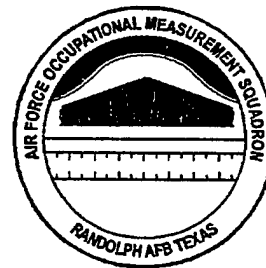




**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT



**VEHICLE MAINTENANCE CONTROL AND ANALYSIS
AFSC 2T3X7**

OSSN 2274

MAY 1998

**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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TABLE OF CONTENTS

PAGE NUMBER

PREFACE	ix
SUMMARY OF RESULTS	xi
INTRODUCTION	1
Background.....	1
SURVEY METHODOLOGY	3
Inventory Development.....	3
Survey Administration	4
Survey Sample.....	5
Task Factor Administration.....	7
SPECIALTY JOBS	9
Career Ladder Structure	9
Overview of Specialty Jobs	10
Group Descriptions.....	11
Comparison to Previous Surveys	38
ANALYSIS OF DAFSC GROUPS FOR THE AFSC 2T3X7 CAREER LADDER.....	41
Skill-Level Descriptions.....	41
Summary.....	43
TRAINING ANALYSIS	77
Active Duty First-Assignment Personnel.....	77
Training Emphasis (TE) and Task Difficulty (TD) Data	84
Specialty Training Standard (STS).....	86
JOB SATISFACTION ANALYSIS	89
IMPLICATIONS.....	95

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TABLE OF CONTENTS (Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 1 DAFSC DISTRIBUTION OF SURVEYED PERSONNEL.....	5
TABLE 2 PAYGRADE/COMMAND DISTRIBUTION OF TOTAL SURVEY SAMPLE.....	6
TABLE 3 RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS	29
TABLE 4 SELECTED BACKGROUND DATA FOR SPECIALTY JOBS	35
TABLE 5 SPECIALTY JOB COMPARISON BETWEEN CURRENT AND PREVIOUS SURVEYS	39
TABLE 6 DISTRIBUTION OF <u>DAFSC 2T337</u> GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	44
TABLE 7 DISTRIBUTION OF <u>DAFSC 2T357</u> GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	45
TABLE 8 DISTRIBUTION OF <u>DAFSC 2T377</u> GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	46
TABLE 9 DISTRIBUTION OF <u>DAFSC 2T390</u> GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	47
TABLE 10 DISTRIBUTION OF <u>DAFSC 2T300</u> GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	48
TABLE 11 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>DAFSC 2T337</u> GROUPS	49
TABLE 12 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>DAFSC 2T357</u> GROUPS	50
TABLE 13 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>DAFSC 2T377</u> GROUPS	51
TABLE 14 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>DAFSC 2T390</u> GROUPS	52
TABLE 15 RELATIVE PERCENT TIME SPENT ON DUTIES BY <u>DAFSC 2T300</u> GROUPS	53

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 16 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2T337 54 PERSONNEL	
TABLE 17 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2T357 PERSONNEL 55	
TABLE 18 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2T357 56 PERSONNEL	
TABLE 19 REPRESENTATIVE TASKS PERFORMED BY <u>AIR NATIONAL GUARD</u> 57 2T357 PERSONNEL	
TABLE 20 REPRESENTATIVE TASKS PERFORMED BY <u>AIR FORCE RESERVE</u> 58 2T357 PERSONNEL	
TABLE 21 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ACTIVE DUTY</u> 59 2T337 AND <u>ACTIVE DUTY</u> 2T357 PERSONNEL (PERCENT MEMBERS PERFORMING)	
TABLE 22 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ACTIVE DUTY</u> 60 2T357 AND <u>AIR NATIONAL GUARD</u> 2T357 PERSONNEL (PERCENT MEMBERS PERFORMING)	
TABLE 23 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ACTIVE DUTY</u> 61 2T357 AND <u>AIR FORCE RESERVE</u> 2T357 PERSONNEL (PERCENT MEMBERS PERFORMING)	
TABLE 24 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2T377 PERSONNEL 62	
TABLE 25 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2T377 63 PERSONNEL	
TABLE 26 REPRESENTATIVE TASKS PERFORMED BY <u>AIR NATIONAL GUARD</u> 64 2T377 PERSONNEL	
TABLE 27 REPRESENTATIVE TASKS PERFORMED BY <u>AIR FORCE RESERVE</u> 2T377.....65 PERSONNEL	
TABLE 28 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ACTIVE DUTY</u> 66 2T357 AND <u>ACTIVE DUTY</u> 2T377 PERSONNEL (PERCENT MEMBERS PERFORMING)	

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 29 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ACTIVE DUTY</u> <u>2T377</u> AND <u>AIR NATIONAL GUARD 2T377</u> PERSONNEL (PERCENT MEMBERS PERFORMING)	67
TABLE 30 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2T390 PERSONNEL	68
TABLE 31 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2T390 PERSONNEL	69
TABLE 32 REPRESENTATIVE TASKS PERFORMED BY <u>AIR NATIONAL GUARD</u> 2T390 PERSONNEL	70
TABLE 33 REPRESENTATIVE TASKS PERFORMED BY <u>AIR FORCE RESERVE</u> 2T390 PERSONNEL	71
TABLE 34 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ACTIVE DUTY</u> 2T377 AND <u>ACTIVE DUTY</u> 2T390 PERSONNEL (PERCENT MEMBERS PERFORMING)	72
TABLE 35 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ACTIVE DUTY</u> 2T390 AND <u>AIR NATIONAL GUARD</u> 2T390 PERSONNEL (PERCENT MEMBERS PERFORMING)	73
TABLE 36 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ACTIVE DUTY</u> 2T390 AND <u>AIR FORCE RESERVE</u> 2T377 PERSONNEL (PERCENT MEMBERS PERFORMING)	74
TABLE 37 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2T300 PERSONNEL	75
TABLE 38 TASKS WHICH BEST DIFFERENTIATE BETWEEN <u>ACTIVE DUTY</u> 2T390 AND <u>ACTIVE DUTY</u> 2T300 PERSONNEL (PERCENT MEMBERS PERFORMING)	76
TABLE 39 RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2T3X7 FIRST-ASSIGNMENT PERSONNEL (1-48 MONTHS IN CAREER FIELD)	79
TABLE 40 REPRESENTATIVE TASKS PERFORMED BY AFSC 2T3X7 FIRST-ASSIGNMENT PERSONNEL (1-48 MONTHS IN CAREER FIELD)	80

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 41 RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2T3X7 81 FIRST-JOB PERSONNEL (1-24 MONTHS IN CAREER FIELD)	81
TABLE 42 REPRESENTATIVE TASKS PERFORMED BY AFSC 2T3X7 FIRST-JOB 82 PERSONNEL (1-24 MONTHS IN CAREER FIELD)	82
TABLE 43 FORMS USED BY ACTIVE DUTY AFSC 2T3X7 PERSONNEL (SORTED ON 83 1-48 MONTHS TIME IN CAREER FIELD PERCENT MEMBERS USING)	83
TABLE 44 TASKS RATED HIGHEST IN TRAINING EMPHASIS.....85	85
TABLE 45 EXAMPLES OF TECHNICAL TASKS PERFORMED BY AFSC 2T3X7 87 MEMBERS SUGGESTED FOR PROFICIENCY CODE REVIEW TO PERFORMANCE CODING (PERCENT MEMBERS PERFORMING)	87
TABLE 46 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR.....88 MORE GROUP MEMBERS AND NOT REFERENCED TO THE STS	88
TABLE 47 COMPARISON OF JOB SATISFACTION INDICATORS BY TICF GROUPS 90 (PERCENT MEMBERS RESPONDING)	90
TABLE 48 COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY.....91 TICF GROUPS (PERCENT MEMBERS RESPONDING)	91
TABLE 49 COMPARISON OF JOB SATISFACTION INDICATORS BY MAJOR.....92 SPECIALTY JOBS (PERCENT <u>ACTIVE DUTY</u> MEMBERS RESPONDING)	92
FIGURE 1 AFSC 2T3XX CAREER LADDER SPECIALTY JOBS (N=3,332) 11	11
FIGURE 2 DISTRIBUTION OF ACTIVE DUTY AFSC 2T3X7 FIRST-ASSIGNMENT 78 PERSONNEL ACROSS SPECIALTY JOBS (N=102)	78
APPENDIX A SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY 97 JOBS AND CLUSTERS	97

PREFACE

This report presents the results of an Air Force Occupational Survey of six Vehicle Maintenance career ladders under Air Force Specialty Code (AFSC) 2T3XX, with special emphasis on the AFSC 2T3X7, Vehicle Maintenance Control and Analysis, career ladder. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by First Lieutenant Nicole Rainey. Computer programming support was provided by Ms. Jeanie Guesman. Captain David W. Keller analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** Six Vehicle Maintenance Specialty career ladders (AFSC 2T3X1, 2T3X2A, 2T3X2B, 2T3X4, and 2T3X7) were surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 3,332 Active Duty, Air National Guard, and Air Force Reserve respondents across all surveyed career ladders, accounting for 60 percent of the total surveyed population. The majority of this specific report, however, will primarily focus on members in the AFSC 2T3X7, Vehicle Maintenance Control and Analysis, career ladder.
2. **Specialty Jobs:** The specialty job analysis associated with this report included respondents from all of the six Vehicle Maintenance Specialties career ladders. Sixteen jobs and one cluster were identified in the career ladder structure analysis. Fourteen of these jobs are predominantly oriented toward the performance of technical tasks associated with the various vehicle maintenance career ladders. The remaining two jobs and one cluster are primarily management or administrative in nature. The remaining 18 percent, for one reason or another, did not group into any one of these jobs or clusters. Most AFSC 2T3X7 members were included in the Maintenance Control and Analysis Job.
3. **Career Ladder Progression:** Survey data show the career ladder progression for AFSC 2T3X7 members is typical, with a move from technical work at the 3- and 5-skill levels to supervisory and management work beginning at the 7-skill level. Members become progressively less technical as they progress into higher skill levels. Air National Guard and Air Force Reserve respondents remain more technically oriented across 5-, 7-, and 9- skill levels than their Active Duty counterparts.
4. **Training Analysis:** The current STS 2T3X7 provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. A small number of tasks were not referenced to the STS but had relatively high percentages of members performing them.
5. **Job Satisfaction:** Job satisfaction indicators are relatively high for AFSC 2T3X7 members. In addition, satisfaction indicators are also generally high for all of the major jobs identified. However, two of the smaller jobs, the Suspension, Steering, and Brakes Job and the Environmental Compliance Job, had noticeably lower ratings in nearly all job satisfaction categories.
6. **Implications:** The current AFSC 2T3X7 career ladder structure reflects an overall typical job progression. Sixteen specific jobs and one cluster were identified in the career field. Career ladder training documents are well supported by survey data, with some items warranting further review. Overall, job satisfaction is relatively high among career ladder incumbents.

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OCCUPATIONAL SURVEY REPORT (OSR) VEHICLE MAINTENANCE SPECIALTIES (AFSC 2T3XX)

VEHICLE MAINTENANCE CONTROL AND ANALYSIS (AFSC 2T3X7)

INTRODUCTION

This is an Occupational Survey Report of six Vehicle Maintenance career ladders under Air Force Specialty Code (AFSC) 2T3XX by the Air Force Occupational Measurement Squadron (AFOMS). These ladders are:

AFSC 2T3X1	Special Purpose Vehicle and Equipment Maintenance
AFSC 2T3X2A	Special Vehicle Maintenance (Fire Trucks)
AFSC 2T3X2B	Special Vehicle Maintenance (Refueler)
AFSC 2T3X4	General Purpose Vehicle Maintenance
AFSC 2T3X5	Vehicle Body Maintenance
AFSC 2T3X7	Vehicle Maintenance Control and Analysis

For presentation purposes, however, separate Occupational Survey Reports were written for each of the surveyed career ladders. As a result, this specific report concentrates substantially on the AFSC 2T3X7, Vehicle Maintenance Control and Analysis, career ladder. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The current Vehicle Maintenance Control and Analysis career ladder was created in October 1993 with the conversion from AFSC 472X4 to AFSC 2T3X7 under the "whole new classification system." Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. The last OSR published for the Vehicle Maintenance Control and Analysis career ladder was June 1993.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 31 October 1997, *Specialty Summary*, dated 31 October 1997, Vehicle Maintenance Control and Analysis personnel supervise and perform the scheduling and analysis of maintenance performed on vehicles and equipment. Members use computers to manage the vehicle data collection system, develop local retrievals to obtain specific data, file historical data, and maintain vehicle records.

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AFSC 2T3X7 is essentially a lateral career ladder. However, provisions have been made in recent years for direct-accession entry for some qualified personnel. Airmen currently entering the AFSC 2T3X7 career ladder (entering either laterally or via direct accession) must attend the Vehicle Maintenance Control and Analysis Apprentice course at Port Hueneme, CA, lasting 25 academic days. Graduates are awarded the 3-skill level upon completion of this course.

Entry into the AFSC 2T3X7 career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Administrative - 45. A strength factor of "G" (weight lift of 40 lbs) is also required.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2274, dated February 1997. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 120 subject-matter experts (SMEs) at the following training locations and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Lackland AFB TX	345 TRS/TTAP
Kelly AFB TX	433 LSS/LGTM
Eglin AFB FL	96 TRNS/LGTM
Hurlburt Field FL	HQ AFSOC/LGRT
Seymour Johnson AFB NC	136 LS/LGTM
Dover AFB DE	436 TRNS/LGTM
Grand Forks AFB ND	319 TRNS/LGTM
North Dakota ANG	119 FW/LGTM
Vandenberg AFB CA	30 TRNS/LGTM
Nellis AFB NV	99 TRNS/LGTM
Nellis AFB NV	820 RHS/CELT
Ramstein AFB GE	86 TRNS/LGTM
Aviano AB IT	31 TRNS/LGTM
Peterson AFB CO	HQ AFSPC/LGTV

The resulting JI contains a comprehensive listing of 1,636 tasks grouped under 25 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, component status, job title, normal duty hours, functional area, vehicle(s) maintained, tools used, and forms used.

Survey Administration

From May 1997 through August 1997, base training offices at operational units worldwide administered the inventory to eligible AFSC 2T3XX personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Survey data were examined to ensure an accurate representation across each of the respective career ladders included in this study. In an additional effort to ensure the data accurately reflect the survey population, additional analyses were completed to examine representation across major commands (MAJCOM) and military paygrade groups. All eligible AFSC 2T3XX Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) personnel were mailed survey booklets.

Table 1 reflects the percentage distribution, by Duty AFSC (DAFSC), of assigned AFSC 2T3XX personnel as of March 1997. The 3,332 respondents in the final sample represent 56 percent of the total assigned personnel and 60 percent of the total surveyed personnel. Table 2 reflects paygrade and MAJCOM distribution for this study.

TABLE 1

DAFSC DISTRIBUTION OF SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
2T331 / 2T351	25	24
2T332A / 2T352A	5	5
2T332B / 2T352B	6	5
2T334 / 2T354	24	22
2T335 / 2T355	6	6
2T337 / 2T357	4	5
2T377	5	5
2T370	22	24
2T390	3	3
2T300	1	1

TOTAL ASSIGNED* = 5,929

TOTAL SURVEYED** = 5,575

TOTAL IN SURVEY SAMPLE = 3,332

PERCENT OF ASSIGNED IN SAMPLE = 56%

PERCENT OF SURVEYED IN SAMPLE = 60%

* Assigned strength as of March 1997

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE / COMMAND DISTRIBUTION OF TOTAL SURVEY SAMPLE

PAYGRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 - E-3	12	13
E-4	25	26
E-5	28	29
E-6	19	17
E-7	12	11
E-8	3	3
E-9	1	1
COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	19	22
AMC	9	12
PACAF	9	11
AFMC	3	4
USAFE	9	10
AETC	4	6
AFSOC	1	1
AFSPC	3	4
ANG	34	23
AFRC	8	6
OTHER	1	1

* Assigned strength as of March 1997

As can be seen from Tables 1 and 2, the DASFC, Paygrade, and Command distributions of the survey sample are extremely close to the percent assigned. This indicates a high probability that the survey sample is an accurate representation of the respective populations for these career ladders.

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 2T3XX personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 161 senior NCOs (throughout the entire 2T3XX specialty) who completed a TE booklet were asked to select tasks they felt require some sort of structured training for entry-level personnel from their respective career ladders.

These senior NCOs then indicated how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method.

Of the 161 raters throughout the various AFSC 2T3XX specialties, 36 senior NCOs from the 2T3X7 career ladder provided TE data for their respective career ladder. Interrater agreement for these 36 raters was acceptable. The average TE rating was 0.64, with a standard deviation of 1.46. Any task with a TE rating of 2.10 or above is considered to have high TE.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 155 senior NCOs (throughout the entire 2T3XX specialty) who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high).

Of the 155 raters throughout the various AFSC 2T3XX specialties, 32 senior NCOs from the 2T3X7 career ladder provided TD ratings. Interrater reliability for these 32 raters was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment (airmen with 1-48 months in the service) and first-assignment personnel (airmen with 1-48 months in their respective career field) training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

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SPECIALTY JOBS

Career Ladder Structure

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks.

The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

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

As stated earlier, this OSR will focus primarily on members of the AFSC 2T3X7, Vehicle Maintenance Control and Analysis, career ladder. However, the specialty job structure presented in this section of the report includes respondents from all six of the surveyed AFSC 2T3XX career fields.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, 16 jobs and 1 cluster were identified within this study. Figure 1 illustrates the specialty job structure identified for AFSC 2T3XX personnel.

A listing of the specialty job structure is provided below. The stage (ST) number shown beside each title references computer printed information, the letter "N" indicates the number of members in each group.

- I. Tire Shop Job (ST460, N=25)
- II. Suspension, Steering, and Brakes Job (ST378, N=18)
- III. Customer Service Job (ST436, N=51)
- IV. Entry-Level General Purpose Vehicle Maintenance Job (ST360, N=150)
- V. Entry-Level Special Purpose Vehicle Maintenance Job (ST389, N=25)
- VI. General Purpose Vehicle Maintenance Job (ST499, N=583)
- VII. Special Purpose Vehicle Maintenance Job (ST501, N=726)
- VIII. Refueling Vehicle Maintenance Job (ST486, N=129)
- IX. Cargo Loader Maintenance Job (ST608, N=46)
- X. Body Shop Maintenance (ST395, N=172)
- XI. Maintenance Control and Analysis Job (ST477, N=246)
- XII. Guard/Reserve Technician Job (ST305, N=19)
- XIII. Guard/Reserve Mobility Job (ST357, N=48)
- XIV. Technical Manager Job (ST377, N=103)
- XV. Environmental Compliance Job (ST368, N=18)
- XVI. Training Job (ST447, N=28)
- XVII. Supervision Cluster (ST096, N=360)

The respondents forming these jobs and clusters account for 86 percent of the survey sample. The remaining 18 percent, for one reason or another, did not group into one of these jobs or clusters. Examples of job titles for these personnel include "Tool Custodian", "Local Area Network (LAN) Manager", "Benchstock Monitor", and "Building Custodian."

AFSC 2T3XX CAREER LADDER SPECIALTY JOBS (N = 3,332)

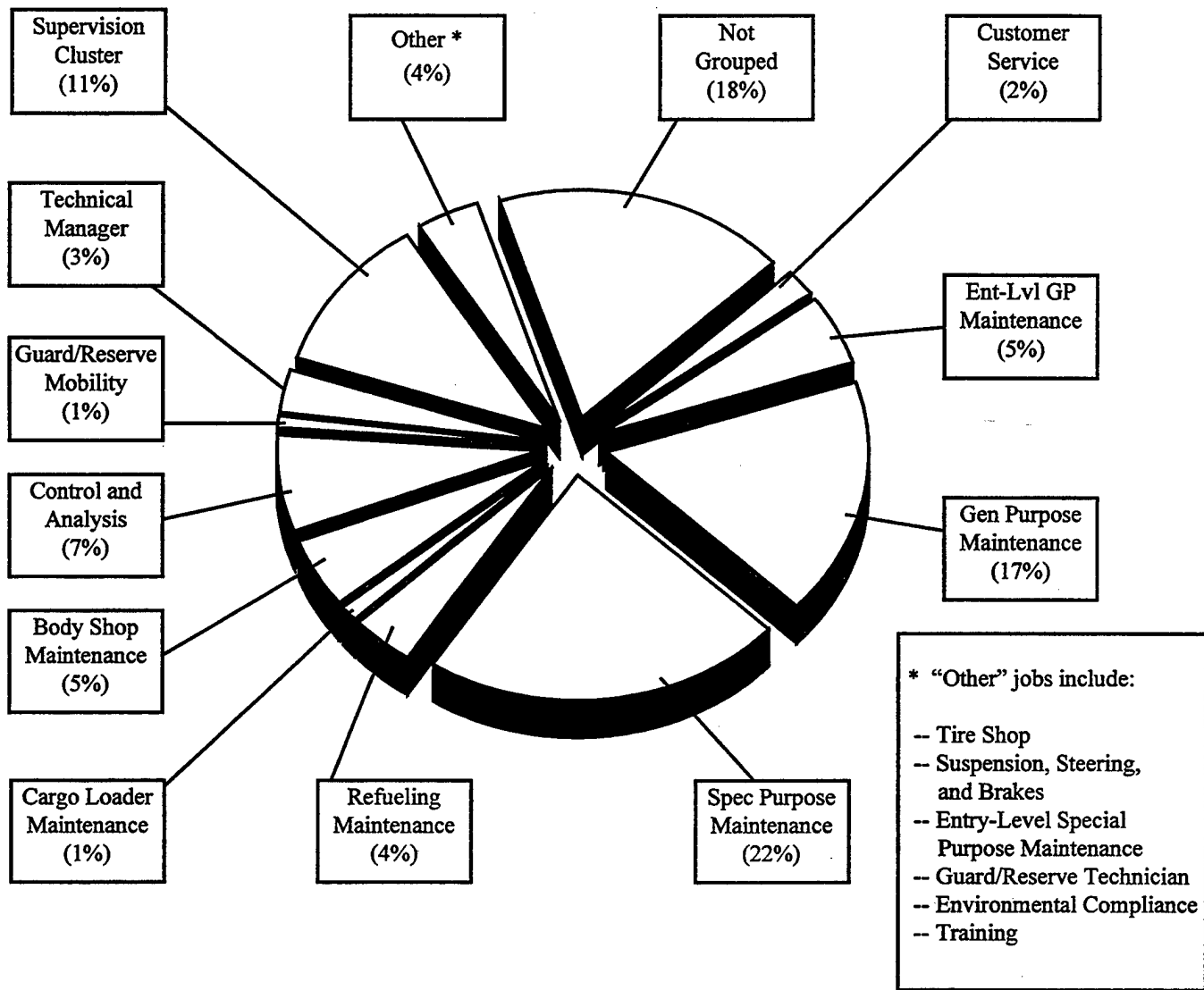


FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the jobs and clusters identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs and clusters. Selected background data for these jobs and clusters are provided in Table 4. Representative tasks for all groups are contained in Appendix A. Table 5 shows a job comparison between the current survey and the 1992 (AFSC 472XX) and 1993 (AFSC 472X4) surveys.

