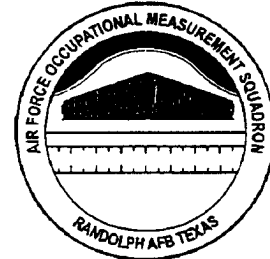
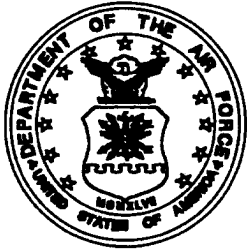


Defense Technical Info Center



**UNITED STATES
AIR FORCE**

OCCUPATIONAL SURVEY REPORT



TACTICAL AIR COMMAND AND CONTROL

AFSC 1C4X1

OSSN: 2358

AUGUST 1999

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

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

DISTRIBUTION FOR AFSC 1C4X1 OSR

	<u>OSR</u>	<u>ANL EXT</u>	<u>TNG EXT</u>	<u>JOB INV</u>
AFOMS/OMDQ	1			
AFOMS/OMYXI	10		5	10
AL/HRMM	2			
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	2			
HQ ACC/XOSE	3		3	
HQ AETC/DPSE	3		3	
HQ AFMC/DPE	3		3	
HQ AFPC/DPAAD4	1			
HQ AFPC/DPPAC	1			
HQ AFSOC/DPPMT	2		2	
HQ AFSPC/DPAE	3		3	
HQ AIA/DPT	3		3	
HQ AMC/DPPET	1			
HQ PACAF/DPPET	3		3	
HQ USAFE/DPATTJ	3		3	
HQ USMC/STANDARDS BRANCH	1			
NAVMAC	1			
HQ USSOC/SOCS-DP-P (7701 TAMPA POINT BLVD, MACDILL AFB FL, 33621-5323)	3		3	
DET 1, 334 TRS (413 CODY AVE, HURLBURT FLD FL, 32544-5000, ATTN: MSGT LANGLEY)	3	1	3	
334 TRS/TTKOD (700 HANGAR RD, KEESLER AFB MS 39534-2335)	1		1	

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE	ix
SUMMARY OF RESULTS	xi
INTRODUCTION	1
Background	1
SURVEY METHODOLOGY	2
Inventory Development	2
Survey Administration	2
Survey Sample	3
Task Factor Administration	4
SPECIALTY JOBS	6
Overview of Specialty Jobs	6
Group Descriptions	8
Comparison to Previous Study	12
ANALYSIS OF DAFSC GROUPS	16
Active Duty Skill-Level Descriptions	16
Air National Guard Skill-Level Descriptions	18
Summary	19
TRAINING ANALYSIS	40
AD First-Enlistment AFSC 1C4X1 Personnel	40
Training Emphasis (TE) and Task Difficulty (TD) Data	44
Specialty Training Standard (STS)	47
Plan of Instruction (POI)	47
JOB SATISFACTION ANALYSIS	49
IMPLICATIONS	53

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE OF CONTENTS
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 1	COMMAND DISTRIBUTION OF AFSC 1C4X1 PERSONNEL..... 3
TABLE 2	PAYGRADE DISTRIBUTION OF SURVEY SAMPLE 4
TABLE 3	RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS.....13
TABLE 4	SELECTED BACKGROUND DATA FOR SPECIALTY JOBS14
TABLE 5	SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 199415 SURVEYS
TABLE 6	DISTRIBUTION OF AD DAFSC 1C4X1 GROUP MEMBERS ACROSS20 SPECIALTY JOBS (PERCENT RESPONDING)
TABLE 7	RELATIVE PERCENT TIME SPENT ON DUTIES BY21 AD DAFSC 1C4X1 GROUPS
TABLE 8	REPRESENTATIVE TASKS PERFORMED BY AD 1C431 PERSONNEL22
TABLE 9	REPRESENTATIVE TASKS PERFORMED BY AD 1C451 PERSONNEL23
TABLE 10	TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs24 1C431 AND 1C451 PERSONNEL (PERCENT MEMBERS PERFORMING)
TABLE 11	REPRESENTATIVE TASKS PERFORMED BY AD 1C471 PERSONNEL25
TABLE 12	TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs26 1C451 AND 1C471 PERSONNEL (PERCENT MEMBERS PERFORMING)
TABLE 13	REPRESENTATIVE TASKS PERFORMED BY AD 1C491 PERSONNEL27
TABLE 14	TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs28 1C471 AND 1C491 PERSONNEL (PERCENT MEMBERS PERFORMING)
TABLE 15	REPRESENTATIVE TASKS PERFORMED BY AD 1C400 PERSONNEL29
TABLE 16	TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs30 1C491 AND 1C400 PERSONNEL (PERCENT MEMBERS PERFORMING)

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

	<u>PAGE NUMBER</u>
TABLE 17 RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG DAFSC 1C4X1 GROUPS	31
TABLE 18 REPRESENTATIVE TASKS PERFORMED BY ANG 1C451 PERSONNEL	32
TABLE 19 REPRESENTATIVE TASKS PERFORMED BY ANG 1C471 PERSONNEL	33
TABLE 20 TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSCs 1C451 AND 1C471 PERSONNEL (PERCENT MEMBERS PERFORMING)	34
TABLE 21 REPRESENTATIVE TASKS PERFORMED BY ANG 1C491 PERSONNEL	35
TABLE 22 TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSCs 1C471 AND 1C491 PERSONNEL (PERCENT MEMBERS PERFORMING)	36
TABLE 23 TASKS WHICH BEST DIFFERENTIATE BETWEEN AD 1C451..... AND ANG 1C451 PERSONNEL (PERCENT MEMBERS PERFORMING)	37
TABLE 24 TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 1C471 AND ANG DAFSC 1C471 PERSONNEL (PERCENT MEMBERS PERFORMING)	38
TABLE 25 TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 1C491 AND ANG DAFSC 1C491 PERSONNEL (PERCENT MEMBERS PERFORMING)	39
TABLE 26 REPRESENTATIVE TASKS PERFORMED BY AFSC 1C4X1 <u>FIRST-ENLISTMENT</u> PERSONNEL (N=178)	42
TABLE 27 EQUIPMENT USED BY AFSC 1C4X1 <u>FIRST-ENLISTMENT</u> AFSC 1C4X1 PERSONNEL	43
TABLE 28 TASKS RATED HIGHEST IN <u>TRAINING EMPHASIS</u>	45

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

	<u>PAGE NUMBER</u>
TABLE 29 TASKS RATED HIGHEST IN <u>TASK DIFFICULTY</u>	46
TABLE 30 EXAMPLES OF TECHNICAL TASKS PERFORMED BY AFSC 1C4X1 PERSONNEL AND NOT REFERENCED TO THE STS AND POI	48
TABLE 31 COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS ... (PERCENT MEMBERS RESPONDING)	50
TABLE 32 COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY..... BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING)	51
TABLE 33 COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS (PERCENT MEMBERS RESPONDING)	52
FIGURE 1 AFSC 1C4X1 CAREER LADDER SPECIALTY JOBS (N=514)	7
FIGURE 2 DISTRIBUTION OF 1C4X1 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=178)	41
APPENDIX A SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS	55

THIS PAGE INTENTIONALLY LEFT BLANK

PREFACE

This report presents the results of an Air Force Occupational Survey of the Tactical Air Command and Control career ladder, Air Force Specialty Code (AFSC) 1C4X1. 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 Mr. Michael Brosnan. Computer programming support was provided by Mr. Tyrone Hill and administrative support was provided by Ms. Dolores Navarro. Capt Ian Jackson analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

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

GEORGE KAILIWAI III, Lt Col, USAF
Commander
Air Force Occupational Measurement Sq

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

THIS PAGE INTENTIONALLY LEFT BLANK

SUMMARY OF RESULTS

1. **Survey Coverage:** The Tactical Air Command and Control (TACC) career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 514 Active Duty (AD) and Air National Guard (ANG) members accounting for 61 percent of the total population surveyed.
2. **Specialty Jobs:** One cluster and five jobs were identified in the career ladder structure analysis, accounting for 98 percent of the total sample. The TACC Cluster contains three jobs: TACC Job, Entry-Level TACC Job, and Close Air Support (CAS) Trainer Job. The five jobs are: Instructor Job, Operations Superintendent Job, CAS Job, Joint Communications Unit Technician (JCU) Job, and Radio Operator Job.
3. **Career Ladder Progression:** Progression in the TACC career ladder follows a somewhat atypical pattern of highly technical job focus at the 3- and 5-skill level with only slight broadening into supervisory functions at the 7-skill level. While craftsmen at the 7-skill level begin to shift to supervisory jobs, most of their time is still spent performing the technical tasks of the TACC career field. The ANG members at all skill levels spend a higher percentage of their time performing technical tasks versus supervisory tasks compared to their AD counterparts.
4. **Training Analysis:** The current STS provides comprehensive coverage of the work performed by career ladder personnel. Similarly, the POI is well supported by survey data. A number of tasks, however, were not referenced to the STS and POI and should be considered for possible inclusion in the next training document revision.
5. **Job Satisfaction:** Job satisfaction among AFSC 1C4X1 personnel is noticeably low for first-enlistment airmen but improves with the more time in service by second-enlistment and career airmen. Tactical Air Command and Control airmen rate their job similar to the comparative sample of airmen in like AFSCs, with the exception of the lower ratings from TACC first-enlistment personnel. When comparing the current survey satisfaction indicators with the previous survey conducted in 1994, first- and second-enlistment airmen rated all areas lower than the previous survey. Reenlistment intentions for first- and second-enlistment groups are much lower than the previous survey. Members of the CAS and Radio Operator Jobs appear to be the least satisfied in the career field.
6. **Implications:** Survey results indicate the present classification structure accurately portrays the jobs performed in this career ladder. The career ladder progression differs from other AFSCs due to the high technical involvement at the higher skill levels. Training documents appear on the whole to be well supported by survey data with some review warranted for tasks not referenced. The main job satisfaction problems in the career field are with first-enlistment airmen who rated all areas very low. Reenlistment intentions are a concern for first-enlistment airmen.

THIS PAGE INTENTIONALLY LEFT BLANK

**OCCUPATIONAL SURVEY REPORT (OSR)
TACTICAL AIR COMMAND AND CONTROL
(AFSC 1C4X1)**

INTRODUCTION

This is an Occupational Survey Report of the Tactical Air Command and Control career ladder Air Force Specialty Code (AFSC) 1C4X1 conducted by the Air Force Occupational Measurement Squadron (AFOMS). Authority for conducting occupational surveys is contained in AFI 36-2623.

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 1C4X1 career ladder was June 1994.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 30 April 1999, *Specialty Description*, dated 30 April 1995, Tactical Air Command and Control personnel perform and manage tactical air control party (TACP) operations, provide Air Force assistance and expertise in planning and controlling combat air resources, and operate and supervise communications nets to support army ground maneuver units.

Personnel entering the AFSC 1C4X1 career ladder must attend the Tactical Air Command and Control Apprentice course at Hurlburt Field, FL lasting 70 academic days. Upon completion of this AFSC awarding course, the graduate is awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Battery (ASVAB) score of General - 48; a strength factor of "K" (Weight lift of 70 lbs) is also required.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2358, dated October 1998. 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 45 subject-matter experts (SMEs) at the following training location and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Hurlburt Fld FL	Det 1, 334 TRS
Ft Hood TX	3 ASOG
Ft Polk LA	Det 1, 548 CTS
Ft Lewis WA	1 ASOG
Ft Bragg NC	18 ASOG
Ft Drum NY	20 ASOS

The resulting JI contains a comprehensive listing of 437 tasks grouped under 10 duty headings and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, component status, job title, functional area, work schedule, equipment used, and vehicles used or operated.

