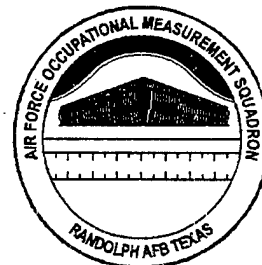


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**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT



**GENERAL PURPOSE VEHICLE MAINTENANCE
AFSC 2T3X4**

OSSN 2274

JUNE 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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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 2T3X4, General Purpose Vehicle Maintenance, 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 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 (AD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) 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 2T3X4, General Purpose Vehicle Maintenance, 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, accounting for 82 percent of the total sample. The remaining 18 percent, for one reason or another, did not group into any one of these jobs or clusters. The most common job for AFSC 2T3X4 3- and 5-skill level members is the General Purpose Vehicle Maintenance Job.
3. **Career Ladder Progression:** Survey data show the career ladder progression for AFSC 2T3X4 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. In general, ANG and AFRC respondents remain more technically oriented than their Active Duty counterparts. ANG DAFSC 2T370 members are much more technical than AD or AFRC DAFSC 2T370 personnel.
4. **Training Analysis:** In a general sense, the AFSC 2T3X1, 2T3X2A, 2T3X2B, and 2T3X4 STS provides fairly comprehensive coverage of the work performed by AFSC 2T3X4 personnel, with survey data supporting most of the essential elements. However, there does appear to be some justification for modifying or restructuring the Specialty Training Standard (STS) from its present form, as some elements perhaps do not apply to members of all covered AFSCs. Overall, the two applicable POIs for AFSC 2T3X4 personnel provide adequate coverage of the work performed by personnel in this career ladder. However, there were some tasks with high percentages of members performing that were not matched to either Plan of Instruction (POI). These tasks should be reviewed for possible inclusion in one or both of these entry-level courses.
5. **Job Satisfaction:** Job satisfaction indicators are relatively high for AFSC 2T3X4 members. In addition, satisfaction indicators are also generally high for all of the major jobs identified. The most common job for AFSC 2T3X4 personnel, the General Purpose Vehicle Maintenance Job, had relatively high ratings across all job satisfaction indicators. 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 2T3X4 career ladder structure reflects an overall typical job progression. The majority of AFSC 2T3X4 personnel are performing work within the General Purpose Vehicle Maintenance Job. Career ladder training documents are generally supported by survey data, with some items warranting further review as they may not apply to all of the AFSCs covered. Overall, job satisfaction is relatively high among AFSC 2T3X4 career ladder incumbents.

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

**GENERAL PURPOSE VEHICLE MAINTENANCE
(AFSC 2T3X4)**

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 OSRs were written for each of the surveyed career ladders. As a result, this specific report concentrates substantially on the AFSC 2T3X4, General Purpose Vehicle Maintenance, 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 General Purpose Vehicle Maintenance career ladder was created in October 1993 with the conversion from AFSC 472X2 to AFSC 2T4X1 under the "whole new classification system." This career ladder converted to AFSC 2T3X4 in October 1997. 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 AFSC 2T3X4 career ladder was in December 1992.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 11 March 1998, *Specialty Summary*, dated 31 October 1997, General Purpose Vehicle Maintenance personnel perform vehicle maintenance activities on military and commercial design general purpose vehicles and equipment. Representative activities include inspecting, performing diagnostics, repairing, and rebuilding components and assemblies.

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Airmen currently entering the AFSC 2T3X4 career ladder must attend a basic Vehicle Mechanic Apprentice course at Port Hueneme, CA. This course includes students from both the United States Air Force and the United States Navy. Upon completion of the basic course, entry-level AFSC 2T3X4 personnel attend a General Purpose Vehicle Maintenance Apprentice follow-on course, also taught at Port Hueneme, CA. Graduates are awarded the 3-skill level upon completion of the follow-on course.

Entry into the AFSC 2T3X4 career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Mechanical - 51. A strength factor of "J" (weight lift of 60 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 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, 49 senior NCOs provided TE data for the 2T3X4 career ladder. Interrater agreement for these raters was acceptable. The average TE rating was 1.79, with a standard deviation of 1.64. Any task with a TE rating of 3.43 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, 60 senior NCOs provided TD ratings for the 2T3X4 career ladder. Interrater reliability for these 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 2T3X4, General Purpose Vehicle Maintenance, 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 82 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)

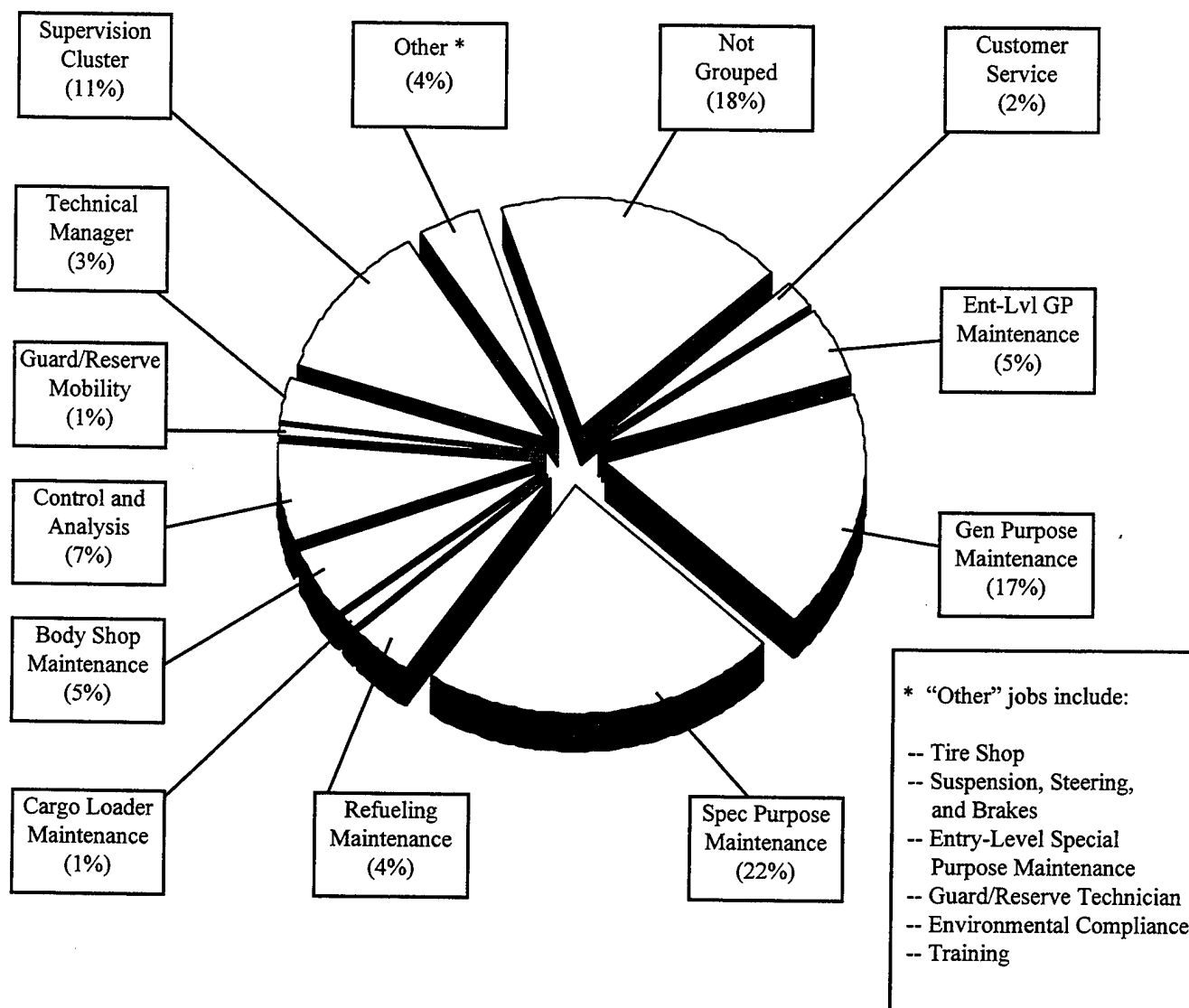


FIGURE 1

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 the 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 the 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 this job is 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 of 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 the 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- 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	Special	Refueling
	Purpose Veh Maint Job (ST499) (N=583)	Purpose Veh Maint Job (ST501) (N=726)	Purpose 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)

ANALYSIS OF DAFSC GROUPS FOR THE AFSC 2T3X4 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 2T3X4 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 2T3X4 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 2T334. These 163 airmen account for only 5 percent of the overall survey sample. However, they comprise 24 percent of members from the AFSC 2T3X4 career ladder (defined as members with (a) DAFSC of either 2T334 or 2T354, or (b) DAFSC 2T370 members originally from the AFSC 2T3X4 career field). Forty-four percent are in the General Purpose Vehicle Maintenance Job, and an additional 18 percent are in the Entry-Level General Purpose Vehicle Maintenance Job (see Table 6). All are AD.

As shown in Table 11, DAFSC 2T334 personnel spend the highest percentages of their duty time performing technical tasks in Duty L, *Maintaining Electrical Systems* (24 percent). In addition, these 163 airmen spend relatively high amounts of time performing general vehicle maintenance tasks found in Duties I, K, S, and T. These airmen perform an average of 186 tasks, the most common of which are listed in Table 16.

DAFSC 2T354. There are a total of 419 DAFSC 2T354 survey respondents. This group accounts for 61 percent of all AFSC 2T3X4 career ladder members, and account for 13 percent of the total survey sample. As shown in Table 7, these respondents are very technical in nature, with the highest percentages of these members in the General Purpose Vehicle Maintenance Job.

Table 12 provides a comparison of the percent time spent on duties for AD, ANG, and AFRC members at the 5-skill level. As this table shows, members across all components spend the highest percentage of their time in Duty L (*Maintaining Electrical Systems*). These airmen perform an average of 234 tasks.

Tables 17-20 list representative tasks performed by DAFSC 2T354 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 2T370. Seven-skill level members may have progressed through any of the core maintenance career ladders (AFSC 2T3X1, 2T3X2A, 2T3X2B, 2T3X4, or 2T3X5). This report will examine 7-skill level members in two ways. First, this OSR will analyze DAFSC 2T370 members who originally progressed through the AFSC 2T3X4 career ladder. Second, this report will examine AD 7-skill level members from all of the aforementioned career ladders as a collective group.