TIRE SHOP JOB

I. TIRE SHOP JOB (ST460). The 25 airmen in this job comprise less than 1 percent of the total survey sample. As shown in Table 3, these members spend 61 percent of their time (far more than any other job or cluster) performing tasks within Duty U, *Repairing Tires*. These airmen perform only 36 tasks on average indicating their narrow job focus. Distinctive tasks performed include: -

- Dismount or mount heavy-duty tubeless tires
- Inspect tire rims
- Leak test tires or tubes
- Remove or install valve stems
- Dismount or mount split-ring tires
- Rotate tires
- Inspect tires for serviceability
- Perform tire spin balancing
- Plug tires
- Dismount or mount split-rim tires
- Cold patch tubes
- Dismount or mount light-duty tires

As shown in Table 4, the predominant paygrade for these airmen is E-4. Eighty-four percent of these airmen hold the 5-skill level and 12 percent hold the 3-skill level. All group members are AD, averaging nearly 6 1/2 years in service. Thirty-two percent are in their first assignment. This job has 48 percent of its personnel assigned overseas, the highest such percentage of any identified job or cluster.

These members perform tire maintenance on a wide variety of mostly General Purpose vehicles. The chart below lists commonly maintained vehicles for members of this job:

Vehicle Maintained	Percent Maintaining
Buses, Carry-all	60
Staff Cars or Sedans/Station Wagons	60
Trucks, Dump 4x2 (automatic transmission)	56
Trucks, HUMV	56
Trucks, Van	56
Suburban, Carry-all 4x4	52
Trucks, Pickup 4x2	52

SUSPENSION, STEERING, AND BRAKES JOB

II. SUSPENSION, STEERING, AND BRAKES JOB (ST378). Comprising less than 1 percent of the total survey sample, the 18 members in this job spend most of their time performing relatively minor maintenance tasks. Table 3 shows these airmen spend 52 percent of their cumulative job time in Duty S (*Maintaining Drive Lines, Steering, and Suspension Systems*), Duty L (*Maintaining Electrical Systems*), and Duty T (*Maintaining Brake Systems*). Members perform 137 tasks on average. Distinctive tasks performed include:

- Inspect disc brake systems
- Pack wheel bearings
- Remove or install disc brake pads
- Remove or install wheel cylinders
- Remove or install radiators
- Bleed or flush brake systems
- Remove or install disc brake calipers
- Remove or install grease or oil seals
- Remove or install brake shoes
- Remove or install shock absorbers
- Remove or install drums or rotors

Table 4 shows 62 percent of these airmen hold the 5-skill level. The predominant paygrades for this job are E-4 and E-5. Most (72 percent) are assigned to bases in the continental United States (CONUS). Two-thirds of Suspension, Steering, and Brakes Job personnel are AD, averaging just over 5 years in service. Of the AD airmen, 32 percent are in their first assignment.

Like their Tire Shop Job counterparts, these members also perform maintenance on a wide variety of mostly General Purpose vehicles. The chart below lists commonly maintained vehicles for members of this job:

Vehicle Maintained	Percent Maintaining
Buses, Carry-all	67
Staff Cars or Sedans/Station Wagons	67
Trucks, Van	67
Trucks, Pickup 4x4	61
Trucks, Step-Van	61
Buses, Ambulance	56
Trucks, Pickup 4x2	56

CUSTOMER SERVICE JOB

III. CUSTOMER SERVICE JOB (ST436). The 51 members of the Customer Service Job account for 2 percent of the total survey sample. As can be seen in the representative tasks below, these members perform basic vehicle maintenance tasks, particularly simple electrical systems tasks. Table 3 shows 37 percent of their time is spent in Duty L (*Maintaining Electrical Systems*). However, while the survey instrument (JI) contained no specific customer service tasks, over half of the personnel in this job indicated their primary duty title was "Customer Service Representative." Additionally, 45 percent of these members identified "Customer Service Center" as the functional area where they spend the majority of their duty time. Customer Service Job incumbents had higher rates of maintaining most forms than members of other maintenance-oriented technical jobs. Forty-one percent are supervisors (see Table 4), highlighted by the fact that incumbents spend 10 percent of their time in Duty A (*Performing Management and Supervisory Activities*). Job members perform 121 tasks on average, including:

- Remove or install batteries
- Inspect charging systems, other than computer-controlled
- Repair vehicle wiring
- Pressure test radiators
- Lubricate vehicles
- Inspect or adjust engine drive belts
- Conduct vehicle limited technical inspections (LTIs)

Table 4 shows that these job incumbents are more experienced than the two previously-discussed jobs. Ninety-two percent hold either the 5- or 7-skill level, and most hold either an E-4 or E-5 paygrade. This job has 39 percent of its personnel assigned overseas. Nearly all members are AD personnel (96 percent), averaging nearly 8 1/2 years in their career field. Only 20 percent of these AD airmen are in their first assignment.

These members maintain a relatively small number of mainly General Purpose vehicles. The chart below lists commonly maintained vehicles for members of this job:

Vehicle Maintained	Percent Maintaining
Trucks, Pickup 4x4	82
Trucks, Pickup 4x2	78
Trucks, Telephone Maintenance (3/4 ton 4x4)	76
Staff Cars or Sedans/Station Wagons	73
Trucks, Van	71
Buses, Carry-all	69

ENTRY-LEVEL GENERAL PURPOSE VEHICLE MAINTENANCE JOB

IV. ENTRY-LEVEL GENERAL PURPOSE VEHICLE MAINTENANCE JOB (ST360). Comprising 5 percent of the total survey sample, the 150 members of this job spend 27 percent of their time performing electrical systems tasks found in Duty L (see Table 3). Eleven percent of their time is spent in Duty I, *Performing General Vehicle Maintenance or Metal Working Tasks*. Additionally, these airmen maintain drive lines, suspension systems, and brake systems. They perform an average of 114 tasks, including:

- Inspect batteries
- Lubricate vehicles
- Remove or install batteries
- Load test batteries
- Inspect starting systems
- Road test vehicles
- Adjust parking brakes
- Inspect lighting systems
- Remove or install spark plugs
- Remove or install disc brake pads
- Bleed or flush brake systems
- Inspect seat belts

Ninety percent of these job incumbents hold the 3- or 5-skill level, with the predominant paygrades being E-4 and E-5 (see Table 4). These members are mostly located in the CONUS, with only 19 percent stationed overseas. Seventy percent are AD with an average of 4 1/2 years in service. Over half (56 percent) are in their first assignment.

As expected, these members maintain common General Purpose vehicles, including:

Vehicle Maintained	Percent Maintaining
Trucks, Pickup 4x4	71
Trucks, Pickup 4x2	65
Staff Cars or Sedans/Station Wagons	62
Trucks, Van	53
Buses, Ambulance	52
Buses, Carry-all	52
Trucks, Step-Van	52

ENTRY-LEVEL SPECIAL PURPOSE VEHICLE MAINTENANCE JOB

V. ENTRY-LEVEL SPECIAL PURPOSE VEHICLE MAINTENANCE JOB (ST389). The 25 members of this relatively small group (less than 1 percent of the total sample) spend 30 percent of their work time performing tasks from Duty V, *Maintaining Base Maintenance and Special Purpose Vehicles and Equipment*. An additional 18 percent of their duty time is spent maintaining the electrical systems associated with these vehicles (see Table 3). Group members perform 217 tasks on average. Distinctive tasks for this job are:

- Remove or install engine drive belts
- Inspect cooling systems
- Lubricate vehicles
- Bleed or prime diesel fuel systems
- Isolate deicer electrical malfunctions
- Isolate deicer heater malfunctions
- Bleed or flush brake systems
- Service air cleaners
- Remove or install deicer electrical components
- Inspect starting systems
- Manufacture gaskets
- Adjust deicer electrical components
- Inspect vehicle wiring

Table 4 clearly shows that this is one of the more junior jobs identified throughout this study. All members of the Entry-Level Special Purpose Vehicle Maintenance Job hold either the 3- or 5-skill level. The predominant paygrades are E-3 and E-4. Forty percent of these airmen are stationed overseas. Nearly all (92 percent) are AD, averaging 4 years in service. Seventy-four percent have fewer than 48 months in their career field.

These members maintain Special Purpose, Construction and Base Equipment, and Materials-Handling Equipment vehicles. The most common of these are:

Vehicle Maintained	Percent Maintaining
Deicer Units, Truck-Mounted (Landoll)	88
Cranes, Hydraulic (7- thru 50-ton)	84
Sweepers, Regenerative Air (TYMCO)	80
Tugs, Bobtail (Jeep PSI)	76
Trucks, Forklift, Engine Powered (Hyster 6,000-lb)	76
Trucks, Forklift, Engine Powered (Hyster 10,000-lb)	76
Tugs, Warehouse (PSI Corp)	68

GENERAL PURPOSE VEHICLE MAINTENANCE JOB

VI. GENERAL PURPOSE VEHICLE MAINTENANCE JOB (ST499). This is the core job for members of the AFSC 2T3X4 career ladder. Table 3 shows the 583 members of this job comprise 17 percent of the overall sample and spend the highest percentage of their time (25 percent) performing tasks in Duty L (*Maintaining Electrical Systems*). These airmen perform more than twice as many tasks as their entry-level counterparts (247 tasks versus 114 tasks, respectively). Representative tasks include:

- Remove or install batteries
- Inspect starting systems
- Load test batteries
- Lubricate vehicles
- Inspect vehicle wiring
- Service fuel filters
- Service air cleaners
- Inspect cooling systems
- Inspect motor mounts
- Bleed or flush brake systems
- Remove or install seals
- Isolate lighting system malfunctions
- Inspect charging systems, other than computer-controlled
- Inspect or adjust engine drive belts

As shown in Table 4, 79 percent of these airmen are located in the CONUS. The predominant paygrades for this job are E-4 and E-5. Sixty-four percent hold the 5-skill level. AD personnel comprise 70 percent of this group, while ANG and AFRC components make up 25 and 5 percent, respectively. AD airmen average 6 years in service (45 percent have 1-48 months in their career field).

These members maintain General Purpose vehicles, the most common of which are:

Vehicle Maintained	Percent Maintaining
Trucks, Pickup 4x4	77
Trucks, Pickup 4x2	69
Staff Cars or Sedans/Station Wagons	63
Trucks, Van	58
Buses, Carry-all	57
Trucks, Step-Van	57

SPECIAL PURPOSE VEHICLE MAINTENANCE JOB

VII. SPECIAL PURPOSE VEHICLE MAINTENANCE JOB (ST501). This is the core job for members of the AFSC 2T3X1 career ladder (this group also contains the highest percentage of AFSC 2T3X2A personnel as well). The 726 members of this job represent the largest identified job, comprising 22 percent of the overall survey sample. Table 3 shows these members spend 17 percent of their time performing tasks in Duty L (*Maintaining Electrical Systems*). In addition, 12 percent of their time is spent performing tasks in Duty V (*Maintaining Base Maintenance and Special Purpose Vehicles and Equipment*). On average, these members perform 525 tasks, by far the highest of any identified job and nearly 2 1/2 times higher than their entry-level counterparts. Distinctive tasks include:

- Remove or install batteries
- Remove or install vehicle light assemblies
- Bleed or flush brake systems
- Inspect charging systems, other than computer-controlled
- Isolate lighting system malfunctions
- Bleed or prime diesel fuel systems
- Isolate starter system malfunctions
- Remove or install vehicle wiring

In general, members of this group are more experienced than the other technically-oriented core jobs. For example, while the predominant paygrades for Special Purpose Vehicle Maintenance Job personnel are E-4 and E-5, Table 4 shows 90 percent of these members hold either the 5- or 7-skill level. Only 19 percent are stationed overseas. This group contains AD (62 percent), ANG (35 percent), and AFRC (3 percent) representation. AD members average 7 1/2 years in service; 38 percent are in their first AFSC 2T3XX assignment.

Vehicles maintained for these members are provided in the chart below. In terms of the specific vehicles maintained, these relatively low percentages indicate a large, diverse job where members maintain many different types of vehicles and equipment.

Vehicle Maintained	Percent Maintaining
Trucks, Pickup 4x4	64
Trucks, Pickup 4x2	60
Trucks, Forklift, Engine Powered (Hyster 6,000-lb)	58
Trucks, Forklift, Engine Powered (Hyster 10,000-lb)	55
Trucks, Forklift, Engine Powered (Hyster 4,000-lb)	54
Sweepers, Regenerative Air (TYMCO)	54

REFUELING VEHICLE MAINTENANCE JOB

VIII. REFUELING VEHICLE MAINTENANCE JOB (ST486). Representing the core work of the AFSC 2T3X2B career ladder, this job represents 4 percent of the overall survey sample. As shown in Table 3, these 129 members spend 37 percent of their time in Duty X (*Performing Unique Refueling Vehicle and Equipment Maintenance*). On average, incumbents perform 115 mostly specialized tasks. Distinctive tasks include:

- Remove or install refueling equipment filters
- Remove or install refueling equipment vitaulic couplings
- Remove or install refueling hoses
- Inspect refueling servicing nozzles
- Adjust refueling equipment pressure regulators
- Adjust refueling equipment dispensing system valves
- Remove or install refueling equipment line strainers
- Isolate power-takeoff (PTO) interlock system malfunctions
- Disassemble or assemble refueling equipment dispensing system valves
- Interpret air system schematic diagrams or drawings
- Disassemble or assemble refueling equipment hose-reel components
- Inspect hose-reel swing joints
- Perform static ground reel servicing tests

Most of these members (66 percent) hold the 5-skill level (see Table 4). The predominant paygrade is E-5. Roughly 3/4 of these members (74 percent) are stationed in the CONUS. This group consists largely of AD members (80 percent), although 16 percent are ANG and 4 percent are AFRC. Thirty percent of the AD personnel have less than 48 months in their current career field. The average time in career field for all AD Refueling Maintenance Job members is slightly over 7 years.

Vehicles commonly maintained by Refueling Vehicle Maintenance Job members are provided below. As expected, high percentages of refueling vehicles are being maintained by these personnel.

Vehicle Maintained	Percent Maintaining
Trucks, Fuel Servicing Tank, R-11 (6,000) OshKosh	86
Trucks, Fuel Servicing Tank, C-300 (1,200)	74
Master Meter Testers, MD-3	67
Trucks, Fuel Servicing Tank, R-9 (5,000) Mack/Kovatch	64
Trucks, Fuel Servicing Tank, R-11 (6,000) OshKosh	60

CARGO LOADER MAINTENANCE JOB

IX. CARGO LOADER MAINTENANCE JOB (ST608). This relatively small group of vehicle maintenance airmen (46 members) comprises 1 percent of the total survey sample. As indicated in Table 3, 27 percent of their duty time is spent performing tasks under the *Maintaining Base Maintenance and Special Purpose Vehicles and Equipment* (Duty V) heading. As shown by the representative tasks below, many of these tasks are directly related to cargo loader vehicles. Another 20 percent of their work time is spent in Duty L, *Maintaining Electrical Systems*. This group performs a comparatively large number of tasks (264), which include:

- Remove or install 25K cargo loader charging system components
- Isolate 25K cargo loader charging system malfunctions
- Remove or install 25K cargo loader parking brake components
- Remove or install 25K cargo loader suspension components
- Isolate 25K cargo loader suspension malfunctions
- Isolate 25K cargo loader parking brake malfunctions
- Remove or install 40K cargo loader mobility rest components
- Remove or install cargo loader pallet stops
- Isolate cargo loader electrical system malfunctions
- Inspect hydraulic system components

The overwhelming majority of these group members are AD (98 percent). These AD members average 6 years in their career field (44 percent are in their first AFSC 2T3XX assignment). Forty-one percent are stationed overseas. The predominant paygrade for this job is E-4, and most members (79 percent) hold the 5-skill level (see Table 4).

Vehicles maintained by these members are provided below and very clearly show the specialization of Cargo Loader Maintenance Job personnel.

Vehicle Maintained	Percent Maintaining
Trucks, Forklift, Engine Powered (Hyster 4,000-lb)	98
Trucks, Forklift, Engine Powered (Hyster 10,000-lb)	96
Trucks, Forklift, Engine Powered (Hyster 6,000-lb)	93
Trucks, Aircraft Loading (Southwest Mobile 25K)	87
Trucks, Aircraft Loading (Emerson Corp 25K)	83
Trucks, Aircraft Loading (OshKosh Corp 40K)	83
Trucks, Wide-Body Aircraft Loading (Cochran 40K)	78
Trucks, Aircraft Loading (Space Corp 40K)	72

BODY SHOP MAINTENANCE JOB

X. BODY SHOP MAINTENANCE JOB (ST395). This is a highly-specialized job which represents the core work of the AFSC 2T3X5 career ladder. Table 3 shows that these 172 airmen spend 64 percent of their duty time performing tasks in Duty J (*Repairing and Painting Vehicle Bodies*)--more than all other identified jobs combined. Group members represent 5 percent of the total survey sample and perform 107 tasks on average. Distinctive tasks for this job include:

- Apply chemical fillers, such as rubber, plastic, or bondo
- Inspect damaged body sections
- Bump out irregularities in auto bodies
- Prepare vehicle body surfaces for painting
- Adjust hinges or locking mechanisms
- Remove or install locks or latches
- Remove or install doors
- Straighten distorted panels, doors, or fenders
- Remove or install hinges
- Apply weather stripping to body parts
- Remove or install bumpers
- Locate irregularities in auto bodies
- Remove or install grills

Table 4 shows 69 percent of Body Shop Maintenance Job incumbents hold the 5-skill level, 19 percent hold the 3-skill level, and 12 percent hold the 7-skill level. E-4 and E-5 are the predominant paygrades for this job. Eighty-seven percent are AD, 10 percent are ANG, and 3 percent are from the AFRC component. AD members average nearly 7 years in service and 38 percent have 1-48 months in their career field.

These members perform body maintenance on a variety of vehicles, most of which fall under the General Purpose heading, to include:

Vehicle Maintained	Percent Maintaining
Trucks, Pickup 4x4	83
Trucks, Pickup 4x2	81
Buses, Carry-all	77
Staff Cars or Sedans/Station Wagons	75
Trucks, Step-Van	75
Trucks, Van	73

MAINTENANCE CONTROL AND ANALYSIS JOB

XI. MAINTENANCE CONTROL AND ANALYSIS JOB (ST477). Representing the core work of the AFSC 2T3X7 career ladder, this job comprises 7 percent of the overall survey sample. Table 3 shows these 246 members spend 56 percent of their cumulative duty time in Duty F (*Performing Maintenance Control Activities*) and 20 percent in Duty E (*Performing Maintenance Analysis Activities*). Job incumbents perform an average of 129 mostly specialized tasks. Representative tasks include:

- Access On-Line Vehicle Interactive Management System (OLVIMS) menus and data screens
- Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status
- Download OLVIMS for end-of-day processing
- Close out completed workorders in OLVIMS
- Open vehicle or equipment workorders in OLVIMS
- Delay workorders in OLVIMS
- Analyze OLVIMS data
- Assign vehicle repairs to appropriate workcenters
- Establish or update vehicle master records

The predominant paygrade for this job is E-5 (see Table 4). There is a fairly even distribution of 5- and 7-skill level members (44 and 41 percent, respectively). Twenty-three percent of these members are stationed overseas. Seventy-seven percent are AD, 21 percent are ANG, and 2 percent are AFRC.

Since members of this job are from the lateral AFSC 2T3X7 career ladder, AD airmen average 11 1/2 years in service, but only 6 years in their respective career field. In fact, 45 percent of the AD members have less than 48 months in their career field.

Members of this job essentially maintain no vehicles. However, as might be expected, this group uses administrative forms at higher rates than virtually all other identified jobs. Forms commonly used by Maintenance Control and Analysis Job members are:

Form Used	Percent Using
AF 1827, Minor Maintenance Work Order	97
AF 1828, Vehicle Historical Record	95
AFTO 91, Limited Technical Inspection, Motor Vehicles	95
AF 1800, Operator's Inspection Guide and Trouble Report	89
AF 1832, Record of Cannibalization	86

GUARD / RESERVE TECHNICIAN JOB

XII. GUARD/RESERVE TECHNICIAN JOB (ST305). The 19 airmen in this group make up less than 1 percent of the total survey sample. The job is characterized by the performance of tasks related to maintaining both vehicle engines and vehicle bodies. As shown in Table 3, members spend 65 percent of their time performing tasks in Duties I-L. Members perform 205 tasks on average, including:

- Road test vehicles
- Inspect seat belts
- Inspect or adjust engine drive belts
- Pressure test radiators
- Remove or install seals
- Remove or install engine drive belts
- Remove or install V-belt pulleys
- Perform inspections of shop tools or equipment
- Mechanically straighten bent or twisted metal parts
- Manufacture gaskets
- Remove or install seat belts
- Remove or install locks or latches

Table 4 shows the predominant paygrade for this group is E-5. Over half (53 percent) of job members hold the 5-skill level. Seventy-nine percent are located inside the CONUS. As their name implies, this job has a very high percentage of ANG and AFRC personnel (47 and 21 percent, respectively). Only six group members are AD. These few AD members were included in this job based on uncharacteristically high percentages of time maintaining both vehicle engines and bodies. AD members average slightly over 4 years in their career field and most are assigned to overseas bases.

These job incumbents maintain a comparatively low number of mostly General Purpose vehicles, including:

Vehicle Maintained	Percent Maintaining
Trucks, Pickup 4x2	79
Trucks, Pickup 4x4	79
Staff Cars or Sedans/Station Wagons	68
Trucks, HUMV	68
Trucks, Step-Van	58

GUARD / RESERVE MOBILITY JOB

XIII. GUARD/RESERVE MOBILITY JOB (ST357). Comprising 1 percent of the total sample, these 48 members are essentially vehicle mechanics who spend much higher percentages of their job time performing mobility and readiness activities than members of other jobs. As shown in Table 3, 19 percent of their time is spent in Duty L, *Maintaining Electrical Systems*. However, incumbents spend 13 percent of their time in Duty Y, *Performing Disaster Preparedness, Mobility, and Readiness Activities* -- twice as much time as any other identified job or cluster. On average, members of the Guard/Reserve Mobility job perform 150 tasks. Distinctive tasks for this job are:

- Remove or install batteries
- Perform self-aid and buddy-care techniques
- Dismount or mount light-duty tires
- Test antifreeze solutions
- Adjust parking brakes
- Prepare equipment or vehicles for deployments
- Remove or install seals
- Participate in convoy exercises
- Bleed or flush brake systems
- Dismount or mount split-rim tires
- Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles

Seventy-seven percent of these members hold the 5-skill level (see Table 4). An additional 15 percent hold the 7-skill level. The most common paygrade is E-5. As might be expected, this job has the highest percentage of members stationed in the CONUS (92 percent). ANG and AFRC members comprise 81 percent of this group (71 and 10 percent, respectively). As with the Guard/Reserve Technician Job, there is a very small number of AD personnel who, based on the tasks they perform, are included in this job. Only nine members of this job are AD, averaging slightly under 4 years in service.