Survey Administration

From November 1998 through February 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 1C4X1 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to

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

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOMs) and military paygrade groups. All eligible AD and ANG AFSC 1C4X1 personnel were mailed survey disks. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 1C4X1 personnel as of October 1998. The 514 respondents in the final sample represent 53 percent of the total assigned personnel and 61 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these AFSC 1C4X1 personnel.

TABLE 1

COMMAND DISTRIBUTION OF AFSC 1C4X1 PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	55	64
USAFE	12	15
PACAF	14	11
AETC	3	4
USSOC	1	1
ANG	14	5
OTHER	1	0

TOTAL ASSIGNED* = 978

TOTAL SURVEYED** = 846

TOTAL IN SURVEY SAMPLE = 514

PERCENT OF ASSIGNED IN SAMPLE = 53%

PERCENT OF SURVEYED IN SAMPLE = 61%

* Assigned strength as of October 1998

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

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

GRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 - E-3	21	24
E-4	25	26
E-5	27	25
E-6	14	14
E-7	11	10
E-8	1	1
E-9	1	0

* Assigned strength as of October 1998

Both Command and Paygrade distribution of the survey sample are close to the percent assigned. This indicates the sample is a true representation of the career ladder population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 1C4X1 personnel (generally E-6 or E-7 craftsmen) also completed a second disk for either training emphasis (TE) or task difficulty (TD). These disks were processed separately from the JI disks. 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 46 senior NCOs who completed a TE disk were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 46 raters was acceptable. The average TE rating was 2.65, with a standard deviation of 1.90. Any task with a TE rating of 4.55 or above is considered to have high TE.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 50 senior NCOs who completed TD disks were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS

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

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

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, one cluster and five jobs were identified within the career ladder. Figure 1 illustrates the clusters and jobs performed by AFSC 1C4X1 personnel.

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

- I. TACTICAL AIR COMMAND AND CONTROL CLUSTER (STG019, N = 463)
 - A. TACC Job (STG042, N = 387)
 - B. Entry-Level TACC Job (STG030, N = 54)
 - C. Close Air Support (CAS) Trainer Job (STG033, N = 9)
- II. INSTRUCTOR JOB (GP 38, N = 18)
- III. OPERATIONS SUPERINTENDENT JOB (STG020, N = 9)
- IV. CAS JOB (STG015, N = 6)
- V. JOINT COMMUNICATIONS UNIT (JCU) TECHNICIAN JOB (STG018, N = 5)
- VI. RADIO OPERATOR JOB (STG014, N = 5)

The respondents forming these jobs and clusters account for 99 percent of the survey sample. The remaining 1 percent, for one reason or another, did not group into one of these jobs or clusters. Examples of job titles for these personnel include Functional Manager, Stan/Eval NCOIC, and CAS Scheduler.

AFSC 1C4X1 CAREER LADDER SPECIALTY JOBS (N = 514)

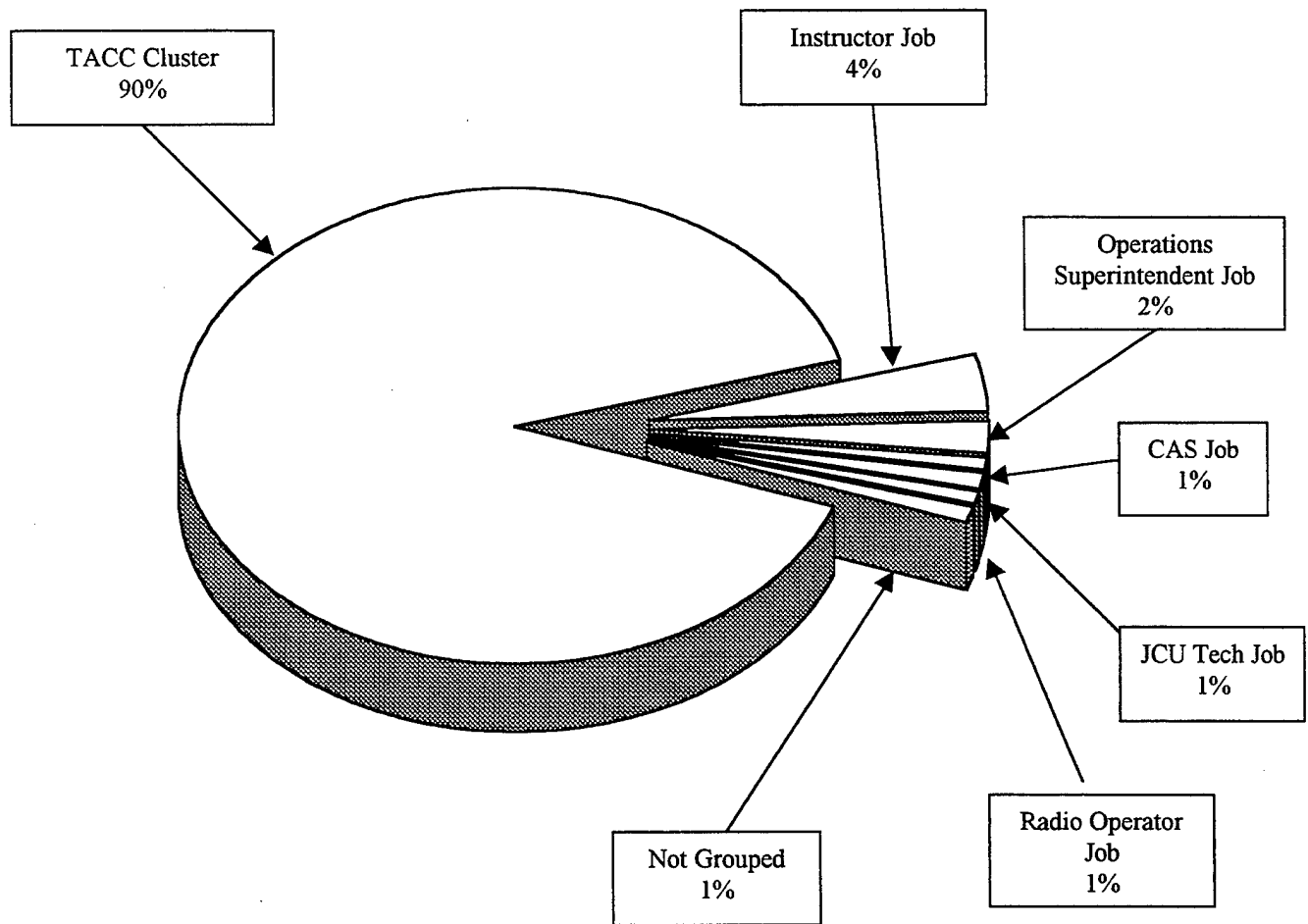


FIGURE 1

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 the groups are contained in Appendix A. Table 5 shows a job comparison between the current and 1994 surveys.

I. TACTICAL AIR COMMAND AND CONTROL CLUSTER (STG019). The 463 airmen within this cluster (90 percent of the survey sample) represent the core of the career ladder. The TACC cluster is comprised of three jobs that are discussed below. As shown in Table 3, personnel in this cluster spend their time evenly split between Duty D - Performing Air Liaison, Air Strike Control, or Airspace Management Activities (24 percent), Duty A - Performing Field Activities (22 percent), and Duty C - Setting Up, Operating, or Troubleshooting Mobile Communications Systems (21 percent). Members of this cluster perform an average of 177 tasks to include:

- Participate in physical training (PT)
- Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment
- Fire M-16 weapons
- Perform operational checks of portable radios
- Set up or tear down portable radios
- Interpret tactical map symbols
- Navigate by vehicle during day operations using maps and compasses
- Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles

The predominant paygrades of this large cluster are E-4 and E-5 (see Table 4) with 71 percent located in the CONUS. Fifty-one percent of these airmen hold the 5-skill level, 32 percent the 3-skill level, 16 percent hold the 7-skill level, and 1 percent the 9-skill level. Ninety-five percent of these airmen are AD, averaging over 8 years (99 months) Total Active Federal Military Service (TAFMS). Forty-four percent of these members are in their first enlistment.

There are three distinct jobs in this cluster. Although the overall similarity between these jobs warranted combining them into one cluster, there are distinct factors that separate these groups. For instance, personnel who are in the Entry-Level TACC Job are in their first enlistment and perform about half the tasks that personnel in the TACC Job perform. The jobs and representative tasks are as follows:

A. TACC JOB

- Drive wheeled vehicles in nontactical environments
- Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment
- Transmit radio messages
- Assist with planning close air support (CAS) missions

- Set up or tear down portable radios
- Plan CAS missions

B. ENTRY-LEVEL TACC JOB

- Check vehicle fluid levels, such as transmission fluid levels or oil levels
- Wash vehicles
- Drive wheeled vehicles in nontactical environments
- Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment
- Configure communications systems for operations using vehicle power

C. CLOSE AIR SUPPORT (CAS) TRAINER JOB

- Develop training programs, plans, or procedures, other than for PT
- Perform unsupervised terminal attack control procedures
- Maintain training records or files
- Evaluate progress of trainees
- Plan CAS missions

II. INSTRUCTOR JOB (GP038). The 18 airmen forming this job (4 percent of the survey sample) perform an average of 97 tasks and spend 19 percent of their work time performing tasks from Duty H - Performing Training Activities. An additional 29 percent of their time is spent performing the tasks in Duty A - Performing Field Activities. Distinctive tasks for this job are:

- Participate in physical training (PT)
- Conduct formal course classroom training
- Conduct or lead PT
- Administer or score tests
- Personalize lesson plans
- Inspect training materials or aids for operation or suitability
- Navigate by vehicle during day operations using maps and compasses
- Evaluate progress of trainees
- Navigate by foot during day operations using maps and compasses

Ninety-four percent report holding the 5-skill level and six percent the 7-skill level. The predominant paygrade of this job is E-5. One hundred percent of these airmen are AD, averaging 13 years (156 months) TAFMS. Only six percent of these members are assigned to units overseas.

III. OPERATIONS SUPERINTENDENT JOB (STG020). The nine airmen forming this job (2 percent of the survey sample) are distinguished by the amount of time spent performing the

management and supervisory tasks of Duty G (36 percent). They perform an average of 175 tasks, including:

- Write recommendations for awards or decorations
- Write or endorse military performance reports
- Counsel subordinates concerning personal matters
- Interpret policies, directives, or procedures for subordinates
- Evaluate personnel for promotion, demotion, reclassification, or special awards
- Determine or establish logistic requirements, such as personnel, equipment, tools, parts, supplies, or workspace
- Establish performance standards for subordinates
- Draft budget requirements
- Schedule personnel for temporary duty (TDY) assignments, leaves, or passes

All of these airmen are AD, averaging over 16 years (196 months) TAFMS. The predominant paygrade is E-7 with 44 percent reporting they supervise others. Sixty-seven percent hold the 7-skill level with 22 percent equally holding the 9-skill level and CEM. Eighty-nine percent of these airmen are located in the CONUS.

IV. CAS JOB (STG015). Comprising 1 percent of the survey sample, these six airmen spend 34 percent of their work time performing tasks from Duty A - Performing Field Activities. An additional 27 percent perform tasks in Duty D - Performing Air Liaison, Air Strike Control, or Airspace Management Activities and 22 percent perform tasks in Duty C - Setting up, Operating, or Troubleshooting Mobile Communications Systems. The members of this job perform an average of only 55 tasks indicating their narrow job focus. Distinctive tasks are:

- Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment
- Transmit CAS requests
- Navigate by vehicle during day operations using maps and compasses
- Assist in planning close air support (CAS) missions
- Prepare CAS requests
- Authenticate communications
- Process CAS requests
- Perform operational checks of remote control equipment
- Perform operational checks of portable radios

Sixty-seven percent of these job incumbents hold the 5-skill level, with 33 percent holding the 3-skill level. All of these members are AD with an average of just under 6 years (70 months) TAFMS. The predominant paygrade is E-4, with 17 percent performing supervisory tasks.