Table 8 shows the distribution of DAFSC 2T370 group members across specialty jobs. While some of the AD members originally from the AFSC 2T3X4 career ladder continue to work in the General Purpose Vehicle Maintenance Job, many of these members (40 percent) have progressed into the Supervision Cluster. In addition, some of these AD members are performing work associated with the Technical Manager Job and the Special Purpose Vehicle Maintenance Job (20 and 12 percent, respectively). ANG members are more generalized and technical in nature and show much lower percentages of members in the Supervision Cluster and higher percentages in both the Special and General Purpose Vehicle Maintenance Jobs.

Table 13 shows the relative percent time spent on duties by DAFSC 2T370 groups. As shown, AD DAFSC 2T370 members from the AFSC 2T3X4 career ladder and AD DAFSC 2T370 members from all AFSC 2T3XX career ladders spend relatively high percentages (37 percent) of their duty time in Duty A (*Performing Management and Supervisory Activities*).

In contrast, the second page of Table 13 shows that, while AFRC DAFSC 2T370 members spend 29 percent of their time in Duty A, ANG members perform only 8 percent of time in Duty A. Rather, they show higher percentages of time spent in more general vehicle maintenance duties, such as Duty L (*Maintaining Electrical Systems*).

Table 24 presents tasks performed by Active Duty 2T370 personnel from all AFSC 2T3XX career ladders. Tables 25-27 list representative tasks performed by DAFSC 2T370 personnel originally from the AFSC 2T3X4 career ladder. Table 28 compares AD DAFSC 2T354 members from the AFSC 2T3X4 career ladder to AD 7-skill levels from the AFSC 2T3X4 career ladder.

Table 29 presents tasks which best differentiate between AD 7-skill level members from the AFSC 2T3X4 career ladder and ANG 7-skill level members from the AFSC 2T3X4 career ladder. Table 30 presents tasks which best differentiate between AD 7-skill level members from the AFSC 2T3X4 career ladder and AFRC 7-skill level members from the AFSC 2T3X4 career ladder.

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 DASFC 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 31-34. The tasks which best differentiate between AD 9- and 7-skill levels from the AFSC 2T3X4 career ladder are reflected in Table 35. Table 36 shows tasks which best differentiate between AD 9-skill levels and ANG 9-skill levels. Table 37 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 CEM member of the AFRC component fell into 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 38. The tasks which best differentiate between AD CEM- and 9-skill level personnel are shown in Table 39. 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 General Purpose Vehicle Maintenance 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 seen in performing primarily the core job of the career ladder at the 3- and 5-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. In general, 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. ANG DAFSC 2T370 members are much more technical than AD or AFRC DAFSC 2T370 personnel.

TABLE 6

DISTRIBUTION OF DAFSC 2T334 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	<u>ACTIVE 2T334 (N=163)</u>
1. Tire Shop Job	1
2. Suspension, Steering, and Brakes Job	2
3. Customer Service Job	0
4. Entry-Level General Purpose Vehicle Maintenance Job	18
5. Entry-Level Special Purpose Vehicle Maintenance Job	0
6. General Purpose Vehicle Maintenance Job	44
7. Special Purpose Vehicle Maintenance Job	11
8. Refueling Vehicle Maintenance Job	0
9. Cargo Loader Maintenance Job	0
10. Body Shop Maintenance Job	0
11. Maintenance Control and Analysis Job	0
12. Guard/Reserve Technician Job	1
13. Guard/Reserve Mobility Job	2
14. Technical Manager Job	1
15. Environmental Compliance Job	0
16. Training Job	0
17. Supervision Cluster	1
18. Not Grouped	19

TABLE 7

DISTRIBUTION OF DAFSC 2T354 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL		ACTIVE		ANG		AFRC	
	2T354	(N=581)	2T354	(N=419)	2T354	(N=126)	2T354	(N=36)
1. Tire Shop Job	2		3		0		0	
2. Suspension, Steering, and Brakes Job	1		2		0		0	
3. Customer Service Job	3		4		0		3	
4. Entry-Level General Purpose Vehicle Maintenance Job	9		9		7		17	
5. Entry-Level Special Purpose Vehicle Maintenance Job	0		0		0		0	
6. General Purpose Vehicle Maintenance Job	39		40		41		25	
7. Special Purpose Vehicle Maintenance Job	19		19		22		5	
8. Refueling Vehicle Maintenance Job	0		0		0		0	
9. Cargo Loader Maintenance Job	0		0		0		0	
10. Body Shop Maintenance Job	1		1		0		0	
11. Maintenance Control and Analysis Job	1		1		1		0	
12. Guard/Reserve Technician Job	1		0		2		6	
13. Guard/Reserve Mobility Job	4		1		13		0	
14. Technical Manager Job	2		2		1		0	
15. Environmental Compliance Job	0		0		0		0	
16. Training Job	1		1		0		0	
17. Supervision Cluster	2		2		1		3	
18. Not Grouped	15		15		12		41	

TABLE 8

DISTRIBUTION OF DAFSC 2T370 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	ACTIVE 2T370 From All Ladders (N=419)		ACTIVE 2T370 From 2T3X4 Ladder (N=104)		ANG 2T370 From 2T3X4 Ladder (N=94)		AFRC 2T370 From 2T3X4 Ladder (N=13)	
1. Tire Shop Job	0		0		0		0	
2. Suspension, Steering, and Brakes Job	0		0		0		0	
3. Customer Service Job	3		1		0		0	
4. Entry-Level General Purpose Vehicle Maintenance Job	1		1		1		0	
5. Entry-Level Special Purpose Vehicle Maintenance Job	0		0		0		0	
6. General Purpose Vehicle Maintenance Job	6		7		27		8	
7. Special Purpose Vehicle Maintenance Job	13		12		43		15	
8. Refueling Vehicle Maintenance Job	2		0		2		0	
9. Cargo Loader Maintenance Job	1		0		0		0	
10. Body Shop Maintenance Job	4		6		0		8	
11. Maintenance Control and Analysis Job	0		0		0		0	
12. Guard/Reserve Technician Job	0		0		3		0	
13. Guard/Reserve Mobility Job	0		0		2		0	
14. Technical Manager Job	12		20		10		0	
15. Environmental Compliance Job	2		3		0		0	
16. Training Job	3		1		0		8	
17. Supervision Cluster	40		40		4		31	
18. Not Grouped	13		9		8		30	

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 2T334 GROUPS

DUTIES	ACTIVE 2T334 (N=163)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3
B PERFORMING TRAINING ACTIVITIES	-
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	-
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1
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	10
J REPAIRING AND PAINTING VEHICLE BODIES	2
K MAINTAINING ENGINES	10
L MAINTAINING ELECTRICAL SYSTEMS	24
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	2
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	1
O MAINTAINING FUEL AND EXHAUST SYSTEMS	6
P MAINTAINING EMISSION CONTROLS	1
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	7
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	3
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	13
T MAINTAINING BRAKE SYSTEMS	10
U REPAIRING TIRES	5
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	1

“ - ” indicates less than 1 percent

TABLE 12

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC 2T354 GROUPS

DUTIES	ALL	ACTIVE	ANG	AFRC
	2T354 (N=581)	2T354 (N=419)	2T354 (N=126)	2T354 (N=36)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	7	7	3	7
B PERFORMING TRAINING ACTIVITIES	1	2	1	1
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	2	2	1	1
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	2	2
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	-	1	-	-
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	1	2	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	9	8	10	14
J REPAIRING AND PAINTING VEHICLE BODIES	4	3	7	4
K MAINTAINING ENGINES	6	6	7	9
L MAINTAINING ELECTRICAL SYSTEMS	21	22	19	24
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	2	2	1	1
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	2	1	2	1
O MAINTAINING FUEL AND EXHAUST SYSTEMS	5	5	5	3
P MAINTAINING EMISSION CONTROLS	2	2	1	1
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	6	6	6	6
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	2	2	2	2
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	10	10	10	8
T MAINTAINING BRAKE SYSTEMS	8	8	9	8
U REPAIRING TIRES	5	5	5	4
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	1	1	2	-
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	3	2	6	4

“ - ” indicates less than 1 percent

TABLE 13

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC 2T370 GROUPS

DUTIES		ACTIVE	ACTIVE
		2T370 From <u>All</u> Ladders (N=419)	2T370 From 2T3X4 Ladder (N=104)
A	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	37	37
B	PERFORMING TRAINING ACTIVITIES	7	6
C	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	4	3
D	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6	6
E	PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	2	1
F	PERFORMING MAINTENANCE CONTROL ACTIVITIES	3	4
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	4	4
J	REPAIRING AND PAINTING VEHICLE BODIES	3	4
K	MAINTAINING ENGINES	2	2
L	MAINTAINING ELECTRICAL SYSTEMS	8	10
M	MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	1	1
N	MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	1	1
O	MAINTAINING FUEL AND EXHAUST SYSTEMS	2	2
P	MAINTAINING EMISSION CONTROLS	1	1
Q	MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	2	3
R	MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	1	1
S	MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	3	4
T	MAINTAINING BRAKE SYSTEMS	3	3
U	REPAIRING TIRES	1	2
V	MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	3	1
W	PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	1	-
X	PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	1	-
Y	PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	4	4

" - " indicates less than 1 percent

TABLE 13 (Continued)

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC 2T370 GROUPS

DUTIES	ANG	AFRC
	2T370 From 2T3X4 Ladder (N=94)	2T370 From 2T3X4 Ladder (N=13)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	8	29
B PERFORMING TRAINING ACTIVITIES	2	9
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1	2
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	2
E PERFORMING MAINTENANCE ANALYSIS ACTIVITIES	1	-
F PERFORMING MAINTENANCE CONTROL ACTIVITIES	3	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	7	6
J REPAIRING AND PAINTING VEHICLE BODIES	6	5
K MAINTAINING ENGINES	5	5
L MAINTAINING ELECTRICAL SYSTEMS	16	11
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	1	-
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	3	1
O MAINTAINING FUEL AND EXHAUST SYSTEMS	4	4
P MAINTAINING EMISSION CONTROLS	1	1
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	6	5
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	3	2
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	9	5
T MAINTAINING BRAKE SYSTEMS	7	5
U REPAIRING TIRES	4	2
V MAINTAINING BASE MAINTENANCE AND SPECIAL PURPOSE VEHICLES AND EQUIPMENT	3	-
W PERFORMING UNIQUE FIRE AND CRASH FIREFIGHTING VEHICLES AND EQUIPMENT MAINTENANCE	1	-
X PERFORMING UNIQUE REFUELING VEHICLE AND EQUIPMENT MAINTENANCE	2	-
Y PERFORMING DISASTER PREPAREDNESS, MOBILITY, AND READINESS ACTIVITIES	4	4

