel, equipment, or supplies	87
E167 Research national stock or part numbers	87
B50 Orient newly assigned personnel	87
C71 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program standards	84

* Average Number of Tasks Performed - 271

TABLE 34

REPRESENTATIVE TASKS PERFORMED BY RESERVE DAFSC 2A692 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=5)
C85 Inspect cleanliness of work area	100
A6 Determine or establish work priorities	100
B49 Inventory equipment or supplies	100
A1 Assign personnel to duty positions, or work areas	100
A22 Plan or schedule work assignments or priorities	100
B55 Supervise Aerospace Ground Equipment Craftsmen (AFSC 2A672)	100
A14 Establish performance standards	100
B54 Supervise Aerospace Ground Equipment Journeymen (AFSC 2A652)	100
B39 Direct special projects or special duty activities	100
B53 Supervise Aerospace Ground Equipment Apprentices (AFSC 2A632)	100
D96 Conduct AGE operation training	80
A12 Establish or maintain publication libraries	80
C89 Write civilian performance ratings or supervisory appraisals	80
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	80
C74 Evaluate personnel for compliance with performance standards	80
C60 Complete self-inspection reports	80
C59 Analyze workload requirements	80
A23 Plan safety or security programs	80
B38 Direct preparation of official correspondence	80
C91 Write recommendations awards, decorations, or recognition packages	80
A7 Determine requirements for space, personnel, equipment, or supplies	80
C82 Evaluate work schedules	80
C70 Evaluate job descriptions or positions	80
E161 Perform AGE supervisor maintenance actions reviews	80
B35 Direct Environmental Protection Agency (EPA) programs	80
C71 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program standards	80

* Average Number of Tasks Performed - 188

TABLE 35

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 2A672 AND DAFSC 2A692 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A672 (N=975)	2A692 (N=70)	DIFFERENCE
F199	62	19	43
F201	56	13	43
F203	63	21	42
F206	56	16	40
F240	57	17	40
F227	56	17	38
F180	64	26	38
P738	48	10	38
F217	49	11	38
F241	51	14	37
F187	42	6	36
C82	33	77	-45
A21	40	84	-45
C77	25	70	-45
A7	40	86	-46
C81	24	70	-46
B55	40	87	-47
C87	23	70	-47
A20	13	61	-48
B38	23	71	-48
B47	15	64	-50
B36	18	69	-51
C65	23	74	-51
A13	24	76	-52
A19	25	79	-54
C67	10	64	-55
A8	25	80	-55
C70	19	76	-57
C69	22	81	-59

TABLE 36

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSC 2A672 AND DAFSC 2A692 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A672 (N=650)	2A692 (N=34)	DIFFERENCE
F199 Perform operational checks of floodlight sets	52	0	52
F180 Perform operational checks of air compressors	52	3	49
F205 Perform operational checks of heaters	51	3	48
F203 Perform operational checks of generators	50	3	48
F201 Perform operational checks of gas turbine compressors	47	0	47
F206 Perform operational checks of hydraulic test stands	46	0	46
F240 Perform service inspections on floodlight sets	46	0	46
S867 Inspect CTKs	57	12	46
F227 Perform operator inspections on tow vehicles	48	3	45
F181 Perform operational checks of air conditioners	44	0	44
F187 Perform operational checks of aircraft tripods or axle jacks	44	0	44
F210 Perform operational checks of load banks	47	3	44
A21 Plan or conduct briefings	46	88	-42
A20 Plan facility layouts	14	59	-45
C70 Evaluate job descriptions or positions	23	68	-45
A19 Plan AGE support of special missions, war plans, or training exercises	25	71	-46
A10 Draft financial budgets	16	62	-46
C92 Write staff studies, surveys, or special reports, other than training, inspection, or SAV reports	18	65	-47
C69 Evaluate inspection reports or procedures	26	74	-47
C87 Investigate accidents or incidents	28	76	-48
A28 Write job descriptions or position	28	76	-48
C84 Indorse enlisted performance reports (EPRs)	35	85	-50
C65 Evaluate AGE support complaints	29	79	-50
A13 Establish organizational policies, office instructions, or standard operating procedures (SOPs)	29	82	-53
B41 Implement cost-reduction programs	17	71	-54
C64 Evaluate AGE abuse reports	19	74	-54
A8 Develop organizational or functional charts	26	82	-57
C67 Evaluate budget requirements	12	71	-58

TABLE 37

TASKS WHICH BEST DIFFERENTIATE BETWEEN GUARD DAFSC 2A672 AND DAFSC 2A692 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A672 (N=215)	2A692 (N=31)	DIFFERENCE
G286 Perform periodic inspections on floodlight sets	80	23	58
P738 Adjust brake systems	75	19	56
G263 Perform periodic inspections on air compressors	85	29	56
P751 Remove or install AGE brake assembly components	74	19	55
P750 Remove or install AGE brake assemblies	74	19	55
F201 Perform operational checks of gas turbine compressors	73	19	54
G295 Perform periodic inspections on hydraulic test stands	70	16	54
F203 Perform operational checks of generators	89	35	53
P770 Troubleshoot brake system malfunctions	69	16	53
F240 Perform service inspections on floodlight sets	81	29	52
D119 Select on-the-job training (OJT) trainers or certifiers	16	77	-61
B38 Direct preparation of official correspondence	9	71	-62
C89 Write civilian performance ratings or supervisory appraisals	6	68	-62
C74 Evaluate personnel for compliance with performance standards	25	87	-62
A15 Interview civilian employment applicants	9	71	-62
C76 Evaluate procedures for storage, inventory, or inspection of property items	16	81	-65
A27 Schedule personnel for schools, temporary duty (TDY), or nontechnical training	16	81	-65
A26 Schedule leaves or passes	13	77	-65
E155 Maintain property custodian authorization/custody receipt listings (CA/CRLs)	19	84	-65
A16 Interview prospective cross-trainees	12	77	-66
C72 Evaluate maintenance or utilization of workspace, equipment, or supplies	24	90	-66
C82 Evaluate work schedules	14	81	-67
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	22	90	-68
C91 Write recommendations awards, decorations, or recognition packages	16	84	-68
A14 Establish performance standards	15	84	-69
B36 Direct maintenance of administrative files	13	84	-71
C70 Evaluate job descriptions or positions	12	84	-72
B47 Initiate personnel action requests	10	84	-74
C69 Evaluate inspection reports or procedures	16	90	-74

TABLE 38

TASKS WHICH BEST DIFFERENTIATE BETWEEN RESERVE DAFSC 2A672 AND DAFSC 2A692 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2A672 (N=110)	2A692 (N=5)	DIFFERENCE
H329 Clean receptacles, terminals, or connectors, other than for printed circuit boards	62	0	62
L536 Adjust burner control valves	62	0	62
H323 Adjust rheostats	62	0	62
G263 Perform periodic inspections on air compressors	81	20	61
G294 Perform periodic inspections on heaters	80	20	60
G286 Perform periodic inspections on floodlight sets	79	20	59
P741 Clean or paint battery boxes	79	20	59
H347 Remove or install load contactors	58	0	58
P756 Remove or install batteries	78	20	58
H338 Remove or install battery cables	78	20	58
P746 Pack wheel bearings	78	20	58
L543 Adjust temperature selector valve	57	0	57
P738 Adjust brake systems	77	20	57
I378 Adjust generator governors or control units, other than overspeed governors	57	0	57
C69 Evaluate inspection reports or procedures	10	80	-70
C70 Evaluate job descriptions or positions	10	80	-70
B31 Coordinate AGE contract maintenance with purchasing and contracting offices	9	80	-71
C65 Evaluate AGE support complaints	9	80	-71
C61 Complete staff assistance visit (SAV) inspection reports	9	80	-71
A26 Schedule leaves or passes	7	80	-73
C64 Evaluate AGE abuse reports	7	80	-73
A11 Draft or write requests for table of allowance (TA) changes	6	80	-74
C89 Write civilian performance ratings or supervisory appraisals	6	80	-74
C83 Indorse civilian performance ratings or supervisory appraisals	5	80	-75
A10 Draft financial budgets	5	80	-75
A14 Establish performance standards	20	100	-80
B39 Direct special projects or special duty activities	18	100	-82

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 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.

Table 39 lists the tasks having the highest TE ratings, as well as the percentages of first-job, first-enlistment, and TD ratings for each task. The majority of high TE tasks are performed by high percentages of both groups. Most tasks involved performing operational checks or service/periodic inspections on AGE.

Table 40 lists the tasks having the highest TD ratings, with the percentages of first-job, first-enlistment, 3-, 5-, and 7-skill level personnel performing, and TE ratings included for each task. The majority of tasks with high difficulty are supervisor related and not performed by high percentages of any group apart from 7-skill level group. Some tasks relating to troubleshooting equipment malfunctions were performed in slightly higher numbers of all personnel, but most high TD tasks were predominantly performed by 7-skill level personnel. Various lists of tasks, accompanied by 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.