V. JOINT COMMUNICATIONS UNIT (JCU) TECHNICIAN JOB (STG018). As indicated in Table 4, the five members of this job (1 percent of the survey sample) spend 30 percent of their time in Duty C - Setting Up, Operating, or Troubleshooting Mobile Communications Systems. These airmen perform an average of 148 tasks including:

- Perform operational checks of satellite communications (SATCOM) equipment
- Set up or tear down SATCOM equipment
- Load data into communications systems computers or equipment
- Troubleshoot communications systems, other than portable communications equipment
- Transcribe radio messages
- Transmit radio messages
- Troubleshoot portable communications equipment
- Load or zeroize variables in encryption equipment

Sixty percent of the members of this job hold the 7-skill level while the remaining 40 percent are divided equally between the 5-skill level and the 3-skill level. The predominant paygrades of these members are E-4 and E-5. All of these airmen are AD averaging over 10 years (125 months) TAFMS. Twenty percent of these airmen are on their first enlistment, and 40 percent are assigned overseas.

VI. RADIO OPERATOR JOB (STG014). The five airmen forming this job (forming 1 percent of the survey sample) spend almost all of their time in Duty A - Performing Field Activities. Group members perform only 38 tasks, the lowest number of any job, including:

- Extract information from Army signal operating instruction (SOIs)
- Navigate by vehicle using GPSs
- Drive wheeled vehicles in tactical environments
- Perform camouflage procedures
- Drive wheeled vehicles in non-tactical environments
- Authenticate communications
- Decode or encode radio messages
- Perform active signaling

Sixty percent of these members hold a 3-skill level and 40 percent the 5-skill level. These AD airmen average 4 1/2 years TAFMS with the prominent paygrade of E-3. Furthermore, 100 percent of these members report they are assigned to units in the CONUS.

Comparison to Previous Study

Table 5 lists the jobs identified in this report and compares them to the jobs of the 1994 report. All three of the jobs within the TACC Cluster were matched to two independent jobs and one job within a cluster from the previous report. The current Instructor Job was matched to an Instructor Job within a previous cluster. The Operations Superintendent was a close match with the Supervisory and Management Cluster from the previous report. The JCU Technician Job, the CAS Job, and the Radio Operator Job identified in this report were not identified in the 1994 report.

The differences mentioned above affect a very small percentage of the survey respondents and therefore have little effect on the career ladder structure.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

	TACC Cluster	Instructor Job	Operations Superintendent Job	CAS Job	JCU Technician Job	Radio Operator Job
	(ST19) (N = 463)	(GP38) (N = 18)	(ST20) (N = 9)	(ST15) (N = 6)	(ST18) (N = 5)	(ST14) (N = 5)
A	22	29	10	34	15	87
B	9	4	2	5	6	3
C	21	17	6	22	30	6
D	24	7	15	27	10	2
E	3	2	12		13	
F	1	*	6	*	3	
G	9	15	36	4	6	
H	5	19	6	*	3	*
I	3	4	5	7	8	*
J	3	2	2	*	6	1

* less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

TACC Cluster	Instructor Job	Operations Superintendent Job	CAS Job	JCU Technician Job	Radio Operator Job
(ST19)	(GP38)	(ST20)	(ST15)	(ST18)	(ST14)

NUMBER IN GROUP	463	9	6	5	5
PERCENT OF SAMPLE	90%	2%	1%	1%	1%
PERCENT IN CONUS	71%	89%	67%	60%	100%

DAFSC DISTRIBUTION:

1C431	0%	11%	33%	20%	60%
1C451	94%	0%	67%	20%	40%
1C471	6%	67%	0%	60%	0%
1C491	0%	11%	0%	0%	0%
1C400	0%	11%	0%	0%	0%

COMPONENT STATUS:

ACTIVE DUTY	95%	100%	100%	100%	100%
AIR NATIONAL GUARD	5%	0%	0%	0%	0%

ADDITIONAL INFORMATION:

PREDOMINANT GRADE(S)	E-4/E-5	E-5	E-7	E-4	E-4/E-5	E-3
AVERAGE MONTHS IN CAREER FIELD *	84	140	123	67	103	54
AVERAGE MONTHS TAFMS *	99	156	196	70	125	56
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	44%	0%	11%	0%	20%	0%
PERCENT SUPERVISING	45%	40%	44%	17%	40%	40%
AVERAGE NUMBER OF TASKS PERFORMED	177	97	175	55	148	38

*Active Duty Only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1994 SURVEYS

CURRENT SURVEY (N=514)	1994 SURVEY (N=509)
I. Tactical Air Command and Control (TACC) Cluster (N = 463) a. TACC Job (N = 387) b. Entry-Level TACC Job (N = 54) c. Close Air Support (CAS) Trainer Job (N = 9)	I. Tactical Air Command and Control Job (N = 374) II. Entry-Level TACC Job (N = 24) <i>No Similar Job Identified</i>
II. Instructor Job (N = 18)	V. Training Cluster (N = 22) a. Instructor b. Training NCO
<i>No Similar Job Identified</i>	IV. Airborne Job (N = 8)
III. Operations Superintendent Job (N = 9)	VI Supervisory and Management Cluster (N = 13) a. Supervisory Job b. Management Job
IV. CAS Job (N = 6)	<i>No Similar Job Identified</i>
V. Joint Communications Unit (JCU) Technician Job (N = 5)	<i>No Similar Job Identified</i>
VI. Radio Operator Job (N = 5)	<i>No Similar Job Identified</i>
<i>No Similar Job Identified</i>	III. Joint Training Squadron (JTS) Cluster (N = 24) a. Fort Irwin JTS Job b. Little Rock JTS Job

ANALYSIS OF DAFSC GROUPS

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

AD

The distribution of skill-level groups across the career ladder cluster and jobs is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups. These tables reflect the distribution of AD personnel. A somewhat atypical pattern of progression is found within the AFSC 1C4X1 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level, they begin to perform supervisory tasks but still spend most of their time performing the technical tasks of the career ladder. At the 9-skill level, individuals have moved further away from the technical tasks and are performing more supervisory and management functions. The CEM level typically perform management and supervisory tasks.

Skill-Level Descriptions

DAFSC 1C431. Representing 29 percent of the survey sample, these 148 AD airmen perform an average of 146 tasks. Ninety-five percent of this group works in the Tactical Air Command and Control Cluster (see Table 6), with 22 percent performing in the Entry-Level TACC Job and 10 percent in the TACC Job.

Table 7 reflects the percent time spent on duties by DAFSC 1C431 personnel. At the 3-skill level, their time is distributed among the technical tasks of Duty C - Setting Up, Operating, or Troubleshooting Mobile Communications Systems, Duty A - Performing Field Activities, and Duty D - Performing Air Liaison, Air Strike Control, or Airspace Management Activities. Representative tasks performed by these members are listed in Table 8.

DAFSC 1C451. The 245 members of this group account for 48 percent of the survey sample and represent the core of the career ladder. Ninety-one percent work in the TACC Cluster (see Table 6). Twenty-five percent of this group's time is spent in Duty D - Performing Air Liaison, Air Strike Control, or Airspace Management Activities followed by 22 percent in Duty A - Performing Field Activities (see Table 7).

Table 9 lists representative tasks performed by these DAFSC 1C451 personnel. Table 10 reflects those tasks which best differentiate the 3-skill levels from the 5-skill levels. This table shows only one task that 3-skill levels perform more than the 5-skill level performs, while the 5-skill levels perform additional tasks not performed at the 3-skill level. Table 23 shows the tasks with the most differences between AD 5-skill levels and their ANG 5-skill level counterparts.

DAFSC 1C471. These 87 members perform an average of 189 tasks and represent 17 percent of the survey sample. Table 6 shows the highest percentage of members (81 percent) are also in the TACC Cluster.

Table 7 reflects the percent time spent on duties by DAFSC 1C471 members. The table indicates the increase in management and supervisory activities expected at the 7-skill level. However, 7-skill levels continue to perform field activities and air liaison, air strike control, or airspace management activities.

Representative tasks performed by 7-skill level members are reflected in Table 11. Table 12 reflects tasks which best differentiate between AD 5- and 7-skill levels. This table clearly shows the much higher devotion to management and supervisory tasks at the 7-skill level than the 5-skill level.

Table 24 reflects the tasks which best differentiate between AD and ANG 7-skill levels. The AD forces are more devoted to management and supervisory tasks while the ANG performs more technical tasks at the 7-skill level.

DAFSC 1C491. The 8 members of this group account for approximately 2 percent of the sample and perform an average of 180 tasks. Eighty-seven percent work in the TACC Cluster and 13 percent in the Operations Superintendent Job (see Table 6).

Table 13 lists representative tasks performed by DAFSC 1C191 personnel. Table 14 reflects those tasks which best differentiate between AD 7- and 9-skill level members. This table shows the 7-skill levels are more inclined to technical tasks versus the 9-skill levels who are increasingly more devoted to management and supervisory tasks.

Table 25 shows the tasks which best differentiate the AD and ANG 9-skill level personnel. Like the 7-skill level comparison, the AD is more involved in supervisory and management tasks while the ANG are devoted to technical tasks.

DAFSC 1C400. Representing only 1 percent of the survey sample (2 personnel), these Chiefs perform an average of 53 tasks.

Table 15 lists the representative tasks performed by these CEMs. Table 16 reflects tasks which best differentiate the AD 9-skill levels and the CEMs. Again, these personnel are primarily involved with supervisory and management tasks.

ANG

The distribution of ANG skill-level groups in this sample is limited to the TACC Cluster, with 96 percent in the TACC Job (23 personnel) and 4 percent in the Entry-Level TACC Job (one person). Table 17 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups. A somewhat different pattern of progression is noted within the ANG AFSC 1C4X1 career ladder as compared to the AD. Personnel at the 5-, 7-, and 9- skill levels all work in the technical jobs of the career ladder and spend most of their time on technical tasks. Incumbents perform tasks in Duty D - Performing Air Liaison, Air Strike Control, or Airspace Management Activities. At the 7- and 9-skill levels, individuals have moved only slightly further away from the technical tasks and are performing more supervisory and management functions.

DAFSC 1C451. The 14 members of this group account for approximately 3 percent of the survey sample and perform an average of 144 tasks. These airmen work in the TACC Cluster with all but one person performing tasks in the TACC Job. The remaining person performs tasks in the Entry-Level TACC Job.

Table 17 provides a comparison of the relative time spent on duties for the ANG forces at the 5-skill level and Table 18 lists representative tasks performed by these DAFSC 1C451 personnel. Table 23 shows the tasks with the most differences between ANG 5-skill levels and their AD 5-skill level counterparts.

DAFSC 1C471. These eight members perform an average of 205 tasks and represent 1 percent of the survey sample. All these members perform tasks in the TACC Job within the TACC Cluster. Table 17 reflects the percent time spent on duties by ANG DAFSC 1C471 members.

Representative tasks performed by 7-skill level members are reflected in Table 19. Table 20 reflects tasks which best differentiate between ANG 5- and 7-skill levels. Table 24 reflects the tasks which best differentiate between AD and ANG 7-skill levels. The AD forces adhere to management and supervisory tasks while the ANG performs more technical tasks at the 7-skill level.

