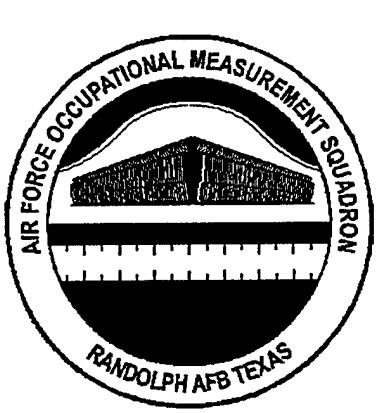

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

COMBAT CONTROL

AFSC 1C2X1

AFPT 90-1C2-058

MARCH 1997

OCCUPATIONAL MEASUREMENT SQUADRON
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Combat Control career ladder, Air Force Specialty Code (AFSC) 1C2X1. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by First Lieutenant Callie J. Molloy, Inventory Development Specialist, with computer programming support furnished by First Lieutenant Sheon H. Mendoza. Mr. Richard G. Ramos provided administrative support. Second Lieutenant Scott M. Foley, 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, Air Force 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 AFOMS, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB Texas 78150-4449 (DSN 487-6623).

RICHARD C. OURAND, JR., Lt Col, USAF
Commander
Air Force Occupational Measurement Squadron

JOSEPH S. TARTELL
Chief, Occupational Analysis Flight
Air Force Occupational Measurement Squadron

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SUMMARY OF RESULTS

1. *Survey Coverage*: The Combat Control career ladder was surveyed to provide current job and task data. Survey results are based on responses from 155 members (44 percent of the total assigned personnel). The survey sample satisfactorily represents the overall career ladder population.

2. *Specialty Jobs*: Two jobs were identified in the career ladder structure analysis. One of the jobs was strictly technical in nature, while the other job represented MAJCOM Functional Managers, as well as other career field managers. Survey data indicate personnel are performing the vast majority of job inventory tasks in common.

3. *Career Ladder Progression*: Progression in this career ladder is somewhat unique in that personnel across all skill levels perform as Combat Controllers. Small increases in the time spent on supervisory or management duties can be seen as one progresses up to the 9-skill level.

4. *AFMAN 36-2108 Specialty Description*: The description accurately describes the technical and supervisory aspects of jobs at the various levels.

5. *Training Analysis*: Overall, the 1C2X1 Specialty Training Standard (STS), dated August 1996, was generally supported by the Occupational Survey Report data. Subject-matter experts, however, should carefully review the STS for low percentages of personnel performing matched tasks. Also, several unmatched tasks should be looked at for possible inclusion in future revisions.

6. *Job Satisfaction Analysis*: In general, job satisfaction among AFSC 1C2X1 personnel is fairly low. Similar findings were noted when the current survey was compared to the previous survey, and to the comparative sample of similar AFSCs. Respondents within the various job groups are somewhat satisfied, with members holding the Mobile Ground Station Maintenance and Mobile Van Equipment Maintenance jobs showing noticeably lower satisfaction with their jobs.

7. *Implications*: Survey results indicate the present classification structure is supported by survey data. Career ladder training documents are well supported by survey data and the overall training system is perceived to be working well, based on career ladder member responses. Responses by sample personnel reflect positive feelings toward their jobs and training while maintaining high reenlistment intentions.

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OCCUPATIONAL SURVEY REPORT (OSR)
COMBAT CONTROL CAREER LADDER
(AFSC 1C2X1)

INTRODUCTION

This is a report of an occupational survey of the Combat Control career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. The last OSR published for Combat Control was in December 1988 for AFSC 273X0.

Background

As described in the AFMAN 36-2108 *Specialty Description*, dated October 1993, Combat Controllers plan, organize, supervise, and establish air traffic control (ATC) at forward airheads. These members select or assist in selecting sites, and mark assault zones (drop, landing, extraction, and recovery) with visual and electronic navigation aids for day and night, airland and airdrop operations. Combat Controllers initiate, coordinate, and issue ATC clearances, holding instructions, and advisories to maintain aircraft separation and promote safe, orderly, and expeditious flow of traffic under visual or non-radar flight rules.

Additionally, combat controllers supervise and establish high-frequency, satellite, or other long-range C2 point-to-point communication links between forward and rear area commanders. They also gather current ground intelligence data in forward airhead areas. Finally, in addition to deploying to forward areas, participating in special operations missions, combat search and rescue, and performing forward air guide duties, Air Force Combat Controllers use demolitions to neutralize or remove munitions or obstacles affecting safe air traffic flow in the airhead area.

This is a contingency-related career ladder. Combat Controllers may participate in recovery operation as a result of natural and man-made disasters, or be subject to deployment and employment in hostile environments. Individuals should have knowledge of contingency skills such as first aid procedures, field sanitation and hygiene, work party security, repair and construction methods, Bedouin procedures, personal weapons, and chemical warfare defense.

Personnel entering the AFSC 1C2X1 career ladder must successfully complete the following courses before entrance into the 10-week Combat Control Apprentice School at Pope AFB, NC:

Combat Control Indoctrination (Lackland AFB TX)
Airborne Parachutist (Ft Bragg NC)
Scuba/Combat Diver (Key West FL)
Combat Survival Training (Fairchild AFB WA)
Combat Control Operations (Keesler AFB MS)
Military Freefall Parachutist Course (Ft Benning GA)

At the present time, the course Plan of Instruction is being rewritten and updated. The course includes such learning topics as use of small arms and destructive demolition applications. Small unit tactics, artillery tactics, and ground infiltration techniques are also included in the course curriculum. Additionally, general and specific contingency training and equipment required to meet wartime needs are taught.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery score of GENERAL - 43; a strength factor of "K" (weight lift of 70 lbs) is required as well. In addition, physical and medical qualification for Flying Class III and marine diving duties in accordance with the governing operating instructions is mandatory for entry, award, and retention of this AFSC. Lastly, Combat Control trainees participate in regular physical and amphibious training throughout their training and must satisfactorily complete the combat control physical fitness evaluation.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Air Force Personnel Test 90-1C2-058, dated February 1995. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 14 subject-matter experts (SMEs) at the technical training location and at the following installations:

BASE	REASON FOR VISIT
Pope AFB NC	58 OSS
Hurlburt Fld FL	23 STS
McChord AFB WA	62 CCS

The resulting JI contains a comprehensive listing of 528 tasks grouped under 13 duty headings, and a background section requesting such information as grade, major command (MAJCOM) assigned, organizational level, job title, functional area, vehicles used and operated and equipment or weapons used in present job.

Survey Administration

From March through October 1995, Survey Control Monitors at base training units worldwide administered the inventory to all eligible AFSC 1C2X1 personnel. Members eligible for the survey consisted of the total assigned 3-, 5-, 7-, and 9-skill level population, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring within the time the inventories were administered to the field; and (4) personnel in their job less than 6 weeks. Job incumbents 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 completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across MAJCOMs and paygrade groups. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 1C2X1 personnel as of December 1995. The 155 respondents in the final sample represent 44 percent of the total assigned personnel and 50 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these AFSC 1C2X1 personnel. While there were discrepancies between the percent of assigned and percent of sample for AMC and ACC, the survey sample is considered to be a satisfactory representation of the overall career ladder population.

TABLE 1

MAJCOM DISTRIBUTION OF AFSC 1C2X1 PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AFSOC	41	36
ACC	23	14
AMC	18	32
AETC	8	7
PACAF	5	6
USAFE	3	2
OTHER	2	3

TOTAL MILITARY ASSIGNED* = 355
TOTAL MILITARY SURVEYED** = 311
TOTAL MILITARY IN SURVEY SAMPLE = 155
PERCENT OF ASSIGNED IN SAMPLE = 44%
PERCENT OF SURVEYED IN SAMPLE = 50%

* Assigned strength as of December 1995
** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

GRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 - E-3	11	10
E-4	28	22
E-5	32	30
E-6	15	18
E-7	11	15
E-8	1	2
E-9	2	3

* Assigned strength as of December 1995

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 1C2X1 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 77 senior NCOs who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel, and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. Interrater agreement for these 77 raters was acceptable. The average TE rating was 3.27, with a standard deviation of 2.08. Any task with a TE rating of 5.35 or above is considered to have high TE.

Task Difficulty (TD). TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 75 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and 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)

A USAF Occupational Analysis begins with an examination of the career ladder structure. The structure of jobs within the Combat Control 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*. For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Program (CODAP) system for job analysis. Each individual job description (all the tasks performed by that individual and the relative amount of time spent on those tasks) in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the JI. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups, or new groups are formed based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

Overview of Specialty Jobs

The analysis procedure described above identified two jobs within the survey sample. The division of jobs performed by AFSC 1C2X1 personnel is illustrated in Figure 1, and a listing of those jobs is provided below. The stage (ST) number shown beside each title is a reference to computer-printed information; the number of personnel in each stage (N) is also shown.

