

**UNITED STATES
AIR FORCE**

OCCUPATIONAL SURVEY REPORT



**AIRCRAFT HYDRAULIC SYSTEMS
AFSC 2A6X5**

OSSN 2286

DECEMBER 1997

**OCCUPATIONAL ANALYSIS PROGRAM
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 Aircraft Hydraulic Systems career ladder, Air Force Specialty Code (AFSC) 2A6X5. 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 1Lt Todd Osgood. Computer programming support was provided by Mrs. Jeanie C. Guseman. Mr. Robert E. Boerstler, Jr. analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col 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/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** The Aircraft Hydraulic Systems career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 2,214 Active Duty, Air National Guard, and Air Force Reserve respondents, accounting for 67 percent of the total population surveyed.
2. **Specialty Jobs:** Fourteen jobs and 3 clusters were identified in the career ladder structure analysis. Nine of them are totally oriented toward technical task performance of the hydraulic systems maintenance and account for 77 percent of the population. Three jobs were identified that are typically performed by crew chief DAFSCs. The remaining five are primarily support, supervisory, and management in nature.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical of most career ladders. Three-skill level personnel spend the vast majority of their job time performing technical tasks in the various Hydraulic systems jobs. At the 5-skill level, personnel are still heavily involved in Hydraulic systems technical tasks. Personnel at the 7-skill level begin to become involved with workcenter supervision. Air National Guard and Air Force Reserve 7-skill level personnel are more involved in technical tasks than their Active Duty counterparts.
4. **Training Analysis:** The current STS provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. Few tasks were not referenced to the STS.
5. **Job Satisfaction:** In general, job satisfaction among AFSC 2A6X5 personnel is 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 hydraulic maintenance job groups are far less satisfied with their jobs than the respondents in the Management and Training jobs. First-enlistment personnel responded with very low reenlistment intentions.
6. **Implications:** The current AFSC 2A6X5 career ladder structure reflects an overall normal job progression. Fourteen specific jobs and 3 cluster were identified in the career ladder. Career ladder training documents are well supported by survey data. Overall, job satisfaction is low among career ladder incumbents. Reenlistment intentions for first-enlistment airmen is very low.

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**OCCUPATIONAL SURVEY REPORT (OSR)
AIRCRAFT HYDRAULIC SYSTEMS
(AFSC 2A6X5)**

INTRODUCTION

This is a report of an occupational survey of the Aircraft Hydraulic Systems career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). The current Aircraft Hydraulic Systems career ladder was created in October 1993 with the conversion from AFSC 454X4/A to AFSC 2A6X5 under the "whole new classification system". 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 the Aircraft Hydraulic Systems career ladder was June 1993.

Background

As described in the AFMAN 36-2108 *Specialty Description*, dated 31 October 1997, Aircraft Hydraulic Systems personnel troubleshoot, remove, repair, overhaul, inspect, and install aircraft hydraulic systems and components, including support equipment (SE).

Personnel entering the AFSC 2A6X5 career ladder must attend the Aircraft Hydraulic Systems Apprentice course at Sheppard AFB TX lasting 51 academic days. Upon completion of this AFSC awarding course, the graduate is awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Mechanical - 57; a strength factor of "K" (Weight lift of 70 lbs) is also required.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2286, dated April 1997. 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 21 subject-matter experts (SMEs) at the following training location and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB TX	364 TRS/TTMAS
Kelly AFB TX	443 AW/LGM
Kelly AFB TX	149 FW/LGMCP
Whiteman AFB MO	393 BS/MAOSP
Charleston AFB SC	637 AGS/LGBC

The resulting JI contains a comprehensive listing of 696 tasks grouped under 13 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, component status, schedule or shift worked, job title, type of maintenance unit assigned, type aircraft maintained, special tools or equipment used or operated, and forms used.

Survey Administration

From June 1997 through August 1997, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A6X5 personnel. 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 major commands (MAJCOM) and military pay grade groups. All eligible Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) AFSC 2A6X5 personnel were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2A6X5 personnel as of February 1997. The 2,214 respondents in the final sample represent 63 percent of the total assigned personnel and 67 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these AFSC 2A6X5 personnel.

TABLE 1

COMMAND DISTRIBUTION OF AFSC 2A6X5 PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AMC	27	30
ACC	19	20
AFSOC	6	6
AETC	4	6
PACAF	3	5
USAFE	3	4
AFMC	2	2
ANG	22	17
AFRC	14	10

TOTAL ASSIGNED* = 3,496

TOTAL SURVEYED** = 3,304

TOTAL IN SURVEY SAMPLE = 2,214

PERCENT OF ASSIGNED IN SAMPLE = 63%

PERCENT OF SURVEYED IN SAMPLE = 67%

* Assigned strength as of May 1997

** 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	16	18
E-4	29	28
E-5	29	29
E-6	16	16
E-7	10	9

* Assigned strength as of May 1997

Both Command and Paygrade distribution of the survey sample are close to the percent assigned. This indicates the sample is a true representation of the career ladder 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 2A6X5 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 25 senior NCOs who completed a TE booklet were asked to select tasks they felt require 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 training schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 25 raters was acceptable. The average TE rating was 1.87, with a standard deviation of 1.54. Any task with a TE rating of 3.41 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 50 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)

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, 14 independent jobs and 3 clusters were identified within the career ladder. Figure 1 illustrates the jobs and clusters performed by AFSC 2A6X5 personnel.

A listing of these jobs and clusters is provided below. The stage (ST) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each group.

- I. Flight Control Systems Job (ST182, N=76)
- II. C-130 Entry Level Job (ST228, N=6)
- III. Aircraft Crew Chief Job (ST185, N=24)
- IV. Landing Gear Systems Job (ST218, N=15)
- V. Power Systems Job (ST205, N=39)
- VI. Hydraulic Technician Job (ST192, N=1,285)
- VII. In-Flight Refueling System Job (ST155, N=57)
- VIII. Bomber Flightline Job (ST238, N=28)
- IX. Inspection Dock Job (ST222, N=9)
- X. Aircraft General Job (ST126, N=18)
- XI. Job Controller Job (ST381, N=6)
- XII. Wheel and Tire Job (ST183, N=21)
- XIII. In-Shop Maintenance Cluster (ST098, N=163)
- XIV. Management Cluster (ST045, N=209)
- XV. Training Cluster (ST063, N=29)
- XVI. Equipment Support Job (ST171, N=14)
- XVII. Expediter Job (ST187, N=11)

The respondents forming these jobs and clusters account for 93 percent of the survey sample. The remaining 7 percent, for one reason or another, did not group into one of these jobs. Examples of job titles for these people include CDC Writer, Dormitory Manager, Mobility NCO, Hazardous Waste Manager, Resource Advisor, and Special Projects Manager.

AFSC 2A6X5 CAREER LADDER SPECIALTY JOBS (N = 2,214)

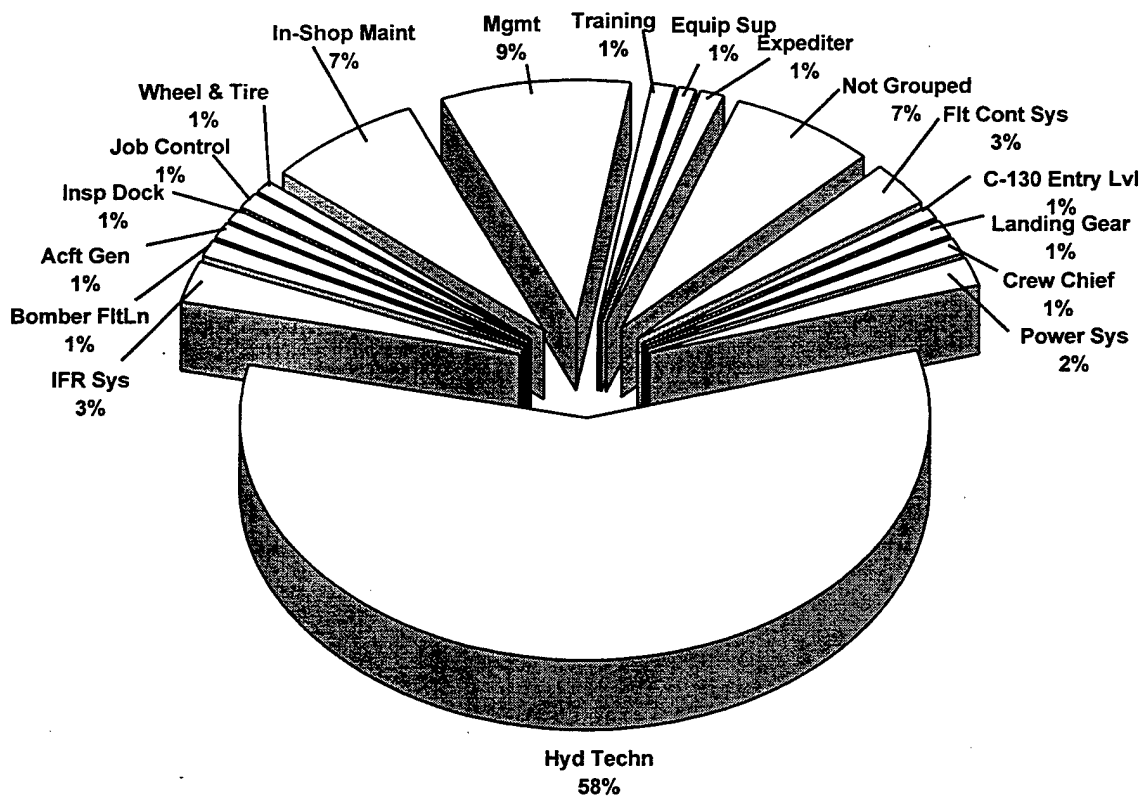


FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the 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 all the groups are contained in Appendix A. Table 5 shows a job comparison between the current and 1993 surveys.

I. FLIGHT CONTROL SYSTEMS JOB (ST182). The 76 airmen performing this job (3 percent of the survey sample) represent Hydraulic systems personnel who spend the most time of any other job performing Flight Control Systems tasks. They perform an average of 64 tasks indicating a relatively narrow job, with 23 percent of their time performing tasks of Flight Control Systems (Duty C) and 21 percent of their time performing tasks of Hydraulic Subsystems (Duty A) as reflected in Table 3. Distinctive tasks performed include:

- Operationally check aileron systems
- Operationally check rudder systems
- Bleed hydraulic systems or components
- Service aircraft hydraulic systems
- Remove or install components of aileron systems
- Remove or install hydraulic hose assemblies
- Operationally check elevator systems
- Remove or install components of elevator systems
- Remove or install components of rudder systems

Sixty-one percent of these airmen hold the 3-skill level and 32 percent hold the 5-skill level. Eighty-nine percent of the job incumbents are AD with an average time in the career field of just 31 months and only 37 months in the service. Nine percent are AFRC and 4 percent are ANG. The predominant paygrades are E-2 to E-4. Furthermore, 93 percent of these members report they are assigned to units within the United States.

II. C-130 ENTRY LEVEL JOB (ST228). The six airmen forming this job (1 percent of the survey sample) represent new entry level airmen assigned to C-130 units. They perform an average of 99 tasks and are distinguished by the diversity of tasks performed across the various duties. These airmen are also identified by the aircraft they maintain and the units they are assigned to. The representative tasks indicated below reflect the job with the second highest percent time spent on Air Refueling Systems Activities of Duty G (Table 3). Distinct tasks performed include:

- Operationally check hydraulic cargo door or ramp systems
- Remove or install components of cargo door or ramp systems
- Operationally check rudder systems
- Troubleshoot IFR pod systems
- Operationally check auxiliary hydraulic systems
- Bleed hydraulic systems or components
- Operationally check IFR pod hydraulic systems
- Inspect air refueling drogue systems
- Remove or install components of auxiliary hydraulic systems
- Troubleshoot hydraulic cargo door or ramp systems
- Troubleshoot auxiliary hydraulic systems

The predominant paygrade of this job is E-2. All of these airmen are AD, averaging only 9 months in the career field and only 12 months in the service. As expected with so little time in the service, all respondents are the 3-skill level. Eighty-three percent of these members report they are assigned to units within the United States.

III. AIRCRAFT CREW CHIEF JOB (ST185). The 24 airmen forming this job (1 percent of the survey sample) are distinguished by spending 38 percent of their time on General Aircraft or Cross Utilization Training (CUT) Activities of Duty H (Table 3). Another 17 percent of their time is spent performing Hydraulic Subsystem Activities of Duty A, mostly relating on-equipment tasks such as servicing and removing and replacing hoses. Over half of the respondents in this job reported their duty title as Crew Chief. They average 82 tasks, indicating their focus in performing on-equipment tasks relating to aircraft generation. Typical tasks performed by these airmen are:

- Launch or recover aircraft
- Position nonpowered or powered AGE
- Connect or disconnect aerospace ground equipment (AGE)
- Service aircraft hydraulic systems
- Refuel or defuel aircraft using single-point method
- Perform aircraft grounding procedures
- Remove or install aircraft wheel and tire assemblies
- Walk wings or tails during aircraft towing operations
- Remove or install hydraulic hose assemblies
- Operate aircraft brakes during towing operations
- Perform preflight inspections
- Perform thruflight inspections
- Jack or level aircraft
- Remove or install aircraft safety pins or locks
- Clean interiors of aircraft

Service aircraft tires
Perform postflight inspections

Eighty-seven percent of these airmen are AD with 13 percent reporting they are AFRC. The AD airmen average 91 months in the career field and 103 months in the service. The predominant paygrades are E-5 and E-6 with 33 percent reporting they supervise others. Forty-two percent hold the 7-skill level, 29 percent the 5-skill level, and 29 percent the 3-skill level.

IV. LANDING GEAR SYSTEMS JOB (ST218). Comprising 1 percent of the survey sample, these 15 airmen report the highest percentage of any other job performing the tasks associated with Landing Gear Systems of Duty D (Table 3). It is interesting to note that this job is comprised of 47 percent ANG and 20 percent AFRC personnel, making this a Reserve Forces oriented job. They average 100 tasks which include:

- Remove or install components of wheel brake systems
- Remove or install hydraulic hose assemblies
- Remove or install components of hydraulic power systems
- Adjust hydraulic components of landing gear systems
- Inspect wheel brake system components
- Operationally check wheel brake systems
- Remove or install components of landing gear extension or retraction systems
- Bleed hydraulic systems or components
- Remove or install components of landing gear emergency systems
- Operationally check landing gear normal extension or retraction systems
- Adjust components of nose wheel steering systems
- Connect or disconnect portable hydraulic test stands to or from aircraft
- Troubleshoot nose wheel steering systems
- Troubleshoot wheel brake systems
- Repack aircraft shock struts
- Service aircraft shock struts

Sixty percent of these job incumbents hold the 5-skill level with 27 percent holding the 7-skill level. Of the 33 percent AD job incumbents, the average time in the career field is 43 months with 55 months time in service. Twenty-seven percent report they are supervisors and all job incumbents are assigned to units within the United States.

V. POWER SYSTEMS JOB (ST205). The 39 members of this job spend the most time of any other job, 21 percent, performing the Hydraulic or Pneumatic Power Systems tasks of Duty B (Table 3). They account for only 2 percent of the career ladder and are predominantly ANG (eighty-seven percent). These airmen perform an average of 82 tasks including:

- Bleed hydraulic systems or components
- Remove or install components of hydraulic power systems
- Inspect hydraulic power systems
- Service aircraft hydraulic systems
- Service aircraft accumulators
- Operationally check hydraulic power systems
- Remove or install hydraulic hose assemblies
- Troubleshoot hydraulic power systems
- Connect or disconnect portable hydraulic test stands to or from aircraft
- Dump pressurized hydraulic systems

Eighty-two percent of the members of this job hold the 5-skill level and another 10 percent report holding the 7-skill level. The predominant paygrades of these members are E-4 and E-5. Only 10 percent report they supervise other members.

VI. HYDRAULIC TECHNICIAN JOB (ST192). Comprising 58 percent of the survey sample, these 1,285 airmen represent the core job of the career ladder. Unlike other jobs identified that normally devote a high percentage of their time in one specific Duty, this groups' time is more evenly distributed across the technical duty areas of the entire career ladder (Table 3). These job incumbents are more oriented to on-equipment maintenance rather than performing in-shop maintenance activities. They perform an average of 171 tasks, by far the highest of any other job, indicating their diversity as hydraulic technicians. Representative tasks include:

- Remove or install components of hydraulic power systems
- Service aircraft hydraulic systems
- Bleed hydraulic systems or components
- Troubleshoot hydraulic power systems
- Operationally check hydraulic power systems
- Operationally check rudder systems
- Remove or install hydraulic hose assemblies
- Inspect hydraulic power systems
- Service aircraft accumulators
- Remove or install components of wheel brake systems
- Troubleshoot wheel brake systems

- Remove or install components of nose wheel steering systems
- Troubleshoot auxiliary hydraulic systems
- Troubleshoot hydraulic indicating systems

Fifty-two percent of these members hold a 5-skill level and 37 percent the 7-skill level. The average time in the career ladder is almost 7 years, with an average 7 1/2 years in service. The predominant paygrades of this job are E-4 and E-5. Sixty-six percent are AD, 20 percent ANG and 13 percent are AFRC. Furthermore, 88 percent of these members report they are assigned within the United States.