TABLE 39

DAFSC 2A6X2 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING		TASK DIFF**
		1ST JOB	1ST ENL	
F203 Perform operational checks of generators	6.70	77	80	4.98
F206 Perform operational checks of hydraulic test stands	6.39	67	71	5.59
G295 Perform periodic inspections on hydraulic test stands	6.34	49	54	6.76
F228 Perform service inspections on air compressors	6.34	83	84	4.06
G294 Perform periodic inspections on heaters	6.31	69	69	5.29
F205 Perform operational checks of heaters	6.30	86	85	4.15
F244 Perform service inspections on generators	6.30	72	73	4.61
F180 Perform operational checks of air compressors	6.26	86	87	4.18
F210 Perform operational checks of load banks	6.21	66	72	5.02
G292 Perform periodic inspections on generators	6.21	56	63	5.92
G286 Perform periodic inspections on floodlight sets	6.17	70	71	5.12
F181 Perform operational checks of air conditioners	6.16	68	70	4.84
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	6.16	61	66	5.38
F247 Perform service inspections on hydraulic test stands	6.13	62	66	4.87
F240 Perform service inspections on floodlight sets	6.11	82	81	3.98
F246 Perform service inspections on heaters	6.09	79	78	3.99
F201 Perform operational checks of gas turbine compressors	6.07	63	65	4.99
H375 Troubleshoot electrical circuitry malfunctions, other than integrated or solid-state circuitries	6.01	46	52	6.66
F229 Perform service inspections on air conditioners	5.96	65	67	4.60
G288 Perform periodic inspections on gas turbine compressors	5.90	47	51	6.21
G263 Perform periodic inspections on air compressors	5.83	69	72	5.37
F199 Perform operational checks of floodlight sets	5.81	83	84	3.86
F241 Perform service inspections on gas turbine compressors	5.80	57	60	4.59
G264 Perform periodic inspections on air conditioners	5.80	53	56	6.04
L545 Perform carbon monoxide tests (CMTs)	5.69	53	57	4.33
M587 Charge or recover refrigerant systems	5.66	10	12	6.98
H331 Determine serviceability of batteries	5.56	56	61	3.34
J494 Research TOs for engine maintenance instructions on engines	5.53	40	44	4.88
H373 Solder electrical system wiring	5.49	53	61	4.66

* Mean TE Rating is 2.50, and Standard Deviation is 1.40 (High TE = 3.90)

** Mean TD Rating is 5.00, and Standard Deviation is 1.00

TABLE 40

DAFSC 2A6X2 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS	TASK DIFF*	PERCENT MEMBERS PERFORMING										TNG
		1ST JOB	1ST ENL	DAFSC 2A632	DAFSC 2A652	DAFSC 2A672	DAFSC 2A672	EMP				
A10	8.44	2	3	3	5	16					.47	
D122	8.17	0	0	0	1	2					.40	
I399	8.06	12	15	12	23	19					3.16	
A19	7.88	2	2	2	6	25					.96	
T896	7.61	0	0	0	0	1					.11	
C92	7.48	1	1	1	3	18					.46	
A11	7.44	3	3	3	4	14					.63	
C67	7.27	0	0	0	4	12					.60	
B35	7.27	2	2	1	8	23					.91	
A13	7.26	3	3	3	8	29					1.14	
J493	7.25	8	10	9	11	5					2.57	
N651	7.25	1	2	1	6	4					1.50	
D123	7.24	0	0	0	1	6					.33	
H376	7.17	19	26	21	36	26					3.56	
J476	7.12	36	43	39	50	26					4.49	
A20	7.03	3	2	2	5	14					.39	
M639	7.01	10	13	10	20	16					3.90	
D124	6.99	0	0	0	3	8					.59	
M587	6.98	10	12	10	17	12					5.66	
J505	6.96	38	47	41	56	34					5.01	
J422	6.96	11	15	11	24	15					3.90	
J482	6.95	11	15	13	20	10					2.77	
C91	6.94	0	1	0	20	67					1.49	
V938	6.93	0	1	1	1	1					.13	

* TD MEAN = 5.00; SD = 1.00

First-Enlistment Personnel

In this study, there are 679 AGE members in their first enlistment (1-48 months TAFMS), representing 27 percent of the survey sample. As displayed in Table 41, 21 percent of their time is spent performing operational or service inspections, with an additional 20 percent of their time spent maintaining either AGE engines or electrical systems. Figure 2 shows that 84 percent of first-enlistment personnel are distributed across either the Entry Level AGE Mechanic Cluster or the AGE Mechanic Job identified in the Specialty Jobs section of this report.

Table 42 displays commonly performed tasks for active-duty first-enlistment personnel. The majority of tasks displayed involve performance of operational checks on AGE, which supports the data presented in Table 47. Equipment maintained by 30 percent or more of first-job or first-enlistment personnel are listed in Tables 43 and 44. Table 45 includes special tools used by more than 30 percent of first-job or first-enlistment personnel.

Specialty Training Standard (STS)

In September 1996, training personnel from Sheppard AFB matched tasks in the JI to appropriate sections of the tentative STS. Due to the format of the STS (i.e., troubleshoot, correct malfunctions, etc.), over 150 STS items were not matched to any tasks in the JI. A listing of the STS was produced showing for each STS paragraph and subparagraph, tasks matched and percent criterion group members performing. This listing is included in the Training Extract sent to the school for review. Criteria set forth in AETC Instruction 36-2601, Attachment 2, and Paragraph 2.2 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), 3-, 5-, or 7-skill level members is considered to be supported and should be retained in the STS. All STS paragraphs with matched tasks were reviewed against OSR data. Since only half of the STS was matched, a thorough review of the entire STS was not possible. The standard analysis involving TAFMS and DAFSC groups resulted in a number of unsupported STS items. Table 46 lists examples of those STS items and matched tasks which did not meet the criteria. Apart from subparagraphs involving air-cycle machines, cabin pressure testers, and munitions loading trailers, the survey data supports inclusion of the majority of the paragraphs and subparagraphs that were matched in the STS. For ease of reading, only the first-enlistment and 5- and 7-skill level groups are presented in Table 46.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. Although over 300 technical tasks were not matched, few of these tasks were performed by more than 20 percent of any of the criterion groups. Table 47 shows inventory tasks not referenced, but performed by 20 percent or more of one criterion groups' members. All tasks not referenced should be reviewed to identify areas which may be included in future STSs.

TABLE 41

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
ACTIVE DUTY FIRST-ENLISTMENT AFSC 2A6X2 PERSONNEL

DUTIES	PERCENT TIME SPENT (N=679)
A ORGANIZING AND PLANNING	*
B DIRECTING AND IMPLEMENTING	1
C INSPECTING AND EVALUATING	*
D TRAINING	*
E PERFORMING GENERAL PRODUCTION SUPPORT TASKS	5
F PERFORMING OPERATIONAL OR SERVICE INSPECTIONS	21
G PERFORMING ANNUAL INSPECTIONS	9
H MAINTAINING AEROSPACE GROUND EQUIPMENT (AGE) ELECTRICAL SYSTEMS	10
I MAINTAINING AGE ELECTRONIC SYSTEMS	2
J MAINTAINING AGE ENGINES	10
K MAINTAINING AGE MOTORS OR GENERATORS	2
L MAINTAINING AGE HEATING SYSTEMS	5
M MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	1
N MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	3
O MAINTAINING AGE PNEUMATIC SYSTEMS	3
P MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	8
Q MAINTAINING MOBILE THEATER AIR CONTROL SYSTEM (TACS) EQUIPMENT	*
R DISPATCHING AGE	9
S MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	2
T PERFORMING AGE QUALITY VERIFICATION TASKS	*
U PERFORMING NONPOWERED AGE MAINTENANCE	3
V PERFORMING CROSS UTILIZATION TRAINING (CUT) TASKS	*

* Denotes less than 1 percent

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

FIRST-ENLISTMENT PERSONNEL JOBS

*OTHER INCLUDES:
TACS; MUNITIONS,
PREOP/SVC INSPECTS;
HEATING SYSTEMS;
CAT; & BENCHSTOCK.