I. COMBAT CONTROLLER CLUSTER (ST011, N=126)

II. MAJCOM FUNCTIONAL MANAGER JOB (ST016, N=10)

The respondents forming these jobs account for 88 percent of the survey sample. The remaining 12 percent, for one reason or another, did not fall into one of these jobs. Examples of job titles for these respondents include NCOIC Training, Special Forces Land, and Superintendent of Operations and Training.

AFSC 1C2X1 CAREER LADDER JOBS
(N=154)

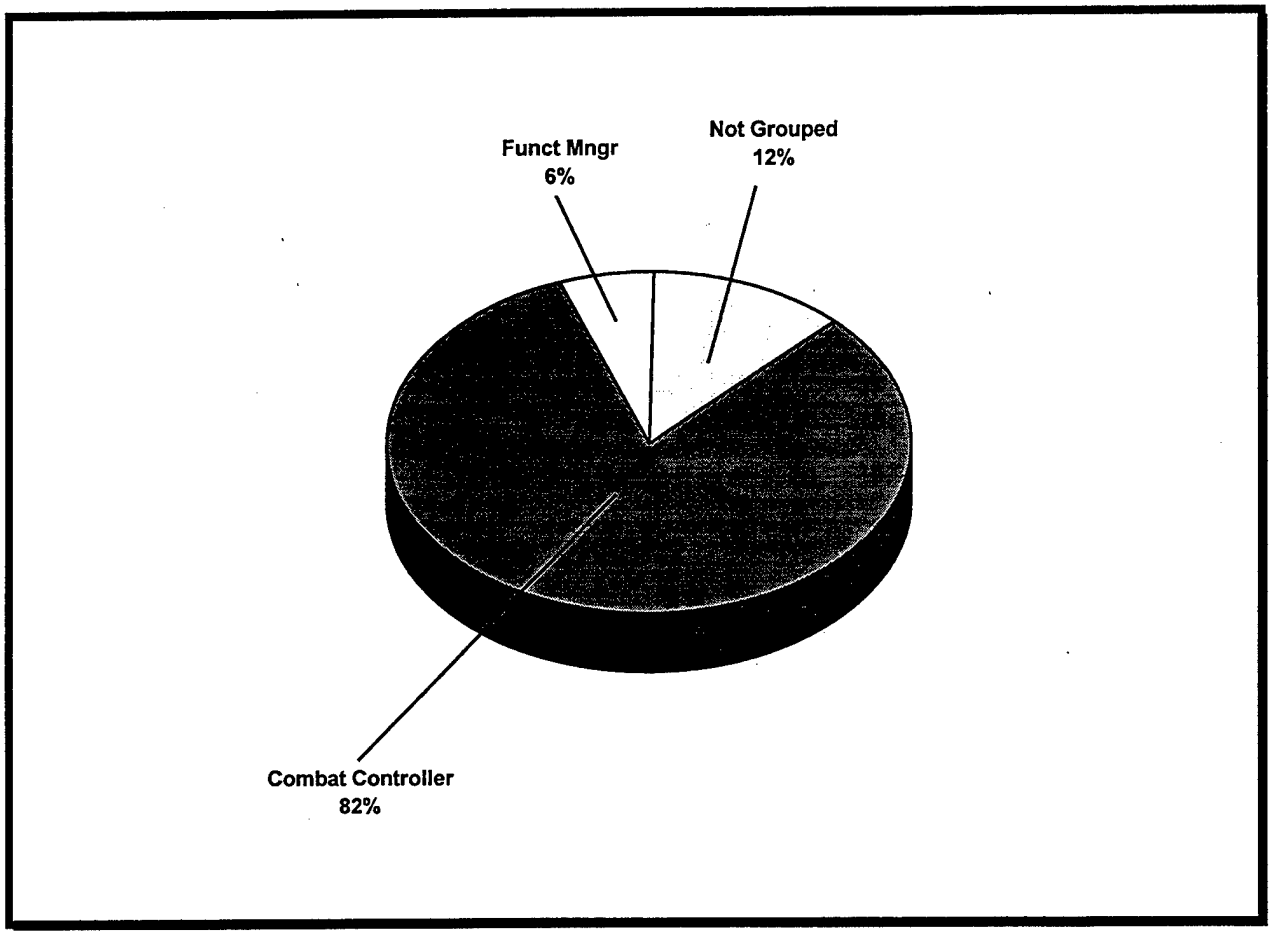

FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the two jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for both groups are contained in Appendix A.

I. COMBAT CONTROLLER CLUSTER (ST011). The 126 airmen forming this job (81 percent of the survey sample) are the essence of this career ladder. It is clearly evident, once an airman graduates from the technical school, their remaining career will consist of a very

technical job, with some supervisory roles, as they progress. Most of these airmen are combat control team members. They perform a wide variety of technical tasks (average number of tasks performed is 196). The majority of their time is spent performing tasks under Duty E (Participating in Proficiency or Qualifications Training Operations), Duty J (Performing Airlift Mission Support and Zone Survey Activities), and Duty K (Performing Air Traffic Control (ATC) Activities) (see Table 4). Distinctive tasks performed include:

perform small boat tactics
perform physical fitness calisthenics, swims, or runs
perform fast-roping, roping, caving ladder, or rappelling operations
prepare or pack equipment for overland operations
plan close air support (CAS) missions
coordinate airlift operations with other agencies, such as Command Posts or Airlift Control Centers (ALCCs)
issue minimum descent altitude advisories
issue enroute clearances
camouflage equipment or positions
report KIAs
maintain call sign lists

The majority of these airmen hold either a 5-skill level (53 percent) or a 7-skill level (29 percent). Only 26 percent are in their first enlistment. The average time in service is almost 11 years. The predominant paygrades are E-4 and E-5. Furthermore, 79 percent of these members report they are assigned to units within the United States. Fifty-seven percent are supervising other individuals.

II. MAJCOM FUNCTIONAL MANAGER JOB (ST016). The 10 members in this job (6 percent of the total sample) are distinguished from the Combat Controller Cluster because of their performance of tasks peculiar to management activities and planning concerning the AFSC 1C2X1 career ladder. Fifty percent of their job time is spent on supervisory and management activities (see Table 4, Duties A, B, C, and D). These managers perform an average of 126 tasks. Even though these airmen are the senior ranking personnel in the combat control career ladder, they can still be found performing as combat controllers, with another 42 percent of their time spent performing technical tasks. Representative tasks performed by members of this job include:

perform small boat tactics
analyze workload requirements
coordinate combined forces exercises with representatives of foreign countries
determine or establish work priorities

develop mission capability statements (MISCAPs)
analyze manpower data
review technical reports
assign personnel to duty positions
conduct report of survey investigations
post mission schedules or schedule changes
coordinate war plans, contingency plans, or exercise operations with appropriate agencies

Within this specialty job, 60 percent of these members maintain a 9-skill level, while 40 percent of these members hold a 7-skill level. Only 30 percent are supervising other combat controllers. Predominant paygrades range evenly from E-6 to E-9.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	COMBAT CONTROLLER (ST011) (N=126)	MAJCOM FUNCTIONAL MANAGER (ST016) (N=10)
A ORGANIZING AND PLANNING	6	30
B DIRECTING AND IMPLEMENTING	2	4
C INSPECTING AND EVALUATING	4	12
D TRAINING	4	4
E PARTICIPATING IN PROFICIENCY OR QUALIFICATION TRAINING OPERATIONS	16	12
F PERFORMING ADMINISTRATIVE AND SUPPLY ACTIVITIES	2	4
G PERFORMING INTELLIGENCE AND SECURITY ACTIVITIES	2	6
H PERFORMING MOBILITY ACTIVITIES	3	3
I PERFORMING EMPLOYMENT ACTIVITIES	12	6
J PERFORMING AIRLIFT MISSION SUPPORT AND ZONE SURVEY ACTIVITIES	16	12
K PERFORMING AIR TRAFFIC CONTROL (ATC) ACTIVITIES	20	6
L PERFORMING SMALL UNIT AND ARTILLERY TACTICS	9	1
M MAINTAINING WEAPONS AND MUNITIONS	4	1

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	COMBAT CONTROLLER (ST011) (N=126)	MAJCOM FUNCTIONAL MANAGER (ST016) (N=10)
PERCENT OF SAMPLE	81%	6%
PERCENT IN CONUS	79%	90%
DAFSC DISTRIBUTION:		
3E131	13%	0%
3E151	53%	0%
3E171	29%	40%
3E191	6%	60%
PREDOMINANT GRADE(S)	E-4 - E-5	E-6 - E-9
AVERAGE MONTHS IN CAREER FIELD	100	223
AVERAGE MONTHS IN SERVICE	129	233
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS)	26%	0%
PERCENT SUPERVISING	57%	30%
AVERAGE NUMBER OF TASKS PERFORMED	196	126

Comparison of Current Jobs to Previous Survey Findings

The results of the specialty job analysis were compared to those of the last Combat Control OSR published in December 1988. As shown in Table 5, the two jobs in the current study were also identified in the 1988 OSR. No major differences were noted in the comparison among the two surveys except the 1988 survey contained officers, as well as enlisted combat controllers.