VII. IN-FLIGHT REFUELING JOB (ST155). The 57 airmen performing this job (3 percent of the survey sample) represent hydraulic personnel who are assigned to units maintaining air refueling aircraft and helicopters. Twenty-seven percent of their time is spent performing tasks associated with Air Refueling Systems of Duty G, the highest of any other job identified. These job incumbents are evenly divided between in-shop and on-equipment maintenance. They perform an average of 95 tasks indicating a somewhat diverse job. Distinctive tasks performed include:

- Inspect air refueling boom assemblies
- Operationally check air refueling boom systems
- Remove or install components of air refueling boom systems
- Operationally check air refueling boom fuel systems
- Inspect air refueling boom hydraulic systems
- Inspect air refueling boom hoist systems
- Inspect air refueling boom signal systems
- Inspect air refueling boom control systems
- Inspect air refueling boom stowage latch control systems
- Inspect air refueling boom indicating systems
- Inspect air refueling boom fuel systems
- Inspect air refueling drogue systems

Sixty-three percent of these airmen are AD, 32 percent ANG, and 5 percent AFRC. Fifty-four percent hold the 5-skill level and 32 percent the 3-skill level. The predominant paygrades are E-4 and E-5 with an average 5 years in the career ladder. Forty-three percent of these job incumbents report they supervise others. Fifty-eight percent of the AD members are in their first enlistment.

VIII. BOMBER FLIGHTLINE JOB (ST238). The 28 airmen forming this job (1 percent of the survey sample) are assigned to units maintaining B-1, B-2, and B52 aircraft. The distinguishing factor of this group is the amount of time spent performing the tasks associated with Hydraulic or Pneumatic Power Systems of Duty B. This group spends an average 16 percent of their time, the second highest of any job, performing these tasks. They perform an average of 87 tasks. Distinct tasks performed include:

- Remove or install components of hydraulic power systems
- Operationally check hydraulic power systems
- Bleed hydraulic systems or components
- Open or close CAMS
- Access core automated maintenance system (CAMS) menus and data screens
- Remove or install components of hydraulic pressure-indicating systems
- Install locking devices, such as safety wire or cotter pins
- Inventory composite tool kits (CTKs)
- Clear or close out completed aircraft maintenance discrepancies in CAMS
- Remove or install tube assemblies
- Operationally check landing gear normal extension or retraction systems

The predominant paygrade in this job is E-4. Their average time in service is just over 4 1/2 years with an average time in the career field of just under 4 years. All job incumbents are AD. Sixty-eight percent of these respondents hold the 5-skill level and only 3 percent hold the 7-skill level. Three-skill level personnel account for 29 percent of this job with 61 percent of reporting they are in their first-enlistment. All of these members report they are assigned to units within the United States.

IX. INSPECTION DOCK JOB (ST222). The nine airmen forming this job (1 percent of the survey sample) report working most of their time in inspection docks. Their distribution of time spent is well distributed across the various duties (Table 3). They spend 27 percent of their time performing the Flight Control and Landing Gear tasks of Duties C and D, and another 16 percent of their time performing the Maintenance Management tasks of Duty I. They average 112 tasks, the second highest of any job identified indicating their diversity. Typical tasks performed by these airmen are:

- Access core automated maintenance system (CAMS) menus and data screens
- Bleed hydraulic systems or components
- Input serially controlled item data
- Remove or install components of hydraulic power systems
- Operationally check hydraulic power systems
- Operationally check landing gear normal extension or retraction systems
- Connect or disconnect portable hydraulic test stands to or from aircraft

- Operationally check speed brake systems
- Inventory composite tool kits (CTKs)
- Fabricate rubber hose assemblies
- Inspect ground service connections
- Clear or close out completed aircraft maintenance discrepancies in CAMS
- Inspect hydraulic power systems

Forty-four percent of these job incumbents are AD and 56 percent are ANG. The predominant paygrades are E-5 and E-6 with none of them in their first enlistment and 33 percent reporting supervising others. The AD members average just over 10 years in the career ladder and 10 1/2 years in the service. Sixty-seven percent of these members hold the 7-skill level and 33 percent the 5-skill level. All members are assigned to units within the United States.

X. AIRCRAFT GENERAL JOB (ST126). Comprising another 1 percent of the survey sample, these 18 airmen perform the tasks associated with aircraft generation. Although this is not a job normally associated with the hydraulic specialty, it is important to note how members of the career ladder are being utilized in the field. This job, along with the Crew Chief job identified earlier in this report, provide a snapshot of true personnel utilization within the career ladder. Twenty-four percent of their time is spent performing the General Aircraft or Cross Utilization Training (CUT) tasks of Duty H (Table 3). These job incumbents average a low 48 tasks, reflecting their specialization in non-technical 3-skill level type jobs. Representative tasks performed by this job include:

- Walk wings or tails during aircraft towing operations
- Install locking devices, such as safety wire or cotter pins
- Connect or disconnect aerospace ground equipment (AGE)
- Wash aircraft
- Inventory composite tool kits (CTKs)
- Bleed hydraulic systems or components
- Remove or install hydraulic hose assemblies
- Jack or level aircraft
- Service aircraft hydraulic systems
- Launch or recover aircraft
- Remove or install aircraft doors or panels
- Connect or disconnect portable hydraulic test stands to or from aircraft

Sixty-seven percent of these airmen hold the 3-skill level and 33 percent the 5-skill level. All of these job incumbents are AD with ninety-five percent in their first enlistment. They average 2 years in the career ladder with a predominant paygrade of E-2. Eighty-nine percent of these airmen are assigned to units within the United States.

XI. JOB CONTROLLER JOB (ST381). The six members of this job perform the tasks associated with Job Control. As reflected in Table 3, these job incumbents spend 58 percent of their time performing the tasks associated with the Maintenance Management activities of Duty I, the highest of any other job. They average 78 tasks and spend only 1 percent of their time performing the Management and Supervisory tasks of Duty K, indicating they are not supervisors but perform the job dispatch and completion tasks as represented below:

- Open or close CAMS
- Schedule or reschedule aircraft maintenance discrepancies
- Perform CAMS inquiries for training status
- Access core automated maintenance system (CAMS) menus and data screens
- Clear or close out completed aircraft maintenance discrepancies in CAMS
- Perform CAMS inquiries for uncompleted maintenance events
- Perform CAMS inquiries for scheduled aircraft discrepancies
- Defer maintenance discrepancies in CAMS
- Change CAMS workcenter event narratives
- Change CAMS job standard narratives
- Change CAMS work unit codes
- Create aircraft or support equipment maintenance discrepancies in CAMS
- Verify accuracy of daily inputs in CAMS
- Change CAMS errors noted during daily verification process

Eighty-three percent of these job incumbents are AD with 67 percent holding the 5-skill level. The predominant paygrade is E-4 averaging 4 years in the service.

XII. WHEEL AND TIRE JOB (ST183). Comprising 1 percent of the survey sample, these 21 airmen are performing the wheel and tire job normally done by crew chiefs. Although there are no specific wheel and tire tasks within the inventory, this group broke out as a specific job with tasks such as those listed below. There were several write-in comments by these individuals expressing their dissatisfaction with the wheel and tire job after completing hydraulic training. Forty-eight percent of their time is spent performing the tasks associated with Hydraulic In-Shop maintenance activities and 23 percent performing General and Supply Equipment activities (Table 3). All of these members report Wheel and Tire as their job title. These job incumbents perform an average of only 22 tasks which indicates the narrow focus of their job. Representative tasks include:

- Bench check or repair brake assemblies
- Fabricate rubber hose assemblies
- Fabricate teflon hose assemblies
- Maintain Hydraulic test stands

- Bench check or repair accumulators
- Inventory composite tool kits (CTKs)
- Open or close CAMS
- Access core automated maintenance system (CAMS) menus and data screens
- Bench check or repair aircraft reservoirs
- Inventory equipment, tools, parts, or supplies

Sixty-seven percent of these members hold a 3-skill level and all are AD. The average time in the career ladder is 27 months, with an average 31 months in service. The predominant paygrade of this jobs E-2. Furthermore, 62 percent of these members report they are assigned within the United States.

XIII. IN-SHOP MAINTENANCE CLUSTER (ST098). The 163 airmen performing this job (7 percent of the survey sample) represent hydraulic systems personnel who perform in-shop maintenance tasks. Forty percent of their time is dedicated to the Hydraulic In-Shop Maintenance tasks of Duty E and 17 percent to the Maintenance Management activities of Duty I (Table 3). Specific jobs within this cluster were identified which separates the cluster into active duty, reserve forces and supervisory/technical areas. The In-Shop Reserve Forces job spend 27 percent of their time on the In-Shop tasks of Duty E compared to the 28 percent for the In-Shop Active Duty job. The Reserve Forces report a higher percentage of their time performing the Hydraulic Subsystem activities of Duty A. This indicates that the Active Duty job is more dedicated to strictly in-shop maintenance than their Reserve Forces counterparts. Members of this cluster perform an average of 67 tasks which include:

- Bench check or repair brake assemblies
- Fabricate rubber hose assemblies
- Bench check or repair accumulators
- Fabricate teflon hose assemblies
- Inventory composite tool kits (CTKs)
- Clean, inspect, or lubricate hose fabrication equipment
- Bench check or repair hydraulic actuating cylinders
- Maintain Hydraulic test stands
- Bench check or repair hydraulic swivel assemblies
- Maintain CTKs
- Bench check or repair shock struts
- Bench check or repair aircraft reservoirs

Sixty-three percent of these job incumbents hold the 5-skill level and 30 percent the 3-skill level. The predominant paygrade is E-4 with 24 percent reporting they supervise others. Fifty-five percent report they are in their first enlistment. Of the AD members of this cluster,

they average 50 months in the career ladder and 56 months in the service. Seventy-one percent are assigned to units within the United States.

XIV. MANAGEMENT CLUSTER (ST045). The 209 airmen forming this job (9 percent of the survey sample) represent the senior members of the career ladder. This cluster is typical of all career ladders and reflects the management and supervisory tasks performed by these members. They spend 47 percent of their time performing the Management and Supervisory tasks of Duty K and another 37 percent performing other non technical tasks of Duties I, J, L and M (Table 3). Several independent jobs were identified within this cluster and were distinguished by the amount of time spent within duties. Job titles identified include Element/Section Chief, Quality Assurance, Production Superintendent, and Logistics Staff member. They perform an average 97 tasks which include:

- Supervise military personnel
- Evaluate personnel for compliance with performance standards
- Determine or establish work assignments or priorities
- Conduct supervisory performance feedback sessions
- Counsel subordinates concerning personal matters
- Assign personnel to work areas or duty positions
- Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- Conduct safety inspections of equipment or facilities
- Write performance reports or supervisory appraisals
- Establish performance standards for subordinates
- Conduct self-inspections or self-assessments
- Schedule work assignments or priorities
- Write recommendations for awards or decorations

The predominant paygrade of this cluster is E-7 with an average of just over 13 years in the career ladder. Ninety-one percent are AD, 7 percent AFRC, and only 2 percent ANG. Eighty-two percent of these respondents hold the 7-skill level and 18 percent hold the 5-skill level. Not surprisingly, 92 percent of these job incumbents are supervisors. Seventy-eight percent of these members report they are assigned to units within the United States.

XV. TRAINING CLUSTER (ST063). The 29 airmen forming this job (1 percent of the survey sample) are distinguished by spending 41 percent of their time on Training Activities of Duty L (Table 3). Although the respondents forming this job are identified by the time spent on training activities, they also perform a large amount of their time performing the hydraulic tasks they are teaching. The two jobs of this cluster are Maintenance Training Instructor and

Technical Instructor and are separated by the amount of time spent performing technical tasks versus the training tasks of Duty L. They average performing only 58 tasks such as:

- Personalize lesson plans
- Develop training materials or aids
- Administer or score tests
- Conduct formal course classroom training
- Evaluate progress of trainees
- Write test questions
- Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)
- Develop performance tests
- Maintain technical orders (TOs)
- Establish or maintain study reference files
- Inspect training materials or aids for operation or suitability

Ninety-seven percent of these job incumbents are AD. The predominant paygrade is E-5 with an average 11 1/2 years in the career ladder for the active duty job incumbents. Sixty-nine percent hold the 7-skill level and 31 percent the 5-skill level.

XVI. EQUIPMENT SUPPORT JOB (ST171). Comprising another 1 percent of the survey sample, these 14 airmen perform the tasks associated with storing and maintaining equipment and supplies. These airmen devote 69 percent of their time performing the General Supply and Equipment tasks of Duty J (Table 3), by far the most time spent in this duty area of any job identified. They average a very low 21 tasks performed, indicating the focus of this job on equipment and supply duties. Representative tasks performed by this job include:

- Inventory composite tool kits (CTKs)
- Evaluate serviceability of equipment, tools, parts, or supplies
- Maintain CTKs
- Inventory equipment, tools, parts, or supplies
- Store equipment, tools, parts, or supplies
- Issue or log turn-ins of equipment, tools, parts, or supplies
- Pick up or deliver equipment, tools, parts, or supplies
- Maintain benchstock parts or equipment levels
- Prepare documentation to turn in excess or surplus property
- Maintain documentation for inspections
- Identify and report equipment or supply problems
- Coordinate supply-related matters with appropriate agencies
- Research data for supply requisitions

Ninety-three percent of these job incumbents are AD averaging almost 8 years in the service with 31 percent in their first enlistment. Seventy-nine percent of these airmen hold the 5-skill level and 14 percent hold the 7-skill level with the predominant paygrade being E-4. Eighty-six percent are assigned to units within the United States.

XVII. EXPEDITER JOB (ST187). The 11 members of this job perform the tasks associated with the directing of flightline personnel performing hydraulic maintenance. Their average of only 19 tasks performed is the lowest of any job identified and indicates their specialization with directing and controlling flightline operations. They spend 68 percent of their time performing the Management and Supervisory tasks of Duty K, the highest of any other job. Typical of the tasks performed include:

- Determine or establish work assignments or priorities
- Supervise military personnel
- Counsel subordinates concerning personal matters
- Conduct supervisory performance feedback sessions
- Clear RED X conditions
- Schedule work assignments or priorities
- Direct flightline Hydraulic repair operations
- Write performance reports or supervisory appraisals
- Initiate actions required due to substandard performance of personnel
- Indorse performance reports or supervisory appraisals
- Perform in-progress inspections (IPIs)
- Assign personnel to work areas or duty positions
- Pick up or deliver equipment, tools, parts, or supplies
- Transport test equipment or units to or from flightlines
- Tow AGE

All of these job incumbents are AD averaging 16 years in the service at the grade of E-7. Ninety-one percent hold the 7-skill level. Furthermore, only 9 percent are assigned to units overseas.

Comparison to Previous Study

Table 5 lists the jobs identified in this report and compares them to the jobs of the 1993 report. Eight of the 13 previous jobs matched to similar jobs in this report with the remaining 5 jobs not being identified. Of the current jobs identified, 9 new jobs emerged that dealt with a more specialized approach to hydraulic systems maintenance such as the Flight Control Systems, Landing Gear Systems, and Power Systems.