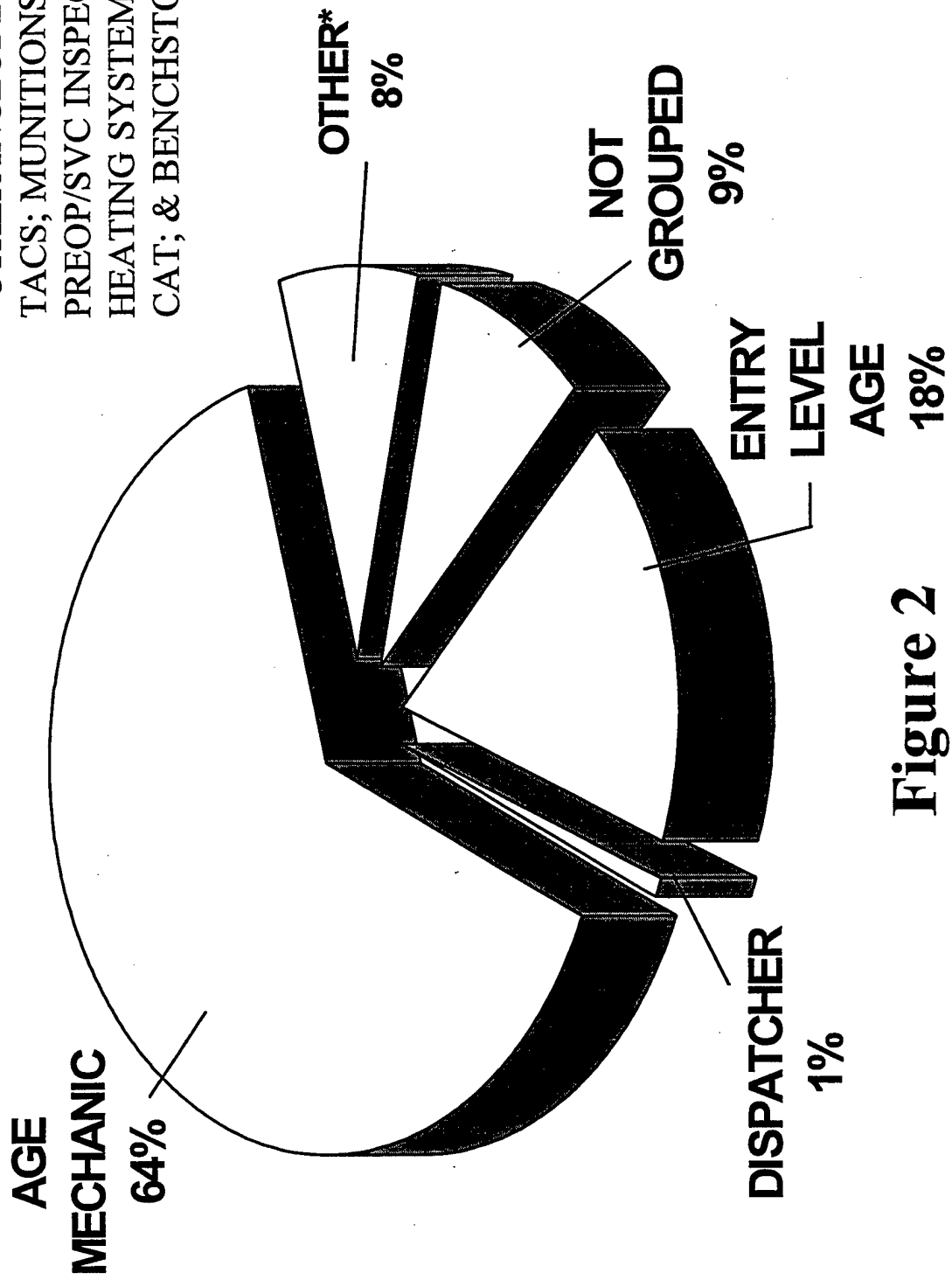


Figure 2

TABLE 42

MOST COMMONLY PERFORMED TASKS FOR
ACTIVE DUTY FIRST-ENLISTMENT 2A6X2 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=679)
F180 Perform operational checks of air compressors	87
F205 Perform operational checks of heaters	85
F228 Perform service inspections on air compressors	84
F199 Perform operational checks of floodlight sets	84
F240 Perform service inspections on floodlight sets	81
F203 Perform operational checks of generators	80
P746 Pack wheel bearings	80
R833 Clean AGE	80
P756 Remove or install batteries	80
F246 Perform service inspections on heaters	78
R842 Fuel AGE	77
F217 Perform operational checks of nonpowered AGE maintenance stands	77
F227 Perform operator inspections on tow vehicles	75
R844 Operate AGE tow vehicles	74
P754 Remove or install AGE tire, tube, or wheel assemblies	74
H337 Recharge batteries	74
J467 Remove or install engine oil filters	73
F244 Perform service inspections on generators	73
R850 Pick up or deliver AGE	73
H342 Remove or install electrical fuses	73
F210 Perform operational checks of load banks	72
G263 Perform periodic inspections on air compressors	72
F187 Perform operational checks of aircraft tripods or axle jacks	72
P741 Clean or paint battery boxes	71
F206 Perform operational checks of hydraulic test stands	71
R847 Operate two-way vehicle radios	71
P767 Spot paint, stencil, mark, or reflectorize AGE	71
G306 Perform periodic inspections on nonpowered maintenance stands	71
G286 Perform periodic inspections on floodlight sets	71
H338 Remove or install battery cables	71
F181 Perform operational checks of air conditioners	70

* Average Number of Tasks Performed - 176

TABLE 43

AIRCRAFT SUPPORT EQUIPMENT MAINTAINED BY MORE THAN 30 PERCENT
OF FIRST-JOB OR FIRST-ENLISTMENT AFSC 2A6X6 PERSONNEL

EQUIPMENT	% MEMBERS MAINTAINING	
	1ST JOB (N=401)	1ST ENL (N=679)
<u>GENERATORS</u>		
A/M32A-86 A/C/D Hobart/Hollingsworth	79	78
NF-2D	67	67
NF-2	65	64
A/M32A-60, A, B	60	58
MD-4 EM/EP/Esx/TE/T1dyn/Kurz & Root	30	30
<u>AIR CONDITIONERS</u>		
MA-3D	38	37
A/M32C-10A,B,C,D	37	36
<u>BOMB LIFTS/BOMB TRAILERS</u>		
MJ-1B	44	47
MHU-83, A/3, 83A/E, 83B/E, 83C/E, 83E	43	47
<u>AIR COMPRESSORS</u>		
MC-1A Davey, Diesel	75	75
MC-7 Davey, Ingersoll Rnd/Worthington	55	58
MC-2, 2A Ingersoll Rnd/Worthington/Chmp	52	52
<u>HEATERS</u>		
H-1 Hunter/Fiesta/AAF/Herman Nelson	66	67
HDU-13/M, Electric	35	37

TABLE 44

NONPOWERED AGE AND TEST EQUIPMENT MAINTAINED BY MORE THAN
30 PERCENT OF FIRST-JOB OR FIRST-ENLISTMENT AFSC 2A6X6 PERSONNEL

EQUIPMENT	% MEMBERS MAINTAINING	
	1ST JOB (N=401)	1ST ENL (N=679)
<i><u>NONPOWERED AGE</u></i>		
B-1 Maintenance Stand	86	84
B-4 Maintenance Stand	84	82
Aircraft Tow Bar	77	76
Axle Jack	76	76
Fuel Bowser	72	72
Floor Jack	72	72
Aircraft Tripod Jack	72	71
Hydraulic Servicing Cart	70	71
Liquid Oxygen (LOX) Cart	67	65
C-1 Maintenance Stand	65	67
B-2 Maintenance Stand	59	59
Oil Servicing Cart	58	59
Liquid Nitrogen Cart	58	58
Gaseous Oxygen Cart	51	52
B-5A Maintenance Stand	50	48
Aircraft Nose Jack	47	50
Gaseous Nitrogen Cart	47	49
F-2 Utility Trailer	43	43
Floor Crane	40	43
Aircraft Wheel Dolly	39	39
Maintenance Platform	36	35
Lowboy trailer	36	40
Tank Dolly	31	33
B-1 Maintenance Stand Adapter	31	28
<i><u>ELECTRICAL/ELECTRONIC TEST EQUIPMENT</u></i>		
Digital Scale Multimeter	77	76
A/M 24T-8, 8A Load Bank	68	67
Digital tachometer	34	36
AC Ammeter	33	33

