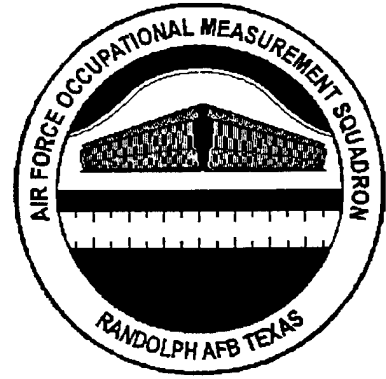


DTIC



UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

DTIC QUALITY INSPECTED

AIRCREW LIFE SUPPORT

AFSC 1T1X1

OSSN 2289

JANUARY 1998

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OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
1550 5TH STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Aircrew Life Support career ladder, Air Force Specialty Code (AFSC) 1T1X1. Authority for conducting occupational surveys is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Functional Manager, the operations training location, all major using commands, and other interested operations and training officials.

The survey instrument was developed by Second Lieutenant Christopher D. Gilliam, Inventory Development Specialist, with computer programming support from Mrs. Jeanie C. Guesman. Mr. Richard G. Ramos provided administrative support. Second Lieutenant David A. Huber, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airmen Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Additional copies of this report can be obtained by writing to AFOMS/OMYXI, 1550 5th Street East, Randolph AFB 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**: Survey results are based on responses from 1,556 Aircrew Life Support personnel. This represents 54 percent of the total assigned AFSC 1T1X1 population. Incumbents were surveyed across all of the major commands. Active Duty, National Guard, and Reserve personnel are included in this survey. The sample includes personnel from the 3-, 5-, 7-, 9-, and 00-skill levels.
2. **Specialty Jobs**: Nine jobs and one cluster were identified in the career ladder structure analysis. The Life Support Equipment Maintenance Cluster, as well as six jobs, involve the day-to-day technical responsibilities of the specialty. The remaining three jobs can be categorized as staff, training, or support functions.
3. **Career Ladder Progression**: Distinctions between skill-level groups are evident, with personnel at the 3- and 5-skill levels spending the vast majority of their job time performing technical tasks across a number of different jobs. At the 7-skill level, the shift towards supervisory tasks becomes clear. The 9-/00-skill level positions are almost solely supervisory in nature.
4. **Training Analysis**: The AFSC 1T1X1 Specialty Training Standard (STS) document was generally supported by survey data. There were STS elements requiring review by experienced subject-matter experts for possible deletion or revision.
5. **Job Satisfaction Analysis**: Group incumbents indicate high job satisfaction across the career ladder. Job satisfaction is consistent with similar direct support AFSCs.
6. **Implications**: The career ladder structure is similar to that found in the previous OSR; the career field has remained stable over time.

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**OCCUPATIONAL SURVEY REPORT (OSR)
AIRCREW LIFE SUPPORT CAREER LADDER
(AFSC 1T1X1)**

INTRODUCTION

This report presents the results of an occupational survey of the Aircrew Life Support career ladder completed by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron, in November 1997. This survey was conducted as part of a 5-year survey cycle. The previous survey was completed in August 1993.

Background

The AFSC 1T1X1 OSR can assist technical training personnel in updating their training programs and evaluating the current classification structure. The need for specialized training for certain major command (MAJCOM) or skill-level groups can be determined through interpretation of the data.

According to AFMAN 36-2108 *Specialty Descriptions* for AFSC 1T1X1, effective 31 October 1997, Aircrew Life Support personnel manage and perform inspections, maintenance, and adjustments of aircrew life support and chemical defense equipment. These personnel also supervise and conduct aircrew shelter processing, chemical defense training and life support continuation training. For members entering the AFSC 1T1X1 career ladder, a minimum score of 30 on the Armed Services Vocational Aptitude Battery in the General category is required. A strength factor of K (weight lift of 70 lbs.) is required for this AFSC. Also, the ability to speak clearly and distinctly without speech impediment is mandatory for entry, award, and retention of this AFSC. Furthermore, qualification to operate a government vehicle according to AFI 24-309 (formerly AFM 77-310 Volume 1) is mandatory for entry into this specialty.

The current AFSC 1T1X1 training program consists of an entry-level course, two 5-skill level courses, and one 7-skill level course, all conducted at Sheppard AFB TX. The entry-level course, J3ABR1T131-001, Aircrew Life Support Apprentice, is 6 weeks and 1 day long, and includes instruction in the inspection and maintenance of aircrew life support equipment such as personal parachutes, torso harness assembly, life rafts, life preservers, survival kits, helmets, oxygen masks, nuclear flashblindness goggles, and the ground/aircrew chemical defense ensembles. Course instruction is also conducted in use of life support test equipment in inspection and operational checks of emergency electronic communication signaling equipment, and ground/aircrew decontamination procedures.

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The Aircrew Life support Journeyman 5-skill level course (J3AZR1T151-001) is 8 academic days long. Course content includes instruction in supervisory functions of life support personnel including Air Force life support systems, manpower authorizations and training facility, chemical warfare facilities, support organizations and their functions, equipment modification, statement of operational need, operational test and evaluation, hazard reports, material deficiency reports, technical order improvement reports, aircraft mishap investigating and reporting, training assistance and requirements, life support quality enhancement, host tenant support agreements, life support continuation training, and the USAF Graduate Evaluation Program.

The Maintenance of Aircrew Night Vision Goggles (J4AST1T151-002) course is 5 academic days long. This course provides training in the maintenance and inspection of aircrew night vision goggles to include physiological effects, maintenance, testing, and purging of night vision goggles.

The Aircrew Life Support Craftsman course (J3ACR1T171-000) is 10 academic days long. This course provides training in accident reporting procedures, aircrew instruction, Explosive Safety Program, supply and material responsibilities and accountability, and evaluation of the technical order system. This course also provides instruction in the use of automated data systems, optical accessories, and advanced technologies.

SURVEY METHODOLOGY

Inventory Development

Data for this survey was collected by administering USAF Job Inventory (JI) OASN 2289, dated May 1997. During the initial inventory development, 56 subject-matter experts from 8 operational bases and 1 training unit were interviewed. The developer reviewed pertinent career ladder documents, the previous inventory, and the previous OSR to prepare a task list. Bases visited during the development included:

<u>BASE</u>	<u>UNIT</u>	<u>REASON FOR VISIT</u>
Sheppard AFB	361 TRS/RWT	Training base
Andrews AFB	89 OSS/OSTL	Commercial aircraft support
Travis AFB	60 OSS/PE	C-5 and KC-10 support
Beale AFB	9 PSPTS/SGT	Pressure suit and high-altitude equipment maintenance
Mountain Home AFB	366 OSS/OSTL	B-1B, F-15, and KC-135 support

Randolph AFB	12 OSS/OSTL	T-37, T-38, T-43, T-1, and T-3 support
Hurlburt Field	16 OSS/OSTL	Special operations support
Charleston AFB	437 OSS/OSTL	C-17 support
Barksdale AFB	2 OSS/OSTL	B-52 support

The resulting JI lists 706 tasks, grouped into 23 duty categories. The inventory also contains a number of background questions relating to duty AFSC (DAFSC), time in present job, total active military service (TAFMS), work area assigned, job title, support equipment used, and job satisfaction information.

Survey Administration

From June 1997 through August 1997, the inventory booklets were administered to personnel eligible for the survey. Base training offices located worldwide gave survey booklets to AFSC 1T1X1 personnel with DAFSCs of 1T131, 1T151, 1T171, 1T191, and 1T100. The respondents were picked from a computer generated mailing list from the Air Force Personnel Center. Personnel not considered eligible to take part in the survey were those in transition to a permanent change of station, those retiring at the time of the survey, those hospitalized, and those who had not been in their present job for a period of 6 weeks.

All eligible members who completed an inventory booklet first completed an identification and background information section. Next, the personnel went through the booklet and checked all tasks performed on their present job. After checking the performed tasks, they then rated the tasks on a scale from 1 to 9 based on the relative amount of time they spent on that task compared to all others. A rating of 1 indicated a very small amount of time was spent and a rating of 9 indicated a large amount of time was spent on the task. To determine relative time spent on each task checked by a respondent, the sum of the ratings was assumed to account for 100 percent of his time on the job. All respondents' responses were added, then each rating was divided by the sum of all responses. Then, this quotient was multiplied by 100 to get the relative percent time spent for each task. This procedure allowed a comparison of percent members performing and relative percent time spent on tasks and groups of tasks.

Survey Sample

The JI booklets mailed to the participants in the survey were monitored to ensure the final survey sample would be representative of the MAJCOM and paygrade groups. Table 1 lists the percentage distribution by MAJCOM of assigned personnel in the career ladder as of January 1997. Also shown in Table 1 is the percentage distribution by MAJCOM of the final population.

Table 2 shows the survey sample representation across paygrades. The tables show that representation by MAJCOM and paygrade is good. The 1,556 respondents included in the survey are from all 3 component groups (Active Duty, National Guard, and Reserve) and represent 54 percent of the total 2,895 AFSC 1T1X1 personnel assigned to the career ladder (as of January 1997).

TABLE 1

COMMAND REPRESENTATION OF AFSC 1T1X1 SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
ANG	27	20
ACC	20	22
AMC	17	17
AFRC	11	10
AETC	8	12
PACAF	6	7
USAFE	4	5
AFSOC	4	3
AFMC	2	3
OTHER	1	1

TOTAL ASSIGNED - 2,895
 TOTAL NUMBER ELIGIBLE - 2,734
 TOTAL IN SAMPLE - 1,556
 PERCENT OF ASSIGNED - 54%
 PERCENT OF ELIGIBLE - 57%

*As of January 1997

NOTE: AFSC 1T1X1 personnel not eligible for survey include those members with discharge, retirement, PCS, or hospital status, and those having less than 6 weeks in their present job

TABLE 2

PAYGRADE REPRESENTATION OF AFSC 1T1X1 SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
E-1	1	1
E-2	4	5
E-3	15	17
E-4	22	22
E-5	27	27
E-6	16	15
E-7	10	9
E-8	4	3
E-9	1	1

*As of January 1997

TABLE 3

SELECTED BACKGROUND DATA FOR 1T1X1 CAREER LADDER JOBS

	AIRCREW CHEMICAL DEFENSE SPECIALIST <u>JOB</u>	ALSMS FLIGHTLINE SPECIALIST <u>JOB</u>	OXYGEN AND BREATHING EQUIPMENT MAINTENANCE SPECIALIST <u>JOB</u>	HELMET AND MASK CAREER LADDER ENTRANT <u>JOB</u>	HELMET MAINTENANCE SPECIALIST <u>JOB</u>
NUMBER IN GROUP	12	26	6	51	5
PERCENT OF TOTAL SAMPLE	1%	2%	<1%	3%	<1%
PERCENT CONUS	100%	100%	83%	90%	100%

DAFSC DISTRIBUTION

1T131	58%	27%	17%	61%	40%
1T151	42%	73%	83%	37%	60%
1T171	0%	0%	0%	0%	0%
1T191/00	0%	0%	0%	0%	0%

COMPONENT STATUS

ACTIVE DUTY	92%	96%	100%	86%	100%
NATIONAL GUARD	8%	0%	0%	12%	0%
RESERVE	0%	4%	0%	2%	0%
PREDOMINATE PAYGRADES	E3-E4	E4	E4	E2-E3	E2-E4
AVERAGE MONTHS IN CAREER FIELD	57	59	67	34	39
AVERAGE MONTHS IN SERVICE	61	66	68	36	40
PERCENT IN FIRST ENLISTMENT	72%	56%	34%	82%	60%
AVERAGE NUMBER TASKS PERFORMED	41	44	27	44	41
PERCENT SUPERVISING	42%	65%	17%	12%	40%

TABLE 3 (CONTINUED)

SELECTED BACKGROUND DATA FOR IT1X1 CAREER LADDER JOBS

	LIFE SUPPORT EQUIPMENT MAINTENANCE CLUSTER	LIFE SUPPORT CONTINUATION TRAINER JOB	MANAGER JOB	TRAINER JOB	SUIT PHYSIOLOGICAL SUPPORT JOB
NUMBER IN GROUP	1,210	34	71	5	19
PERCENT OF TOTAL SAMPLE	78%	2%	5%	<1%	1%
PERCENT CONUS	82%	76%	86%	80%	100%
DAFSC DISTRIBUTION					
IT131	18%	6%	0%	0%	32%
IT151	58%	50%	3%	20%	63%
IT171	20%	26%	65%	80%	5%
IT191/00	3%	18%	33%	0%	0%
COMPONENT STATUS					
ACTIVE DUTY	65%	97%	86%	100%	100%
NATIONAL GUARD	23%	3%	7%	0%	0%
RESERVE	12%	0%	7%	0%	0%
PREDOMINATE PAYGRADES					
AVERAGE MONTHS IN CAREER FIELD	E4-E5 84	E4-E5 136	E6-E7 203	E6 152	E3-E5 76
AVERAGE MONTHS IN SERVICE	89	140	216	162	81
PERCENT IN FIRST ENLISTMENT	42%	12%	0%	0%	59%
AVERAGE NUMBER TASKS PERFORMED	192	108	136	63	105
PERCENT SUPERVISING	46%	44%	86%	80%	32%

TABLE 4

PERCENT TIME SPENT ON DUTY BY JOB*

	AIRCREW CHEMICAL DEFENSE SPECIALIST JOB	ALSMS FLIGHTLINE SPECIALIST JOB	OXYGEN AND BREATHING EQUIP MAINT JOB	HELMET AND MASK CAREER LADDER ENRANT JOB	HELMET MAINTENANCE SPECIALIST JOB
A	Protective clothing	-	-	5	7
B	Pressure suit physiological support	1	-	1	1
C	Helmets/helmet mounted devices	2	3	34	46
D	Electronic communications, pyrotechnic, weapons	1	-	1	6
E	Parachutes and accessories	2	-	4	17
F	Parachute testing	-	-	-	-
G	Life rafts	1	-	3	1
H	Life preservers	-	-	1	4
I	Survival kits and vests	3	-	5	8
J	Oxygen and breathing equipment	4	78	27	8
K	Life support operation and training	6	1	3	2
L	Egress training	-	-	-	-
M	Parachute training	-	-	-	1
N	Water survival training	1	-	1	-
O	Aircrew chemical defense ensemble (ACDE)	40	-	1	-
P	Contamination control area (CCA)	7	-	1	-
Q	Automated life support management system (ALSMS)	13	11	6	-
R	Life support equipment development	1	-	-	-
S	Deployment and contingency	2	-	-	-
T	Supply	8	2	3	-
U	Administrative and technical order system	2	-	1	-
V	Training	1	-	-	-
W	Management and supervisory	4	3	2	-

* Columns may not add to 100 percent due to rounding
 - Indicates less than 1 percent

TABLE 4 (CONTINUED)