DAFSC 1C491. The two members of this group perform an average of 223 tasks. Both personnel work in the TACC Job within the TACC Cluster. The differences in how the AD and ANG employ their 9-skill level members can be seen in Table 25.

Table 17 reflects the percent time spent on duties for the ANG 9-skill level members. When comparing the AD to the ANG, the AD spends more time performing management and supervisory duties and the ANG spends more time performing technical tasks.

Table 21 lists representative tasks performed by DAFSC 1C191 personnel. Table 22 reflects those tasks which best differentiate between ANG 7- and 9-skill level members. This table shows the 7-skill levels are performing more technical tasks versus the 9-skill levels who are performing more management and supervisory tasks.

Table 25 shows the tasks which best differentiate the AD and ANG 9-skill level personnel.

Summary

Progression in the TACC career ladder follows a somewhat atypical pattern of highly technical job focus at the 3- and 5-skill level, with only slight broadening into supervision functions at the 7-skill level. While craftsmen at the 7-skill level begin to shift to supervisory jobs, most of their time is still spent performing the technical tasks of the TACC career field. The Air National Guard members at all skill levels spend a higher percentage of their time performing technical tasks versus supervisory tasks than their AD counterparts.

TABLE 6

DISTRIBUTION OF AD DAFSC 1C4X1 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	1C431 (N = 148)	1C451 (N = 245)	1C471 (N = 87)	1C491 (N = 8)	1C400 (N = 2)
I. TACC CLUSTER	95	91	81	87	0
II. INSTRUCTOR JOB	0	7	1	0	0
III. OPERATIONS SUPERINTENDENT JOB	*	0	7	13	50
IV. CAS JOB	1	1	0	0	0
V. JCU JOB	*	*	3	0	0
VI. RADIO OPERATOR JOB	2	*	0	0	0
NOT GROUPED	0	0	8	0	50

* = Less than 1 percent

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD DAFSC IC4X1 GROUPS

DUTIES	IC431	IC451	IC471	IC491	IC400
	(N = 148)	(N = 245)	(N = 87)	(N = 8)	(N = 2)
A PERFORMING FIELD ACTIVITIES	27	22	14	11	0
B PERFORMING VEHICLE OPERATOR MAINTENANCE	14	8	4	2	0
C SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	28	19	12	12	0
D PERFORMING AIR LIAISON, AIR STRIKE CONTROL, OR AIRSPACE MANAGEMENT ACTIVITIES	20	25	25	19	4
E PERFORMING AIRBORNE OR AIR ASSAULT ACTIVITIES	2	4	4	4	12
F PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	*	1	3	7	7
G PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	9	21	28	56
H PERFORMING TRAINING ACTIVITIES	1	6	9	7	3
I PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) ACTIVITIES	1	3	5	8	17
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	3	2	1

* = less than 1 percent

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY AD 1C431 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=148)	
A0030	Participate in physical training (PT)	100
A0023	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	97
A0016	Fire M-16 weapons	97
A0027	Navigate by vehicle during day operations using maps and compasses	96
B0105	Wash vehicles	95
C0134	Perform operational checks of portable radios	95
C0124	Perform emergency operations on AN/GRC-206 communications pallets	95
A0059	Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment	95
A0029	Navigate by vehicle using GPSs	95
A0033	Perform camouflage procedures	95
A0061	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	95
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	94
A0024	Navigate by foot during day operations using maps and compasses	92
C0157	Set up or tear down portable radios	91
C0141	Remote radio set controls (RSCs)	91
A0020	Interpret tactical map symbols	91
A0046	Perform personal hygiene under field conditions	90
C0109	Configure communications systems for operations using auxiliary power	90
C0131	Perform operational checks of HAVE-QUICK systems	90
C0129	Perform operational checks of fiber optic cables	90
A0011	Drive wheeled vehicles in nontactical environments	89
C0110	Configure communications systems for operations using vehicle power	89
C0130	Perform operational checks of GPSs	89
C0120	Load or zeroize variables in encryption equipment	89
A0012	Drive wheeled vehicles in tactical environments	88
B0070	Check vehicle fluid levels, such as transmission fluid levels or oil levels	87
A0047	Perform personal sanitation under field conditions	87
C0165	Troubleshoot portable communications equipment	86
C0161	Troubleshoot communications systems, other than portable communications equipment	85
C0133	Perform operational checks of palletized radio systems	84
B0083	Prepare vehicles for maintenance	84
D0248	Transmit CAS requests	84
B0072	Clean vehicle battery boxes	83

Average Number of Tasks Performed = 146

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY AD 1C451 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=245)	
A0030	Participate in physical training (PT)	100
A0016	Fire M-16 weapons	95
A0023	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	94
C0134	Perform operational checks of portable radios	93
C0157	Set up or tear down portable radios	93
A0015	Fire 9mm handguns	93
D0223	Plan CAS missions	92
A0020	Interpret tactical map symbols	92
A0001	Authenticate communications	92
A0029	Navigate by vehicle using GPSs	91
A0027	Navigate by vehicle during day operations using maps and compasses	91
D0169	Assist with planning close air support (CAS) missions	90
A0046	Perform personal hygiene under field conditions	90
A0061	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	90
A0028	Navigate by vehicle during night operations using maps and compasses	90
A0043	Perform operations using night vision devices	89
C0130	Perform operational checks of GPSs	89
A0033	Perform camouflage procedures	89
C0124	Perform emergency operations on AN/GRC-206 communications pallets	88
C0131	Perform operational checks of HAVE-QUICK systems	87
D0204	Locate targets utilizing universal transverse mercator (UTM) or latitude and longitude coordinate systems	86
B0105	Wash vehicles	85
D0228	Prepare CAS requests	85
A0047	Perform personal sanitation under field conditions	84
C0165	Troubleshoot portable communications equipment	84
D0248	Transmit CAS requests	84
C0133	Perform operational checks of palletized radio systems	83
A0059	Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment	83
A0021	Interpret topographic maps	82
D0215	Monitor or operate tactical air direction nets	82
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	81
C0110	Configure communications systems for operations using vehicle power	80
A0011	Drive wheeled vehicles in nontactical environments	78
A0012	Drive wheeled vehicles in tactical environments	77

Average Number of Tasks Performed = 173

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 1C431 AND 1C451 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 1C431 (N=148)	DAFSC 1C451 (N=245)	DIFFERENCE
C0149	41	18	23

D0221	15	75	-60
G0342	9	54	-45
G0382	4	49	-45
H0401	7	49	-43
G0367	9	51	-43
H0391	9	53	-43
G0339	8	50	-42
G0361	3	44	-41
G0381	5	46	-41
H0384	7	46	-39
H0403	16	56	-39
H0392	7	45	-38
H0388	9	47	-38
I0416	17	55	-38
H0385	14	49	-36
G0341	6	42	-36
G0368	11	46	-35
G0357	7	42	-35

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY AD 1C471 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=87)	
A0030	Participate in physical training (PT)	93
I0418	Locate information in Army or Air Force publications	91
I0416	Initiate requests for TDY orders	90
A0023	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	90
D0223	Plan CAS missions	87
D0169	Assist with planning close air support (CAS) missions	86
H0385	Brief personnel concerning training programs or matters	84
D0204	Locate targets utilizing universal transverse mercator (UTM) or latitude and longitude coordinate systems	84
G0382	Write recommendations for awards or decorations	83
G0361	Evaluate personnel for compliance with performance standards	83
D0221	Perform unsupervised terminal attack control procedures	83
G0375	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	82
G0337	Conduct self-inspections or self-assessments	82
H0392	Determine training requirements	82
D0166	Advise staff officers on utilization of air assets	82
G0342	Counsel subordinates concerning personal matters	80
G0334	Assign personnel to work areas or duty positions	80
D0176	Control medium-altitude air missions	80
D0175	Control low-altitude air missions	80
G0344	Determine or establish work assignments or priorities	79
G0351	Develop or establish work schedules	79
G0362	Evaluate personnel for promotion, demotion, reclassification, or special awards	78
G0367	Inspect personnel for compliance with military standards	77
G0350	Develop or establish work methods or procedures	77
G0381	Write or endorse military performance reports	76
G0339	Conduct supervisory performance feedback sessions	76
G0343	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	76
G0357	Establish performance standards for subordinates	75
H0401	Evaluate progress of trainees	75
G0368	Interpret policies, directives, or procedures for subordinates	74
G0377	Schedule TDYs	74
H0403	Maintain training records or files	74
D0232	Process CAS requests	69
H0395	Develop training programs, plans, or procedures, other than for PT	69

Average Number of Tasks Performed = 189

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 1C451 AND 1C471 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 1C451 (N=245)	DAFSC 1C471 (N=87)	DIFFERENCE
C0123	74	39	35
B0072	73	41	32
C0113	69	39	30
B0076	57	26	30
B0083	66	38	28
B0094	64	36	28
C0143	58	31	27
B0089	57	30	27
B0073	63	36	27
B0095	55	28	27

G0375	33	82	-49
G0334	33	80	-48
G0377	27	74	-47
G0383	18	64	-47
G0335	22	64	-43
G0362	35	78	-43
G0378	29	72	-43
G0349	17	59	-42
F0314	27	68	-41
G0379	22	62	-40

TABLE 13

REPRESENTATIVE TASKS BY AD 1C491 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=8)	
I0418	Locate information in Army or Air Force publications	100
G0343	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	100
I0416	Initiate requests for TDY orders	100
G0378	Write inspection or after-action reports	100
G0370	Perform after-action reviews	100
A0030	Participate in physical training (PT)	100
G0368	Interpret policies, directives, or procedures for subordinates	88
G0374	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	88
G0357	Establish performance standards for subordinates	88
G0350	Develop or establish work methods or procedures	88
G0380	Write staff studies, surveys, or routine reports, other than training, after-action, or inspection reports	88
G0367	Inspect personnel for compliance with military standards	88
G0379	Write job or position descriptions	88
G0383	Write replies to inspection or after-action reports	88
H0392	Determine training requirements	75
G0354	Draft inputs for status of resources and training system (SORTS) program	75
G0362	Evaluate personnel for promotion, demotion, reclassification, or special awards	75
G0381	Write or endorse military performance reports	75
G0382	Write recommendations for awards or decorations	75
G0345	Develop organizational or functional charts	75
G0334	Assign personnel to work areas or duty positions	75
G0356	Establish organizational policies, such as operating instructions (OIs) or SOPs	75
I0419	Maintain administrative files	75
G0358	Establish procedures for accountability of equipment, tools, parts, or supplies	75
G0342	Counsel subordinates concerning personal matters	75
F0314	Brief deploying personnel	75
G0366	Initiate actions required due to substandard	75
G0352	Draft budget requirements	63
G0355	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	63
G0372	Review budget requirements	63
F0322	Coordinate mobility or contingency requirements with appropriate agencies	63
G0344	Determine or establish work assignments or priorities	63

Average Number of Tasks Performed = 180

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 1C471 AND 1C491 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 1C471 (N=87)	DAFSC 1C491 (N=8)	DIFFERENCE
D0221	83	38	45
D0209	54	13	42
A0032	76	38	38
D0192	48	13	36
A0044	72	38	35
D0219	57	25	32
H0394	45	13	32
J0431	69	38	31
H0398	56	25	31
D0186	56	25	31

G0354	26	75	-49
G0380	40	88	-47
I0414	17	63	-45
I0409	52	88	-36
C0113	39	75	-36
G0369	39	75	-36
G0374	53	88	-35
C0119	43	75	-32
I0415	43	75	-32
D0236	45	75	-30
G0347	32	63	-30