TABLE 45

SPECIAL TOOLS USED BY MORE THAN 30 PERCENT OF
FIRST-JOB OR FIRST-ENLISTMENT AFSC 2A6X6 PERSONNEL

TOOLS	% MEMBERS USING	
	1ST JOB (N=401)	1ST ENL (N=679)
Torque Wrench	90	88
Electric Drill	88	87
Heat Shrink Gun	87	86
Battery Charger	86	84
Jumper Cables	81	80
Breaker Bar	79	78
Bench Grinder	77	77
Soldering Iron	77	76
Soldering Gun	76	76
Crimping Tool	75	75
Pneumatic Drill	75	75
Drill Press	74	74
Impact Wrench	73	70
Sledge Hammer	68	69
Carbon Monoxide Tester	65	66
Gear Puller	63	65
Impact Driver	58	59
Defueling Pump	57	59
Diesel Engine Tune Up Kit	52	57
Fuel Pressure Gauge	52	55
Pace Soldering or Desoldering Equipment	51	50
Jack-Load Tester	50	54
Oil pressure Gauge	49	49
Straight Edge	48	53
Coupling Alignment Tools	45	46
Depth Gauge	44	46
Micrometer	44	47
Refrigerant Recovery System	43	42
Heater Coupling Alignment Tool	42	44
Spanner Wrench	39	43
Refrigerant Leak Detector	38	38
Safety Harness Assembly	38	35
Clutch Alignment Tool	35	35
Ring Compressor	35	32
Caliper	34	33
Heater or Air-Conditioning Thermometer	33	33
Propane Torch	33	35
Quick Disconnect Run-Around	32	33
Vacuum Pump	30	30
Ram Lock	30	29
Belt Tension Tester	30	28
Compression Tester	30	30

TABLE 46

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

STS REFERENCE/TASKS	3-LVL PROF CODE	TNG EMP	% MEMBERS PERFORMING			TSK DIF
			1ST ENL (N=679)	5- LVL (N=686)	7- LVL (N=650)	
<i>A2.5.7. Time Compliance Orders (TCTOs)</i> E129 Create CAMS or on-equipment time compliance technical order (TCTO) reporting	A	1.97	7	12	16	5.27
<i>A2.5.8. Technical Order (TO) Files Maintenance</i> E177 Update technical order (TO) files		2.91	7	16	15	4.82
<i>A2.15.2.6. Operates antifreeze recycling system</i> J444 Recondition engine coolants	2b	2.77	15	15	8	4.54
<i>A.2.17.6.2.1. Service Inspections (Cabin Pressure Testers)</i> F237 Perform service inspections on CPTs		2.81	12	17	11	4.06
<i>A.2.17.7.2.2. Periodic Inspections (CPTs)</i> F237 Perform periodic inspections on CPTs		2.64	10	15	8	5.56
<i>A2.18.1.6. Perform refrigerant recovery</i> M587 Charge or recover refrigerant systems	2b	5.66	12	17	12	6.98
<i>A2.18.4.5. Correct malfunctions (air -cycle machine)</i> M599 Remove or install air cycle machines components, other than lubricator components		2.26	10	16	7	5.82
M602 Remove or install air-cycle machines		2.14	5	9	5	5.82
M607 Remove or install heat exchangers, other than heater teat exchangers		1.94	4	6	3	5.89
M600 Remove or install air-cycle machine lubricator components		1.81	5	10	4	5.72
M601 Remove or install air-cycle machine lubricators		1.81	5	8	4	5.53
<i>A2.20.5.2.1. Service (Munitions Loading Trailers)</i> F258 Perform service inspections on powered munitions handling trailers		1.71	3	5	3	4.89
<i>A2.22.1.2. Perform service inspections (De-icers)</i> F239 Perform service inspections on de-icers		2.27	10	12	8	4.78

TD MEAN = 5.00; SD = 1.00; TE MEAN = 2.50; SD = 1.40

TABLE 47

TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS BUT NOT REFERENCED BY STS

TASKS	PERCENT MEMBERS PERFORMING							
	TNG EMP	1ST JOB	1ST ENL	2A632 (N=477)	2A652 (N=686)	2A672 (N=650)	TSK DIF	
F215 Perform operational checks of motor generators	5.13	59	59	57	55	36	4.51	
P752 Remove or install AGE fuel tanks or components	3.19	34	39	36	42	21	4.68	
T890 Perform foreign object damage (FOD) prevention inspections	3.17	37	37	36	42	39	4.43	
P753 Remove or install AGE steering system components	3.07	24	30	27	35	19	5.37	
F238 Perform service inspections on cranes	2.71	30	36	30	37	21	4.08	
R842 Fuel AGE	4.20	78	77	79	67	35	2.71	
I380 Adjust voltage regulators	4.57	38	44	41	51	33	5.01	
I378 Adjust generator governors or control units, other than overspeed governors	4.37	31	35	32	41	27	6.04	
I388 Remove or install diodes	4.33	27	34	28	45	28	5.13	
H359 Repair cannon plugs	4.20	26	32	28	40	24	5.31	
I393 Remove or install voltage regulators	4.06	39	49	44	57	33	4.77	
I390 Remove or install printed circuit boards	3.94	29	35	31	42	30	4.43	
F259 Perform service inspections on shop support equipment	4.10	40	45	41	54	36	3.36	
F233 Perform service inspections on battery start carts	4.04	35	38	37	36	21	3.80	
P756 Remove or install batteries	3.77	80	80	82	68	37	3.00	
F255 Perform service inspections on nonpowered AGE maintenance	3.50	67	68	67	65	36	3.23	
F254 Perform service inspections on nonpowered AGE aircraft	3.13	45	50	47	51	27	3.21	
P768 Stop-drill panel cracks	3.10	48	54	51	56	27	2.67	
P762 Remove or install panels, doors, or covers	2.79	58	61	61	58	27	2.88	
P761 Remove or install hinges, stays, or fasteners	2.67	52	56	55	57	27	3.25	
I381 Clean printed circuit-board electrical connection tracks or runs	3.66	19	22	20	24	18	4.64	

TD MEAN = 5.00; SD = 1.00

Plan of Instruction (POI)

At the same time the STS was matched to the task list, the POI for course J3ABR2A632-001 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. Although many POI paragraphs were not matched, of those paragraphs matched, there were only seven paragraphs with tasks which do not have 30 percent members performing for at least one job group. These POI paragraphs account for 18 hours of instructional time and can be found in Table 48. For the most part, those POI items not supported deal with property accountability, hazardous materials, and technical orders.

Tasks not matched to any POI element are listed at the end of the POI computer listing. According to the criteria listed in AETC Instruction 36-2601, Attachment 2, tasks with a percent of members performing greater than 30 percent for either first-job or first-enlistment personnel should be examined closely for inclusion in the POI. Review of the Training Extract shows that most of the technical tasks were not referenced to the POI, despite having greater than 30 percent members performing many of these tasks. Table 49 shows a sample of inventory tasks ranked in descending order of the computed Automated Training Indicator value and the percent of first-job and first-enlistment members performing, as well as the corresponding TE and TD ratings. Training personnel are encouraged to review the Training Extract as they undertake future revisions, if any, of the POI.

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 AGE 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 the following comparisons: (1) among TAFMS groups of the AGE career ladder and a comparative sample of personnel from other Mission Equipment Management career ladders surveyed in 1995 (AFSCs 2A0X1A, 2A3X1A/B/C, 2E1X2, 2E7X3 and 2M0X3); (2) between current and previous survey experience groups; and (3) across specialty groups identified in the **SPECIALTY JOBS** section of the report.

Table 50 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 Mission Equipment Management AFSCs surveyed during the previous calendar year. These data give a relative measure of how the job satisfaction of AFSC 2A6X2 personnel compares with similar Air Force specialties. All three groups report comparable job

TABLE 48

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

<u>POI OBJECTIVES/TASKS</u>	<u>TNG</u> <u>EMP</u>	<u>ATI</u>	<u>% MEMBERS</u> <u>PERFORMING</u>		<u>TSK</u> <u>DIF</u>
			<u>1ST</u> <u>JOB</u>	<u>1ST</u> <u>ENL</u>	
<i>I.4a. Identify basic facts pertaining to property accountability and responsibility</i>					
E155 Maintain property custodian authorization/custody receipt listings (CA/CRLs)	.67	2	0	1	6.10
<i>I.6a. Complete Federal Hazardous Communication Program (FHCP)</i>					
E157 Mark hazardous or dangerous material containers	3.43	7	10	12	4.98
E160 Monitor collection and disposal of hazardous waste	2.60	7	4	5	6.14
<i>I.7d. Identify general principles for proper disposal procedures used in the hazardous materials program</i>					
E127 Coordinate disposal of hazardous or dangerous materials with action agencies	2.19	2	3	5	6.43
<i>II.1.a. Identify principles of the Air Force technical order system, and</i>					
<i>II.1.b. Identify simple facts pertaining to the use of the index type technical orders</i>					
E177 Update technical order (TO) files	2.91	7	5	7	4.82
E173 Schedule equipment for TCTOs	1.49	2	1	2	4.70
<i>II.1.c. Identify basic facts pertaining to Time Compliance Technical Orders (TCTOs)</i>					
E177 Update technical order (TO) files	2.91	7	5	7	4.82
E129 Create CAMS or on-equipment TCTO reporting	1.97	2	5	7	5.27
E173 Schedule equipment for TCTOs	1.49	2	1	2	4.70
<i>II.3a. Identify principles of the inspection system for AGE, and</i>					
<i>II.3.b. Given a case situation, make the required entries on an AFTO Form 244</i>					
E171 Schedule equipment for periodic or special inspections, other than in CAMS	1.64	2	6	8	4.73
<i>VI.4.b. Using a scenario and work unit code manual, complete AFTO form 244 and make CAMS entries</i>					
J449 Remove or install diesel engine fuel injectors	4.67	11	25	29	5.79
J447 Remove or install diesel engine fuel injector components	4.44	11	24	27	6.09