Members maintain a low number of mostly General Purpose vehicles, including:

Vehicle Maintained	Percent Maintaining
Trucks, Pickup 4x4	75
Staff Cars or Sedans/Station Wagons	67
Trucks, Pickup 4x2	56
Buses, Carry-All	54
Trucks, Van	48

TECHNICAL MANAGER JOB

XIV. TECHNICAL MANAGER JOB (ST377). The 103 members of this job represent 3 percent of the survey sample. Members spend the highest percentage of their duty time (19 percent) in Duty A, *Performing Management and Supervisory Activities* (see Table 3). Table 4 shows 77 percent of these members are supervisors. At the same time, Table 3 also shows members perform work in many technical duty categories, indicating job incumbents are both vehicle maintainers and personnel managers. Members average 342 tasks performed, the second-highest such total of all identified jobs or clusters. Representative tasks include:

- Analyze causes of vehicle failures
- Inspect starting systems
- Conduct vehicle limited technical inspections (LTIs)
- Supervise military personnel
- Inspect vehicle wiring
- Conduct safety inspections of equipment or facilities
- Remove or install batteries
- Inspect or adjust engine drive belts
- Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- Research federal stock numbers or part numbers

As shown in Table 4, most of these personnel hold the 7-skill level (an additional 20 percent hold the 5-skill level). This is also one of only two jobs to have 9-skill level and CEM-skill level representation. The most common paygrade for members of this group is E-6 and 72 percent are stationed in the CONUS. Sixty-eight percent are AD, 27 percent are ANG, and 5 percent are AFRC. As indicated, this is one of the more senior jobs identified, with AD personnel averaging nearly 13 years in their career field.

Again, while these airmen are supervisors, they also perform technical tasks associated with maintaining vehicles. Representative vehicles maintained are:

Vehicle Maintained	Percent Maintaining
Trucks, Pickup 4x4	66
Trucks, Pickup 4x2	50
Staff Cars or Sedans/Station Wagons	47
Trucks, CUCV	47
Trucks, HUMV	45
Trucks, Cargo 4x2	44

ENVIRONMENTAL COMPLIANCE JOB

XV. ENVIRONMENTAL COMPLIANCE JOB (ST368). The 18 members of the Environmental Compliance Job represent the smallest identified job or cluster, comprising less than 1 percent of the total sample. These highly-specialized airmen perform only 26 tasks, on average, and spend 59 percent of their time dealing with the handling, storage, and disposal of hazardous materials. The remainder of their duty time is largely spent in various other administrative tasks. Distinctive tasks include:

- Verify environmental compliance with hazardous waste management programs
- Verify environmental compliance with pollution prevention programs
- Verify environmental compliance with hazardous materials management programs
- Verify compliance with waste minimization programs
- Monitor disposal of waste fuels or hazardous waste
- Write inspection reports
- Conduct self-inspections or self-assessments
- Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program
- Schedule personnel for training
- Conduct safety inspections of equipment or facilities
- Monitor disposal of scrap metals
- Compile data for records, reports, logs, or trend analyses
- Conduct staff assistance visits, inspections, or audits
- Recycle antifreeze

As shown in Table 4, all Environmental Compliance Job incumbents are AD and most (72 percent) are located in the CONUS. The predominant paygrades for these airmen are E-5 and E-6. They average just under 12 years in service. All possess either the 5- or 7-skill level (56 and 44 percent, respectively).

This job maintains virtually no vehicles and very few technical forms.

TRAINING JOB

XVI. TRAINING JOB (ST447). As shown in Table 3, the members of the Training Job spend the highest percentage of their duty time (48 percent) in Duty B, *Performing Training Activities*. An additional 28 percent of their time is spent in Duty A, *Performing Management and Supervisory Activities*. For the most part, these job incumbents are performing unit training and maintaining technical libraries at the squadron or flight level (rather than conducting formal resident training at the various technical training schools associated with the AFSC 2T3XX specialties). Comprising less than 1 percent of the survey sample, these 28 airmen perform 59 tasks on average, including:

- Schedule training
- Schedule personnel for training
- Develop training programs, plans, or procedures
- Procure training aids, space, or equipment
- Brief organizational personnel concerning training programs or matters
- Administer or score tests
- Establish or maintain study reference files
- Evaluate progress of trainees
- Develop training materials or aids
- Evaluate effectiveness of training programs, plans, or procedures
- Inspect training materials or aids for operation or suitability
- Maintain training records or files
- Counsel trainees on training progress
- Determine training requirements
- Evaluate personnel to determine training needs
- Direct training functions

Table 4 shows fairly equal representation of 5- and 7-skill level personnel (49 and 51 percent, respectively). Thirty-nine percent of these airmen are located at overseas bases. The most common paygrades for this job are E-5 and E-6. Ninety-two percent are AD members who average 13 years in service. Only 8 percent have been in their career field fewer than 48 months.

Like the members of the Environmental Compliance Job, these members maintain virtually no vehicles or technical forms.

SUPERVISION CLUSTER

XVII. SUPERVISION CLUSTER (ST096). Representing 11 percent of the overall sample, the 360 members of the Supervision Cluster, as expected, perform a very high percentage of managerial and administrative tasks. As shown in Table 3, personnel in this cluster of jobs spends the overwhelming majority of their time (56 percent -- 8 times more than any other duty category) in Duty A, *Performing Management and Supervisory Activities*. Table 4 shows that 94 percent are direct supervisors, much higher than any other identified job. Members of the Supervision Cluster perform an average of 116 tasks, to include:

- Supervise military personnel
- Counsel subordinates concerning personal matters
- Conduct supervisory performance feedback sessions
- Write recommendations for awards or decorations
- Determine or establish work assignments or priorities
- Evaluate personnel for compliance with performance standards
- Conduct supervisory orientations for newly assigned personnel

The Supervision Cluster is the most senior group identified in the survey. The predominant paygrade of this cluster is E-7 (see Table 4) and 71 percent are located in the CONUS. Sixty-one percent hold the 7-skill level, 20 percent hold the 9-skill level, and 6 percent hold the CEM-skill level. AD personnel comprise 74 percent of this group, while ANG and AFRC personnel account for 17 and 9 percent, respectively. AD personnel average 16 years in their career field (17 years in service).

There are four distinct jobs within this cluster, primarily distinguished by (a) number of tasks performed, (b) ratio of management tasks performed to technical tasks performed, and (c) ratio of tasks associated with direct personnel supervision versus tasks associated with program management, budgets, or organizational policies. However, the overall similarity between these jobs warranted their combination into one Supervision Cluster. While a few members of this cluster do perform maintenance tasks on a small percentage of vehicles, most members do not. Supervision Cluster incumbents do maintain various forms, which include:

Form Used	Percent Using
AF 55, Employee Safety and Health Record	85
AFTO 91, Limited Technical Inspection, Motor Vehicles	80
AF 1800, Operator's Inspection Guide and Trouble Report	70
AF 1827, Minor Maintenance Work Order	69
AF 1832, Record of Cannibalization	64
AF 1823, Vehicle and Equipment Work Order	64

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Tire Shop Job (ST460) (N=25)	Susp, Steering, Brakes Job (ST378) (N=18)	Customer Service Job (ST436) (N=51)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	7	2	10
B PERFORMING TRAINING ACTIVITIES	1	-	1
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	-	1
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	9	-	2
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	-	-	-
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	-	-	1
G MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-	-	-
H PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	-	-	-
I PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	5	7	10
J REPAIRING AND PAINTING VEHICLE BODIES	1	2	3
K MAINTAINING ENGINES	1	7	4
L MAINTAINING ELECTRICAL SYSTEMS	3	16	37
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-	2	1
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	-	-	2
O MAINTAINING FUEL AND EXHAUST SYSTEMS	1	5	3
P MAINTAINING EMISSION CONTROLS	-	2	-
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	1	10	4
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	-	4	1
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	3	22	4
T MAINTAINING BRAKE SYSTEMS	2	14	3
U REPAIRING TIRES	61	6	8
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	1	-	2
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	-	1
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-	-	-
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	3	1	2

" - " indicates less than 1 percent

TABLE 3 (Continued)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		Entry-Lvl Gen Purp Maint Job (ST360) (N=150)	Entry-Lvl Spec Purp Maint Job (ST389) (N=25)
A	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	3
B	PERFORMING TRAINING ACTIVITIES	-	1
C	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	-
D	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2
E	PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	-	-
F	PERFORMING MAINTENANCE CONTROL ACTIVITIES	-	-
G	MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-	-
H	PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	-	-
I	PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	11	8
J	REPAIRING AND PAINTING VEHICLE BODIES	2	2
K	MAINTAINING ENGINES	8	5
L	MAINTAINING ELECTRICAL SYSTEMS	27	18
M	MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	1	-
N	MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	1	6
O	MAINTAINING FUEL AND EXHAUST SYSTEMS	5	4
P	MAINTAINING EMISSION CONTROLS	1	-
Q	MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	7	4
R	MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	2	1
S	MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	10	5
T	MAINTAINING BRAKE SYSTEMS	10	7
U	REPAIRING TIRES	5	3
V	MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	3	30
W	PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	-
X	PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-	-
Y	PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	2	1

" - " indicates less than 1 percent

TABLE 3 (Continued)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	General Purpose Veh Maint Job (ST499) (N=583)	Special Purpose Veh Maint Job (ST501) (N=726)	Refueling Veh Maint Job (ST486) (N=129)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	4	5
B PERFORMING TRAINING ACTIVITIES	1	-	1
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	1	1
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	2
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	-	-	-
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	1	1	2
G MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-	-	-
H PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	-	-	-
I PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	8	5	5
J REPAIRING AND PAINTING VEHICLE BODIES	3	3	2
K MAINTAINING ENGINES	7	6	4
L MAINTAINING ELECTRICAL SYSTEMS	25	17	12
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	2	2	-
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	3	5	4
O MAINTAINING FUEL AND EXHAUST SYSTEMS	6	5	4
P MAINTAINING EMISSION CONTROLS	1	2	-
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	7	6	4
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	2	3	2
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	10	10	5
T MAINTAINING BRAKE SYSTEMS	9	7	4
U REPAIRING TIRES	4	3	2
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	3	12	1
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	3	1
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-	1	37
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	2	2	2

" - " indicates less than 1 percent

TABLE 3 (Continued)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Cargo Loader Maint Job (ST608) (N=46)	Body Shop Maint Job (ST395) (N=172)	Maint Control & Analysis Job (ST477) (N=246)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	10	12
B PERFORMING TRAINING ACTIVITIES	1	2	2
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	-	3
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	3	4
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	-	-	20
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	1	1	56
G MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-	-	-
H PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	-	-	-
I PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	6	13	-
J REPAIRING AND PAINTING VEHICLE BODIES	2	64	-
K MAINTAINING ENGINES	4	-	-
L MAINTAINING ELECTRICAL SYSTEMS	20	1	-
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-	-	-
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	8	-	-
O MAINTAINING FUEL AND EXHAUST SYSTEMS	5	-	-
P MAINTAINING EMISSION CONTROLS	-	-	-
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	4	-	-
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	2	-	-
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	5	-	-
T MAINTAINING BRAKE SYSTEMS	6	-	-
U REPAIRING TIRES	1	1	-
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	27	-	-
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	-	-
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-	-	-
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	1	2	3

" - " indicates less than 1 percent

TABLE 3 (Continued)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Guard/ Reserve Tech Job (ST305) (N=19)	Guard/ Reserve Mobility Job (ST357) (N=48)	Technical Manager Job (ST377) (N=103)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	3	19
B PERFORMING TRAINING ACTIVITIES	1	-	4
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	1	2
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	2	5
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	-	-	3
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	2	-	7
G MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-	-	-
H PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	-	-	-
I PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	16	10	6
J REPAIRING AND PAINTING VEHICLE BODIES	17	5	3
K MAINTAINING ENGINES	11	5	4
L MAINTAINING ELECTRICAL SYSTEMS	21	19	15
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	1	-	1
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	1	2	3
O MAINTAINING FUEL AND EXHAUST SYSTEMS	4	4	3
P MAINTAINING EMISSION CONTROLS	1	-	1
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	4	5	4
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	1	2	1
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	3	9	5
T MAINTAINING BRAKE SYSTEMS	3	10	4
U REPAIRING TIRES	2	7	3
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	1	2	4
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	-	-
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	1	1	-
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	2	13	4

" - " indicates less than 1 percent

TABLE 3 (Continued)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Environ Compliance Job (ST368) (N=18)	Training Job (ST447) (N=28)	Supervision Cluster (ST096) (N=360)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	59	28	56
B PERFORMING TRAINING ACTIVITIES	12	48	7
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	8	16	4
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	13	3	6
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	-	-	5
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	-	-	6
G MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-	-	-
H PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	-	-	1
I PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	-	-	2
J REPAIRING AND PAINTING VEHICLE BODIES	-	-	1
K MAINTAINING ENGINES	-	-	1
L MAINTAINING ELECTRICAL SYSTEMS	-	-	2
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-	-	-
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	-	-	-
O MAINTAINING FUEL AND EXHAUST SYSTEMS	-	-	-
P MAINTAINING EMISSION CONTROLS	-	-	-
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	2	-	1
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	-	-	-
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	-	-	1
T MAINTAINING BRAKE SYSTEMS	-	-	1
U REPAIRING TIRES	-	-	-
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	-	-	1
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	-	-
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-	-	-
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	6	5	6

" - " indicates less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Tire Shop Job (ST460)	Susp, Steering, Brakes Job (ST378)	Customer Service Job (ST436)	Entry-Lvl Gen Purp Maint Job (ST360)	Entry-Lvl Spec Purp Maint Job (ST389)
NUMBER IN GROUP	25	18	51	150	25
PERCENT OF SAMPLE	<1%	<1%	2%	5%	<1%
PERCENT IN CONUS	52%	72%	61%	81%	60%
SKILL-LEVEL DISTRIBUTION:					
3-Skill Level	12%	22%	8%	29%	36%
5-Skill Level	84%	62%	70%	61%	64%
7-Skill Level	4%	18%	22%	10%	0%
9-Skill Level	0%	0%	0%	0%	0%
CEM-Skill Level	0%	0%	0%	0%	0%
COMPONENT STATUS:					
ACTIVE DUTY	100%	66%	96%	70%	92%
AIR NATIONAL GUARD	0%	23%	2%	20%	4%
AIR FORCE RESERVE	0%	11%	2%	10%	4%
ADDITIONAL INFORMATION					
PREDOMINANT GRADE(S)	E-4	E-4 / E-5	E-4 / E-5	E-4 / E-5	E-3 / E-4
AVERAGE MONTHS IN CAREER FIELD *	74	61	101	53	45
AVERAGE MONTHS IN SERVICE *	77	63	105	55	48
PERCENT WITH 1-48 MOS IN CAREER FIELD *	32%	32%	20%	56%	74%
PERCENT SUPERVISING	32%	17%	41%	12%	16%
AVERAGE NUMBER OF TASKS PERFORMED	36	137	121	114	217

* Active Duty Only

TABLE 4 (Continued)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	General Purpose Veh Maint Job (ST499)	Special Purpose Veh Maint Job (ST501)	Refueling Vehicle Maint Job (ST486)	Cargo Loader Maint Job (ST608)	Body Shop Maint Job (ST395)	Maint Control & Analysis Job (ST477)
NUMBER IN GROUP	583	726	129	46	172	246
PERCENT OF SAMPLE	17%	22%	4%	1%	5%	7%
PERCENT IN CONUS	79%	81%	74%	59%	69%	77%
SKILL-LEVEL DISTRIBUTION:						
3-Skill Level	21%	10%	16%	17%	19%	14%
5-Skill Level	64%	58%	66%	79%	69%	44%
7-Skill Level	15%	32%	18%	4%	12%	41%
9-Skill Level	0%	0%	0%	0%	0%	1%
CEM-Skill Level	0%	0%	0%	0%	0%	0%
COMPONENT STATUS:						
ACTIVE DUTY	70%	62%	80%	98%	87%	77%
AIR NATIONAL GUARD	25%	35%	16%	0%	10%	21%
AIR FORCE RESERVE	5%	3%	4%	2%	3%	2%
ADDITIONAL INFORMATION						
PREDOMINANT GRADE(S)	E-4 / E-5	E-4 / E-5	E-5	E-4	E-4 / E-5	E-5
AVERAGE MONTHS IN CAREER FIELD *	69	85	85	73	77	71
AVERAGE MONTHS IN SERVICE *	72	90	93	75	82	138
PERCENT WITH 1-48 MOS IN CAREER FIELD *	45%	38%	30%	44%	38%	45%
PERCENT SUPERVISING	38%	45%	41%	30%	36%	43%
AVERAGE NUMBER OF TASKS PERFORMED	247	525	115	264	107	129

* Active Duty Only

TABLE 4 (Continued)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Guard/ Reserve Technician Job (ST305)	Guard/ Reserve Mobility Job (ST357)	Technical Manager Job (ST377)	Environmental Compliance Job (ST368)	Training Job (ST447)	Supervision Cluster (ST096)
NUMBER IN GROUP	19	48	103	18	28	360
PERCENT OF SAMPLE	<1%	1%	3%	<1%	<1%	11%
PERCENT IN CONUS	79%	92%	72%	72%	61%	71%
SKILL-LEVEL DISTRIBUTION:						
3-Skill Level	16%	8%	3%	0%	0%	0%
5-Skill Level	53%	77%	20%	56%	49%	13%
7-Skill Level	31%	15%	75%	44%	51%	61%
9-Skill Level	0%	0%	1%	0%	0%	20%
CEM-Skill Level	0%	0%	1%	0%	0%	6%
COMPONENT STATUS:						
ACTIVE DUTY	32%	19%	68%	100%	92%	74%
AIR NATIONAL GUARD	47%	71%	27%	0%	0%	17%
AIR FORCE RESERVE	21%	10%	5%	0%	8%	9%
ADDITIONAL INFORMATION						
PREDOMINANT GRADE(S)	E-5	E-5	E-6	E-5 / E-6	E-5 / E-6	E-7
AVERAGE MONTHS IN CAREER FIELD *	53	45	155	140	146	192
AVERAGE MONTHS IN SERVICE *	67	47	162	143	156	204
PERCENT WITH 1-48 MOS IN CAREER FIELD *	50%	55%	5%	6%	8%	3%
PERCENT SUPERVISING	32%	17%	77%	11%	43%	95%
AVERAGE NUMBER OF TASKS PERFORMED	205	150	342	26	59	116

* Active Duty Only

Comparison to Previous Surveys

Table 5 shows the specialty job structure identified in this report compared to the jobs and clusters identified in either the 1992 AFSC 472XX or 1993 AFSC 472X4 Occupational Survey Reports. All of the major jobs and clusters identified in this report matched to similar jobs or clusters from previous surveys.

Three of the minor jobs identified in the current survey did not match any of the jobs or clusters found in previous surveys. These are:

- Guard/Reserve Technician Job
- Guard/Reserve Mobility Job
- Environmental Compliance Job

Since ANG and AFRC personnel were not surveyed in 1992 or 1993, one would not have expected either the Guard/Reserve Technician Job or the Guard/Reserve Mobility Job to have appeared in the previous surveys. The emergence of the Environmental Compliance Job perhaps indicates an increased emphasis in recent years on the tasks associated with this job.

In addition, there were three jobs or clusters identified in the previous surveys that were not identified in the current survey. These were:

- Firefighting Vehicle Maintenance Job (Vehicle Maintenance Cluster, 1992)
- OLVIMS Specialist (1993)
- Contract Maintenance Monitor (1993)

The disappearance of the Firefighting Vehicle Maintenance Job is interesting to note, especially since AFSC 2T3X2A, Special Vehicle Maintenance (Fire Trucks), is one of the six primary career ladders included in this survey. A thorough analysis of survey results did identify a group of respondents performing high percentages of tasks in Duty W, *Performing Unique Fire and Crash Firefighting Vehicles and Equipment Maintenance*, but these personnel were included in the Special Purpose Vehicle Maintenance Job. They did not spend enough of their job time performing tasks which were substantially different than other members of the Special Purpose Vehicle Maintenance Job. Therefore, the CODAP automated job clustering program did not separate them into their own job.

The responsibilities and tasks performed by members of the OLVIMS Specialist and Contract Maintenance Monitor jobs identified in the 1993 AFSC 472X4 survey are primarily being performed by members of the Maintenance Control and Analysis Job in the current survey.

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND PREVIOUS SURVEYS

CURRENT SURVEY (N=3,332)	AFSC 472XX 1992 SURVEY (N=2,737) AFSC 472X4 1993 SURVEY (N=272)
Tire Shop Job	Tire Repair Job (1992)
Suspension, Steering, and Brakes Job	Minor Maintenance Cluster (1992)
Customer Service Job	No similar job identified
Entry-Level General Purpose Vehicle Maintenance Job	Minor Maintenance Cluster (1992)
Entry-Level Special Purpose Vehicle Maintenance Job	Minor Maintenance Cluster (1992)
General Purpose Vehicle Maintenance Job	Vehicle Maintenance Cluster (1992) (General Repair Job)
Special Purpose Vehicle Maintenance Job	Vehicle Maintenance Cluster (1992) (Base-Equipment Vehicle Maintenance Job)
Refueling Vehicle Maintenance Job	Vehicle Maintenance Cluster (1992) (Refueling Vehicle Maintenance Job)
Cargo Loader Maintenance Job	Vehicle Maintenance Cluster (1992) (Materials-Handling Vehicle Maintenance Job)
Body Shop Maintenance Job	Allied Trades Cluster (1992)
Maintenance Control and Analysis Job	Maintenance Control and Analysis Cluster (1993)
Guard/Reserve Technician Job	No similar job identified
Guard/Reserve Mobility Job	No similar job identified
Technical Manager Job	Vehicle Maintenance Cluster (1992) (Supervisory Mechanic Job)
Environmental Compliance Job	No similar job identified
Training Job	Training Cluster (1992) Administration Cluster (1993)
Supervision Cluster	Vehicle Maintenance Management Complex Cluster (1992) Administration Cluster (1993)
No similar job identified	Vehicle Maintenance Cluster (1992) (Firefighting Vehicle Maintenance Job)
No similar job identified	OLVIMS Specialist (1993)
No similar job identified	Contract Maintenance Monitor (1993)

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ANALYSIS OF DAFSC GROUPS FOR THE AFSC 2T3X7 CAREER LADDER

An analysis of DAFSC groups, in conjunction with analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification, Specialty Description*, and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

The distribution of AFSC 2T3X7 skill-level groups across the career ladder jobs and clusters is displayed in Tables 6-10, while Tables 11-15 offer another perspective by displaying the relative percent time spent on each duty across skill-level groups. These tables also reflect the distribution of AD, ANG, and AFRC personnel. A typical pattern of progression is noted within the AFSC 2T3X7 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move into the 7-skill level, higher percentages work in the supervisory jobs, but most still spend time performing some technical tasks. At the 9- and CEM-skill levels, individuals have substantially moved away from technical tasks and are performing very high percentages of supervisory and management functions.