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY AD 1C400 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=2)
G0380 Write staff studies, surveys, or routine reports, other than training, after-action, or inspection reports	100
G0374 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	100
G0338 Conduct staff assistance visits, inspections, or audits	100
G0377 Schedule TDYs	100
G0378 Write inspection or after-action reports	100
G0375 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	100
G0383 Write replies to inspection or after-action reports	100
I0416 Initiate requests for TDY orders	100
G0370 Perform after-action reviews	100
G0372 Review budget requirements	100
I0418 Locate information in Army or Air Force publications	100
G0354 Draft inputs for status of resources and training system (SORTS) program	100
G0368 Interpret policies, directives, or procedures for subordinates	100
G0362 Evaluate personnel for promotion, demotion, reclassification, or special awards	100
G0379 Write job or position descriptions	100
G0367 Inspect personnel for compliance with military standards	100
I0413 Initiate classified reports, messages, or documents	50
I0427 Write minutes of briefings, conferences, or meetings	50
H0385 Brief personnel concerning training programs or matters	50
D0245 Track status of TACPs	50
G0337 Conduct self-inspections or self-assessments	50
I0425 Prepare administrative or classified materials or documents for mailing, transporting, or issue	50
I0419 Maintain administrative files	50
I0420 Maintain publications libraries, other than technical order (TO) libraries	50
G0355 Draft supplements or changes to directives, such as policy directives, instructions, or manuals	50

Average Number of Tasks Performed = 53

TABLE 16

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs IC491 AND IC400 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC IC491 (N=8)	DAFSC IC400 (N=2)	DIFFERENCE
A0030 Participate in physical training (PT)	100	*	100
B0105 Wash vehicles	88	*	88
C0135 Perform operational checks of remote control equipment	88	*	88
C0156 Set up or tear down near vertical incidence skywave (NVIS) antennas	88	*	88
C0133 Perform operational checks of palletized radio systems	88	*	88
C0130 Perform operational checks of GPSs	88	*	88
A0015 Fire 9mm handguns	88	*	88
A0040 Perform field duties in chemical protective equipment	88	*	88
A0057 Secure weapons	88	*	88
C0134 Perform operational checks of portable radios	88	*	88

E0304 Perform water parachute jumps	*	50	-50
E0311 Store parachutes	*	50	-50
E0284 Pack free-fall parachutes	*	50	-50
E0271 File individual jump records	*	50	-50
E0280 Make entries on individual jump records	13	50	-38
E0281 Make entries on parachute logs	13	50	-38
G0372 Review budget requirements	63	100	-38
E0305 Prepare equipment, other than vehicles, for air drops	13	50	-38
G0338 Conduct staff assistance visits, inspections, or audits	63	100	-38
E0309 Remove or replace defective parts on personnel parachutes	13	50	-38

*Task not performed

TABLE 17

RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG DAFSC 1C4X1 GROUPS

DUTIES	1C451	1C471	1C491
	(N = 14)	(N = 8)	(N = 2)
A PERFORMING FIELD ACTIVITIES	30	21	15
B PERFORMING VEHICLE OPERATOR MAINTENANCE	8	7	5
C SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	29	18	12
D PERFORMING AIR LIAISON, AIR STRIKE CONTROL, OR AIRSPACE MANAGEMENT ACTIVITIES	28	30	24
E PERFORMING AIRBORNE OR AIR ASSAULT ACTIVITIES	*	*	*
F PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	*	1	3
G PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	10	18
H PERFORMING TRAINING ACTIVITIES	*	7	12
I PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) ACTIVITIES	*	3	6
J PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	4

* less than 1 percent

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY ANG 1C451 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=14)
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	100
A0033	Perform camouflage procedures	100
B0105	Wash vehicles	100
A0059	Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment	100
A0058	Select and prepare bivouac sites	100
C0110	Configure communications systems for operations using vehicle power	100
C0109	Configure communications systems for operations using auxiliary power	100
A0047	Perform personal sanitation under field conditions	100
A0046	Perform personal hygiene under field conditions	100
A0036	Perform day or night convoy operations	100
C0111	Construct field expedient antennas	100
C0124	Perform emergency operations on AN/GRC-206 communications pallets	100
A0020	Interpret tactical map symbols	100
C0114	Extract time-of-day (TOD) messages from global positioning systems (GPSs) for HAVE-QUICK operations	100
C0120	Load or zeroize variables in encryption equipment	100
C0161	Troubleshoot communications systems, other than portable communications equipment	100
A0043	Perform operations using night vision devices	100
A0014	Extract information from Army signal operating instructions (SOIs)	100
C0141	Remote radio set controls (RSCs)	93
A0023	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	93
C0147	Remove or install encryption equipment	93
A0021	Interpret topographic maps	93
D0248	Transmit CAS requests	93
C0157	Set up or tear down portable radios	93
C0151	Report communications equipment or associated field equipment malfunctions	93
D0228	Prepare CAS requests	93
D0169	Assist with planning close air support (CAS) missions	93
C0133	Perform operational checks of palletized radio systems	93
A0040	Perform field duties in chemical protective equipment	93
C0150	Remove or install vehicle-mounted antennas	86
D0250	Transmit radio messages	86
C0140	Position equipment for operational use	86

Average Number of Tasks Performed = 144

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY ANG 1C471 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=8)	
D0204	Locate targets utilizing universal transverse mercator (UTM) or latitude and longitude coordinate systems	100
D0189	Coordinate suppression of enemy air defenses (SEADs) with appropriate agencies	100
D0223	Plan CAS missions	100
A0011	Drive wheeled vehicles in nontactical environments	100
D0203	Interpret ATOs or ACOs	100
D0199	Extract information from Army operations orders or tactical standing operating procedures (SOPs)	100
G0361	Evaluate personnel for compliance with performance standards	100
D0228	Prepare CAS requests	100
C0110	Configure communications systems for operations using vehicle power	100
H0385	Brief personnel concerning training programs or matters	100
D0248	Transmit CAS requests	100
B0105	Wash vehicles	100
D0188	Coordinate strike information with Army or other service personnel	100
C0120	Load or zeroize variables in encryption equipment	100
D0202	Identify vehicles as friend or foe	100
D0198	Extract information from air tasking orders (ATOs) or ACOs	100
D0216	Observe and report battle damage assessments (BDAs)	100
B0103	Report vehicle discrepancies or malfunctions	100
D0169	Assist with planning close air support (CAS) missions	100
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	100
A0033	Perform camouflage procedures	100
A0014	Extract information from Army signal operating instructions (SOIs)	100
A0012	Drive wheeled vehicles in tactical environments	100
C0147	Remove or install encryption equipment	100
D0172	Brief Army personnel on tactical air support capabilities	100
A0044	Perform passive signaling	100
A0047	Perform personal sanitation under field conditions	100
D0166	Advise staff officers on utilization of air assets	100
A0046	Perform personal hygiene under field conditions	100
C0109	Configure communications systems for operations using auxiliary power	100
A0023	Maintain TA-50 equipment, such as sleeping bags,	100
G0367	Inspect personnel for compliance with military standards	88
D0201	Identify hostile ground-to-air threats	88
D0250	Transmit radio messages	88

Average Number of Tasks Performed = 205

TABLE 20

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSCs IC451 AND IC471 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC IC451 (N=14)	DAFSC IC471 (N=8)	DIFFERENCE
C0113 Erect high-frequency (HF) extender kits	79	38	41

G0361 Evaluate personnel for compliance with performance standards	7	100	-93
H0391 Counsel trainees on training progress	7	100	-93
H0385 Brief personnel concerning training programs or matters	7	100	-93
D0221 Perform unsupervised terminal attack control procedures	7	88	-80
G0362 Evaluate personnel for promotion, demotion, reclassification, or special awards	7	88	-80
H0390 Conduct on-the-job training (OJT)	14	88	-73
B0063 Adjust vehicle hand brakes	29	100	-71
A0003 Configure equipment for air land operations	7	75	-68
G0341 Conduct supervisory orientations for newly assigned personnel	7	75	-68
G0342 Counsel subordinates concerning personal matters	7	75	-68
I0419 Maintain administrative files	7	75	-68
G0370 Perform after-action reviews	7	75	-68
G0368 Interpret policies, directives, or procedures for subordinates	7	75	-68
H0388 Conduct task evaluations	7	75	-68
G0367 Inspect personnel for compliance with military standards	21	88	-66
B0065 Certify vehicle operators	*	63	-63
H0397 Develop or procure training materials or aids	*	63	-63
H0402 Inspect training materials or aids for operation or suitability	*	63	-63
H0398 Establish or maintain study reference files	*	63	-63
A0002 Certify hazardous cargo	*	63	-63

*Task not performed

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY ANG 1C491 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=2)	
H0401	Evaluate progress of trainees	100
H0396	Develop written tests	100
I0419	Maintain administrative files	100
H0400	Evaluate effectiveness of training programs, plans, or procedures	100
H0389	Conduct terminal attack control evaluations	100
J0428	Coordinate maintenance of equipment with appropriate agencies	100
H0399	Evaluate training methods or techniques of instructors	100
G0361	Evaluate personnel for compliance with performance standards	100
J0431	Identify and report equipment or supply problems	100
I0418	Locate information in Army or Air Force publications	100
G0382	Write recommendations for awards or decorations	100
H0394	Develop master task lists (MTLs)	100
H0397	Develop or procure training materials or aids	100
G0370	Perform after-action reviews	100
H0387	Conduct formal course classroom training	100
H0392	Determine training requirements	100
H0393	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	100
H0388	Conduct task evaluations	100
G0359	Evaluate inspection report findings or inspection procedures	100
J0432	Initiate requisitions for equipment, tools, parts, or supplies	100
G0357	Establish performance standards for subordinates	100
G0383	Write replies to inspection or after-action reports	100
J0429	Develop equipment checklists	100
G0365	Initiate personnel action requests	100
H0390	Conduct on-the-job training (OJT)	100
H0406	Write training reports	100
G0362	Evaluate personnel for promotion, demotion, reclassification, or special awards	100
A0020	Interpret tactical map symbols	100
H0395	Develop training programs, plans, or procedures, other than for PT	100
A0014	Extract information from Army signal operating instructions (SOIs)	100
A0043	Perform operations using night vision devices	100
G0344	Determine or establish work assignments or priorities	100
H0385	Brief personnel concerning training programs or matters	100
H0402	Inspect training materials or aids for operation or suitability	100
H0403	Maintain training records or files	100
D0228	Prepare CAS requests	100

Average Number of Tasks Performed = 223

TABLE 22

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSCs IC471 AND IC491 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC IC471 (N=8)	DAFSC IC491 (N=2)	DIFFERENCE
D0206	100	*	100
C0123	88	*	88
D0200	88	*	88
B0074	88	*	88
B0062	88	*	88
D0210	75	*	75
D0249	63	*	63
A0039	63	*	63
B0091	63	*	63
B0066	63	*	63

I0425	*	100	-100
G0346	13	100	-88
I0408	13	100	-88
I0413	13	100	-88
H0394	13	100	-88
I0427	13	100	-88
G0364	13	100	-88
H0384	25	100	-75
J0437	25	100	-75
G0359	25	100	-75