TABLE 5

COMPARISON OF JOB GROUPS IN CURRENT STUDY TO PREVIOUS STUDY

1996 STUDY (AFSC 1C2X1) (N=155)	1988 STUDY (AFSC 273X0) (N=298) w/OFFICERS
MAJCOM FUNCTIONAL MANAGER JOB (ST132, N=10)	COMMAND AND STAFF OPERATIONS CLUSTER (N=14)
COMBAT CONTROLLER CLUSTER (ST11, N=126)	COMBAT CONTROL FIELD OPERATIONS CLUSTER (N=206)

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 then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Specialty Description* and the Career Field Education and Training Plan, reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. What is unique about this career ladder is the fact that personnel across all skill levels are performing as combat controllers, with small increases seen in the time spent on supervisory or management duties as one progresses up to the 9-skill level.

Skill-Level Descriptions

DAFSC 1C231. Representing 15 percent of the survey sample, these 23 airmen perform an average of 107 tasks. Seventy one-percent of these airmen work in the Combat Controller Cluster (see Table 6) and spend 96 percent of their job time on technical duties. Representative tasks performed by 3-skill level incumbents are listed in Table 8. Most tasks are technical in nature and relate to Duty E (Participating in Proficiency or Qualification Training Operations) and Duty L (Performing Small Unit and Artillery Tactics).

DAFSC 1C251. Representing 46 percent of the survey sample, these airmen perform an average of 193 tasks. As with the 3-skill level group, most of their job time is spent on technical duties (85 percent). Ninety-five percent of the 5-skill level personnel are in the Combat Controller Cluster. Table 9 lists representative tasks performed by all 5-skill level personnel. Table 10 reflects those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts. All tasks in the table show a negative value, indicating that 5-skill level personnel are also performing essentially the same technical tasks performed at the 3-skill level. The major difference between the two groups is that 5-skill level personnel perform a broader range of technical tasks, and some additional supervisory or training tasks.

DAFSC 1C271. Seven-skill level personnel represent 28 percent of the survey sample. As with their junior counterparts at the 3- and 5-skill levels, the majority of their job time is spent on technical duties (see Table 7). Eighty-three percent are still working in the Combat Controller Cluster, while only 9 percent of these personnel are working in the MAJCOM Functional Manager Job. Table 11 lists the most time consuming technical tasks performed by these airmen. Table 12 shows those tasks which best differentiate the 5- and 7-skill levels. As expected, the key difference is a greater emphasis on supervisory functions at the 7-skill level.

DAFSC 1C291. Nine-skill level personnel represent 11 percent of the survey sample. They are still working in the Combat Controller Cluster (44 percent); however, they have taken on a greater supervisory role, with 35 percent of these senior controllers working in the MAJCOM Functional Manager Job (see Table 6). Table 13 lists the most time consuming tasks performed by these senior NCOs. Most of these involve supervisory or management functions. Table 14 shows those tasks which best differentiate the 7- and 9-skill levels. Again, as expected, the key difference is a much greater emphasis on management functions at the 9-skill level, while 7-skill level personnel are still performing many of the technical combat controller tasks.

Summary

Progression in this career ladder is unique because personnel across all skill levels are performing as combat controllers, with small increases seen in the time spent on supervisory or management duties as one progresses up to the 9-skill level. This progression is easily seen in Table 6 and serves the career ladder by providing a unique progression from the 3- to 9-skill level.

TABLE 6

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	DAFSC 1C231 (N=23)	DAFSC 1C251 (N=70)	DAFSC 1C271 (N=44)	DAFSC 1C291 (N=17)
I. Combat Controller Cluster	71%	95%	83%	44%
II. MAJCOM Functional Manager	-	-	9%	35%
III. Not Grouped	29%	5%	8%	21%

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	DAFSC 1C231 (N=23)	DAFSC 1C251 (N=70)	DAFSC 1C271 (N=44)	DAFSC 1C291 (N=17)
A ORGANIZING AND PLANNING	1	5	12	29
B DIRECTING AND IMPLEMENTING	1	2	4	4
C INSPECTING AND EVALUATING	1	3	5	12
D TRAINING	1	5	6	4
E PARTICIPATING IN PROFICIENCY OR QUALIFICATION TRAINING OPERATIONS	27	16	13	11
F PERFORMING ADMINISTRATIVE AND SUPPLY ACTIVITIES	1	2	3	2
G PERFORMING INTELLIGENCE AND SECURITY ACTIVITIES	1	2	4	5
H PERFORMING MOBILITY ACTIVITIES	2	3	3	2
I PERFORMING EMPLOYMENT ACTIVITIES	11	13	10	8
J PERFORMING AIRLIFT MISSION SUPPORT AND ZONE SURVEY ACTIVITIES	15	16	15	9
K PERFORMING AIR TRAFFIC CONTROL (ATC) ACTIVITIES	19	20	15	9
L PERFORMING SMALL UNIT AND ARTILLERY TACTICS	15	9	6	3
M MAINTAINING WEAPONS AND MUNITIONS	4	4	3	2

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY DAFSC 1C231 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=23)
E197	PERFORM SMALL BOAT TACTICS	100
E185	PERFORM FAST-ROPING, ROPING, CAVING LADDER, OR RAPPELLING OPERATIONS	100
E183	PERFORM DAY STATIC LINE LAND-PARACHUTE JUMPS	100
E195	PERFORM PHYSICAL FITNESS CALISTHENICS, SWIMS, OR RUNS	100
L504	REPORT KIAs	91
J350	PERFORM USER MAINTENANCE ON SITE SURVEY EQUIPMENT	91
E179	PERFORMING BOARDING TECHNIQUES OF LARGE SEAGOING VESSELS	91
L501	PREPARE OR PACK EQUIPMENT FOR HELICOPTER OPERATIONS	91
J351	PLAN CLOSE AIR SUPPORT (CAS) MISSIONS	91
L493	EXECUTE MANEUVERS USING HAND OR ARM SIGNALS	91
M515	ESTABLISH EXPLOSIVES OR MUNITIONS STORAGE PROCEDURES	87
J363	SCORE EXTRACTIONS	87
L482	CAMOUFLAGE EQUIPMENT OR POSITIONS	87
E165	PARTICIPATE IN HIGH-ALTITUDE LOW-OPENING (HALO) PHYSIOLOGICAL TRAINING	87
E163	PARTICIPATE IN GROUND INFILTRATION OPERATIONS	87
E194	PERFORM NIGHT STATIC LINE WATER-PARACHUTE JUMPS	87
E161	PARTICIPATE IN DEMOLITIONS TRAINING	83
K418	ISSUE ENROUTE CLEARANCES	83
L486	COORDINATE ARTILLERY FIRE WITH FDCs OR FORWARD OBSERVERS (FOs)	83
J329	CONDUCT LIMITED WEATHER OBSERVATIONS	83
E175	PARTICIPATE IN TECHNICAL ROCK CLIMBING OPERATIONS	83
E169	PARTICIPATE IN PREDIVE TRAINING	83
L487	COORDINATE LINKUPS WITH SURVIVORS OR PARTISANS	78
L502	PREPARE OR PACK EQUIPMENT FOR OVERLAND OPERATIONS	74
E167	PARTICIPATE IN NUCLEAR, BIOLOGICAL, AND CHEMICAL (NBC) TRAINING	74
K426	ISSUE MINIMUM DESCENT ALTITUDE ADVISORIES	74
E200	PERFORM WATER HAHO JUMPS	70
I306	PREPARE SCUBA CYLINDERS FOR HYDROSTATIC TESTINGS	65
I314	RIG OR DERIG CRRCs FOR AIRDROPS	65
E180	PERFORM DAY DEEP DIVES	65