Skill-Level Descriptions

DAFSC 2T337. These 41 AD airmen account for only 1 percent of the overall survey sample. However, they comprise 13 percent of members from the AFSC 2T3X7 career ladder (those with a Duty AFSC of either 2T337, 2T357, or 2T377). Seventy-six percent are in the Maintenance Control and Analysis Job (see Table 6).

As shown in Table 11, they and spend a combined 81 percent of their duty time performing the technical tasks of Duty E (*Performing Maintenance Analysis Activities*) or Duty F (*Performing Maintenance Control Activities*). These airmen perform an average of 139 tasks, the most common of which are listed in Table 16.

DAFSC 2T357. There are a total of 121 DAFSC 2T357 survey respondents. This group accounts for 37 percent of all AFSC 2T3X7 career ladder members, although they represent a mere 4 percent of the total survey sample. As shown in Table 7, these respondents are very technical in nature, with 86 percent working in the Maintenance Control and Analysis Job.

Table 12 provides a comparison of the present time spent on duties for AD, ANG, and AFRC forces at the 5-skill level. As this table reflects, members across all components spend the highest percentage of their time in Duty F (*Performing Maintenance Control Activities*). As a combined group, these airmen average 112 tasks.

Tables 17-20 list representative tasks performed by DAFSC 2T357 personnel. Table 21 reflects those tasks which best differentiate AD 5-skill levels from AD 3-skill levels. Table 22 shows tasks which best differentiate between AD 5-skill levels and ANG 5-skill levels. Finally, Table 23 shows tasks which best differentiate AD 5-skill levels from AFRC 5-skill levels.

DAFSC 2T377. Comprising the largest group of AFSC 2T3X7 career ladder members, the 161 DAFSC 2T377 members account for 50 percent of this career ladder. In addition, this group represents 5 percent of the total survey sample. Table 8 shows that 62 percent of these airmen remain in the relatively-technical Maintenance Control and Analysis Job, although 16 percent have moved into the Supervision Cluster.

Table 13 shows these airmen continue to primarily perform technical tasks found in Duty E (*Performing Maintenance Analysis Activities*) and Duty F (*Performing Maintenance Control Activities*). This table also shows an increase in the percent of time spent in Duty A (*Performing Management and Supervisory Activities*). On average, DAFSC 2T377 members perform 173 tasks.

Tables 24-27 list representative tasks performed by DAFSC 2T377 personnel. Table 28 reflects those tasks which best differentiate AD 7-skill levels from AD 5-skill levels. Table 29 shows tasks which best differentiate between AD 7-skill levels and ANG 7-skill levels. Due to the very small number of AFRC 7-skill level personnel, comparative analyses between this group and other components is not appropriate.

DAFSC 2T390. Members may acquire the 9-skill level after attaining a fully-qualified 7-skill level in any of the six AFSC 2T3XX career fields (i.e., DASFC 2T370 or 2T377). As a result, this group includes senior leaders from all six of these career ladders.

The 89 survey respondents with the 9-skill level comprise 3 percent of the total sample. Table 9 shows the high percentages of DAFSC 2T390 personnel in the Supervision Cluster. AD and AFRC DAFSC 2T390 members have no representation in any other identified job. A small percentage of ANG DAFSC 2T390 airmen remain in some of the technical jobs identified in this report.

Table 14 reflects the time spent on duties by DAFSC 2T390 personnel. At the 9-skill level, their time is mainly devoted to the management and supervisory tasks of Duty A. Again, ANG personnel spend comparatively less time in Duty A and slightly higher amounts of time in Duty F (*Performing Maintenance Control Activities*). As a group, DAFSC 2T390 members across all components perform 154 tasks.

Representative tasks performed by DAFSC 2T390 personnel are listed in Tables 30-33. The tasks which best differentiate between AD 9- and AD 7-skill levels are reflected in Table 34. Table 35 shows tasks which best differentiate between AD 9-skill levels and ANG 9-skill levels. Table 36 presents tasks which best differentiate AD 9-skill levels from AFRC 9-skill levels.

DAFSC 2T300. As with 9-skill level personnel, DAFSC 2T300 personnel may come from any of the six AFSC 2T3XX career fields. DAFSC 2T300 respondents represent only 1 percent of the total sample. Table 10 shows the extremely high percentages of DAFSC 2T300 personnel in the Supervision Cluster across both AD and ANG components (the one AFRC CEM-skill level member was in the Technical Manager Job).

Table 15 reflects the time spent on duties by DAFSC 2T300 personnel. At the CEM-skill level, their time is mainly devoted to the management and supervisory tasks of Duty A. ANG and AFRC personnel spend comparatively higher amounts of time across various technical duty headings, while remaining primarily focused on management and supervisory tasks. Twenty-four of the 28 members in this group are AD. These AD members perform an average of 102 tasks.

Representative tasks for AD DAFSC 2T300 personnel are listed in Table 37. The tasks which best differentiate between AD CEM- and AD 9-skill level personnel are shown in Table 38. Both ANG and AFRC component groups had insufficient numbers of CEM-skill level personnel to allow for meaningful comparative analyses between these groups and AD personnel.

Summary

Progression in the Vehicle Maintenance Control and Analysis career ladder follows a typical pattern of highly-technical focus at the lower skill levels, with a broadening into supervision and management beginning at the 7-skill level. An emphasis is clearly seen in performing primarily the core job of the career ladder at the 5- and 7-skill levels. Craftsmen at the 7-skill level are beginning to shift to supervisory jobs, but a good deal of their time is still spent in the technical arena. ANG and AFRC personnel in higher skill levels spend a higher percentage of their time performing technical tasks versus supervisory tasks than their AD counterparts.

TABLE 6

DISTRIBUTION OF DAFSC 2T337 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	ACTIVE 2T337 (N=41)
1. Tire Shop Job	0
2. Suspension, Steering, and Brakes Job	0
3. Customer Service Job	0
4. Entry-Level General Purpose Vehicle Maintenance Job	0
5. Entry-Level Special Purpose Vehicle Maintenance Job	0
6. General Purpose Vehicle Maintenance Job	2
7. Special Purpose Vehicle Maintenance Job	2
8. Refueling Vehicle Maintenance Job	0
9. Cargo Loader Maintenance Job	0
10. Body Shop Maintenance Job	0
11. Maintenance Control and Analysis Job	76
12. Guard/Reserve Technician Job	0
13. Guard/Reserve Mobility Job	0
14. Technical Manager Job	0
15. Environmental Compliance Job	0
16. Training Job	0
17. Supervision Cluster	0
18. Not Grouped	20

TABLE 7

DISTRIBUTION OF DAFSC 2T357 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2T357 (N=121)	ACTIVE 2T357 (N=106)	ANG 2T357 (N=10)	AFRC 2T357 (N=5)
1. Tire Shop Job	0	0	0	0
2. Suspension, Steering, and Brakes Job	0	0	0	0
3. Customer Service Job	0	0	0	0
4. Entry-Level General Purpose Vehicle Maintenance Job	0	0	0	0
5. Entry-Level Special Purpose Vehicle Maintenance Job	0	0	0	0
6. General Purpose Vehicle Maintenance Job	0	0	0	0
7. Special Purpose Vehicle Maintenance Job	1	1	0	0
8. Refueling Vehicle Maintenance Job	0	0	0	0
9. Cargo Loader Maintenance Job	0	0	0	0
10. Body Shop Maintenance Job	0	0	0	0
11. Maintenance Control and Analysis Job	86	88	80	60
12. Guard/Reserve Technician Job	0	0	0	0
13. Guard/Reserve Mobility Job	0	0	0	0
14. Technical Manager Job	1	0	10	0
15. Environmental Compliance Job	0	0	0	0
16. Training Job	0	0	0	0
17. Supervision Cluster	4	4	0	20
18. Not Grouped	8	7	10	20

TABLE 8

DISTRIBUTION OF DAFSC 2T377 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2T377 (N=161)		ACTIVE 2T377 (N=95)		ANG 2T377 (N=64)		AFRC 2T377 (N=2)	
1. Tire Shop Job	0		0		0		0	
2. Suspension, Steering, and Brakes Job	0		0		0		0	
3. Customer Service Job	0		0		0		0	
4. Entry-Level General Purpose Vehicle Maintenance Job	1		0		0		0	
5. Entry-Level Special Purpose Vehicle Maintenance Job	0		0		2		0	
6. General Purpose Vehicle Maintenance Job	0		0		0		0	
7. Special Purpose Vehicle Maintenance Job	2		0		5		0	
8. Refueling Vehicle Maintenance Job	0		0		0		0	
9. Cargo Loader Maintenance Job	0		0		0		0	
10. Body Shop Maintenance Job	0		0		0		0	
11. Maintenance Control and Analysis Job	62		61		61		100	
12. Guard/Reserve Technician Job	0		0		0		0	
13. Guard/Reserve Mobility Job	0		0		0		0	
14. Technical Manager Job	6		0		16		0	
15. Environmental Compliance Job	0		0		0		0	
16. Training Job	1		1		0		0	
17. Supervision Cluster	16		21		9		0	
18. Not Grouped	12		17		7		0	

TABLE 9

DISTRIBUTION OF DAFSC 2T390 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL		ACTIVE		ANG		AFRC	
	2T390 (N=89)		2T390 (N=26)		2T390 (N=52)		2T390 (N=11)	
1. Tire Shop Job	0		0		0		0	
2. Suspension, Steering, and Brakes Job	0		0		0		0	
3. Customer Service Job	0		0		0		0	
4. Entry-Level General Purpose Vehicle Maintenance Job	0		0		0		0	
5. Entry-Level Special Purpose Vehicle Maintenance Job	0		0		0		0	
6. General Purpose Vehicle Maintenance Job	1		0		2		0	
7. Special Purpose Vehicle Maintenance Job	3		0		6		0	
8. Refueling Vehicle Maintenance Job	0		0		0		0	
9. Cargo Loader Maintenance Job	0		0		0		0	
10. Body Shop Maintenance Job	0		0		0		0	
11. Maintenance Control and Analysis Job	3		0		6		0	
12. Guard/Reserve Technician Job	0		0		0		0	
13. Guard/Reserve Mobility Job	0		0		0		0	
14. Technical Manager Job	1		0		2		0	
15. Environmental Compliance Job	0		0		0		0	
16. Training Job	0		0		0		0	
17. Supervision Cluster	78		77		79		73	
18. Not Grouped	14		23		5		27	

TABLE 10

DISTRIBUTION OF DAFSC 2T300 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	TOTAL	ACTIVE	ANG	AFRC
	2T300 (N=28)	2T300 (N=24)	2T300 (N=3)	2T300 (N=1)
1. Tire Shop Job	0	0	0	0
2. Suspension, Steering, and Brakes Job	0	0	0	0
3. Customer Service Job	0	0	0	0
4. Entry-Level General Purpose Vehicle Maintenance Job	0	0	0	0
5. Entry-Level Special Purpose Vehicle Maintenance Job	0	0	0	0
6. General Purpose Vehicle Maintenance Job	0	0	0	0
7. Special Purpose Vehicle Maintenance Job	0	0	0	0
8. Refueling Vehicle Maintenance Job	0	0	0	0
9. Cargo Loader Maintenance Job	0	0	0	0
10. Body Shop Maintenance Job	0	0	0	0
11. Maintenance Control and Analysis Job	0	0	0	0
12. Guard/Reserve Technician Job	0	0	0	0
13. Guard/Reserve Mobility Job	0	0	0	0
14. Technical Manager Job	4	0	0	100
15. Environmental Compliance Job	0	0	0	0
16. Training Job	0	0	0	0
17. Supervision Cluster	82	83	100	0
18. Not Grouped	14	17	0	0

TABLE 11

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC 2T337 GROUPS

DUTIES		ACTIVE 2T337 (N=41)
A	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5
B	PERFORMING TRAINING ACTIVITIES	1
C	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2
D	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2
E	PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	16
F	PERFORMING MAINTENANCE CONTROL ACTIVITIES	65
G	MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-
H	PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	-
I	PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	1
J	REPAIRING AND PAINTING VEHICLE BODIES	-
K	MAINTAINING ENGINES	1
L	MAINTAINING ELECTRICAL SYSTEMS	1
M	MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-
N	MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	1
O	MAINTAINING FUEL AND EXHAUST SYSTEMS	-
P	MAINTAINING EMISSION CONTROLS	-
Q	MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	-
R	MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	-
S	MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	1
T	MAINTAINING BRAKE SYSTEMS	1
U	REPAIRING TIRES	-
V	MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	1
W	PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-
X	PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-
Y	PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	2

" - " indicates less than 1 percent

TABLE 12

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC 2T357 GROUPS

DUTIES	TOTAL	ACTIVE	ANG	AFRC
	2T357 (N=121)	2T357 (N=106)	2T357 (N=10)	2T357 (N=5)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	11	10	13	22
B PERFORMING TRAINING ACTIVITIES	2	2	2	4
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	3	3	5	7
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	4	6	6
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	19	20	15	15
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	55	57	41	36
G MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-	-	1	-
H PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	1	1	-	-
I PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	-	-	1	1
J REPAIRING AND PAINTING VEHICLE BODIES	-	-	-	-
K MAINTAINING ENGINES	-	-	1	-
L MAINTAINING ELECTRICAL SYSTEMS	1	-	3	-
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-	-	-	-
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	-	-	1	-
O MAINTAINING FUEL AND EXHAUST SYSTEMS	-	-	1	-
P MAINTAINING EMISSION CONTROLS	-	-	-	-
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	-	-	-	-
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	-	-	-	-
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	-	-	1	-
T MAINTAINING BRAKE SYSTEMS	-	-	1	-
U REPAIRING TIRES	-	-	1	-
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	-	-	-	-
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	-	-	-
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-	-	-	-
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	4	3	7	9

“ - ” indicates less than 1 percent

TABLE 13

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC 2T377 GROUPS

		TOTAL	ACTIVE	ANG	AFRC
		2T377	2T377	2T377	2T377
		(N=161)	(N=95)	(N=64)	(N=2)
DUTIES					
A	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	21	25	15	15
B	PERFORMING TRAINING ACTIVITIES	4	5	3	-
C	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	4	3	4	2
D	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6	4	7	1
E	PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	17	20	13	17
F	PERFORMING MAINTENANCE CONTROL ACTIVITIES	37	36	38	61
G	MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	1	1	-	1
H	PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	2	4	-	1
I	PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	1	-	2	1
J	REPAIRING AND PAINTING VEHICLE BODIES	1	-	1	-
K	MAINTAINING ENGINES	-	-	1	-
L	MAINTAINING ELECTRICAL SYSTEMS	1	-	3	-
M	MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-	-	-	-
N	MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	-	-	1	-
O	MAINTAINING FUEL AND EXHAUST SYSTEMS	-	-	1	-
P	MAINTAINING EMISSION CONTROLS	-	-	-	-
Q	MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	-	-	1	-
R	MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	-	-	-	-
S	MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	1	-	2	-
T	MAINTAINING BRAKE SYSTEMS	1	-	1	-
U	REPAIRING TIRES	-	-	1	-
V	MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	-	-	1	-
W	PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	-	-	-
X	PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-	-	1	-
Y	PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	3	2	4	1

" - " indicates less than 1 percent

- TABLE 14

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC 2T390 GROUPS

DUTIES		TOTAL	ACTIVE	ANG	AFRC
		2T390 (N=89)	2T390 (N=26)	2T390 (N=52)	2T390 (N=11)
A	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	52	67	43	56
B	PERFORMING TRAINING ACTIVITIES	6	4	6	16
C	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	5	5	4	3
D	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6	4	7	4
E	PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	8	9	8	1
F	PERFORMING MAINTENANCE CONTROL ACTIVITIES	7	3	10	3
G	MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-	1	-	-
H	PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	-	-	1	-
I	PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	1	-	1	-
J	REPAIRING AND PAINTING VEHICLE BODIES	-	-	1	-
K	MAINTAINING ENGINES	-	-	1	-
L	MAINTAINING ELECTRICAL SYSTEMS	1	-	2	-
M	MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-	-	-	-
N	MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	-	-	-	-
O	MAINTAINING FUEL AND EXHAUST SYSTEMS	-	-	1	-
P	MAINTAINING EMISSION CONTROLS	-	-	-	-
Q	MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	-	-	1	-
R	MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	-	-	-	-
S	MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	1	-	1	-
T	MAINTAINING BRAKE SYSTEMS	1	-	1	-
U	REPAIRING TIRES	1	-	1	-
V	MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	-	-	-	-
W	PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	-	-	-
X	PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-	-	-	-
Y	PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	11	7	11	17

" - " indicates less than 1 percent

TABLE 15

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC 2T300 GROUPS

DUTIES	TOTAL	ACTIVE	ANG	AFRC
	2T300 (N=28)	2T300 (N=24)	2T300 (N=3)	2T300 (N=1)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	67	70	43	22
B PERFORMING TRAINING ACTIVITIES	3	3	6	4
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	5	5	5	4
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	4	7	6
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	8	8	8	3
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	4	3	10	11
G MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	1	1	-	2
H PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	1	1	-	-
I PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	-	-	1	3
J REPAIRING AND PAINTING VEHICLE BODIES	-	-	1	2
K MAINTAINING ENGINES	-	-	1	3
L MAINTAINING ELECTRICAL SYSTEMS	-	-	2	5
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-	-	-	1
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	-	-	-	2
O MAINTAINING FUEL AND EXHAUST SYSTEMS	-	-	1	2
P MAINTAINING EMISSION CONTROLS	-	-	-	1
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	-	-	1	3
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	-	-	-	1
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	-	-	1	5
T MAINTAINING BRAKE SYSTEMS	-	-	1	3
U REPAIRING TIRES	-	-	1	1
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	-	-	-	7
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-	-	-	-
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-	-	-	-
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	6	5	11	9

" - " indicates less than 1 percent

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2T337 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=41)
F0228	Access OLVIMS menus and data screens	93
F0237	Close out completed workorders in OLVIMS	93
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	90
F0254	Download OLVIMS for end-of-day processing	88
F0250	Delay workorders in OLVIMS	88
F0278	Open vehicle or equipment workorders in OLVIMS	83
F0231	Assign vehicle repairs to appropriate workcenters	83
F0304	Update status of VDPs in OLVIMS	83
F0279	Perform backups of OLVIMS	80
E0181	Analyze OLVIMS data	80
F0307	Verify completed workorders	78
F0257	Establish or update vehicle master records	78
F0299	Update estimated time in commission (ETIC) or parts status	76
F0230	Assign vehicle maintenance priorities	76
E0182	Analyze OLVIMS reports	76
F0258	Initiate vehicle accident or abuse repair actions	73
F0269	Maintain current status of delayed vehicle parts in OLVIMS	71
F0256	Enter static or variable data in OLVIMS, other than maintenance system codes	71
F0244	Coordinate status of vehicles with appropriate agencies	68
F0281	Perform vehicle yard checks	68
F0266	Maintain OLVIMS disks	68
F0268	Maintain automated vehicle status and control boards or charts	66
F0285	Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	66
F0253	Dispatch mobile maintenance vehicles	63
F0270	Maintain vehicle historical records	63
F0303	Update parameter transactions in OLVIMS	61
F0246	Coordinate activities of outlying workcenters with primary maintenance control section	61
F0234	Calculate one-time repair allowances for codes A through J vehicles	61
F0286	Process records on vehicles being received, shipped, or transferred	61
F0276	Monitor vehicle items or parts under warranty	61
F0243	Coordinate newly assigned vehicle acceptance with vehicle fleet management personnel	61
F0287	Review delayed maintenance parts requests	59
F0288	Review OLVIMS transactions for errors after system updates	59
F0232	Assist materiel control section in reconciling delayed maintenance reports	59

Average Number of Tasks Performed: 139

TABLE 17

REPRESENTATIVE TASKS PERFORMED BY ALL 2T357 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=121)
F0228 Access OLVIMS menus and data screens	97
F0229 Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	94
F0254 Download OLVIMS for end-of-day processing	92
F0237 Close out completed workorders in OLVIMS	91
F0278 Open vehicle or equipment workorders in OLVIMS	88
F0250 Delay workorders in OLVIMS	86
F0231 Assign vehicle repairs to appropriate workcenters	85
F0230 Assign vehicle maintenance priorities	85
F0279 Perform backups of OLVIMS	85
E0181 Analyze OLVIMS data	84
E0182 Analyze OLVIMS reports	83
F0256 Enter static or variable data in OLVIMS, other than maintenance system codes	82
F0257 Establish or update vehicle master records	81
F0270 Maintain vehicle historical records	80
F0244 Coordinate status of vehicles with appropriate agencies	79
F0304 Update status of VDPs in OLVIMS	79
F0266 Maintain OLVIMS disks	79
F0307 Verify completed workorders	78
F0299 Update estimated time in commission (ETIC) or parts status	78
F0268 Maintain automated vehicle status and control boards or charts	78
F0235 Calculate vehicle repair costs	78
F0234 Calculate one-time repair allowances for codes A through J vehicles	77
F0303 Update parameter transactions in OLVIMS	75
F0285 Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	74
F0281 Perform vehicle yard checks	73
F0232 Assist materiel control section in reconciling delayed maintenance reports	73
F0302 Update OLVIMS master files	73
F0292 Review vehicle historical record data for warranty, scheduled maintenance, or repetitive maintenance	72
F0267 Maintain OLVIMS reports	72
F0248 Correct errors in vehicle maintenance source documents	71
F0247 Coordinate vehicle disposition with vehicle fleet management personnel	71
F0286 Process records on vehicles being received, shipped, or transferred	71
F0239 Coordinate cannibalization of vehicle parts with materiel control section	71

Average Number of Tasks Performed: 112

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2T357 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=106)
F0228	Access OLVIMS menus and data screens	97
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	94
F0237	Close out completed workorders in OLVIMS	92
F0254	Download OLVIMS for end-of-day processing	92
F0278	Open vehicle or equipment workorders in OLVIMS	88
F0250	Delay workorders in OLVIMS	87
F0231	Assign vehicle repairs to appropriate workcenters	86
F0230	Assign vehicle maintenance priorities	85
F0279	Perform backups of OLVIMS	85
F0256	Enter static or variable data in OLVIMS, other than maintenance system codes	84
E0181	Analyze OLVIMS data	84
E0182	Analyze OLVIMS reports	84
F0299	Update estimated time in commission (ETIC) or parts status	83
F0257	Establish or update vehicle master records	81
F0244	Coordinate status of vehicles with appropriate agencies	80
F0270	Maintain vehicle historical records	80
F0304	Update status of VDPs in OLVIMS	80
F0235	Calculate vehicle repair costs	79
F0268	Maintain automated vehicle status and control boards or charts	78
F0234	Calculate one-time repair allowances for codes A through J vehicles	78
F0266	Maintain OLVIMS disks	78
F0307	Verify completed workorders	76
F0285	Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	76
F0303	Update parameter transactions in OLVIMS	76
F0232	Assist materiel control section in reconciling delayed maintenance reports	75
F0281	Perform vehicle yard checks	74
F0292	Review vehicle historical record data for warranty, scheduled maintenance, or repetitive maintenance	73
F0302	Update OLVIMS master files	73
E0187	Compile computer data or listings for vehicle maintenance summaries, special reports, or staff studies	72
F0247	Coordinate vehicle disposition with vehicle fleet management personnel	72
E0214	Review man-hour utilization reports	72
F0269	Maintain current status of delayed vehicle parts in OLVIMS	71
F0248	Correct errors in vehicle maintenance source documents	71
F0267	Maintain OLVIMS reports	71