Three jobs identified in the current study relate to typical crew chief (DAFSC 2A3X3/2A5X1/2A5X2) duties. The Aircraft Crew Chief Job, Aircraft General Job, and Wheel and Tire Job consist mainly of crew chief tasks and were identified based on the high percentage of time these Hydraulic Systems personnel spend performing these tasks.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Flt Cont Systems Job (ST182) (N=76)	C-130 Entry Lvl Job (ST228) (N=6)	Acft Crew Chief Job (ST185) (N=24)	Landing Gear Sys Job (ST218) (N=15)	Power Systems Job (ST205) (N=39)	Hyd Techn Job (ST192) (N=1,285)
A PERFORMING HYDRAULIC SUBSYSTEMS ACTIVITIES	21	15	17	18	17	13
B PERFORMING HYDRAULIC OR PNEUMATIC POWER SYSTEMS ACTIVITIES	12	9	9	10	21	10
C PERFORMING FLIGHT CONTROL SYSTEMS ACTIVITIES	23	17	8	16	12	15
D PERFORMING LANDING GEAR SYSTEMS ACTIVITIES	15	10	9	31	18	13
E PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	1	1	*	8	9	7
F PERFORMING COMMON MAINTENANCE ACTIVITIES	4	3	4	5	6	4
G PERFORMING AIR REFUELING SYSTEMS ACTIVITIES	1	16	1	*	1	6
H PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	14	13	38	6	6	12
I PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4	4	2	1	3	6
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	7	3	2	4	4
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	2	5	*	1	6
L PERFORMING TRAINING ACTIVITIES	*	1	2	*	*	2
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	2	2	1	1	2

* less than 1 percent

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	In-Flt Refueling Job (ST155) (N=57)	Bomber Flt Line Job (ST238) (N=28)	Inspection Dock Job (ST222) (N=9)	Acft Gen Job (ST126) (N=18)	Job Control Job (ST381) (N=6)	Wheel & Tire Job (ST183) (N=21)
A PERFORMING HYDRAULIC SUBSYSTEMS ACTIVITIES	11	14	8	13	6	1
B PERFORMING HYDRAULIC OR PNEUMATIC POWER SYSTEMS ACTIVITIES	9	16	8	7	5	*
C PERFORMING FLIGHT CONTROL SYSTEMS ACTIVITIES	10	12	13	8	3	*
D PERFORMING LANDING GEAR SYSTEMS ACTIVITIES	6	9	14	6	2	1
E PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	15	*	9	*	5	48
F PERFORMING COMMON MAINTENANCE ACTIVITIES	7	6	6	7	2	5
G PERFORMING AIR REFUELING SYSTEMS ACTIVITIES	27	4	1	7	2	*
H PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	3	10	3	24	8	0
I PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	2	17	16	15	58	17
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	6	7	10	5	23
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	3	7	1	1	1
L PERFORMING TRAINING ACTIVITIES	1	1	2	0	1	1
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2	1	6	1	2	1

* less than 1 percent

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	In-Shop		Mgmt		Training		Equip		Expediter
	Maint	Cluster	Cluster	(ST045)	Cluster	(ST063)	Support	Job	
	(ST098)	(N=163)	(N=209)	(N=14)	(N=29)	(N=14)	(ST171)	(ST187)	
A	6	1	7	*	0				
B	2	1	5	1	0				
C	2	1	9	1	0				
D	3	1	6	2	0				
E	40	8	1	*	1				
F	6	2	1	1	0				
G	1	*	7	0	0				
H	1	1	1	1	6				
I	17	10	1	5	2				
J	12	9	4	69	10				
K	6	47	7	12	68				
L	1	10	41	*	2				
M	3	8	10	7	11				

* less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Flt Cont Systems Job (ST182)	C-130 Entry Lvl Job (ST228)	Acft Crew Chief Job (ST185)	Landing Gear Sys Job (ST218)	Power Systems Job (ST205)	Hyd Techn Job (ST192)
NUMBER IN GROUP	76	6	24	15	39	1,285
PERCENT OF SAMPLE	3	1	1	1	2	58
PERCENT IN CONUS	93	83	83	100	95	88
DAFSC DISTRIBUTION:						
2A635	61	100	29	13	8	11
2A655	32	0	29	60	82	52
2A675	8	0	42	27	10	37
COMPONENT STATUS:						
ACTIVE DUTY	89	100	87	33	10	66
AIR NATIONAL GUARD	4	0	0	47	87	20
AIR FORCE RESERVE	9	0	13	20	3	13
PREDOMINANT GRADE(S)						
AVERAGE MONTHS IN CAREER FIELD *	E-2 - E-4	E-2	E-5 - E-6	E-4 - E-5	E-5	E-4 - E-5
AVERAGE MONTHS IN SERVICE *	31	9	91	43	31	82
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	37	12	103	55	33	90
PERCENT SUPERVISING	76%	100%	44%	80%	75%	29%
AVERAGE NUMBER OF TASKS PERFORMED	11	0	33	27	10	47
	64	99	82	100	82	171

* Active Duty Only

TABLE 4 (CONTINUED)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	In-Flt Refueling Job (ST155)	Bomber Flt Line Job (ST238)	Inspection Dock Job (ST222)	Acft Gen Job (ST126)	Job Control Job (ST381)	Wheel & Tire Job (ST183)
NUMBER IN GROUP	57	28	9	18	6	21
PERCENT OF SAMPLE	3	1	1	1	1	1
PERCENT IN CONUS	88	100	100	89	50	62
DAFSC DISTRIBUTION:						
2A635	32	29	0	67	33	67
2A655	54	68	33	33	67	33
2A675	14	3	67	0	0	0
COMPONENT STATUS:						
ACTIVE DUTY	63	100	44	100	83	100
AIR NATIONAL GUARD	32	0	56	0	0	0
AIR FORCE RESERVE	5	0	0	0	17	0
PREDOMINANT GRADE(S)						
	E-4 - E-5	E-4	E-5 - E-6	E-2	E-4	E-2
AVERAGE MONTHS IN CAREER FIELD *	62	46	124	24	44	27
AVERAGE MONTHS IN SERVICE *	64	56	126	25	48	31
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	58%	61%	0%	95%	40%	72%
PERCENT SUPERVISING	43	18	33	0	0	5
AVERAGE NUMBER OF TASKS PERFORMED	95	87	112	48	78	22

* Active Duty Only

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	In-Shop Maint Cluster (ST098)	Mgmt Cluster (ST045)	Training Cluster (ST063)	Equip Support Job (ST171)	Expediter Job (ST187)
NUMBER IN GROUP	163	209	29	14	11
PERCENT OF SAMPLE	7	9	1	1	1
PERCENT IN CONUS	71	78	97	86	91
DAFSC DISTRIBUTION:					
2A635	30	0	0	7	0
2A655	63	18	31	79	9
2A675	7	82	69	14	91
COMPONENT STATUS:					
ACTIVE DUTY	92	91	97	93	100
AIR NATIONAL GUARD	4	2	0	7	0
AIR FORCE RESERVE	4	7	3	0	0
PREDOMINANT GRADE(S)					
AVERAGE MONTHS IN CAREER FIELD *	E-4	E-7	E-5	E-4	E-7
AVERAGE MONTHS IN SERVICE *	50	158	138	88	165
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	56	178	145	94	192
PERCENT SUPERVISING	55%	0%	0%	31%	0%
AVERAGE NUMBER OF TASKS PERFORMED	24	92	17	21	82
	67	97	58	21	19

* Active Duty Only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1993 SURVEYS

CURRENT SURVEY (N=2,214)	1993 SURVEY (N=2,032)
FLIGHT CONTROL SYSTEMS JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
C-130 ENTRY LEVEL JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
AIRCRAFT CREW CHIEF JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
LANDING GEAR SYSTEMS JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
POWER SYSTEMS JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
HYDRAULIC TECHNICIAN JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
IN-FLIGHT REFUELING JOB	PNEUDRAULICS REPAIR CLUSTER
BOMBER FLIGHTLINE JOB	AIR REFUELING SYSTEMS MAINTENANCE
INSPECTION DOCK JOB	B-1B FLIGHTLINE REPAIR
AIRCRAFT GENERAL JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
JOB CONTROLLER JOB	CUT
WHEEL AND TIRE JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
IN-SHOP MAINTENANCE JOB	<i>NO SIMILAR JOB IDENTIFIED</i>
MANAGEMENT CLUSTER	IN-SHOP PNEUDRAULIC REPAIR
TRAINING CLUSTER	MANAGEMENT
EQUIPMENT SUPPORT JOB	FTD TRAINERS
EXPEDITER JOB	SUPPLY
<i>NO SIMILAR JOB IDENTIFIED</i>	<i>NO SIMILAR JOB IDENTIFIED</i>
<i>NO SIMILAR JOB IDENTIFIED</i>	C-141 IN-SHOP PNEUDRAULICS
<i>NO SIMILAR JOB IDENTIFIED</i>	CAMS
<i>NO SIMILAR JOB IDENTIFIED</i>	AIR REFUELING INSTRUCTOR JOB
<i>NO SIMILAR JOB IDENTIFIED</i>	IN-SHOP PNEUDRAULICS CHIEF
<i>NO SIMILAR JOB IDENTIFIED</i>	AERO REPAIR

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 (CFETP), 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 Tables 6-8, while Tables 9-11 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. These tables reflect the distribution of AD, ANG, and AFRC egress personnel. A typical pattern of progression is noted within the AFSC 2A6X5 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level, higher percentages work in the supervisory jobs, but many personnel still spend some time performing technical tasks.

Skill-Level Descriptions

DAFSC 2A635 Representing 16 percent of the survey sample, these 363 active duty airmen perform an average of 85 tasks. Thirty-eight percent of this group work in the Hydraulic Technician job (Table 6), with 14 percent performing in the In-Shop Maintenance job and 13 percent in the Flight Control Systems job.

Table 9 reflects the percent time spent on duties by DAFSC 2A635 personnel. At the 3-skill level, their time is well distributed among the technical tasks of duties A-H. Representative tasks performed by these members are listed in Table 12.

DAFSC 2A655 The 1,060 members of this group account for 48 percent of the survey sample and represent the core of the career ladder. Sixty-three percent work in the Hydraulic Technician job and 10 percent in the In-Shop Maintenance job (Table 7). This table also reflects the differences in the job distribution between the Active and Reserve Forces. The AD employs a higher percentage of the 5-skill levels in the In-Shop Maintenance job than the Reserve Forces, while the ANG solely represents the Power Systems job.

Table 10 provides a comparison of the present time spent on duties for the Active and Reserve Forces at the 5-skill level. As this table reflects, there are few differences in where the 5-skill levels spend their time with exception of the ANG, who spends much less time performing General Aircraft Maintenance tasks than either the AD or AFRC.

Tables 13-16 list representative tasks performed by these DAFSC 2A655 personnel. Table 17 reflects those tasks which best differentiate the 5-skill levels from the 3-skill levels.

DAFSC 2A675 These 787 members perform an average 151 tasks and represent 36 percent of the survey sample. Table 8 shows the highest percentage of members are in the Hydraulic Technician job and a high active duty percentage in the Management Cluster. This table depicts the huge difference in the way the Reserve Forces employ their 7-skill level personnel in technical tasks versus their active duty counterparts.

Table 11 reflects the percent time spent on duties by DAFSC 2A675 members. The main differences reflected by this table are the amount of time spent on Management and Supervisory tasks by the AD personnel compared to the technical tasks of the Reserve Forces 7-skill level personnel. Representative tasks are reflected in Tables 18-21 for 7-skill level personnel. Table 22 reflects tasks which best differentiate between the 7- and 5-skill levels.

Summary

Progression in the hydraulic career ladder follows a regular pattern of highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen in performing primarily the core job of the hydraulic systems at the 3- and 5-skill levels., with some broadening into supervisory functions at the 5-skill level. Craftsmen at the 7-skill level are beginning to shift to supervisory jobs, but a good deal of their job time is still spent in the technical arena. Air National Guard and Air Force Reserve 7-skill level personnel spend a much higher percentage of their time performing technical tasks versus supervisory tasks than their Active Duty counterparts.

TABLE 6

DISTRIBUTION OF 3-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>		ACTIVE 2A635 (N=363)
I.	FLIGHT CONTROL SYSTEMS JOB	13
II.	C-130 ENTRY LEVEL JOB	2
III.	AIRCRAFT CREW CHIEF JOB	2
IV.	LANDING GEAR SYSTEMS JOB	1
V.	POWER SYSTEMS JOB	1
VI.	HYDRAULIC TECHNICIAN JOB	38
VII.	IN-FLIGHT REFUELING JOB	5
VIII.	BOMBER FLIGHTLINE JOB	2
IX.	INSPECTION DOCK JOB	0
X.	AIRCRAFT GENERAL JOB	3
XI.	JOB CONTROLLER JOB	1
XII.	WHEEL AND TIRE JOB	4
XIII.	IN-SHOP MAINTENANCE JOB	14
XIV.	MANAGEMENT CLUSTER	0
XV.	TRAINING CLUSTER	0
XVI.	EQUIPMENT SUPPORT JOB	1
XVII.	EXPEDITER JOB	0
	NOT GROUPED	13

TABLE 7

DISTRIBUTION OF 5-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2A655 (N=1,060)	ACTIVE 2A655 (N=769)	ANG 2A655 (N=196)	AFRC 2A655 (N=95)
I. FLIGHT CONTROL SYSTEMS JOB	2	2	2	6
II. C-130 ENTRY LEVEL JOB	0	0	0	0
III. AIRCRAFT CREW CHIEF JOB	1	1	0	1
IV. LANDING GEAR SYSTEMS JOB	1	*	3	1
V. POWER SYSTEMS JOB	3	*	15	1
VI. HYDRAULIC TECHNICIAN JOB	63	64	55	67
VII. IN-FLIGHT REFUELING JOB	3	2	8	2
VIII. BOMBER FLIGHTLINE JOB	2	3	0	0
IX. INSPECTION DOCK JOB	*	*	*	0
X. AIRCRAFT GENERAL JOB	1	1	0	0
XI. JOB CONTROLLER JOB	*	*	0	1
XII. WHEEL AND TIRE JOB	1	1	0	0
XIII. IN-SHOP MAINTENANCE JOB	10	12	3	3
XIV. MANAGEMENT CLUSTER	4	5	0	1
XV. TRAINING CLUSTER	1	1	0	0
XVI. EQUIPMENT SUPPORT JOB	1	1	1	0
XVII. EXPEDITER JOB	0	0	0	0
NOT GROUPED	7	7	13	17

* less than 1 percent

TABLE 8

DISTRIBUTION OF 7-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	TOTAL 2A675 (N=787)	ACTIVE 2A675 (N=488)	ANG 2A675 (N=170)	AFRC 2A675 (N=129)
I. FLIGHT CONTROL SYSTEMS JOB	1	1	0	1
II. C-130 ENTRY LEVEL JOB	0	0	0	0
III. AIRCRAFT CREW CHIEF JOB	1	2	0	2
IV. LANDING GEAR SYSTEMS JOB	1	*	1	2
V. POWER SYSTEMS JOB	1	0	2	0
VI. HYDRAULIC TECHNICIAN JOB	61	47	87	76
VII. IN-FLIGHT REFUELING JOB	1	1	1	1
VIII. BOMBER FLIGHTLINE JOB	*	*	0	0
IX. INSPECTION DOCK JOB	1	1	*	0
X. AIRCRAFT GENERAL JOB	0	0	0	0
XI. JOB CONTROLLER JOB	0	0	0	0
XII. WHEEL AND TIRE JOB	0	0	0	0
XIII. IN-SHOP MAINTENANCE JOB	1	1	1	2
XIV. MANAGEMENT CLUSTER	22	32	2	11
XV. TRAINING CLUSTER	3	4	0	1
XVI. EQUIPMENT SUPPORT JOB	*	*	0	0
XVII. EXPEDITER JOB	1	2	0	0
NOT GROUPED	6	9	6	4

* less than 1 percent

TABLE 9

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

DUTIES	ACTIVE 2A635 (N=363)
A PERFORMING HYDRAULIC SUBSYSTEMS ACTIVITIES	14
B PERFORMING HYDRAULIC OR PNEUMATIC POWER SYSTEMS ACTIVITIES	9
C PERFORMING FLIGHT CONTROL SYSTEMS ACTIVITIES	15
D PERFORMING LANDING GEAR SYSTEMS ACTIVITIES	10
E PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	13
F PERFORMING COMMON MAINTENANCE ACTIVITIES	5
G PERFORMING AIR REFUELING SYSTEMS ACTIVITIES	6
H PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	11
I PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	8
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
L PERFORMING TRAINING ACTIVITIES	*
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1

* less than 1 percent

TABLE 10

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

DUTIES	TOTAL 2A655 (N=1,060)	ACTIVE 2A655 (N=769)	ANG 2A655 (N=196)	AFRC 2A655 (N=95)
A PERFORMING HYDRAULIC SUBSYSTEMS ACTIVITIES	13	11	15	17
B PERFORMING HYDRAULIC OR PNEUMATIC POWER SYSTEMS ACTIVITIES	9	8	13	11
C PERFORMING FLIGHT CONTROL SYSTEMS ACTIVITIES	13	13	12	15
D PERFORMING LANDING GEAR SYSTEMS ACTIVITIES	11	10	14	13
E PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	11	10	17	9
F PERFORMING COMMON MAINTENANCE ACTIVITIES	5	4	5	5
G PERFORMING AIR REFUELING SYSTEMS ACTIVITIES	5	5	6	5
H PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	10	11	5	10
I PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	8	9	5	4
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6	7	5	5
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	6	2	3
L PERFORMING TRAINING ACTIVITIES	2	3	*	1
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2	3	1	2

* less than 1 percent

TABLE 11

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

DUTIES	TOTAL 2A675 (N=787)	ACTIVE 2A675 (N=488)	ANG 2A675 (N=170)	AFRC 2A675 (N=129)
A PERFORMING HYDRAULIC SUBSYSTEMS ACTIVITIES	8	7	9	12
B PERFORMING HYDRAULIC OR PNEUMATIC POWER SYSTEMS ACTIVITIES	7	5	9	9
C PERFORMING FLIGHT CONTROL SYSTEMS ACTIVITIES	10	8	11	15
D PERFORMING LANDING GEAR SYSTEMS ACTIVITIES	9	7	12	12
E PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	7	3	14	9
F PERFORMING COMMON MAINTENANCE ACTIVITIES	3	3	4	4
G PERFORMING AIR REFUELING SYSTEMS ACTIVITIES	4	4	5	5
H PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	7	8	5	8
I PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	7	7	8	4
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6	6	6	4
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	21	28	10	12
L PERFORMING TRAINING ACTIVITIES	6	7	3	3
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	5	6	4	3