* Average Number of Tasks Performed - 107

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY 1C251 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=70)
E197	PERFORM SMALL BOAT TACTICS	97
M515	ESTABLISH EXPLOSIVES OR MUNITIONS STORAGE PROCEDURES	96
E185	PERFORM FAST-ROPING, ROPING, CAVING LADDER, OR RAPPELLING OPERATIONS	94
E183	PERFORM DAY STATIC LINE LAND-PARACHUTE JUMPS	94
J331	COORDINATE AIRLIFT OPERATIONS WITH OTHER AGENCIES, SUCH AS COMMAND POSTS OR AIRLIFT CONTROL CENTERS (AFCCs)	94
K426	ISSUE MINIMUM DESCENT ALTITUDE ADVISORIES	94
E179	PERFORMING BOARDING TECHNIQUES OF LARGE SEAGOING VESSELS	93
L504	REPORT KIAs	90
J350	PERFORM USER MAINTENANCE ON SITE SURVEY EQUIPMENT	90
L482	CAMOUFLAGE EQUIPMENT OR POSITIONS	90
L486	COORDINATE ARTILLERY FIRE WITH FDCs OR FORWARD OBSERVERS (FOs)	90
E186	PERFORM FOREST PENETRATION OPERATIONS	90
K436	ISSUE TRAFFIC INFORMATION	89
E165	PARTICIPATE IN HIGH-ALTITUDE LOW-OPENING (HALO) PHYSIOLOGICAL TRAINING	89
I281	CLEAN WATER DESCENT LINES	89
K418	ISSUE ENROUTE CLEARANCES	89
E199	PERFORM TACTICAL SKI OPERATIONS	89
E187	PERFORM HELICOPTER STABO OR SPIES EXTRACTIONS	89
J369	SET UP FULTON RECOVERY SYSTEM EQUIPMENT	89
D147	PLAN OR SCHEDULE TRAINING , SUCH AS OJT, QUALIFICATION TRAINING, OR UPGRADE TRAINING	87
J363	SCORE EXTRACTIONS	87
E178	PARTICIPATE IN WINTER WARFARE TACTICS	86
E167	PARTICIPATE IN NUCLEAR, BIOLOGICAL, AND CHEMICAL (NBC) TRAINING	86
J364	SELECT OR MARK DROP ZONES	84
E163	PARTICIPATE IN GROUND INFILTRATION OPERATIONS	83
J329	CONDUCT LIMITED WEATHER OBSERVATIONS	83
L493	EXECUTE MANEUVERS USING HAND OR ARM SIGNALS	81
I306	PREPARE SCUBA CYLINDERS FOR HYDROSTATIC TESTINGS	80
K373	ADVISE PILOTS OF OBSERVED ABNORMAL AIRCRAFT CONDITIONS	80
K414	ISSUE CLEARANCES TO FIRE	70

* Average Number of Tasks Performed - 193

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSCs 1C231 AND 1C251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1C231 (N=23)	DAFSC 1C251 (N=70)	DIFF
K443	NOTIFY AGENCIES OF AIRFIELD ABNORMALITIES	0	20	-20
A45	PLAN EQUIPMENT REPLACEMENT PROGRAMS	0	20	-20
B70	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	0	20	-20
K426	ISSUE MINIMUM DESCENT ALTITUDE ADVISORIES	74	94	-20
L507	SET UP PERIMETER DEFENSE	48	69	-21
F203	COMPLETE ACCIDENT OR INCIDENT REPORTS	26	47	-21
M528	TRANSPORT OR ESCORT EXPLOSIVES, AMMUNITION, OR WEAPONS	26	47	-21
K379	CONTROL BEACON AIR STRIKES	22	43	-21
A18	DEVELOP COMPUTER PROGRAMS	17	39	-21
G240	MAINTAIN CONTROL OF KEYS FOR STORAGE FACILITIES	17	39	-21
G234	ESTABLISH CONTROLS FOR HANDLING CLASSIFIED MATERIALS	13	34	-21
M517	ISSUE EXPLOSIVES	9	30	-21
A38	ESTABLISH PROCEDURES FOR ACCOUNTABILITY OF EQUIPMENT, SUPPLIES OR TOOLS	9	30	-21
K408	INITIATE TIME CHECKS	4	25	-21
K427	ISSUE MISSED APPROACH INSTRUCTIONS	0	21	-21
B61	IMPLEMENT COST-REDUCTION PROGRAMS	0	21	-21
A8	CONDUCT GENERAL STAFF MEETINGS, CONFERENCES, OR BRIEFINGS	0	21	-21
A39	ESTABLISH PUBLICATIONS REQUIREMENTS	4	26	-22
I287	INSPECT DIVING LIGHTS	4	26	-22
K459	RELAY NOTICES OF LOST OR OVERDUE AIRCRAFT	4	26	-22
E181	PERFORM HALO DAY JUMPS	4	26	-22
I318	RIG OR DERIG HELICOPTERS FOR ROPING OR RAPPELLING OPERATIONS	57	79	-22
I278	CHARGE SCUBA TANKS	9	31	-22
I290	INSPECT HELICOPTERS FOR JUMP OPERATIONS	13	36	-23
L480	APPLY PERSONAL CAMOUFLAGE	30	53	-23

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY 1C271 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=44)
E197	PERFORM SMALL BOAT TACTICS	98
J342	INITIATE OR COMPLETE HELICOPTER LANDING ZONE SURVEY FORMS	89
K373	ADVISE PILOTS OF OBSERVED ABNORMAL AIRCRAFT OPERATIONS	89
E183	PERFORM DAY STATIC LINE LAND-PARACHUTE JUMPS	98
J369	SET UP FULTON RECOVERY SYSTEM EQUIPMENT	84
J359	PREPARE VEHICLES FOR AIR TRANSPORT	75
J354	PLAN EMERGENCY CLOSE AIR SUPPORT (ECAS) MISSIONS	66
A18	DEVELOP COMPUTER PROGRAMS	68
E167	PARTICIPATE IN NUCLEAR, BIOLOGICAL, AND CHEMICAL (NBC) TRAINING	91
E195	PERFORM PHYSICAL FITNESS CALISTHENICS, SWIMS, OR RUNS	87
A52	REVIEW MOBILITY OR CONTINGENCY PLANS	70
J351	PLAN CLOSE AIR SUPPORT (CAS) MISSIONS	82
G228	CONDUCT SECURITY TRAINING	82
J366	SELECT OR MARK FORWARD AREA REFUEL OR REARM POINTS	82
E194	PERFORM NIGHT STATIC LINE WATER-PARACHUTE JUMPS	93
I314	RIG OR DERIG CRRCs FOR AIRDROPS	86
E179	PERFORMING BOARDING TECHNIQUES OF LARGE SEAGOING VESSELS	89
F214	INITIATE OR COMPLETE HAZARDOUS DUTY PAY FORMS	73
E185	PERFORM FAST-ROPING, ROPING, CAVING LADDER, OR RAPPELLING OPERATIONS	89
A10	COORDINATE COMBINED FORCES EXERCISES WITH REPRESENTATIVES OF FOREIGN COUNTRIES	52
I291	INSPECT HELICOPTERS FOR RAPPEL OPERATIONS	80
J331	COORDINATE AIRLIFT OPERATIONS WITH OTHER AGENCIES, SUCH AS COMMAND POSTS OR AIRLIFT CONTROL CENTERS (ALCCs)	84
J350	PERFORM USER MAINTENANCE ON SITE SURVEY EQUIPMENT	80
M515	ESTABLISH EXPLOSIVES OR MUNITIONS STORAGE PROCEDURES	82
J363	SCORE EXTRACTIONS	77
I279	CLEAN BOATS	82
I277	CALCULATE RELEASE POINTS FOR JUMPMASTER DIRECTED AIRDROPS	75
E182	PERFORM DAY HIGH-ALTITUDE HIGH-OPENING (HAHO) JUMPS	82