TASK DIFF MEAN = 5.00; SD = 1.00; TNG EMP MEAN = 2.50; SD = 1.40

TABLE 49

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	
			18	62	66	4.87	
F247 Perform service inspections on hydraulic test stands	6.13	18	62	66	4.87	4.87	
G288 Perform periodic inspections on gas turbine compressors	5.90	18	47	51	6.21	6.21	
G264 Perform periodic inspections on air conditioners	5.80	18	53	56	6.04	6.04	
H373 Solder electrical system wiring	5.49	18	53	61	4.66	4.66	
H351 Remove or install power cable heads	5.21	18	51	58	4.78	4.78	
H352 Remove or install power cables	4.94	18	51	58	4.23	4.23	
R853 Prepare AGE for mobility or training exercises, other than palletizing or depalletizing	4.21	18	46	50	4.45	4.45	
P751 Remove or install AGE brake assembly components	4.17	18	42	50	4.95	4.95	
P750 Remove or install AGE brake assemblies	4.07	18	46	53	5.02	5.02	
J458 Remove or install engine fan belts	4.04	18	47	52	4.01	4.01	
J460 Remove or install engine fuel lines or fittings	3.90	18	46	51	4.09	4.09	
H331 Determine serviceability of batteries	5.56	13	56	61	3.34	3.34	
R844 Operate AGE tow vehicles	4.96	13	73	74	3.30	3.30	
J401 Adjust belt tensions	4.83	13	64	67	3.56	3.56	
R847 Operate two-way vehicle radios	4.61	13	71	71	2.76	2.76	
H337 Recharge batteries	4.39	13	71	74	3.47	3.47	
J467 Remove or install engine oil filters	4.34	13	73	73	3.10	3.10	
F217 Perform operational checks of nonpowered AGE maintenance stands	4.27	13	78	77	3.19	3.19	
H329 Clean receptacles, terminals, or connectors, other than for printed circuit boards	4.19	13	47	55	3.42	3.42	
J428 Clean and gap spark plugs	4.10	13	62	62	2.82	2.82	
H326 Clean contactor points	4.01	13	49	54	3.20	3.20	

TD = 5.00; SD = 1.00

TABLE 50

JOB SATISFACTION INDICATORS FOR ACTIVE DUTY AFSC 2A6X2 TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	AFSC 2A6X2 (N=679)	COMP SAMPLE (N=1,280)	AFSC 2A6X2 (N=288)	COMP SAMPLE (N=805)	AFSC 2A6X2 (N=877)	COMP SAMPLE (N=1,693)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	69	74	68	73	77	75
SO-SO	19	15	19	17	17	15
DULL	12	11	12	10	6	10
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	81	81	82	82	88	83
NONE TO VERY LITTLE	19	19	18	18	12	17
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECT	90	86	87	83	84	76
NONE TO VERY LITTLE	10	14	13	17	16	24
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>						
SATISFIED	69	58	69	72	77	73
NEUTRAL	18	42	13	28	9	10
DISSATISFIED	13	0	17	0	14	17
<u>REENLISTMENT INTENTIONS:</u>						
YES OR PROBABLY YES	62	72	73	72	75	72
NO OR PROBABLY NO	38	13	26	11	7	9
WILL RETIRE	0	15	1	17	18	19

NOTE: Comparative data are from AFSCs 2A0X1A, 2A3X1A/B/C, 2E1X2, 2E7X3, and 2M0X3 surveyed in 1995

personnel compares with similar Air Force specialties. All three groups report comparable job satisfaction for all indicators except reenlistment intentions. The "NO OR PROBABLY NO" reenlistment intention indicators for the first- and second-enlistment groups were somewhat higher than other Mission Equipment Management AFSCs.

Table 51 compares job satisfaction indicator responses of TAFMS groups in the current survey to TAFMS groups for the previous survey. Generally, the 1996 responses are consistent to the 1990 responses apart from the expressed job interest for first- and second-term personnel being lower than reported in 1990. The higher perceived use of training expressed by the first two TAFMS groups is seen to be a positive indicator of the current training curriculum.

An examination of job satisfaction data can also reveal the influences performing certain jobs may have on overall job satisfaction. Table 52 presents job satisfaction data for the jobs identified in the career ladder structure for AFSC 2A6X2. Dispatcher, Preoperations or Service Inspection, and Production Support jobs were lower than the other AGE jobs on almost all job satisfaction indicators. Satisfaction ratings of incumbents in the first two jobs are not surprising, given that they are generally composed of first-term members who have historically expressed lower job satisfaction in this AFSC. On the other hand, Production Support members are considerably more senior (none in their first-enlistment) yet are given minimal supervisory duties. Generally, jobs and clusters with more experienced personnel such as the Field Training Detachment and Supervisory Cluster have very high expressed job satisfaction.

When there are issues in an occupation that are not directly addressed in the JI, survey respondents frequently provide write-in comments. The majority of write-in comments dealt with explaining the type of job held, base to which assigned (particularly ANG bases), or expanded upon the specific type of equipment used. Very few comments addressed anything other than the above mentioned topics.

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted primarily to provide training personnel with current information on the AGE 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- to the 9-skill level. The AFMAN 36-2108 *Specialty Description* broadly describes jobs and tasks being performed. Job satisfaction is fairly high, and no serious problem areas were noted. Analysis of career ladder documents indicate the STS and POI were generally supported. However, it is recommended that those tasks not referenced should be reviewed to identify learning objectives which may warrant inclusion in either future STSs or POIs.

TABLE 51

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A6X2
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	1996 2A6X2 (N=679)	1990 454X1 (N=959)	1996 2A6X2 (N=288)	1990 454X1 (N=499)	1996 2A6X2 (N=877)	1990 454X1 (N=1,039)
	<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	69	72	68	72	77	77
SO-SO	19	18	19	18	17	16
DULL	12	10	12	9	6	7
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECT	81	83	82	82	88	85
NONE TO VERY LITTLE	19	17	18	19	12	15
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECT	90	85	87	80	84	83
NONE TO VERY LITTLE	10	14	13	20	16	17
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>						
SATISFIED	69	75	69	74	77	76
NEUTRAL	18	13	13	14	9	11
DISSATISFIED	13	11	17	12	14	13
<u>REENLISTMENT INTENTIONS:</u>						
YES OR PROBABLY YES	62	64	73	78	75	76
NO OR PROBABLY NO	38	35	26	22	7	8
WILL RETIRE	0	0	1	0	18	16

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

TABLE 52

JOB SATISFACTION INDICATORS FOR AFSC 2A6X2 JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	DISPATCHER (N=14)	HEATING SYSTEMS MECHANIC (N=11)	ENTRY-LEVEL AGE MECHANIC CLUSTER (N=227)	PREOPS OR SERVICE INSPECTION (N=18)	AGE MECHANIC CLUSTER (N=1,339)
EXPRESSED JOB INTEREST:					
INTERESTING	57	73	65	56	77
SO-SO	29	27	23	39	15
DULL	14	0	12	6	8
PERCEIVED USE OF TALENTS:					
FAIRLY WELL TO PERFECT	57	100	78	83	88
NONE TO VERY LITTLE	43	0	22	17	12
PERCEIVED USE OF TRAINING:					
FAIRLY WELL TO PERFECT	78	100	89	83	94
NONE TO VERY LITTLE	22	0	11	17	6
SENSE OF ACCOMPLISHMENT FROM JOB:					
SATISFIED	57	73	65	56	77
NEUTRAL	14	0	18	33	13
DISSATISFIED	29	27	16	11	10
REENLISTMENT INTENTIONS:					
YES OR PROBABLY YES	64	64	67	67	78
NO OR PROBABLY NO	29	36	31	22	18
WILL RETIRE	7	0	2	11	3

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

TABLE 52 (CONTINUED)