Average Number of Tasks Performed: 107

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY AIR NATIONAL GUARD 2T357 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=10)
F0228	Access OLVIMS menus and data screens	100
F0278	Open vehicle or equipment workorders in OLVIMS	100
F0307	Verify completed workorders	100
F0279	Perform backups of OLVIMS	100
F0230	Assign vehicle maintenance priorities	100
E0181	Analyze OLVIMS data	100
F0250	Delay workorders in OLVIMS	100
F0270	Maintain vehicle historical records	100
F0266	Maintain OLVIMS disks	100
F0231	Assign vehicle repairs to appropriate workcenters	100
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	100
F0267	Maintain OLVIMS reports	100
F0273	Monitor daily schedules of vehicles due-in for maintenance	100
F0295	Schedule vehicles for TCTO repairs	100
F0237	Close out completed workorders in OLVIMS	90
F0254	Download OLVIMS for end-of-day processing	90
F0257	Establish or update vehicle master records	90
E0182	Analyze OLVIMS reports	90
E0180	Adjust costs per mile for vehicles	90
E0222	Review vehicle and equipment assigned replacement codes, other than A through J	90
F0293	Review vehicle and equipment assigned replacement codes A through J	90
F0287	Review delayed maintenance parts requests	90
E0191	Develop vehicle equipment status reports	90
F0308	Verify completed vehicle yard checks	90
F0286	Process records on vehicles being received, shipped, or transferred	90
E0220	Review vehicle cost per mile, hour, or unit reports	90
F0290	Review actions taken on TCTOs	90
F0288	Review OLVIMS transactions for errors after system updates	90
F0239	Coordinate cannibalization of vehicle parts with materiel control section	90
F0277	Monitor vehicles for established maintenance inspections	80
F0261	Input supply data in OLVIMS	80
F0275	Monitor vehicle warranty programs	80
F0235	Calculate vehicle repair costs	80
E0218	Review miles, hours, or kilometers per gallon of fuel rates reports	80
F0234	Calculate one-time repair allowances for codes A through J vehicles	80
E0225	Verify accuracy of daily inputs in OLVIMS	80

Average Number of Tasks Performed: 183

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY AIR FORCE RESERVE 2T357 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=5)
Y1600	Don or doff chemical warfare personal protective clothing	80
F0237	Close out completed workorders in OLVIMS	80
F0228	Access OLVIMS menus and data screens	80
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	80
F0278	Open vehicle or equipment workorders in OLVIMS	80
F0254	Download OLVIMS for end-of-day processing	80
F0244	Coordinate status of vehicles with appropriate agencies	80
F0308	Verify completed vehicle yard checks	80
D0174	Prepare or maintain computer-generated products, such as workorders or list files	60
C0124	Annotate operator's inspection guide and trouble report forms	60
B0098	Conduct OJT	60
F0257	Establish or update vehicle master records	60
A0028	Develop self-inspection or self-assessment program checklists	60
E0181	Analyze OLVIMS data	60
Y1625	Perform self-aid and buddy-care techniques	60
F0296	Schedule vehicles for established maintenance inspections, other than one-time or special inspections	60
C0142	Maintain or update status indicators, such as boards, graphs, or charts, other than automated vehicle status and control boards or charts	60
E0180	Adjust costs per mile for vehicles	60
Y1627	Perform personnel chemical warfare agent decontamination procedures	60
A0011	Conduct self-inspections or self-assessments	60
F0302	Update OLVIMS master files	60
F0279	Perform backups of OLVIMS	60
F0268	Maintain automated vehicle status and control boards or charts	60
F0277	Monitor vehicles for established maintenance inspections	60
F0256	Enter static or variable data in OLVIMS, other than maintenance system codes	60
F0307	Verify completed workorders	60
F0273	Monitor daily schedules of vehicles due-in for maintenance	60
F0248	Correct errors in vehicle maintenance source documents	60
F0294	Schedule one-time inspections or special inspections of vehicles	60
E0182	Analyze OLVIMS reports	60
E0192	Edit static or variable data, other than maintenance system	60
F0230	Assign vehicle maintenance priorities	60
E0208	Prepare vehicle maintenance summaries or reports	60

Average Number of Tasks Performed: 77

TABLE 21

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T337 AND ACTIVE DUTY DAFSC 2T357 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE 2T337 (N=41)	ACTIVE 2T357 (N=106)	DIFF
(No tasks were performed by 20 percent more AD DAFSC 2T337 members than AD DAFSC 2T357 members)			
E0189 Develop ad-hoc retrievals for OL VIMS	24.39	58.49	-34.10
F0300 Update OL VIMS with system releases or updates	26.83	58.49	-31.66
E0210 Recover OL VIMS from system malfunctions	36.59	66.98	-30.40
E0187 Compile computer data or listings for vehicle maintenance summaries, special reports, or staff studies	41.46	71.70	-30.23
F0263 Load OL VIMS	29.27	59.43	-30.17
B0099 Conduct on-line vehicle interactive management system (OL VIMS) training	12.20	41.51	-29.31
F0302 Update OL VIMS master files	43.90	72.64	-28.74
E0183 Analyze performance indicator data	36.59	63.21	-26.62
F0252 Develop annual vehicle scheduled maintenance plans	41.46	67.92	-26.46
F0235 Calculate vehicle repair costs	53.66	79.25	-25.59
D0163 Maintain computer listing files, other than computer-generated workorders	24.39	49.06	-24.67
F0272 Monitor TCTO programs	29.27	53.77	-24.51
B0098 Conduct OJT	4.88	29.25	-24.37
F0309 Verify vehicle repair authorizations or dispositions	34.15	58.49	-24.34
E0222 Review vehicle and equipment assigned replacement codes, other than A through J	29.27	50.94	-21.68
E0195 Evaluate necessities for contract maintenance	21.95	43.40	-21.45
F0297 Transfer data files between multicomputer systems	48.78	69.81	-21.03

TABLE 22

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T357 AND AIR NATIONAL GUARD DAFSC 2T357 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE	ANG	DIFF
		2T357 (N=106)	2T357 (N=10)	
F0299	Update estimated time in commission (ETIC) or parts status	83.02	50.00	33.02
F0260	Input COPARS in OLVIMS	60.38	40.00	20.38
D0171	Pick up or deliver equipment, tools, parts, or supplies	12.26	70.00	-57.74
Y1607	Inspect mobility bags or kits	13.21	70.00	-56.79
D0179	Store equipment, tools, parts, or supplies	7.55	60.00	-52.45
C0131	Establish or maintain technical order libraries	7.55	60.00	-52.45
C0143	Perform annual inspections of administrative and technical order publications files	8.49	60.00	-51.51
D0160	Initiate requisitions for equipment, tools, parts, or supplies	8.49	60.00	-51.51
D0166	Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs)	9.43	60.00	-50.57
Y1625	Perform self-aid and buddy-care techniques	21.70	70.00	-48.30
D0156	Evaluate serviceability of equipment, tools, parts, or supplies	1.89	50.00	-48.11
A0002	Analyze causes of vehicle failures	22.64	70.00	-47.36
D0162	Issue or log turn-ins of equipment, tools, parts, or supplies	2.83	50.00	-47.17
A0024	Determine or establish publications requirements	14.15	60.00	-45.85
E0220	Review vehicle cost per mile, hour, or unit reports	44.34	90.00	-45.66

TABLE 23

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T357 AND AIR FORCE RESERVE DAFSC 2T357 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE		RESERVE		DIFF
		2T357 (N=106)		2T357 (N=5)		
F0252	Develop annual vehicle scheduled maintenance plans	67.92		.00		67.92
F0299	Update estimated time in commission (ETIC) or parts status	83.02		20.00		63.02
F0265	Load or update OL VIMS workcenter tables	59.43		.00		59.43
F0284	Prepare vehicle repair estimates	59.43		.00		59.43
F0285	Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	76.42		20.00		56.42
F0240	Coordinate contract maintenance with appropriate agencies	54.72		.00		54.72
E0214	Review man-hour utilization reports	71.70		20.00		51.70
F0288	Review OL VIMS transactions for errors after system updates	70.75		20.00		50.75
F0297	Transfer data files between multicomputer systems	69.81		20.00		49.81
Y1600	Don or doff chemical warfare personal protective clothing	23.58		80.00		-56.42
A0028	Develop self-inspection or self-assessment program checklists	11.32		60.00		-48.68
E0209	Prepare vehicle operational summaries or reports	16.98		60.00		-43.02
Y1627	Perform personnel chemical warfare agent decontamination procedures	17.92		60.00		-42.08
Y1625	Perform self-aid and buddy-care techniques	21.70		60.00		-38.30
A0011	Conduct self-inspections or self-assessments	24.53		60.00		-35.47
C0142	Maintain or update status indicators, such as boards, graphs, or charts, other than automated vehicle status and control boards or charts	24.53		60.00		-35.47
D0161	Inventory equipment, tools, parts, or supplies	6.60		40.00		-33.40
H0325	Advise Air Force personnel on vehicle technical matters	6.60		40.00		-33.40

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY ALL 2T377 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=161)
F0228	Access OLVIMS menus and data screens	88
E0181	Analyze OLVIMS data	86
E0182	Analyze OLVIMS reports	83
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	82
F0237	Close out completed workorders in OLVIMS	78
F0278	Open vehicle or equipment workorders in OLVIMS	78
F0254	Download OLVIMS for end-of-day processing	78
E0214	Review man-hour utilization reports	78
F0230	Assign vehicle maintenance priorities	77
E0187	Compile computer data or listings for vehicle maintenance summaries, special reports, or staff studies	76
F0266	Maintain OLVIMS disks	76
F0257	Establish or update vehicle master records	76
F0279	Perform backups of OLVIMS	75
E0210	Recover OLVIMS from system malfunctions	75
F0250	Delay workorders in OLVIMS	74
F0247	Coordinate vehicle disposition with vehicle fleet management personnel	74
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	73
A0025	Determine or establish work assignments or priorities	73
F0267	Maintain OLVIMS reports	73
F0270	Maintain vehicle historical records	73
F0307	Verify completed workorders	73
F0248	Correct errors in vehicle maintenance source documents	72
F0303	Update parameter transactions in OLVIMS	72
F0256	Enter static or variable data in OLVIMS, other than maintenance system codes	71
F0285	Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	71
F0304	Update status of VDPs in OLVIMS	71
F0294	Schedule one-time inspections or special inspections of vehicles	71
A0021	Coordinate vehicle maintenance problems with other units or agencies	70
E0183	Analyze performance indicator data	70
F0302	Update OLVIMS master files	70
F0300	Update OLVIMS with system releases or updates	70
F0242	Coordinate movement of vehicles or vehicle components to or from contract maintenance with appropriate agencies	70

Average Number of Tasks Performed: 173

TABLE 25

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2T377 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=95)
E0181 Analyze OLVIMS data	86
F0228 Access OLVIMS menus and data screens	85
E0182 Analyze OLVIMS reports	83
F0229 Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	81
E0187 Compile computer data or listings for vehicle maintenance summaries, special reports, or staff studies	79
A0082 Supervise military personnel	77
A0069 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	77
E0210 Recover OLVIMS from system malfunctions	76
F0297 Transfer data files between multicomputer systems	74
A0021 Coordinate vehicle maintenance problems with other units or agencies	74
E0214 Review man-hour utilization reports	74
E0183 Analyze performance indicator data	72
F0248 Correct errors in vehicle maintenance source documents	72
E0192 Edit static or variable data, other than maintenance system	71
F0254 Download OLVIMS for end-of-day processing	71
A0013 Conduct supervisory performance feedback sessions	69
F0285 Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	69
E0189 Develop ad-hoc retrievals for OLVIMS	69
F0266 Maintain OLVIMS disks	69
F0230 Assign vehicle maintenance priorities	69
E0208 Prepare vehicle maintenance summaries or reports	68
F0237 Close out completed workorders in OLVIMS	68
F0257 Establish or update vehicle master records	68
F0247 Coordinate vehicle disposition with vehicle fleet management personnel	68
F0235 Calculate vehicle repair costs	68
F0279 Perform backups of OLVIMS	67
F0278 Open vehicle or equipment workorders in OLVIMS	67
F0239 Coordinate cannibalization of vehicle parts with materiel control section	67
B0099 Conduct on-line vehicle interactive management system (OLVIMS) training	66
A0025 Determine or establish work assignments or priorities	66
F0256 Enter static or variable data in OLVIMS, other than maintenance system codes	66

Average Number of Tasks Performed: 130

TABLE 26

REPRESENTATIVE TASKS PERFORMED BY
AIR NATIONAL GUARD 2T377 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=64)
F0237	Close out completed workorders in OLVIMS	94
F0278	Open vehicle or equipment workorders in OLVIMS	94
F0228	Access OLVIMS menus and data screens	92
F0270	Maintain vehicle historical records	92
F0254	Download OLVIMS for end-of-day processing	89
F0250	Delay workorders in OLVIMS	88
F0230	Assign vehicle maintenance priorities	88
F0307	Verify completed workorders	86
F0257	Establish or update vehicle master records	86
F0279	Perform backups of OLVIMS	86
E0214	Review man-hour utilization reports	86
F0281	Perform vehicle yard checks	86
F0294	Schedule one-time inspections or special inspections of vehicles	86
E0181	Analyze OLVIMS data	84
F0267	Maintain OLVIMS reports	84
F0296	Schedule vehicles for established maintenance inspections, other than one-time or special inspections	84
F0266	Maintain OLVIMS disks	84
F0304	Update status of VDPs in OLVIMS	84
E0182	Analyze OLVIMS reports	83
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	83
F0273	Monitor daily schedules of vehicles due-in for maintenance	83
A0025	Determine or establish work assignments or priorities	83
F0245	Coordinate transportation of vehicles under warranty to or from dealers with appropriate agencies	83
A0001	Adjust daily maintenance plans to meet operational commitments	81
F0302	Update OLVIMS master files	81
F0286	Process records on vehicles being received, shipped, or transferred	81
F0247	Coordinate vehicle disposition with vehicle fleet management personnel	81
F0292	Review vehicle historical record data for warranty, scheduled maintenance, or repetitive maintenance	81
C0124	Annotate operator's inspection guide and trouble report forms	80
F0303	Update parameter transactions in OLVIMS	80
F0252	Develop annual vehicle scheduled maintenance plans	80
F0263	Load OLVIMS	80
F0256	Enter static or variable data in OLVIMS, other than maintenance system codes	78

Average Number of Tasks Performed: 239

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY
AIR FORCE RESERVE 2T377 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=2)
A0008	Certify maintenance documentation forms	100
A0025	Determine or establish work assignments or priorities	100
F0270	Maintain vehicle historical records	100
F0307	Verify completed workorders	100
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	100
F0253	Dispatch mobile maintenance vehicles	100
F0228	Access OLVIMS menus and data screens	100
F0250	Delay workorders in OLVIMS	100
F0308	Verify completed vehicle yard checks	100
F0278	Open vehicle or equipment workorders in OLVIMS	100
F0254	Download OLVIMS for end-of-day processing	100
A0001	Adjust daily maintenance plans to meet operational commitments	100
F0279	Perform backups of OLVIMS	100
F0267	Maintain OLVIMS reports	100
F0303	Update parameter transactions in OLVIMS	100
F0281	Perform vehicle yard checks	100
F0304	Update status of VDPs in OLVIMS	100
F0299	Update estimated time in commission (ETIC) or parts status	100
F0284	Prepare vehicle repair estimates	100
F0269	Maintain current status of delayed vehicle parts in OLVIMS	100
F0248	Correct errors in vehicle maintenance source documents	100
F0287	Review delayed maintenance parts requests	100
F0258	Initiate vehicle accident or abuse repair actions	100
E0180	Adjust costs per mile for vehicles	100
F0266	Maintain OLVIMS disks	100
F0309	Verify vehicle repair authorizations or dispositions	100
F0288	Review OLVIMS transactions for errors after system updates	100
F0293	Review vehicle and equipment assigned replacement codes A through J	100
E0218	Review miles, hours, or kilometers per gallon of fuel rates reports	100
F0263	Load OLVIMS	100
F0262	Inspect completed contract maintenance work	100
E0181	Analyze OLVIMS data	100
F0247	Coordinate vehicle disposition with vehicle fleet management personnel	100
F0285	Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	100
F0268	Maintain automated vehicle status and control boards or charts	100
F0260	Input COPARS in OLVIMS	100

Average Number of Tasks Performed: 120

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T357 AND ACTIVE DUTY DAFSC 2T377 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE 2T357 (N=106)	ACTIVE 2T377 (N=95)	DIFF
F0281 Perform vehicle yard checks	73.58	47.37	26.22
F0231 Assign vehicle repairs to appropriate workcenters	85.85	60.00	25.85
F0237 Close out completed workorders in OLVIMS	91.51	68.42	23.09
F0250 Delay workorders in OLVIMS	86.79	64.21	22.58
F0254 Download OLVIMS for end-of-day processing	92.45	70.53	21.93
F0270 Maintain vehicle historical records	80.19	58.95	21.24
F0253 Dispatch mobile maintenance vehicles	66.04	45.26	20.77
F0278 Open vehicle or equipment workorders in OLVIMS	87.74	67.37	20.37
A0013 Conduct supervisory performance feedback sessions	15.09	69.47	-54.38
A0082 Supervise military personnel	23.58	76.84	-53.26
A0091 Write recommendations for awards or decorations	11.32	63.16	-51.84
A0089 Write performance reports or supervisory appraisals	16.98	65.26	-48.28
A0022 Counsel subordinates concerning personal matters	20.75	67.37	-46.61
A0039 Establish performance standards for subordinates	16.98	63.16	-46.18
A0015 Conduct supervisory orientations for newly assigned personnel	7.55	53.68	-46.14
A0050 Evaluate personnel for compliance with performance standards	15.09	57.89	-42.80
A0004 Assign personnel to work areas or duty positions	14.15	55.79	-41.64
A0065 Inspect personnel for compliance with military standards	19.81	60.00	-40.19
E0207 Prepare depot maintenance requests	20.75	58.95	-38.19
B0115 Maintain training records or files	19.81	57.89	-38.08

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T377 AND AIR NATIONAL GUARD DAFSC 2T377 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE		ANG	DIFF
	2T377 (N=95)	2T377 (N=64)		
A0013 Conduct supervisory performance feedback sessions	69.47	20.31	49.16	
A0022 Counsel subordinates concerning personal matters	67.37	34.38	32.99	
A0089 Write performance reports or supervisory appraisals	65.26	12.50	52.76	
A0039 Establish performance standards for subordinates	63.16	15.62	47.53	
E0201 Monitor depot maintenance programs	63.16	20.31	42.85	
A0091 Write recommendations for awards or decorations	63.16	20.31	42.85	
E0207 Prepare depot maintenance requests	58.95	14.06	44.88	
A0050 Evaluate personnel for compliance with performance standards	57.89	18.75	39.14	
D0162 Issue or log turn-ins of equipment, tools, parts, supplies or	9.47	62.50	-53.03	
D0176 Research federal stock numbers or part numbers	22.11	73.44	-51.33	
D0166 Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs)	11.58	60.94	-49.36	
D0160 Initiate requisitions for equipment, tools, parts, or supplies	15.79	62.50	-46.71	
A0018 Conduct vehicle quality control inspections	17.89	59.38	-41.48	
D0158 Initiate documentation to turn in excess or surplus property	12.63	53.12	-40.49	
Y1629 Prepare equipment or vehicles for deployments	9.47	48.44	-38.96	
F0281 Perform vehicle yard checks	47.37	85.94	-38.57	
Y1636 Transport mobility or contingency equipment to or from deployed locations	3.16	40.62	-37.47	
D0179 Store equipment, tools, parts, or supplies	12.63	50.00	-37.37	
D0177 Service equipment, tools, parts, or supplies	8.42	45.31	-36.89	

TABLE 30

REPRESENTATIVE TASKS PERFORMED BY ALL 2T390 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=89)
A0082	Supervise military personnel	92
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	91
A0022	Counsel subordinates concerning personal matters	87
A0004	Assign personnel to work areas or duty positions	85
A0091	Write recommendations for awards or decorations	82
A0010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	81
A0015	Conduct supervisory orientations for newly assigned personnel	81
A0021	Coordinate vehicle maintenance problems with other units or agencies	80
A0013	Conduct supervisory performance feedback sessions	80
A0011	Conduct self-inspections or self-assessments	80
A0025	Determine or establish work assignments or priorities	79
A0089	Write performance reports or supervisory appraisals	79
A0065	Inspect personnel for compliance with military standards	79
A0038	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	78
A0001	Adjust daily maintenance plans to meet operational commitments	78
A0066	Interpret policies, directives, or procedures for subordinates	76
A0040	Establish procedures for accountability of equipment, tools, parts, or supplies	76
A0039	Establish performance standards for subordinates	76
A0023	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	75
A0048	Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	75
A0047	Evaluate job-related suggestions	75
A0014	Conduct safety inspections of equipment or facilities	74
A0078	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	74
A0051	Evaluate personnel for promotion, demotion, reclassification, or special awards	73
A0050	Evaluate personnel for compliance with performance standards	73
A0005	Assign sponsors for newly assigned personnel	73
A0085	Verify environmental compliance with hazardous waste management programs	71
A0033	Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	71
A0092	Write replies to inspection reports	70

Average Number of Tasks Performed: 154

TABLE 31

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2T390 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=26)
A0069 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	92
A0013 Conduct supervisory performance feedback sessions	81
A0021 Coordinate vehicle maintenance problems with other units or agencies	77
A0010 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	77
A0091 Write recommendations for awards or decorations	77
A0022 Counsel subordinates concerning personal matters	77
A0082 Supervise military personnel	73
A0023 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	73
A0007 Calculate vehicle maintenance manning requirements	73
A0038 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	73
A0015 Conduct supervisory orientations for newly assigned personnel	73
A0089 Write performance reports or supervisory appraisals	69
A0060 Indorse performance reports or supervisory appraisals	69
A0065 Inspect personnel for compliance with military standards	69
A0047 Evaluate job-related suggestions	69
A0005 Assign sponsors for newly assigned personnel	69
A0066 Interpret policies, directives, or procedures for subordinates	65
A0025 Determine or establish work assignments or priorities	65
A0077 Review drafts of policy directives, instructions, or manuals	65
A0040 Establish procedures for accountability of equipment, tools, parts, or supplies	65
A0004 Assign personnel to work areas or duty positions	65
A0001 Adjust daily maintenance plans to meet operational commitments	62
A0048 Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	62
A0043 Evaluate budget requirements	62
A0039 Establish performance standards for subordinates	58
A0014 Conduct safety inspections of equipment or facilities	58
A0078 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	58
A0012 Conduct staff assistance visits, inspections, or audits	54
A0081 Supervise civilian employees	54
A0008 Certify maintenance documentation forms	54
A0051 Evaluate personnel for promotion, demotion, reclassification, or special awards	54