“ - ” 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 2T300 (N=28)	ACTIVE 2T300 (N=24)	ANG 2T300 (N=3)	AFRC 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 2T334 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=163)	
L0536	Inspect batteries	91
L0532	Charge batteries	90
L0585	Remove or install batteries	89
L0542	Inspect lighting systems	88
I0376	Lubricate vehicles	85
L0574	Load test batteries	85
L0543	Inspect starting systems	83
K0491	Inspect or adjust engine drive belts	82
L0621	Service batteries	82
T0958	Bleed or flush brake systems	82
S0894	Pack wheel bearings	81
I0373	Inspect seat belts	80
K0499	Remove or install engine drive belts	80
I0400	Road test vehicles	79
K0520	Service air cleaners	79
I0392	Remove or install seals	78
T0991	Remove or install disc brake pads	77
T0955	Adjust parking brakes	77
O0725	Service fuel filters	76
L0545	Inspect vehicle wiring	76
L0608	Remove or install spark plugs	76
S0870	Inspect disc brake systems	75
T0987	Remove or install brake shoes	74
I0390	Pressure test radiators	74
T0993	Remove or install drums or rotors	74
L0541	Inspect ignition systems	74
L0583	Remove or install alternators	74
L0537	Inspect charging systems, other than computer-controlled	72
K0488	Inspect motor mounts	72
Q0788	Remove or install radiators	72
T0990	Remove or install disc brake calipers	72
S0912	Remove or install drive shafts	71
L0544	Inspect warning systems	70

Average Number of Tasks Performed: 186

TABLE 17

REPRESENTATIVE TASKS PERFORMED BY ALL 2T354 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=581)
L0536	Inspect batteries	85
L0532	Charge batteries	85
I0400	Road test vehicles	84
L0585	Remove or install batteries	82
L0621	Service batteries	81
L0543	Inspect starting systems	81
L0542	Inspect lighting systems	81
I0376	Lubricate vehicles	80
I0373	Inspect seat belts	80
L0574	Load test batteries	79
L0537	Inspect charging systems, other than computer-controlled	75
T0955	Adjust parking brakes	75
K0491	Inspect or adjust engine drive belts	74
K0520	Service air cleaners	74
Q0750	Inspect cooling systems	74
L0545	Inspect vehicle wiring	74
K0488	Inspect motor mounts	74
O0725	Service fuel filters	73
I0392	Remove or install seals	73
S0870	Inspect disc brake systems	73
K0499	Remove or install engine drive belts	72
T0958	Bleed or flush brake systems	72
I0402	Service engine oil systems	70
L0608	Remove or install spark plugs	70
L0583	Remove or install alternators	70
L0541	Inspect ignition systems	70
L0618	Repair vehicle wiring	70
A0017	Conduct vehicle limited technical inspections (LTIs)	69
L0544	Inspect warning systems	69
L0566	Isolate starter system malfunctions	69
T0991	Remove or install disc brake pads	69
S0894	Pack wheel bearings	68
L0561	Isolate lighting system malfunctions	68

Average Number of Tasks Performed: 234

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2T354 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=419)
L0543	Inspect starting systems	84
L0536	Inspect batteries	83
I0400	Road test vehicles	82
L0532	Charge batteries	82
L0542	Inspect lighting systems	82
L0585	Remove or install batteries	80
L0574	Load test batteries	79
I0373	Inspect seat belts	78
L0537	Inspect charging systems, other than computer-controlled	78
L0621	Service batteries	78
I0376	Lubricate vehicles	76
Q0750	Inspect cooling systems	75
L0545	Inspect vehicle wiring	74
K0491	Inspect or adjust engine drive belts	73
L0583	Remove or install alternators	73
S0870	Inspect disc brake systems	73
K0488	Inspect motor mounts	73
T0955	Adjust parking brakes	73
A0017	Conduct vehicle limited technical inspections (LTIs)	72
K0520	Service air cleaners	72
O0725	Service fuel filters	72
L0561	Isolate lighting system malfunctions	72
K0499	Remove or install engine drive belts	71
I0392	Remove or install seals	71
L0618	Repair vehicle wiring	71
L0544	Inspect warning systems	70
L0541	Inspect ignition systems	70
T0958	Bleed or flush brake systems	70
L0608	Remove or install spark plugs	69
L0566	Isolate starter system malfunctions	69
I0390	Pressure test radiators	69
L0557	Isolate electrical charging system malfunctions	68
L0597	Remove or install generators or starter motors	68
T0991	Remove or install disc brake pads	67

Average Number of Tasks Performed: 227

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY
AIR NATIONAL GUARD 2T354 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=126)
L0536	Inspect batteries	85
L0532	Charge batteries	85
I0400	Road test vehicles	84
L0585	Remove or install batteries	82
L0621	Service batteries	81
L0543	Inspect starting systems	81
L0542	Inspect lighting systems	81
I0376	Lubricate vehicles	80
I0373	Inspect seat belts	80
L0574	Load test batteries	79
L0537	Inspect charging systems, other than computer-controlled	75
T0955	Adjust parking brakes	75
K0491	Inspect or adjust engine drive belts	74
K0520	Service air cleaners	74
Q0750	Inspect cooling systems	74
L0545	Inspect vehicle wiring	74
K0488	Inspect motor mounts	74
O0725	Service fuel filters	73
I0392	Remove or install seals	73
S0870	Inspect disc brake systems	73
K0499	Remove or install engine drive belts	72
T0958	Bleed or flush brake systems	72
I0402	Service engine oil systems	70
L0608	Remove or install spark plugs	70
L0583	Remove or install alternators	70
L0541	Inspect ignition systems	70
L0618	Repair vehicle wiring	70
A0017	Conduct vehicle limited technical inspections (LTIs)	69
L0544	Inspect warning systems	69
L0566	Isolate starter system malfunctions	69
T0991	Remove or install disc brake pads	69
S0894	Pack wheel bearings	68
L0561	Isolate lighting system malfunctions	68

Average Number of Tasks Performed: 281

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY
AIR FORCE RESERVE 2T354 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=36)
I0376	Lubricate vehicles	89
I0400	Road test vehicles	86
L0621	Service batteries	83
L0536	Inspect batteries	81
L0532	Charge batteries	81
I0402	Service engine oil systems	78
L0585	Remove or install batteries	78
S0894	Pack wheel bearings	75
K0520	Service air cleaners	72
L0543	Inspect starting systems	72
K0499	Remove or install engine drive belts	69
K0488	Inspect motor mounts	69
L0574	Load test batteries	69
L0608	Remove or install spark plugs	69
I0373	Inspect seat belts	64
T0955	Adjust parking brakes	64
T0991	Remove or install disc brake pads	64
A0002	Analyze causes of vehicle failures	61
L0542	Inspect lighting systems	61
L0576	Perform battery hydrometer tests	61
L0545	Inspect vehicle wiring	61
K0491	Inspect or adjust engine drive belts	58
S0870	Inspect disc brake systems	58
L0541	Inspect ignition systems	58
A0017	Conduct vehicle limited technical inspections (LTIs)	56
I0382	Perform inspections of shop tools or equipment	56
Q0794	Test antifreeze solutions	56
T0956	Adjust service brakes	56
T0987	Remove or install brake shoes	56
L0618	Repair vehicle wiring	56
L0566	Isolate starter system malfunctions	56
L0597	Remove or install generators or starter motors	56
L0527	Adjust headlights	56

Average Number of Tasks Performed: 147

TABLE 21

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T334 AND ACTIVE DUTY DAFSC 2T354 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE 2T334 (N=163)	ACTIVE 2T354 (N=419)	DIFF
S0894 Pack wheel bearings	80.98	64.20	16.78
T0960 Disassemble or assemble disc brake calipers	55.21	40.10	15.12
K0507 Remove or install oil pans	66.87	52.03	14.84
T0990 Remove or install disc brake calipers	72.39	58.95	13.44
T0958 Bleed or flush brake systems	81.60	69.69	11.91
A0082 Supervise military personnel	4.91	36.04	-31.13
A0013 Conduct supervisory performance feedback sessions	2.45	32.22	-29.77
A0022 Counsel subordinates concerning personal matters	4.91	32.70	-27.79
B0098 Conduct OJT	7.98	35.56	-27.59
C0124 Annotate operator's inspection guide and trouble report forms	6.13	32.22	-26.08
A0018 Conduct vehicle quality control inspections	12.27	37.71	-25.44
D0176 Research federal stock numbers or part numbers	17.18	42.48	-25.30
A0025 Determine or establish work assignments or priorities	3.68	27.92	-24.24
A0039 Establish performance standards for subordinates	3.07	26.73	-23.66
B0115 Maintain training records or files	2.45	26.01	-23.56
A0065 Inspect personnel for compliance with military standards	1.84	25.30	-23.46
A0069 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	23.93	46.30	-22.37
A0050 Evaluate personnel for compliance with performance standards	1.84	24.11	-22.26
B0101 Counsel trainees on training progress	.61	22.67	-22.06