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A635 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=363)
A0020	Bleed hydraulic systems or components	77
F0362	Install locking devices, such as safety wire or cotter pins	68
B0131	Remove or install components of hydraulic power systems	66
B0135	Service aircraft hydraulic systems	66
A0068	Remove or install components of auxiliary hydraulic systems	63
A0088	Remove or install hydraulic hose assemblies	62
A0044	Operationally check auxiliary hydraulic systems	62
C0185	Operationally check rudder systems	61
B0126	Operationally check hydraulic power systems	60
A0091	Service aircraft accumulators	58
J0534	Inventory composite tool kits (CTKs)	57
C0202	Remove or install components of rudder systems	57
H0498	Walk wings or tails during aircraft towing operations	56
H0429	Connect or disconnect aerospace ground equipment (AGE)	55
A0069	Remove or install components of cargo door or ramp systems	55
A0095	Troubleshoot auxiliary hydraulic systems	55
A0089	Remove or install tube assemblies	54
I0500	Access core automated maintenance system (CAMS) menus and data screens	53
B0137	Troubleshoot hydraulic power systems	53
A0022	Inspect auxiliary hydraulic systems	52
B0120	Inspect hydraulic power systems	52
B0124	Operationally check emergency hydraulic systems	51
A0056	Operationally check hydraulic cargo door or ramp systems	50
B0132	Remove or install components of hydraulic pressure-indicating systems	49
C0176	Operationally check aileron systems	48
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	47
I0516	Open or close CAMS	46
C0195	Remove or install components of aileron systems	46
H0435	Jack or level aircraft	46
A0033	Inspect hydraulic cargo door or ramp systems	46
F0373	Use sealing or corrosion preventative compounds	44
H0436	Launch or recover aircraft	41
J0535	Inventory equipment, tools, parts, or supplies	39
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	39
I0517	Perform CAMS inquiries for scheduled aircraft discrepancies	34
E0332	Fabricate rubber hose assemblies	33
E0284	Bench check or repair brake assemblies	31
E0333	Fabricate teflon hose assemblies	31
J0541	Pick up or deliver equipment, tools, parts, or supplies	31
J0530	Evaluate serviceability of equipment, tools, parts, or supplies	30
E0279	Bench check or repair accumulators	27
J0538	Maintain CTKs	26

* Average Number of Tasks Performed - 85

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY ALL 2A655 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=1,060)
A0020	Bleed hydraulic systems or components	83
F0362	Install locking devices, such as safety wire or cotter pins	76
B0131	Remove or install components of hydraulic power systems	76
B0135	Service aircraft hydraulic systems	75
A0088	Remove or install hydraulic hose assemblies	74
B0126	Operationally check hydraulic power systems	72
A0091	Service aircraft accumulators	71
B0137	Troubleshoot hydraulic power systems	71
B0120	Inspect hydraulic power systems	69
C0185	Operationally check rudder systems	69
J0534	Inventory composite tool kits (CTKs)	67
A0089	Remove or install tube assemblies	67
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	65
D0248	Operationally check wheel brake systems	65
D0256	Remove or install components of wheel brake systems	65
C0202	Remove or install components of rudder systems	65
D0253	Remove or install components of landing gear extension or retraction systems	65
A0044	Operationally check auxiliary hydraulic systems	64
A0068	Remove or install components of auxiliary hydraulic systems	64
D0241	Inspect wheel brake system components	64
A0095	Troubleshoot auxiliary hydraulic systems	64
D0255	Remove or install components of nose wheel steering systems	64
H0429	Connect or disconnect aerospace ground equipment (AGE)	63
D0240	Inspect shock struts	63
D0258	Repack aircraft shock struts	63
D0268	Troubleshoot wheel brake systems	63
I0500	Access core automated maintenance system (CAMS) menus and data screens	62
B0136	Troubleshoot hydraulic indicating systems	62
D0259	Service aircraft shock struts	62
D0246	Operationally check landing gear normal extension or retraction systems	62
B0132	Remove or install components of hydraulic pressure-indicating systems	61
B0127	Operationally check hydraulic pressure-indicating systems	60
B0121	Inspect hydraulic pressure-indicating systems	60
D0239	Inspect nose wheel steering systems	60
D0247	Operationally check nose wheel steering systems	60
C0220	Troubleshoot rudder systems	60
A0022	Inspect auxiliary hydraulic systems	59
D0236	Inspect landing gear extension or retraction system components	59
B0124	Operationally check emergency hydraulic systems	58
H0498	Walk wings or tails during aircraft towing operations	57
F0373	Use sealing or corrosion preventative compounds	57
J0535	Inventory equipment, tools, parts, or supplies	56
I0516	Open or close CAMS	55
H0455	Position nonpowered or powered AGE	55

* Average Number of Tasks Performed - 127

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A655 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=769)
A0020	Bleed hydraulic systems or components	81
F0362	Install locking devices, such as safety wire or cotter pins	76
B0131	Remove or install components of hydraulic power systems	72
B0135	Service aircraft hydraulic systems	72
A0088	Remove or install hydraulic hose assemblies	69
B0126	Operationally check hydraulic power systems	68
B0137	Troubleshoot hydraulic power systems	68
C0185	Operationally check rudder systems	68
A0091	Service aircraft accumulators	67
J0534	Inventory composite tool kits (CTKs)	65
B0120	Inspect hydraulic power systems	65
C0202	Remove or install components of rudder systems	65
I0500	Access core automated maintenance system (CAMS) menus and data screens	64
A0089	Remove or install tube assemblies	64
A0044	Operationally check auxiliary hydraulic systems	64
A0095	Troubleshoot auxiliary hydraulic systems	64
H0429	Connect or disconnect aerospace ground equipment (AGE)	63
D0253	Remove or install components of landing gear extension or retraction systems	63
A0068	Remove or install components of auxiliary hydraulic systems	62
D0248	Operationally check wheel brake systems	62
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	62
D0256	Remove or install components of wheel brake systems	62
D0255	Remove or install components of nose wheel steering systems	62
D0240	Inspect shock struts	61
D0258	Repack aircraft shock struts	61
D0246	Operationally check landing gear normal extension or retraction systems	61
D0268	Troubleshoot wheel brake systems	61
D0241	Inspect wheel brake system components	60
C0220	Troubleshoot rudder systems	60
H0498	Walk wings or tails during aircraft towing operations	59
B0132	Remove or install components of hydraulic pressure-indicating systems	59
B0136	Troubleshoot hydraulic indicating systems	59
D0259	Service aircraft shock struts	59
F0373	Use sealing or corrosion preventative compounds	58
D0247	Operationally check nose wheel steering systems	58
I0516	Open or close CAMS	57
A0022	Inspect auxiliary hydraulic systems	57
B0127	Operationally check hydraulic pressure-indicating systems	57
D0236	Inspect landing gear extension or retraction system components	57
D0239	Inspect nose wheel steering systems	57
D0267	Troubleshoot nose wheel steering systems	57
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	56
H0455	Position nonpowered or powered AGE	56

* Average Number of Tasks Performed - 125

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY ANG 2A655 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=196)
A0020	Bleed hydraulic systems or components	89
B0131	Remove or install components of hydraulic power systems	88
A0088	Remove or install hydraulic hose assemblies	86
E0284	Bench check or repair brake assemblies	85
B0135	Service aircraft hydraulic systems	85
A0091	Service aircraft accumulators	83
B0120	Inspect hydraulic power systems	81
B0126	Operationally check hydraulic power systems	81
E0279	Bench check or repair accumulators	79
B0137	Troubleshoot hydraulic power systems	79
E0332	Fabricate rubber hose assemblies	77
D0241	Inspect wheel brake system components	76
A0089	Remove or install tube assemblies	75
D0248	Operationally check wheel brake systems	75
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	73
F0362	Install locking devices, such as safety wire or cotter pins	72
D0255	Remove or install components of nose wheel steering systems	71
C0185	Operationally check rudder systems	71
D0256	Remove or install components of wheel brake systems	70
B0121	Inspect hydraulic pressure-indicating systems	70
J0534	Inventory composite tool kits (CTKs)	69
A0068	Remove or install components of auxiliary hydraulic systems	69
B0136	Troubleshoot hydraulic indicating systems	69
D0239	Inspect nose wheel steering systems	69
E0299	Bench check or repair hydraulic actuating cylinders	68
E0333	Fabricate teflon hose assemblies	68
D0253	Remove or install components of landing gear extension or retraction systems	67
D0258	Repack aircraft shock struts	67
D0268	Troubleshoot wheel brake systems	67
A0095	Troubleshoot auxiliary hydraulic systems	66
B0127	Operationally check hydraulic pressure-indicating systems	66
B0124	Operationally check emergency hydraulic systems	66
D0240	Inspect shock struts	65
D0246	Operationally check landing gear normal extension or retraction systems	65
B0132	Remove or install components of hydraulic pressure-indicating systems	65
D0259	Service aircraft shock struts	64
D0247	Operationally check nose wheel steering systems	64
A0022	Inspect auxiliary hydraulic systems	63
A0044	Operationally check auxiliary hydraulic systems	62
B0118	Dump pressurized hydraulic systems	62
C0202	Remove or install components of rudder systems	62
B0117	Drain nonpressurized hydraulic systems	62
E0330	Clean, inspect, or lubricate hose fabrication equipment	62

* Average Number of Tasks Performed - 124

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AFRC 2A655 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=95)
A0088	Remove or install hydraulic hose assemblies	86
A0020	Bleed hydraulic systems or components	85
B0131	Remove or install components of hydraulic power systems	84
B0135	Service aircraft hydraulic systems	84
F0362	Install locking devices, such as safety wire or cotter pins	82
A0091	Service aircraft accumulators	82
B0120	Inspect hydraulic power systems	81
B0126	Operationally check hydraulic power systems	80
B0137	Troubleshoot hydraulic power systems	79
D0256	Remove or install components of wheel brake systems	78
C0185	Operationally check rudder systems	77
J0534	Inventory composite tool kits (CTKs)	76
H0429	Connect or disconnect aerospace ground equipment (AGE)	76
D0259	Service aircraft shock struts	76
C0202	Remove or install components of rudder systems	76
A0069	Remove or install components of cargo door or ramp systems	75
C0195	Remove or install components of aileron systems	75
D0241	Inspect wheel brake system components	75
A0089	Remove or install tube assemblies	74
D0240	Inspect shock struts	74
D0236	Inspect landing gear extension or retraction system components	74
C0164	Inspect hydraulic components of wing flap systems	74
D0253	Remove or install components of landing gear extension or retraction systems	74
A0009	Adjust hydraulic components of cargo door or ramp systems	73
A0068	Remove or install components of auxiliary hydraulic systems	72
A0044	Operationally check auxiliary hydraulic systems	72
B0136	Troubleshoot hydraulic indicating systems	72
B0121	Inspect hydraulic pressure-indicating systems	72
D0255	Remove or install components of nose wheel steering systems	72
J0535	Inventory equipment, tools, parts, or supplies	71
H0455	Position nonpowered or powered AGE	71
B0127	Operationally check hydraulic pressure-indicating systems	71
D0248	Operationally check wheel brake systems	71
D0239	Inspect nose wheel steering systems	71
C0220	Troubleshoot rudder systems	71
C0176	Operationally check aileron systems	69
B0132	Remove or install components of hydraulic pressure-indicating systems	69
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	69
A0022	Inspect auxiliary hydraulic systems	68
D0268	Troubleshoot wheel brake systems	68
A0033	Inspect hydraulic cargo door or ramp systems	67
D0258	Repack aircraft shock struts	67
D0247	Operationally check nose wheel steering systems	67
D0246	Operationally check landing gear normal extension or retraction systems	67

* Average Number of Tasks Performed -146

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A635 AND 2A655 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A635 (N=363)	DAFSC 2A655 (N=769)	DIFF
L0641 Conduct OJT	6.34	51.63	-45.29
K0629 Supervise military personnel	1.38	32.25	-30.87
K0550 Attach or annotate equipment status labels or tags, such as danger tags, equipment condition tags, or component condition tags	10.74	40.96	-30.22
K0560 Counsel subordinates concerning personal matters	.55	29.52	-28.97
D0268 Troubleshoot wheel brake systems	33.06	61.25	-28.19
K0556 Conduct supervisory performance feedback sessions	1.10	26.92	-25.82
L0655 Maintain training records or files	6.06	31.86	-25.80
D0267 Troubleshoot nose wheel steering systems	33.33	57.48	-24.14
L0649 Evaluate personnel to determine training needs	.83	24.71	-23.88
K0565 Determine or establish work assignments or priorities	.83	24.71	-23.88
K0552 Complete materiel deficiency reports	3.58	27.44	-23.86
H0425 Assist in aircraft engine removals or installations	17.91	40.96	-23.06
D0264 Troubleshoot landing gear extension or retraction systems	33.06	55.27	-22.21
K0584 Establish performance standards for subordinates	1.10	23.15	-22.05
K0594 Evaluate personnel for compliance with performance standards	.55	22.50	-21.95
H0454 Perform thruflight inspections	9.64	31.34	-21.70
K0548 Assign personnel to work areas or duty positions	1.38	22.37	-20.99
I0518 Perform CAMS inquiries for training status	20.11	40.57	-20.46

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY ALL 2A675 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=787)
M0665	Clear RED X conditions	70
B0131	Remove or install components of hydraulic power systems	69
K0629	Supervise military personnel	68
J0534	Inventory composite tool kits (CTKs)	68
B0126	Operationally check hydraulic power systems	68
B0137	Troubleshoot hydraulic power systems	68
A0020	Bleed hydraulic systems or components	68
B0120	Inspect hydraulic power systems	67
B0135	Service aircraft hydraulic systems	67
F0362	Install locking devices, such as safety wire or cotter pins	66
A0088	Remove or install hydraulic hose assemblies	64
D0241	Inspect wheel brake system components	64
A0091	Service aircraft accumulators	64
C0185	Operationally check rudder systems	64
D0240	Inspect shock struts	63
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	63
D0239	Inspect nose wheel steering systems	63
B0136	Troubleshoot hydraulic indicating systems	62
D0248	Operationally check wheel brake systems	62
D0268	Troubleshoot wheel brake systems	62
L0641	Conduct OJT	60
D0256	Remove or install components of wheel brake systems	60
B0121	Inspect hydraulic pressure-indicating systems	60
B0132	Remove or install components of hydraulic pressure-indicating systems	60
D0258	Repack aircraft shock struts	60
D0247	Operationally check nose wheel steering systems	60
I0500	Access core automated maintenance system (CAMS) menus and data screens	59
A0089	Remove or install tube assemblies	59
A0044	Operationally check auxiliary hydraulic systems	59
A0095	Troubleshoot auxiliary hydraulic systems	59
B0127	Operationally check hydraulic pressure-indicating systems	59
H0429	Connect or disconnect aerospace ground equipment (AGE)	58
A0068	Remove or install components of auxiliary hydraulic systems	58
D0236	Inspect landing gear extension or retraction system components	58
D0259	Service aircraft shock struts	58
D0253	Remove or install components of landing gear extension or retraction systems	58
C0202	Remove or install components of rudder systems	58
D0246	Operationally check landing gear normal extension or retraction systems	58
K0560	Counsel subordinates concerning personal matters	57
J0530	Evaluate serviceability of equipment, tools, parts, or supplies	57
J0535	Inventory equipment, tools, parts, or supplies	57
K0550	Attach or annotate equipment status labels or tags, such as danger tags, equipment condition tags, or component condition tags	57
A0022	Inspect auxiliary hydraulic systems	57

* Average Number of Tasks Performed - 151

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A675 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=488)
K0629	Supervise military personnel	76
M0665	Clear RED X conditions	73
K0556	Conduct supervisory performance feedback sessions	72
K0560	Counsel subordinates concerning personal matters	69
K0594	Evaluate personnel for compliance with performance standards	66
K0632	Write performance reports or supervisory appraisals	62
K0634	Write recommendations for awards or decorations	62
J0534	Inventory composite tool kits (CTKs)	61
K0565	Determine or establish work assignments or priorities	60
L0655	Maintain training records or files	59
K0548	Assign personnel to work areas or duty positions	58
K0584	Establish performance standards for subordinates	58
L0641	Conduct OJT	58
K0550	Attach or annotate equipment status labels or tags, such as danger tags, equipment condition tags, or component condition tags	57
F0362	Install locking devices, such as safety wire or cotter pins	57
B0126	Operationally check hydraulic power systems	57
B0137	Troubleshoot hydraulic power systems	57
A0020	Bleed hydraulic systems or components	57
L0653	Evaluate progress of trainees	56
B0120	Inspect hydraulic power systems	56
B0131	Remove or install components of hydraulic power systems	56
M0690	Perform in-progress inspections (IPIs)	55
L0649	Evaluate personnel to determine training needs	55
B0135	Service aircraft hydraulic systems	55
K0626	Schedule work assignments or priorities	54
I0500	Access core automated maintenance system (CAMS) menus and data screens	54
K0558	Conduct supervisory orientations for newly assigned personnel	53
J0530	Evaluate serviceability of equipment, tools, parts, or supplies	52
A0095	Troubleshoot auxiliary hydraulic systems	52
C0185	Operationally check rudder systems	52
A0091	Service aircraft accumulators	52
J0527	Coordinate supply-related matters with appropriate agencies	51
A0088	Remove or install hydraulic hose assemblies	51
B0136	Troubleshoot hydraulic indicating systems	51
D0240	Inspect shock struts	51
A0044	Operationally check auxiliary hydraulic systems	50
D0241	Inspect wheel brake system components	50
K0614	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	49
K0571	Develop or establish work schedules	49
K0554	Conduct self-inspections or self-assessments	49
I0516	Open or close CAMS	49
J0535	Inventory equipment, tools, parts, or supplies	49