Average Number of Tasks Performed: 74

TABLE 32

**REPRESENTATIVE TASKS PERFORMED BY
AIR NATIONAL GUARD 2T390 PERSONNEL**

TASKS		PERCENT MEMBERS PERFORMING (N=52)
A0082	Supervise military personnel	100
A0004	Assign personnel to work areas or duty positions	94
A0022	Counsel subordinates concerning personal matters	92
A0001	Adjust daily maintenance plans to meet operational commitments	90
A0011	Conduct self-inspections or self-assessments	90
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	88
A0025	Determine or establish work assignments or priorities	88
A0039	Establish performance standards for subordinates	88
A0038	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	87
A0050	Evaluate personnel for compliance with performance standards	87
A0085	Verify environmental compliance with hazardous waste management programs	87
A0014	Conduct safety inspections of equipment or facilities	87
A0078	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	87
A0015	Conduct supervisory orientations for newly assigned personnel	87
A0021	Coordinate vehicle maintenance problems with other units or agencies	87
A0042	Evaluate accident or incident reports	87
A0089	Write performance reports or supervisory appraisals	85
A0091	Write recommendations for awards or decorations	85
A0051	Evaluate personnel for promotion, demotion, reclassification, or special awards	83
A0010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	83
A0048	Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	83
A0003	Annotate time and attendance sheets for civilian employees	83
A0045	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	83
A0040	Establish procedures for accountability of equipment, tools, parts, or supplies	83
A0066	Interpret policies, directives, or procedures for subordinates	83
A0084	Verify environmental compliance with hazardous materials management programs	83
A0031	Develop or establish work schedules	81
A0052	Evaluate safety or security programs	81

Average Number of Tasks Performed: 210

TABLE 33

REPRESENTATIVE TASKS PERFORMED BY
AIR FORCE RESERVE 2T390 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=11)
A0082	Supervise military personnel	100
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
A0004	Assign personnel to work areas or duty positions	91
Y1628	Perform vehicle chemical warfare agent decontamination procedures	91
A0091	Write recommendations for awards or decorations	82
A0013	Conduct supervisory performance feedback sessions	82
B0121	Schedule personnel for training	82
A0010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	82
B0108	Evaluate personnel to determine training needs	82
B0101	Counsel trainees on training progress	82
A0022	Counsel subordinates concerning personal matters	82
A0040	Establish procedures for accountability of equipment, tools, parts, or supplies	73
B0120	Schedule training	73
Y1617	Operate portable radios, such as hand-held radios during contingency exercises or operations	73
A0015	Conduct supervisory orientations for newly assigned personnel	73
A0032	Direct training functions	73
Y1600	Don or doff chemical warfare personal protective clothing	73
A0066	Interpret policies, directives, or procedures for subordinates	73
A0011	Conduct self-inspections or self-assessments	73
A0089	Write performance reports or supervisory appraisals	73
B0115	Maintain training records or files	73
Y1607	Inspect mobility bags or kits	73
C0137	Initiate requests for TDY orders	73
A0048	Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	73
A0051	Evaluate personnel for promotion, demotion, reclassification, or special awards	73
Y1627	Perform personnel chemical warfare agent decontamination procedures	73
Y1583	Assign repair priorities to vehicles	73

Average Number of Tasks Performed: 81

TABLE 34

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T377 AND ACTIVE DUTY DAFSC 2T390 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE 2T377 (N=95)	ACTIVE 2T390 (N=26)	DIFF
F0228 Access OLVIMS menus and data screens	85.26	7.69	77.57
F0297 Transfer data files between multicomputer systems	73.68	.00	73.68
F0229 Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	81.05	7.69	73.36
E0210 Recover OLVIMS from system malfunctions	75.79	3.85	71.94
E0187 Compile computer data or listings for vehicle maintenance summaries, special reports, or staff studies	78.95	7.69	71.26
F0254 Download OLVIMS for end-of-day processing	70.53	.00	70.53
F0285 Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	69.47	.00	69.47
F0266 Maintain OLVIMS disks	69.47	.00	69.47
F0235 Calculate vehicle repair costs	68.42	.00	68.42
F0237 Close out completed workorders in OLVIMS	68.42	.00	68.42
A0085 Verify environmental compliance with hazardous waste management programs	11.58	61.54	-49.96
A0086 Verify environmental compliance with pollution prevention programs	12.63	61.54	-48.91
A0007 Calculate vehicle maintenance manning requirements	24.21	73.08	-48.87
A0038 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	24.21	73.08	-48.87
A0084 Verify environmental compliance with hazardous materials management programs	13.68	61.54	-47.85
A0040 Establish procedures for accountability of equipment, tools, parts, or supplies	20.00	65.38	-45.38
A0005 Assign sponsors for newly assigned personnel	26.32	69.23	-42.91

TABLE 35

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T390 AND AIR NATIONAL GUARD DAFSC 2T390 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE 2T390 (N=26)	ANG 2T390 (N=52)	DIFF
(No tasks were performed by 20 percent more AD DAFSC 2T390 members than ANG DAFSC 2T390 members)			
D0166	3.85	67.31	-63.46
B0101	15.38	76.92	-61.54
F0293	3.85	59.62	-55.77
D0168	11.54	67.31	-55.77
Y1599	3.85	57.69	-53.85
Y1587	7.69	61.54	-53.85
E0197	11.54	63.46	-51.92
D0159	11.54	63.46	-51.92
D0157	11.54	61.54	-50.00
F0281	3.85	53.85	-50.00
D0161	7.69	57.69	-50.00
B0120	15.38	65.38	-50.00
F0275	3.85	51.92	-48.08
A0067	26.92	75.00	-48.08
D0155	7.69	55.77	-48.08
Y1628	.00	48.08	-48.08
Y1620	19.23	67.31	-48.08

TABLE 36

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T390 AND AIR FORCE RESERVE DAFSC 2T390 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE		RESERVE		DIFF
		2T390 (N=26)		2T390 (N=11)		
A0043	Evaluate budget requirements	61.54		.00		61.54
A0006	Calculate or draft vehicle maintenance budget requirements	53.85		.00		53.85
A0081	Supervise civilian employees	53.85		.00		53.85
D0169	Monitor IMPAC programs	50.00		.00		50.00
A0020	Coordinate maintenance or supply problems with depot maintenance	46.15		.00		46.15
A0007	Calculate vehicle maintenance manning requirements	73.08		27.27		45.80
A0086	Verify environmental compliance with pollution prevention programs	61.54		18.18		43.36
A0084	Verify environmental compliance with hazardous materials management programs	61.54		18.18		43.36
A0085	Verify environmental compliance with hazardous waste management programs	61.54		18.18		43.36
E0214	Review man-hour utilization reports	42.31		.00		42.31
Y1628	Perform vehicle chemical warfare agent decontamination procedures	.00		90.91		-90.91
B0108	Evaluate personnel to determine training needs	11.54		81.82		-70.28
B0101	Counsel trainees on training progress	15.38		81.82		-66.43
B0121	Schedule personnel for training	15.38		81.82		-66.43
Y1607	Inspect mobility bags or kits	11.54		72.73		-61.19
Y1627	Perform personnel chemical warfare agent decontamination procedures	11.54		72.73		-61.19
B0120	Schedule training	15.38		72.73		-57.34
B0094	Assign formal course instructors or on-the-job training (OJT) trainers or certifiers	7.69		63.64		-55.94
B0105	Develop training materials or aids	.00		54.55		-54.55
Y1617	Operate portable radios, such as hand-held radios during contingency exercises or operations	19.23		72.73		-53.50

TABLE 37

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2T300 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=24)
A0047 Evaluate job-related suggestions	96
A0069 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	92
A0010 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	92
A0066 Interpret policies, directives, or procedures for subordinates	88
A0021 Coordinate vehicle maintenance problems with other units or agencies	88
A0078 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	88
A0048 Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	88
A0050 Evaluate personnel for compliance with performance standards	88
A0023 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	83
A0007 Calculate vehicle maintenance manning requirements	83
A0060 Indorse performance reports or supervisory appraisals	83
A0082 Supervise military personnel	83
A0065 Inspect personnel for compliance with military standards	83
A0011 Conduct self-inspections or self-assessments	83
A0045 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	83
A0013 Conduct supervisory performance feedback sessions	83
A0033 Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	79
A0077 Review drafts of policy directives, instructions, or manuals	79
A0051 Evaluate personnel for promotion, demotion, reclassification, or special awards	79
A0022 Counsel subordinates concerning personal matters	79
A0089 Write performance reports or supervisory appraisals	79
A0039 Establish performance standards for subordinates	79
A0044 Evaluate inspection report findings or inspection procedures	79
A0038 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	79
A0046 Evaluate job or position descriptions	79
A0004 Assign personnel to work areas or duty positions	79
A0092 Write replies to inspection reports	79
A0052 Evaluate safety or security programs	79
A0088 Write job or position descriptions	79

Average Number of Tasks Performed: 102

TABLE 38

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T390 AND ACTIVE DUTY DAFSC 2T300 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE		ANG		DIFF
		2T390 (N=26)		2T300 (N=24)		
C0135	Initiate or maintain standby rosters	42.31		20.83		21.47
E0218	Review miles, hours, or kilometers per gallon of fuel rates reports	19.23		.00		19.23

A0052	Evaluate safety or security programs	38.46		79.17		-40.71
A0070	Plan briefings, conferences, or workshops	30.77		70.83		-40.06
A0050	Evaluate personnel for compliance with performance standards	50.00		87.50		-37.50
A0058	Implement cost-reduction programs	38.46		75.00		-36.54
A0045	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	50.00		83.33		-33.33
A0026	Develop organizational or functional charts	42.31		75.00		-32.69
A0056	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	42.31		75.00		-32.69
A0035	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	42.31		75.00		-32.69
A0053	Evaluate work schedules	34.62		66.67		-32.05
D0153	Determine International Merchant Purchase Authorization Card (IMPAC) signature responsibilities	26.92		58.33		-31.41
A0078	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	57.69		87.50		-29.81

TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of training programs. At times, it may be beneficial to examine Active Duty airmen at various points in their career. The primary methods of categorizing survey respondents are either by their total active federal military service (TAFMS) or their respective time in career field (TICF). For lateral career ladders such as AFSC 2T3X7, TICF is a more appropriate method of categorizing respondents. Due to different methods of calculating TAFMS and TICF data for ANG and AFRC personnel, this information is only appropriate for Active Duty members.

Using these methods, one can evaluate training by examining percentages of AD first-job (1-24 months TICF) or first-assignment (1-48 months TICF) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

Active Duty First-Assignment Personnel

In this study, there are 102 AD AFSC 2T3X7 members in their first-assignment, representing 32 percent of the AFSC 2T3X7 career ladder (members with a Duty AFSC of either 2T337, 2T357, or 2T377). Figure 2 reflects the distribution of first-assignment personnel within the career ladder.

**DISTRIBUTION OF ACTIVE DUTY AFSC 2T3X7
FIRST-ASSIGNMENT PERSONNEL ACROSS SPECIALTY JOBS
(N = 102)**

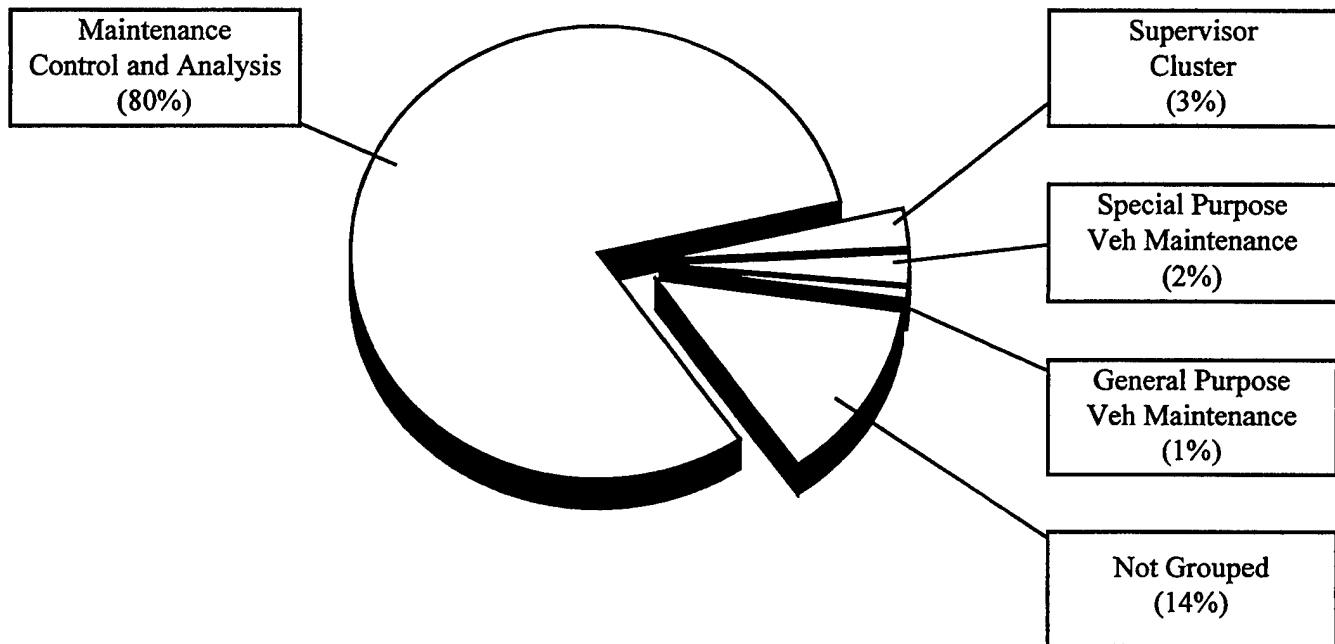


FIGURE 2

As shown, 80 percent of these airmen are in the Maintenance Control and Analysis Job. As shown in Table 39, most first-assignment AFSC 2T3X7 personnel spend the vast majority of their duty time performing technical analysis and control tasks found in Duties E and F (19 and 60 percent, respectively).

Table 40 lists representative tasks performed by first-assignment AFSC 2T3X7 personnel. Most involve tasks associated with monitoring vehicle status using the OLVIMS computer system. Table 41 lists the percent time spent on duties by DAFSC 2T3X7 personnel in their first job (1-24 months TICF). These airmen spend 85 percent of their time in Duties E and F (18 and 67 percent, respectively). Table 42 lists the representative tasks performed by these first-job personnel.

Table 43 reflects the computer software used by AD AFSC 2T3X7 first-job and first-assignment respondents. For comparative purposes, AFSC 2T3X7 members with 49-96 months TICF and members 97 or more months TICF are provided.

TABLE 39

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2T3X7
FIRST-ASSIGNMENT PERSONNEL (1-48 MONTHS IN CAREER FIELD)
(N=102)

DUTIES	PERCENT TIME SPENT
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	9
B PERFORMING TRAINING ACTIVITIES	2
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	19
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	60
G MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-
H PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	1
I PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	-
J REPAIRING AND PAINTING VEHICLE BODIES	-
K MAINTAINING ENGINES	-
L MAINTAINING ELECTRICAL SYSTEMS	1
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	-
O MAINTAINING FUEL AND EXHAUST SYSTEMS	-
P MAINTAINING EMISSION CONTROLS	-
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	-
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	-
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	-
T MAINTAINING BRAKE SYSTEMS	-
U REPAIRING TIRES	-
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	1
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	2

TABLE 40

REPRESENTATIVE TASKS PERFORMED BY AFSC 2T3X7
FIRST-ASSIGNMENT PERSONNEL (1-48 MONTHS IN CAREER FIELD)
(N=102)

TASKS		PERCENT MEMBERS PERFORMING
F0228	Access OLVIMS menus and data screens	96
F0237	Close out completed workorders in OLVIMS	93
F0254	Download OLVIMS for end-of-day processing	92
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	91
F0250	Delay workorders in OLVIMS	89
F0231	Assign vehicle repairs to appropriate workcenters	85
F0278	Open vehicle or equipment workorders in OLVIMS	85
F0279	Perform backups of OLVIMS	82
E0182	Analyze OLVIMS reports	80
E0181	Analyze OLVIMS data	80
F0257	Establish or update vehicle master records	80
F0299	Update estimated time in commission (ETIC) or parts status	79
F0230	Assign vehicle maintenance priorities	79
F0304	Update status of VDPs in OLVIMS	79
F0307	Verify completed workorders	76
F0256	Enter static or variable data in OLVIMS, other than maintenance system codes	75
F0244	Coordinate status of vehicles with appropriate agencies	74
F0266	Maintain OLVIMS disks	74
F0268	Maintain automated vehicle status and control boards or charts	72
F0270	Maintain vehicle historical records	72
F0285	Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	71
F0281	Perform vehicle yard checks	71
F0303	Update parameter transactions in OLVIMS	70
F0234	Calculate one-time repair allowances for codes A through J vehicles	70
F0258	Initiate vehicle accident or abuse repair actions	69
F0269	Maintain current status of delayed vehicle parts in OLVIMS	69
F0235	Calculate vehicle repair costs	68
F0294	Schedule one-time inspections or special inspections of vehicles	67
F0288	Review OLVIMS transactions for errors after system updates	66
F0248	Correct errors in vehicle maintenance source documents	66
F0232	Assist materiel control section in reconciling delayed maintenance reports	66
F0286	Process records on vehicles being received, shipped, or transferred	65
F0267	Maintain OLVIMS reports	65
F0292	Review vehicle historical record data for warranty, scheduled maintenance, or repetitive maintenance	65
F0273	Monitor daily schedules of vehicles due-in for maintenance	64

* Average Number of Tasks Performed: 104

TABLE 41

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2T3X7
 FIRST-JOB PERSONNEL (1-24 MONTHS IN CAREER FIELD)
 (N=56)

DUTIES	PERCENT TIME SPENT
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6
B PERFORMING TRAINING ACTIVITIES	1
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	3
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	18
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	67
G MAINTAINING QUALITY ASSURANCE AND EVALUATION (QAE) PROGRAM FOR CONTRACT OPERATED PARTS STORE (COPARS)	-
H PERFORMING QAE TRANSPORTATION ACTIVITIES, OTHER THAN COPARS	-
I PERFORMING GENERAL VEHICLE MAINTENANCE OR METAL WORKING TASKS	-
J REPAIRING AND PAINTING VEHICLE BODIES	-
K MAINTAINING ENGINES	-
L MAINTAINING ELECTRICAL SYSTEMS	-
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	-
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	-
O MAINTAINING FUEL AND EXHAUST SYSTEMS	-
P MAINTAINING EMISSION CONTROLS	-
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	-
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	-
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	-
T MAINTAINING BRAKE SYSTEMS	-
U REPAIRING TIRES	-
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	1
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	-
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	-
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	2

TABLE 42

REPRESENTATIVE TASKS PERFORMED BY AFSC 2T3X7
FIRST-JOB PERSONNEL (1-24 MONTHS IN CAREER FIELD)
(N=56)

TASKS		PERCENT MEMBERS PERFORMING
F0228	Access OLVIMS menus and data screens	98
F0237	Close out completed workorders in OLVIMS	96
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	95
F0254	Download OLVIMS for end-of-day processing	93
F0250	Delay workorders in OLVIMS	91
F0231	Assign vehicle repairs to appropriate workcenters	88
F0278	Open vehicle or equipment workorders in OLVIMS	86
F0279	Perform backups of OLVIMS	84
F0304	Update status of VDPs in OLVIMS	80
F0230	Assign vehicle maintenance priorities	80
F0257	Establish or update vehicle master records	80
E0181	Analyze OLVIMS data	80
F0299	Update estimated time in commission (ETIC) or parts status	77
F0256	Enter static or variable data in OLVIMS, other than maintenance system codes	77
E0182	Analyze OLVIMS reports	77
F0307	Verify completed workorders	73
F0281	Perform vehicle yard checks	73
F0244	Coordinate status of vehicles with appropriate agencies	71
F0268	Maintain automated vehicle status and control boards or charts	71
F0266	Maintain OLVIMS disks	71
F0253	Dispatch mobile maintenance vehicles	68
F0269	Maintain current status of delayed vehicle parts in OLVIMS	68
F0258	Initiate vehicle accident or abuse repair actions	68
F0270	Maintain vehicle historical records	66
F0234	Calculate one-time repair allowances for codes A through J vehicles	66
E0214	Review man-hour utilization reports	66
F0248	Correct errors in vehicle maintenance source documents	64
F0285	Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	64
F0260	Input COPARS in OLVIMS	63
F0288	Review OLVIMS transactions for errors after system updates	63
F0303	Update parameter transactions in OLVIMS	61
F0246	Coordinate activities of outlying workcenters with primary maintenance control section	61
F0232	Assist materiel control section in reconciling delayed maintenance reports	61
F0276	Monitor vehicle items or parts under warranty	61
F0243	Coordinate newly assigned vehicle acceptance with vehicle fleet management personnel	61
F0267	Maintain OLVIMS reports	61

* Average Number of Tasks Performed: 80

TABLE 43

FORMS USED BY ACTIVE DUTY AFSC 2T3X7 PERSONNEL
(SORTED ON 1-48 MONTHS TICF PERCENT MEMBERS USING)

FORM	FORM NAME	1-48 MOS TICF (N=102)	49-96 MOS TICF (N=46)	97+ MOS TICF (N=94)
AF Form 1827	Minor Maintenance Work Order	96	89	84
AF Form 1828	Vehicle Historical Record	92	89	81
AFTO 91	Limited Technical Inspection - Motor Vehicles	91	91	83
AF Form 1832	Record of Cannibalization	90	87	84
AF Form 1823	Vehicle and Equipment Work Order	85	76	68
AF Form 1800	Operator's Inspection Guide and Trouble Report (General Purpose Vehicles)	84	87	74
AF Form 1831-1	Indirect Labor Time Sheet	80	70	77
AF Form 1824	Motor Vehicle Work Order Status	78	67	65
AF Form 1823-1	Vehicle and Equipment Work Order (S&U, HQ USAF/LGTV, OLVIMS3)	68	52	69
AF Form 1806	Operator's Inspection Guide and Trouble Report (Aircraft Towing, Base Maintenance, Deicers, High Reach, and Snow Removal)	66	59	55
AF Form 1810	Operator's Inspection Guide and Trouble Report (463L and Material Handling Equipment (MHE))	64	61	54
AF Form 9	Request for Purchase	61	65	78
DD Form 250	Material Inspection and Receiving Report	54	70	68
AF Form 1807	Operator's Inspection Guide and Trouble Report (Fuel Servicing)	52	35	46
AF Form 20	Repair Cost and Reparable Value Statement	51	76	72
AF Form 55	Employee Safety and Health Record	51	50	66

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

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-assignment personnel training. Table 44 presents tasks with the highest TE ratings for AFSC 2T3X7 airmen, along with percentages of first-job and first-assignment personnel performing, and the task difficulty (TD) ratings for each task.