TABLE 22

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T354 AND AIR NATIONAL GUARD DAFSC 2T354 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE 2T354 (N=419)	ANG 2T354 (N=126)	DIFF
A0013 Conduct supervisory performance feedback sessions	32.22	6.35	25.87
A0069 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	46.30	23.81	22.49
A0039 Establish performance standards for subordinates	26.73	4.76	21.97
C0144 Research technical information using Mitchell-On-Demand software	33.17	11.90	21.27
A0022 Counsel subordinates concerning personal matters	32.70	11.90	20.79
A0089 Write performance reports or supervisory appraisals	23.63	3.17	20.45
A0082 Supervise military personnel	36.04	15.87	20.17
J0440 Prepare vehicle body surfaces for painting	5.97	55.56	-49.59
J0463 Repair corrosion damaged areas	9.07	55.56	-46.49
J0435 Perform corrosion control procedures	23.87	69.05	-45.18
J0411 Apply chemical fillers, such as rubber, plastic, or bondo	5.49	42.06	-36.57
Y1619 Participate in convoy exercises	12.65	48.41	-35.76
J0413 Apply lettering or identifying insignias to vehicle bodies	16.47	51.59	-35.12
Y1625 Perform self-aid and buddy-care techniques	34.13	69.05	-34.92
Y1624 Perform pallet build-up activities	9.07	42.06	-32.99
U1019 Maintain rims	25.78	58.73	-32.95
J0420 Bump out irregularities in auto bodies	7.88	40.48	-32.60
Y1635 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	26.97	59.52	-32.55
Y1636 Transport mobility or contingency equipment to or from deployed locations	12.17	44.44	-32.27
I0366 Braze metals	15.04	46.83	-31.79
J0419 Apply weather stripping to body parts	22.20	53.97	-31.77

TABLE 23

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T354 AND AIR FORCE RESERVE DAFSC 2T354 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE 2T354 (N=419)		RESERVE 2T354 (N=36)		DIFF
O0695	Inspect diesel fuel system components	65.39		25.00		40.39
L0539	Inspect diesel cold-start systems	62.77		25.00		37.77
O0704	Isolate diesel fuel system malfunctions	51.55		16.67		34.88
M0645	Retrieve and interpret engine computer system trouble codes	56.56		22.22		34.34
S0936	Remove or install steering wheels	53.70		19.44		34.25
T0962	Inspect airbrake system components	59.19		25.00		34.19
L0571	Isolate warning system malfunctions	55.37		22.22		33.15
L0592	Remove or install electrical charging system components	60.38		27.78		32.60
P0732	Inspect computer-controlled exhaust gas recirculation (EGR) systems	43.68		11.11		32.56
T0966	Inspect maxibrake systems	45.58		13.89		31.70
T0974	Isolate hydroboost braking system component malfunctions	39.86		8.33		31.52
L0575	Manufacture electrical wiring harnesses or connectors	53.70		22.22		31.48
Y1627	Perform personnel chemical warfare agent decontamination procedures	23.87		47.22		-23.36
U1021	Perform tire bubble balancing	6.92		25.00		-18.08

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY
ACTIVE DUTY 2T370 PERSONNEL FROM ALL AFSC 2T3XX CAREER LADDERS

TASKS	PERCENT MEMBERS PERFORMING (N=419)
A0082 Supervise military personnel	83
A0069 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	81
A0013 Conduct supervisory performance feedback sessions	80
A0022 Counsel subordinates concerning personal matters	79
A0065 Inspect personnel for compliance with military standards	75
A0091 Write recommendations for awards or decorations	75
A0025 Determine or establish work assignments or priorities	74
A0014 Conduct safety inspections of equipment or facilities	74
A0050 Evaluate personnel for compliance with performance standards	74
A0089 Write performance reports or supervisory appraisals	73
A0015 Conduct supervisory orientations for newly assigned personnel	72
A0018 Conduct vehicle quality control inspections	68
A0011 Conduct self-inspections or self-assessments	68
A0002 Analyze causes of vehicle failures	68
A0010 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	67
B0115 Maintain training records or files	66
A0039 Establish performance standards for subordinates	65
A0017 Conduct vehicle limited technical inspections (LTIs)	63
A0001 Adjust daily maintenance plans to meet operational commitments	62
A0008 Certify maintenance documentation forms	62
A0004 Assign personnel to work areas or duty positions	61
A0040 Establish procedures for accountability of equipment, tools, parts, or supplies	60
A0085 Verify environmental compliance with hazardous waste management programs	59
A0084 Verify environmental compliance with hazardous materials management programs	59
A0080 Schedule work assignments or priorities	58
A0051 Evaluate personnel for promotion, demotion, reclassification, or special awards	58

Average Number of Tasks Performed: 192

TABLE 25

REPRESENTATIVE TASKS PERFORMED BY
ACTIVE DUTY 2T370 PERSONNEL FROM THE AFSC 2T3X4 CAREER LADDER

TASKS		PERCENT MEMBERS PERFORMING (N=104)
A0082	Supervise military personnel	89
A0022	Counsel subordinates concerning personal matters	87
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	85
A0014	Conduct safety inspections of equipment or facilities	83
A0091	Write recommendations for awards or decorations	81
A0013	Conduct supervisory performance feedback sessions	80
A0065	Inspect personnel for compliance with military standards	80
A0025	Determine or establish work assignments or priorities	79
A0089	Write performance reports or supervisory appraisals	78
A0050	Evaluate personnel for compliance with performance standards	76
A0015	Conduct supervisory orientations for newly assigned personnel	76
A0018	Conduct vehicle quality control inspections	75
A0002	Analyze causes of vehicle failures	74
A0011	Conduct self-inspections or self-assessments	72
A0010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	71
B0115	Maintain training records or files	70
A0001	Adjust daily maintenance plans to meet operational commitments	69
A0066	Interpret policies, directives, or procedures for subordinates	69
A0004	Assign personnel to work areas or duty positions	67
A0051	Evaluate personnel for promotion, demotion, reclassification, or special awards	66
A0008	Certify maintenance documentation forms	65
A0039	Establish performance standards for subordinates	65
A0030	Develop or establish work methods or procedures	65
A0040	Establish procedures for accountability of equipment, tools, parts, or supplies	65
A0084	Verify environmental compliance with hazardous materials management programs	63
A0054	Evaluate workload requirements	63
A0017	Conduct vehicle limited technical inspections (LTIs)	63

Average Number of Tasks Performed: 198

TABLE 26

REPRESENTATIVE TASKS PERFORMED BY
AIR NATIONAL GUARD 2T370 PERSONNEL
FROM THE AFSC 2T3X4 CAREER LADDER

TASKS		PERCENT MEMBERS PERFORMING (N=94)
L0536	Inspect batteries	97
I0376	Lubricate vehicles	95
L0532	Charge batteries	95
I0400	Road test vehicles	93
I0373	Inspect seat belts	93
L0621	Service batteries	91
S0894	Pack wheel bearings	90
U1015	Inspect tires for serviceability	90
L0574	Load test batteries	90
L0543	Inspect starting systems	90
Q0750	Inspect cooling systems	90
I0392	Remove or install seals	90
L0585	Remove or install batteries	89
L0542	Inspect lighting systems	89
K0491	Inspect or adjust engine drive belts	89
I0382	Perform inspections of shop tools or equipment	89
L0576	Perform battery hydrometer tests	89
A0017	Conduct vehicle limited technical inspections (LTIs)	88
U1014	Inspect tire rims	88
Q0794	Test antifreeze solutions	87
U1027	Rotate tires	87
S0870	Inspect disc brake systems	87
T0958	Bleed or flush brake systems	87
K0520	Service air cleaners	86
I0390	Pressure test radiators	86
J0405	Adjust hinges or locking mechanisms	86
I0402	Service engine oil systems	85
A0002	Analyze causes of vehicle failures	85
L0537	Inspect charging systems, other than computer-controlled	85
L0545	Inspect vehicle wiring	85
T0955	Adjust parking brakes	85
K0488	Inspect motor mounts	85

Average Number of Tasks Performed: 419

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY
AIR FORCE RESERVE 2T370 PERSONNEL
FROM THE AFSC 2T3X4 CAREER LADDER

TASKS		PERCENT MEMBERS PERFORMING (N=13)
A0082	Supervise military personnel	69
B0101	Counsel trainees on training progress	69
I0376	Lubricate vehicles	62
A0069	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	62
I0400	Road test vehicles	62
Q0794	Test antifreeze solutions	62
L0585	Remove or install batteries	62
A0022	Counsel subordinates concerning personal matters	54
A0051	Evaluate personnel for promotion, demotion, reclassification, or special awards	54
Y1625	Perform self-aid and buddy-care techniques	54
A0052	Evaluate safety or security programs	54
I0373	Inspect seat belts	54
I0402	Service engine oil systems	54
K0520	Service air cleaners	54
L0536	Inspect batteries	54
L0608	Remove or install spark plugs	54
A0004	Assign personnel to work areas or duty positions	46
A0014	Conduct safety inspections of equipment or facilities	46
A0053	Evaluate work schedules	46
A0010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	46
A0017	Conduct vehicle limited technical inspections (LTIs)	46
B0102	Determine training requirements	46
A0091	Write recommendations for awards or decorations	46
A0002	Analyze causes of vehicle failures	46
B0108	Evaluate personnel to determine training needs	46
A0050	Evaluate personnel for compliance with performance standards	46
L0583	Remove or install alternators	46
Y1627	Perform personnel chemical warfare agent decontamination procedures	46

Average Number of Tasks Performed: 147

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSC 2T354 AND
ACTIVE DUTY DAFSC 2T370 PERSONNEL FROM THE AFSC 2T3X4 CAREER LADDER
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE 2T354 (N=419)	ACTIVE 2T370 From 2T3X4 Ladder (N=104)	DIFF
T0958 Bleed or flush brake systems	69.69	25.96	43.73
T0991 Remove or install disc brake pads	67.30	24.04	43.26
T0993 Remove or install drums or rotors	64.44	22.12	42.32
L0608 Remove or install spark plugs	68.74	28.85	39.89
S0894 Pack wheel bearings	64.20	25.00	39.20
T0995 Remove or install master cylinders	59.19	20.19	39.00
L0531 Bench test starter motors	60.14	21.15	38.99
T0987 Remove or install brake shoes	62.77	24.04	38.73
L0532 Charge batteries	81.62	43.27	38.35
A0091 Write recommendations for awards or decorations	19.09	80.77	-61.68
A0015 Conduct supervisory orientations for newly assigned personnel	18.62	75.96	-57.35
A0066 Interpret policies, directives, or procedures for subordinates	14.08	69.23	-55.15
A0065 Inspect personnel for compliance with military standards	25.30	79.81	-54.51
A0089 Write performance reports or supervisory appraisals	23.63	77.88	-54.26
A0022 Counsel subordinates concerning personal matters	32.70	86.54	-53.84
A0082 Supervise military personnel	36.04	89.42	-53.38
A0050 Evaluate personnel for compliance with performance standards	24.11	75.96	-51.86
A0054 Evaluate workload requirements	10.74	62.50	-51.76
A0051 Evaluate personnel for promotion, demotion, reclassification, or special awards	15.04	66.35	-51.31