* Average Number of Tasks Performed -127

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY ANG 2A675 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=170)
B0131	Remove or install components of hydraulic power systems	92
B0126	Operationally check hydraulic power systems	92
B0137	Troubleshoot hydraulic power systems	91
E0279	Bench check or repair accumulators	91
D0239	Inspect nose wheel steering systems	91
B0120	Inspect hydraulic power systems	89
D0241	Inspect wheel brake system components	89
B0135	Service aircraft hydraulic systems	89
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	89
E0332	Fabricate rubber hose assemblies	89
D0255	Remove or install components of nose wheel steering systems	89
A0091	Service aircraft accumulators	89
D0247	Operationally check nose wheel steering systems	89
A0020	Bleed hydraulic systems or components	88
A0088	Remove or install hydraulic hose assemblies	88
D0248	Operationally check wheel brake systems	88
D0240	Inspect shock struts	88
D0258	Repack aircraft shock struts	87
D0246	Operationally check landing gear normal extension or retraction systems	87
J0534	Inventory composite tool kits (CTKs)	86
E0299	Bench check or repair hydraulic actuating cylinders	86
D0268	Troubleshoot wheel brake systems	86
D0267	Troubleshoot nose wheel steering systems	86
F0362	Install locking devices, such as safety wire or cotter pins	85
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	84
D0256	Remove or install components of wheel brake systems	84
C0185	Operationally check rudder systems	84
B0136	Troubleshoot hydraulic indicating systems	83
D0253	Remove or install components of landing gear extension or retraction systems	83
E0284	Bench check or repair brake assemblies	82
I0500	Access core automated maintenance system (CAMS) menus and data screens	82
C0202	Remove or install components of rudder systems	81
B0127	Operationally check hydraulic pressure-indicating systems	81
E0333	Fabricate teflon hose assemblies	81
B0132	Remove or install components of hydraulic pressure-indicating systems	81
A0089	Remove or install tube assemblies	80
E0308	Bench check or repair hydraulic swivel assemblies	80
I0516	Open or close CAMS	79
D0236	Inspect landing gear extension or retraction system components	79
D0231	Adjust components of nose wheel steering systems	79
J0538	Maintain CTKs	78
B0121	Inspect hydraulic pressure-indicating systems	78
J0535	Inventory equipment, tools, parts, or supplies	77
D0259	Service aircraft shock struts	77

* Average Number of Tasks Performed - 196

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY AFRC 2A675 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=129)
B0131	Remove or install components of hydraulic power systems	88
B0135	Service aircraft hydraulic systems	88
A0088	Remove or install hydraulic hose assemblies	85
A0020	Bleed hydraulic systems or components	82
B0126	Operationally check hydraulic power systems	81
B0120	Inspect hydraulic power systems	81
D0241	Inspect wheel brake system components	81
A0091	Service aircraft accumulators	81
C0185	Operationally check rudder systems	80
D0259	Service aircraft shock struts	80
B0137	Troubleshoot hydraulic power systems	79
D0239	Inspect nose wheel steering systems	79
D0256	Remove or install components of wheel brake systems	78
F0362	Install locking devices, such as safety wire or cotter pins	77
A0068	Remove or install components of auxiliary hydraulic systems	77
D0240	Inspect shock struts	77
B0132	Remove or install components of hydraulic pressure-indicating systems	77
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	77
D0236	Inspect landing gear extension or retraction system components	76
D0248	Operationally check wheel brake systems	76
B0124	Operationally check emergency hydraulic systems	76
A0033	Inspect hydraulic cargo door or ramp systems	75
B0136	Troubleshoot hydraulic indicating systems	75
D0258	Repack aircraft shock struts	75
C0202	Remove or install components of rudder systems	75
J0534	Inventory composite tool kits (CTKs)	74
A0044	Operationally check auxiliary hydraulic systems	74
A0069	Remove or install components of cargo door or ramp systems	74
B0121	Inspect hydraulic pressure-indicating systems	74
D0268	Troubleshoot wheel brake systems	74
D0253	Remove or install components of landing gear extension or retraction systems	74
B0127	Operationally check hydraulic pressure-indicating systems	72
D0255	Remove or install components of nose wheel steering systems	72
D0246	Operationally check landing gear normal extension or retraction systems	72
C0167	Inspect power rudder systems	71
A0022	Inspect auxiliary hydraulic systems	71
H0429	Connect or disconnect aerospace ground equipment (AGE)	71
A0095	Troubleshoot auxiliary hydraulic systems	71
C0164	Inspect hydraulic components of wing flap systems	71
D0247	Operationally check nose wheel steering systems	71
C0160	Inspect elevator hydraulic systems	70
C0195	Remove or install components of aileron systems	69
A0009	Adjust hydraulic components of cargo door or ramp systems	69
D0267	Troubleshoot nose wheel steering systems	69

* Average Number of Tasks Performed -179

TABLE 22

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A655 AND 2A675 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 2A655 (N=769)	DAFSC 2A675 (N=488)	DIFF
A0020	Bleed hydraulic systems or components	81.14	57.17	23.97
M0655	Clear Red X conditions	19.77	72.95	-53.18
K0634	Write recommendations for awards or decorations	14.95	61.68	-46.73
K0556	Conduct supervisory performance feedback sessions	26.92	71.52	-44.60
K0632	Write performance reports or supervisory appraisals	18.21	61.68	-43.47
K0629	Supervise military personnel	32.25	75.61	-43.37
K0594	Evaluate personnel for compliance with performance standards	22.50	65.78	-43.28
M0690	Perform in-progress inspections (IPIs)	14.95	55.33	-40.37
K0560	Counsel subordinates concerning personal matters	29.52	69.47	-39.95
K0624	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	6.50	46.11	-39.60
K0626	Schedule work assignments or priorities	17.17	53.69	-36.52
K0571	Develop or establish work schedules	13.13	49.39	-36.25
K0597	Evaluate work schedules	9.36	45.49	-36.13
K0558	Conduct supervisory orientations for newly assigned personnel	17.43	53.48	-36.06
K0548	Assign personnel to work areas or duty positions	22.37	58.20	-35.83
K0565	Determine or establish work assignments or priorities	24.71	60.25	-35.54
K0614	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	13.65	49.18	-35.53
K0584	Establish performance standards for subordinates	23.15	57.99	-34.84
K0595	Evaluate personnel for promotion, demotion, reclassification, or special awards	13.52	46.52	-32.99
K0553	Conduct general meetings, such as staff meetings, briefings, conferences or workshops	9.49	41.80	-32.31
K0604	Initiate actions required due to substandard performance of personnel	9.23	41.39	-32.16
K0607	Maintain counseling forms	9.49	41.60	-32.11
K0643	Determine training requirements	14.56	46.11	-31.54

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 558 members in their first enlistment (1-48 months TAFMS), representing 25 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Most of their duty time is spent on technical activities. Table 23 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first enlistment personnel spend 60 percent of their time performing the technical tasks of Duties A-E. First enlistment personnel are primarily employed in the Hydraulic Technician Job.

Table 24 lists representative tasks performed by first-enlistment personnel. Most involve removing or installing components, operationally checking systems, and bleeding or servicing systems. Table 25 displays the relative time spent on duties by Mission Ready Technicians (MRTs). MRT defines 1-18 months TAFMS as the first job with the tasks associated with the first job. Table 26 lists representative tasks performed by MRT personnel. Table 27 lists the percent time spent on duties by DAFSC 2A6X5 personnel in their conventional definition of first job, 1-24 months TAFMS. Table 28 lists the representative tasks performed by these first job personnel.

Table 29 reflects the type aircraft maintained by active duty first-job and first-enlistment respondents, while Table 30 lists the AGE equipment and Table 31 the special tools or equipment used or operated by 30 percent or more active duty first-enlistment airmen.

**DISTRIBUTION OF 2A6X5 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 558)**

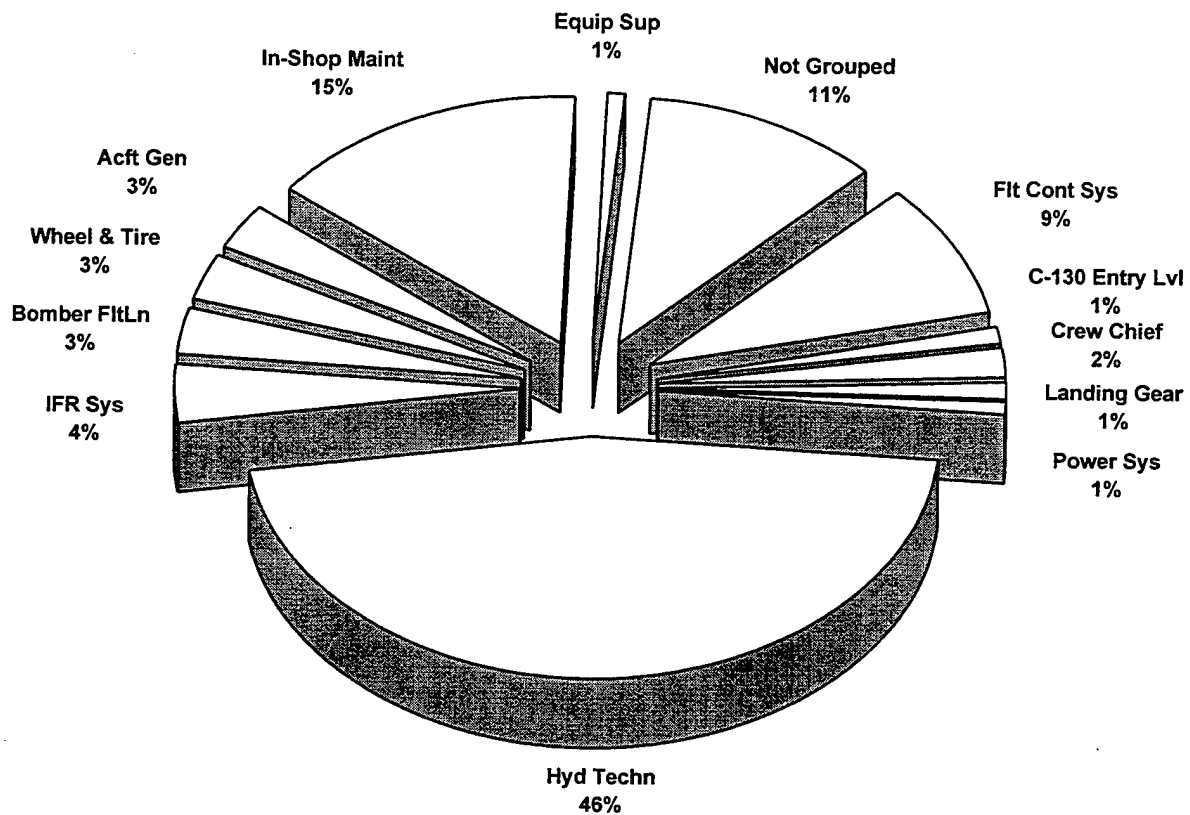


FIGURE 2

TABLE 23
RELATIVE PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL
(N=558)

DUTIES	PERCENT TIME SPENT
A PERFORMING HYDRAULIC SUBSYSTEMS ACTIVITIES	14
B PERFORMING HYDRAULIC OR PNEUMATIC POWER SYSTEMS ACTIVITIES	9
C PERFORMING FLIGHT CONTROL SYSTEMS ACTIVITIES	14
D PERFORMING LANDING GEAR SYSTEMS ACTIVITIES	10
E PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	13
F PERFORMING COMMON MAINTENANCE ACTIVITIES	5
G PERFORMING AIR REFUELING SYSTEMS ACTIVITIES	6
H PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	11
I PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	8
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	7
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
L PERFORMING TRAINING ACTIVITIES	1
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X5
FIRST-ENLISTMENT PERSONNEL
(N=558)

TASKS		PERCENT MEMBERS PERFORMING
A0020	Bleed hydraulic systems or components	80
F0362	Install locking devices, such as safety wire or cotter pins	71
B0135	Service aircraft hydraulic systems	68
B0131	Remove or install components of auxiliary hydraulic systems	67
A0088	Remove or install hydraulic hose assemblies	65
A0068	Remove or install components of auxiliary hydraulic systems	64
A0044	Operationally check auxiliary hydraulic systems	64
C0185	Operationally check rudder systems	63
B0126	Operationally check hydraulic power systems	61
J0534	Inventory composite tool kits (CTKs)	60
A0091	Service aircraft accumulators	60
A0095	Troubleshoot auxiliary hydraulic systems	60
C0202	Remove or install components of rudder systems	60
H0429	Connect or disconnect aerospace ground equipment (AGE)	59
A0089	Remove or install tube assemblies	58
H0498	Walk wings or tails during aircraft towing operations	57
I0500	Access core automated maintenance system (CAMS) menus and data screens	56
B0137	Troubleshoot hydraulic power systems	56
A0069	Remove or install components of cargo door or ramp systems	55
A0022	Inspect auxiliary hydraulic systems	54
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	54
B0120	Inspect hydraulic power systems	54
A0056	Operationally check hydraulic cargo door or ramp systems	50
I0516	Open or close CAMS	48
F0373	Use sealing or corrosion preventative compounds	47
J0535	Inventory equipment, tools, parts, or supplies	45
H0436	Launch or recover aircraft	45
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	43
E0332	Fabricate rubber hose assemblies	36
I0517	Perform CAMS inquiries for scheduled aircraft discrepancies	36
E0333	Fabricate teflon hose assemblies	33
J0541	Pick up or deliver equipment, tools, parts, or supplies	33
E0284	Bench check or repair brake assemblies	30
E0279	Bench check or repair accumulators	29
J0538	Maintain CTKs	28
I0501	Analyze CAMS data	28
M0670	Dispose of hazardous materials	28

* Average Number of Tasks Performed -94

TABLE 25
RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2A6X5
1-18 MONTHS TAFMS (MRT)
(N=229)

DUTIES	PERCENT TIME SPENT
A PERFORMING HYDRAULIC SUBSYSTEMS ACTIVITIES	15
B PERFORMING HYDRAULIC OR PNEUMATIC POWER SYSTEMS ACTIVITIES	9
C PERFORMING FLIGHT CONTROL SYSTEMS ACTIVITIES	14
D PERFORMING LANDING GEAR SYSTEMS ACTIVITIES	9
E PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	14
F PERFORMING COMMON MAINTENANCE ACTIVITIES	6
G PERFORMING AIR REFUELING SYSTEMS ACTIVITIES	6
H PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	10
I PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	8
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
L PERFORMING TRAINING ACTIVITIES	1
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1

TABLE 26
 REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X5
 1-18 MONTHS TAFMS (MRT)
 (N=229)

TASKS		PERCENT MEMBERS PERFORMING
A0020	Bleed hydraulic systems or components	76
F0362	Install locking devices, such as safety wire or cotter pins	69
B0135	Service aircraft hydraulic systems	62
B0131	Remove or install components of hydraulic power systems	60
A0088	Remove or install hydraulic hose assemblies	59
J0534	Inventory composite tool kits (CTKs)	57
A0044	Operationally check auxiliary hydraulic systems	57
A0068	Remove or install components of auxiliary hydraulic systems	56
C0185	Operationally check rudder systems	55
H0498	Walk wings or tails during aircraft towing operations	54
A0091	Service aircraft accumulators	54
B0126	Operationally check hydraulic power systems	54
A0089	Remove or install tube assemblies	53
C0202	Remove or install components of rudder systems	53
H0429	Connect or disconnect aerospace ground equipment (AGE)	51
I0500	Access core automated maintenance system (CAMS) menus and data screens	48
A0069	Remove or install components of cargo door or ramp systems	48
A0095	Troubleshoot auxiliary hydraulic systems	48
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	45
A0056	Operationally check hydraulic cargo door or ramp systems	45
A0022	Inspect auxiliary hydraulic systems	45
B0120	Inspect hydraulic power systems	45
C0176	Operationally check aileron systems	45
B0137	Troubleshoot hydraulic power systems	44
I0516	Open or close CAMS	43
C0195	Remove or install components of aileron systems	43
B0117	Drain nonpressurized hydraulic systems	43
B0132	Remove or install components of hydraulic pressure-indicating systems	43
B0124	Operationally check emergency hydraulic systems	43
D0253	Remove or install components of landing gear extension or retraction systems	42
F0373	Use sealing or corrosion preventative compounds	41
C0179	Operationally check elevator systems	41
D0236	Inspect landing gear extension or retraction system components	40
D0240	Inspect shock struts	40
D0258	Repack aircraft shock struts	40
A0009	Adjust hydraulic components of cargo door or ramp systems	40
D0246	Operationally check landing gear normal extension or retraction systems	40
D0255	Remove or install components of nose wheel steering systems	40
H0435	Jack or level aircraft	39

* Average Number of Tasks Performed -74

TABLE 27

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2A6X5
 FIRST JOB (1-24 MONTHS) PERSONNEL
 (N=293)