When TE and TD data are combined with percentages of first-assignment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-assignment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-assignment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allow course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

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

TABLE 44

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	PERCENT MEMBERS PERFORMING				TNG EMP*	1ST JOB (N=56)	1ST ASSIGN (N = 102)	TASK DIFF**
F0228	Access OLVIMS menus and data screens	98	96	1.90	7.28			
F0254	Download OLVIMS for end-of-day processing	93	92	3.06	7.22			
F0278	Open vehicle or equipment workorders in OLVIMS	86	85	2.71	7.19			
F0237	Close out completed workorders in OLVIMS	96	93	2.71	7.14			
F0268	Maintain automated vehicle status and control boards or charts	71	72	3.32	7.06			
F0279	Perform backups of OLVIMS	84	82	3.39	7.03			
F0302	Update OLVIMS master files	46	60	3.36	6.89			
F0269	Maintain current status of delayed vehicle parts in OLVIMS	68	69	3.49	6.86			
F0257	Establish or update vehicle master records	80	80	3.23	6.86			
F0303	Update parameter transactions in OLVIMS	61	70	2.86	6.86			
E0210	Recover OLVIMS from system malfunctions	36	48	6.19	6.78			
F0248	Correct errors in vehicle maintenance source documents	64	66	3.71	6.72			
F0270	Maintain vehicle historical records	66	72	3.06	6.69			
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	95	91	2.86	6.67			
F0256	Enter static or variable data in OLVIMS, other than maintenance system codes	77	75	3.01	6.64			
F0307	Verify completed workorders	73	76	2.96	6.61			
F0250	Delay workorders in OLVIMS	91	89	2.92	6.58			
F0255	Download OLVIMS accounting and finance disk files	59	61	2.71	6.53			
F0231	Assign vehicle repairs to appropriate workcenters	88	85	2.69	6.42			
F0232	Assist materiel control section in reconciling delayed maintenance reports	61	66	4.28	6.39			
F0261	Input supply data in OLVIMS	59	60	3.21	6.36			
F0252	Develop annual vehicle scheduled maintenance plans	46	60	5.10	6.33			
F0260	Input COPARS in OLVIMS	63	60	3.14	6.28			
E0181	Analyze OLVIMS data	80	80	5.66	6.25			

* Mean TE Rating is 0.64, and Standard Deviation is 1.46 (High TE =2.10)

** Average TD Rating is 5.00

Specialty Training Standard (STS)

A comprehensive review of STS 2T3X7, dated December 1997, compared STS items to survey data (based on assistance from subject-matter experts in matching JI tasks to STS elements). STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 30 percent or more of the personnel in a skill level (criterion group) of the AFS).

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential elements. Some elements with no proficiency codes have high percentages of personnel performing matched tasks and should be reviewed by training personnel for possible inclusion in the basic course (Table 45).

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Examples of technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 46. A more comprehensive listing is provided in the AFSC 2T3X7 Training Extract for this report. Career field training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

TABLE 45

EXAMPLES OF TECHNICAL TASKS PERFORMED BY AFSC 2T3X7 MEMBERS
SUGGESTED FOR PROFICIENCY CODE REVIEW TO PERFORMANCE CODING
(PERCENT MEMBERS PERFORMING)

TASKS	3-Lvl Course	5-Lvl CDC	TNG EMP	PERCENT MEMBERS PERFORMING			TASK DIFF	ATI
				3-SKL LVL (N=41)	5-SKL LVL (N=106)	7-SKL LVL (N=95)		
6.2.1. Administer accident/abuse								
E0197 Initiate vehicle accident or abuse letters	--	b	4.47	51	56	62	3.08	13
6.2.10. Modifications/Add-ons								
E0223 Review vehicle or equipment modification requests	--	b	3.89	39	53	61	3.29	13
8.1.4. Coordinate workcenters activities								
F0246 Coordinate activities of outlying workcenters with primary maintenance control section	--	--	5.42	61	58	59	3.06	13
8.3.1. Coordinate status								
F0244 Coordinate status of vehicles with appropriate agencies	--	--	5.19	68	80	61	3.01	13
8.3.2. Review/monitor status								
F0268 Maintain automated vehicle status and control boards	--	--	7.06	66	78	60	3.32	13
8.3.4. Perform/reconcile yard check								
F0281 Perform vehicle yard checks	--	--	4.50	68	74	47	1.79	13
F0308 Verify completed vehicle yard checks	--	--	4.94	51	65	53	2.87	13
9.7.2. Update OLVIMS release								
F0300 Update OLVIMS with system releases or updates	--	--	5.50	27	58	66	4.37	12
9.7.3. Recover from system malfunction								
E0210 Recover from OLVIMS system malfunctions	--	--	6.78	37	67	76	6.19	12

* Mean TE Rating is 0.64, and Standard Deviation is 1.46 (High TE =2.10)

** Average TD Rating is 5.00

TABLE 46

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

TASKS	PERCENT MEMBERS PERFORMING						
	TNG EMP	3-SKL LVL (N=41)	5-SKL LVL (N=106)	7-SKL LVL (N=95)	TASK		
						DIFF	ATI
E0194		1.81	32	29	34	4.35	15
	Evaluate equipment modification or development data						
F0228	Access OLVIMS menus and data screens	7.28	93	97	85	1.90	13
F0234	Calculate one-time repair allowances for codes A through J vehicles	5.61	61	78	59	3.37	13
F0253	Dispatch mobile maintenance vehicles	3.64	63	66	45	2.46	13
F0267	Maintain OLVIMS reports	6.22	59	71	65	2.44	13
F0270	Maintain vehicle historical records	6.69	63	80	59	3.06	13
F0284	Prepare vehicle repair estimates	5.42	51	59	56	3.46	13
F0287	Review delayed maintenance parts requests	5.44	59	66	56	3.07	13

* Mean TE Rating is 0.64, and Standard Deviation is 1.46 (High TE =2.10)

** Average TD Rating is 5.00

JOB SATISFACTION ANALYSIS

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

Table 47 presents job satisfaction data for AFSC 2T3X7 TICF groups, together with TICF data for a comparative sample of other Direct Support lateral career ladders surveyed in 1996. In general, most AFSC 2T3X7 ratings are consistent with the comparative sample ratings. However, AFSC 2T3X7 members across all TICF groups rated their perceived utilization of training higher than comparative sample respondents.

An indication of how job satisfaction perceptions have changed over time is provided in Table 48, where data for the current survey respondents are presented, along with data from the 1993 AFSC 472X4 Occupational Survey Report. Reviewing this table, current survey ratings for job interest and reenlistment intentions are consistent with the previous survey. First-assignment airmen had comparatively lower ratings for their perceived utilization of talents. However, members from both the 1-48 and 49-96 months TICF groups rated their perceived utilization of training higher than respondents from the 1993 survey.

Finally, Table 49 presents job satisfaction data for AD members of the major jobs and clusters identified in the **SPECIALTY JOBS** section of this report. These ratings show relatively high job satisfaction ratings across most of these groups. Some areas worth noting were:

- Perceived utilization of talents and training were high for all of the core maintenance-oriented technical jobs.
- Members of both the Suspension, Steering, and Brakes Job and the Environmental Compliance Job had noticeably lower ratings in nearly all categories.
- Members of the Tire Shop Job, Maintenance Control and Analysis Job, Technical Manager Job, and Training Job had comparatively higher reenlistment intentions.
- Members of the Cargo Loader Job indicated much lower reenlistment intentions than members of any other job or cluster.

Members in the Maintenance Control and Analysis Job (the predominant job for the AFSC 2T3X7 career ladder) had relatively high satisfaction ratings across all categories.

TABLE 47

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

	1-48 MOS TICF		49-96 MOS TICF		97+ MOS TICF	
	2T3X7 (N=102)	COMP SAMPLE* (N=62)	2T3X7 (N=46)	COMP SAMPLE* (N=141)	2T3X7 (N=94)	COMP SAMPLE* (N=199)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	66	60	74	51	72	70
SO-SO	21	18	15	21	15	15
DULL	13	22	11	28	13	15
<u>PERCEIVED UTILIZATION OF TALENTS</u>						
FAIRLY WELL TO PERFECTLY	69	73	76	66	83	76
LITTLE OR NOT AT ALL	31	27	24	34	17	24
<u>PERCEIVED UTILIZATION OF TRAINING</u>						
FAIRLY WELL TO PERFECTLY	87	69	93	65	85	64
LITTLE OR NOT AT ALL	13	31	7	35	15	36
<u>SENSE OF ACCOMPLISHMENT</u>						
GAINED FROM WORK						
SATISFIED	63	56	78	52	72	63
NEUTRAL	13	10	5	13	8	12
DISSATISFIED	24	34	17	35	20	25
<u>REENLISTMENT INTENTIONS</u>						
YES, OR PROBABLY YES	75	81	75	63	64	54
NO, OR PROBABLY NO	22	13	21	31	6	14
PLAN TO RETIRE	4	6	4	6	30	32

* NOTE: Comparative sample of Direct Support lateral career ladders surveyed in 1996 consists of AFSC 3E6X1 (Operations).

TABLE 48

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY T1CF GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS T1CF		49-96 MOS T1CF		97+ MOS T1CF	
	1998 2T3X7 (N=102)	1993 472X4 (N=71)	1998 2T3X7 (N=46)	1993 472X4 (N=91)	1998 2T3X7 (N=94)	1993 472X4 (N=110)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	66	68	74	80	72	66
SO-SO	21	20	15	11	15	22
DULL	13	12	11	9	13	12
<u>PERCEIVED UTILIZATION OF TALENTS</u>						
FAIRLY WELL TO PERFECTLY	69	83	76	81	83	77
LITTLE OR NOT AT ALL	31	17	24	19	17	33
<u>PERCEIVED UTILIZATION OF TRAINING</u>						
FAIRLY WELL TO PERFECTLY	87	79	93	81	85	85
LITTLE OR NOT AT ALL	13	21	7	19	15	15
<u>SENSE OF ACCOMPLISHMENT</u>						
GAINED FROM WORK						
SATISFIED	63	N/A	78	N/A	72	N/A
NEUTRAL	13	N/A	5	N/A	8	N/A
DISSATISFIED	24	N/A	17	N/A	20	N/A
<u>REENLISTMENT INTENTIONS</u>						
YES, OR PROBABLY YES	75	77	75	81	64	68
NO, OR PROBABLY NO	22	20	21	15	6	8
PLAN TO RETIRE	4	3	4	4	30	24

NOTE: "Sense of Accomplishment" was not studied in 1993 survey.

TABLE 49

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

Tire Shop Job (ST460) (N=25)	Susp, Steering, & Brakes Job (ST378) (N=12)	Customer Service Job (ST436) (N=49)	Entry-Level GP Maint Job (ST360) (N=105)	Entry-Level SP Maint Job (ST389) (N=23)
72	50	67	71	78
12	17	24	19	9
16	33	8	10	13
76	66	88	82	61
24	34	12	18	39
72	66	76	88	78
28	34	24	12	22
72	50	76	69	70
24	42	16	21	4
4	8	8	10	26
80	67	65	69	57
20	33	24	30	43
0	0	10	1	0

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

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

TABLE 49 (Continued)

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

Gen Purpose Veh Maint Job (ST499) (N=406)	Spec Purpose Veh Maint Job (ST501) (N=445)	Refueling Maint Job (ST486) (N=103)	Cargo Loader Maint Job (ST608) (N=45)	Body Shop Maint Job (ST395) (N=150)	Maint Control & Analysis Job (ST477) (N=189)
71	79	78	69	73	71
21	18	17	20	14	18
8	4	6	11	12	11
86	89	83	87	83	77
14	11	17	13	17	23
86	88	94	82	89	89
14	12	6	18	11	11
74	76	74	71	72	70
12	15	13	16	12	9
14	9	13	13	16	21
62	66	70	42	63	75
35	29	26	47	31	16
3	4	4	9	6	9

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED
FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

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

TABLE 49 (Continued)

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

	Technical Manager Job (ST377) (N=70)	Environmental Compliance Job (ST368) (N=18)	Training Job (ST447) (N=26)	Supervision Cluster (ST096) (N=268)
EXPRESSED JOB INTEREST:				
INTERESTING	83	50	69	82
SO-SO	11	28	19	12
DULL	6	22	12	6
PERCEIVED UTILIZATION OF TALENTS:				
FAIRLY WELL TO PERFECTLY	88	56	80	92
LITTLE OR NOT AT ALL	12	44	20	8
PERCEIVED UTILIZATION OF TRAINING:				
FAIRLY WELL TO PERFECTLY	87	39	65	88
LITTLE OR NOT AT ALL	13	61	35	12
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:				
SATISFIED	74	33	77	81
NEUTRAL	15	22	11	8
DISSATISFIED	11	44	12	10
REENLISTMENT INTENTIONS:				
YES, OR PROBABLY YES	74	56	73	58
NO, OR PROBABLY NO	10	28	4	8
WILL RETIRE	16	17	23	34

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents. Survey results indicate the present classification structure, as described in the latest specialty description, accurately portrays the work performed in this career ladder.

Career Ladder Progression. The career ladder progression for AFSC 2T3X7 members is typical, with a move from technical work at the 3- and 5-skill levels to supervisory and management work beginning at the 7-skill level. Members become progressively less technical as they progress into higher skill levels. ANG and AFRC respondents remain more technically oriented across 5-, 7-, and 9- skill levels than their AD counterparts.

Training. Training documents appear, on the whole, to be well supported by survey data. As pointed out in the **JOB SATISFACTION ANALYSIS** section, AFSC 2T3X7 personnel gave high ratings regarding their perceived utilization of training, thus indicating support for the overall training system.

Overall, the AFSC 2T3X7 STS provides comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all essential elements. Some elements with no proficiency codes have high percentages of personnel performing matched tasks and should be reviewed by training personnel for possible inclusion in the basic course.

There were a few technical tasks not referenced to any element of the STS, but were performed by 20 percent or more AFSC 2T3X7 members. Career field training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

Job Satisfaction. Job satisfaction indicators are relatively high for AFSC 2T3X7 members. In addition, satisfaction indicators are also generally high for all of the major jobs identified. However, two of the smaller jobs, the Suspension, Steering, and Brakes Job and the Environmental Compliance Job, had noticeably lower ratings in nearly all job satisfaction categories.

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APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOBS AND CLUSTERS

TABLE A-1

Tire Shop Job (ST460)

Representative Tasks		PERCENT MEMBERS PERFORMING
U1008	Dismount or mount heavy-duty tubeless tires	100
U1014	Inspect tire rims	100
U1018	Leak test tires or tubes	100
U1026	Remove or install valve stems	100
U1012	Dismount or mount split-ring tires	96
U1027	Rotate tires	96
U1015	Inspect tires for serviceability	92
U1022	Perform tire spin balancing	92
U1023	Plug tires	92
U1011	Dismount or mount split-rim tires	88
U1007	Cold patch tubes	88
U1009	Dismount or mount light-duty tires	84
U1019	Maintain rims	68
U1020	Maintain run-flat tires	64
U1010	Dismount or mount solid rubber tires	52
D0161	Inventory equipment, tools, parts, or supplies	48
U1016	Install self-vulcanizing boots or patches	44
D0179	Store equipment, tools, parts, or supplies	36
D0176	Research federal stock numbers or part numbers	36
D0177	Service equipment, tools, parts, or supplies	36
I0391	Remove broken studs or cap screws	36
I0400	Road test vehicles	32
U1013	Hot patch tubes	28
U1025	Remove or install computer-controlled tire inflation systems	28
A0082	Supervise military personnel	24
C0124	Annotate operator's inspection guide and trouble report forms	24
I0382	Perform inspections of shop tools or equipment	24
U1021	Perform tire bubble balancing	20
D0162	Issue or log turn-ins of equipment, tools, parts, or supplies	20
A0018	Conduct vehicle quality control inspections	16

TABLE A-2

Suspension, Steering, and Brakes Job (ST378)

Representative Tasks		PERCENT MEMBERS PERFORMING
S0870	Inspect disc brake systems	100
S0894	Pack wheel bearings	94
T0991	Remove or install disc brake pads	94
T1001	Remove or install wheel cylinders	94
Q0788	Remove or install radiators	89
T0958	Bleed or flush brake systems	89
T0990	Remove or install disc brake calipers	89
S0916	Remove or install grease or oil seals	83
T0987	Remove or install brake shoes	83
S0927	Remove or install shock absorbers	83
T0993	Remove or install drums or rotors	83
T0995	Remove or install master cylinders	83
S0917	Remove or install idler arms	83
L0532	Charge batteries	78
L0543	Inspect starting systems	78
L0621	Service batteries	78
S0912	Remove or install drive shafts	78
T0992	Remove or install disc brake system components	78
S0921	Remove or install pitman arms	78
S0904	Remove or install ball joints	78
T0986	Remove or install brake hoses or lines	78
U1027	Rotate tires	72
S0876	Inspect steering mechanism components	72
Q0772	Pressure check cooling systems	72
S0872	Inspect drive-shaft components	72
Q0750	Inspect cooling systems	72
S0875	Inspect rack and pinion steering systems	72
L0542	Inspect lighting systems	72
L0608	Remove or install spark plugs	72
R0839	Service automatic transmissions	72
T0955	Adjust parking brakes	72
Q0747	Flush cooling systems	72
T0960	Disassemble or assemble disc brake calipers	72
L0585	Remove or install batteries	67
I0392	Remove or install seals	67
L0541	Inspect ignition systems	67
T0956	Adjust service brakes	67
S0909	Remove or install CV joint boots	67
S0910	Remove or install CV universal joints	67
S0924	Remove or install power steering components	67
U1015	Inspect tires for serviceability	61
I0376	Lubricate vehicles	61

TABLE A-3

Customer Service Job (ST436)

Representative Tasks		PERCENT MEMBERS PERFORMING
L0532	Charge batteries	100
L0585	Remove or install batteries	100
L0621	Service batteries	96
L0536	Inspect batteries	94
L0537	Inspect charging systems, other than computer-controlled	94
L0574	Load test batteries	94
L0542	Inspect lighting systems	94
L0543	Inspect starting systems	94
I0400	Road test vehicles	94
L0545	Inspect vehicle wiring	90
L0561	Isolate lighting system malfunctions	88
L0618	Repair vehicle wiring	88
I0373	Inspect seat belts	86
L0566	Isolate starter system malfunctions	86
I0390	Pressure test radiators	84
L0544	Inspect warning systems	82
L0557	Isolate electrical charging system malfunctions	82
I0376	Lubricate vehicles	80
K0491	Inspect or adjust engine drive belts	78
A0017	Conduct vehicle limited technical inspections (LTIs)	78
L0551	Isolate charging system malfunctions, other than computer-controlled	76
L0541	Inspect ignition systems	76
L0583	Remove or install alternators	76
A0002	Analyze causes of vehicle failures	75
L0598	Remove or install horn assemblies	75
L0548	Isolate alternator malfunctions	73
L0555	Isolate diesel cold-start system malfunctions	71
L0573	Isolate vehicle wiring malfunctions	71
I0382	Perform inspections of shop tools or equipment	71
U1015	Inspect tires for serviceability	67
L0539	Inspect diesel cold-start systems	67
L0546	Interpret electrical system diagrams or schematics	67
I0402	Service engine oil systems	65
K0520	Service air cleaners	65
L0616	Remove or install vehicle light assemblies	63
Q0750	Inspect cooling systems	63
L0575	Manufacture electrical wiring harnesses or connectors	61
K0488	Inspect motor mounts	61

TABLE A-4

Entry-Level General Purpose Vehicle Maintenance Job (ST360)

Representative Tasks		PERCENT MEMBERS PERFORMING
L0536	Inspect batteries	96
L0532	Charge batteries	93
I0376	Lubricate vehicles	92
L0585	Remove or install batteries	91
L0574	Load test batteries	89
L0543	Inspect starting systems	87
L0621	Service batteries	87
I0400	Road test vehicles	85
T0955	Adjust parking brakes	84
L0542	Inspect lighting systems	83
L0608	Remove or install spark plugs	80
T0991	Remove or install disc brake pads	80
T0958	Bleed or flush brake systems	80
S0894	Pack wheel bearings	79
S0870	Inspect disc brake systems	79
I0373	Inspect seat belts	78
I0392	Remove or install seals	77
K0520	Service air cleaners	75
O0725	Service fuel filters	75
L0537	Inspect charging systems, other than computer-controlled	75
K0499	Remove or install engine drive belts	75
T0987	Remove or install brake shoes	75
Q0750	Inspect cooling systems	74
I0390	Pressure test radiators	74
K0491	Inspect or adjust engine drive belts	73
I0402	Service engine oil systems	69
L0545	Inspect vehicle wiring	69
T0993	Remove or install drums or rotors	69
L0583	Remove or install alternators	68
T0956	Adjust service brakes	67
Q0772	Pressure check cooling systems	66
U1015	Inspect tires for serviceability	65
K0488	Inspect motor mounts	65
A0017	Conduct vehicle limited technical inspections (LTIs)	64
S0872	Inspect drive-shaft components	63
L0618	Repair vehicle wiring	62
K0522	Steam clean engines and chassis	61
A0002	Analyze causes of vehicle failures	61
O0692	Bleed or prime diesel fuel systems	61
L0561	Isolate lighting system malfunctions	61
T0990	Remove or install disc brake calipers	61
L0541	Inspect ignition systems	60
L0597	Remove or install generators or starter motors	60

TABLE A-5

Entry-Level Special Purpose Vehicle Maintenance Job (ST389)

Representative Tasks		PERCENT MEMBERS PERFORMING
L0532	Charge batteries	96
L0536	Inspect batteries	96
I0373	Inspect seat belts	92
K0499	Remove or install engine drive belts	92
T0955	Adjust parking brakes	92
Q0750	Inspect cooling systems	92
I0376	Lubricate vehicles	88
O0692	Bleed or prime diesel fuel systems	88
K0491	Inspect or adjust engine drive belts	88
L0621	Service batteries	88
V1176	Isolate deicer electrical malfunctions	88
V1177	Isolate deicer heater malfunctions	88
T0956	Adjust service brakes	88
T0958	Bleed or flush brake systems	88
K0520	Service air cleaners	84
I0400	Road test vehicles	84
L0574	Load test batteries	84
V1252	Remove or install deicer electrical components	84
L0543	Inspect starting systems	84
I0377	Manufacture gaskets	84
V1061	Adjust deicer electrical components	84
L0542	Inspect lighting systems	84
L0545	Inspect vehicle wiring	84
N0668	Remove or install hydraulic cylinders	84
I0390	Pressure test radiators	84
V1062	Adjust deicer heater components	80
I0402	Service engine oil systems	80
N0655	Inspect hydraulic system components	80
L0537	Inspect charging systems, other than computer-controlled	80
I0392	Remove or install seals	80
L0585	Remove or install batteries	76
O0725	Service fuel filters	76
U1015	Inspect tires for serviceability	76
V1254	Remove or install deicer heater components	76
V1178	Isolate deicer hydraulic malfunctions	76
T0987	Remove or install brake shoes	76
V1175	Isolate deicer dispensing malfunctions	76
O0695	Inspect diesel fuel system components	76
Q0794	Test antifreeze solutions	76
T0965	Inspect hydraulic brake systems	76