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T370 PERSONNEL FROM THE AFSC 2T3X4 CAREER LADDER
AIR NATIONAL GUARD DAFSC 2T370 PERSONNEL FROM THE AFSC 2T3X4 CAREER LADDER

TASKS	ACTIVE 2T370 From 2T3X4 Ladder (N=104)	ANG 2T370 From 2T3X4 Ladder (N=94)	DIFF
A0089 Write performance reports or supervisory appraisals	77.88	11.70	66.18
A0013 Conduct supervisory performance feedback sessions	79.81	21.28	58.53
A0091 Write recommendations for awards or decorations	80.77	22.34	58.43
A0022 Counsel subordinates concerning personal matters	86.54	41.49	45.05
A0081 Supervise civilian employees	58.65	13.83	44.82
A0050 Evaluate personnel for compliance with performance standards	75.96	32.98	42.98
A0039 Establish performance standards for subordinates	65.38	23.40	41.98
A0015 Conduct supervisory orientations for newly assigned personnel	75.96	36.17	39.79
A0078 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	56.73	18.09	38.65
A0065 Inspect personnel for compliance with military standards	79.81	41.49	38.32
S0894 Pack wheel bearings	25.00	90.43	-65.43
U1007 Cold patch tubes	17.31	79.79	-62.48
L0576 Perform battery hydrometer tests	27.88	89.36	-61.48
T0958 Bleed or flush brake systems	25.96	87.23	-61.27
T0995 Remove or install master cylinders	20.19	80.85	-60.66
J0435 Perform corrosion control procedures	19.23	79.79	-60.56
J0463 Repair corrosion damaged areas	8.65	69.15	-60.50
T0987 Remove or install brake shoes	24.04	84.04	-60.00
T0993 Remove or install drums or rotors	22.12	81.91	-59.80
K0511 Remove or install rear main oil seals	21.15	80.85	-59.70
T0991 Remove or install disc brake pads	24.04	82.98	-58.94

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T370 PERSONNEL FROM THE AFSC 2T3X4 CAREER LADDER
AIR FORCE RESERVE DAFSC 2T370 PERSONNEL FROM THE AFSC 2T3X4 CAREER LADDER

TASKS	ACTIVE 2T370 From 2T3X4 Ladder (N=104)	AFRC 2T370 From 2T3X4 Ladder (N=13)	DIFF
A0030 Develop or establish work methods or procedures	65.38	7.69	57.69
A0084 Verify environmental compliance with hazardous materials management programs	63.46	7.69	55.77
A0085 Verify environmental compliance with hazardous waste management programs	61.54	7.69	53.85
A0081 Supervise civilian employees	58.65	7.69	50.96
A0086 Verify environmental compliance with pollution prevention programs	58.65	7.69	50.96
A0039 Establish performance standards for subordinates	65.38	15.38	50.00
A0013 Conduct supervisory performance feedback sessions	79.81	30.77	49.04
A0025 Determine or establish work assignments or priorities	78.85	30.77	48.08
A0089 Write performance reports or supervisory appraisals	77.88	30.77	47.12
Q0794 Test antifreeze solutions	33.65	61.54	-27.88
Y1624 Perform pallet build-up activities	10.58	38.46	-27.88
L0608 Remove or install spark plugs	28.85	53.85	-25.00
T0990 Remove or install disc brake calipers	22.12	46.15	-24.04
Q0781 Remove or install cooling system thermostats	22.12	46.15	-24.04
T0993 Remove or install drums or rotors	22.12	46.15	-24.04
O0720 Remove or install gasoline fuel system components	23.08	46.15	-23.08
R0821 Remove or install automatic transmissions	15.38	38.46	-23.08
O0718 Remove or install exhaust system components	24.04	46.15	-22.12
T0987 Remove or install brake shoes	24.04	46.15	-22.12
I0376 Lubricate vehicles	40.38	61.54	-21.15
S0894 Pack wheel bearings	25.00	46.15	-21.15

TABLE 31

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

Average Number of Tasks Performed: 154

TABLE 32

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

Average Number of Tasks Performed: 74

TABLE 33

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

Average Number of Tasks Performed: 210

TABLE 34

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

Average Number of Tasks Performed: 81

TABLE 35

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 2T370 FROM THE AFSC 2T3X4 CAREER LADDER AND
ACTIVE DUTY DAFSC 2T390 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE 2T370 From 2T3X4 Ladder (N=104)	ACTIVE 2T390 From <u>ALL</u> Ladders (N=26)	DIFF
I0373 Inspect seat belts	60.58	.00	60.58
I0400 Road test vehicles	60.58	3.85	56.73
B0098 Conduct OJT	61.54	7.69	53.85
L0543 Inspect starting systems	51.92	.00	51.92
I0382 Perform inspections of shop tools or equipment	55.77	3.85	51.92
L0536 Inspect batteries	50.00	.00	50.00
L0542 Inspect lighting systems	50.00	.00	50.00
L0545 Inspect vehicle wiring	48.08	.00	48.08
L0537 Inspect charging systems, other than computer-controlled	48.08	.00	48.08
D0161 Inventory equipment, tools, parts, or supplies	55.77	7.69	48.08
A0006 Calculate or draft vehicle maintenance budget requirements	24.04	53.85	-29.81
A0021 Coordinate vehicle maintenance problems with other units or agencies	47.12	76.92	-29.81
A0035 Draft supplements or changes to directives, such as policy directives, instructions, or manuals	11.54	42.31	-30.77
A0012 Conduct staff assistance visits, inspections, or audits	20.19	53.85	-33.65
A0090 Write staff studies, surveys, or routine reports, other than training or inspection reports	14.42	50.00	-35.58
A0020 Coordinate maintenance or supply problems with depot maintenance	10.58	46.15	-35.58
A0077 Review drafts of policy directives, instructions, or manuals	27.88	65.38	-37.50
A0043 Evaluate budget requirements	22.12	61.54	-39.42

TABLE 36

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 37

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 38

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

Average Number of Tasks Performed: 102

TABLE 39

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)	2T390	2T300	
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 AD 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). Due to different methods of calculating TAFMS and TICF data for ANG and AFRC personnel, this information is only appropriate for AD members.

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

Active Duty First-Enlistment AFSC 2T3X4 Personnel

In this study, there are 221 AD AFSC 2T3X4 members in their first-enlistment, representing 32 percent of the AD AFSC 2T3X4 career ladder (for this report, defined as members with (a) DAFSC of either 2T334 or 2T354, or (b) DAFSC 2T370 members originally from the AFSC 2T3X4 career field). Figure 2 reflects the distribution of first-enlistment personnel within the career ladder across specialty jobs.

**DISTRIBUTION OF ACTIVE DUTY AFSC 2T3X4
FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS
(N = 221)**

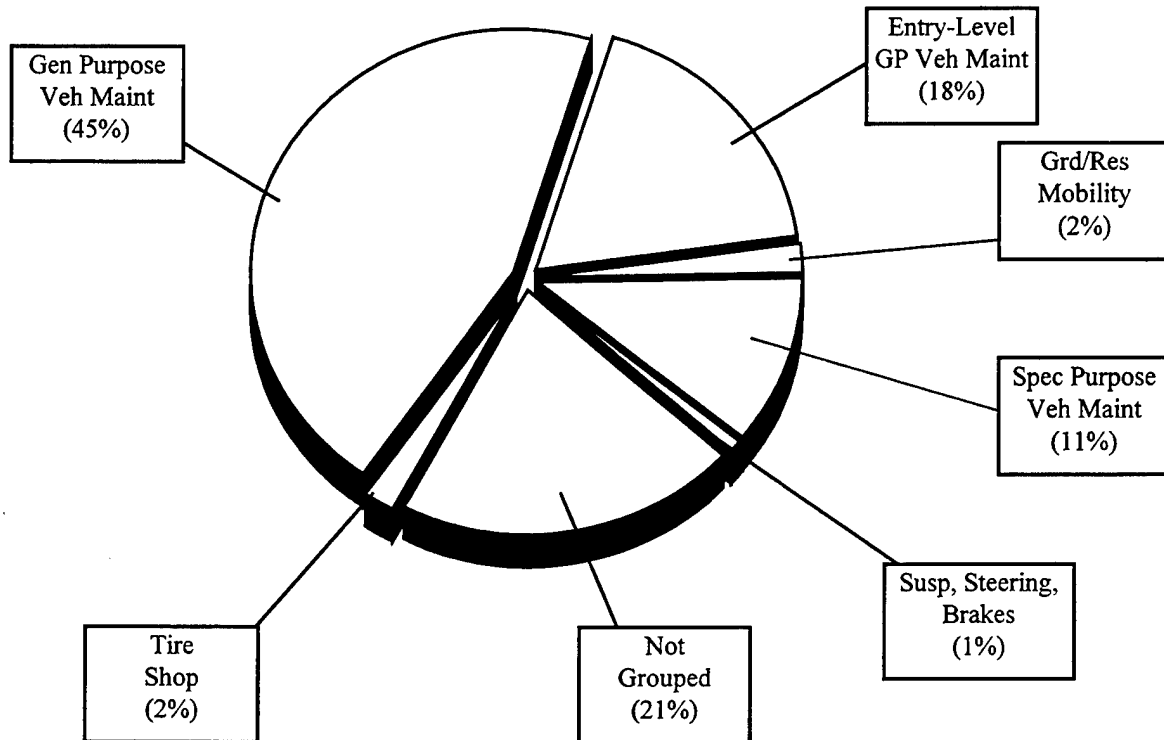


FIGURE 2

As shown, the largest group of AFSC 2T3X4 airmen (45 percent) are found in the General Purpose Vehicle Maintenance Job. As shown in Table 40, first-enlistment AFSC 2T3X4 personnel spend 24 percent of their duty time performing technical tasks in Duty L (*Maintaining Electrical Systems*). They also spend relatively high percentages of their time in Duty S, *Maintaining Drive Lines, Steering, and Suspension Systems*, and Duty T, *Maintaining Brake Systems* (12 and 10 percent, respectively). Table 41 lists representative tasks performed by first-enlistment AFSC 2T3X4 personnel.