PERCENT TIME SPENT ON DUTY BY JOB*

	LIFE SUPPORT EQUIPMENT MAINTENANCE CLUSTER	LIFE SUPPORT CONTINUATION TRAINER JOB	MANAGER JOB	TRAINER JOB	PHYSIOLOGICAL SUPPORT JOB
A	Protective clothing	1	1	-	4
B	Pressure suit physiological support	-	-	1	63
C	Helmets/helmet mounted devices	1	1	-	1
D	Electronic communications, pyrotechnic, weapons	1	1	-	1
E	Parachutes and accessories	1	1	-	3
F	Parachute testing	-	-	-	-
G	Life rafts	4	-	-	2
H	Life preservers	2	-	-	1
I	Survival kits and vests	8	-	-	5
J	Oxygen and breathing equipment	11	1	3	1
K	Life support operation and training	9	3	3	4
L	Egress training	1	-	-	-
M	Parachute training	2	-	-	-
N	Water survival training	3	1	-	-
O	Aircrew chemical defense ensemble (ACDE)	3	-	-	-
P	Contamination control area (CCA)	2	1	-	-
Q	Automated life support management system (ALSMS)	5	2	2	-
R	Life support equipment development	1	1	-	-
S	Deployment and contingency	1	1	1	1
T	Supply	5	6	5	2
U	Administrative and technical order system	3	11	3	2
V	Training	3	8	38	2
W	Management and supervisory	10	59	41	6

* Columns may not add to 100 percent due to rounding
 - Indicates less than 1 percent

TABLE 5

COMPARISON OF CURRENT JOBS TO 1993 SURVEY JOBS

<u>1997 JOBS</u>	<u>1993 JOBS</u>
LIFE SUPPORT EQUIPMENT MAINTENANCE	LIFE SUPPORT EQUIPMENT MAINTENANCE AND INSPECTION
HELMET AND MASK CAREER LADDER ENTRANT	HELMET AND OXYGEN EQUIPMENT MAINTENANCE
HELMET MAINTENANCE SPECIALIST	HELICOPTER SUPPORT
OXYGEN AND BREATHING EQUIPMENT MAINTENANCE SPECIALIST	OXYGEN AND CHEMICAL WARFARE DEFENSE (CWD) EQUIPMENT MAINTENANCE
AIRCREW CHEMICAL DEFENSE	CHEMICAL WARFARE DEFENSE
ALSMS FLIGHTLINE SUPPORT	FLIGHTLINE LIFE SUPPORT
SUIT PHYSIOLOGICAL SUPPORT	PRESSURE SUIT SUPPORT
LIFE SUPPORT CONTINUATION TRAINER	AIRCREW CONTINUATION SUPPORT
TRAINER	MAINTENANCE SUPERVISION
MANAGER	MANAGEMENT AND ADMINISTRATION
	PROTECTIVE CLOTHING

CAREER LADDER STRUCTURE

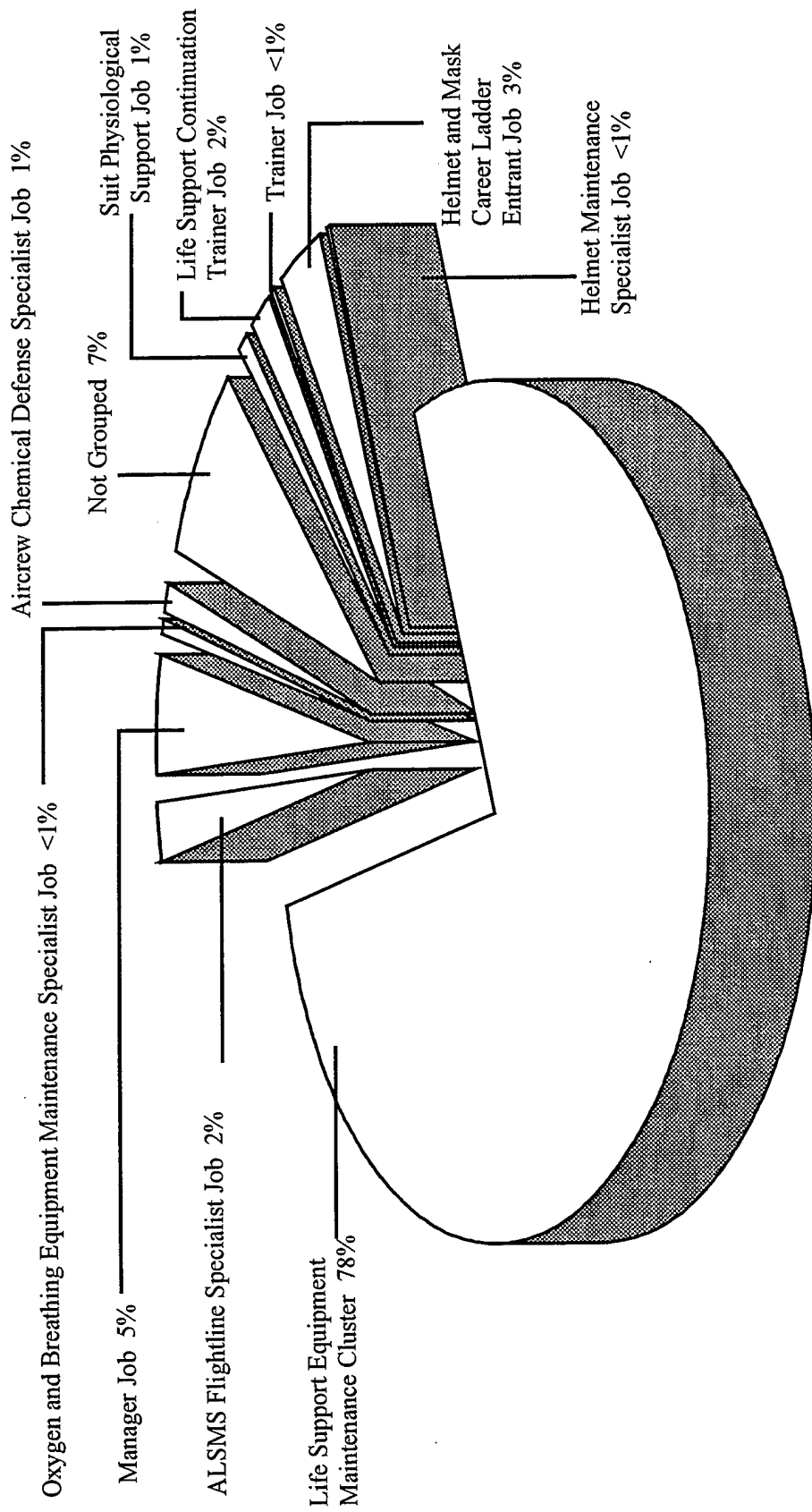


FIGURE 1

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 1T1X1 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 in the report.

Training Emphasis: TE is a rating of the amount of emphasis that should be placed on tasks in entry level training. The 31 senior AFSC 1T1X1 NCOs who completed booklets were asked to select tasks they felt should be taught to entry level personnel in some sort of structured training and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The rater agreement among these 31 raters was high. The average TE rating was 1.93 with a standard deviation of 1.67. Any task with a TE rating of 3.60 is considered to have high TE.

Task Difficulty: TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 46 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 high. 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 difficult to learn.

SPECIALTY JOBS (Career Ladder Structure)

To aid in determining career ladder structure, an automated job clustering program compares job descriptions for individuals in the survey sample. The automated job clustering program then selects the most similar job descriptions based on tasks performed and the time spent on those tasks. The computer program then finds all other individuals that are similar and adds them to the group. The program continues until all members of the survey are grouped. The result is a pattern of jobs that makes the AFSC 1T1X1 career ladder.

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 performing 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.

Structure Overview

In this survey, nine jobs and one cluster were identified. These are listed and the descriptions of each are provided. The stage number (ST) beside each job title is a computer generated code number, and the letter N within parentheses corresponds to the number of personnel in each group.

- I. AIRCREW CHEMICAL DEFENSE SPECIALIST JOB (ST093, N=12)
- II. ALSMS FLIGHTLINE SPECIALIST JOB (ST119, N=26)
- III. OXYGEN AND BREATHING EQUIPMENT MAINTENANCE SPECIALIST JOB (ST261, N=6)
- IV. HELMET AND MASK CAREER LADDER ENTRANT JOB (ST095, N=51)
- V. HELMET MAINTENANCE SPECIALIST JOB (ST115, N=5)
- VI. LIFE SUPPORT EQUIPMENT MAINTENANCE CLUSTER (ST039, N=1,210)
 - A. Base Level Life Support Equipment Maintenance Technician
 - B. Senior Level Life Support Equipment Maintenance Technician
 - C. Acting Life Support Equipment Maintenance Supervisor
- VII. LIFE SUPPORT CONTINUATION TRAINER JOB (ST083, N=34)
- VIII. MANAGER JOB (ST111, N=71)
- IX. TRAINER JOB (ST092, N=5)
- X. SUIT PHYSIOLOGICAL SUPPORT JOB (ST071, N=19)

The AFSC 1T1X1 personnel forming these jobs and cluster account for 93 percent of the survey sample (see Figure 1). The remaining 7 percent are listed as "not grouped." These 117 personnel perform sets of tasks that differ from those tasks performed by the identified groups. Examples of job titles identified by these survey respondents were deployment manager, NCOIC inspection section, and systems manager. Because of the differences in tasks performed, these personnel could not be grouped into any identifiable job.

Two tables in this section provide background information about the jobs and cluster mentioned. Table 3 displays selected background information, such as DAFSC distributions across each group, average months in service (TAFMS), average number of tasks performed, and the percentage of group members currently supervising others. The data in Table 4 detail the

relative amount of time spent across each of the 23 duties for the identified survey groups. Also included in this report is an Appendix A, listing tasks performed by members in each of the jobs identified.

Job Descriptions

I. AIRCREW CHEMICAL DEFENSE SPECIALIST JOB (ST093, N=12). The 12 members in this job are identified by their specialization in Duty O, Performing Aircrew Chemical Defense Ensemble (ACDE) activities. Group members spend 40 percent of their time performing tasks in this duty, over 10 times more than any other job group. Emphasis on this duty indicates this job is technical and somewhat limited. Members of this group are tasked with fitting, sizing, and repairing ACDE equipment. Representative tasks performed by members of this group include:

- assemble, inspect, and pack components of ACDE
- perform periodic inspections on ACDE
- inventory ACDE
- maintain ACDE size data for aircrew members
- issue ACDE
- maintain ACDE training equipment

These 12 members average 41 tasks performed (low average task performance illustrates the limitation of the job), 61 months TAFMS, and 57 months TICF. These members are primarily in the paygrades of E-3 and E-4, and most hold a 3-skill level. Forty-two percent of the personnel indicate they are currently supervising others.

II. ALSMS FLIGHTLINE SPECIALIST JOB (ST119, N=26). The upkeep of shop inventory is a paramount function of any Air Force mission. Members of the ALSMS Flightline Specialist Job help keep proper inventory of Air Force life support equipment through the use of ALSMS databases. Twenty-two percent of this group's time is spent performing ALSMS activities. Members of this job perform ALSMS duties as well as general equipment upkeep. Representative tasks performed by this group include:

- access ALSMS menus and data screens
- position EEBDS on aircraft
- preposition life support equipment in aircraft
- change ALSMS errors noted during daily verification process
- position oxygen mask assemblies on aircraft
- perform ALSMS inquiries for life support equipment inspections
- remove, replace, or install life preservers in aircraft

Members of this job average 44 tasks performed, 66 months TAFMS, and 59 months TICF. The predominate paygrade of members in this job is E-4, and the majority of members hold a 5-skill level. Sixty-five percent of all members in this job group are supervising others.

III. OXYGEN AND BREATHING EQUIPMENT MAINTENANCE SPECIALIST JOB (ST261, N=6). The six members of this job are distinct from all other job groups because of their concentration on Duty J, maintaining oxygen and breathing equipment. They spend 78 percent of their time in this duty, nearly 3 times more than any other job group. Concentration in this technical work indicates a limited job function. Representative tasks performed by members of this job group include:

- clean and disinfect oxygen masks
- maintain oxygen masks
- perform periodic inspections of oxygen masks
- perform periodic inspections of quick-don assemblies
- test oxygen mask intercommunication systems
- remove, replace, or install quick-don assembly components
- perform functional tests of oxygen masks

These 6 members average 27 tasks performed during their duty time, the lowest of any job group (which further illustrates job limitations). These members average 68 months TAFMS, and 67 months TICF. Five of the six members hold a 5-skill level, and one member currently supervises others.

IV. HELMET AND MASK CAREER LADDER ENTRANT JOB (ST095, N=51). The 51 personnel in this job group focus their efforts on maintaining helmets and masks. Though they perform maintenance tasks on many other pieces of equipment in the inventory, it is their emphasis on the maintenance of these two pieces of equipment that make them divergent from all other job groups. These group members spend 34 percent of their time maintaining helmets and helmet mounted devices (Duty C) and 27 percent of their time maintaining oxygen and breathing equipment (Duty J), which combine to account for 61 percent of their duty time. Tasks commonly performed by these members are:

- perform periodic inspections of helmets
- clean helmets
- adjust nape straps on helmets
- perform periodic inspections of oxygen masks
- clean and disinfect oxygen masks

- maintain oxygen masks
- perform preflight or postflight inspections of helmets
- perform communications checks of helmets

As the job name implies, these personnel are new to the career ladder. These members average 36 months TAFMS and 34 months TICF (both of which are the lowest of any job group). The primary paygrades for these members are E-2 and E-3, and 61 percent of all members hold a 3-skill level.

V. HELMET MAINTENANCE SPECIALIST JOB (ST115, N=5). Similar to the members of the Oxygen and Breathing Equipment Maintenance Specialist Job, the members of the Helmet Maintenance Specialist Job are identified by their specialization in the maintenance of a particular equipment item. These 5 members spend 46 percent of their time performing maintenance on helmets and helmet mounted devices. Representative tasks performed by members of this job group are:

- build up helmets from shells
- clean helmets
- adjust nape straps on helmets
- grind down protruding screws or objects on helmets
- perform thermoplastic liner (TPL) operations
- perform periodic inspections of helmets
- perform communications checks of helmets

These personnel perform an average of 41 tasks during their duty time. The predominate paygrades for members of this group are E-2 through E-4. Three of the five members hold a 5-skill level, and the other two hold a 3-skill level. Two members of this job group are currently in supervisory positions.

VI. LIFE SUPPORT EQUIPMENT MAINTENANCE CLUSTER (ST039, N=1,210). As referenced in AFMAN 36-2108 *Specialty Descriptions*, Aircrew Life Support personnel manage and perform inspections, maintenance, and adjustments of aircrew life support and chemical defense equipment. The members of this cluster perform the core job of the career ladder as they perform all the aforementioned duties. Tasks performed by these members encompass the essence of Aircrew Life Support activities as members upkeep such equipment as helmets, masks, life vests, life rafts, and survival kits. Representative tasks performed by these members are:

- clean and disinfect oxygen masks
- clean helmets
- perform periodic inspections of survival kit components
- inventory life support equipment
- access ALSMS menus and data screens
- perform preflight or postflight inspections of helmets
- perform periodic inspections of survival vests

Personnel in this cluster average 89 months TAFMS and 84 months TICF. The majority of members are in the paygrades of E-4 or E-5 and hold a 5-skill level. Forty-six percent of all members of this cluster are currently supervising others.

Within this cluster there are three different jobs. There are Base Level Life Support Equipment Maintenance Technicians who are largely E-3s and E-4s. They largely hold 3- and 5-skill levels and perform an average of 83 tasks, the majority of which are equipment maintenance activities. As the name implies, this job is entry-level. Evidence of this is shown in the low percentage of personnel holding supervisory positions (23 percent), average number of tasks performed relative to other jobs within the cluster, and low relative skill levels. The second job within the cluster is the Senior Level Life Support Equipment Maintenance Technician Job. These members are mostly in the paygrades of E-4 through E-6 and hold 5- or 7-skill levels. There are also First-Line Supervisors within this cluster. The First-Line Supervisors are unique within this cluster because they are supervisory personnel who also periodically perform general life support equipment maintenance activities. These members have the highest TAFMS of any group in the cluster. Members of this group are mostly in the paygrades of E-5 to E-7 and the 5- and 7-skill levels.