TABLE A-6

General Purpose Vehicle Maintenance Job (ST499)

Representative Tasks		PERCENT MEMBERS PERFORMING
L0536	Inspect batteries	97
L0585	Remove or install batteries	97
L0532	Charge batteries	97
L0543	Inspect starting systems	97
L0542	Inspect lighting systems	96
L0621	Service batteries	94
L0574	Load test batteries	94
I0376	Lubricate vehicles	93
L0545	Inspect vehicle wiring	92
O0725	Service fuel filters	91
I0400	Road test vehicles	90
K0520	Service air cleaners	90
Q0750	Inspect cooling systems	89
K0488	Inspect motor mounts	89
T0958	Bleed or flush brake systems	89
I0373	Inspect seat belts	88
I0392	Remove or install seals	88
L0561	Isolate lighting system malfunctions	88
T0955	Adjust parking brakes	88
L0537	Inspect charging systems, other than computer-controlled	87
K0491	Inspect or adjust engine drive belts	87
L0618	Repair vehicle wiring	87
K0499	Remove or install engine drive belts	86
L0583	Remove or install alternators	86
L0566	Isolate starter system malfunctions	86
L0597	Remove or install generators or starter motors	86
L0541	Inspect ignition systems	85
S0870	Inspect disc brake systems	85
I0390	Pressure test radiators	85
S0894	Pack wheel bearings	84
L0544	Inspect warning systems	84
L0608	Remove or install spark plugs	84
L0616	Remove or install vehicle light assemblies	84
Q0788	Remove or install radiators	84
O0695	Inspect diesel fuel system components	83
L0557	Isolate electrical charging system malfunctions	83
T0991	Remove or install disc brake pads	83
I0402	Service engine oil systems	82
O0692	Bleed or prime diesel fuel systems	82
Q0772	Pressure check cooling systems	82
L0610	Remove or install temperature-sending units	82

TABLE A-7

Special Purpose Vehicle Maintenance Job (ST501)

Representative Tasks		PERCENT MEMBERS PERFORMING
L0536	Inspect batteries	98
L0532	Charge batteries	98
L0585	Remove or install batteries	98
L0543	Inspect starting systems	98
L0542	Inspect lighting systems	98
L0574	Load test batteries	98
L0621	Service batteries	98
L0616	Remove or install vehicle light assemblies	97
T0958	Bleed or flush brake systems	97
K0520	Service air cleaners	96
L0537	Inspect charging systems, other than computer-controlled	96
O0725	Service fuel filters	96
L0545	Inspect vehicle wiring	96
L0561	Isolate lighting system malfunctions	95
O0692	Bleed or prime diesel fuel systems	95
L0541	Inspect ignition systems	95
L0566	Isolate starter system malfunctions	95
L0617	Remove or install vehicle wiring	95
Q0788	Remove or install radiators	95
K0488	Inspect motor mounts	95
L0610	Remove or install temperature-sending units	95
L0607	Remove or install solenoids	95
K0499	Remove or install engine drive belts	94
L0618	Repair vehicle wiring	94
L0544	Inspect warning systems	94
L0557	Isolate electrical charging system malfunctions	94
S0870	Inspect disc brake systems	94
Q0750	Inspect cooling systems	94
L0608	Remove or install spark plugs	94
O0695	Inspect diesel fuel system components	94
T0955	Adjust parking brakes	94
T0956	Adjust service brakes	94
T0987	Remove or install brake shoes	94
S0916	Remove or install grease or oil seals	94
L0565	Isolate solenoid malfunctions	94
L0611	Remove or install terminal blocks, fuse holders, resistors, or circuit breakers	94
L0598	Remove or install horn assemblies	94
L0603	Remove or install pressure-sending units	94
I0376	Lubricate vehicles	93
K0491	Inspect or adjust engine drive belts	93
L0583	Remove or install alternators	93
S0894	Pack wheel bearings	93

TABLE A-8

Refueling Vehicle Maintenance Job (ST486)

Representative Tasks		PERCENT MEMBERS PERFORMING
X1550	Remove or install refueling equipment filters	99
X1558	Remove or install refueling equipment vitaulic couplings	98
X1560	Remove or install refueling hoses	98
X1474	Inspect refueling servicing nozzles	96
X1452	Adjust refueling equipment pressure regulators	95
X1447	Adjust refueling equipment dispensing system valves	95
X1554	Remove or install refueling equipment line strainers	95
X1485	Isolate power-takeoff (PTO) interlock system malfunctions	95
X1461	Disassemble or assemble refueling equipment dispensing system valves	94
X1476	Interpret air system schematic diagrams or drawings	94
X1462	Disassemble or assemble refueling equipment hose-reel components	94
X1469	Inspect hose-reel swing joints	93
X1529	Perform static ground reel servicing tests	93
L0536	Inspect batteries	93
X1477	Interpret fuel-flow schematic diagrams or drawings	93
X1556	Remove or install refueling equipment regulator valves	93
X1498	Isolate refueling equipment dispensing system malfunctions	92
X1483	Isolate hose-reel swing joint malfunctions	92
X1458	Disassemble or assemble pressure regulators	92
X1555	Remove or install refueling equipment pressure relief valves	92
X1488	Isolate R-11 main-line system malfunctions	92
X1466	Inspect bottom loading assemblies	91
X1527	Perform refueling hydrostatic hose tests	91
X1471	Inspect nozzle lock mechanisms	91
X1473	Inspect refueling equipment tank mountings	91
X1572	Test R-11 bypass systems	91
X1484	Isolate hose-reel system malfunctions	91
X1450	Adjust refueling equipment hose reel components	91
L0585	Remove or install batteries	91
X1540	Remove or install hose-reel swing joints	91
X1487	Isolate R-11 defuel system malfunctions	91
X1573	Test R-11 defuel systems	90
X1465	Disassemble or assemble refueling pump assemblies	90
X1523	Overhaul refueling equipment pressure regulator valves	90
X1486	Isolate R-11 bypass system malfunctions	90
X1499	Isolate refueling equipment electrical system malfunctions	90
X1472	Inspect R-11 or R-12 hose-reel clutch assemblies	89
X1481	Isolate bottom loading assembly malfunctions	89
X1535	Remove or install bottom loading assembly components	89
K0520	Service air cleaners	88
X1574	Test R-11 main-line systems	88
X1453	Adjust refueling equipment pressure relief valves	88

TABLE A-9

Cargo Loader Maintenance Job (ST608)

Representative Tasks		PERCENT MEMBERS PERFORMING
L0542	Inspect lighting systems	98
L0532	Charge batteries	96
L0536	Inspect batteries	96
V1226	Remove or install 25K cargo loader charging system components	96
V1143	Isolate 25K cargo loader charging system malfunctions	96
L0545	Inspect vehicle wiring	93
L0585	Remove or install batteries	93
L0543	Inspect starting systems	93
V1227	Remove or install 25K cargo loader parking brake components	93
V1228	Remove or install 25K cargo loader suspension components	93
K0520	Service air cleaners	93
L0574	Load test batteries	91
V1145	Isolate 25K cargo loader suspension malfunctions	91
V1144	Isolate 25K cargo loader parking brake malfunctions	91
L0583	Remove or install alternators	91
V1233	Remove or install 40K cargo loader mobility rest components	91
V1241	Remove or install cargo loader pallet stops	91
V1158	Isolate cargo loader electrical system malfunctions	89
N0655	Inspect hydraulic system components	89
V1242	Remove or install cargo loader pallet-lock components	89
L0621	Service batteries	89
V1161	Isolate cargo loader platform roll malfunctions	89
V1150	Isolate 40K cargo loader mobility rest malfunctions	89
T0958	Bleed or flush brake systems	89
I0376	Lubricate vehicles	87
O0692	Bleed or prime diesel fuel systems	87
L0537	Inspect charging systems, other than computer-controlled	87
O0725	Service fuel filters	87
V1126	Inspect forklift mast assemblies	87
V1162	Isolate cargo loader platform side-shift malfunctions	87
T0955	Adjust parking brakes	87
L0531	Bench test starter motors	87
T0956	Adjust service brakes	87
N0668	Remove or install hydraulic cylinders	85
V1163	Isolate cargo loader pneumatic system malfunctions	85
V1180	Isolate forklift electrical system malfunctions	85
V1029	Adjust 25K cargo loader parking brake components	85
V1071	Adjust forklift parking brake components	85
L0607	Remove or install solenoids	85
V1160	Isolate cargo loader platform pitch malfunctions	85
V1232	Remove or install 40K cargo loader bogie articulation components	85

TABLE A-10

Body Shop Job (ST395)

Representative Tasks		PERCENT MEMBERS PERFORMING
J0411	Apply chemical fillers, such as rubber, plastic, or bondo	97
J0429	Inspect damaged body sections	97
J0420	Bump out irregularities in auto bodies	97
J0440	Prepare vehicle body surfaces for painting	96
J0405	Adjust hinges or locking mechanisms	95
J0452	Remove or install locks or latches	95
J0446	Remove or install doors	95
J0479	Straighten distorted panels, doors, or fenders	94
J0450	Remove or install hinges	94
J0419	Apply weather stripping to body parts	94
J0442	Remove or install bumpers	94
J0434	Locate irregularities in auto bodies	93
J0449	Remove or install grills	93
J0458	Remove or install window regulators	93
J0435	Perform corrosion control procedures	92
J0413	Apply lettering or identifying insignias to vehicle bodies	92
J0436	Prepare primers	92
J0463	Repair corrosion damaged areas	92
J0470	Repair locks or latches	92
J0447	Remove or install fenders	92
J0412	Apply fiberglass fillers	91
J0455	Remove or install upholstery	90
J0432	Install noncurved glass	90
J0457	Remove or install window channels	90
J0430	Inspect upholstery	89
J0428	Fabricate or mend upholstery	89
J0448	Remove or install floor mats	88
J0439	Prepare and apply polyurethane paints	83
I0373	Inspect seat belts	83
J0416	Apply primer sealers	83
J0424	Cut safety glass	83
J0437	Prepare and apply enamel paints	81
J0476	Spot paint body panels using acrylic enamel	81
J0418	Apply urethane paints	80
J0408	Apply acrylic paints	78
J0410	Apply catalyst-based primer fillers	78

TABLE A-11

Maintenance Control and Analysis Job (ST477)

Representative Tasks		PERCENT MEMBERS PERFORMING
F0228	Access OLVIMS menus and data screens	100
F0229	Answer inquiries from organizations or workcenter supervisors concerning vehicles or vehicle parts status	98
F0254	Download OLVIMS for end-of-day processing	98
F0237	Close out completed workorders in OLVIMS	96
F0278	Open vehicle or equipment workorders in OLVIMS	96
F0250	Delay workorders in OLVIMS	94
F0279	Perform backups of OLVIMS	94
E0181	Analyze OLVIMS data	93
F0230	Assign vehicle maintenance priorities	92
F0231	Assign vehicle repairs to appropriate workcenters	91
E0182	Analyze OLVIMS reports	91
F0257	Establish or update vehicle master records	91
F0266	Maintain OLVIMS disks	90
F0304	Update status of VDPs in OLVIMS	89
F0256	Enter static or variable data in OLVIMS, other than maintenance system codes	88
F0268	Maintain automated vehicle status and control boards or charts	87
F0299	Update estimated time in commission (ETIC) or parts status	87
F0270	Maintain vehicle historical records	87
F0307	Verify completed workorders	86
F0303	Update parameter transactions in OLVIMS	86
F0235	Calculate vehicle repair costs	86
F0269	Maintain current status of delayed vehicle parts in OLVIMS	85
F0285	Prepare vehicle status reports, such as vehicle in-commission (VIC) reports	85
F0267	Maintain OLVIMS reports	85
F0244	Coordinate status of vehicles with appropriate agencies	84
F0232	Assist materiel control section in reconciling delayed maintenance reports	84
F0234	Calculate one-time repair allowances for codes A through J vehicles	83
F0248	Correct errors in vehicle maintenance source documents	82
F0286	Process records on vehicles being received, shipped, or transferred	82
F0247	Coordinate vehicle disposition with vehicle fleet management personnel	82
F0292	Review vehicle historical record data for warranty, scheduled maintenance, or repetitive maintenance	82
F0294	Schedule one-time inspections or special inspections of vehicles	82
F0281	Perform vehicle yard checks	81
E0187	Compile computer data or listings for vehicle maintenance summaries, special reports, or staff studies	80
F0288	Review OLVIMS transactions for errors after system updates	80
F0302	Update OLVIMS master files	80
F0287	Review delayed maintenance parts requests	79
F0258	Initiate vehicle accident or abuse repair actions	79

TABLE A-12

Guard/Reserve Technician Job (ST305)

Representative Tasks		PERCENT MEMBERS PERFORMING
I0400	Road test vehicles	100
I0373	Inspect seat belts	95
K0491	Inspect or adjust engine drive belts	95
L0532	Charge batteries	95
I0390	Pressure test radiators	95
I0392	Remove or install seals	95
K0499	Remove or install engine drive belts	95
I0395	Remove or install V-belt pulleys	95
I0382	Perform inspections of shop tools or equipment	95
I0380	Mechanically straighten bent or twisted metal parts	95
I0377	Manufacture gaskets	95
I0393	Remove or install seat belts	95
J0452	Remove or install locks or latches	95
I0376	Lubricate vehicles	89
L0621	Service batteries	89
J0435	Perform corrosion control procedures	89
I0383	Perform preventive maintenance on shop tools or equipment	89
J0405	Adjust hinges or locking mechanisms	89
L0541	Inspect ignition systems	89
K0488	Inspect motor mounts	89
L0543	Inspect starting systems	89
L0527	Adjust headlights	89
I0402	Service engine oil systems	84
I0372	Inspect seals, other than engine, transmission, drive line, or steering	84
L0536	Inspect batteries	84
I0386	Prepare vehicles for shipment during deployments	84
K0522	Steam clean engines and chassis	84
L0608	Remove or install spark plugs	84
A0017	Conduct vehicle limited technical inspections (LTIs)	84
I0391	Remove broken studs or cap screws	84
L0545	Inspect vehicle wiring	84
L0542	Inspect lighting systems	84
J0450	Remove or install hinges	84
L0598	Remove or install horn assemblies	84
K0520	Service air cleaners	79
L0574	Load test batteries	79
L0585	Remove or install batteries	79
L0576	Perform battery hydrometer tests	79
K0521	Service positive crankcase ventilation systems	79
J0448	Remove or install floor mats	79
J0419	Apply weather stripping to body parts	79
K0507	Remove or install oil pans	79
K0483	Adjust valve clearances	79

TABLE A-13

Guard/Reserve Mobility Job (ST357)

Representative Tasks		PERCENT MEMBERS PERFORMING
L0536	Inspect batteries	100
L0532	Charge batteries	100
L0585	Remove or install batteries	98
Y1625	Perform self-aid and buddy-care techniques	96
L0621	Service batteries	92
I0400	Road test vehicles	90
U1015	Inspect tires for serviceability	90
U1009	Dismount or mount light-duty tires	90
I0376	Lubricate vehicles	88
Q0794	Test antifreeze solutions	88
I0373	Inspect seat belts	88
T0955	Adjust parking brakes	88
O0725	Service fuel filters	85
L0542	Inspect lighting systems	85
U1027	Rotate tires	85
I0402	Service engine oil systems	83
Y1629	Prepare equipment or vehicles for deployments	83
S0894	Pack wheel bearings	83
K0491	Inspect or adjust engine drive belts	83
I0392	Remove or install seals	83
U1014	Inspect tire rims	81
Y1619	Participate in convoy exercises	79
T0958	Bleed or flush brake systems	79
U1011	Dismount or mount split-rim tires	79
Y1635	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	77
L0574	Load test batteries	77
S0870	Inspect disc brake systems	77
K0499	Remove or install engine drive belts	75
T0993	Remove or install drums or rotors	75
T0987	Remove or install brake shoes	75
U1008	Dismount or mount heavy-duty tubeless tires	75
K0520	Service air cleaners	73
L0543	Inspect starting systems	73
K0488	Inspect motor mounts	73
L0576	Perform battery hydrometer tests	73
Y1628	Perform vehicle chemical warfare agent decontamination procedures	71
J0435	Perform corrosion control procedures	71

TABLE A-14

Technical Manager Job (ST377)

Representative Tasks		PERCENT MEMBERS PERFORMING
L0536	Inspect batteries	95
A0002	Analyze causes of vehicle failures	94
L0543	Inspect starting systems	94
L0542	Inspect lighting systems	92
A0017	Conduct vehicle limited technical inspections (LTIs)	92
A0082	Supervise military personnel	91
L0574	Load test batteries	91
L0545	Inspect vehicle wiring	91
A0025	Determine or establish work assignments or priorities	90
I0400	Road test vehicles	90
A0014	Conduct safety inspections of equipment or facilities	88
L0585	Remove or install batteries	87
L0532	Charge batteries	87
K0491	Inspect or adjust engine drive belts	87
K0520	Service air cleaners	87
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	86
I0373	Inspect seat belts	86
L0537	Inspect charging systems, other than computer-controlled	85
I0382	Perform inspections of shop tools or equipment	85
L0544	Inspect warning systems	85
D0176	Research federal stock numbers or part numbers	84
A0018	Conduct vehicle quality control inspections	84
A0022	Counsel subordinates concerning personal matters	84
L0621	Service batteries	84
L0566	Isolate starter system malfunctions	84
D0161	Inventory equipment, tools, parts, or supplies	83
C0124	Annotate operator's inspection guide and trouble report forms	83
A0008	Certify maintenance documentation forms	82
A0050	Evaluate personnel for compliance with performance standards	82
A0065	Inspect personnel for compliance with military standards	82
I0376	Lubricate vehicles	82
A0040	Establish procedures for accountability of equipment, tools, parts, or supplies	82
L0561	Isolate lighting system malfunctions	82
L0618	Repair vehicle wiring	82
O0725	Service fuel filters	81
D0156	Evaluate serviceability of equipment, tools, parts, or supplies	81
L0541	Inspect ignition systems	81
O0695	Inspect diesel fuel system components	81
A0001	Adjust daily maintenance plans to meet operational commitments	80
A0023	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	80
L0557	Isolate electrical charging system malfunctions	80

TABLE A-15

Environmental Compliance Job (ST368)

Representative Tasks		PERCENT MEMBERS PERFORMING
A0085	Verify environmental compliance with hazardous waste management programs	100
A0086	Verify environmental compliance with pollution prevention programs	100
A0084	Verify environmental compliance with hazardous materials management programs	100
A0083	Verify compliance with waste minimization programs	100
D0168	Monitor disposal of waste fuels or hazardous waste	89
A0087	Write inspection reports	61
A0011	Conduct self-inspections or self-assessments	61
A0045	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	61
B0121	Schedule personnel for training	56
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	56
B0120	Schedule training	50
D0176	Research federal stock numbers or part numbers	44
A0092	Write replies to inspection reports	44
B0115	Maintain training records or files	44
A0014	Conduct safety inspections of equipment or facilities	39
D0167	Monitor disposal of scrap metals	33
C0140	Maintain publications libraries, other than technical order libraries	33
A0032	Direct training functions	33
C0126	Compile data for records, reports, logs, or trend analyses	28
A0012	Conduct staff assistance visits, inspections, or audits	28
A0010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	28
C0131	Establish or maintain technical order libraries	22
C0139	Maintain ATOMS accounts	22
Q0773	Recycle antifreeze	11

TABLE A-16
Training Job (ST447)

Representative Tasks		PERCENT MEMBERS PERFORMING
B0120	Schedule training	93
B0121	Schedule personnel for training	93
B0106	Develop training programs, plans, or procedures	93
B0119	Procure training aids, space, or equipment	89
B0095	Brief organizational personnel concerning training programs or matters	86
B0093	Administer or score tests	86
B0107	Establish or maintain study reference files	86
B0112	Evaluate progress of trainees	82
B0105	Develop training materials or aids	82
B0111	Evaluate effectiveness of training programs, plans, or procedures	79
B0114	Inspect training materials or aids for operation or suitability	79
B0115	Maintain training records or files	79
B0101	Counsel trainees on training progress	75
B0102	Determine training requirements	75
B0108	Evaluate personnel to determine training needs	75
A0032	Direct training functions	71
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	71
B0098	Conduct OJT	71
B0094	Assign formal course instructors or on-the-job training (OJT) trainers or certifiers	71
B0116	Personalize lesson plans	64
B0100	Conduct training conferences, briefings, or debriefings	64
C0131	Establish or maintain technical order libraries	61
C0147	Review technical order changes	61
B0097	Conduct formal course classroom training	61
C0139	Maintain ATOMS accounts	54
B0103	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	46

TABLE A-17

Supervision Cluster (ST96)

Representative Tasks		PERCENT MEMBERS PERFORMING
A0082	Supervise military personnel	95
A0022	Counsel subordinates concerning personal matters	90
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	88
A0013	Conduct supervisory performance feedback sessions	87
A0091	Write recommendations for awards or decorations	86
A0025	Determine or establish work assignments or priorities	85
A0050	Evaluate personnel for compliance with performance standards	84
A0065	Inspect personnel for compliance with military standards	84
A0015	Conduct supervisory orientations for newly assigned personnel	84
A0010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	83
A0089	Write performance reports or supervisory appraisals	82
A0004	Assign personnel to work areas or duty positions	81
A0014	Conduct safety inspections of equipment or facilities	80
A0001	Adjust daily maintenance plans to meet operational commitments	78
A0011	Conduct self-inspections or self-assessments	78
A0039	Establish performance standards for subordinates	77
A0051	Evaluate personnel for promotion, demotion, reclassification, or special awards	77
A0066	Interpret policies, directives, or procedures for subordinates	75
A0040	Establish procedures for accountability of equipment, tools, parts, or supplies	74
A0008	Certify maintenance documentation forms	70
A0023	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	69
A0080	Schedule work assignments or priorities	68
A0031	Develop or establish work schedules	68
A0005	Assign sponsors for newly assigned personnel	68
A0054	Evaluate workload requirements	67
A0018	Conduct vehicle quality control inspections	67
A0045	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	67
A0081	Supervise civilian employees	66
A0030	Develop or establish work methods or procedures	66
A0078	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	66
A0085	Verify environmental compliance with hazardous waste management programs	66
A0084	Verify environmental compliance with hazardous materials management programs	66
A0021	Coordinate vehicle maintenance problems with other units or agencies	65