Table 42 lists the percent time spent on duties by the 124 DAFSC 2T3X4 personnel in their first job (1-24 months TAFMS). Table 43 lists the representative tasks performed by these first-job personnel.

Table 44 reflects the tools used by AD AFSC 2T3X4 first-enlistment respondents. Table 45 shows the most commonly-maintained vehicles for these airmen.

TABLE 40

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2T3X4
 FIRST-ENLISTMENT PERSONNEL (1-48 MONTHS IN SERVICE)
 (N=221)

DUTIES	PERCENT TIME SPENT
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3
B PERFORMING TRAINING ACTIVITIES	-
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	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	9
J REPAIRING AND PAINTING VEHICLE BODIES	2
K MAINTAINING ENGINES	9
L MAINTAINING ELECTRICAL SYSTEMS	24
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	2
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	1
O MAINTAINING FUEL AND EXHAUST SYSTEMS	6
P MAINTAINING EMISSION CONTROLS	2
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	7
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	3
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	12
T MAINTAINING BRAKE SYSTEMS	10
U REPAIRING TIRES	5
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	1

TABLE 41

REPRESENTATIVE TASKS PERFORMED BY AFSC 2T3X4
FIRST-ENLISTMENT PERSONNEL (1-48 MONTHS IN SERVICE)
(N=221)

TASKS		PERCENT MEMBERS PERFORMING
L0536	Inspect batteries	90
L0532	Charge batteries	89
L0542	Inspect lighting systems	88
L0585	Remove or install batteries	87
L0543	Inspect starting systems	86
L0574	Load test batteries	86
I0376	Lubricate vehicles	83
I0373	Inspect seat belts	81
L0621	Service batteries	81
T0958	Bleed or flush brake systems	81
I0400	Road test vehicles	80
K0491	Inspect or adjust engine drive belts	80
K0499	Remove or install engine drive belts	79
S0894	Pack wheel bearings	78
I0392	Remove or install seals	78
K0520	Service air cleaners	77
L0545	Inspect vehicle wiring	77
T0955	Adjust parking brakes	77
T0991	Remove or install disc brake pads	76
L0608	Remove or install spark plugs	76
L0537	Inspect charging systems, other than computer-controlled	75
O0725	Service fuel filters	74
I0390	Pressure test radiators	74
T0993	Remove or install drums or rotors	74
K0488	Inspect motor mounts	74
L0583	Remove or install alternators	74
L0541	Inspect ignition systems	74
S0870	Inspect disc brake systems	73
Q0750	Inspect cooling systems	72
T0987	Remove or install brake shoes	71
L0544	Inspect warning systems	71
Q0788	Remove or install radiators	71
T0990	Remove or install disc brake calipers	70
S0912	Remove or install drive shafts	70
I0402	Service engine oil systems	69
L0597	Remove or install generators or starter motors	68
K0522	Steam clean engines and chassis	67
L0561	Isolate lighting system malfunctions	67
K0507	Remove or install oil pans	67

* Average Number of Tasks Performed: 192

TABLE 42

RELATIVE PERCENT TIME SPENT ON DUTIES BY ACTIVE DUTY
AFSC 2T3X4 FIRST-JOB PERSONNEL (1-24 MONTHS IN SERVICE)
(N=124)

DUTIES	PERCENT TIME SPENT
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2
B PERFORMING TRAINING ACTIVITIES	-
C PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	-
D PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1
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	10
J REPAIRING AND PAINTING VEHICLE BODIES	2
K MAINTAINING ENGINES	10
L MAINTAINING ELECTRICAL SYSTEMS	26
M MAINTAINING COMPUTER-CONTROLLED ENGINE SYSTEMS	2
N MAINTAINING HYDRAULIC AND PNEUMATIC SYSTEMS	1
O MAINTAINING FUEL AND EXHAUST SYSTEMS	6
P MAINTAINING EMISSION CONTROLS	2
Q MAINTAINING COOLING, HEATING, AND AIR-CONDITIONING SYSTEMS	7
R MAINTAINING CLUTCHES, TRANSMISSIONS, FLUID COUPLINGS, AND TORQUE CONVERTERS	3
S MAINTAINING DRIVE LINES, STEERING, AND SUSPENSION SYSTEMS	13
T MAINTAINING BRAKE SYSTEMS	10
U REPAIRING TIRES	4
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	1

TABLE 43

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY
AFSC 2T3X4 FIRST-JOB PERSONNEL (1-24 MONTHS IN SERVICE)
(N=124)

TASKS		PERCENT MEMBERS PERFORMING
L0536	Inspect batteries	94
L0532	Charge batteries	93
L0585	Remove or install batteries	91
L0542	Inspect lighting systems	90
L0574	Load test batteries	87
I0376	Lubricate vehicles	85
L0621	Service batteries	84
L0543	Inspect starting systems	83
T0958	Bleed or flush brake systems	83
S0894	Pack wheel bearings	82
K0491	Inspect or adjust engine drive belts	81
I0373	Inspect seat belts	80
K0520	Service air cleaners	80
K0499	Remove or install engine drive belts	78
I0400	Road test vehicles	77
I0392	Remove or install seals	77
T0991	Remove or install disc brake pads	77
L0608	Remove or install spark plugs	77
T0955	Adjust parking brakes	77
S0870	Inspect disc brake systems	74
T0987	Remove or install brake shoes	74
L0545	Inspect vehicle wiring	74
O0725	Service fuel filters	73
T0993	Remove or install drums or rotors	73
L0583	Remove or install alternators	73
I0390	Pressure test radiators	71
L0541	Inspect ignition systems	71
T0990	Remove or install disc brake calipers	71
K0488	Inspect motor mounts	70
L0537	Inspect charging systems, other than computer-controlled	70
L0544	Inspect warning systems	69
Q0788	Remove or install radiators	69
S0916	Remove or install grease or oil seals	69
S0912	Remove or install drive shafts	69
K0522	Steam clean engines and chassis	66
L0561	Isolate lighting system malfunctions	66
Q0750	Inspect cooling systems	66
I0402	Service engine oil systems	65
L0597	Remove or install generators or starter motors	65

* Average Number of Tasks Performed: 175

TABLE 44

TOOLS USED BY FIRST-ENLISTMENT ACTIVE DUTY
AFSC 2T3X4 PERSONNEL (PERCENT MEMBERS USING)

TOOL	1-48 MOS TAFMS (N=221)
Battery Chargers (low or high)	93
Jacks, Hydraulic	90
Tool Boxes	90
Bench Grinders	89
Torque Wrenches	85
Wrenches, Air-Impact	85
Drills, Electric	82
Jacks, Air	81
Drills, Air	78
Transmission Jacks, Low-Lift	76
Multimeters, Digital	75
Engine Hoists	73
Floor Lifts, Hydraulic	73
Brake Cleaners	72
Calipers	72
Die Grinders	69
Fluid Dispensers	68
Engine Stands	67
Soldering Guns	67

TABLE 45

VEHICLES MAINTAINED BY FIRST-ENLISTMENT ACTIVE DUTY
AFSC 2T3X4 PERSONNEL (PERCENT MEMBERS MAINTAINING)

VEHICLE	1-48 MOS TAFMS (N=221)
Trucks, Pickup 4x4	87
Trucks, Pickup 4x2	81
Staff Cars or Sedans/Station Wagons	80
Trucks, HUMV	76
Trucks, Van	76
Trucks, Step-Van	75
Buses, Carry-all	71
Suburban, Carry-All 4x4	71
Buses, Ambulance	69
Trucks, Ambulance	62
Trucks, Utility 4x4	62
Trailers, Truck-Tractor	54
Trucks, Cargo 4x2	52
Mobile Command Posts	46
Trailers, Low-Bed	46
Trucks, CUCV	45
Trailers (1/2-ton M-105)	44

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.

To assist in the analysis of AFSC 2T3X4 TE and TD ratings, a listing of the 150 most commonly-performed tasks for first-enlistment AFSC 2T3X4 airmen was developed. These tasks were then ranked by Training Emphasis ratings (in descending order). Table 46 presents tasks with the highest TE ratings. For comparative purposes, Task Difficulty ratings are also provided for each of these tasks.

In addition, these 150 tasks were also ranked according to their Task Difficulty ratings (in descending order). Table 47 presents tasks with the highest TD ratings. Training Emphasis ratings are provided for each of these tasks as well.

When TE and TD data are combined with percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-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 46

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING			TASK DIFF**
		1ST		1ST	
		JOB (N=124)	ENLIST (N = 221)		
M0645 Retrieve and interpret engine computer system trouble codes	6.63	52	52	5.02	
I0376 Lubricate vehicles	6.20	85	83	2.42	
L0537 Inspect charging systems, other than computer-controlled	6.14	70	75	4.07	
L0620 Retrieve and interpret electrical system computer trouble codes	5.80	40	44	5.06	
L0546 Interpret electrical system diagrams or schematics	5.78	52	55	5.38	
K0523 Test cylinder compression in diesel engines	5.78	42	43	3.71	
L0558 Isolate electronic ignition system malfunctions	5.69	36	43	5.20	
T0956 Adjust service brakes	5.67	60	64	3.32	
T0957 Adjust slack adjusters	5.67	60	62	3.52	
L0574 Load test batteries	5.65	87	86	3.19	
T0971 Isolate disc brake system malfunctions	5.61	43	46	4.59	
S0870 Inspect disc brake systems	5.49	74	73	3.78	
K0524 Test cylinder compression in gasoline engines	5.49	64	63	3.31	
L0578 Perform engine diagnostic tests	5.49	44	45	5.35	
L0531 Bench test starter motors	5.43	61	65	3.58	
L0621 Service batteries	5.41	84	81	2.70	
T0958 Bleed or flush brake systems	5.39	83	81	3.53	
L0557 Isolate electrical charging system malfunctions	5.37	52	57	4.98	
L0548 Isolate alternator malfunctions	5.37	54	57	5.07	
O0704 Isolate diesel fuel system malfunctions	5.37	39	45	5.12	
L0536 Inspect batteries	5.35	94	90	2.90	
O0695 Inspect diesel fuel system components	5.33	58	62	4.39	
T0963 Inspect anti-lock brake systems	5.31	40	47	5.05	