VII. LIFE SUPPORT CONTINUATION TRAINER JOB (ST083, N=34). Quality Air Force personnel are those who have expertise in many trades. The members of the Life Support Continuation Trainer Job provide additional Life Support training that enhances members' ability to complete vital Air Force missions. These members are found performing water survival training activities (19 percent of their duty time), performing life support operation and training (15 percent of their duty time), and performing parachute training (14 percent of their duty time). Representative tasks performed by these members are:

- instruct operation and use of life rafts
- evaluate water survival performances of students
- instruct donning or doffing of water survival training equipment
- instruct life raft boarding procedures
- instruct operation and use of life preservers
- instruct operation and use of survival kit components, other than
 - water procurement devices
- instruct parachute descent malfunction procedures

The complicated subject matter taught requires experienced personnel, as reflected in the high average TAFMS of the group. These members average 140 months TAFMS, of which 136 have been spent in the career ladder. These trainers are primarily in the paygrades of E-4 or E-5 and hold the 5- or 7-skill levels. Forty-four percent of all group members are currently supervising others.

VIII. MANAGER JOB (ST111, N=71). As with most specialties, there are nontechnical jobs performed by senior-level personnel. The 71 members of the Manager Job spend 59 percent of their duty time performing management and supervisory activities (see Table 4). Members of this group specialize in managerial tasks and perform few, if any, technical tasks. Managers are found performing such work as writing performance reports, evaluating suggestions, writing recommendations for awards, and evaluating budget requirements. Representative tasks performed by members of the Manager Job include:

- participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- evaluate quality control procedures
- interpret policies, directives, or procedures for subordinates
- conduct self-inspections or self-assessments
- supervise military personnel
- evaluate self-inspection programs or checklists
- conduct general meetings, such as staff meetings, briefings, conferences, or workshops

Managerial personnel are the most senior of any group identified. These members average 216 months TAFMS, of which 203 have been spent in the career field. These 71 personnel are primarily E-5s or E-6s, and most members hold a 7-, 9-, or 00-skill level. As the name implies, these personnel are performing managerial related tasks, and 86 percent of all members are currently supervising others.

IX. TRAINER JOB (ST092, N=5). In almost all career fields, there is a need for a cadre of training personnel to provide quality entry-level classroom and hands-on training. These five Active Duty members of the Trainer Job are found dedicating 38 percent of their time to training activities, over 3 times more than any other group. Representative tasks performed by these members include:

- maintain training records or files
- participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- administer or score tests
- brief organizational personnel concerning training programs or matters
- schedule training
- supervise military personnel
- develop performance tests

Members perform an average of 63 tasks during their duty time. Four members are E-6s (the fifth member is an E-5) and hold the 7-skill level (the fifth member holds the 5-skill level). These members average 162 months TAFMS and 152 months TICF. Four members are currently supervising others.

X. SUIT PHYSIOLOGICAL SUPPORT JOB (ST071, N=19). The 19 members of this job perform a very special Air Force function as they dedicate their time to physiological support activities (Duty B); members spend 63 percent of their time in this duty (no other job group indicated spends more than 1 percent of its time on this duty). All 19 members are in Active Duty and found at Beale AFB CA. Representative tasks performed by these members include:

- integrate aircrew members to or from aircraft systems
- assemble or disassemble pressure suit hardware, such as neck rings, wrist rings, or urine collection valves
- isolate pressure suit helmet malfunctions
- perform prior-to-entry inspections of aircraft
- convert high-flight harnesses to low-flight harnesses
- isolate pressure suit malfunctions
- maintain pressure suit helmet liner inserts

Suit Physiological Support personnel perform an average of 105 tasks. These members average 81 months TAFMS and 76 months TICF. Members are primarily E-3s through E-5s, and most members hold the 5-skill level. Only 32 percent of all members currently supervise others.

Comparison of Current Survey to Previous Survey

The results of this specialty job analysis were compared to the results from the OSR published in 1993 (see Table 5). The career structure is very similar to that reported in the 1993 publication. In 1993, 36 percent of all members were in the Life Support Equipment Maintenance

and Inspection Cluster, where members focused on performing functional tests of oxygen masks, assembling or disassembling survival kits, inspecting and testing electronic signaling equipment, and storing life support equipment. Extremely similar to that is the Life Support Equipment Maintenance Cluster, where members conduct a variety of tasks associated with the upkeep and inspection of life support equipment. Also similar are the Helmet and Mask Career Ladder Entrant, Oxygen and Breathing Equipment Maintenance, Aircrew Chemical Defense, ALSMS Flightline Support, Suit Physiological Support, Life Support Continuation Trainer, and Manager jobs. Comparisons of job structure between the 1993 and 1997 surveys indicate the 1T1X1 career ladder has remained stable over time.

ANALYSIS OF CAREER LADDER PROGRESSION

An analysis of DAFSC groups, along with a study of the career ladder structure, is an integral aspect in analyzing each occupational survey. DAFSC analysis helps to identify both similarities and differences in task and duty performance at the skill levels. All this information may then be used to evaluate how well AFMAN 36-2108 *Specialty Descriptions* and the Specialty Training Standard (STS) reflect what is being accomplished in the career field.

The comparison of DAFSCs has been divided into an Active Duty, National Guard, and Reserve sample. The Active Duty group contains members holding 3-, 5-, 7-, and 9/00-skill levels (personnel holding a skill level of either 9- or 00- were placed into one group because of the similarity of work performed). The National Guard and Reserve samples contain members holding 5-, 7-, and 9-skill levels.

Tables 6, 7, and 8 of this report display the distribution of DAFSC group members across career ladder jobs for Active Duty, National Guard, and Reserve, respectively. These tables indicate the jobs performed in the Life Support Equipment Maintenance Cluster are core to the career ladder. Table 6 shows that 71 percent of all Active Duty 3-skill level members, 79 percent of all Active Duty 5-skill level members, and 61 percent of all Active Duty 7-skill level members are in this cluster. Table 7 shows that 89 percent of all National Guard 5-skill level members, 97 percent of all National Guard 7-skill level members, and 89 percent of all National Guard 9-skill level members are in this core cluster. Table 8 further illustrates the core work performed by the career ladder as it shows that 95 percent of all Reserve 5-skill level members, 92 percent of all Reserve 7-skill level members, and 50 percent of all Reserve 9-skill level members are in this cluster. These three tables also reveal that career ladder progression occurs. Members show movement from technical jobs to managerial jobs as they work their way into higher skill levels.

Table 9 shows the average time spent on duties by Active Duty DAFSC groups. The 3-skill level members spend a great deal of their duty time performing technical work, such as maintaining helmets and helmet mounted devices (16 percent), maintaining oxygen and breathing equipment (15 percent), and maintaining survival kits and vests (10 percent). The 5-skill level members are still performing a vast array of technical work, such as maintaining oxygen and

breathing equipment (11 percent of their duty time) and maintaining helmets and helmet mounted devices (9 percent of their duty time). However, the 5-skill level personnel indicate increased performance of supervisory work as they spend 10 percent of their duty time performing management and supervisory duties. Members possessing the 7-skill level show the transition from specialization in technical duties to managerial duties. They spend 35 percent of their duty time performing managerial and supervisory duties, 3 and 1/2 times more than that of the 5-skill level members. The 9/00-skill level members are almost solely supervisory in nature. Members of this skill level group spend 53 percent of their time performing management and supervisory duties.

Table 10 indicates that the National Guard 5-skill level members are assigned to technical duties as they spend 14 percent of their time performing oxygen and breathing equipment maintenance activities, 13 percent of their time performing helmet and helmet mounted device activities, and 10 percent of their time maintaining survival kits and vests. The 7-skill level members are still primarily technical workers as they spend their time performing life support operation and training (10 percent), oxygen and breathing equipment maintenance (9 percent), and helmet and helmet mounted device activities (8 percent). Seven-skill level personnel do indicate an increased role in managerial and supervisory activities as 10 percent of their time is devoted to this duty category. The 9-skill level members indicate they spend a large amount of their time (34 percent) performing management and supervisory activities. They also spend their time performing training activities (8 percent), performing administrative and technical order system activities (7 percent), and performing supply activities (7 percent).

The Reserve 5-skill level members also indicate specialization in technical duties (see Table 11). These personnel spend their time performing oxygen and breathing equipment maintenance activities (13 percent), performing life support operation and training activities (10 percent), and performing helmet and helmet mounted device activities (9 percent). As Reserve members make their way into the 7-skill level they see a moderate increase in supervisory responsibilities. Though they are still primarily technical in nature, these 7-skill level members spend 18 percent of their time performing management and supervisory activities. Members holding the 9-skill level see a large increase in time spent performing supervisory duties. These 9-skill level members spend 32 percent of their time performing management and supervisory duties, nearly twice that of the 7-skill level group. The 9-skill level members also indicate spending 10 percent of their time performing administrative and technical order system activities.

Active Duty Skill Level Descriptions

DAFSC 1T131. There are 310 members who make up the Active Duty 3-skill level group. This group represents 20 percent of the survey population. The majority of personnel (71 percent) are in the Life Support Equipment Maintenance Cluster. These members are almost solely technical workers as they dedicate their time to life support equipment maintenance activities, such as cleaning helmets, adjusting nape straps on helmets, performing periodic inspections of helmets, and performing periodic inspections of survival kit components (see Table 12). DAFSC 1T131 members perform an average of 100 tasks and average 24 months TAFMS.

DAFSC 1T151. There are 560 members who make up the Active Duty 5-skill level group. These personnel comprise the biggest DAFSC group and account for 36 percent of the survey population. These members can be found in the Life Support Equipment Maintenance Cluster (79 percent of all members) as well as in all other identified jobs (see Table 6). They are still largely technical workers in nature as they access ALSMS menus and data screens, clean and disinfect oxygen masks, inventory life support equipment, and clean helmets (see Table 13). These members perform an average of 151 tasks. The Active Duty 5-skill level members average 96 months TAFMS. Table 14 displays tasks differentiating the Active Duty 3- and 5-skill level members. It can be seen that there are few technical tasks that the 3-skill level members perform with more frequency than the 5-skill level members. However, it is the increased percentage of 5-skill level members performing supervisory tasks that differentiate these groups.

DAFSC 1T171. The 195 members of this group account for 13 percent of the survey population. These group members are beginning to focus their efforts on managerial work as 22 percent of these members are in the Manager Job. The majority of members, however, are still in the Life Support Equipment Maintenance Cluster (see Table 6). Members of this group average 197 tasks performed and average 192 months TAFMS. Table 15 lists representative tasks performed by Active Duty 7-skill level members. It can be seen that these personnel no longer specialize in technical tasks as do the 3- and 5-skill level members. The majority of tasks performed are managerial in nature as members conduct self-inspections or self-assessments, counsel subordinates concerning personal matters, supervise military personnel, and participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting. Table 16 displays tasks best differentiating Active Duty 5-skill level members from Active Duty 7-skill level members. From this table it can be seen that larger percentages of 5-skill level members are performing technical tasks such as cleaning helmets and maintaining oxygen masks. Consequently, greater percentages of 7-skill level members are performing managerial tasks such as conducting self-inspections or self-assessments and writing replies to inspection reports.

DAFSC 1T191/00. There are 33 members in the Active Duty DAFSC 1T191/00, who collectively make up 2 percent of the survey population. These group members are almost solely supervisory in nature as 53 percent of their duty time is devoted to management and supervisory duties (see Table 9). Members of this group have made the transition to supervisory duties as 56 percent of the personnel are in the Manager Job. These members average 123 tasks performed and 235 months TAFMS. Table 17 highlights these supervisory tasks as many members indicate conducting staff assistance visits, inspections, or audits, participating in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting, reviewing technical order supplements or revisions, and evaluating quality control procedures. Table 18 lists the tasks that best differentiate between Active Duty 7- and Active Duty 9-/00-skill level members. It can be seen that the percentage of personnel in the 9-/00-skill level group performing technical tasks is small, while there is still a sizable percentage of 7-skill level members performing the technical tasks.

National Guard Skill Level Descriptions

DAFSC 1T151. There are 176 members in the National Guard 1T151 group, who account for 11 percent of the survey sample. Members are largely in the Life Support Equipment Maintenance Cluster. The majority of tasks performed are technical, such as cleaning helmets, adjusting nape straps on helmets, performing periodic inspections of survival vests, and performing periodic inspections of oxygen masks (see Table 19). These technical tasks are indicative of the work performed by members of the Life Support Equipment Maintenance Cluster. The members of the National Guard 5-skill level group perform 157 tasks on average.

DAFSC 1T171. There are 92 members who make up the National Guard 1T171 group, representing 6 percent of the survey population. These 92 members are almost solely found in the Life Support Equipment Maintenance Cluster (see Table 7). The work performed by these 92 members is still technical overall, as they clean and disinfect oxygen masks, perform periodic inspections of helmets, inventory life support equipment, and perform periodic inspections of survival vests (see Table 20). However, these members are beginning to incorporate supervisory tasks into their workload. Table 21 illustrates the increased emphasis on supervisory tasks by the 7-skill level members. This table shows that 7-skill level members are differentiated from the 5-skill level members because of their increased supervisory responsibilities.

DAFSC 1T191. The 37 members of this group account for 2 percent of the survey population. Tasks performed by these personnel are primarily supervisory, such as directing or implementing aircrew life support continuation training, establishing supply accounts, assigning personnel to duty positions or work areas, and supervising military personnel (see Table 22). These members are found in only two jobs. The vast majority of members (89 percent) are in the Life Support Equipment Maintenance Cluster, while the remaining members (11 percent) are in the Manager Job. The members of this group average 319 tasks performed. Table 23 displays the tasks that best differentiate members of the National Guard DAFSC 1T171 group and the National Guard 1T191 group. This table shows that far more members of the 9-skill level group are performing selected supervisory tasks.

Reserve Skill Level Descriptions

DAFSC 1T151. There are 106 members in the Reserve 5-skill level group, accounting for 7 percent of the survey population. These group members are focusing their time on technical tasks as they are found cleaning and disinfecting oxygen masks, performing periodic inspections of survival vests, cleaning helmets, and assembling or disassembling survival vests. Reserve 5-skill level members perform 225 tasks on average. These members are only found in three job groups:

the Life Support Equipment Maintenance Cluster, the Helmet and Mask Career Ladder Entrant Job, and the ALSMS Flightline Specialist Job (see Table 8). Table 24 lists tasks that are representative of work performed by Reserve 5-skill level members.

DAFSC 1T171. The 39 members of the Reserve 7-skill level group make up 3 percent of the survey population. These group members are still primarily technical in nature as 92 percent of all members are found in the Life Support Equipment Maintenance Cluster. These members perform an average of 287 tasks during their duty time. Representative tasks performed by the Reserve 7-skill level members include instructing operation and use of life preservers, instructing donning or doffing of water survival training equipment, maintaining survival training equipment, and performing periodic inspections of oxygen masks (see Table 25). Table 26 displays tasks that best differentiate the Reserve 5-skill level members from the Reserve 7-skill level members. This table illustrates that the 7-skill level members are beginning to move away from technical tasks and beginning to perform supervisory tasks.