*Task not performed

TABLE 23

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD 1C451 AND ANG 1C451 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC 1C451 (N=245)	AG DAFSC 1C451 (N=14)	DIFFERENCE
D0221 Perform unsupervised terminal attack control procedures	75	7	68
A0015 Fire 9mm handguns	93	29	64
I0416 Initiate requests for TDY orders	55	*	55
H0390 Conduct on-the-job training (OJT)	65	14	51
C0153 Set up or tear down digital communications equipment	51	*	51
B0089 Remove or install vehicle batteries	57	7	50
G0382 Write recommendations for awards or decorations	49	*	49
H0397 Develop or procure training materials or aids	47	*	47
G0342 Counsel subordinates concerning personal matters	54	7	47

A0053 Perform survival, evasion, resistance, and escape (SERE) activities	38	86	-48
C0126 Perform field expedient maintenance on power generating systems	47	93	-46
C0118 Inspect power generating systems	53	93	-40
A0051 Perform routine maintenance on chemical protective equipment	54	93	-39
C0115 Fault isolate command and control computer system line replaceable units (LRUs)	11	50	-39
A0045 Perform perimeter security	44	79	-35
A0006 Construct fighting positions	52	86	-34
D0205 Make entries on communications logs	51	86	-34
A0013 Employ grenades or pyrotechnics	67	100	-33
C0149 Remove or install portable communications equipment LRUs	18	50	-32

*Task not performed

TABLE 24

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC IC471 AND ANG DAFSC IC471
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC IC471 (N=87)	ANG DAFSC IC471 (N=8)	DIFFERENCE
G0340	66	13	53
G0381	76	25	51
G0364	63	13	51
A0015	86	38	49
G0349	59	13	46
G0346	59	13	46
G0375	82	38	44
H0392	82	38	44
G0337	82	38	44
G0358	69	25	44
G0336	69	25	44

C0107	30	100	-70
A0006	32	100	-68
B0062	23	88	-65
B0094	36	100	-64
A0045	26	88	-61
B0095	28	88	-60
C0126	41	100	-59
D0187	45	100	-55
B0082	34	88	-53
B0066	9	63	-53

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 1C491 AND ANG DAFSC 1C491 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC 1C491 (N=8)	AG DAFSC 1C491 (N=2)	DIFFERENCE
G0355 Draft supplements or changes to directives, such as policy directives, instructions, or manuals	63	*	63
D0206 Make entries on mission logs	63	*	63
G0353 Draft host-tenant or interservice agreements	50	*	50
C0132 Perform operational checks of multiple subscriber equipment (MSE)	50	*	50
F0325 Determine specific source of personnel requirements for deployment manning documents	50	*	50
G0378 Write inspection or after-action reports	100	50	50
F0323 Coordinate specific source of personnel requirements with appropriate agencies	50	*	50
D0200 Identify aircraft as friend or foe	50	*	50
C0137 Perform preventive maintenance inspections (PMIs) on communications equipment, other than fiber optic cables	50	*	50
I0416 Initiate requests for TDY orders	100	50	50
<hr/>			
D0168 Assist with planning airlift missions	*	100	-100
H0406 Write training reports	13	100	-88
B0102 Repair vehicle canvases or supports	13	100	-88
A0060 Set up or tear down shelters	13	100	-88
H0394 Develop master task lists (MTLs)	13	100	-88
J0437 Pick up, deliver, or store equipment, tools, parts, or supplies, other than parachutes or sling-load or rappelling equipment	13	100	-88
B0069 Check vehicle filters, such as oil, fuel, or air filters	25	100	-75
H0389 Conduct terminal attack control evaluations	25	100	-75

*Task not performed

TRAINING ANALYSIS

Occupational survey data are one of many sources of information that 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 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).

AD First-Enlistment AFSC 1C4X1 Personnel

In this study, there are 178 members in their first-enlistment, representing 35 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder across specialty jobs.

**DISTRIBUTION OF 1C4X1 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 178)**

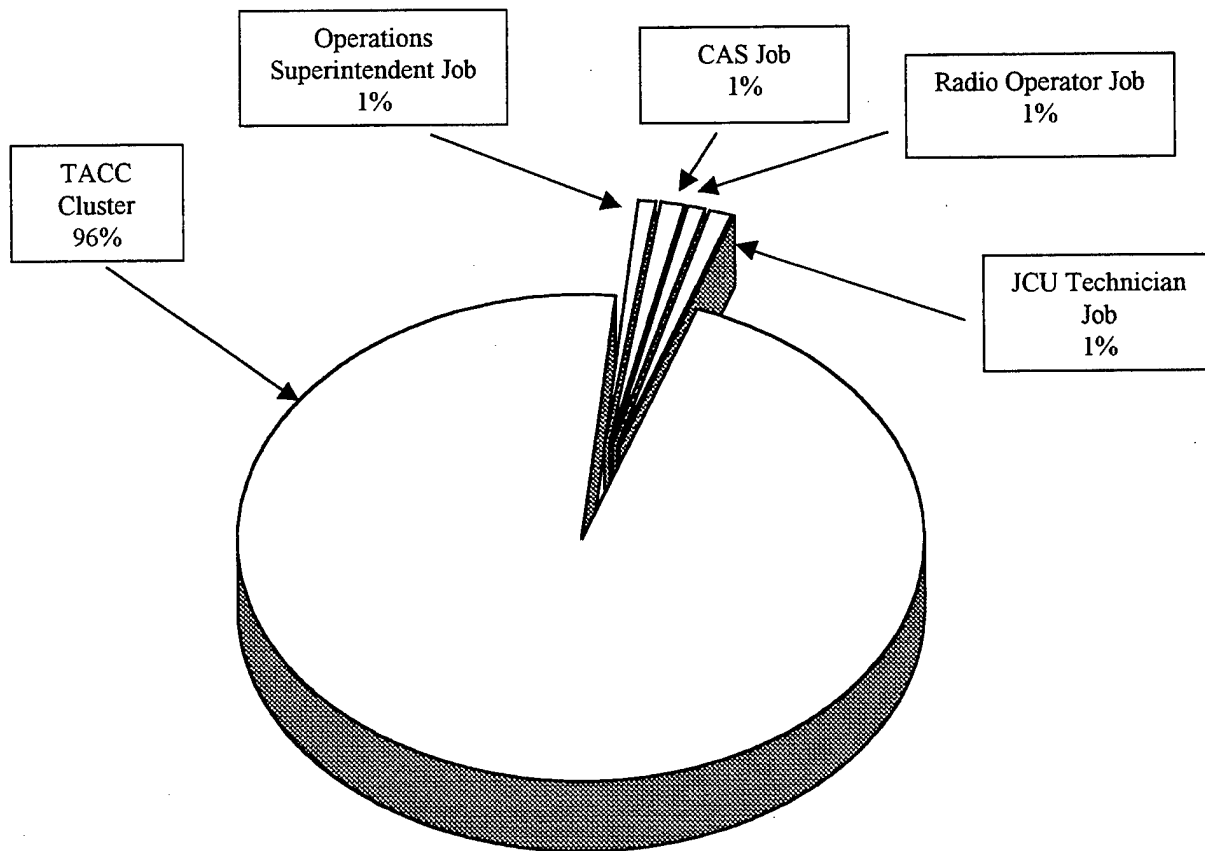


FIGURE 2

As shown, the largest group of AFSC 1C4X1 airmen is found in the TACC Cluster. Table 26 lists representative tasks performed by first-enlistment AFSC 1C4X1 personnel, while Table 27 reflects equipment used or operated by these incumbents.

TABLE 26

REPRESENTATIVE TASKS PERFORMED BY AFSC 1C4X1 FIRST-ENLISTMENT PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=178)
A0030	Participate in physical training (PT)	100
A0023	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	96
C0124	Perform emergency operations on AN/GRC-206 communications pallets	96
A0029	Navigate by vehicle using GPSs	96
A0016	Fire M-16 weapons	96
B0105	Wash vehicles	95
C0134	Perform operational checks of portable radios	95
A0027	Navigate by vehicle during day operations using maps and compasses	95
A0033	Perform camouflage procedures	95
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	94
A0059	Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment	94
A0061	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	94
C0114	Extract time-of-day (TOD) messages from global positioning systems (GPSs) for HAVE-QUICK operations	94
A0036	Perform day or night convoy operations	94
A0020	Interpret tactical map symbols	93
A0024	Navigate by foot during day operations using maps and compasses	93
C0156	Set up or tear down near vertical incidence skywave (NVIS) antennas	93
C0157	Set up or tear down portable radios	92
A0028	Navigate by vehicle during night operations using maps and compasses	92
C0111	Construct field expedient antennas	92
A0046	Perform personal hygiene under field conditions	91
A0001	Authenticate communications	91
C0110	Configure communications systems for operations using vehicle power	90
C0141	Remote radio set controls (RSCs)	90
C0131	Perform operational checks of HAVE-QUICK systems	90
C0109	Configure communications systems for operations using auxiliary power	90
C0120	Load or zeroize variables in encryption equipment	90
C0129	Perform operational checks of fiber optic cables	90
A0043	Perform operations using night vision devices	89
D0169	Assist with planning close air support (CAS) missions	89
A0011	Drive wheeled vehicles in nontactical environments	88
A0047	Perform personal sanitation under field conditions	88

Average Number of Tasks Performed = 139

TABLE 27

EQUIPMENT USED BY AFSC 1C4X1
FIRST-ENLISTMENT PERSONNEL

EQUIPMENT	1ST ENL (N=178)
Night Vision Device	99
KY-57	98
AN/GRC-206 (V3) (V5)	97
Global Positioning System (GPS) Equipment	95
Generator	94
AN/PRC-113	94
KYK-13	92
AN/PRC-104	91
Single-Channel Ground Airborne Radio System (SINCGARS) Equipment	90
KOI-18	89
Signaling Device	79
KY-99	78
VRC-46, RT-524, or RT-246 FM Radio	76
KY-65	74
Field Phone	69
Infrared Marking Device	66
Pyrotechnics	66
CYZ-10, Automated Network Control Device	64
Laptop Computer	57
Digital Communications Terminal	55
Mobile Shelter	51
Multiple Integrated Laser Equipment (MILE)	51
Laser Target Designator	48
AN/MRC-144	41
KXY-15	39
Consolidated Tool Kit (CTK)	34
Secure Telephone Communications System Equipment	32
Laser Range Finder	29
Mobile Subscriber Equipment (MSE)	28
Battlefield Communications Terminal	22
STU-III	22

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

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

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

Table 28 presents tasks with the highest TE ratings for AFSC 1C4X1 first-enlistment airmen, while Table 29 displays those tasks AFSC 1C4X1 raters judged to be most difficult to learn. For example, TE raters (refer to Table 28) reported that tasks such as interpreting topographical maps, interpreting tactical map symbols, and performing emergency operations on AN/GRC-206 communications pallets require a high degree of training emphasis. From the data, most airmen in their first-job and within their first-enlistment are performing these tasks. Table 29 shows TD raters reported controlling night CAS missions to be among the most difficult tasks to learn.