* Mean TE Rating is 1.79 , and Standard Deviation is 1.64 (High TE = 3.43)

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

TABLE 46 (Continued)

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING			TASK DIFF**
		1ST JOB (N=124)	1ST ENLIST (N = 221)		
T0965	5.22	54	59		4.14
O0696	5.22	52	56		4.16
L0566	5.20	62	66		4.28
T0955	5.18	77	77		3.12
U1015	5.18	56	58		3.10
L0530	5.18	40	44		3.98
L0543	5.16	83	86		4.18
I0390	5.16	71	74		3.35
Q0772	5.16	57	61		2.86
O0692	5.14	64	63		4.10
L0618	5.12	64	66		4.27
K0500	5.08	52	57		4.80
L0539	5.08	45	50		4.32
S0894	5.06	82	78		2.98
S0876	5.04	52	52		3.87
L0545	5.02	74	77		4.34
S0868	5.02	50	53		3.80
T0962	5.02	44	52		4.20
L0551	5.02	48	51		4.97
L0576	4.96	44	47		2.85
K0491	4.94	81	80		2.63
I0392	4.92	77	78		3.46
K0485	4.92	50	51		5.49

* Mean TE Rating is 1.79 , and Standard Deviation is 1.64 (High TE = 3.43)

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

TABLE 47

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK DIFF*	PERCENT MEMBERS PERFORMING			TRG EMP**
		IST JOB (N=124)	ENLIST (N = 221)		
K0484	5.57	42	45		4.92
K0485	5.49	50	51		4.92
L0546	5.38	52	55		5.78
L0578	5.35	44	45		5.49
A0002	5.27	43	49		4.47
L0558	5.20	36	43		5.69
O0704	5.12	39	45		5.37
L0573	5.10	51	52		4.88
L0548	5.07	54	57		5.37
L0620	5.06	40	44		5.80
T0963	5.05	40	47		5.31
M0645	5.02	52	52		6.63
L0557	4.98	52	57		5.37
L0551	4.97	48	51		5.02
K0500	4.80	52	57		5.08
O0705	4.71	39	44		4.65
L0555	4.69	46	53		4.39
S0910	4.69	44	48		4.88
K0511	4.67	55	61		4.71

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

** Mean TE Rating is 1.79 , and Standard Deviation is 1.64 (High TE = 3.43)

TABLE 47 (Continued)

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK DIFF*	PERCENT MEMBERS PERFORMING			TRG EMP**
		1ST JOB (N=124)	1ST ENLIST (N = 221)		
T0973	4.61	40	43	4.92	
T0971	4.59	43	46	5.61	
I0391	4.53	59	62	4.57	
S0909	4.50	47	52	4.73	
K0504	4.48	49	52	4.80	
L0541	4.46	71	74	4.88	
S0904	4.43	41	45	4.69	
R0821	4.40	55	55	3.63	
K0492	4.40	38	43	4.06	
O0695	4.39	58	62	5.33	
K0502	4.37	47	48	4.55	
L0545	4.34	74	77	5.02	
L0539	4.32	45	50	5.08	
T0960	4.31	54	52	4.49	
L0561	4.29	66	67	4.76	
L0566	4.28	62	66	5.20	
Q0784	4.28	51	54	3.67	
L0618	4.27	64	66	5.12	
T1005	4.26	42	46	4.80	
T0962	4.20	44	52	5.02	
O0717	4.20	40	47	4.29	
L0543	4.18	83	86	5.16	
O0721	4.17	48	50	3.33	

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

** Mean TE Rating is 1.79, and Standard Deviation is 1.64 (High TE = 3.43)

Specialty Training Standard (STS)

A comprehensive review of STS 2T3X1, 2T3X2A, 2T3X2B, 2T3X4, 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).

Analysis of this STS is somewhat atypical because it applies to members from four separate career ladders. In a general sense, the STS provides fairly comprehensive coverage of the work performed by AFSC 2T3X4 personnel, with survey data supporting most of the essential elements. However, there does appear to be some justification for modifying or restructuring the STS from its present form.

For example, STS items are normally considered for deletion if there are insufficient percentages of personnel performing those items. While this specific STS is roughly separated by AFSC, various items throughout the document are supported by at least one of the specified AFSCs, but not all of them. In such instances, the item may need to be moved to a more appropriate section of the STS.

In other instances, some items which are "dashed" at the 3-skill level have high percentages of personnel from at least one of the specified AFSCs performing matched tasks. As such, while the item may warrant a "dash" for most of the specified AFSCs, there may be justification for performance coding for one or more of the AFSCs. Again, this may indicate a need for some structural modifications to the STS.

Finally, tasks not referenced to any element of the STS are listed at the end of the STS computer listing in the Training Extract for this report. Again, there were some items which may warrant inclusion for some of these AFSCs, but perhaps not for others. Table 48 shows examples of tasks that were not referenced to any section of the STS, but were performed by high percentages of AFSC 2T3X4 personnel.

Career field management personnel are encouraged to review the Training Extracts from each of the applicable AFSCs thoroughly to determine if STS modification is warranted.

TABLE 48

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
AFSC 2T3X4 GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING					TASK DIFF	ATI
	TNG EMP	3-SKL LVL (N=163)	5-SKL LVL (N=419)	7-SKL LVL ** (N=104)			
I0391	Remove broken studs or cap screws	4.57	59	64	29	4.53	18
L0539	Inspect diesel cold-start systems	5.08	48	63	42	4.32	18
L0545	Inspect vehicle wiring	5.02	76	74	48	4.34	18
L0573	Isolate vehicle wiring malfunctions	4.88	50	63	38	5.10	18
L0617	Remove or install vehicle wiring	3.61	51	59	30	4.04	18
L0618	Repair vehicle wiring	5.12	66	71	43	4.27	18
O0696	Inspect gasoline fuel system components	5.22	55	58	37	4.16	18
O0721	Remove or install intake or exhaust manifolds	3.33	53	47	21	4.17	17
I0380	Mechanically straighten bent or twisted metal parts	2.43	32	27	19	4.69	15
O0702	Isolate diesel engine brake malfunctions	3.31	31	24	11	5.60	15
Q0757	Isolate auxiliary heater system malfunctions	2.59	30	38	22	4.30	15
A0017	Conduct vehicle limited technical inspections (LTIs)	4.10	52	72	63	3.64	13
I0372	Inspect seals, other than engine, transmission, drive line, or steering	4.10	50	51	44	3.46	13
I0377	Manufacture gaskets	4.00	57	65	34	2.74	13
I0390	Pressure test radiators	5.16	74	69	38	3.35	13

** 7-Skill Level personnel formerly from the AFSC 2T3X4 career ladder only

Note 1 Mean TE Rating is 1.79, and Standard Deviation is 1.64 (High TE = 3.43)

Note 2 Average TD Rating is 5.00

Plans of Instruction (POIs)

There are two entry-level POIs that pertain to members of the AFSC 2T3X4 career ladder. First, airmen currently entering the AFSC 2T3X4 career ladder must attend a basic Interservice Mechanic Apprentice course at the Naval Construction Training Center at Port Hueneme, CA. This course includes students from both the United States Air Force (USAF) and the United States Navy (USN). Upon completion of the basic course, entry-level AFSC 2T3X4 personnel then attend a General Purpose Vehicle Maintenance Apprentice follow-on course, also taught at Port Hueneme, CA. Graduates are awarded the 3-skill level upon completion of the follow-on course. A comprehensive POI review for both of these courses was conducted using a method similar to the method described for the STS analysis.

Interservice Mechanic Apprentice Course (A-610-0022). USAF entry-level personnel from AFSCs 2T3X1, 2T3X2A, 2T3X2B, and 2T3X4 attend the Interservice Mechanic Apprentice course, along with similarly-classified seamen from the USN. As a result, the analysis of this course--like the common STS for these AFSCs--is atypical.

As with the common STS, there are some items in the Interservice Mechanic Apprentice course which are more applicable to certain AFSCs than to others. Career field management personnel should review the POI analysis data in the Training Extract for each respective AFSC to determine if course modification is warranted.

General Purpose Vehicle Maintenance Apprentice Course (L3ABP2T334-000). The second course which applies to members of the AFSC 2T3X4 career ladder is the L3ABP2T334-000 course. This course is specifically designed for members entering the General Purpose Vehicle Maintenance career ladder.

The majority of POI elements with matched tasks were validated by the data (although a few elements might warrant a downgrade to proficiency coding instead of performance coding). However, there were some items with high percentages of members performing, coupled with relatively high TE and TD ratings, that were not referenced in either the Interservice Mechanic Course or the General Purpose Vehicle Maintenance Apprentice course (see Table 49). Career field management personnel should examine these tasks for possible inclusion into one or both of these courses.

TABLE 49

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
TAFMS GROUP MEMBERS AND NOT REFERENCED TO EITHER AFSC 2T3X4 ENTRY-LEVEL COURSES

PERCENT MEMBERS PERFORMING						
TASKS	TNG EMP	1-24	1-48	TASK DIFF	ATI	
		MONTHS TAFMS (N=124)	MONTHS TAFMS (N=221)			
I0391	4.57	59	62	4.53	18	Remove broken studs or cap screws
K0500	5.08	52	57	4.80	18	Remove or install engines
L0545	5.02	74	77	4.34	18	Inspect vehicle wiring
L0617	3.61	50	51	4.04	18	Remove or install vehicle wiring
L0618	5.12	64	66	4.27	18	Repair vehicle wiring
O0692	5.14	64	63	4.10	18	Bleed or prime diesel fuel systems
L0563	3.39	33	38	4.21	15	Isolate pressure-sending unit malfunctions
S0860	3.43	30	32	5.75	15	Assemble or disassemble differentials
I0376	6.20	85	83	2.42	13	Lubricate vehicles
Q0747	4.53	51	52	3.65	13	Flush cooling systems
I0399	5.20	38	43	4.08	12	Research technical publications
L0538	6.00	38	40	4.85	12	Inspect computer-controlled charging systems
M0630	5.24	30	33	5.11	12	Inspect distributorless ignition systems

Note 1 Mean TE Rating is 1.79, and Standard Deviation is 1.64 (High TE = 3.43)

Note 2 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 50 presents job satisfaction data for AFSC 2T3X4 TAFMS groups, together with TAFMS data for a comparative sample of other Direct Support career ladders surveyed in 1996. In general, most AFSC 2T3X4 ratings are higher than the comparative sample ratings. First-enlistment AFSC 2T3X4 airmen (1-48 months TAFMS) indicated very high ratings regarding their perceived utilization of talents and training.