JOB SATISFACTION INDICATORS FOR AFSC 2A6X2 JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	THEATER AIR CONTROL SYSTEMS MAINTENANCE (N=102)	COMBAT AGE TEAM LEADER (N=72)	MUNITIONS AGE MECHANIC (N=21)	FIELD TRAINING DETACHMENT INSTRUCTOR (N=10)	BENCH STOCK MONITOR (N=24)
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	83	69	71	90	71
SO-SO	11	22	24	10	17
DULL	6	8	5	0	12
<u>PERCEIVED USE OF TALENTS:</u>					
FAIRLY WELL TO PERFECT	93	86	95	90	79
NONE TO VERY LITTLE	7	14	5	10	21
<u>PERCEIVED USE OF TRAINING:</u>					
FAIRLY WELL TO PERFECT	72	94	86	90	71
NONE TO VERY LITTLE	28	6	14	10	29
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>					
SATISFIED	80	68	71	80	79
NEUTRAL	12	13	14	10	13
DISSATISFIED	8	19	15	10	8
<u>REENLISTMENT INTENTIONS:</u>					
YES OR PROBABLY YES	77	72	80	80	83
NO OR PROBABLY NO	17	6	10	0	17
WILL RETIRE	6	22	10	20	0

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

TABLE 52 (CONTINUED)

JOB SATISFACTION INDICATORS FOR AFSC 2A6X2 JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	PRODUCTION SUPPORT (N=25)	QUALITY ASSURANCE INSPECTOR (N=22)	SUPERVISOR CLUSTER (N=280)	MOBILITY MANAGER (N=10)	ENVIRONMENTAL MANAGER (N=11)
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	48	86	84	70	82
SO-SO	44	9	14	20	18
DULL	8	5	12	10	0
<u>PERCEIVED USE OF TALENTS:</u>					
FAIRLY WELL TO PERFECT	80	91	91	60	100
NONE TO VERY LITTLE	20	9	9	40	0
<u>PERCEIVED USE OF TRAINING:</u>					
FAIRLY WELL TO PERFECT	68	91	86	40	64
NONE TO VERY LITTLE	32	9	14	60	36
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>					
SATISFIED	64	77	82	60	82
NEUTRAL	20	5	6	20	9
DISSATISFIED	16	18	13	20	9
<u>REENLISTMENT INTENTIONS:</u>					
YES OR PROBABLY YES	68	82	69	90	82
NO OR PROBABLY NO	24	5	6	0	9
WILL RETIRE	8	14	25	10	9

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

APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS**

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TABLE A1

DISPATCH
 NUMBER OF MEMBERS: 14
 (STG280)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F228 Perform service inspections on air compressors	100
R847 Operate two-way vehicle radios	93
R842 Fuel AGE	93
R850 Pick up or deliver AGE	93
R852 Position AGE to aircraft	93
R844 Operate AGE tow vehicles	86
F205 Perform operational checks of heaters	86
F180 Perform operational checks of air compressors	79
F199 Perform operational checks of floodlight sets	79
F244 Perform service inspections on generators	79
F246 Perform service inspections on heaters	79
F240 Perform service inspections on floodlight sets	71
F203 Perform operational checks of generators	71
R859 Track AGE locations	71
R834 Clean or wax vehicles	64
F227 Perform operator inspections on tow vehicles	64
R861 Turn in or pick up vehicles	64
R833 Clean AGE	57
R853 Prepare AGE for mobility or training exercises, other than palletizing or depalletizing	57
H337 Recharge batteries	57
F206 Perform operational checks of hydraulic test stands	57
R841 Dispatch AGE vehicle drivers	50
F241 Perform service inspections on gas turbine compressors	50
F181 Perform operational checks of air conditioners	50
F229 Perform service inspections on air conditioners	50
F210 Perform operational checks of load banks	43
F201 Perform operational checks of gas turbine compressors	43
R849 Perform operator maintenance on vehicles, other than TACS vehicles	36
R843 Monitor AGE fuel usage	36
G294 Perform periodic inspections on heaters	29

TABLE A2

HEATING SYSTEMS MECHANIC
NUMBER OF MEMBERS: 11
(STG237)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F205 Perform operational checks of heaters	100
L540 Adjust heater ignitor gaps	100
G294 Perform periodic inspections on heaters	91
F199 Perform operational checks of floodlight sets	91
P746 Pack wheel bearings	91
L573 Troubleshoot heater malfunctions	91
P756 Remove or install batteries	91
L542 Adjust heater temperature settings	91
G286 Perform periodic inspections on floodlight sets	91
H338 Remove or install battery cables	91
H337 Recharge batteries	91
G263 Perform periodic inspections on air compressors	91
R833 Clean AGE	82
P767 Spot paint, stencil, mark, or reflectorize AGE	82
L545 Perform carbon monoxide tests (CMTs)	82
F180 Perform operational checks of air compressors	82
L537 Adjust fuel pump pressure	82
J467 Remove or install engine oil filters	82
L567 Remove or install heater ignition coils	82
L570 Remove or install heater temperature selector valves	82
L566 Remove or install heater heat exchangers	82
H331 Determine serviceability of batteries	73
L561 Remove or install heater ducting	73
L565 Remove or install heater fuel pumps	73
L564 Remove or install heater fuel lines	73
F217 Perform operational checks of nonpowered AGE maintenance stands	73
P748 Prepare AGE for painting	73
F246 Perform service inspections on heaters	64
F240 Perform service inspections on floodlight sets	64
F203 Perform operational checks of generators	55

TABLE A3

ENTRY LEVEL AGE MECHANIC CLUSTER

NUMBER OF MEMBERS: 227

(STG165)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F180 Perform operational checks of air compressors	96
F205 Perform operational checks of heaters	92
F228 Perform service inspections on air compressors	92
F240 Perform service inspections on floodlight sets	90
F199 Perform operational checks of floodlight sets	89
F246 Perform service inspections on heaters	88
R850 Pick up or deliver AGE	86
R842 Fuel AGE	85
R833 Clean AGE	85
R844 Operate AGE tow vehicles	84
R847 Operate two-way vehicle radios	81
F203 Perform operational checks of generators	79
R852 Position AGE to aircraft	78
P756 Remove or install batteries	78
F244 Perform service inspections on generators	76
F181 Perform operational checks of air conditioners	76
F227 Perform operator inspections on tow vehicles	74
H337 Recharge batteries	74
F217 Perform operational checks of nonpowered AGE maintenance stands	72
F229 Perform service inspections on air conditioners	70
F247 Perform service inspections on hydraulic test stands	69
F201 Perform operational checks of gas turbine compressors	65
F255 Perform service inspections on nonpowered AGE maintenance stands	65
R834 Clean or wax vehicles	62
P746 Pack wheel bearings	61
F241 Perform service inspections on gas turbine compressors	61
J467 Remove or install engine oil filters	59
G294 Perform periodic inspections on heaters	52
G286 Perform periodic inspections on floodlight sets	51
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	50

TABLE A4

PREOPERATIONS OR SERVICE INSPECTIONS

NUMBER OF MEMBERS: 18

(STG224)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F180 Perform operational checks of air compressors	100
F217 Perform operational checks of nonpowered AGE maintenance stands	100
F228 Perform service inspections on air compressors	100
G292 Perform periodic inspections on generators	100
F203 Perform operational checks of generators	94
F199 Perform operational checks of floodlight sets	94
F205 Perform operational checks of heaters	94
F240 Perform service inspections on floodlight sets	94
F244 Perform service inspections on generators	94
F186 Perform operational checks of aircraft tow bars	94
G294 Perform periodic inspections on heaters	94
G286 Perform periodic inspections on floodlight sets	94
F210 Perform operational checks of load banks	94
G272 Perform periodic inspections on aircraft tow bars	94
F246 Perform service inspections on heaters	89
F247 Perform service inspections on hydraulic test stands	89
G264 Perform periodic inspections on air conditioners	89
F206 Perform operational checks of hydraulic test stands	89
F241 Perform service inspections on gas turbine compressors	83
F181 Perform operational checks of air conditioners	83
F229 Perform service inspections on air conditioners	83
F255 Perform service inspections on nonpowered AGE maintenance stands	83
G263 Perform periodic inspections on air compressors	83
F227 Perform operator inspections on tow vehicles	78
F215 Perform operational checks of motor generators	78
F201 Perform operational checks of gas turbine compressors	78
F187 Perform operational checks of aircraft tripods or axle jacks	72
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	61
E167 Research national stock or part numbers	50
C85 Inspect cleanliness of work area	39