DAFSC 1T191. The 8 members of the Reserve 9-skill level group, the smallest DAFSC group of the survey, comprise 1 percent of the survey population. Though half the members of this group are still found in the Life Support Equipment Maintenance Cluster, tasks performed are indicative of first-line supervisors. These Reserve 9-skill level members perform an average of 236 tasks during their duty time, including such tasks as conducting general meetings, such as staff meetings, briefings, conferences, or workshops, reviewing publishing bulletins, monitoring TCTO modifications, and inspecting personnel for compliance with military standards (see Table 27). Table 28 lists tasks that differentiate the Reserve 7-skill level members from the Reserve 9-skill level members. It can be seen that 9-skill level members are in supervisory functions as few are performing select technical tasks while many are performing supervisory tasks.

Summary

The jobs performed by the Active Duty 3- and 5-skill level members are primarily technical. Members of all three component groups are mostly found in the Life Support Equipment Maintenance Cluster, which epitomizes the core job of the career ladder. Active Duty members move from the Life Support Equipment Maintenance Cluster into the Manager Job and Life Support Continuation Trainer Job as they attain the 7- and 9-/00-skill levels.

The National Guard sample is similar to the Active Duty sample as members take on managerial functions as they gain higher skill level rankings. Most of the National Guard 5- and 7-skill level members are in the Life Support Equipment Maintenance Cluster; however, some 9-skill level members are found in managerial roles.

The Reserve personnel also illustrate career ladder progression as 5- and 7-skill level members are found performing technical tasks. As they advance to higher skill levels, they take on more managerial responsibilities.

The data show that all three component groups generally perform the same tasks and duties. Tables 29 and 30 are provided for easy cross-reference among Active Duty, National Guard, and Reserve 5-skill level personnel. These two tables display 5-skill level performance of duties and tasks, respectively. Table 29 shows all three component groups are concentrated on technical duties, such as maintaining oxygen and breathing equipment, maintaining survival kits and vests, and maintaining helmets and helmet mounted devices. Table 30 further illustrates the technical responsibilities of these personnel as tasks performed include accessing ALSMS menus on data screens, cleaning and disinfecting oxygen masks, taking inventory of life support equipment, and cleaning helmets. Tables 31 and 32 are also provided for easy cross-reference of all three component groups. These two tables list duties and tasks performed by 7-skill level personnel. Table 31 shows that all three components still have emphasis on technical duties, but the Active Duty members are also seeing increased supervisory responsibilities, where 35 percent of their duty time is spent. This is further supported when cross-referencing task performance of the 7-skill level members (see Table 32). It can be seen that many Active Duty personnel are performing supervisory tasks, while fewer percentages of National Guard or Reserve members are performing these same tasks. Tables 33 and 34 show duties and tasks performed by 9-skill level members, respectively. Table 33 shows an increased emphasis on supervisory duties by all component groups. Table 34 further illustrates the transition from technical tasks to managerial tasks by 9-skill level members.

TABLE 6
 DISTRIBUTION OF ACTIVE DUTY GROUP MEMBERS ACROSS
 CAREER LADDER JOB GROUPS*
 (PERCENT IN JOB)

	DAFSC 1T131 (N=310)	DAFSC 1T151 (N=560)	DAFSC 1T171 (N=195)	DAFSC 1T191/00 (N=33)
I. Aircrew Chemical Defense Job	2	-	0	0
II. ALSMS Flightline Specialist Job	2	3	0	0
III. Oxygen and Breathing Equipment Maintenance Specialist Job	-	1	0	0
IV. Helmet and Mask Career Ladder Entrant Job	10	2	-	0
V. Helmet Maintenance Specialist Job	-	-	0	0
VI. Life Support Equipment Maintenance Cluster	71	79	61	15
VII. Life Support Continuation Trainer Job	1	3	4	18
VIII. Manager Job	0	-	22	56
IX. Trainer Job	0	-	2	0
X. Suit Physiological Support Job	2	2	1	0
XI. Not Grouped	11	8	9	11

* Columns may not add to 100 percent due to rounding
 - Indicates less than 1 percent

TABLE 7

DISTRIBUTION OF NATIONAL GUARD GROUP MEMBERS ACROSS
CAREER LADDER JOB GROUPS*
(PERCENT IN JOB)

	DAFSC 1T151 (N=176)	DAFSC 1T171 (N=92)	DAFSC 1T191 (N=37)
I. Aircrew Chemical Defense Job	1	0	0
II. ALSMS Flightline Specialist Job	0	0	0
III. Oxygen and Breathing Equipment Maintenance Specialist Job	0	0	0
IV. Helmet and Mask Career Ladder Entrant Job	3	0	0
V. Helmet Maintenance Specialist Job	0	0	0
VI. Life Support Equipment Maintenance Cluster	89	97	89
VII. Life Support Continuation Trainer Job	0	1	0
VIII. Manager Job	0	1	11
IX. Trainer Job	0	0	0
X. Suit Physiological Support Job	0	0	0
XI. Not Grouped	7	1	0

* Columns may not add to 100 percent due to rounding

TABLE 8

DISTRIBUTION OF RESERVE GROUP MEMBERS ACROSS
CAREER LADDER JOB GROUPS*
(PERCENT IN JOB)

	DAFSC 1T151 <u>(N=106)</u>	DAFSC 1T171 <u>(N=39)</u>	DAFSC 1T191 <u>(N=8)</u>
I. Aircrew Chemical Defense Job	0	0	0
II. ALSMS Flightline Specialist Job	1	0	0
III. Oxygen and Breathing Equipment Maintenance Specialist Job	0	0	0
IV. Helmet and Mask Career Ladder Entrant Job	1	0	0
V. Helmet Maintenance Specialist Job	0	0	0
VI. Life Support Equipment Maintenance Cluster	95	92	50
VII. Life Support Continuation Trainer Job	0	0	0
VIII. Manager Job	0	5	25
IX. Trainer Job	0	0	0
X. Suit Physiological Support Job	0	0	0
XI. Not Grouped	3	3	25

* Columns may not add to 100 percent due to rounding

TABLE 9

AVERAGE TIME SPENT ON DUTIES BY ACTIVE DUTY DAFSC GROUPS*

	DAFSC 1T131 (N=310)	DAFSC 1T151 (N=560)	DAFSC 1T171 (N=195)	DAFSC 1T191/00 (N=33)
A Protective clothing	6	5	3	1
B Pressure suit physiological support	3	2	1	-
C Helmets/helmet mounted devices	16	9	5	1
D Electronic communications, pyrotechnic, weapons	5	5	3	1
E Parachutes and accessories	6	5	2	-
F Parachute testing	-	-	-	-
G Life rafts	6	4	2	-
H Life preservers	3	2	1	-
I Survival kits and vests	10	7	3	1
J Oxygen and breathing equipment	15	11	4	1
K Life support operation and training	8	9	6	3
L Egress training	-	1	1	1
M Parachute training	1	2	2	3
N Water survival training	2	3	2	4
O Aircrew chemical defense ensemble (ACDE)	4	3	2	-
P Contamination control area (CCA)	1	2	1	-
Q Automated life support management system (ALSMS)	6	7	4	1
R Life support equipment development	1	1	1	2
S Deployment and contingency	1	1	1	1
T Supply	4	6	6	5
U Administrative and technical order system	1	3	8	14
V Training	-	3	8	8
W Management and supervisory	1	10	35	53

* Columns may not add to 100 percent due to rounding

- Indicates less than 1 percent

TABLE 10

AVERAGE TIME SPENT ON DUTIES BY NATIONAL GUARD DAFSC GROUPS*

	DAFSC 1T151 (N=176)	DAFSC 1T171 (N=92)	DAFSC 1T191 (N=37)
A Protective clothing	7	5	2
B Pressure suit physiological support	1	-	-
C Helmets/helmet mounted devices	13	8	4
D Electronic communications, pyrotechnic, weapons	5	4	3
E Parachutes and accessories	6	4	2
F Parachute testing	-	-	-
G Life rafts	5	3	1
H Life preservers	2	2	1
I Survival kits and vests	10	6	2
J Oxygen and breathing equipment	14	9	3
K Life support operation and training	9	10	7
L Egress training	1	2	2
M Parachute training	3	4	3
N Water survival training	5	5	3
O Aircrew chemical defense ensemble (ACDE)	4	3	2
P Contamination control area (CCA)	3	3	2
Q Automated life support management system (ALSMS)	3	4	5
R Life support equipment development	1	1	1
S Deployment and contingency	1	2	1
T Supply	2	5	7
U Administrative and technical order system	1	3	7
V Training	2	5	8
W Management and supervisory	2	10	34

* Columns may not add to 100 percent due to rounding

- Indicates less than 1 percent

TABLE 11

AVERAGE TIME SPENT ON DUTIES BY RESERVE DAFSC GROUPS*

	DAFSC 1T151 (N=106)	DAFSC 1T171 (N=39)	DAFSC 1T191 (N=8)
A Protective clothing	4	3	3
B Pressure suit physiological support	-	-	-
C Helmets/helmet mounted devices	9	6	4
D Electronic communications, pyrotechnic, weapons	4	3	3
E Parachutes and accessories	5	4	2
F Parachute testing	-	-	-
G Life rafts	4	2	2
H Life preservers	2	1	1
I Survival kits and vests	8	4	4
J Oxygen and breathing equipment	13	8	6
K Life support operation and training	10	9	5
L Egress training	1	1	1
M Parachute training	3	3	1
N Water survival training	5	7	3
O Aircrew chemical defense ensemble (ACDE)	4	4	2
P Contamination control area (CCA)	4	3	2
Q Automated life support management system (ALSMS)	5	4	3
R Life support equipment development	1	1	-
S Deployment and contingency	2	2	1
T Supply	4	5	5
U Administrative and technical order system	3	6	10
V Training	4	6	9
W Management and supervisory	6	18	32

* Columns may not add to 100 percent due to rounding

- Indicates less than 1 percent

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY
DAFSC 1T131 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T131</u> <u>(N=310)</u>
C103 Clean helmets	80
J278 Clean and disinfect oxygen masks	77
C101 Adjust nape straps on helmets	77
C129 Perform periodic inspections of helmets	74
J293 Perform periodic inspections of oxygen masks	71
C102 Build up helmets from shells	70
J284 Maintain oxygen masks	69
C132 Perform preflight or postflight inspections of helmets	69
C109 Fit helmets using ear cup space pads, helmet pads, or liners	69
C121 Perform communications checks of helmets	68
I253 Perform periodic inspections of survival kit components	67
Q440 Access ALSMS menus and data screens	66
I230 Assemble or disassemble survival kits	66
J300 Perform preflight or postflight inspections of oxygen masks	63
J314 Size, fit, or adjust oxygen masks	60
T494 Inventory CTKs	58
Q449 Perform ALSMS inquiries for life support equipment inspections	58
K346 Store life support equipment	57
G202 Inspect life raft accessories	55
J288 Perform functional tests of oxygen masks	54
C123 Perform maintenance on protective helmets	50

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY
DAFSC 1T151 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T151 (N=560)</u>
Q440 Access ALSMS menus and data screens	80
J278 Clean and disinfect oxygen masks	77
K335 Inventory life support equipment	75
C103 Clean helmets	73
C101 Adjust nape straps on helmets	73
K346 Store life support equipment	72
J293 Perform periodic inspections of oxygen masks	71
J284 Maintain oxygen masks	70
I253 Perform periodic inspections of survival kit components	70
Q449 Perform ALSMS inquiries for life support equipment inspections	69
C129 Perform periodic inspections of helmets	69
T494 Inventory CTKs	69
K344 Schedule life support equipment for inspection, repair, or maintenance	69
J300 Perform preflight or postflight inspections of oxygen masks	66
C121 Perform communications checks of helmets	66
Q442 Change ALSMS errors noted during daily verification process	66
C132 Perform preflight or postflight inspections of helmets	65
Q441 Analyze ALSMS data	63
Q443 Clear or close out completed life support equipment maintenance discrepancies in ALSMS	62
J316 Test oxygen mask intercommunication systems	59
K343 Preposition life support equipment in aircraft	51

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY
DAFSC IT131 AND IT151 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>DAFSC IT131 (N=310)</u>	<u>DAFSC IT151 (N=560)</u>	<u>DIFFERENCE</u>
B85 Repair helmets	33	21	12
C105 Coordinate modification of helmet chin straps	43	32	11
W700 Supervise military personnel	2	43	-41
W611 Counsel subordinates concerning personal matters	2	41	-39
V550 Conduct OJT	9	47	-38
W615 Determine or establish work assignments or priorities	5	38	-33
W621 Develop or establish work schedules	6	38	-32
W596 Conduct supervisory performance feedback sessions	2	34	-32
T502 Review CA/CRLs	6	37	-31
W604 Coordinate life support work requirements with appropriate sections or agencies	7	38	-31
W703 Write performance reports or supervisory appraisals	0	31	-31
V555 Counsel trainees on training progress	2	32	-30
W589 Clear Red-X conditions	3	32	-29
T486 Forecast life support munitions	12	41	-29
W587 Assign personnel to duty positions or work areas	2	30	-28
T482 Coordinate supply-related matters with appropriate agencies	11	39	-28

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY
DAFSC 1T171 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T171 (N=195)</u>
W592 Conduct self-inspections or self-assessments	80
W611 Counsel subordinates concerning personal matters	78
W700 Supervise military personnel	76
W688 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	74
W704 Write recommendations for awards or decorations	73
W596 Conduct supervisory performance feedback sessions	72
W703 Write performance reports or supervisory appraisals	71
W615 Determine or establish work assignments or priorities	70
K335 Inventory life support equipment	69
W620 Develop or establish work methods or procedures	69
W587 Assign personnel to duty positions or work areas	68
W621 Develop or establish work schedules	68
W661 Evaluate quality control procedures	67
T482 Coordinate supply-related matters with appropriate agencies	67
W663 Evaluate self-inspection programs or checklists	66
U540 Review technical order supplements or revisions	66
W639 Establish performance standards for subordinates	66
U520 Maintain administrative files	65
W684 Interpret policies, directives, or procedures for subordinates	63
W672 Implement quality assurance programs	63
U526 Maintain technical order files or libraries	62
W591 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	60
W701 Write inspection reports	49

TABLE 16

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY
DAFSC 1T151 AND 1T171 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>DAFSC 1T151 (N=560)</u>	<u>DAFSC 1T171 (N=195)</u>	<u>DIFFERENCE</u>
C109	65	44	21
C134	63	42	21
E172	48	29	19
Q442	67	48	19
J289	59	40	19
C103	73	54	19
C113	53	35	18
K345	68	51	17
J284	70	53	17
W663	12	66	-54
W592	29	80	-51
W638	12	63	-51
W614	12	61	-49
W659	21	69	-48
W705	13	61	-48
W661	21	68	-47
W654	10	55	-45
W618	12	57	-45
W704	28	73	-45

TABLE 17

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY
DAFSC 1T191/00 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T191/00</u> <u>(N=33)</u>
W593 Conduct staff assistance visits, inspections, or audits	84
W688 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	84
U540 Review technical order supplements or revisions	84
W591 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	81
W594 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	78
W661 Evaluate quality control procedures	78
U526 Maintain technical order files or libraries	78
W592 Conduct self-inspections or self-assessments	78
W664 Evaluate suggestions	75
W665 Evaluate technical order improvement reports	72
W695 Review drafts of policy directives, instructions, or manuals	72
W603 Coordinate host-tenant or interservice agreements with appropriate agencies	72
W689 Plan briefings, conferences, or workshops	69
W663 Evaluate self-inspection programs or checklists	69
W648 Evaluate deficiency, service, or status reports, such as materiel deficiency reports (MDRs)	66
W700 Supervise military personnel	66
U544 Write minutes of briefings, meetings, or conferences	63
U521 Maintain ATOMS accounts	63
W684 Interpret policies, directives, or procedures for subordinates	63
W662 Evaluate safety or security programs	63
W660 Evaluate procedures for storage, inventory, or inspection of property items	63
W701 Write inspection reports	57
W631 Draft supplements or changes to directives, such as policy directives, instructions, or manuals	57