An indication of how job satisfaction perceptions have changed over time is provided in Table 51, where data for the current survey respondents are presented, along with data from the 1992 AFSC 472X2 Occupational Survey Report. Reviewing this table, current survey ratings are generally consistent with the previous survey. However, reenlistment intentions were slightly lower across all TAFMS groups.

Tables 52-54 examine job satisfaction indicators for AD TAFMS groups across all of the core maintenance AFSCs in this study (AFSC 2T3X1, 2T3X2A, 2T3X2B, and 2T3X4). In general, job satisfaction ratings for airmen across all of these TAFMS groups are relatively positive. First-enlistment respondents indicated very high ratings in terms of their perceived utilization of training.

Finally, Table 55 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 any other job or cluster.

Members in the General Purpose Vehicle Maintenance Job (the predominant job for the AFSC 2T3X4 career ladder) had relatively high satisfaction ratings across all categories.

TABLE 50

COMPARISON OF AFSC 2T3X4 JOB SATISFACTION INDICATORS
BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2T3X4 (N=221)	COMP SAMPLE* (N=1606)	2T3X4 (N=230)	COMP SAMPLE* (N=1024)	2T3X4 (N=235)	COMP SAMPLE* (N=2244)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	76	57	67	60	77	73
SO-SO	15	24	23	22	17	16
DULL	9	19	9	18	6	11
<u>PERCEIVED UTILIZATION OF TALENTS</u>						
FAIRLY WELL TO PERFECTLY	85	68	81	68	86	79
LITTLE OR NOT AT ALL	15	32	19	32	14	21
<u>PERCEIVED UTILIZATION OF TRAINING</u>						
FAIRLY WELL TO PERFECTLY	89	80	77	78	79	76
LITTLE OR NOT AT ALL	11	20	23	22	21	24
<u>SENSE OF ACCOMPLISHMENT</u>						
GAINED FROM WORK						
SATISFIED	75	61	68	62	76	71
NEUTRAL	15	19	17	17	12	11
DISSATISFIED	10	20	15	22	11	18
<u>REENLISTMENT INTENTIONS</u>						
YES, OR PROBABLY YES	55	59	74	74	79	75
NO, OR PROBABLY NO	45	41	26	26	6	9
PLAN TO RETIRE	0	0	0	0	14	16

* NOTE: Comparative sample of Direct Support career ladders surveyed in 1996 consists of AFSC 2T0X1 (Traffic Management), AFSC 2T2X1 (Air Transportation), AFSC 3C1X1 (Radio Communications Systems), and AFSC 3E1X1 (Heating, Ventilation, Air Conditioning, and Refrigeration)

TABLE 51

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2T3X4 (N=221)	1992 472X2 (N=334)	2T3X4 (N=230)	1992 472X2 (N=272)	2T3X4 (N=235)	1992 472X2 (N=174)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	76	78	67	67	77	76
SO-SO	15	15	23	24	17	17
DULL	9	7	9	9	6	7
<u>PERCEIVED UTILIZATION OF TALENTS</u>						
FAIRLY WELL TO PERFECTLY	85	87	81	85	86	86
LITTLE OR NOT AT ALL	15	13	19	15	14	14
<u>PERCEIVED UTILIZATION OF TRAINING</u>						
FAIRLY WELL TO PERFECTLY	89	89	77	82	79	77
LITTLE OR NOT AT ALL	11	11	23	18	21	23
<u>SENSE OF ACCOMPLISHMENT</u>						
GAINED FROM WORK						
SATISFIED	75	N/A	68	N/A	76	N/A
NEUTRAL	15	N/A	17	N/A	12	N/A
DISSATISFIED	10	N/A	15	N/A	11	N/A
<u>REENLISTMENT INTENTIONS</u>						
YES, OR PROBABLY YES	55	64	74	80	79	86
NO, OR PROBABLY NO	45	36	26	20	6	7
PLAN TO RETIRE	0	0	0	0	14	7

NOTE: "Sense of Accomplishment" was not studied in 1992 survey.

TABLE 52

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS WITH 1-48 MONTHS IN SERVICE
BY CORE MAINTENANCE AFSCs (PERCENT ACTIVE DUTY MEMBERS RESPONDING)

	2T3X1 1-48 MOS TAFMS (N=315)	2T3X2A 1-48 MOS TAFMS (N=51)	2T3X2B 1-48 MOS TAFMS (N=44)	2T3X4 1-48 MOS TAFMS (N=221)	2T3X5 1-48 MOS TAFMS (N=62)
EXPRESSED JOB INTEREST:					
INTERESTING	72	71	73	76	68
SO-SO	19	15	18	15	16
DULL	9	14	9	9	16
PERCEIVED UTILIZATION OF TALENTS:					
FAIRLY WELL TO PERFECTLY	82	75	77	85	71
LITTLE OR NOT AT ALL	18	25	23	15	29
PERCEIVED UTILIZATION OF TRAINING:					
FAIRLY WELL TO PERFECTLY	87	84	93	89	90
LITTLE OR NOT AT ALL	13	16	7	11	10
SENSE OF ACCOMPLISHMENT					
GAINED FROM WORK:					
SATISFIED	69	67	73	75	68
NEUTRAL	15	22	7	15	15
DISSATISFIED	16	11	18	10	18
REENLISTMENT INTENTIONS:					
YES, OR PROBABLY YES	47	45	52	55	52
NO, OR PROBABLY NO	53	55	48	45	48
WILL RETIRE	0	0	0	0	0

TABLE 53

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS WITH 49-96 MONTHS IN SERVICE
BY CORE MAINTENANCE AFSCs (PERCENT ACTIVE DUTY MEMBERS RESPONDING)

2T3X1 49-96 MOS TAFMS (N=128)	2T3X2A 49-96 MOS TAFMS (N=46)	2T3X2B 49-96 MOS TAFMS (N=38)	2T3X4 49-96 MOS TAFMS (N=230)	2T3X5 49-96 MOS TAFMS (N=59)
67	78	79	67	71
23	17	16	23	21
10	5	5	9	8
84	89	79	81	83
16	11	21	19	17
79	93	86	77	81
21	7	13	23	19
72	87	76	68	75
13	4	11	17	7
15	9	13	15	17
66	67	68	74	68
34	33	32	26	32
0	0	0	0	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 ACCOMPLISHMENTGAINED FROM WORK:

SATISFIED

NEUTRAL

DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES

NO, OR PROBABLY NO

WILL RETIRE

TABLE 54

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS WITH 97 OR MORE MONTHS IN SERVICE
BY CORE MAINTENANCE AFSCs (PERCENT ACTIVE DUTY MEMBERS RESPONDING)

2T3X1 97+ MOS TAFMS (N=357)	2T3X2A 97+ MOS TAFMS (N=63)	2T3X2B 97+ MOS TAFMS (N=89)	2T3X4 97+ MOS TAFMS (N=235)	2T3X5 97+ MOS TAFMS (N=92)
76	81	79	77	78
17	13	14	17	12
8	6	7	6	10
87	92	86	86	85
13	8	14	14	15
83	83	85	79	80
17	17	15	21	20
72	78	76	76	76
12	17	13	12	7
16	5	11	12	15
70	68	81	79	72
10	13	6	6	5
20	19	11	15	23

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 55

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)
EXPRESSED JOB INTEREST:					
INTERESTING	72	50	67	71	78
SO-SO	12	17	24	19	9
DULL	16	33	8	10	13
PERCEIVED UTILIZATION OF TALENTS:					
FAIRLY WELL TO PERFECTLY	76	66	88	82	61
LITTLE OR NOT AT ALL	24	34	12	18	39
PERCEIVED UTILIZATION OF TRAINING:					
FAIRLY WELL TO PERFECTLY	72	66	76	88	78
LITTLE OR NOT AT ALL	28	34	24	12	22
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:					
SATISFIED	72	50	76	69	70
NEUTRAL	24	42	16	21	4
DISSATISFIED	4	8	8	10	26
REENLISTMENT INTENTIONS:					
YES, OR PROBABLY YES	80	67	65	69	57
NO, OR PROBABLY NO	20	33	24	30	43
WILL RETIRE	0	0	10	1	0

TABLE 55 (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 55 (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)
INTERESTING	83	50	69	82
SO-SO	11	28	19	12
DULL	6	22	12	6
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	88 12	56 44	80 20	92 8
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	87 13	39 61	65 35	88 12
SATISFIED	74	33	77	81
NEUTRAL	15	22	11	8
DISSATISFIED	11	44	12	10
YES, OR PROBABLY YES	74	56	73	58
NO, OR PROBABLY NO	10	28	4	8
WILL RETIRE	16	17	23	34

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

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

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents. Survey results 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 2T3X4 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 DAFSC 2T370 members are much more technical than AD or AFRC DAFSC 2T370 personnel.

Training. In a general sense, the AFSC 2T3X1, 2T3X2A, 2T3X2B, and 2T3X4 STS provides fairly comprehensive coverage of the work performed by AFSC 2T3X4 personnel, with survey data supporting most of the essential elements. However, there does appear to be some justification for modifying or restructuring the STS from its present form, as some elements perhaps do not apply to members of all covered AFSCs.

Overall, the two applicable POIs for AFSC 2T3X4 personnel provide adequate coverage of the work performed by personnel in this career ladder. However, there were some tasks with high percentages of members performing that were not matched to either POI. These tasks should be reviewed by training personnel for possible inclusion in one or both of these entry-level courses.

Job Satisfaction. Job satisfaction indicators are relatively high for AFSC 2T3X4 members. In addition, satisfaction indicators are also generally high for all of the major jobs identified. The most common job for AFSC 2T3X4 personnel, the General Purpose Vehicle Maintenance Job, had relatively high ratings across all job satisfaction indicators. 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.

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 (STs)	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