* Average Number of Tasks Performed - 183

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSCs 1C251 AND 1C271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1C251 (N=70)	DAFSC 1C271 (N=40)	DIFF
J365	SELECT OR MARK EXTRACTION ZONES	51	18	33
I316	RIG OR DERIG EQUIPMENT IN INDIVIDUAL JUMP LOADS	74	43	31
E196	PERFORM SCUBA EQUIPMENT DITCHING AND DONNING PROCEDURES	71	41	31
E161	PARTICIPATE IN DEMOLITIONS TRAINING	69	39	30
E199	PERFORM TACTICAL SKI OPERATIONS	89	59	29
M518	ISSUE OR TURN IN WEAPONS OR AMMUNITION	74	45	29
E186	PERFORM FOREST PENETRATION OPERATIONS	90	61	29
J348	PACK FIELD GEAR OR RADIOS FOR ASSAULT ZONE NONTACTICAL OPERATIONS	94	66	28
M523	PREPARE NONELECTRICAL FIRING SYSTEMS	41	14	28
E201	PERFORM WATER HALO JUMPS	50	23	27
M520	MAINTAIN WEAPONS FILES OR ACCOUNTS	77	50	27
I317	RIG OR DERIG HELICOPTERS FOR JUMP OPERATIONS	63	36	26
A3	ANALYZE WORKLOAD REQUIREMENTS	27	64	-36
B76	SUPERVISE MILITARY PERSONNEL WITH AFSCs OTHER THAN AFSC 1C2X1	10	45	-35
A8	CONDUCT GENERAL STAFF MEETINGS, CONFERENCES, OR BRIEFINGS	21	57	-35
J354	PLAN EMERGENCY CLOSE AIR SUPPORT (CAS) MISSIONS	31	66	-34
J358	PREPARE OR POST MISSION DATA SHEETS	20	52	-32
A17	DETERMINE SECURITY CLASSIFICATIONS OF UNIT GENERATED DOCUMENTS	27	59	-32
A18	DEVELOP COMPUTER PROGRAMS	39	68	-30
D135	DEVELOP CAREER DEVELOPMENT COURSE (CDC) MATERIALS	9	36	-28
F214	INITIATE OR COMPLETE HAZARDOUS DUTY PAY FORMS	46	73	-27
A39	ESTABLISH PUBLICATIONS REQUIREMENTS	26	52	-27
A5	ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	16	41	-25
C79	ANALYZE MANPOWER DATA	27	52	-25
A42	PLAN AGENDAS FOR STAFF MEETINGS, CONFERENCES, OR WORKSHOPS	11	36	-25

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY 1C291 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=17)
A3	ANALYZE WORKLOAD REQUIREMENTS	100
E197	PERFORM SMALL BOAT TACTICS	94
C79	ANALYZE MANPOWER DATA	94
E183	PERFORM DAY STATIC LINE LAND-PARACHUTE JUMPS	94
E182	PERFORM HIGH-ALTITUDE HIGH-OPENING (HAHO) JUMPS	88
I277	CALCULATE RELEASE POINTS FOR JUMPMASTER DIRECTED AIRDROPS	88
A16	DETERMINE OR ESTABLISH WORK PRIORITIES	82
A52	REVIEW MOBILITY OR CONTINGENCY PLANS	82
A10	COORDINATE COMBINED FORCES EXERCISES WITH REPRESENTATIVES OF FOREIGN COUNTRIES	82
G227	CONDUCT REPORT OF SURVEY INVESTIGATIONS	82
I279	CLEAN BOATS	82
A13	COORDINATE MEDICAL-RELATED PROBLEMS WITH MEDICAL PERSONNEL	76
B72	SUPERVISE COMBAT CONTROL APPRENTICES (AFSC 1C231)	76
A4	ASSIGN PERSONNEL TO DUTY POSITIONS	71
A25	DEVELOP MISSION CAPABILITY STATEMENTS (MISCAPS)	71
A14	COORDINATE WAR PLANS, CONTINGENCY PLANS, OR EXERCISE OPERATIONS WITH APPROPRIATE AGENCIES	71
A32	DRAFT OR WRITE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	71
A8	CONDUCT GENERAL STAFF MEETINGS, CONFERENCES, OR BRIEFINGS	65
A26	DEVELOP ORGANIZATIONAL OR FUNCTIONAL CHARTS	53
A12	COORDINATE MANNING REQUIREMENTS WITH APPROPRIATE AGENCIES	53
A50	PLAN TRIP ITINERARIES	47
A28	DEVELOP STANDARDIZATION EVALUATION PROGRAMS	47
A15	DETERMINE OR ESTABLISH LOGISTICS REQUIREMENTS, SUCH AS PERSONNEL, EQUIPMENT, SPACE, TOOLS, OR SUPPLIES	41
A9	CONDUCT STAFF ASSISTANCE VISITS	18

* Average Number of Tasks Performed - 178

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSCs 1C271 AND 1C291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1C271 (N=44	DAFSC 1C291 (N=17)	DIFF
D128	CONDUCT SAFETY TRAINING	52	6	46
J363	SCORE EXTRACTIONS	77	41	36
I274	ASSEMBLE FIELD GEAR FOR SCUBA EMPLOYMENT	59	24	36
H272	UNPACK MOBILITY CONTAINERS	59	24	36
H273	VERIFY CARGO MANIFESTS	41	6	35
J361	SCORE AIRDROPS	52	18	35
K438	MAINTAIN CALL SIGN LISTS	75	41	34
J350	PERFORM USER MAINTENANCE ON SITE SURVEY EQUIPMENT	80	47	32
J364	SELECT OR MARK DROP ZONES	73	41	32
K390	COORDINATE AIR TRAFFIC CONTROL ACTIVITIES WITH FIRE DIRECTION CENTERS (FDCs)	73	41	32
C107	EVALUATE UNIT PLANS, POLICIES, PROGRAMS, OR PROCEDURES	14	71	-57
A14	COORDINATE WAR PLANS, CONTINGENCY PLANS, OR EXERCISE OPERATIONS WITH APPROPRIATE AGENCIES	23	71	-48
C97	EVALUATE JOB OR POSITION DESCRIPTIONS	18	65	-47
A16	DETERMINE OR ESTABLISH WORK PRIORITIES	36	82	-46
C81	COMPLETE ACCIDENT OR INCIDENT REPORTS	14	59	-45
A13	COORDINATE MEDICAL-RELATED PROBLEMS WITH MEDICAL PERSONNEL	32	76	-45
A4	ASSIGN PERSONNEL TO DUTY POSITIONS	27	71	-43
C99	EVALUATE LOGISTICS REQUIREMENTS, SUCH AS PERSONNEL, EQUIPMENT, SPACE, TOOLS, OR SUPPLIES	16	59	-43

ANALYSIS OF AFMAN 36-2108 *SPECIALTY DESCRIPTION*

Survey data was compared to the AFMAN 36-2108 *Specialty Description* for Combat Control, dated 31 October 1993. The overall specialty description for the 3-, 5-, 7- and 9-skill levels accurately describes the technical and supervisory nature of jobs at the various skill levels. The description also reflects the primary tasks and responsibilities discussed in the **SPECIALTY JOBS** section of this report.

TRAINING ANALYSIS

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

First-Enlistment Personnel

In this study, there are 26 members in their first enlistment (1-48 months TAFMS), representing 17 percent of the total survey sample. Most of their duty time is spent on technical activities. Table 15 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, it is clearly evident that most first-enlistment personnel are primarily performing tasks under Duty E (Participating in proficiency or qualification training or operations), Duty K (Performing Air Traffic Control (ATC) activities), Duty J (Performing airlift mission support and zone survey activities), and Duty L (Performing small unit and artillery tactics). Not surprisingly, all 26 members in their first enlistment work in the Combat Controller Cluster.

Table 16 lists representative tasks performed by first-enlistment personnel. Most involve general tasks, such as performing small boat tactics, fast-roping, roping, caving ladder, or rappelling operations and performing day static line land-parachute jumps.

Table 17 lists all of the equipment systems used by 30 percent or more of first-enlistment airmen. Most commonly used equipment include global positioning system (GPS), communication systems, and nondirectional radio beacon (NDRB) systems.

Table 18 lists the equipment and weapons used by 30 percent or more of the first-enlistment personnel. Examples of such weapons are smoke grenades, compasses, 9mm pistols, and night vision goggles.

Table 19 lists vehicles used and operated by 30 percent or more of first-enlistment airmen. The most commonly used vehicles are the high mobility multi-purpose wheeled vehicle, all terrain vehicle (ATV), snowmobile, m-series vehicle, and water vessel, such as a boat or inflatable raft.

Finally, Table 20 lists the forms used by 30 percent or more of the first-enlistment personnel. AF Form 922, AFTO Form 391, AFTO Form 392, and DD Form 2131 are the most commonly used forms.