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY
DAFSC IT171 AND IT191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC IT171 (N=195)	DAFSC IT191/00 (N=33)	DIFFERENCE
J278 Clean and disinfect oxygen masks	63	6	57
C101 Adjust nape straps on helmets	58	9	49
K335 Inventory life support equipment	70	21	49
J293 Perform periodic inspections of oxygen masks	54	6	48
Q440 Access ALSMS menus and data screens	66	18	48
T494 Inventory CTKs	60	12	48
I253 Perform periodic inspections of survival kit components	54	9	45
Q449 Perform ALSMS inquiries for life support equipment inspections	60	15	45
C135 Perform thermoplastic liner (TPL) operations	51	6	45
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W593 Conduct staff assistance visits, inspections, or audits	29	85	-56
W603 Coordinate host-tenant or interservice agreements with appropriate agencies	35	73	-38
U511 Establish automated technical order management system (ATOMS) accounts	29	61	-32
W695 Review drafts of policy directives, instructions, or manuals	43	73	-30
V569 Evaluate training methods or techniques of instructors	34	64	-30
W689 Plan briefings, conferences, or workshops	41	70	-29
V571 Evaluate effectiveness of training programs, plans, or procedures	38	67	-29
U521 Maintain ATOMS accounts	36	64	-28
W697 Schedule staff assistance visits, inspections, or audits	37	67	-27
W594 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	54	79	-25

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY NATIONAL GUARD
DAFSC 1T151 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T151</u> <u>(N=176)</u>
C103 Clean helmets	96
C101 Adjust nape straps on helmets	94
C129 Perform periodic inspections of helmets	92
I254 Perform periodic inspections of survival vests	90
J278 Clean and disinfect oxygen masks	89
C121 Perform communications checks of helmets	86
J293 Perform periodic inspections of oxygen masks	85
I231 Assemble or disassemble survival vests	83
I253 Perform periodic inspections of survival kit components	81
J284 Maintain oxygen masks	80
I230 Assemble or disassemble survival kits	80
J314 Size, fit, or adjust oxygen masks	77
C132 Perform preflight or postflight inspections of helmets	76
J288 Perform functional tests of oxygen masks	73
E172 Perform periodic inspections of torso harnesses	73
I272 Remove, replace, or install survival vest components	73
J300 Perform preflight or postflight inspections of oxygen masks	72
I241 Pack survival vests	72
C123 Perform maintenance on protective helmets	71
J316 Test oxygen mask intercommunication systems	71
I252 Perform periodic inspections of survival food or water	69
G205 Install life rafts in survival kits	69
D145 Inspect and test electronic communications equipment	57

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY NATIONAL GUARD
DAFSC 1T171 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T171 (N=92)</u>
J278 Clean and disinfect oxygen masks	92
C129 Perform periodic inspections of helmets	92
K335 Inventory life support equipment	92
I254 Perform periodic inspections of survival vests	92
C101 Adjust nape straps on helmets	92
C103 Clean helmets	91
K346 Store life support equipment	91
C121 Perform communications checks of helmets	90
J284 Maintain oxygen masks	89
I253 Perform periodic inspections of survival kit components	89
J293 Perform periodic inspections of oxygen masks	88
K344 Schedule life support equipment for inspection, repair, or maintenance	88
I272 Remove, replace, or install survival vest components	86
I230 Assemble or disassemble survival kits	86
N402 Instruct operation and use of life preservers	85
C109 Fit helmets using ear cup space pads, helmet pads, or liners	84
C132 Perform preflight or postflight inspections of helmets	83
J289 Perform initial assembly of oxygen masks	83
J314 Size, fit, or adjust oxygen masks	82
J316 Test oxygen mask intercommunication systems	80
C123 Perform maintenance on protective helmets	78
Q440 Access ALSMS menus and data screens	77
K343 Preposition life support equipment in aircraft	73
J295 Perform periodic inspections of quick-don assemblies	59

TABLE 21

TASKS WHICH BEST DIFFERENTIATE BETWEEN NATIONAL GUARD
DAFSC 1T151 AND 1T171 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	DAFSC 1T151 (N=176)	DAFSC 1T171 (N=92)	<u>DIFFERENCE</u>
B85 Repair helmets	31	15	16
H224 Perform periodic inspections of life preservers	41	26	15
H220 Inspect CO2 cylinders and inflaters installed in life preservers	22	7	15
G210 Perform periodic inspections of life rafts	44	32	12

V550 Conduct OJT	27	80	-53
W700 Supervise military personnel	17	67	-50
V581 Schedule training	17	65	-48
W615 Determine or establish work assignments or priorities	10	58	-48
T498 Maintain benchstock parts or equipment levels	22	70	-48
V555 Counsel trainees on training progress	14	61	-47
W621 Develop or establish work schedules	7	54	-47
T486 Forecast life support munitions	15	61	-46
T491 Initiate requisitions for equipment, tools, parts, or supplies	15	61	-46
V567 Evaluate personnel to determine training needs	17	63	-46
W626 Direct or implement aircrew life support continuation training	16	61	-45
W598 Coordinate aircrew training with squadron operations officers	9	53	-44
V556 Determine training requirements, other than automated life support management system (ALSMS) training requirements	6	50	-44

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY NATIONAL GUARD
DAFSC 1T191 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T191</u> <u>(N=37)</u>
W626 Direct or implement aircrew life support continuation training	100
T488 Identify and report equipment or supply problems	100
W643 Establish supply accounts	100
W587 Assign personnel to duty positions or work areas	97
T486 Forecast life support munitions	97
K335 Inventory life support equipment	97
T502 Review CA/CRLs	97
W700 Supervise military personnel	94
W688 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	94
T482 Coordinate supply-related matters with appropriate agencies	94
W627 Draft budget requirements	94
W667 Evaluate work schedules	94
T491 Initiate requisitions for equipment, tools, parts, or supplies	94
W703 Write performance reports or supervisory appraisals	91
W668 Evaluate workload requirements	91
T500 Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs)	91
U520 Maintain administrative files	91
W660 Evaluate procedures for storage, inventory, or inspection of property items	91
W647 Evaluate budget requirements	89
T503 Validate supply transaction listings	89
W699 Supervise civilian personnel	86

TABLE 23

TASKS WHICH BEST DIFFERENTIATE BETWEEN NATIONAL GUARD
DAFSC 1T171 AND 1T191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	DAFSC 1T171 (N=92)	DAFSC 1T191 (N=37)	<u>DIFFERENCE</u>
K345 Stencil or etch identification numbers on life support equipment	90	57	33
C113 Grind down protruding screws or objects on helmets	64	32	32
C106 Drill or refill drilled holes in helmet shells	84	54	30
I264 Prepare soft-type survival kits for repair	52	24	28
K340 Perform minor maintenance on life support equipment in aircraft	76	49	27
J288 Perform functional tests of oxygen masks	75	49	26
C109 Fit helmets using ear cup space pads, helmet pads, or liners	85	59	26
I230 Assemble or disassemble survival kits	87	62	25
K326 Demonstrate survival training techniques, other than during classroom instruction	76	51	25
J284 Maintain oxygen masks	89	65	24
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W643 Establish supply accounts	23	100	-77
W703 Write performance reports or supervisory appraisals	15	92	-77
W627 Draft budget requirements	23	95	-72
W638 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	24	95	-71
W652 Evaluate job or position descriptions	22	92	-70
W699 Supervise civilian personnel	18	86	-68
W614 Determine or establish publications requirements	22	89	-67

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY RESERVE
DAFSC 1T151 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T151 (N=106)</u>
J278 Clean and disinfect oxygen masks	98
I254 Perform periodic inspections of survival vests	96
C103 Clean helmets	94
I231 Assemble or disassemble survival vests	93
J284 Maintain oxygen masks	92
C101 Adjust nape straps on helmets	92
J293 Perform periodic inspections of oxygen masks	91
C102 Build up helmets from shells	89
C129 Perform periodic inspections of helmets	86
I253 Perform periodic inspections of survival kit components	86
K346 Store life support equipment	86
I241 Pack survival vests	86
C121 Perform communications checks of helmets	85
J300 Perform preflight or postflight inspections of oxygen masks	84
K343 Preposition life support equipment in aircraft	84
K335 Inventory life support equipment	84
J288 Perform functional tests of oxygen masks	83
C132 Perform preflight or postflight inspections of helmets	81
I272 Remove, replace, or install survival vest components	81
Q440 Access ALSMS menus and data screens	79
J295 Perform periodic inspections of quick-don assemblies	78
J316 Test oxygen mask intercommunication systems	78
J290 Perform periodic inspections of emergency escape breathing devices (EEBDs)	75
G206 Pack life raft accessory containers	73

TABLE 25

REPRESENTATIVE TASKS PERFORMED BY RESERVE
DAFSC 1T171 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T171</u> <u>(N=39)</u>
N402 Instruct operation and use of life preservers	89
N396 Instruct donning or doffing of water survival training equipment	89
K338 Maintain survival training equipment	87
J293 Perform periodic inspections of oxygen masks	87
I254 Perform periodic inspections of survival vests	87
N398 Instruct life raft boarding procedures	87
N404 Instruct operation and use of life rafts	84
J284 Maintain oxygen masks	84
O417 Inventory ACDE	84
J278 Clean and disinfect oxygen masks	84
P428 Conduct aircrew decontamination procedures	84
C103 Clean helmets	84
I231 Assemble or disassemble survival vests	84
K334 Instruct survival training techniques	84
N394 Evaluate water survival performances of students	84
K335 Inventory life support equipment	82
K321 Coordinate survival training with appropriate agencies	82
C129 Perform periodic inspections of helmets	79
N403 Instruct operation and use of survival kit components, other than water procurement devices	79
O422 Perform periodic inspections on ACDE	76
N399 Instruct life raft configurations for protection from elements	76
O414 Assemble, inspect, and pack components of ACDE	76
J295 Perform periodic inspections of quick-don assemblies	61
J297 Perform periodic inspections of smoke masks	51

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN RESERVE
DAFSC 1T151 AND 1T171 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>DAFSC 1T151 (N=106)</u>	<u>DAFSC 1T171 (N=39)</u>	<u>DIFFERENCE</u>
J307	68	41	27
J303	62	38	24
K337	66	44	22
G206	74	51	23
I232	27	5	22
J304	75	54	21
I241	87	67	20
J297	71	51	20
G213	32	13	19

W703	7	56	-49
W647	8	56	-48
W595	10	59	-49
W659	7	54	-47
W592	21	67	-46
W704	11	56	-45
W601	4	49	-45
W643	14	59	-45
W705	5	49	-45

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY RESERVE
DAFSC 1T191 GROUP MEMBERS
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>1T191</u> <u>(N=8)</u>
W591 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	100
U539 Review publishing bulletins	87
W687 Monitor TCTO modifications	87
W683 Inspect personnel for compliance with military standards	87
U526 Maintain technical order files or libraries	87
W683 Inspect personnel for compliance with military standards	87
U526 Maintain technical order files or libraries	87
W688 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	87
U525 Maintain publications libraries, other than technical order libraries	87
U528 Maintain time compliance technical orders (TCTOs)	87
W704 Write recommendations for awards or decorations	87
I254 Perform periodic inspections of survival vests	75
W663 Evaluate self-inspection programs or checklists	75
W593 Conduct staff assistance visits, inspections, or audits	75
C129 Perform periodic inspections of helmets	75
V571 Evaluate effectiveness of training programs, plans, or procedures	75
W644 Establish technical order familiarization programs	75
V569 Evaluate training methods or techniques of instructors	75
D145 Inspect and test electronic communications equipment	75
U536 Research tables of allowance (TAs)	75

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN RESERVE
DAFSC 1T171 AND 1T191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	DAFSC 1T171 (N=39)	DAFSC 1T191 (N=8)	<u>DIFFERENCE</u>
K343	67	13	54
N399	77	25	52
J297	51	0	51
M373	51	0	51
C134	74	25	49
I236	62	13	49
J290	62	13	49
R464	62	13	49
J294	49	0	49
C115	46	0	46
<hr/>			
W591	54	100	-46
A5	18	63	-45
I266	23	63	-40
W622	38	75	-37
W593	38	75	-37
U539	51	88	-37
W697	28	63	-35
W683	54	88	-34
W665	31	63	-32

TABLE 29

AVERAGE TIME SPENT ON DUTIES BY ACTIVE DUTY, NATIONAL GUARD, AND
RESERVE DAFSC 1T151 PERSONNEL*

	ACTIVE DUTY (N=560)	NATIONAL GUARD (N=176)	RESERVE (N=106)
A Protective clothing	5	7	4
B Pressure suit physiological support	2	1	-
C Helmets/helmet mounted devices	9	13	9
D Electronic communications, pyrotechnic, weapons	5	5	4
E Parachutes and accessories	5	6	5
F Parachute testing	-	-	-
G Life rafts	4	5	4
H Life preservers	2	3	2
I Survival kits and vests	7	10	8
J Oxygen and breathing equipment	11	14	13
K Life support operation and training	9	9	10
L Egress training	1	1	1
M Parachute training	2	3	3
N Water survival training	3	5	5
O Aircrew chemical defense ensemble (ACDE)	3	4	4
P Contamination control area (CCA)	2	3	4
Q Automated life support management system (ALSMS)	7	3	5
R Life support equipment development	1	1	1
S Deployment and contingency	1	1	2
T Supply	6	2	4
U Administrative and technical order system	3	1	3
V Training	3	2	4
W Management and supervisory	10	2	6

* Columns may not add to 100 percent due to rounding

- Indicates less than 1 percent

TABLE 30

AVERAGE TIME SPENT ON TASKS BY ACTIVE DUTY, NATIONAL GUARD, AND
RESERVE DAFSC 1T151 PERSONNEL

<u>TASKS</u>	<u>ACTIVE DUTY (N=560)</u>	<u>NATIONAL GUARD (N=176)</u>	<u>RESERVE (N=106)</u>
Q440 Access ALSMS menus and data screens	80	60	79
J278 Clean and disinfect oxygen masks	77	89	98
K335 Inventory life support equipment	75	68	85
C103 Clean helmets	73	97	94
C101 Adjust nape straps on helmets	73	95	92
K346 Store life support equipment	72	76	87
J293 Perform periodic inspections of oxygen masks	71	85	92
J284 Maintain oxygen masks	70	81	92
I253 Perform periodic inspections of survival kit components	70	82	87
Q449 Perform ALSMS inquiries for life support equipment inspections	69	56	71
C129 Perform periodic inspections of helmets	69	93	87
T494 Inventory CTKs	69	36	74
K344 Schedule life support equipment for inspection, repair, or maintenance	69	57	75
J300 Perform preflight or postflight inspections of oxygen masks	66	73	85
C121 Perform communications checks of helmets	66	86	86
Q442 Change ALSMS errors noted during daily verification process	66	43	62
C132 Perform preflight or postflight inspections of helmets	65	76	81
Q441 Analyze ALSMS data	63	44	66
Q443 Clear or close out completed life support equipment maintenance discrepancies in ALSMS	62	40	62