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 28

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	PERCENT MEMBERS PERFORMING				TASK
	TNG	IST	JOB	ENL	
		EMP*	(N = 87)	(N = 178)	
A0021	7.04	82	80	4.66	Interpret topographical maps
A0020	6.98	91	93	4.91	Interpret tactical map symbols
C0124	6.96	94	96	4.52	Perform emergency operations on AN/GRC-206 communications pallets
C0134	6.89	94	95	4.45	Perform operational checks of portable radios
C0133	6.85	82	85	4.76	Perform operational checks of palletized radio systems
D0204	6.85	78	83	4.71	Locate targets utilizing universal transverse mercator (UTM) or latitude and longitude coordinate systems
A0027	6.78	94	95	4.50	Navigate by vehicle during day operations using maps and compasses
D0228	6.74	86	87	4.46	Prepare CAS requests
A0028	6.70	91	92	5.31	Navigate by vehicle during night operations using maps and compasses
A0030	6.59	100	100	2.29	Participate in physical training (PT)
C0135	6.48	66	71	4.36	Perform operational checks of remote control equipment
C0161	6.43	85	87	5.48	Troubleshoot communications systems, other than portable communications equipment
A0029	6.39	94	96	5.06	Navigate by vehicle using GPSs
C0165	6.39	89	88	5.02	Troubleshoot portable communications equipment
A0016	6.39	97	96	3.81	Fire M-16 weapons
C0157	6.37	89	92	3.68	Set up or tear down portable radios
A0025	6.35	86	89	5.71	Navigate by foot during night operations using maps and compasses
A0024	6.35	91	93	4.87	Navigate by foot during day operations using maps and compasses
D0202	6.30	76	77	5.60	Identify vehicles as friend or foe
A0014	6.30	79	83	4.84	Extract information from Army signal operating instructions (SOIs)
C0120	6.30	89	90	4.28	Load or zeroize variables in encryption equipment
A0001	6.24	89	91	2.66	Authenticate communications
D0201	6.24	68	71	5.72	Identify hostile ground-to-air threats
A0061	6.24	93	94	4.00	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles
C0131	6.20	91	90	4.82	Perform operational checks of HAVE-QUICK systems
D0248	6.17	82	85	3.81	Transmit CAS requests
C0163	6.15	82	81	5.48	Troubleshoot GPSs
D0215	6.13	74	77	4.43	Monitor or operate tactical air direction nets

* Mean TE Rating is 2.65, and Standard Deviation is 1.90 (High TE = 4.55)

** Average TD Rating is 5.00

TABLE 29

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK	IST JOB	IST ENL	PERCENT MEMBERS PERFORMING						EMP*
				DIFF**	(N=87)	(N=178)	(N=148)	(N=245)	(N=87)	
D0177	Control night CAS missions	41	53	48	80	75	4.11	4.11		
G0353	Draft host-tenant or interservice agreements	3	3	2	2	22	7.26	.96		
D0185	Coordinate joint air attack team (JAAT) missions with other services or units	36	42	39	64	56	6.90	3.00		
E0293	Perform jumpmaster military free-fall operations	2	2	1	2	9	6.87	.65		
D0218	Perform helicopter FAC activities	15	15	14	18	13	6.80	1.48		
E0257	Conduct jumpmaster training	1	5	4	11	18	6.67	1.04		
F0326	Develop contingency exercise mobility (CEM) orders	3	2	2	2	5	6.67	.59		
E0263	Coordinate air mobile operations with Army or other service personnel	6	7	7	14	15	6.61	1.02		
A0035	Perform combat lifesaver procedures	34	42	36	44	24	6.59	4.11		
E0296	Perform rappel master aircraft inspections	1	1	1	2	3	6.59	.48		
E0295	Perform military free-fall operations, other than jumpmaster military free-fall operations	2	3	3	4	14	6.56	1.11		
E0259	Conduct rappel master training	3	4	4	2	2	6.53	.30		
D0168	Assist with planning airlift missions	18	21	22	18	30	6.51	1.17		
G0355	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	3	4	3	9	41	6.50	.89		
F0324	Determine cost factors for support agreements	2	2	2	4	24	6.50	.65		
E0284	Pack free-fall parachutes	2	2	3	3	14	6.48	.61		
E0297	Perform rappel master operations	1	2	1	3	3	6.47	.59		
D0224	Plan EW mission support	5	7	7	12	16	6.47	.85		
D0171	Assist with planning reconnaissance missions	25	29	29	38	39	6.46	1.61		
D0170	Assist with planning electronic warfare (EW) mission support	11	15	14	17	26	6.46	1.17		
D0167	Analyze targets and recommend strike ordnance	49	51	48	76	77	6.46	3.41		
E0294	Perform jumpmaster operations, other than jumpmaster aircraft inspections or jumpmaster military free-fall operations	0	5	3	9	13	6.45	.70		
E0264	Coordinate fast rope infiltration or exfiltration system (FRIES) operations with Army or other service personnel	3	7	4	11	14	6.45	.54		
E0292	Perform jumpmaster aircraft inspections	1	5	4	11	20	6.43	1.04		

* Mean TE Rating is 2.65, and Standard Deviation is 1.90 (High TE = 4.55)

** Average TD Rating is 5.00

Specialty Training Standard (STS)

A comprehensive review of STS 1C4X1, dated March 1999, compared STS items to survey data (based on the previously mentioned 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 20 percent or more of the personnel in a skill level (criterion group) of the AFS.

Overall, the STS provides comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential elements. Career Field Managers and Training Personnel are to be commended for developing a quality STS product.

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Those technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 30. Training personnel and SMEs should review these not referenced tasks to determine if inclusion in the STS is justified.

Plan of Instruction

JI tasks were matched to related training objectives in POI E3ABP1C431-000 Tactical Air Command and Control Apprentice dated June 1998, with assistance from 334 TRS SMEs. The data examined included percent members performing data for first-job (1-24 months TAFMS) personnel, first-enlistment (1-48 months TAFMS) personnel, and TE and TD ratings. ATI ratings for each task were also used.

POI blocks, units of instructions, and learning objectives were compared to the standard set forth in AETCI 36-2601 (30 percent or more of the first-enlistment group performing tasks trained, along with sufficiently high TE and TD ratings on those tasks). By this guidance, tasks trained in the course which do not meet these criteria should be considered for elimination from the formal course, if not justified on some other acceptable basis.

Review of the tasks matched to the POI revealed the POI is well supported by occupational survey data. There are no performance coded learning objectives with less than 30 percent performing in the sample survey.

As in the STS, tasks not referenced to any learning objectives of the POI are listed at the end of the POI computer listing. Examples of technical tasks performed by at least 30 percent of POI target group respondents, but which are not referenced to any POI learning objective, are the same as those displayed in Table 30. Training personnel and SMEs should review these and other not referenced tasks to determine if they warrant inclusion in the course.

TABLE 30

EXAMPLES OF TECHNICAL TASKS PERFORMED BY IC4X1
PERSONNEL AND NOT REFERENCED TO THE STS AND POI

TASKS	TNG EMP	1 ST JOB	1 ST ENL	PERCENT MEMBERS PERFORMING			TSK DIF	ATI
				3-SKL LVL (N=148)	5-SKL LVL (N=245)	7-SKL LVL (N=87)		
A0034	5.28	56	60	59	58	52	5.21	18
A0040	5.17	68	72	69	68	64	5.33	18
C0125	6.02	83	81	82	71	63	5.13	18
C0126	5.04	66	63	66	47	41	5.03	18
C0127	4.80	91	93	91	73	48	4.45	18
C0128	4.65	75	75	74	59	44	5.07	18
C0135	6.48	66	71	71	66	66	4.36	18
C0140	5.54	63	67	66	67	64	4.10	18
C0162	5.85	82	81	78	70	70	5.55	18
C0163	6.15	82	81	81	70	70	5.48	18
D0198	5.43	66	70	70	78	80	5.31	18
D0200	5.87	77	78	78	73	59	5.50	18
D0201	6.24	68	71	69	77	69	5.72	18

* Mean TE Rating is 2.65, and Standard Deviation is 1.90 (High TE = 4.55)

** 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 in the survey booklet to provide indications of job satisfaction.

Table 31 presents job satisfaction data for AFSC 1C4X1 TAFMS groups, together with TAFMS data for a comparative sample of Operations career ladders surveyed in 1998. First-enlistment respondents appear substantially less satisfied with their jobs than their Operations-grouped counterparts across all questions. Their apparent dissatisfaction is evident in the intent of only 37 percent of first-term airmen to reenlist. Second-enlistment and career airmen in the career field compare favorably with their respective counterparts and are substantially more apt to reenlist than the comparative Operations personnel.

An indication of how job satisfaction perceptions have changed over time is provided in Table 32, where again TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. Reviewing this table, current survey satisfaction ratings are noticeably lower in all areas for first- and second-enlistment airmen than their 1994 counterparts. The career group (97+ months TAFMS) rated all areas very close to the previous survey. With reenlistment always a concern, a disturbing 20 percent differential between the current survey and past survey's first- and second-term airmen is noted.

In Table 33, a review of the job satisfaction ratings for the specialty jobs and cluster identified in this survey reveals very low satisfaction ratings among the CAS Job and Radio Operator Job members. The AD TACC Cluster satisfaction ratings, accounting for most of the career field, are important to mention. They report relatively low job interest, sense of accomplishment, and reenlistment intention ratings.

TABLE 31

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1999 1C4X1 (N=178)	COMP SAMPLE* (N= 1,144)	1999 1C4X1 (N= 82)	COMP SAMPLE* (N= 835)	1999 1C4X1 (N= 230)	COMP SAMPLE* (N= 3,647)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	50	72	66	73	80	78
SO-SO	22	14	17	16	11	13
DULL	28	14	17	11	9	9
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	59	75	70	76	81	83
LITTLE OR NOT AT ALL	41	25	30	24	19	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	73	88	83	87	84	86
LITTLE OR NOT AT ALL	27	12	17	13	16	14
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	47	68	57	64	75	69
NEUTRAL	7	14	5	13	6	10
DISSATISFIED	46	18	38	23	19	21
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	37	45	66	50	71	60
NO, OR PROBABLY NO	63	55	34	50	7	16
PLAN TO RETIRE	0	0	0	0	22	24

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
PLAN TO RETIRE

* Comparative sample of Operations career ladders surveyed in 1998 include the 1A0X1, 1A2X1, 1A4X1, 1C1X1, 1C3X1, 1C5X1 AND 1T2X1 AFSCs.

TABLE 32

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1999 1C4X1 (N= 178)	1994 1C4X1 (N= 127)	1999 1C4X1 (N= 82)	1994 1C4X1 (N= 106)	1999 1C4X1 (N= 230)	1994 1C4X1 (N= 276)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	50	79	66	76	80	71
SO-SO	22	11	17	17	11	17
DULL	28	10	17	7	9	12
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	59	71	70	82	81	80
LITTLE OR NOT AT ALL	41	29	30	18	19	20
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	73	91	83	87	84	82
LITTLE OR NOT AT ALL	27	9	17	13	16	18
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	47	67	57	71	75	65
NEUTRAL	7	16	5	14	6	12
DISSATISFIED	46	17	38	15	19	23
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	37	63	66	85	71	84
NO, OR PROBABLY NO	63	37	34	15	7	5
PLAN TO RETIRE	0	0	0	0	22	11

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
PLAN TO RETIRE

TABLE 33

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

TACC Cluster (AD) (STG019) (N = 439)	Instructor Job (GP38) (N = 18)	Operations Superintendent Job (STG020) (N = 9)	CAS Job (STG015) (N = 6)	JCU Technician Job (STG018) (N = 5)	Radio Operator Job (STG014) (N = 5)	TACC Cluster (ANG) (GP48) (N = 24)
67	94	89	33	80	40	96
17	6	11	0	0	0	4
16	0	0	67	20	60	0
71	95	78	33	100	40	76
29	5	22	67	0	60	24
80	94	67	67	100	60	96
20	6	33	33	0	40	4
61	94	67	33	80	40	75
7	0	0	0	0	0	4
32	6	33	67	20	60	21
57	83	78	50	40	40	75
33	11	0	33	60	60	21
10	6	22	17	0	0	4

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

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

IMPLICATIONS

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

Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder training documents appear, on the whole, to be very well supported by survey data. The career ladder progression differs from other AFSCs due to the technical involvement at the 9-skill and CEM levels. Job satisfaction is low for first-enlistment personnel and increases with time in service. Personnel in the first-enlistment have alarmingly low reenlistment intentions. The members of the CAS and Radio Operator Jobs appear to be the least satisfied in the career field.