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

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (see Table 21 for the top-rated tasks), along with a measure of difficulty of the JI tasks (see selected high rated tasks presented in Table 22). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 1, AETCR 52-22, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

TABLE 15

RELATIVE PERCENT TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL
(N=26)

	DUTIES	PERCENT TIME SPENT
A	ORGANIZING AND PLANNING	1
B	DIRECTING AND IMPLEMENTING	*
C	INSPECTING AND EVALUATING	1
D	TRAINING	1
E	PARTICIPATING IN PROFICIENCY OR QUALIFICATION TRAINING OPERATIONS	26
F	PERFORMING ADMINISTRATIVE AND SUPPLY ACTIVITIES	1
G	PERFORMING INTELLIGENCE AND SECURITY ACTIVITIES	1
H	PERFORMING MOBILITY ACTIVITIES	2
I	PERFORMING EMPLOYMENT ACTIVITIES	12
J	PERFORMING AIRLIFT MISSION SUPPORT AND ZONE SURVEY ACTIVITIES	15
K	PERFORMING AIR TRAFFIC CONTROL (ATC) ACTIVITIES	19
L	PERFORMING SMALL UNIT AND ARTILLERY TACTICS	15
M	MAINTAINING WEAPONS AND MUNITIONS	4

* Denotes less than .5 percent

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AFSC 1C2X1
FIRST-ENLISTMENT PERSONNEL
(N=26)

TASKS		PERCENT MEMBERS PERFORMING
E197	PERFORM SMALL BOAT TACTICS	100
E185	PERFORM FAST-ROPING, ROPING, CAVING LADDER, OR RAPPELLING OPERATIONS	100
E183	PERFORM DAY STATIC LINE LAND-PARACHUTE JUMPS	100
E195	PERFORM PHYSICAL FITNESS CALISTHENICS, SWIMS, OR RUNS	100
J350	PERFORM USER MAINTENANCE ON SITE SURVEY EQUIPMENT	96
L504	REPORT KIAs	92
L501	PREPARE OR PACK EQUIPMENT FOR HELICOPTER OPERATIONS	92
J363	SCORE EXTRACTIONS	92
E179	PERFORMING BOARDING TECHNIQUES OF LARGE SEAGOING VESSELS	88
J351	PLAN CLOSE AIR SUPPORT (CAS) MISSIONS	88
L493	EXECUTE MANEUVERS USING HAND OR ARM SIGNALS	88
M515	ESTABLISH EXPLOSIVES OR MUNITIONS STORAGE PROCEDURES	88
L482	CAMOUFLAGE EQUIPMENT OR POSITIONS	88
E194	PERFORM NIGHT STATIC LINE WATER-PARACHUTE JUMPS	88
J329	CONDUCT LIMITED WEATHER OBSERVATIONS	88
E165	PARTICIPATE IN HIGH-ALTITUDE LOW-OPENING (HALO) PHYSIOLOGICAL TRAINING	85
E163	PARTICIPATE IN GROUND INFILTRATION OPERATIONS	85
K418	ISSUE ENROUTE CLEARANCES	85
L486	COORDINATE ARTILLERY FIRE WITH FDCs OR FORWARD OBSERVERS (FOs)	85
E169	PARTICIPATE IN PREDIVE TRAINING	81
E175	PARTICIPATE IN TECHNICAL ROCK CLIMBING OPERATIONS	77
L487	COORDINATE LINKUPS WITH SURVIVORS OR PARTISANS	77
L502	PREPARE OR PACK EQUIPMENT FOR OVERLAND OPERATIONS	77
K426	ISSUE MINIMUM DESCENT ALTITUDE ADVISORIES	77
E161	PARTICIPATE IN DEMOLITIONS TRAINING	73
E167	PARTICIPATE IN NUCLEAR, BIOLOGICAL, AND CHEMICAL (NBC) TRAINING	73
E200	PERFORM WATER HAHO JUMPS	73
I306	PREPARE SCUBA CYLINDERS FOR HYDROSTATIC TESTINGS	73
E180	PERFORM DAY DEEP DIVES	69

Average Number of Tasks Performed - 110

TABLE 17

EQUIPMENT SYSTEMS USED BY
30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 1C2X1 PERSONNEL

EQUIPMENT	1ST JOB (N=14)	1ST ENL (N=26)
SECURE VOICE SYSTEM	100	100
GLOBAL POSITIONING SYSTEM (GPS)	93	96
SATELLITE COMMUNICATION SYSTEM	86	88
TACTICAL CONTROL AND NAVIGATION (TACAN) SYSTEM	79	88
VEHICULAR MOUNTED COMMUNICATION SYSTEM	86	88
PORTABLE COMMUNICATION SYSTEM	79	81
NONDIRECTIONAL RADIO BEACON (NDB) SYSTEM	50	54

TABLE 18

EQUIPMENT AND WEAPONS USED BY
30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 1C2X1 PERSONNEL

EQUIPMENT	1ST JOB (N=14)	1ST ENL (N=26)
COMPASSES	100	100
GRENADES, SMOKE	100	100
NIGHT VISION GOGGLES	100	100
PISTOLS, 9MM	100	100
RADIOS, UHF-AM	100	100
RADIOS, VHF-AM	100	100
RADIOS, VHF-FM	100	100
RIFLES, GAU-5	100	100
GENERATORS, GASOLINE POWERED	93	96
LIGHT GUNS	93	96
PORTABLE COMMUNICATIONS EQUIPMENT	100	96
RAPPEL GEAR	93	96
PORTABLE NAVAIDS	86	92
RADIOS, HF-SSB	71	85
PROTECTIVE EQUIPMENT	71	81
SKIS, SNOW	79	73
PYROTECHNICS	57	69
PISTOLS, PYROTECHNIC	50	65
GRENADE LAUNCHERS	36	58
LAND-LINES	43	54
GRENADES, HAND	57	50
DECONTAMINATION EQUIPMENT, SUCH AS NBC	36	46
GENERATORS, AUXILIARY POWERED	43	42
NAVIGATIONAL AIDS, OTHER THAN PORTABLE	50	42

TABLE 19

VEHICLES USED BY
30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 1C2X1 PERSONNEL

EQUIPMENT	1ST JOB (N=14)	1ST ENL (N=26)
HIGH MOBILITY MULTI-PURPOSE WHEELED VEHICLE	100	100
ALL TERRAIN VEHICLE (ATV)	93	96
WATER VESSEL, SUCH AS A BOAT OR INFLATABLE RAFT	86	92
TRUCK, 2 1/2 TON	36	88
VEHICLE, M-SERIES	57	69
SNOWMOBILE	79	54
VEHICLE, SMALL PASSENGER OR PICKUP TRUCK	43	50

TABLE 20

FORMS USED BY
30 PERCENT OR MORE FIRST-ENLISTMENT AFSC 1C2X1 PERSONNEL

FORMS	1ST JOB (N=14)	1ST ENL (N=26)
AF FORM 922 (INDIVIDUAL JUMP RECORD	100	100
AFTO FORM 391 (PARACHUTE LOG)	93	96
AFTO FORM 392 (PARACHUTE REPACK, INSPECTION AND COMPONENT RECORD)	86	88
DD FORM 2131 (PASSENGER MANIFEST)	64	81
AF FORM 1800 (OPERATION'S INSPECTION GUIDE & TROUBLE REPORT)	64	69
AF FORM 1297 (TEMPORARY ISSUE RECEIPT)	43	62
AFTO FORM 393 (AUTOMATIC RIPCORD RELEASE LOG	36	58
AF FORM 522 (USAF GROUND WEAPONS TRAINING DATA)	43	50
AF FORM 629 (SMALL ARMS HAND RECEIPT)	50	50
DD FORM 1475 (BASIC ALLOWANCE FOR SUBSISTENCE - CERTIFICATION)	50	38
DD FORM 1577 (UNSERVICEABLE (CONDEMNED) TAG MATERIAL)	21	38
DD FORM 1577-2 (UNSERVICEABLE (REPARABLE) TAG MATERIAL)	21	38
AF FORM 171 (REQUEST FOR US GOVERNMENT DRIVER' S LICENSE)	36	35
DD FORM 1574 (SERVICEABLE TAG - MATERIAL)	14	35

Table 21 presents tasks with the highest TE ratings for AFSC 1C2X1 first-enlistment airmen, while Table 22 displays those tasks AFSC 1C2X1 raters judged to be most difficult to learn how to do. For example, TE raters (refer to Table 21) reported that tasks such as performing physical fitness calisthenics, participating in ground infiltration operations, and performing day static line land-parachute jumps require a lot of training emphasis and, from the data, most airmen in their first job and within their first enlistment are performing these tasks. Table 22 shows TD raters report developing computer programs, coordinating drafts of regulations or manuals with appropriate agencies, and performing lock-in or lock-out procedures during scuba operations to be examples of some of the more difficult tasks to learn. However, due to the low numbers of individuals performing these type of tasks, these tasks would be inappropriate for including in a technical resident curriculum and is more appropriately taught as an OJT item.