TABLE 31

AVERAGE TIME SPENT ON DUTIES BY ACTIVE DUTY, NATIONAL GUARD, AND
RESERVE DAFSC 1T171 PERSONNEL*

	ACTIVE DUTY (N=195)	NATIONAL GUARD (N=92)	RESERVE (N=39)
A Protective clothing	3	5	3
B Pressure suit physiological support	1	-	-
C Helmets/helmet mounted devices	5	8	6
D Electronic communications, pyrotechnic, weapons	3	4	3
E Parachutes and accessories	2	4	4
F Parachute testing	-	-	-
G Life rafts	2	3	2
H Life preservers	1	2	1
I Survival kits and vests	3	6	4
J Oxygen and breathing equipment	4	9	8
K Life support operation and training	6	10	9
L Egress training	1	2	1
M Parachute training	2	4	3
N Water survival training	2	5	7
O Aircrew chemical defense ensemble (ACDE)	2	3	4
P Contamination control area (CCA)	1	3	3
Q Automated life support management system (ALSMS)	4	4	4
R Life support equipment development	1	1	1
S Deployment and contingency	1	2	2
T Supply	6	5	5
U Administrative and technical order system	8	3	6
V Training	8	5	6
W Management and supervisory	35	10	18

* Columns may not add to 100 percent due to rounding

- Indicates less than 1 percent

TABLE 32

AVERAGE TIME SPENT ON TASKS BY ACTIVE DUTY, NATIONAL GUARD, AND
RESERVE DAFSC 1T171 PERSONNEL*

<u>TASKS</u>	<u>ACTIVE DUTY (N=195)</u>	<u>NATIONAL GUARD (N=92)</u>	<u>RESERVE (N=39)</u>
W592 Conduct self-inspections or self-assessments	80	41	67
W611 Counsel subordinates concerning personal matters	78	49	64
W700 Supervise military personnel	76	67	72
W688 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	74	53	77
W704 Write recommendations for awards or decorations	73	24	56
W596 Conduct supervisory performance feedback sessions	72	24	54
W703 Write performance reports or supervisory appraisals	71	15	56
W615 Determine or establish work assignments or priorities	70	58	64
K335 Inventory life support equipment	69	92	82
W620 Develop or establish work methods or procedures	69	48	59
W587 Assign personnel to duty positions or work areas	68	47	56
W621 Develop or establish work schedules	68	54	64
W661 Evaluate quality control procedures	67	41	51
T482 Coordinate supply-related matters with appropriate agencies	67	59	74
W663 Evaluate self-inspection programs or checklists	66	30	56
U540 Review technical order supplements or revisions	66	57	69
W639 Establish performance standards for subordinates	66	29	56
U520 Maintain administrative files	65	39	67
W684 Interpret policies, directives, or procedures for subordinates	63	36	54
W672 Implement quality assurance programs	63	36	49
U526 Maintain technical order files or libraries	62	53	74
W591 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	60	24	54

* Columns may not add to 100 percent due to rounding

TABLE 33

AVERAGE TIME SPENT ON DUTIES BY ACTIVE DUTY, NATIONAL GUARD, AND
RESERVE DAFSC 1T191 PERSONNEL*†

	ACTIVE DUTY (N=33)	NATIONAL GUARD (N=37)	RESERVE (N=8)
A Protective clothing	1	3	3
B Pressure suit physiological support	-	-	-
C Helmets/helmet mounted devices	1	4	4
D Electronic communications, pyrotechnic, weapons	1	3	3
E Parachutes and accessories	-	2	2
F Parachute testing	-	-	-
G Life rafts	-	1	2
H Life preservers	-	1	1
I Survival kits and vests	1	3	4
J Oxygen and breathing equipment	1	3	6
K Life support operation and training	3	7	5
L Egress training	1	2	1
M Parachute training	3	3	1
N Water survival training	4	3	3
O Aircrew chemical defense ensemble (ACDE)	-	2	2
P Contamination control area (CCA)	-	2	2
Q Automated life support management system (ALSMS)	1	5	3
R Life support equipment development	2	1	-
S Deployment and contingency	1	2	1
T Supply	5	7	5
U Administrative and technical order system	14	7	10
V Training	8	8	9
W Management and supervisory	53	34	32

* Columns may not add to 100 percent due to rounding

† Active Duty sample has both 9- and 00-skill levels

- Indicates less than 1 percent

TABLE 34

AVERAGE TIME SPENT ON TASKS BY ACTIVE DUTY, NATIONAL GUARD, AND
RESERVE DAFSC 1T191 PERSONNEL†

<u>TASKS</u>	<u>ACTIVE DUTY (N=33)</u>	<u>NATIONAL GUARD (N=37)</u>	<u>RESERVE (N=8)</u>
W593 Conduct staff assistance visits, inspections, or audits	84	41	75
W688 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	84	95	88
U540 Review technical order supplements or revisions	84	89	75
W591 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	81	81	100
W594 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	78	73	75
W661 Evaluate quality control procedures	78	92	63
U526 Maintain technical order files or libraries	78	84	88
W592 Conduct self-inspections or self-assessments	78	95	75
W664 Evaluate suggestions	75	81	50
W665 Evaluate technical order improvement reports	72	54	63
W695 Review drafts of policy directives, instructions, or manuals	72	65	63
W603 Coordinate host-tenant or interservice agreements with appropriate agencies	72	35	50
W689 Plan briefings, conferences, or workshops	69	59	63
W663 Evaluate self-inspection programs or checklists	69	84	75
W648 Evaluate deficiency, service, or status reports, such as materiel deficiency reports (MDRs)	66	65	50
W700 Supervise military personnel	66	95	63
U544 Write minutes of briefings, meetings, or conferences	63	51	75
U521 Maintain ATOMS accounts	63	49	50
W684 Interpret policies, directives, or procedures for subordinates	63	78	75
W662 Evaluate safety or security programs	63	86	50
W701 Write inspection reports	57	49	75

† Active Duty sample has both 9- and 00-skill levels

ANALYSIS OF MAJCOM GROUPS

In this survey, the various MAJCOMs were cross-referenced for differences in tasks performed by members or differences in equipment used and/or maintained to perform duties. The Trainer and Suit Physiological Support jobs were both limited to Active Duty personnel. All other identified jobs were represented by members from all component groups. All MAJCOMs had personnel performing work in the 23 duty categories. The percentage of members performing each task, as well as the equipment used and/or maintained was consistent from MAJCOM to MAJCOM.

TRAINING ANALYSIS

Occupational survey data can be an integral source of information used to modify training programs. Modification of these training programs can assist first-term (first-enlistment) personnel in many ways (content easier to understand, more relevant, etc.). Factors that are useful in evaluating training can be jobs performed by first-enlistment personnel, distribution of first-enlistment personnel across the career ladder, percentages of first-enlistment personnel performing specific tasks, and TE and TD ratings provided by experienced personnel in the 1T1X1 career ladder (see **SURVEY METHODOLOGY**). To assist in the examination of the AFSC 1T1X1 STS, operations training personnel from Sheppard AFB TX matched tasks from the AFSC JI to appropriate sections of these documents. The following information reports on first-enlistment personnel who are on Active Duty status.

First-Enlistment Personnel

There were 457 personnel in their first-enlistment, 29 percent of the survey population. The majority of these members (74 percent) are grouped in the Life Support Equipment Maintenance Cluster (see Figure 2). A list of tasks commonly performed by first-enlistment personnel can be found in Table 35. It can be seen that the tasks are technical in nature and correspond to the work performed by members of the Life Support Equipment Maintenance Cluster. Table 36 documents a partial list of support equipment used by large percentages of first-enlistment personnel. Equipment used includes ALSMS, MK-13 signal devices, HGU-55/P helmets, and SDU-5/E strobe lights. Many of the tasks performed by members of the first-enlistment group coincide with equipment used, such as accessing ALSMS menus and data screens and performing ALSMS inquiries for life support equipment inspections.

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

TE and TD ratings, coupled with percentages of first-enlistment personnel performing tasks, serve as good tools when determining changes or adjustments in training. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For a more complete description of TE and TD ratings, see the Task Factor Administration section in **SURVEY METHODOLOGY**.

The tasks having the highest TE ratings primarily dealt with periodic inspections of equipment, such as performing periodic inspections on ACDE, oxygen masks, survival kit components, and helmets. A more thorough listing of tasks with the highest TE ratings can be found in Table 37.

The tasks with the highest TD ratings were largely from duty F, Performing parachute testing activities (the first 15 tasks with the highest TD ratings are from duty F). Examples of these tasks with high TD ratings include performing high-altitude low-opening parachute jumps, performing high-altitude high-opening parachute jumps, performing test parachute jumps, and performing demonstration parachute jumps, other than during testing. A more thorough listing of tasks with high TD ratings can be found in Table 38.

To help training personnel focus on tasks which are most appropriate for entry-level training, an additional factor, the Automated Training Indicator (ATI), was assigned to all 706 tasks in the inventory. A computer program considered percent first-enlistment performing, TE and TD ratings, and the Course Training Decision Table found in AETCI 36-2601 to determine the ATI. Numbered on an 18-point scale (with 1 being the lowest level of training indicated) an ATI reading of 8 or less leads to a training decision of OJT only. For example, if a task has low TE and TD ratings and a low percentage of first-enlistment members performing, then a low ATI is matched to that task. The decision table and explanation of ATIs precede the listing of tasks in descending order of ATI in the training extract. Training personnel should focus on tasks with an ATI of 18, suggesting these tasks should be in the entry-level course. Table 39 lists tasks with the highest ATI ratings. Tasks with high ATI ratings are from numerous duty categories, and all have high TE ratings. Because large percentages of first-enlistment personnel are performing these tasks and skilled training emphasis raters have placed emphasis on these tasks, it is recommended that these be considered for training in the entry-level course.

FIRST-ENLISTMENT JOB DISTRIBUTION

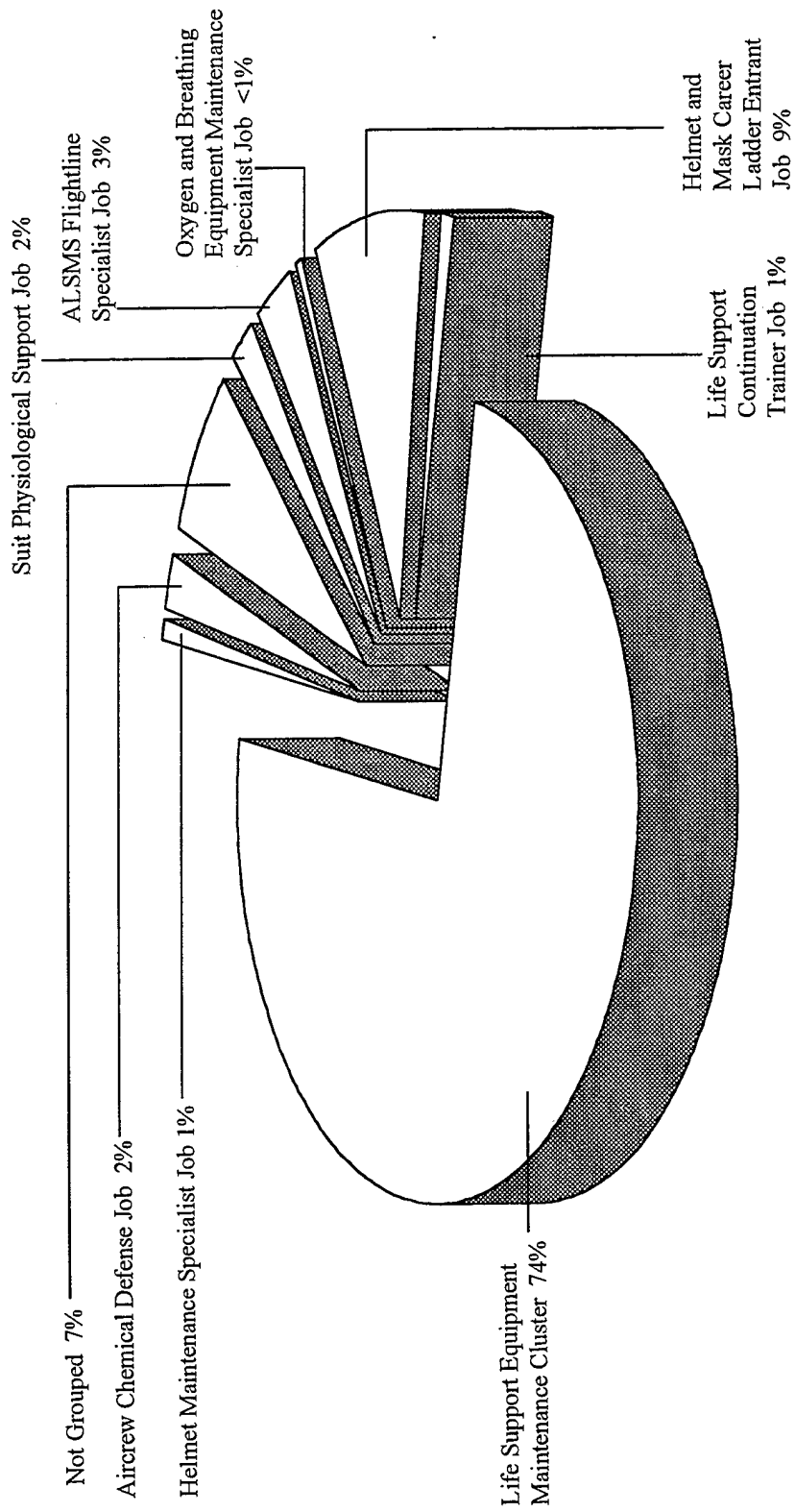


FIGURE 2

TABLE 35

REPRESENTATIVE TASKS PERFORMED BY DAFSC IT1X1
AIRMEN WITH 1-48 MONTHS TAFMS

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=457)</u>
J278 Clean and disinfect oxygen masks	79
C103 Clean helmets	78
C101 Adjust nape straps on helmets	76
C129 Perform periodic inspections of helmets	74
J293 Perform periodic inspections of oxygen masks	72
J284 Maintain oxygen masks	72
Q440 Access ALSMS menus and data screens	69
C132 Perform preflight or postflight inspections of helmets	69
C109 Fit helmets using ear cup space pads, helmet pads, or liners	69
I253 Perform periodic inspections of survival kit components	69
C102 Build up helmets from shells	69
C121 Perform communications checks of helmets	68
I230 Assemble or disassemble survival kits	67
J300 Perform preflight or postflight inspections of oxygen masks	66
J314 Size, fit, or adjust oxygen masks	63
T494 Inventory CTKs	61
K346 Store life support equipment	61
K335 Inventory life support equipment	60
Q449 Perform ALSMS inquiries for life support equipment inspections	59
J288 Perform functional tests of oxygen masks	54
C123 Perform maintenance on protective helmets	50

TABLE 36

SUPPORT EQUIPMENT USED/MAINTAINED
BY AIRMEN WITH 1-48 MONTHS TAFMS

<u>EQUIPMENT</u>	<u>PERCENT MEMBERS USING/MAINTAINING</u>
Automated Life Support Management System (ALSMS)	93
MK-13 Signal Device	89
HGU-55/P Helmets	83
Strobe Light SDU-5/E	83
Radio TS-24B Test Set	80
MBU-12/P Oxygen Masks	75
Radio Set PRC-90-2	75
MQ-1/A Oxygen Connector Test Set	72
A/P 25S-5A Signal Device	72
Compressed Oxygen Cylinders	71
Continuity DMH-1 Tester	66
CRU-60/P Connect Assemblies	65
Battery BT-2B Tester	58
Radio Beacon Set 33C	52