DUTIES	PERCENT TIME SPENT
A PERFORMING HYDRAULIC SUBSYSTEMS ACTIVITIES	15
B PERFORMING HYDRAULIC OR PNEUMATIC POWER SYSTEMS ACTIVITIES	9
C PERFORMING FLIGHT CONTROL SYSTEMS ACTIVITIES	15
D PERFORMING LANDING GEAR SYSTEMS ACTIVITIES	10
E PERFORMING HYDRAULIC IN-SHOP MAINTENANCE ACTIVITIES	13
F PERFORMING COMMON MAINTENANCE ACTIVITIES	5
G PERFORMING AIR REFUELING SYSTEMS ACTIVITIES	6
H PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	11
I PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	8
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6
K PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
L PERFORMING TRAINING ACTIVITIES	*
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1

TABLE 28

REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X5
FIRST JOB (1-24 MONTHS) PERSONNEL
(N=293)

TASKS		PERCENT MEMBERS PERFORMING
A0020	Bleed hydraulic systems or components	76
E0344	Operationally check hydraulic test equipment	75
F0362	Install locking devices, such as safety wire or cotter pins	69
B0131	Remove or install components of hydraulic power systems	64
B0135	Service aircraft hydraulic systems	63
A0088	Remove or install hydraulic hose assemblies	61
A0068	Remove or install components of auxiliary hydraulic systems	61
A0044	Operationally check auxiliary hydraulic systems	60
C0185	Operationally check rudder systems	60
J0534	Inventory composite tool kits (CTKs)	58
B0126	Operationally check hydraulic power systems	57
A0091	Service aircraft accumulators	56
C0202	Remove or install components of rudder systems	56
H0498	Walk wings or tails during aircraft towing operations	55
H0429	Connect or disconnect aerospace ground equipment (AGE)	54
A0089	Remove or install tube assemblies	53
A0069	Remove or install components of cargo door or ramp systems	53
A0095	Troubleshoot auxiliary hydraulic systems	53
I0500	Access core automated maintenance system (CAMS) menus and data screens	51
A0022	Inspect auxiliary hydraulic systems	49
B0120	Inspect hydraulic power systems	49
A0056	Operationally check hydraulic cargo door or ramp systems	48
C0176	Operationally check aileron systems	48
B0137	Troubleshoot hydraulic power systems	48
C0195	Remove or install components of aileron systems	47
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	46
B0124	Operationally check emergency hydraulic systems	46
D0253	Remove or install components of landing gear extension or retraction systems	46
A0033	Inspect hydraulic cargo door or ramp systems	45
B0132	Remove or install components of hydraulic pressure-indicating systems	45
C0179	Operationally check elevator systems	45
D0246	Operationally check landing gear normal extension or retraction systems	45
B0117	Drain nonpressurized hydraulic systems	44
C0197	Remove or install components of elevator systems	44
D0240	Inspect shock struts	44
D0255	Remove or install components of nose wheel steering systems	44
I0516	Open or close CAMS	43
F0373	Use sealing or corrosion preventative compounds	43
H0435	Jack or level aircraft	43

* Average Number of Tasks Performed -78

TABLE 29

AIRCRAFT MAINTAINED BY ACTIVE DUTY
FIRST-ENLISTMENT AFSC 2A6X5 PERSONNEL

EQUIPMENT	1ST JOB (N=293)	1ST ENL (N=558)
C-130	28	29
KC-135	16	17
C-5	10	11
C-141	9	11
F-16	9	8
KC-10	9	7
F-15	5	7
B-1	7	7
B-52	6	6

TABLE 30

AEROSPACE GROUND EQUIPMENT (AGE) USED OR OPERATED
BY 30 PERCENT OR MORE ACTIVE DUTY
FIRST-ENLISTMENT AFSC 2A6X5 PERSONNEL

EQUIPMENT	1ST JOB (N=293)	1ST ENL (N=558)
Hydraulic Ground Servicing Carts	66	68
Portable Hydraulic Test Stands	59	63
Ground Power Units	63	66
Air Compressors	48	53
Lite Alls	41	47
N-2 Nitrogen Servicing Carts	41	44
MD-3 Nitrogen Servicing Carts	25	30

TABLE 31

TOOLS OR EQUIPMENT USED OR OPERATED
BY 30 PERCENT OR MORE ACTIVE DUTY
FIRST-ENLISTMENT AFSC 2A6X5 PERSONNEL

EQUIPMENT	1ST JOB (N=293)	1ST ENL (N=558)
Torque Wrenches	91	91
Spanner Wrenches	74	75
Computers	59	64
Multimeters	56	63
Micrometers	51	52
Hose Cut Off/Skiving Machines	42	45
Hose Assembly Machines	41	44
Shop Hydraulic Test Stands	39	40
Hydraulic Hose Test Units	36	38
Rigging Pins	33	38
Alignment Pins	32	33
Pneumatic Test Stands	28	32
Degreasers	27	30
Aircraft Jacking Manifolds	28	30
Axle Jacks	21	30

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 31 for the top-rated tasks), along with a measure of the difficulty of the JI tasks (see selected high rated tasks presented in Table 32). 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.

Table 32 presents tasks with the highest TE ratings for AFSC 2A6X5 first-enlistment airmen, while Table 33 displays those tasks AFSC 2A6X5 raters judged to be most difficult to learn. For example, TE raters (refer to Table 32) reported that tasks such as bleeding and servicing hydraulic systems 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 33 shows TD raters reported troubleshooting landing gear rotation systems to be among the most 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 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 training 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 32

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING		TASK DIFF*
		1ST JOB (N=293)	1ST ENL (N=558)	
A0020	6.88	76	80	4.28
B0135	6.80	63	68	3.31
A0089	6.68	53	58	3.99
B0126	6.56	57	61	5.22
A0091	6.48	56	60	3.02
A0088	6.44	61	65	3.47
D0248	6.28	41	50	4.99
D0259	6.00	41	48	4.74
B0137	5.96	48	56	6.19
B0120	5.92	49	54	4.70
D0247	5.92	42	49	5.28
J0534	5.88	58	60	3.39
B0131	5.84	64	67	5.49
F0362	5.76	69	71	3.24
B0127	5.76	40	45	4.96
F0355	5.72	46	54	3.42
E0333	5.56	27	33	4.67
E0332	5.52	31	36	4.41
C0202	5.44	56	60	6.16
H0444	5.44	36	40	2.86
D0255	5.40	44	51	6.06
D0256	5.40	38	47	5.48

* Mean TE Rating is 1.87, and Standard Deviation is 1.54 (High TE =3.41)

** Average TD Rating is 6.00

TABLE 33

TASKS RATED HIGHEST IN TASK DIFFICULTY
(FIRST JOB, FIRST ENLISTMENT, AND TAFMS GROUPS)

TASKS	TASK DIFF	1ST JOB (N=293)	1ST ENL (N=558)	PERCENT MEMBERS PERFORMING				TNG EMP
				3-SKL LVL (N=363)	5-SKL LVL (N=769)	7-SKL LVL (N=488)		
D0250	7.83	31	39	34	46	30	4.24	
G0424	7.66	10	10	10	10	8	1.68	
D0258	7.54	43	51	47	61	47	5.00	
D0266	7.31	3	8	5	14	9	1.36	
E0354	7.25	11	17	13	23	15	2.92	
C0149	7.24	1	1	2	2	1	.72	
C0216	7.24	1	1	2	2	1	.56	
G0417	7.16	11	13	12	14	14	1.48	
G0381	7.15	9	9	10	9	7	1.36	
E0324	7.14	12	16	14	19	10	3.08	
C0145	7.13	4	5	4	5	3	1.24	
C0148	7.12	0	1	2	2	1	.48	
G0379	7.11	6	7	8	8	6	1.32	
G0380	7.11	12	11	11	11	8	1.64	
B0119	7.00	27	34	32	44	33	4.72	
C0140	6.99	4	7	6	10	6	1.64	
C0210	6.98	2	3	3	4	2	.36	
C0215	6.94	1	2	2	3	1	.56	
A0005	6.92	2	2	3	1	0	.52	

Average TD Rating is 6.00

Specialty Training Standard (STS)

A comprehensive review of STS 2A6X5, dated June 1994, compared STS items to survey data (based on the previously mentioned assistance from subject-matter experts 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 AFS).

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential paragraphs or subparagraphs. Some elements with no proficiency codes have high percentages of personnel performing matched tasks and should be reviewed by training personnel for possible inclusion in the basic Hydraulic course (Table 34). The few tasks that require review pertain to cargo or ramp systems and nose wheel and brake systems.

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. 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 35. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

TABLE 34

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS WITH NO PROFICIENCY CODING IN THE STS

TASKS	PERCENT MEMBERS PERFORMING					TNG EMP	TASK DIFF	ATI
	1ST JOB (N=293)	1ST ENL (N=558)	3-SKL LVL (N=363)					
A0069	53	55	55	4.44	4.99	18		
A0056	48	50	50	3.96	5.24	18		
D0025	44	51	46	5.40	6.06	18		
D0248	41	50	45	6.28	4.99	18		

* Mean TE Rating is 1.87, and Standard Deviation is 1.54 (High TE =3.41)

** Average TD Rating is 6.00

TABLE 35

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

TASKS	PERCENT MEMBERS PERFORMING				TNG EMP	TASK DIFF
	1ST JOB (N=293)	1ST ENL (N=558)	3-SKL LVL (N=363)			
B0130	26	30	29	4.20	4.94	
F0370	20	25	22	3.52	4.13	
H0429	54	59	55	4.48	2.95	
H0435	43	48	46	3.52	5.52	

* Mean TE Rating is 1.87, and Standard Deviation is 1.54 (High TE =3.41)

** Average TD Rating is 6.00

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 36 presents job satisfaction data for AFSC 2A6X5 TAFMS groups, together with TAFMS data for a comparative sample of Mission Equipment Management career ladders surveyed in 1996. Across all three TAFMS groups, the 2A6X5 personnel rated perception of job interest, utilization of talents, and sense of accomplishment gained from work are slightly lower than the comparative sample. All TAFMS groups rated the utilization of training similar to the comparative sample. Reenlistment intentions are rated lower for 2A6X5 personnel than the comparative sample.

An indication of how job satisfaction perceptions have changed over time is provided in Table 37, where again TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. Reviewing this table, current survey satisfaction ratings for job interest and perceived utilization of talents are lower than the previous survey across all TAFMS groups. The first enlistment and career groups rated utilization of training lower than the previous survey, while the second enlistment group rated this area higher. Reenlistment intentions for first- and second- enlistment airmen are much lower than the previous survey, while the career airmen rate reenlistment intentions slightly lower.

In Table 38, a review of the job satisfaction data for personnel in the specialty jobs identified in this survey reveals very low satisfaction ratings for the Equipment Support, Expediter, Wheel and Tire, Inspection Dock, and Flight Control Systems jobs. It is not surprising to note the Management job and the Training job show relatively higher ratings than the other jobs.

TABLE 36

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1997 2A6X5 (N=558)	COMP SAMPLE* (N=4,506)	1997 2A6X5 (N=414)	COMP SAMPLE* (N=3,339)	1997 2A6X5 (N=634)	COMP SAMPLE* (N=9,548)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	74	75	69	73	72	78
SO-SO	15	16	17	16	16	15
DULL	11	9	14	11	12	7
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	81	83	80	83	81	85
LITTLE OR NOT AT ALL	19	17	20	17	19	15
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	89	89	88	84	81	82
LITTLE OR NOT AT ALL	11	11	12	16	19	18
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	71	73	71	72	72	74
NEUTRAL	16	14	12	13	13	11
DISSATISFIED	13	13	17	15	15	15
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	54	63	62	74	69	78
NO, OR PROBABLY NO	46	37	38	26	9	7
PLAN TO RETIRE	0	0	0	0	22	15

* Comparative sample of Mission Equipment Management career ladders surveyed in 1996 include the 2A0X1A, 2A1X1, 2A1X7, 2A3X3, 2A6X1A/B, 2A6X2, 2E4X1, 2E6X1, and 2E6X2 AFSCs.

TABLE 37

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1997 2A6X5 (N=558)	1993 454X4 (N=627)	1997 2A6X5 (N=414)	1993 454X4 (N=280)	1997 2A6X5 (N=634)	1993 454X4 (N=574)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	74	82	69	78	72	83
SO-SO	15	12	17	16	16	11
DULL	11	6	14	6	12	6
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	81	89	80	83	81	89
LITTLE OR NOT AT ALL	19	11	20	17	19	11
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	89	94	88	85	81	86
LITTLE OR NOT AT ALL	11	6	12	15	19	14
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	71	*	71	*	72	*
NEUTRAL	16	*	12	*	13	*
DISSATISFIED	13	*	17	*	15	*
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	54	65	62	76	69	71
NO, OR PROBABLY NO	46	35	38	24	9	11
PLAN TO RETIRE	0	0	0	0	22	18

*Information not included in previous survey

** Previous survey may not total 100 % due to rounding

TABLE 38

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

Flt Cont Systems Job (ST182) (N=76)	C-130 Entry Lvl Job (ST228) (N=6)	Acft Crew Chief Job (ST185) (N=24)	Landing Gear Sys Job (ST218) (N=15)	Power Systems Job (ST205) (N=39)	Hyd Techn Job (ST192) (N=1,285)
67	100	71	80	90	78
22	0	8	13	8	14
11	0	21	7	2	8
79	83	79	87	87	87
21	17	21	13	13	13
82	83	79	87	95	92
18	17	21	13	5	8
63	67	75	80	90	78
21	33	13	20	5	12
16	0	12	0	5	10
53	17	58	87	87	72
43	83	29	7	10	23
4	0	13	6	3	5

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

TABLE 38 (CONTINUED)

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

	In-Flt Refueling Job (ST155) (N=57)	Bomber Flt Line Job (ST238) (N=28)	Inspection Dock Job (ST222) (N=9)	Acft Gen Job (ST126) (N=18)	Job Control Job (ST381) (N=6)	Wheel & Tire Job (ST183) (N=21)
INTERESTING	79	79	67	72	83	50
SO-SO	14	14	0	6	17	20
DULL	7	7	33	22	0	30
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	89 11	86 14	78 22	78 22	83 17	62 38
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	96 4	89 11	78 22	83 17	83 17	81 19
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	74	71	67	72	83	67
NEUTRAL	21	11	11	11	17	4
DISSATISFIED	5	18	22	17	0	29
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	68	71	78	39	50	76
NO, OR PROBABLY NO	28	29	0	56	50	24
WILL RETIRE	4	0	22	5	0	0

EXPRESSED JOB INTEREST:INTERESTING
SO-SO
DULLPERCEIVED UTILIZATION OF TALENTS:FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALLPERCEIVED UTILIZATION OF TRAINING:FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALLSENSE OF ACCOMPLISHMENT GAINED FROM WORK:SATISFIED
NEUTRAL
DISSATISFIEDREENLISTMENT INTENTIONS:YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

TABLE 38 (CONTINUED)

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

	In-Shop Maint Cluster (ST098) (N=163)	Mgmt Cluster (ST045) (N=209)	Training Cluster (ST063) (N=29)	Equip Support Job (ST171) (N=14)	Expediter Job (ST187) (N=11)
EXPRESSED JOB INTEREST:	INTERESTING	80	79	43	45
	SO-SO	10	14	43	0
	DULL	10	7	14	55
PERCEIVED UTILIZATION OF TALENTS:	FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	85 15	86 14	43 57	64 36
	PERCEIVED UTILIZATION OF TRAINING:				
	FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	80 20	93 7	29 71	45 55
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:	SATISFIED	74	90	43	55
	NEUTRAL	13	7	36	9
	DISSATISFIED	13	3	21	36
REENLISTMENT INTENTIONS:	YES, OR PROBABLY YES	65	72	57	45
	NO, OR PROBABLY NO	7	14	36	10
	WILL RETIRE	28	14	7	45

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

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 2A6X5 personnel reported the utilization of training is adequate, thus indicating support for the overall training system. The remaining job satisfaction indicators of job interest, perceived utilization of talents, sense of accomplishment from work, and reenlistment intentions were rated much lower than both the comparative sample and previous survey for first- and second- enlistment personnel. 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-skill level.