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

TABLE 21

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS		TNG EMP*	PERCENT MEMBERS PERFORMING 1ST JOB (N=14)	PERCENT MEMBERS PERFORMING 1ST ENL (N=26)	TASK DIFF*
E195	PERFORM PHYSICAL FITNESS CALISTHENICS, SWIMS, RUNS	7.97	100	100	4.87
E177	PARTICIPATE IN WEAPONS PROFICIENCY TRAINING	7.49	14	19	4.67
E159	PARTICIPATE IN COMBAT CONTROL UPGRADE TRAINING	7.49	14	42	5.96
E193	PERFORM NIGHT STATIC LINE LAND-PARACHUTE JUMPS	7.40	21	15	5.61
M513	CLEAN WEAPONS	7.34	21	35	3.78
M510	ADMINISTER FIRST AID	7.23	21	12	5.77
E163	PARTICIPATE IN GROUND INFILTRATION OPERATIONS	7.11	86	85	5.47
L484	CONFIGURE LOAD BEARING EQUIPMENT OR VESTS	6.94	57	69	3.57
L480	APPLY PERSONAL CAMOUFLAGE	6.91	29	38	2.64
E192	PERFORM NIGHT HALO JUMPS	6.89	29	31	6.70
J327	CALCULATE MEAN-EFFECTIVE WIND VALUES	6.89	29	42	3.88
E183	PERFORM DAY STATIC LINE LAND-PARACHUTE JUMPS	6.89	100	100	5.00
M527	TEST FIRE AND SIGHT IN WEAPONS PRIOR TO MOBILIZATION	6.86	7	4	4.05
J329	CONDUCT LIMITED WEATHER OBSERVATIONS	6.83	79	88	4.69
J346	MARSHAL AIRCRAFT	6.80	0	19	4.94
J364	SELECT OR MARK DROP ZONES	6.80	57	69	4.72
K436	ISSUE TRAFFIC INFORMATION	6.74	50	73	4.92
K424	ISSUE LANDING OR TAKEOFF CLEARANCES	6.71	7	19	4.49
E165	PARTICIPATE IN HIGH-ALTITUDE LOW OPENING (HALO) PHYSIOLOGICAL TRAINING	6.71	86	85	4.92

* Mean TE Rating is 3.27, and Standard Deviation is 2.08 (High TE = 5.35)

** Average TD Rating is 5.00

TABLE 22

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS		TASK DIFF	PERCENT MEMBERS PERFORMING 1ST JOB (N=14)	1ST ENL (N=26)	5-SKL LEVEL (N=70)	7-SKL LEVEL (N=44)	TNG EMP
A18	DEVELOP COMPUTER PROGRAMS	8.66	21	15	39	68	.54
E188	PERFORM LOCK-IN OR LOCK-OUT PROCEDURES DURING SCUBA OPERATIONS	8.19	14	23	30	23	3.57
A11	COORDINATE DRAFTS OF REGULATIONS OR MANUALS WITH APPROPRIATE AGENCIES	7.95	7	4	11	18	.60
E162	PARTICIPATE IN FOREIGN LANGUAGE TRAINING	7.94	14	12	27	23	3.63
A10	COORDINATE COMBINED FORCES EXERCISES WITH REPRESENTATIVES OF FOREIGN COUNTRIES	7.86	0	4	29	52	.34
E191	PERFORM NIGHT HAHO JUMPS	7.84	63	73	84	80	6.03
K448	PREPARE TERMINAL APPROACH PROCEDURES (TERPS) PACKAGES	7.63	0	4	16	9	1.66
A14	COORDINATE WAR PLANS, CONTINGENCY PLANS, OR EXERCISE OPERATIONS WITH APPROPRIATE AGENCIES	7.45	0	0	11	23	.86
K470	REVIEW TERPS PACKAGES	7.28	21	19	31	11	1.54
J354	PLAN EMERGENCY CLOSE AIR SUPPORT (ECAS) MISSIONS	7.27	7	8	31	66	2.46
E175	PARTICIPATE IN TECHNICAL ROCK CLIMBING OPERATIONS	7.20	71	77	63	43	3.49
E160	PARTICIPATE IN CONTROL TOWER PROFICIENCY TRAINING	7.16	21	27	51	43	6.34
E179	PERFORMING BOARDING TECHNIQUES OF LARGE SEAGOING VESSELS	7.12	86	88	98	89	3.29
K396	DIRECT NAVAL GUN FIRE	7.03	50	58	70	68	3.20
D139	DEVELOP SPECIALTY TRAINING STANDARDS (STS)	4.54	0	4	9	18	1.46
E166	PARTICIPATE IN JUMPMASTER TRAINING	6.94	36	42	63	43	5.09
K472	SEPARATE AIRCRAFT USING NON-RADAR PROCEDURES	6.91	0	0	11	7	5.63

* Average TD Rating is 5.00

Specialty Training Standard (STS)

A comprehensive review of STS 1C2X1, dated August 1996, compared STS items to survey data (based on the previously mentioned assistance from SMEs in matching JI tasks to STS elements). STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level (criterion group) of the AFSC).

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder. Most paragraphs were supported, in that tasks matched to the STS paragraphs generally had at least 20 percent of one criterion group performing the matched tasks. However, several paragraphs need to be carefully reviewed by SMEs for possible fine-tuning of content and proficiency codes.

Table 23 lists several examples of STS paragraphs which need to be reviewed by SMEs because they do not meet the 20 percent performing criteria. These STS elements should be carefully considered regarding whether retention in the STS is warranted.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. Those technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 24. Training personnel and SMEs should consider these unreferenced tasks to determine if inclusion in the STS is justified.

TABLE 23

EXAMPLES OF STS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS PERFORMING)

STS ITEM		PERCENT MEMBERS PERFORMING					
		1ST JOB	1ST ENL	DAFSC 1C251	DAFSC 1C271	TNG EMP	TSK DIFF
0128	11.22. Explain anti-hijacking procedures						
K405	Initiate anti-hijacking procedures	0	8	14	2	4.46	5.32
0152	11.40. Transfer communications						
K478	Transfer radio communications	0	0	10	2	4.94	4.41
0160	11.48. Relay NOTAM data						
K428	Issue notices to airmen (NOTAMs)	7	4	14	11	4.14	5.26
0331	17.1.2.4. Assess LZ Suitability						
J371	Survey zones, such as drop, extraction, landing, or recovery	0	0	10	14	4.74	6.84
0432	20.1.4.2. Perform Jump Master Duties During Night Halo Operations						
I275	Calculate and set automatic opening devices (AODs)	0	8	19	16	3.83	4.27
0471	20.1.12.2. Day Low and Slow						
E164	Participate in helicopter low and slow operations	0	0	10	7	5.60	5.22

Mean TE rating is 3.25, and the Standard Deviation is 1.48 (High TE = 4.73)

TABLE 24

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

TASKS		PERCENT MEMBERS PERFORMING 1ST JOB	1ST ENL	DAFSC 1C251	DAFSC 1C271	TNG EMP	TSK DIF
E197	Perform small boat tactics	100	100	97	98	5.91	4.95
E165	Participate in HALO physiological training	86	85	89	66	6.71	4.92
K426	Issue minimum descent altitude advisories	64	77	94	70	3.83	5.28
H273	Verify cargo manifests	43	42	43	41	1.46	3.84
I274	Assemble field gear for scuba operations	43	46	53	48	5.37	4.80
I282	Collect and prepare breathing air evaluation samples	43	46	61	45	1.34	5.26
J326	Brief on-scene commanders on combat control capabilities and limitations	43	62	79	55	3.26	5.68
F218	Maintain organizational equipment or supply records	36	27	30	41	1.26	4.23
I276	Calculate diving operations restrictions	36	50	84	66	2.77	5.70
E158	Participate in casting or recovery operations	21	27	37	34	5.43	5.38
I294	Inspect training harnesses	21	38	64	55	2.37	3.65

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 25 presents job satisfaction data for AFSC 1C2X1 TAFMS groups, together with TAFMS data for a comparative sample of Mission Equipment Operations career ladders surveyed in 1995. Overall, the majority of the AFSC 1C2X1 survey sample express very positive feelings toward their jobs and display higher percentages than the comparative sample groups.

An indication of how job satisfaction perceptions have changed over time is provided in Table 26, where again TAFMS data for 1996 survey respondents are presented, along with data from respondents to the last OSR. The incumbents in the current study express higher job interest, and feel their talents and training are being used more effectively than was expressed by respondents in the last OSR.

In Table 27, review of the job satisfaction data for personnel in the specialty jobs identified in this survey reveals that airmen responded very positively to all the indicators listed. The MAJCOM Functional Manager Job did express lower (40 percent) reenlistment intentions than the Combat Controller Job Cluster (84 percent).

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. No particular trends were noted among the comments received.