TABLE 37

TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)

TASK	TRAINING EMPHASIS*	PERCENT PERFORMING		TASK DIFFICULTY**
		FIRST JOB (N=170)	FIRST ENLISTMENT (N=457)	
O422	7.06	29	38	5.72
J293	7.03	72	73	4.85
I253	6.87	69	69	5.23
P428	6.81	18	28	6.53
C129	6.77	75	74	4.68
E172	6.77	43	45	4.83
E170	6.71	44	41	5.13
J314	6.58	63	63	4.74
E169	6.45	29	39	5.19
C123	6.42	52	50	4.89
G202	6.42	52	55	4.95
I254	6.32	51	54	5.03
O414	6.29	30	38	5.75
E164	6.19	36	37	4.41
P431	6.16	8	18	6.13
G205	6.16	44	47	4.66

* Training Emphasis (TE) has an average of 1.93 and a standard deviation of 1.67 (high TE ratings are 3.60 and above)

** Task Difficulty (TD) has an average of 5.0 and a standard deviation of 1.0 (high TD ratings are 6.0 and above)

TABLE 38

TASKS RATED HIGHEST IN TASK DIFFICULTY (TD)

TASK	TASK DIFFICULTY*	PERCENT PERFORMING		TRAINING EMPHASIS**
		FIRST JOB (N=170)	FIRST ENLISTMENT (N=457)	
F193	8.40	1	0	.10
F192	8.40	2	1	.10
F199	8.14	1	0	.16
F190	8.14	1	1	.23
F189	8.14	1	0	.26
F194	7.88	2	1	.10
F195	7.88	1	0	.10
F196	7.88	1	0	.16
F191	7.88	2	1	.10
F186	7.62	1	1	.10
F197	7.62	2	1	.16
F188	7.62	5	2	.19
F198	7.62	1	0	.16
F200	7.62	4	2	.06
F187	7.00	1	0	.16
R460	6.89	4	4	.45

* Task Difficulty (TD) has an average of 5.0 and a standard deviation of 1.0 (high TD ratings are 6.0 and above)

** Training Emphasis (TE) has an average of 1.93 and a standard deviation of 1.67 (high TE ratings are 3.60 and above)

TABLE 39

EXAMPLE TASKS HIGH IN AUTOMATED TRAINING INDICATOR (ATI) RATINGS

TASK	PERCENT 1ST ENLISTMENT PERFORMING (N=457)	TRAINING EMPHASIS*	TASK DIFFICULTY**	ATI***
C129 Perform periodic inspections of helmets	74	6.77	4.68	18
G202 Inspect life raft accessories	55	6.42	4.95	18
Q443 Clear or close out completed life support equipment maintenance discrepancies in ALSMS	51	4.77	4.60	18
J300 Perform preflight or postflight inspections of oxygen masks	66	4.71	4.02	18
J293 Perform periodic inspections of oxygen masks	73	7.03	4.85	18
C102 Build up helmets from shells	70	6.03	5.60	18
C135 Perform thermoplastic liner (TPL) operations	64	6.00	5.58	18
Q440 Access ALSMS menus and data screens	69	4.90	4.19	18
J289 Perform initial assembly of oxygen masks	57	5.65	4.91	18
J314 Size, fit, or adjust oxygen masks	63	6.58	4.74	18
C123 Perform maintenance on protective helmets	50	6.42	4.89	18
J284 Maintain oxygen masks	72	5.90	4.69	18
C109 Fit helmets using ear cup space pads, helmet pads, or liners	69	4.26	4.33	18
I254 Perform periodic inspections of survival vests	54	6.32	5.03	18
I231 Assemble or disassemble survival vests	50	5.10	4.88	18
J288 Perform functional tests of oxygen masks	54	4.81	4.04	18

* Training Emphasis (TE) has an average of 1.93 and a standard deviation of 1.67 (high TE ratings are 3.60 and above)

** Task Difficulty (TD) has an average of 5.0 and a standard deviation of 1.0 (high TD ratings are 6.0 and above)

*** Automated Training Indicator (ATI) ratings are based on high percent members performing for first term members, high Training Emphasis (TE), and sufficient Task Difficulty (TD)

Specialty Training Standard (STS)

Normally, for an item to be included in the STS, it must have tasks matched by at least 20 percent of the first-job, first-enlistment, 5- or 7-skill level members. Using this standard, most paragraphs of the STS were supported. Table 40 shows example STS elements that have matched inventory tasks with low percent members performing and moderate to low TE ratings. These items are recommended for possible deletion from the STS based on the data. Training personnel should carefully review all areas of the STS to determine which areas are suitable for deletion.

There were a few elements in the STS which had an entry level proficiency code, but had very few first-job or first-enlistment personnel performing matched tasks. For example, STS element 3.1.3 *Follow Safety Procedures* has one matched task (K351, train life support members on operation flightline or special purpose vehicles). The proficiency code attached to element 3.1.3 is 2b, suggesting a task knowledge and performance training requirement. Since there are few members performing the matched task, and due to the moderate to low TE rating, it is suggested that the code be lowered. Further support for proficiency code revision is seen in the low ATI rating associated with the matched task. The ATI rating for task K351 is 2, indicating an OJT requirement. Table 41 lists further examples of STS items identified for review.

There were numerous tasks with more than 20 members performing not matched to STS elements. Table 42 displays these tasks. Because of their higher percentage of members performing, these tasks may require inclusion into the STS. These tasks may already fit into an STS element, but were not referenced, or they may be functions not currently reflected by any STS element. The data indicate a review of the STS is necessary for the possible insertion of these listed tasks in the next STS revision.

JOB SATISFACTION ANALYSIS

A critical tool in examining any career ladder's success is personal job satisfaction. Data from job satisfaction studies can be used by career ladder managers to gain a better understanding of what factors affect job performance. In this case, career managers can examine job satisfaction to determine job performance of personnel. This OSR examined five job satisfaction variables. These variables examined job interest, utilization of talents, utilization of training, sense of accomplishment, and reenlistment intentions.

Table 43 displays job satisfaction indicators for AFSC 1T1X1 TAFMS groups and a comparative sample group consisting of direct support personnel surveyed in 1996. Data indicate personnel in the AFSC 1T1X1 career ladder are content with their current job. Comparing the current survey to similar direct support AFSCs, it can be seen that job satisfaction indicators are generally higher than those of the comparative sample, particularly in the 97+ months TAFMS category.

Table 44 compares TAFMS groups from the current survey sample to TAFMS groups from the last survey report. Comparing the current survey to that conducted in 1993 reveals that job satisfaction has declined. Survey groups from the current sample consistently indicated lower job satisfaction than 1993 survey groups. Overall, however, job satisfaction for the career ladder is high.

Table 45 compares job satisfaction among the job types and cluster. The data are useful in examining the career ladder for any deficiencies in training or job placement. By locating these deficiencies, if any, career ladder experts can make necessary adjustments to training or job placement. In this survey, members of all job groups indicated high job satisfaction, particularly in the area of training utilization. Reenlistment intentions for the members of the Helmet Maintenance Specialist and Oxygen and Breathing Equipment Maintenance Specialist jobs were low. This may be due to the redundant nature of work performed as members specialize almost solely in maintaining one piece of life support equipment.

Table 46 compares job satisfaction among the Active Duty, National Guard, and Reserve samples. The groups indicated high job satisfaction in all response categories. Again, perceived utilization of training was extremely high. These data indicate that all component groups are generally well trained and members are satisfied with their current duties.

TABLE 40

EXAMPLE STS PERFORMANCE ELEMENTS REFLECTING
LOW PERCENT MEMBERS PERFORMING TASKS
(LESS THAN 20 PERCENT MEMBERS PERFORMING)

STS ELEMENTS/TASKS	TRAINING EMPHASIS* (N=170)	PERCENT MEMBERS PERFORMING					TASK DIFF**
		FIRST JOB (N=457)	DAFSC 1T131 (N=310)	DAFSC 1T151 (N=560)	DAFSC 1T171 (N=195)		
10.1.2.1 LRU-16/P	1.58	13	18	15	16	12	3.37
G201 Clean life raft containers							
12.1.4.2 CNU-129/P	2.35	12	9	8	7	5	4.20
I256 Perform preflight or postflight inspections of hard-type survival kit containers							
13.1 Emergency Egress							
L353 Brief pre-ejection procedures on ejection seat trainers	1.35	2	3	2	6	6	5.49
L354 Brief use of ejection seat trainers	1.35	1	2	1	5	6	5.33
14.1.2 Physiological effects of flight							
B29 Brief aerospace physiology topics, such as hypoxia or sensory illusions	1.10	2	3	3	5	1	6.51
23.1.1.3 Fit							
C119 Issue nuclear flashblindness goggle kits	1.32	5	7	5	8	6	2.95
C116 Issue gold goggles	1.13	5	8	6	6	6	2.28

* Training Emphasis (TE) has an average of 1.93 and a standard deviation of 1.67 (high TE ratings are 3.60 and above)

** Task Difficulty (TD) has an average of 5.0 and a standard deviation of 1.0 (high TD ratings are 6.0 and above)

TABLE 41

EXAMPLE STS ELEMENTS REQUIRING REVIEW OF 3-SKILL LEVEL PROFICIENCY CODES

STS ELEMENTS/TASKS	PROF CODE	TRAINING EMPHASIS*	PERCENT MEMBERS PERFORMING			TASK DIFF**
			FIRST JOB (N=170)	FIRST ENLIST (N=457)	DAFSC IT131 (N=310)	
3.1.3 Follow safety procedures						
K351 Train life support members on operation of flightline or special purpose vehicles	2b	1.35	5	16	10	4.54
<hr/>						
4.1.1. Use	3c					
U540 Review technical order supplements or revisions		3.10	12	17	14	4.50
U537 Research technical orders to identify components or items of equipment		2.77	8	11	8	4.88
<hr/>						
13.1 Emergency Egress	B					
Brief pre-ejection procedures on ejection seat trainers		1.35	2	3	2	5.49
Brief use of ejection seat trainers		1.35	1	2	1	5.33
<hr/>						
14.1.2 Physiological Effects of Flight	A					
Brief aerospace physiology topics, such as hypoxia or sensory illusions			2	3	3	6.51

* Training Emphasis (TE) has an average of 1.93 and a standard deviation of 1.67 (high TE ratings are 3.60 and above)

** Task Difficulty (TD) has an average of 5.0 and a standard deviation of 1.0 (high TD ratings are 6.0 and above)

TABLE 42

EXAMPLE TASKS WITH MORE THAN 20 PERCENT MEMBERS PERFORMING NOT
MATCHED TO STS ELEMENTS

TASKS NOT REFERENCED	TNG EMP*	PERCENT MEMBERS PERFORMING					TASK DIFF**
		FIRST JOB (N=170)	FIRST ENLIST (N=457)	DAFSC 1T131 (N=310)	DAFSC 1T151 (N=560)	DAFSC 1T171 (N=195)	
C129 Perform periodic inspections of helmets	6.77	75	74	75	69	54	4.68
Q449 Perform ALSMS inquiries for life support equipment inspections	5.19	51	59	58	70	60	4.78
T494 Inventory CTKs	4.45	54	61	58	70	60	3.93
T492 Inspect consolidated tool kits (CTKs)	4.26	37	46	40	63	64	4.13
E183 Remove, replace, or install personnel parachutes in aircraft	3.81	26	26	27	26	22	5.05
G210 Perform periodic inspections of life rafts	3.45	28	28	29	20	15	4.49
Q454 Track life support equipment maintenance discrepancies in ALSMS	3.35	28	33	30	41	41	4.89
Q452 Perform ALSMS inquiries for uncompleted maintenance event listings	3.26	16	23	20	31	35	4.61
Q450 Perform ALSMS inquiries for life support equipment time change items	3.23	22	29	27	46	51	4.98
I267 Remove, replace, or install prepositioned survival kits or vests	3.16	26	27	26	32	31	4.46
G213 Remove, replace, or install life rafts in aircraft	3.03	25	29	28	29	26	4.44
C134 Perform red ball emergency operations	2.97	52	60	57	63	42	5.50

* Training Emphasis (TE) has an average of 1.93 and a standard deviation of 1.67 (high TE ratings are 3.60 and above)

** Task Difficulty (TD) has an average of 5.0 and a standard deviation of 1.0 (high TD ratings are 6.0 and above)

TABLE 43

COMPARISON OF JOB SATISFACTION INDICATORS FOR 1T1X1 AND
COMPARATIVE SAMPLE GROUP
(PERCENT MEMBERS RESPONDING)*

	<u>1-48 MONTHS TAFMS</u>		<u>49-96 MONTHS TAFMS</u>		<u>97+ MONTHS TAFMS</u>	
	1997 (N=457)	COMP SAMPLE (N=1,606)	1997 (N=165)	COMP SAMPLE (N=1,024)	1997 (N=476)	COMP SAMPLE (N=2,244)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	61	57	64	60	73	73
SO-SO	20	24	20	22	18	17
DULL	19	19	16	18	9	10
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	63	68	68	68	83	79
LITTLE OR NOT AT ALL	37	32	32	32	16	21
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	88	80	89	78	91	76
LITTLE OR NOT AT ALL	12	20	12	22	9	24
<u>SENSE OF ACCOMPLISHMENT:</u>						
SATISFIED	66	61	67	61	73	71
NEUTRAL	17	19	15	17	11	11
DISSATISFIED	16	20	18	22	16	18
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	60	59	68	74	78	75
NO, OR PROBABLY NO	40	40	32	26	9	8
PLAN TO RETIRE	0	1	0	1	13	16

* Columns may not add to 100 percent due to rounding or lack of response

** Comparative sample of direct support AFSCs surveyed in 1996, including AFSCs 2T0X1, 2T2X1, and 3C1X1

TABLE 44

COMPARISON OF JOB SATISFACTION INDICATORS FOR 1997 AND 1993 SURVEY GROUPS
(PERCENT MEMBERS RESPONDING)*

	1-48 MONTHS TAFMS (N=457)		49-96 MONTHS TAFMS (N=165)		97+ MONTHS TAFMS (N=476)		97+ MONTHS TAFMS (N=606)	
	1997	1993	1997	1993	1997	1993	1997	1993
<u>EXPRESSED JOB INTEREST:</u>								
INTERESTING	61	63	64	63	73	77	73	77
SO-SO	20	23	20	21	18	15	18	15
DULL	19	14	16	16	9	8	9	8
<u>PERCEIVED UTILIZATION OF TALENTS:</u>								
FAIRLY WELL TO PERFECTLY	63	65	68	74	83	84	83	84
LITTLE OR NOT AT ALL	37	35	32	26	16	16	16	16
<u>PERCEIVED UTILIZATION OF TRAINING:</u>								
FAIRLY WELL TO PERFECTLY	88	94	89	90	91	89	91	89
LITTLE OR NOT AT ALL	12	6	12	10	9	11	9	11
<u>SENSE OF ACCOMPLISHMENT:</u>								
SATISFIED	66	71	67	73	73	80	73	80
NEUTRAL	17	19	15	10	11	10	11	10
DISSATISFIED	16	10	18	17	16	10	16	10
<u>REENLISTMENT INTENTIONS:</u>								
YES, OR PROBABLY YES	60	65	68	80	78	74	78	74
NO, OR PROBABLY NO	40	35	32	20	9	14	9	14
PLAN TO RETIRE	0	0	0	0	13	12	13	12