TABLE A5

AGE MECHANIC CLUSTER
NUMBER OF MEMBERS: 1,339
(STG229)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F180 Perform operational checks of air compressors	98
F205 Perform operational checks of heaters	97
F199 Perform operational checks of floodlight sets	96
F228 Perform service inspections on air compressors	96
F240 Perform service inspections on floodlight sets	95
P756 Remove or install batteries	94
P746 Pack wheel bearings	94
F203 Perform operational checks of generators	93
F246 Perform service inspections on heaters	93
G286 Perform periodic inspections on floodlight sets	92
G263 Perform periodic inspections on air compressors	92
P754 Remove or install AGE tire, tube, or wheel assemblies	92
R833 Clean AGE	91
J467 Remove or install engine oil filters	91
R844 Operate AGE tow vehicles	90
P767 Spot paint, stencil, mark, or reflectorize AGE	89
G294 Perform periodic inspections on heaters	89
H337 Recharge batteries	89
F206 Perform operational checks of hydraulic test stands	89
R850 Pick up or deliver AGE	88
R842 Fuel AGE	88
R847 Operate two-way vehicle radios	87
F244 Perform service inspections on generators	87
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	87
G292 Perform periodic inspections on generators	85
F227 Perform operator inspections on tow vehicles	85
F201 Perform operational checks of gas turbine compressors	85
R852 Position AGE to aircraft	83
F241 Perform service inspections on gas turbine compressors	82
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	77

TABLE A6

THEATER AIR CONTROL SYSTEMS
NUMBER OF MEMBERS: 102
(GP037)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
Q823 Remove or install grounding rods	95
H338 Remove or install battery cables	94
H342 Remove or install electrical fuses	94
Q820 Remove or install camouflage stakes	92
Q786 Drive in vehicle convoys	91
J401 Adjust belt tensions	91
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	90
H334 Parallel generators	90
H352 Remove or install power cables	90
Q819 Remove or install camouflage spreaders	90
J467 Remove or install engine oil filters	89
Q818 Remove or install camouflage posts	88
F213 Perform operational checks of mobile TACS generators	87
F215 Perform operational checks of motor generators	86
H339 Remove or install cannon plugs	85
Q801 Perform maintenance on camouflage	85
H375 Troubleshoot electrical circuitry malfunctions, other than integrated or solid-state circuitries	83
F203 Perform operational checks of generators	81
H325 Build power cables	81
I384 Measure amperage, resistance, frequency, or voltage of AGE electronic circuitry systems	79
G292 Perform periodic inspections on generators	78
I397 Research TOs, charts, or diagrams for electronic maintenance instructions	78
R833 Clean AGE	76
F210 Perform operational checks of load banks	76
Q789 Fuel mobile TACS vehicles	76
F244 Perform service inspections on generators	75
K512 Load test generator sets, other than wet stacking	75
K507 Adjust generator voltage or frequency output settings	75
F224 Perform operational checks of TACS mobilizers	69
F214 Perform operational checks of mobile TACS vehicles	67

TABLE A7

COMBAT AGE TEAM LEADER

NUMBER OF MEMBERS: 72

(STG219)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F199 Perform operational checks of floodlight sets	97
B54 Supervise Aerospace Ground Equipment Journeymen (AFSC 2A652)	96
F180 Perform operational checks of air compressors	96
A6 Determine or establish work priorities	94
B53 Supervise Aerospace Ground Equipment Apprentices (AFSC 2A632)	94
C85 Inspect cleanliness of work area	93
A22 Plan or schedule work assignments or priorities	89
E140 Inquire CAMS for AGE scheduled, unscheduled, or deferred equipment discrepancies	89
D97 Conduct OJT	89
F217 Perform operational checks of nonpowered AGE maintenance stands	89
E167 Research national stock or part numbers	88
C90 Write EPRs	88
B33 Counsel personnel on personal or military matters	88
F205 Perform operational checks of heaters	88
F201 Perform operational checks of gas turbine compressors	86
E136 Inquire CAMS for AGE event maintenance	85
A1 Assign personnel to duty positions, or work areas	83
F203 Perform operational checks of generators	83
E130 Create or schedule CAMS equipment discrepancies	82
E139 Inquire CAMS for AGE maintenance snapshots	82
D101 Counsel trainees on training progress	81
C91 Write recommendations awards, decorations, or recognition packages	81
S867 Inspect CTKs	79
T885 Inspect completed maintenance	78
E138 Inquire CAMS for AGE maintenance repair equipment histories	76
E169 Review awaiting parts (AWPs) equipment status	75
E161 Perform AGE supervisor maintenance actions reviews	71
C74 Evaluate personnel for compliance with performance standards	69
A14 Establish performance standards	69
T890 Perform foreign object damage (FOD) prevention inspections	68

TABLE A8

MUNITIONS AGE MECHANIC
NUMBER OF MEMBERS: 21
(STG218)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I390 Remove or install printed circuit boards	100
F220 Perform operational checks of powered munitions handling trailers	95
I384 Measure amperage, resistance, frequency, or voltage of AGE electronic circuitry systems	95
H373 Solder electrical system wiring	95
I377 Adjust circuit card output signals	90
H375 Troubleshoot electrical circuitry malfunctions, other than integrated or solid-state circuitries	90
F223 Perform operational checks of shop support equipment	90
S867 Inspect CTKs	90
H329 Clean receptacles, terminals, or connectors, other than for printed circuit boards	90
H352 Remove or install power cables	90
G310 Perform periodic inspections on powered munitions handling trailers	86
I385 Perform circuit card signal input or output readings	86
G304 Perform periodic inspections on munitions handling equipment	86
F227 Perform operator inspections on tow vehicles	86
H349 Remove or install microswitches	86
I381 Clean printed circuit-board electrical connection tracks or runs	86
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	81
N694 Weight test bomb lifts	81
H321 Adjust microswitches	81
I397 Research TOs, charts, or diagrams for electronic maintenance instructions	76
F190 Perform operational checks of bomb lifts	76
H372 Research TOs, charts, or diagrams for electrical maintenance instructions	76
H339 Remove or install cannon plugs	76
F258 Perform service inspections on powered munitions handling trailers	71
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	71
H359 Repair cannon plugs	71
I399 Troubleshoot integrated or solid-state circuitry malfunctions	71
G277 Perform periodic inspections on bomb lifts	71
R833 Clean AGE	62
R844 Operate AGE tow vehicles	57

TABLE A9

FTD INSTRUCTOR
NUMBER OF MEMBERS: 10
(STG167)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D107 Develop lesson plans	100
D96 Conduct AGE operation training	100
N688 Research TOs, charts, or diagrams for AGE hydraulic systems maintenance instructions	100
L571 Research TOs, charts, or diagrams for heating systems maintenance instructions	100
L573 Troubleshoot heater malfunctions	90
F206 Perform operational checks of hydraulic test stands	90
F205 Perform operational checks of heaters	90
K512 Load test generator sets, other than wet stacking	90
L545 Perform carbon monoxide tests (CMTs)	90
D98 Conduct resident course classroom training	80
I397 Research TOs, charts, or diagrams for electronic maintenance instructions	80
D93 Administer tests	80
D118 Score tests	80
I384 Measure amperage, resistance, frequency, or voltage of AGE electronic circuitry systems	80
J505 Troubleshoot engine mechanical malfunctions	80
N692 Troubleshoot test stand hydraulic system malfunctions	80
J403 Adjust diesel engine fuel racks	80
I378 Adjust generator governors or control units, other than overspeed governors	80
H372 Research TOs, charts, or diagrams for electrical maintenance instructions	70
J494 Research TOs for engine maintenance instructions on engines	70
H375 Troubleshoot electrical circuitry malfunctions, other than integrated or solid-state circuitries	70
E177 Update technical order (TO) files	70
H333 Measure amperage, resistance, frequency, or voltage of AGE electrical systems	70
M63 Research TOs, charts, or diagrams for refrigeration systems or equipment cooler maintenance instructions	70
F210 Perform operational checks of load banks	70
F246 Perform service inspections on heaters	70
K531 Research TOs for motor or generator maintenance instructions	70
D124 Write test questions	60
D111 Evaluate training methods, techniques, or programs	60
A21 Plan or conduct briefings	60

TABLE A10

BENCH STOCK MONITOR
 NUMBER OF MEMBERS: 24
 (STG254)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
S871 Maintain bench stocks	100
S867 Inspect CTKs	92
S865 Establish bench stock levels	88
S870 Issue or turn in special tools or shop equipment, other than CTKs	88
S872 Maintain CTKs	83
E167 Research national stock or part numbers	79
S868 Inventory special tools or shop equipment, other than CTKs	79
S869 Issue or turn in CTKs	79
B49 Inventory equipment or supplies	75
A18 Monitor shelf-life programs	71
E162 Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	67
S866 Initiate missing tool reports	67
A17 Monitor precious metal recovery programs	63
E164 Procure AGE repair kits or parts	58
S863 Build composite tool kits (CTKs)	54
E127 Coordinate disposal of hazardous or dangerous materials with action agencies	50
S873 Maintain hold bin parts	50
E160 Monitor collection and disposal of hazardous waste materials	46
S874 Maintain work order residues	46
C85 Inspect cleanliness of work area	46
E157 Mark hazardous or dangerous material containers	42
S875 Perform special inspections on emergency shop equipment, such as eye washes or first aid kits	41
C76 Evaluate procedures for storage, inventory, or inspection of property items	38
R834 Clean or wax vehicles	38
R843 Monitor AGE fuel usage	33
E172 Schedule equipment for test measurement diagnostic equipment (TMDE) inspections	29