TABLE 25

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1996 1C2X1 (N=26)	COMP SAMPLE** (N=1,280)	1996 1C2X1 (N=25)	COMP SAMPLE** (N=805)	1996 1C2X1 (N=103)	COMP SAMPLE** (N=1693)
EXPRESSED JOB INTEREST:						
INTERESTING	96%	74%	100%	73%	100%	76%
SO-SO	0%	15%	-	17%	-	15%
DULL	4%	11%	-	9%	-	9%
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	92%	81%	100%	82%	100%	83%
LITTLE OR NOT AT ALL	8%	19%	-	18%	-	17%
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	96%	86%	96%	83%	97%	76%
LITTLE OR NOT AT ALL	4%	14%	4%	17%	3%	24%
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	92%	58%	80%	71%	85%	73%
NEUTRAL	4%	42%	0%	28%	4%	10%
DISSATISFIED	4%	*	20%	*	11%	16%
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	83%	72%	80%	72%	80%	72%
NO, OR PROBABLY NO	17%	13%	20%	11%	20%	9%
PLAN TO RETIRE	0%	15%	0%	17%	-	19%

* Denotes less than 1 percent

** Comparative sample of support career ladders surveyed in 1995 (includes AFSC 1C0X1, Airfield Management, AFSC 1C0X2, Operations Resource Management, AFSC 1C3X1, Command & Control, AFSC 1N0X1, Intelligence Operations, and AFSC 1N3X4, Far East Cryptographic Linguist)

TABLE 26

COMPARISON OF CURRENT SURVEY AND 1988 SURVEY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

JOB SATISFACTION INFORMATION	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1996 1C2X1 (N=26)	1988 273X0 (N=23)	1996 1C2X1 (N=25)	1988 273X0 (N=79)	1996 1C2X1 (N=103)	1988 273X0 (N=5)
EXPRESSED JOB INTEREST:						
INTERESTING	96%	87%	100%	91%	100%	90%
SO-SO	0%	10%	-	8%	-	10%
DULL	4%	3%	-	1%	-	-
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	92%	78%	100%	87%	100%	100%
LITTLE OR NOT AT ALL	8%	22%	-	13%	-	-
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	96%	74%	96%	84%	97%	80%
LITTLE OR NOT AT ALL	4%	26%	4%	16%	3%	20%
SENSE OF ACCOMPLISHMENT FROM WORK:						
SATISFIED	92%	80%	80%	82%	85%	100%
NEUTRAL	4%	12%	0%	12%	4%	-
DISSATISFIED	4%	8%	20%	4%	11%	-
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	83%	NA	80%	NA	80%	NA
NO, OR PROBABLY NO	17%	NA	20%	NA	20%	NA
WILL RETIRE	0%	NA	0%	NA	-	NA

TABLE 27

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	COMBAT CONTROLLER (ST011) (N=126)	MAJCOM FUNCTIONAL MANAGER (ST016) (N=10)
EXPRESSED JOB INTEREST:		
INTERESTING	96%	100%
SO-SO	3%	-
DULL	1%	-
PERCEIVED UTILIZATION OF TALENTS:		
FAIRLY WELL TO PERFECTLY	95%	100%
LITTLE OR NOT AT ALL	5%	-
PERCEIVED UTILIZATION OF TRAINING:		
FAIRLY WELL TO PERFECTLY	94%	90%
LITTLE OR NOT AT ALL	6%	10%
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:		
SATISFIED	84%	90%
NEUTRAL	4%	0%
DISSATISFIED	12%	10%
REENLISTMENT INTENTIONS:		
YES, OR PROBABLY YES	84%	40%
NO, OR PROBABLY NO	9%	40%
PLAN TO RETIRE	7%	20%

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents

Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder training documents appear, on the whole, to be well supported by survey data. As was pointed out in the **JOB SATISFACTION ANALYSIS** section, job satisfaction responses by AFSC 1C2X1 personnel are very high and most individuals reported high utilization of training, thus indicating great support for the overall training system. Additionally, the career ladder progression is good, with the move from technical work at the 3- and 5-skill levels to supervisory and management at the 7- and 9-skill levels.

APPENDIX A

COMBAT CONTROLLER CLUSTER
ST011
(N=126)

TASKS		PERCENT MEMBERS PERFORMING
E197	PERFORM SMALL BOAT TACTICS	100
E183	PERFORM DAY STATIC LINE LAND-PARACHUTE JUMPS	98
E195	PERFORM PHYSICAL FITNESS CALISTHENICS, SWIMS, OR RUNS	98
E194	PERFORM NIGHT STATIC LINE WATER-PARACHUTE JUMPS	98
E185	PERFORM FAST-ROPING, ROPING, CAVING LADDER, OR RAPPELLING OPERATIONS	98
M515	ESTABLISH EXPLOSIVES OR MUNITIONS STORAGE PROCEDURES	97
L502	PREPARE OR PACK EQUIPMENT FOR OVERLAND OPERATIONS	97
J331	COORDINATE AIRLIFT OPERATIONS WITH OTHER AGENCIES, SUCH AS COMMAND POSTS OR AIRLIFT CONTROL CENTERS (ALCCs)	96
E179	PERFORM BOARDING TECHNIQUES OF LARGE SEAGOING VESSELS	95
J351	PLAN CLOSE AIR SUPPORT (CAS) MISSIONS	94
J350	PERFORM USER MAINTENANCE ON SITE SURVEY EQUIPMENT	93
K426	ISSUE MINIMUM DESCENT ALTITUDE ADVISORIES	93
K418	ISSUE ENROUTE CLEARANCES	92
L482	CAMOUFLAGE EQUIPMENT OR POSITIONS	92
L486	COORDINATE ARTILLERY FIRE WITH FDCs OR FORWARD OBSERVERS (FOs)	91
L504	REPORT KIAs	91
K438	MAINTAIN CALL SIGN LISTS	91
K436	ISSUE TRAFFIC INFORMATION	90
J348	PACK FIELD GEAR OR RADIOS FOR ASSAULT ZONE NONTACTICAL OPERATIONS	90
J369	SET UP FULTON RECOVERY SYSTEM EQUIPMENT	90
E165	PARTICIPATE IN HIGH-ALTITUDE LOW-OPENING (HALO) PHYSIOLOGICAL TRAINING	90
E167	PARTICIPATE IN NUCLEAR, BIOLOGICAL, AND CHEMICAL (NBC) TRAINING	90
E169	PARTICIPATE IN PREDIVE TRAINING	90
J363	SCORE EXTRACTIONS	89
I314	RIG OR DERIG CRRCs FOR AIRDROPS	89

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APPENDIX B

MAJCOM FUNCTIONAL MANAGER JOB
ST016
(N=10)

TASKS		PERCENT MEMBERS PERFORMING
E197	PERFORM SMALL BOAT TACTICS	100
A3	ANALYZE WORKLOADS REQUIREMENTS	100
A10	COORDINATE COMBINED FORCES EXERCISES WITH REPRESENTATIVES OF FOREIGN COUNTRIES	90
A16	DETERMINE OR ESTABLISH WORK PRIORITIES	90
A25	DEVELOP MISSION CAPABILITY STATEMENTS (MISCAPS)	90
C79	ANALYZE MANPOWER DATA	90
A54	REVIEW TECHNICAL REPORTS	90
A4	ASSIGN PERSONNEL TO DUTY POSITIONS	90
A17	DETERMINE SECURITY CLASSIFICATIONS OF UNIT GENERATED DOCUMENTS	90
A53	REVIEW PERSONNEL RECORDS	90
G227	CONDUCT REPORT OF SURVEY INVESTIGATIONS	90
F214	INITIATE OR COMPLETE HAZARDOUS DUTY PAY FORMS	90
A14	COORDINATE WAR PLANS, CONTINGENCY PLANS, OR EXERCISE OPERATIONS WITH APPROPRIATE AGENCIES	80
A52	REVIEW MOBILITY OR CONTINGENCY PLANS	80
C81	COMPLETE ACCIDENT OR INCIDENT REPORTS	80
A12	COORDINATE MANNING REQUIREMENTS WITH APPROPRIATE AGENCIES	80
J328	CONDUCT ENGINE RUNNING LOADING OR UNLOADING OF CARGO OR PASSENGERS	80
J328	CONDUCT ENGINE RUNNING LOADING OR UNLOADING OF CARGO OR PASSENGERS	80
A5	ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	80
C100	EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE	80
A50	PLAN TRIP ITINERARIES	70
J355	POST MISSION SCHEDULES OR SCHEDULE CHANGES	70
A18	DEVELOP COMPUTER PROGRAMS	70
J354	PLAN EMERGENCY CLOSE AIR SUPPORT (ECAS) MISSIONS	70
J342	INITIATE OR COMPLETE HELICOPTER LANDING ZONE SURVEY FORMS	70
A24	DEVELOP JUSTIFICATIONS FOR MANNING OR MANPOWER CHANGES	70
D120	ADMINISTER TESTS	60

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