* Columns may not add to 100 percent due to rounding or lack of response

TABLE 45

COMPARISON OF JOB SATISFACTION DATA FOR CLUSTERS AND JOB TYPES
(PERCENT MEMBERS RESPONDING)*

	AIRCREW CHEMICAL DEFENSE SPECIALIST JOB	ALSMS FLTLINE SPECIALIST JOB	OXYGEN & BREATHING EQUIPMENT MAINT SPECIALIST JOB	HELMET & MASK CAREER LADDER ENTRANT JOB	HELMET MAINT SPECIALIST JOB
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	42	50	50	53	80
SO-SO	33	23	50	24	20
DULL	25	27	0	24	0
<u>PERCEIVED UTILIZATION OF TALENTS:</u>					
FAIRLY WELL TO PERFECTLY	58	62	50	53	40
LITTLE OR NOT AT ALL	42	38	50	47	60
<u>PERCEIVED UTILIZATION OF TRAINING:</u>					
FAIRLY WELL TO PERFECTLY	83	77	100	91	80
LITTLE OR NOT AT ALL	17	23	0	10	20
<u>SENSE OF ACCOMPLISHMENT:</u>					
SATISFIED	67	38	50	61	80
NEUTRAL	25	35	50	16	0
DISSATISFIED	8	27	0	24	20
<u>REENLISTMENT INTENTIONS:</u>					
YES, OR PROBABLY YES	58	65	50	57	20
NO, OR PROBABLY NO	33	31	50	41	80
PLAN TO RETIRE	8	0	0	2	0

* Columns may not add to 100 percent due to rounding or lack of response

TABLE 45 (CONTINUED)

COMPARISON OF JOB SATISFACTION DATA FOR CLUSTERS AND JOB TYPES
(PERCENT MEMBERS RESPONDING)*

	LIFE SUPPORT EQUIPMENT MAINT CLUSTER	LIFE SUPPORT CONTINUATION TRAINER JOB	MANAGER JOB	TRAINER JOB	PHYSIOLOGICAL SUPPORT JOB
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	72	88	83	40	89
SO-SO	16	12	11	60	5
DULL	12	0	6	0	5
<u>PERCEIVED UTILIZATION OF TALENTS:</u>					
FAIRLY WELL TO PERFECTLY	88	91	89	80	74
LITTLE OR NOT AT ALL	22	9	11	20	26
<u>PERCEIVED UTILIZATION OF TRAINING:</u>					
FAIRLY WELL TO PERFECTLY	92	91	92	100	48
LITTLE OR NOT AT ALL	8	9	8	0	53
<u>SENSE OF ACCOMPLISHMENT:</u>					
SATISFIED	74	85	76	80	84
NEUTRAL	12	6	10	0	16
DISSATISFIED	14	9	14	20	0
<u>REENLISTMENT INTENTIONS:</u>					
YES, OR PROBABLY YES	77	79	63	100	53
NO, OR PROBABLY NO	19	12	10	0	42
PLAN TO RETIRE	4	9	27	0	5

* Columns may not add to 100 percent due to rounding or lack of response

TABLE 46

COMPARISON OF JOB SATISFACTION DATA FOR AFSC ITIX1
ACTIVE DUTY, NATIONAL GUARD, AND RESERVE GROUPS
(PERCENT MEMBERS RESPONDING)*

	ACTIVE DUTY (N=1,098)	NATIONAL GUARD (N=305)	RESERVE (N=153)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	66	90	74
SO-SO	19	6	20
DULL	14	4	6
<u>PERCEIVED UTILIZATION OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY	73	91	86
LITTLE OR NOT AT ALL	27	10	13
<u>PERCEIVED UTILIZATION OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY	90	96	93
LITTLE OR NOT AT ALL	11	4	6
<u>SENSE OF ACCOMPLISHMENT:</u>			
SATISFIED	69	84	79
NEUTRAL	14	9	10
DISSATISFIED	16	7	10
<u>REENLISTMENT INTENTIONS:</u>			
YES, OR PROBABLY YES	68	87	88
NO, OR PROBABLY NO	26	8	5
PLAN TO RETIRE	6	5	7

* Columns may not add to 100 percent due to rounding or lack of response

IMPLICATIONS

In terms of tasks performed and relative time spent on duties, the Aircrew Life Support structure has changed very little since the previous OSR published in 1993. DAFSC 1T131 members are performing technical tasks in their duty time and are almost solely in the Life Support Equipment Maintenance Cluster. As members advance to the 5-skill level they are still almost solely technical workers. These personnel are still found mostly in the Life Support Equipment Maintenance Cluster. Members advancing to the 7-skill level become managerial in nature. Though members are still primarily found in the Life Support Equipment Maintenance Cluster, they are performing the work of a first-line supervisor. The 9-/00-skill level personnel are managerial in nature and spend the majority of their time performing supervisory activities. This career ladder progression is nearly identical to that reported in the 1993 survey.

Analysis of the AFSC 1T1X1 STS reflected support for most elements with matched tasks, although there were some identified as unsupported. The STS document should be thoroughly examined to determine if elements should be retained, deleted, or revised in the next Career Field Education and Training Plan (CFETP). Some training elements may be critical to retain due to certain safety or mission essential functions though performance indicators are low. The tasks with high percentages of members performing should be examined for inclusion into the CFETP documents.

The personnel of the AFSC 1T1X1 career ladder expressed high job satisfaction. The members expressed high satisfaction in perceived utilization of talents and training. This indicates members are well trained and their skills are properly applied to their jobs.

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APPENDIX A
SELECTED REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS

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TABLE A1

REPRESENTATIVE TASKS PERFORMED BY
AIRCREW CHEMICAL DEFENSE SPECIALIST JOB

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
O414 Assemble, inspect, and pack components of ACDE	100
O422 Perform periodic inspections on ACDE	100
O417 Inventory ACDE	100
O420 Maintain ACDE size data for aircrew members	100
O418 Issue ACDE	100
O421 Maintain ACDE training equipment	91
O419 Issue ACDE training equipment	91
Q440 Access ALSMS menus and data screens	83
O424 Repair or modify ACDE	83
O416 Fit or size ACDE	83
O423 Perform preflight or postflight inspections of ACDE	75
T494 Inventory CTKs	58
Q442 Change ALSMS errors noted during daily verification process	50

TABLE A2

REPRESENTATIVE TASKS PERFORMED BY
ALSMS FLIGHTLINE SPECIALIST JOB

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
Q440 Access ALSMS menus and data screens	100
J306 Position EEBDs on aircraft	96
K343 Preposition life support equipment in aircraft	92
H227 Remove, replace, or install life preservers in aircraft	88
K335 Inventory life support equipment	84
J290 Perform periodic inspections of emergency escape breathing devices (EEBDs)	84
K346 Store life support equipment	76
Q442 Change ALSMS errors noted during daily verification process	76
J307 Position oxygen mask assemblies on aircraft	73
E165 Inspect restraint devices	73
Q449 Perform ALSMS inquiries for life support equipment inspections	69
K345 Stencil or etch identification numbers on life support equipment	69
J300 Perform preflight or postflight inspections of oxygen masks	57
K351 Train life support members on operation of flightline or special purpose vehicles	57
Q441 Analyze ALSMS data	53
K340 Perform minor maintenance on life support equipment in aircraft	53
Q454 Track life support equipment maintenance discrepancies in ALSMS	50

TABLE A3

REPRESENTATIVE TASKS PERFORMED BY
OXYGEN AND BREATHING EQUIPMENT MAINTENANCE SPECIALIST JOB

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
J278 Clean and disinfect oxygen masks	100
J284 Maintain oxygen masks	100
J293 Perform periodic inspections of oxygen masks	100
J295 Perform periodic inspections of quick-don assemblies	100
J316 Test oxygen mask intercommunication systems	83
J312 Remove, replace, or install quick-don assembly components	83
J288 Perform functional tests of oxygen masks	83
J289 Perform initial assembly of oxygen masks	83
J280 Issue oxygen masks and assemblies	83
J315 Tack oxygen equipment suspension harnesses	66
J304 Perform quick-disconnect checks on oxygen masks to regulator connectors	66
J300 Perform preflight or postflight inspections of oxygen masks	66
Q440 Access ALSMS menus and data screens	50
Q449 Perform ALSMS inquiries for life support equipment inspections	50

TABLE A4

REPRESENTATIVE TASKS PERFORMED BY
HELMET AND MASK CAREER LADDER ENTRANT JOB

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C129 Perform periodic inspections of helmets	98
C103 Clean helmets	98
C101 Adjust nape straps on helmets	96
J293 Perform periodic inspections of oxygen masks	90
J278 Clean and disinfect oxygen masks	88
J284 Maintain oxygen masks	88
C132 Perform preflight or postflight inspections of helmets	86
C121 Perform communications checks of helmets	84
C109 Fit helmets using ear cup space pads, helmet pads, or liners	76
J300 Perform preflight or postflight inspections of oxygen masks	74
J314 Size, fit, or adjust oxygen masks	72
C102 Build up helmets from shells	70
J288 Perform functional tests of oxygen masks	68
C135 Perform thermoplastic liner (TPL) operations	68
C106 Drill or refill drilled holes in helmet shells	62
J316 Test oxygen mask intercommunication systems	60
C123 Perform maintenance on protective helmets	56
J304 Perform quick-disconnect checks on oxygen masks to regulator connectors	54

TABLE A5

REPRESENTATIVE TASKS PERFORMED BY
HELMET MAINTENANCE SPECIALIST JOB

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C102 Build up helmets from shells	100
C103 Clean helmets	100
C101 Adjust nape straps on helmets	100
C113 Grind down protruding screws or objects on helmets	100
C135 Perform thermoplastic liner (TPL) operations	100
E170 Perform periodic inspections of personnel parachutes	100
C129 Perform periodic inspections of helmets	80
E162 Fit or adjust personnel parachutes	80
C121 Perform communications checks of helmets	80
C109 Fit helmets using ear cup space pads, helmet pads, or liners	80
I253 Perform periodic inspections of survival kit components	80
E166 Issue personnel parachutes	80
C134 Perform red ball emergency operations	80
E164 Fit or adjust torso harnesses	60
C112 Fit, size, or issue helmet skull caps	60

TABLE A6

REPRESENTATIVE TASKS PERFORMED BY
LIFE SUPPORT EQUIPMENT MAINTENANCE CLUSTER

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
J278 Clean and disinfect oxygen masks	89
C103 Clean helmets	86
C101 Adjust nape straps on helmets	86
C129 Perform periodic inspections of helmets	83
J293 Perform periodic inspections of oxygen masks	83
I253 Perform periodic inspections of survival kit components	83
J284 Maintain oxygen masks	82
K335 Inventory life support equipment	81
K346 Store life support equipment	81
C102 Build up helmets from shells	81
C121 Perform communications checks of helmets	80
Q440 Access ALSMS menus and data screens	80
C132 Perform preflight or postflight inspections of helmets	77
I230 Assemble or disassemble survival kits	77
J314 Size, fit, or adjust oxygen masks	77
J300 Perform preflight or postflight inspections of oxygen masks	76
I254 Perform periodic inspections of survival vests	75
Q449 Perform ALSMS inquiries for life support equipment inspections	73

TABLE A7

REPRESENTATIVE TASKS PERFORMED BY
LIFE SUPPORT CONTINUATION TRAINER JOB

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
N404 Instruct operation and use of life rafts	97
N394 Evaluate water survival performances of students	97
N396 Instruct donning or doffing of water survival training equipment	97
N398 Instruct life raft boarding procedures	97
N402 Instruct operation and use of life preservers	94
N403 Instruct operation and use of survival kit components, other than water procurement devices	94
M376 Instruct parachute descent malfunction procedures	94
M377 Instruct parachute land drag procedures	91
M378 Instruct parachute landing fall (PLF) procedures	91
N399 Instruct life raft configurations for protection from elements	88
N395 Instruct canopy disentanglement procedures	88
N405 Instruct operation and use of water procurement devices	85
N406 Instruct parachute landing water entry procedures	85
N397 Instruct emergency repairs of life preservers or life rafts	85
K334 Instruct survival training techniques	82
K321 Coordinate survival training with appropriate agencies	82
K349 Train aircrew members on purpose, operation, or care of individual flying equipment	76
K348 Train aircrew members on preflight inspections of life support equipment	70

TABLE A8
 REPRESENTATIVE TASKS PERFORMED BY
 MANAGER JOB

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
W688 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	92
W661 Evaluate quality control procedures	88
W684 Interpret policies, directives, or procedures for subordinates	85
W592 Conduct self-inspections or self-assessments	84
W700 Supervise military personnel	83
W663 Evaluate self-inspection programs or checklists	83
W594 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	83
W591 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	80
U520 Maintain administrative files	80
W611 Counsel subordinates concerning personal matters	80
U540 Review technical order supplements or revisions	78
W655 Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	78
W664 Evaluate suggestions	78
W704 Write recommendations for awards or decorations	78
W653 Evaluate job-related suggestions	77
W703 Write performance reports or supervisory appraisals	76
W647 Evaluate budget requirements	76
W618 Develop self-inspection or self-assessment program checklists	74

TABLE A9
 REPRESENTATIVE TASKS PERFORMED BY
 TRAINER JOB

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
V575 Maintain training records or files	100
W688 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
V545 Administer or score tests	100
V547 Brief organizational personnel concerning training programs or matters	100
V581 Schedule training	80
W700 Supervise military personnel	80
V559 Develop performance tests	80
W623 Direct development or maintenance of status indicators, such as boards, graphs, or charts	80
V562 Direct or implement training programs, other than ALSMS or continuation training	80
V560 Develop training materials or aids	80
V555 Counsel trainees on training progress	80
W592 Conduct self-inspections or self-assessments	80
V561 Develop training programs, plans, or procedures, other than ALSMS training	80
W611 Counsel subordinates concerning personal matters	80
V568 Evaluate training materials or aids	80
V567 Evaluate personnel to determine training needs	80
V582 Schedule personnel for training	60
V554 Coordinate training schedules with affected activities or agencies	60

TABLE A10

REPRESENTATIVE TASKS PERFORMED BY
SUIT PHYSIOLOGICAL SUPPORT JOB

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B41 Integrate aircrew members to or from aircraft systems	100
B28 Assemble or disassemble pressure suit hardware, such as neck rings, wrist rings, or urine collection valves	100
B46 Isolate pressure suit helmet malfunctions	100
B74 Perform prior-to-entry inspections of aircraft	94
B36 Convert high-flight harnesses to low-flight harnesses	94
B47 Isolate pressure suit malfunctions	94
B49 Maintain pressure suit helmet liner inserts	94
B79 Remove, replace, or install pressure suit components	94
B76 Prepare pressure suit assemblies for shipment	94
B54 Perform integration tests of occupied pressure suits	89
B70 Perform preflight or postflight inspections of pressure suits	89
B72 Perform preflight or postflight inspections of pressure suit harnesses	89
B71 Perform preflight or postflight inspections of pressure suit helmets	89
B34 Clean pressure suits	89
B92 Repair pressure suits	89
B52 Operate portable LOX ventilation units	84
B75 Perform unscheduled inspections of pressure suits	84
B67 Perform periodic inspections of pressure suits	84