THIS PAGE INTENTIONALLY LEFT BLANK

APPENDIX A
SELECTED REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE A1
TACC CLUSTER

TASKS	PERCENT MEMBERS PERFORMING (N=463)
A0030 Participate in physical training (PT)	99
A0023 Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	97
A0016 Fire M-16 weapons	97
C0134 Perform operational checks of portable radios	96
C0157 Set up or tear down portable radios	95
A0020 Interpret tactical map symbols	95
A0027 Navigate by vehicle during day operations using maps and compasses	95
A0061 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	95
D0169 Assist with planning close air support (CAS) missions	94
A0029 Navigate by vehicle using GPSs	94
C0124 Perform emergency operations on AN/GRC-206 communications pallets	93
A0046 Perform personal hygiene under field conditions	93
D0223 Plan CAS missions	92
C0131 Perform operational checks of HAVE-QUICK systems	92
C0130 Perform operational checks of GPSs	92
A0033 Perform camouflage procedures	92
A0043 Perform operations using night vision devices	92
C0120 Load or zeroize variables in encryption equipment	91
C0114 Extract time-of-day (TOD) messages from global	91
B0105 Wash vehicles	90
D0204 Locate targets utilizing universal transverse mercator (UTM) or latitude and longitude coordinate systems	90
D0228 Prepare CAS requests	90
A0059 Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment	90
A0047 Perform personal sanitation under field conditions	89
D0248 Transmit CAS requests	88
C0165 Troubleshoot portable communications equipment	88
C0133 Perform operational checks of palletized radio systems	87
A0022 Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	86
C0110 Configure communications systems for operations using vehicle power	86
A0021 Interpret topographic maps	86
C0141 Remote radio set controls (RSCs)	85
D0215 Monitor or operate tactical air direction nets	84
C0109 Configure communications systems for operations using auxiliary power	84
D0216 Observe and report battle damage assessments (BDAs)	84
A0011 Drive wheeled vehicles in nontactical environments	83
A0012 Drive wheeled vehicles in tactical environments	82
D0213 Monitor or operate air request nets	82
B0070 Check vehicle fluid levels, such as transmission fluid levels or oil levels	79

TABLE A2
INSTRUCTOR JOB

TASKS	PERCENT MEMBERS PERFORMING (N=18)	
A0030	Participate in physical training (PT)	100
H0384	Administer or score tests	94
A0027	Navigate by vehicle during day operations using maps and compasses	94
A0029	Navigate by vehicle using GPSs	94
H0396	Develop written tests	94
A0028	Navigate by vehicle during night operations using maps and compasses	94
A0023	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	94
H0387	Conduct formal course classroom training	89
G0336	Conduct or lead PT	89
A0024	Navigate by foot during day operations using maps and compasses	89
A0025	Navigate by foot during night operations using maps and compasses	89
A0026	Navigate by foot using GPSs	89
C0134	Perform operational checks of portable radios	89
H0404	Personalize lesson plans	83
H0402	Inspect training materials or aids for operation or suitability	83
H0401	Evaluate progress of trainees	83
A0046	Perform personal hygiene under field conditions	83
A0013	Employ grenades or pyrotechnics	83
A0043	Perform operations using night vision devices	83
A0011	Drive wheeled vehicles in nontactical environments	78
A0012	Drive wheeled vehicles in tactical environments	78
H0397	Develop or procure training materials or aids	78
H0385	Brief personnel concerning training programs or matters	78
A0021	Interpret topographic maps	78
C0124	Perform emergency operations on AN/GRC-206 communications pallets	78
G0367	Inspect personnel for compliance with military standards	72
H0403	Maintain training records or files	72
H0398	Establish or maintain study reference files	72
C0157	Set up or tear down portable radios	72
A0014	Extract information from Army signal operating instructions (SOIs)	72
G0337	Conduct self-inspections or self-assessments	72
A0047	Perform personal sanitation under field conditions	67
G0361	Evaluate personnel for compliance with performance standards	67
H0395	Develop training programs, plans, or procedures, other than for PT	61
H0388	Conduct task evaluations	61
H0391	Counsel trainees on training progress	61
H0400	Evaluate effectiveness of training programs, plans, or	56

TABLE A3
OPERATIONS SUPERINTENDENT JOB

TASKS	PERCENT MEMBERS PERFORMING (N=9)	
G0382	Write recommendations for awards or decorations	100
G0342	Counsel subordinates concerning personal matters	100
G0357	Establish performance standards for subordinates	100
G0375	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	100
I0418	Locate information in Army or Air Force publications	100
G0381	Write or endorse military performance reports	89
G0368	Interpret policies, directives, or procedures for subordinates	89
G0362	Evaluate personnel for promotion, demotion, reclassification, or special awards	89
G0343	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	89
G0352	Draft budget requirements	89
G0367	Inspect personnel for compliance with military standards	89
G0356	Establish organizational policies, such as operating instructions (OIs) or SOPs	89
G0341	Conduct supervisory orientations for newly assigned personnel	89
F0314	Brief deploying personnel	89
I0416	Initiate requests for TDY orders	89
G0379	Write job or position descriptions	89
G0383	Write replies to inspection or after-action reports	89
D0172	Brief Army personnel on tactical air support capabilities	89
D0169	Assist with planning close air support (CAS) missions	89
H0390	Conduct on-the-job training (OJT)	89
G0346	Develop PT programs	78
G0377	Schedule TDYs	78
G0366	Initiate actions required due to substandard performance of personnel	78
H0385	Brief personnel concerning training programs or matters	78
A0030	Participate in physical training (PT)	78
G0378	Write inspection or after-action reports	78
E0289	Perform equipment parachute jumps	78
D0166	Advise staff officers on utilization of air assets	78
G0339	Conduct supervisory performance feedback sessions	78
G0370	Perform after-action reviews	78
G0380	Write staff studies, surveys, or routine reports, other than training, after-action, or inspection reports	78
G0336	Conduct or lead PT	78
D0167	Analyze targets and recommend strike ordnance	78
G0358	Establish procedures for accountability of equipment, tools, parts, or supplies	78
G0344	Determine or establish work assignments or priorities	67
G0361	Evaluate personnel for compliance with performance standards	67
G0365	Initiate personnel action requests	67
G0334	Assign personnel to work areas or duty positions	67

TABLE A4

CAS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=6)
A0059	Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment	100
D0248	Transmit CAS requests	100
A0016	Fire M-16 weapons	100
A0015	Fire 9mm handguns	100
A0027	Navigate by vehicle during day operations using maps and compasses	100
A0001	Authenticate communications	100
A0030	Participate in physical training (PT)	83
A0011	Drive wheeled vehicles in nontactical environments	83
B0105	Wash vehicles	83
D0232	Process CAS requests	83
C0135	Perform operational checks of remote control equipment	83
C0134	Perform operational checks of portable radios	83
A0061	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	83
C0141	Remote radio set controls (RSCs)	83
C0147	Remove or install encryption equipment	83
D0169	Assist with planning close air support (CAS) missions	67
D0228	Prepare CAS requests	67
D0250	Transmit radio messages	67
D0198	Extract information from air tasking orders (ATOs) or ACOs	67
D0213	Monitor or operate air request nets	67
A0012	Drive wheeled vehicles in tactical environments	67
D0223	Plan CAS missions	67
C0158	Set up or tear down RC-292 or OE-254 frequency modulation (FM) antenna kits	67
C0133	Perform operational checks of palletized radio systems	67
A0008	Decode or encode radio messages	67
G0336	Conduct or lead PT	50
D0204	Locate targets utilizing universal transverse mercator (UTM) or latitude and longitude coordinate systems	50
A0023	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	50
B0070	Check vehicle fluid levels, such as transmission fluid levels or oil levels	50
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	50
D0203	Interpret ATOs or ACOs	50
D0236	Provide net control for tactical air request nets	50
I0407	Compile data for records, reports, logs, or trend analyses	33
I0420	Maintain publications libraries, other than technical order (TO) libraries	33
G0346	Develop PT programs	33

TABLE A5

JCU TECHNICIAN JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
C0136	Perform operational checks of satellite communications (SATCOM) equipment	100
C0159	Set up or tear down SATCOM equipment	100
C0119	Load data into communications systems computers or equipment	100
C0161	Troubleshoot communications systems, other than portable communications equipment	100
C0165	Troubleshoot portable communications equipment	100
C0120	Load or zeroize variables in encryption equipment	100
C0134	Perform operational checks of portable radios	100
C0162	Troubleshoot encryption or secure voice equipment	100
I0409	Destroy classified materials or documents	100
A0030	Participate in physical training (PT)	100
E0289	Perform equipment parachute jumps	100
C0108	Clean fiber optic cables	100
A0056	Recognize and report meaconing, interference, jamming, and intrusion (MIJI)	100
E0279	Maintain airborne items	100
E0280	Make entries on individual jump records	100
D0246	Transcribe radio messages	80
D0250	Transmit radio messages	80
C0147	Remove or install encryption equipment	80
C0129	Perform operational checks of fiber optic cables	80
C0157	Set up or tear down portable radios	80
C0151	Report communications equipment or associated field equipment malfunctions	80
J0430	Evaluate serviceability of equipment, tools, parts, or supplies	80
J0431	Identify and report equipment or supply problems	80
H0390	Conduct on-the-job training (OJT)	80
C0137	Perform preventive maintenance inspections (PMIs) on communications equipment, other than fiber optic cables	80
I0417	Inventory classified materials or documents	80
I0413	Initiate classified reports, messages, or documents	80
C0135	Perform operational checks of remote control equipment	80
J0433	Inventory equipment, tools, parts, or supplies	80
J0437	Pick up, deliver, or store equipment, tools, parts, or supplies, other than parachutes or sling-load or rappelling equipment	80
E0299	Perform static-line parachute jumps	80
C0109	Configure communications systems for operations using auxiliary power	80
C0153	Set up or tear down digital communications equipment	80
J0428	Coordinate maintenance of equipment with appropriate agencies	80
A0038	Perform electronic countermeasure (ECM) procedures,	80
D0214	Monitor or operate nets, other than air request or tactical air direction nets	60
I0411	Establish or maintain accountability records for classified materials or documents	60

TABLE A6

RADIO OPERATOR JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
A0014	Extract information from Army signal operating instructions (SOIs)	100
A0029	Navigate by vehicle using GPSs	100
A0015	Fire 9mm handguns	100
A0030	Participate in physical training (PT)	100
A0033	Perform camouflage procedures	100
A0001	Authenticate communications	100
A0008	Decode or encode radio messages	100
A0012	Drive wheeled vehicles in tactical environments	80
A0016	Fire M-16 weapons	80
A0011	Drive wheeled vehicles in nontactical environments	80
A0027	Navigate by vehicle during day operations using maps and compasses	80
A0017	Fire specialized Army weapons, such as light antitank weapons (LAWs), .50-caliber machine guns, or M-203 grenade launchers	80
A0028	Navigate by vehicle during night operations using maps and compasses	80
A0025	Navigate by foot during night operations using maps and compasses	80
A0024	Navigate by foot during day operations using maps and compasses	80
A0036	Perform day or night convoy operations	80
A0023	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	80
A0013	Employ grenades or pyrotechnics	80
A0032	Perform active signaling	60
A0035	Perform combat lifesaver procedures	60
A0057	Secure weapons	60
A0034	Perform chemical warfare agent decontamination procedures	60
A0020	Interpret tactical map symbols	60