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APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS

TABLE A1

Flight Control Systems Job (ST182)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
C0176	Operationally check aileron systems	89
C0185	Operationally check rudder systems	89
A0020	Bleed hydraulic systems or components	87
B0135	Service aircraft hydraulic systems	87
A0069	Remove or install components of cargo door or ramp systems	84
C0195	Remove or install components of aileron systems	83
A0088	Remove or install hydraulic hose assemblies	80
C0179	Operationally check elevator systems	78
B0131	Remove or install components of hydraulic power systems	76
A0091	Service aircraft accumulators	75
C0197	Remove or install components of elevator systems	75
A0068	Remove or install components of auxiliary hydraulic systems	74
C0202	Remove or install components of rudder systems	74
H0429	Connect or disconnect aerospace ground equipment (AGE)	71
H0498	Walk wings or tails during aircraft towing operations	71
A0056	Operationally check hydraulic cargo door or ramp systems	70
B0126	Operationally check hydraulic power systems	70
A0089	Remove or install tube assemblies	68
A0033	Inspect hydraulic cargo door or ramp systems	66
A0044	Operationally check auxiliary hydraulic systems	64
B0120	Inspect hydraulic power systems	64
C0157	Inspect aileron systems	63
D0259	Service aircraft shock struts	63
B0124	Operationally check emergency hydraulic systems	62
C0190	Operationally check wing flap systems	61
C0160	Inspect elevator hydraulic systems	61
H0435	Jack or level aircraft	61
A0105	Troubleshoot hydraulic cargo door or ramp systems	61
B0117	Drain nonpressurized hydraulic systems	58
F0362	Install locking devices, such as safety wire or cotter pins	57
C0207	Remove or install components of wing flap systems	57
D0258	Repack aircraft shock struts	57
A0095	Troubleshoot auxiliary hydraulic systems	55
A0009	Adjust hydraulic components of cargo door or ramp systems	55
C0211	Troubleshoot aileron systems	54
D0255	Remove or install components of nose wheel steering systems	54
D0247	Operationally check nose wheel steering systems	53
A0022	Inspect auxiliary hydraulic systems	50
B0137	Troubleshoot hydraulic power systems	50
B0127	Operationally check hydraulic pressure-indicating systems	50
H0436	Launch or recover aircraft	49
D0239	Inspect nose wheel steering systems	49
H0444	Perform aircraft grounding procedures	47
C0164	Inspect hydraulic components of wing flap systems	47

TABLE A2

C-130 Entry Level Job (ST228)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A0056	Operationally check hydraulic cargo door or ramp systems	100
A0069	Remove or install components of cargo door or ramp systems	100
C0185	Operationally check rudder systems	100
G0424	Troubleshoot IFR pod systems	100
A0044	Operationally check auxiliary hydraulic systems	100
A0020	Bleed hydraulic systems or components	100
G0410	Operationally check IFR pod hydraulic systems	100
G0392	Inspect air refueling drogue systems	100
A0068	Remove or install components of auxiliary hydraulic systems	100
A0105	Troubleshoot hydraulic cargo door or ramp systems	100
A0095	Troubleshoot auxiliary hydraulic systems	100
J0534	Inventory composite tool kits (CTKs)	83
H0498	Walk wings or tails during aircraft towing operations	83
H0436	Launch or recover aircraft	83
C0179	Operationally check elevator systems	83
C0220	Troubleshoot rudder systems	83
C0190	Operationally check wing flap systems	83
C0176	Operationally check aileron systems	83
A0033	Inspect hydraulic cargo door or ramp systems	83
C0160	Inspect elevator hydraulic systems	83
A0022	Inspect auxiliary hydraulic systems	83
I0516	Open or close CAMS	83
C0157	Inspect aileron systems	83
H0429	Connect or disconnect aerospace ground equipment (AGE)	83
D0239	Inspect nose wheel steering systems	83
G0380	Adjust IFR pod hydraulic systems	83
B0120	Inspect hydraulic power systems	83
G0377	Adjust air refueling drogue system components	83
G0413	Remove or install components of air refueling drogue systems	83
B0131	Remove or install components of hydraulic power systems	83
B0124	Operationally check emergency hydraulic systems	83
B0135	Service aircraft hydraulic systems	83
A0009	Adjust hydraulic components of cargo door or ramp systems	83
G0420	Troubleshoot air refueling drogue systems	83
H0499	Wash aircraft	67
J0538	Maintain CTKs	67
B0126	Operationally check hydraulic power systems	67
H0453	Perform preflight inspections	67
H0444	Perform aircraft grounding procedures	67
B0117	Drain nonpressurized hydraulic systems	67
G0403	Operationally check air refueling drogue systems	67
G0399	Inspect IFR pod hydraulic systems	67
D0240	Inspect shock struts	67
A0088	Remove or install hydraulic hose assemblies	67

TABLE A3

Aircraft Crew Chief Job (ST185)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
H0436	Launch or recover aircraft	96
H0455	Position nonpowered or powered AGE	96
H0429	Connect or disconnect aerospace ground equipment (AGE)	92
B0135	Service aircraft hydraulic systems	92
H0459	Refuel or defuel aircraft using single-point method	88
H0444	Perform aircraft grounding procedures	88
H0481	Remove or install aircraft wheel and tire assemblies	88
H0498	Walk wings or tails during aircraft towing operations	88
A0088	Remove or install hydraulic hose assemblies	88
H0437	Operate aircraft brakes during towing operations	88
H0453	Perform preflight inspections	83
H0454	Perform thruflight inspections	83
H0435	Jack or level aircraft	83
B0126	Operationally check hydraulic power systems	79
A0091	Service aircraft accumulators	79
H0479	Remove or install aircraft safety pins or locks	75
H0428	Clean interiors of aircraft	75
H0487	Service aircraft tires	75
H0451	Perform postflight inspections	75
A0044	Operationally check auxiliary hydraulic systems	75
A0020	Bleed hydraulic systems or components	75
B0131	Remove or install components of hydraulic power systems	75
A0089	Remove or install tube assemblies	71
D0259	Service aircraft shock struts	71
H0475	Remove or install aircraft doors or panels	67
A0068	Remove or install components of auxiliary hydraulic systems	67
A0069	Remove or install components of cargo door or ramp systems	67
A0095	Troubleshoot auxiliary hydraulic systems	67
C0185	Operationally check rudder systems	67
H0491	Service engine oil systems	63
A0056	Operationally check hydraulic cargo door or ramp systems	63
H0496	Tow AGE	63
B0137	Troubleshoot hydraulic power systems	63
B0120	Inspect hydraulic power systems	63
F0362	Install locking devices, such as safety wire or cotter pins	58
H0452	Perform pre-use inspections of aircraft support equipment, such as hydraulic servicing carts or maintenance stands	58
D0240	Inspect shock struts	58
D0248	Operationally check wheel brake systems	58
A0022	Inspect auxiliary hydraulic systems	54
H0445	Perform aircraft lubrication procedures	54
H0441	Operationally check aircraft lighting systems	54
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	54
H0477	Remove or install aircraft light lenses, light bulbs, or batteries	54

TABLE A4

Landing Gear Systems Job (ST218)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
D0256	Remove or install components of wheel brake systems	100
A0088	Remove or install hydraulic hose assemblies	93
B0131	Remove or install components of hydraulic power systems	93
D0233	Adjust hydraulic components of landing gear systems	93
B0126	Operationally check hydraulic power systems	93
B0137	Troubleshoot hydraulic power systems	93
D0241	Inspect wheel brake system components	87
D0248	Operationally check wheel brake systems	87
D0253	Remove or install components of landing gear extension or retraction systems	87
A0020	Bleed hydraulic systems or components	87
D0252	Remove or install components of landing gear emergency systems	87
D0246	Operationally check landing gear normal extension or retraction systems	87
D0231	Adjust components of nose wheel steering systems	87
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	87
C0176	Operationally check aileron systems	87
D0267	Troubleshoot nose wheel steering systems	80
D0268	Troubleshoot wheel brake systems	80
B0120	Inspect hydraulic power systems	80
D0255	Remove or install components of nose wheel steering systems	80
A0009	Adjust hydraulic components of cargo door or ramp systems	80
D0258	Repack aircraft shock struts	80
D0259	Service aircraft shock struts	80
D0247	Operationally check nose wheel steering systems	80
B0135	Service aircraft hydraulic systems	80
C0185	Operationally check rudder systems	80
D0240	Inspect shock struts	73
D0264	Troubleshoot landing gear extension or retraction systems	73
D0250	Remove or install shock struts	73
A0044	Operationally check auxiliary hydraulic systems	73
D0236	Inspect landing gear extension or retraction system components	73
D0263	Troubleshoot landing gear emergency systems	73
D0239	Inspect nose wheel steering systems	73
C0195	Remove or install components of aileron systems	73
C0202	Remove or install components of rudder systems	73
D0232	Adjust components of wheel brake systems	73
C0197	Remove or install components of elevator systems	73
B0124	Operationally check emergency hydraulic systems	73
A0022	Inspect auxiliary hydraulic systems	67
D0234	Inspect antiskid control valves	67
A0095	Troubleshoot auxiliary hydraulic systems	67
B0136	Troubleshoot hydraulic indicating systems	67
C0213	Troubleshoot elevator systems	67
C0211	Troubleshoot aileron systems	67
C0160	Inspect elevator hydraulic systems	67

TABLE A5

Power Systems Job (ST205)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A0020	Bleed hydraulic systems or components	95
B0131	Remove or install components of hydraulic power systems	95
B0120	Inspect hydraulic power systems	90
D0248	Operationally check wheel brake systems	90
B0135	Service aircraft hydraulic systems	87
A0091	Service aircraft accumulators	87
B0126	Operationally check hydraulic power systems	87
D0241	Inspect wheel brake system components	82
A0088	Remove or install hydraulic hose assemblies	79
B0137	Troubleshoot hydraulic power systems	79
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	77
E0284	Bench check or repair brake assemblies	74
B0118	Dump pressurized hydraulic systems	74
A0089	Remove or install tube assemblies	74
D0246	Operationally check landing gear normal extension or retraction systems	72
D0253	Remove or install components of landing gear extension or retraction systems	72
D0250	Remove or install shock struts	72
F0362	Install locking devices, such as safety wire or cotter pins	69
B0123	Inspect reservoir pressurization systems	69
B0117	Drain nonpressurized hydraulic systems	69
D0258	Repack aircraft shock struts	69
B0130	Operationally check reservoir pressurization systems	67
A0093	Service aircraft pneumatic systems	67
B0136	Troubleshoot hydraulic indicating systems	67
D0239	Inspect nose wheel steering systems	67
F0367	Prepare Hydraulic components for storage or shipments	64
B0127	Operationally check hydraulic pressure-indicating systems	64
D0259	Service aircraft shock struts	62
D0255	Remove or install components of nose wheel steering systems	62
J0534	Inventory composite tool kits (CTKs)	59
D0240	Inspect shock struts	59
B0122	Inspect pneumatic power systems	59
B0121	Inspect hydraulic pressure-indicating systems	59
D0256	Remove or install components of wheel brake systems	56
A0037	Inspect jet fuel starter system components	56
D0247	Operationally check nose wheel steering systems	56
B0124	Operationally check emergency hydraulic systems	56
D0233	Adjust hydraulic components of landing gear systems	56
D0231	Adjust components of nose wheel steering systems	56
B0132	Remove or install components of hydraulic pressure-indicating systems	54
B0128	Operationally check pneumatic power systems	54
E0324	Bench check or repair shock struts	54
A0087	Remove or install hydraulic components of jet fuel starter systems	54
D0236	Inspect landing gear extension or retraction system components	54

TABLE A6

Hydraulic Technician Job (ST192)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
B0131	Remove or install components of hydraulic power systems	96
B0135	Service aircraft hydraulic systems	96
A0020	Bleed hydraulic systems or components	94
B0137	Troubleshoot hydraulic power systems	94
B0126	Operationally check hydraulic power systems	93
C0185	Operationally check rudder systems	93
A0088	Remove or install hydraulic hose assemblies	91
B0120	Inspect hydraulic power systems	91
A0091	Service aircraft accumulators	89
D0256	Remove or install components of wheel brake systems	88
D0268	Troubleshoot wheel brake systems	88
D0255	Remove or install components of nose wheel steering systems	88
F0362	Install locking devices, such as safety wire or cotter pins	87
A0095	Troubleshoot auxiliary hydraulic systems	87
D0248	Operationally check wheel brake systems	87
B0136	Troubleshoot hydraulic indicating systems	87
C0202	Remove or install components of rudder systems	87
D0253	Remove or install components of landing gear extension or retraction systems	87
B0132	Remove or install components of hydraulic pressure-indicating systems	86
A0044	Operationally check auxiliary hydraulic systems	85
A0068	Remove or install components of auxiliary hydraulic systems	85
D0241	Inspect wheel brake system components	85
D0240	Inspect shock struts	85
D0239	Inspect nose wheel steering systems	85
D0246	Operationally check landing gear normal extension or retraction systems	85
D0247	Operationally check nose wheel steering systems	85
A0089	Remove or install tube assemblies	84
C0220	Troubleshoot rudder systems	84
D0267	Troubleshoot nose wheel steering systems	84
H0429	Connect or disconnect aerospace ground equipment (AGE)	83
B0127	Operationally check hydraulic pressure-indicating systems	83
B0121	Inspect hydraulic pressure-indicating systems	83
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	83
D0258	Repack aircraft shock struts	83
D0236	Inspect landing gear extension or retraction system components	82
D0259	Service aircraft shock struts	82
A0022	Inspect auxiliary hydraulic systems	80
B0124	Operationally check emergency hydraulic systems	79
D0264	Troubleshoot landing gear extension or retraction systems	77
H0498	Walk wings or tails during aircraft towing operations	76
C0190	Operationally check wing flap systems	76
C0164	Inspect hydraulic components of wing flap systems	76
J0534	Inventory composite tool kits (CTKs)	74
H0455	Position nonpowered or powered AGE	73

TABLE A7

In-Flight Refueling System Job (ST155)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
G0383	Inspect air refueling boom assemblies	96
G0402	Operationally check air refueling boom systems	95
G0412	Remove or install components of air refueling boom systems	91
G0401	Operationally check air refueling boom fuel systems	86
G0388	Inspect air refueling boom hydraulic systems	86
G0387	Inspect air refueling boom hoist systems	86
G0390	Inspect air refueling boom signal systems	84
G0384	Inspect air refueling boom control systems	82
G0391	Inspect air refueling boom stowage latch control systems	82
G0389	Inspect air refueling boom indicating systems	82
B0131	Remove or install components of hydraulic power systems	79
F0362	Install locking devices, such as safety wire or cotter pins	77
G0386	Inspect air refueling boom fuel systems	77
G0392	Inspect air refueling drogue systems	77
A0088	Remove or install hydraulic hose assemblies	75
A0020	Bleed hydraulic systems or components	75
G0405	Operationally check air refueling signal systems	75
G0403	Operationally check air refueling drogue systems	72
G0382	Clean components of boom assemblies	72
B0135	Service aircraft hydraulic systems	72
G0385	Inspect air refueling boom electrical systems	70
A0095	Troubleshoot auxiliary hydraulic systems	70
A0091	Service aircraft accumulators	68
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	68
A0089	Remove or install tube assemblies	67
G0413	Remove or install components of air refueling drogue systems	67
A0044	Operationally check auxiliary hydraulic systems	67
A0068	Remove or install components of auxiliary hydraulic systems	67
G0417	Rig air refueling boom control cables	67
A0022	Inspect auxiliary hydraulic systems	67
J0534	Inventory composite tool kits (CTKs)	65
B0126	Operationally check hydraulic power systems	65
G0376	Adjust air refueling boom system components	65
C0185	Operationally check rudder systems	65
C0206	Remove or install components of spoiler systems	63
E0332	Fabricate rubber hose assemblies	61
B0137	Troubleshoot hydraulic power systems	61
A0069	Remove or install components of cargo door or ramp systems	61
E0284	Bench check or repair brake assemblies	58
E0279	Bench check or repair accumulators	58
F0373	Use sealing or corrosion preventative compounds	58
B0132	Remove or install components of hydraulic pressure-indicating systems	58
C0189	Operationally check spoiler systems	58
E0333	Fabricate teflon hose assemblies	56

TABLE A8

Bomber Flightline Job (ST238)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
B0131	Remove or install components of hydraulic power systems	96
B0126	Operationally check hydraulic power systems	96
A0020	Bleed hydraulic systems or components	96
I0516	Open or close CAMS	86
I0500	Access core automated maintenance system (CAMS) menus and data screens	86
B0132	Remove or install components of hydraulic pressure-indicating systems	86
F0362	Install locking devices, such as safety wire or cotter pins	82
J0534	Inventory composite tool kits (CTKs)	82
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	82
A0089	Remove or install tube assemblies	82
D0246	Operationally check landing gear normal extension or retraction systems	82
I0510	Create aircraft or support equipment maintenance discrepancies in CAMS	79
H0498	Walk wings or tails during aircraft towing operations	79
I0517	Perform CAMS inquiries for scheduled aircraft discrepancies	79
I0505	Change CAMS workcenter event narratives	79
B0135	Service aircraft hydraulic systems	75
I0502	Change CAMS errors noted during daily verification process	75
B0137	Troubleshoot hydraulic power systems	75
A0021	Drain samples of hydraulic fluids for analysis	75
C0202	Remove or install components of rudder systems	75
I0504	Change CAMS work unit codes	71
B0124	Operationally check emergency hydraulic systems	71
D0253	Remove or install components of landing gear extension or retraction systems	71
I0519	Perform CAMS inquiries for uncompleted maintenance events	68
I0523	Schedule or reschedule aircraft maintenance discrepancies	68
I0511	Defer maintenance discrepancies in CAMS	68
B0119	Flush hydraulic systems	68
H0499	Wash aircraft	64
B0127	Operationally check hydraulic pressure-indicating systems	64
H0429	Connect or disconnect aerospace ground equipment (AGE)	64
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	64
B0130	Operationally check reservoir pressurization systems	64
I0503	Change CAMS job standard narratives	64
D0255	Remove or install components of nose wheel steering systems	64
A0091	Service aircraft accumulators	64
J0535	Inventory equipment, tools, parts, or supplies	61
A0088	Remove or install hydraulic hose assemblies	61
B0120	Inspect hydraulic power systems	61
H0496	Tow AGE	61
A0023	Inspect bomb bay door hydraulic system components	61
B0136	Troubleshoot hydraulic indicating systems	61
D0256	Remove or install components of wheel brake systems	61
H0436	Launch or recover aircraft	57
B0118	Dump pressurized hydraulic systems	57