TABLE A11

PRODUCTION SUPPORT
 NUMBER OF MEMBERS: 25
 (STG368)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E140 Inquire CAMS for AGE scheduled, unscheduled, or deferred equipment discrepancies	96
E146 Load AGE annual inspections in CAMS	92
E149 Load AGE periodic inspections in CAMS	88
E130 Create or schedule CAMS equipment discrepancies	88
E167 Research national stock or part numbers	84
E170 Review or monitor AGE MICAP status	84
E169 Review awaiting parts (AWPs) equipment status	84
E138 Inquire CAMS for AGE maintenance repair equipment histories	84
E136 Inquire CAMS for AGE event maintenance	84
E137 Inquire CAMS for AGE maintenance data collection documents	80
E139 Inquire CAMS for AGE maintenance snapshots	76
E148 Load AGE histories in CAMS	76
S873 Maintain hold bin parts	76
S868 Inventory special tools or shop equipment, other than CTKs	72
E132 Determine due-in-from maintenance (DIFM) equipment status	72
E128 Create CAMS on-equipment maintenance reporting	68
E147 Load AGE event maintenance in CAMS	68
S867 Inspect CTKs	68
S871 Maintain bench stocks	64
E175 Update equipment status in CAMS	64
E135 Inquire CAMS for AGE estimated time in commission (ETIC)	64
S865 Establish bench stock levels	64
S870 Issue or turn in special tools or shop equipment, other than CTKs	60
E156 Maintain status boards, graphs, or charts	60
S872 Maintain CTKs	60
E144 Load acceptance inspections in CAMS	60
E164 Procure AGE repair kits or parts	56
E145 Load AGE allied job numbers in CAMS	56
S874 Maintain work order residues	56
E143 Inquire CAMS for work unit code equipment records	52

TABLE A12

QUALITY ASSURANCE INSPECTOR

NUMBER OF MEMBERS: 22

(STG150)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B43 Implement quality assurance programs	95
C77 Evaluate quality control procedures	95
T885 Inspect completed maintenance	95
T895 Perform quality verification inspections (QVIs) on AGE	91
C85 Inspect cleanliness of work area	91
C87 Investigate accidents or incidents	91
T887 Perform activity or performance spot checks	86
T890 Perform foreign object damage (FOD) prevention inspections	86
T894 Perform quality assurance task evaluations	82
C71 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program standards	82
T892 Perform non-AGE related quality control activities, other than aircraft	77
T886 Perform activity inspections	77
B30 Conduct or participate in staff meetings	77
T879 Evaluate changes to TOs	77
C78 Evaluate safety or security programs, other than AFOSH	73
C73 Evaluate personnel compliance with EPA program standards	73
C69 Evaluate inspection reports or procedures	68
C74 Evaluate personnel for compliance with performance standards	68
C86 Inspect mobility equipment	68
T889 Perform exercise evaluation inspector	68
B29 Compile information for reports or staff studies	64
B44 Implement safety or security programs	64
T897 Perform TO verifications, validations, or prepublication reviews	64
T878 Establish inspections for baseline levels	64
C81 Evaluate suggestions	64
T893 Perform quality assurance supervisor evaluations	59
B48 Interpret policies, directives, or procedures for subordinates	55
C72 Evaluate maintenance or utilization of workspace, equipment, or supplies	50
E140 Inquire CAMS for AGE scheduled, unscheduled, or deferred equipment discrepancies	50
C60 Complete self-inspection reports	41

TABLE A13

SUPERVISOR CLUSTER
NUMBER OF MEMBERS: 280
(STG112)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B33 Counsel personnel on personal or military matters	95
C85 Inspect cleanliness of work area	91
B30 Conduct or participate in staff meetings	88
A6 Determine or establish work priorities	86
C91 Write recommendations awards, decorations, or recognition packages	84
C90 Write EPRs	83
A1 Assign personnel to duty positions, or work areas	83
A22 Plan or schedule work assignments or priorities	82
B48 Interpret policies, directives, or procedures for subordinates	81
A26 Schedule leaves or passes	81
C74 Evaluate personnel for compliance with performance standards	80
B55 Supervise Aerospace Ground Equipment Craftsmen (AFSC 2A672)	78
A14 Establish performance standards	78
A9 Develop work methods or procedures	78
B50 Orient newly assigned personnel	78
C75 Evaluate personnel for promotion, demotion, reclassification, or special awards	77
A7 Determine requirements for space, personnel, equipment, or supplies	77
B37 Direct maintenance or utilization of equipment, supplies, or workspace	73
A21 Plan or conduct briefings	72
B54 Supervise Aerospace Ground Equipment Journeymen (AFSC 2A652)	71
C59 Analyze workload requirements	70
C82 Evaluate work schedules	69
A27 Schedule personnel for schools, temporary duty (TDY), or nontechnical training	68
E170 Review or monitor AGE MICAP status	66
C72 Evaluate maintenance or utilization of workspace, equipment, or supplies	66
C60 Complete self-inspection reports	66
C84 Indorse enlisted performance reports (EPRs)	60
B49 Inventory equipment or supplies	59
B38 Direct preparation of official correspondence	58
B53 Supervise Aerospace Ground Equipment Apprentices (AFSC 2A632)	56

TABLE A14

MOBILITY MANAGER
NUMBER OF MEMBERS: 10
(STG247)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
C86 Inspect mobility equipment	90
E153 Maintain mobility personnel listings	90
B58 Update contingency plans	90
B38 Direct preparation of official correspondence	90
B30 Conduct or participate in staff meetings	90
A21 Plan or conduct briefings	90
C92 Write staff studies, surveys, or special reports, other than training, inspection, or SAV reports	80
A19 Plan AGE support of special missions, war plans, or training exercises	70
B29 Compile information for reports or staff studies	70
C68 Evaluate disaster preparedness plans	70
A25 Review unit emergency or disaster plans	60
B32 Coordinate support requests with base service agencies	60
C66 Evaluate alert or emergency procedures	50
B48 Interpret policies, directives, or procedures for subordinates	50
B36 Direct maintenance of administrative files	50
E156 Maintain status boards, graphs, or charts	40
C60 Complete self-inspection reports	40
A9 Develop work methods or procedures	40
E154 Maintain plans, schedules, or supply computer files	40
B39 Direct special projects or special duty activities	40
A14 Establish performance standards	40
B34 Direct development or maintenance of status boards, graphs, or charts	40
C78 Evaluate safety or security programs, other than AFOSH	40
A24 Plan standardization programs	30
C69 Evaluate inspection reports or procedures	30
A13 Establish organizational policies, office instructions (OIs), or standard operating procedures (SOPs)	30
B37 Direct maintenance or utilization of equipment, supplies, or workspace	30
A6 Determine or establish work priorities	30

TABLE A15

ENVIRONMENTAL MANAGER
NUMBER OF MEMBERS: 11
(STG442)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B42 Implement EPA programs	100
E160 Monitor collection and disposal of hazardous waste materials	100
C73 Evaluate personnel compliance with EPA program standards	100
B35 Direct Environmental Protection Agency (EPA) programs	91
B52 Review EPA programs	91
E157 Mark hazardous or dangerous material containers	82
E127 Coordinate disposal of hazardous or dangerous materials with action agencies	82
C71 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program standards	73
B44 Implement safety or security programs	55
B30 Conduct or participate in staff meetings	73
A21 Plan or conduct briefings	73
B49 Inventory equipment or supplies	45
A18 Monitor shelf-life programs	55
B48 Interpret policies, directives, or procedures for subordinates	55
B38 Direct preparation of official correspondence	45
B29 Compile information for reports or staff studies	55
B39 Direct special projects or special duty activities	45
A23 Plan safety or security programs	45
E167 Research national stock or part numbers	55
A25 Review unit emergency or disaster plans	55
B32 Coordinate support requests with base service agencies	45
C78 Evaluate safety or security programs, other than AFOSH	27
A17 Monitor precious metal recovery programs	45
A27 Schedule personnel for schools, temporary duty (TDY), or nontechnical training	36
A9 Develop work methods or procedures	36
C85 Inspect cleanliness of work area	27
R843 Monitor AGE fuel usage	18
C60 Complete self-inspection reports	36