TABLE A9

Inspection Dock Job (ST222)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
I0500	Access core automated maintenance system (CAMS) menus and data screens	100
A0020	Bleed hydraulic systems or components	100
I0513	Input serially controlled item data	100
B0131	Remove or install components of hydraulic power systems	100
B0126	Operationally check hydraulic power systems	100
D0246	Operationally check landing gear normal extension or retraction systems	100
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	100
C0188	Operationally check speed brake systems	100
J0534	Inventory composite tool kits (CTKs)	100
E0332	Fabricate rubber hose assemblies	100
A0027	Inspect ground service connections	100
I0516	Open or close CAMS	89
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	89
B0120	Inspect hydraulic power systems	89
I0510	Create aircraft or support equipment maintenance discrepancies in CAMS	89
I0517	Perform CAMS inquiries for scheduled aircraft discrepancies	89
B0124	Operationally check emergency hydraulic systems	89
D0259	Service aircraft shock struts	89
F0362	Install locking devices, such as safety wire or cotter pins	89
D0248	Operationally check wheel brake systems	89
D0241	Inspect wheel brake system components	89
D0240	Inspect shock struts	89
C0205	Remove or install components of speed brake systems	89
I0504	Change CAMS work unit codes	89
C0206	Remove or install components of spoiler systems	89
E0339	Maintain Hydraulic test stands	89
C0190	Operationally check wing flap systems	89
D0253	Remove or install components of landing gear extension or retraction systems	89
C0182	Operationally check horizontal tail or stabilizer systems	78
M0694	Review TO changes	78
I0519	Perform CAMS inquiries for uncompleted maintenance events	78
C0176	Operationally check aileron systems	78
C0200	Remove or install components of pitch trim systems	78
I0503	Change CAMS job standard narratives	78
E0349	Perform hydrostatic tests on hose or tube assemblies	78
C0202	Remove or install components of rudder systems	67
C0195	Remove or install components of aileron systems	67
I0523	Schedule or reschedule aircraft maintenance discrepancies	67
L0641	Conduct OJT	67
F0373	Use sealing or corrosion preventative compounds	67
C0223	Troubleshoot speed brake systems	67
E0279	Bench check or repair accumulators	67
B0137	Troubleshoot hydraulic power systems	67
D0264	Troubleshoot landing gear extension or retraction systems	67

TABLE A10

Aircraft General Job (ST126)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
H0498	Walk wings or tails during aircraft towing operations	100
F0362	Install locking devices, such as safety wire or cotter pins	94
H0429	Connect or disconnect aerospace ground equipment (AGE)	89
H0499	Wash aircraft	83
J0534	Inventory composite tool kits (CTKs)	72
A0020	Bleed hydraulic systems or components	72
A0088	Remove or install hydraulic hose assemblies	72
I0516	Open or close CAMS	67
I0500	Access core automated maintenance system (CAMS) menus and data screens	67
H0435	Jack or level aircraft	67
B0135	Service aircraft hydraulic systems	61
H0436	Launch or recover aircraft	56
H0475	Remove or install aircraft doors or panels	56
F0355	Connect or disconnect portable hydraulic test stands to or from aircraft	56
A0068	Remove or install components of auxiliary hydraulic systems	56
A0089	Remove or install tube assemblies	56
A0091	Service aircraft accumulators	56
D0253	Remove or install components of landing gear extension or retraction systems	56
I0519	Perform CAMS inquiries for uncompleted maintenance events	50
I0517	Perform CAMS inquiries for scheduled aircraft discrepancies	50
H0444	Perform aircraft grounding procedures	50
B0131	Remove or install components of hydraulic power systems	50
J0535	Inventory equipment, tools, parts, or supplies	44
J0541	Pick up or deliver equipment, tools, parts, or supplies	44
H0437	Operate aircraft brakes during towing operations	44
I0510	Create aircraft or support equipment maintenance discrepancies in CAMS	44
A0044	Operationally check auxiliary hydraulic systems	44
G0412	Remove or install components of air refueling boom systems	44
J0530	Evaluate serviceability of equipment, tools, parts, or supplies	39
B0137	Troubleshoot hydraulic power systems	39
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	39
H0455	Position nonpowered or powered AGE	33
H0479	Remove or install aircraft safety pins or locks	33
I0520	Perform CAMS inquiries to monitor delayed discrepancies	33

TABLE A11

Job Controller Job (ST381)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
I0516	Open or close CAMS	100
I0523	Schedule or reschedule aircraft maintenance discrepancies	100
I0518	Perform CAMS inquiries for training status	100
I0500	Access core automated maintenance system (CAMS) menus and data screens	100
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	100
I0506	Clean CAMS equipment	100
I0519	Perform CAMS inquiries for uncompleted maintenance events	100
I0517	Perform CAMS inquiries for scheduled aircraft discrepancies	100
I0509	Conduct CAMS training	100
I0511	Defer maintenance discrepancies in CAMS	100
I0505	Change CAMS workcenter event narratives	100
I0503	Change CAMS job standard narratives	100
I0504	Change CAMS work unit codes	100
I0510	Create aircraft or support equipment maintenance discrepancies in CAMS	83
I0526	Verify accuracy of daily inputs in CAMS	83
I0502	Change CAMS errors noted during daily verification process	83
I0524	Start or stop CAMS job following events	83
I0522	Retrieve CAMS products	67
I0521	Perform CAMS interface with base supply systems	67
I0525	Track CAMS job following events	67
I0501	Analyze CAMS data	67
H0498	Walk wings or tails during aircraft towing operations	67
J0534	Inventory composite tool kits (CTKs)	67
J0535	Inventory equipment, tools, parts, or supplies	67
I0514	Input time change data	50
I0515	Monitor time compliance technical orders (TCTOs)	50

TABLE A12

Wheel and Tire Job (ST183)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
E0284	Bench check or repair brake assemblies	95
E0332	Fabricate rubber hose assemblies	95
E0333	Fabricate teflon hose assemblies	95
E0339	Maintain Hydraulic test stands	81
E0279	Bench check or repair accumulators	71
J0534	Inventory composite tool kits (CTKs)	67
I0516	Open or close CAMS	67
E0324	Bench check or repair shock struts	67
I0500	Access core automated maintenance system (CAMS) menus and data screens	62
E0282	Bench check or repair aircraft reservoirs	62
J0535	Inventory equipment, tools, parts, or supplies	57
E0299	Bench check or repair hydraulic actuating cylinders	48
E0354	Troubleshoot shop hydraulic test stands	48
J0541	Pick up or deliver equipment, tools, parts, or supplies	43
J0536	Issue or log turn-ins of equipment, tools, parts, or supplies	38
J0530	Evaluate serviceability of equipment, tools, parts, or supplies	38
I0505	Change CAMS workcenter event narratives	38
J0537	Maintain benchstock parts or equipment levels	38
E0330	Clean, inspect, or lubricate hose fabrication equipment	38
J0538	Maintain CTKs	29
F0362	Install locking devices, such as safety wire or cotter pins	29
E0349	Perform hydrostatic tests on hose or tube assemblies	29
E0341	Maintain compression rivetor machines	24
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	24
F0367	Prepare Hydraulic components for storage or shipments	24
E0344	Operationally check hydraulic test equipment	20

TABLE A13

In-Shop Maintenance Cluster (ST098)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
E0284	Bench check or repair brake assemblies	98
E0332	Fabricate rubber hose assemblies	96
E0279	Bench check or repair accumulators	93
E0333	Fabricate teflon hose assemblies	89
I0500	Access core automated maintenance system (CAMS) menus and data screens	84
J0534	Inventory composite tool kits (CTKs)	83
E0330	Clean, inspect, or lubricate hose fabrication equipment	82
I0516	Open or close CAMS	79
E0299	Bench check or repair hydraulic actuating cylinders	79
E0339	Maintain Hydraulic test stands	77
E0308	Bench check or repair hydraulic swivel assemblies	74
J0538	Maintain CTKs	68
E0324	Bench check or repair shock struts	68
E0282	Bench check or repair aircraft reservoirs	67
F0362	Install locking devices, such as safety wire or cotter pins	66
E0354	Troubleshoot shop hydraulic test stands	66
E0352	Remove or replace components of shop hydraulic test stands	66
J0535	Inventory equipment, tools, parts, or supplies	64
E0349	Perform hydrostatic tests on hose or tube assemblies	62
I0507	Clear or close out completed aircraft maintenance discrepancies in CAMS	60
A0020	Bleed hydraulic systems or components	60
E0350	Perform operator maintenance on hydraulic test stands	60
E0298	Bench check or repair hand-operated hydraulic pumps	60
F0373	Use sealing or corrosion preventative compounds	59
I0521	Perform CAMS interface with base supply systems	58
I0505	Change CAMS workcenter event narratives	57
E0307	Bench check or repair hydraulic selector valves	56
I0519	Perform CAMS inquiries for uncompleted maintenance events	55
E0302	Bench check or repair hydraulic components of reservoirs	53
E0351	Remove or replace components of hose fabrication equipment	53
J0530	Evaluate serviceability of equipment, tools, parts, or supplies	52
E0342	Maintain degreaser tanks	52
I0510	Create aircraft or support equipment maintenance discrepancies in CAMS	52
I0501	Analyze CAMS data	51
F0367	Prepare Hydraulic components for storage or shipments	50
I0517	Perform CAMS inquiries for scheduled aircraft discrepancies	47
J0537	Maintain benchstock parts or equipment levels	47
I0503	Change CAMS job standard narratives	47
J0546	Store equipment, tools, parts, or supplies	45
I0502	Change CAMS errors noted during daily verification process	45
F0372	Remove, install, or repair rosan fluid fittings	45
J0541	Pick up or deliver equipment, tools, parts, or supplies	44
I0504	Change CAMS work unit codes	44
F0361	Inspect rosan fluid fittings	44

TABLE A14

Management Cluster (ST045)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
K0629	Supervise military personnel	89
K0594	Evaluate personnel for compliance with performance standards	81
K0565	Determine or establish work assignments or priorities	80
K0556	Conduct supervisory performance feedback sessions	79
K0560	Counsel subordinates concerning personal matters	78
K0548	Assign personnel to work areas or duty positions	76
K0614	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	75
K0557	Conduct safety inspections of equipment or facilities	75
K0632	Write performance reports or supervisory appraisals	74
K0584	Establish performance standards for subordinates	74
K0554	Conduct self-inspections or self-assessments	74
K0626	Schedule work assignments or priorities	72
K0634	Write recommendations for awards or decorations	71
K0558	Conduct supervisory orientations for newly assigned personnel	71
K0553	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	69
K0571	Develop or establish work schedules	69
L0655	Maintain training records or files	67
K0597	Evaluate work schedules	66
J0527	Coordinate supply-related matters with appropriate agencies	65
L0649	Evaluate personnel to determine training needs	65
K0595	Evaluate personnel for promotion, demotion, reclassification, or special awards	63
J0530	Evaluate serviceability of equipment, tools, parts, or supplies	63
I0500	Access core automated maintenance system (CAMS) menus and data screens	62
K0624	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	61
K0605	Interpret policies, directives, or procedures for subordinates	61
L0653	Evaluate progress of trainees	60
K0591	Evaluate job-related suggestions	60
I0516	Open or close CAMS	59
L0641	Conduct OJT	59
K0570	Develop or establish work methods or procedures	58
K0550	Attach or annotate equipment status labels or tags, such as danger tags, equipment condition tags, or component condition tags	58
K0575	Direct training functions	57
J0531	Identify and report equipment or supply problems	57
K0589	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	57
J0534	Inventory composite tool kits (CTKs)	57
L0661	Schedule personnel for training	56
L0660	Schedule training	56
M0665	Clear RED X conditions	56
K0607	Maintain counseling forms	56
L0643	Determine training requirements	55

TABLE A15

Training Cluster (ST063)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
L0656	Personalize lesson plans	90
L0646	Develop training materials or aids	90
L0636	Administer or score tests	90
L0640	Conduct formal course classroom training	83
L0653	Evaluate progress of trainees	79
L0662	Write test questions	79
L0644	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STs)	76
L0645	Develop performance tests	72
M0686	Maintain technical orders (TOs)	69
L0648	Establish or maintain study reference files	62
L0654	Inspect training materials or aids for operation or suitability	59
L0639	Complete student entry or withdrawal forms	59
M0665	Clear RED X conditions	59
L0659	Procure training aids, space, or equipment	55
M0694	Review TO changes	55
A0044	Operationally check auxiliary hydraulic systems	55
L0647	Develop training programs, plans, or procedures	52
C0185	Operationally check rudder systems	52
C0190	Operationally check wing flap systems	48
D0248	Operationally check wheel brake systems	45
B0126	Operationally check hydraulic power systems	45
C0189	Operationally check spoiler systems	45
L0655	Maintain training records or files	41
L0641	Conduct OJT	41
L0642	Conduct training conferences, briefings, or debriefings	41
M0692	Research TOs to identify components or items of equipment	41
L0649	Evaluate personnel to determine training needs	41
B0120	Inspect hydraulic power systems	41
A0020	Bleed hydraulic systems or components	41
L0652	Evaluate effectiveness of training programs, plans, or procedures	38
D0268	Troubleshoot wheel brake systems	38
A0095	Troubleshoot auxiliary hydraulic systems	38
J0534	Inventory composite tool kits (CTKs)	38
M0682	Maintain publications files	34
K0594	Evaluate personnel for compliance with performance standards	34
B0137	Troubleshoot hydraulic power systems	34
D0264	Troubleshoot landing gear extension or retraction systems	34
L0643	Determine training requirements	31
L0638	Brief organizational personnel concerning training programs or matters	31
D0261	Troubleshoot emergency brake systems	31
L0660	Schedule training	24
L0650	Evaluate training methods or techniques of instructors or trainers	21

TABLE A16

Equipment Support Job (ST171)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
J0534	Inventory composite tool kits (CTKs)	93
J0530	Evaluate serviceability of equipment, tools, parts, or supplies	93
J0538	Maintain CTKs	86
J0535	Inventory equipment, tools, parts, or supplies	86
J0546	Store equipment, tools, parts, or supplies	86
J0536	Issue or log turn-ins of equipment, tools, parts, or supplies	71
J0541	Pick up or deliver equipment, tools, parts, or supplies	64
J0537	Maintain benchstock parts or equipment levels	57
J0542	Prepare documentation to turn in excess or surplus property	57
J0540	Maintain documentation for inspections	50
J0531	Identify and report equipment or supply problems	50
J0527	Coordinate supply-related matters with appropriate agencies	43
J0545	Research data for supply requisitions	43
M0670	Dispose of hazardous materials	43
I0500	Access core automated maintenance system (CAMS) menus and data screens	43
J0539	Maintain equipment or supply records, other than organizational	36
K0611	Maintain precision measurement equipment (PME)	36
K0610	Maintain organizational equipment	29
M0669	Destroy classified materials	29
J0528	Coordinate maintenance of equipment with appropriate agencies	29
M0686	Maintain technical orders (TOs)	21
J0533	Initiate requisitions for equipment, tools, parts, or supplies	21
D0240	Inspect shock struts	14
K0627	Store hazardous communications (HAZCOM) products	14
M0694	Review TO changes	7

TABLE A17

Expediter Job (ST187)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
K0565	Determine or establish work assignments or priorities	100
K0629	Supervise military personnel	91
K0560	Counsel subordinates concerning personal matters	91
K0556	Conduct supervisory performance feedback sessions	82
M0665	Clear RED X conditions	73
K0626	Schedule work assignments or priorities	64
K0573	Direct flightline Hydraulic repair operations	64
K0632	Write performance reports or supervisory appraisals	64
K0604	Initiate actions required due to substandard performance of personnel	64
K0601	Indorse performance reports or supervisory appraisals	55
M0690	Perform in-progress inspections (IPIs)	55
K0548	Assign personnel to work areas or duty positions	45
J0541	Pick up or deliver equipment, tools, parts, or supplies	45
K0594	Evaluate personnel for compliance with performance standards	45
K0634	Write recommendations for awards or decorations	45
K0628	Supervise civilian employees	36
H0497	Transport test equipment or units to or from flightlines	36
H0496	Tow AGE	36
M0667	Complete accident or incident reports	36
K0597	Evaluate work schedules	27
J0527	Coordinate supply-related matters with appropriate agencies	27
K0595	Evaluate personnel for promotion, demotion, reclassification, or special awards	27
K0624	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	27
K0612	Maintain or control maintenance management information	18
M0670	Dispose of hazardous materials	18
J0537	Maintain benchstock parts or equipment levels	18